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A large, stylized black outline map of the Lower Mekong Basin is positioned on the left side of the cover, extending from the top to the bottom. It shows the borders of the countries in the region.

FINAL REPORT
STUDY ON THE ROLES OF WOMEN
IN WATER RESOURCES DEVELOPMENT
IN THE LOWER MEKONG BASIN

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Prepared by
The Mekong River Commission Secretariat

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EXECUTIVE SUMMARY

PROJECT: STUDY ON THE ROLES OF WOMEN IN WATER RESOURCES DEVELOPMENT IN THE LOWER MEKONG BASIN

Project Description

The project aimed at preparing a position paper on gender issues in water resources and related development for the each of the four riparian countries - Cambodia, Lao PDR, Vietnam and Thailand; proposing a common strategy and corresponding guideline to enhance the roles of women in water resources development in the lower Mekong basin. It was expected that an action plan be developed to implement the proposed strategy and enhance an awareness of the riparian and Mekong staff working in water resources development in the lower Mekong basin on the roles of women.

Project Achievements

A position paper on gender issues in water and related resources development for each of the riparian countries was developed. In the institutionalising effort, a number of mechanisms have been established. MRC Gender Strategy was formulated based on the compilation of all 4 national studies. The MRC Gender Policy had been developed and approved by the MRC Senior Managers in April 2000. Gender Mainstreaming Guidelines and Checklists have been developed, printed and disseminated in English and 4 riparian languages.

Capacity building effort led to a formation of teams of Gender Trainers in each riparian country comprising 4-5 persons who are officials from different line agencies. Gender Training Curriculum and Gender Training Package for Decision Makers, Planers and Field Project Officers were developed and tested. 377 MRC and line agencies officials (247 males and 130 females) were trained in “*gender and development*”. Detailed action plans have been formulated by the gender trainers to implement the MRC Gender Strategy in each riparian country for the next three years.

Project Financing

Total Grant from New Zealand:	US\$300,000.00
Funds received:	US\$300,000.07
Total Expenditure:	US\$299,813.72

Conclusion and Remarks

The project has made a great contribution towards the building up of the body of knowledge in gender and water resources development. It would also facilitate the future gender mainstreaming effort of the MRC through the establishment of many institutional mechanisms. With its focus on building up the capacity base of the riparian officials, the project achievements so far would result in a more effective, efficient and more equitable Mekong development.

FINAL REPORT

STUDY ON THE ROLES OF WOMEN IN WATER RESOURCES DEVELOPMENT IN THE LOWER MEKONG BASIN

BACKGROUND

Cooperation within the framework of the Mekong River Commission is aimed at achieving optimum integrated development of water and related resources in the Mekong Basin in a sustainable way and at improving the quality of life of the riparian peoples. An efficient way toward that goal requires active participation of all concerned in the development efforts. Gender issues are among those required to be addressed in development planning of water and related resources. However, prior to early 1990's, these had not been emphasized in the context of the development work of the Mekong River Commission. They were considered only on the basis of small project areas and were rather site-specific. Hence, involvement of women in the water resources development and management, either as beneficiaries or as water resources development planners and implementers was very negligible.

In an effort to improve this situation, a project to study the roles of women in the development of water resources in the lower Mekong basin was proposed by the MRC Secretariat with an aim to formulate a strategy and guidelines to integrate gender perspectives into planning, implementation and management of the MRC development projects. Enhancement of women's participation in water resources development was another significant move to improve the success of planning and development of the Mekong water and related resources.

With the financial support of the Government of New Zealand, in June 1996 the MRC Secretariat launched the project "Study Roles of Women in Water Resource Development in the Lower Mekong Basin". The project was completed in July 2000.

OBJECTIVES

Under an overall goal of integrating gender perspectives and involving more women in water resources development and management, the project identified the following objectives:

1. To prepare a position paper on gender issues in water and related resources development for each of the riparian countries;
2. To propose a common strategy and corresponding guidelines to enhance the roles of women in water resources development among the four riparian countries;
3. To prepare a detailed action plan to implement the proposed gender responsive strategy; and

4. To enhance the awareness of the riparian and Mekong staff working in water resources development in the lower Mekong basin on the roles of women through application of a strategy and guidelines for gender equity in the MRC.

SCOPE OF THE PROJECT

This project emphasized the formulation of a strategy and guidelines to integrate gender perspectives into water resources and related development projects. The guidelines addressed the need to incorporate important measures to promote the roles of women in the planning, implementation, management and evaluation of these projects. Thus, planners and decision-makers were required to consider the actual and potential roles of women in all the development processes to effectively enhance women's needs and their productivity, as well as to ensure their access to development resources and benefits.

The study constituted an important part of the basin-wide strategy to increase the effectiveness of development of the Mekong water and related resources. The project's outputs were expected to help improving development planning and strengthening the coordination role of the Commission. Furthermore, it was expected that the project would serve as an important platform for addressing wider social aspects of public involvement in future projects of the Commission.

PROJECT PROCESS

In all project activities, special care was taken to ensure that the cultural context was considered in planning and implementation. Same application may not work for all the four countries and flexibility in many circumstances was necessary. Consultation with the National Mekong Committees had to be always sought prior to launching new programs or activities. Endorsement by the NMC and high-level managers was a prerequisite for positioning the country in whatever aspects. Through these consultations, gender awareness was simultaneously heightened, facilitating the securing of the support required.

In view of the fact that gender is rather a new concept for water resources agencies in the riparian countries and had been taken up lightly by most engineering professionals, the dominant specialization within the MRC; much strategizing had to be made. Involvement of high-ranking officials was considered important. Their presence in training activities highlighted the significance and showed their commitment to integration of gender in the MRC development.

PROJECT ACHIEVEMENTS

All the expected outputs as drawn from the objectives set were fully achieved.

To facilitate the envisioning of the whole project achievements, project expected outputs and outcomes have been grouped and described in accordance to the institutionalising efforts and results:

- Awareness-raising
- Making available institutional mechanisms
- Capacity building

1. AWARENESS-RAISING

1.1 Country reports on the roles of women in water resources development

The process of preparation of the country reports on the roles of women in water resources development including the identification of gender issues helped raised an awareness and a better knowledge and understanding among those involved. These included high-ranking officials whose consultation led to the formation of the country teams, officials participating in the endorsement of the country papers, even the villagers, both male and females participating in the study.

The country reports of Cambodia, Lao PDR, Vietnam and Thailand were the attainment of the objective 1 of the project. These country papers appear as Annex 1, 2, 3 and 4 respectively.

Formation of the country study team

Country study teams responsible for the preparation of the national position paper were formed in each riparian country. For Cambodia, Lao PDR and Vietnam the composition of the country team included technicians and professionals from line agencies responsible for water resources development and others in charge of women's development. For Thailand, due to the different organizational set-up, the study was assigned to a social researcher / gender specialist and a national advisory committee comprising representatives from different line agencies. The name list of study team members of each country is attached as Annex 5.

Country paper preparation

Guidelines for the development of the national position papers were provided and a training workshop was conducted by the project consultant, Ms Alexandra Stephens with the national study team at which the purpose, outline and methodology of the study were discussed. The country teams were required to compile basic sex-disaggregated data from the village to the departmental levels as well as to conduct a gender analysis exercise in some selected project sites in addition to the literary research.

Technical support was provided by the MRCS to the study teams during the assignment period.

Findings of the country studies

The socio-economic situation in four countries and their dependence on water and related resources of the Mekong river differed greatly, yet several common points could be drawn from these studies as follows:

- Women participate actively in water resources development activities such as fisheries, irrigated agriculture and forestry as well as supplementary income generation works.
- Women spend longer hours than men performing both productive and reproductive work, the latter of which they perform almost single-handedly. Often women carry out tasks, which require less physical strength than their male counterparts.
- In the family, women participate equally with men in decision-making, and often are solely responsible for the family's financial management.
- At the community level, women are underrepresented in decision-making bodies, negatively affecting their participation in development planning activities. As women's dependency level on water and its related resources is high, they are interested in the planning, design, and maintenance of irrigation schemes and other projects, yet they are rarely invited to participate in such activities due to prevailing patriarchal attitudes among village leaders and development workers.
- At the institutional level, most of the development policies, strategies, plan and programs of the water resources sector of the government are not gender sensitive. Women are underrepresented in administration and in high level positions in the public sector and thus, their opinions are left out of the decision-making process.

Each draft study provided a long list of recommendations for the National Mekong Committees and the Mekong River Commission Secretariat. Some of the common points are summarized below:

- The MRCS should establish guidelines to integrate gender issues and analysis.
- The National Mekong Committee and the MRCS should ensure that women occupy positions in the decision-making body of the organization as well as in project management.
- Women should be targeted as project beneficiaries and a minimum level of participation should be established for women at the project and planning levels as well as in technical training courses.
- Gender training course and gender awareness workshops should be conducted for all high level official and project staff of the relevant line agencies, the National Mekong Committee and the Mekong River Commission Secretariat.
- The National Mekong Committee and all water related resources development departments should develop gender-sensitive policies.

- Training of trainers' courses with gender content should be carried out for trainers in the relevant line agencies.
- A gender unit should be established within each government department to ensure that gender issues are integrated into all water resources development policies and programs.

National Workshop for Endorsement of Country Papers

National workshops, organized jointly by the country study team, the NMC and the MRCS, were held in each of the four riparian countries as follows: Vientiane (24 April 1997); Lao PDR (29 April 1997); Thailand (6 June 1997); and Cambodia (17 June 1997).

The meetings brought together 40-50 senior and middle level officials from water and related resources sections as well as NGO workers and villagers, with the aim to raise awareness on the study findings and recommendations, and to seek their endorsement at a national level. Valuable inputs from the participants were sought to improve the draft country papers. The country papers of Cambodia, Lao PDR, Vietnam and Thailand appear as Annex 2, 3, 4 and 5.

Basin-wide Seminar

A Basinwide Seminar was held from 1 - 4 December 1997 to discuss findings on gender issues in water resources development in the lower Mekong basin from the country studies as well as a draft common strategy and corresponding guidelines for gender mainstreaming.

The seminar was attended by 40 participants, 10 males and 30 females. Most of them were senior level officials from water and water related line agencies and national planning agencies and the country study team members.

The seminar drew on the expertise of resource persons including Ms Alexandra Stephens, the consultant to this project, Ms Govind Kelkar of the Asian Institute of Technology, Ms Pawadee Thong-uthai, coordinator of the UNDP Gender Mainstreaming Facility and Ms Rosario del Rosario of the University of the Philippines.

The main outputs achieved from the seminar included the identified strategies for gender mainstreaming which may be applicable in the riparian countries and preliminary action plans for future gender mainstreaming in the line agencies in the four riparian countries. The seminar proceedings appear as Annex 6.

2. DEVELOPMENT OF INSTITUTIONAL MECHANISMS

The project resulted in a number of outputs which served as important mechanisms for the institutionalising gender perspectives in the development of water resources, in line with objectives 2 and 3 of the project.

2.1 MRC Gender Strategy

The most significant achievement output for this project was the approval and endorsement, by the highest level of the Mekong River Commission, of the MRC Gender Strategy.

The Gender Strategy was formulated with the objective of addressing some of the concerns raised in the national studies. The formulation was based on the outputs of two sets of events, namely the Basinwide Seminar on Gender Issues in Water Resources Development in the Lower Mekong Basin held in Nongkhai Thailand, 1-4 December 1997; and Action Planning Meetings which took place in Vietnam on 7 May 1998, in Cambodia on 21 May 1998, in Lao PDR on 25 May 1998 and in Thailand on 16 June 1998.

The main strategy components drawn from the recommendations of the riparian countries from these two sets of events included the following:

1. Formulation of gender responsive policies
2. Obtaining commitment and support of top level MRC officials and managers
3. Creation of gender aware culture in organizations of the MRC
4. Intensive and continued capacity building in gender and development
5. Institutionalisation of gender responsive organizational structures and procedures and work process
6. Provision of necessary tools for implementing gender responsive development practices

The MRC Gender Strategy entailing these recommended components (see Annex 7) was tabled at and endorsed by the Joint Committee Meeting held in Phnom Penh during 6-7 September 1998 and approved by the MRC Council at their annual meeting in Hanoi in October 1998.

The approval by the highest level body of MRC has been the most significant step in facilitating the mainstreaming gender perspectives in the all Mekong development effort.

2.2 MRC Gender Policy

The purpose of the formulation of the MRC Gender Policy, following the approval of Gender Strategy by the 4 member countries, was to define clearly the main approach of the Mekong River Commission to address gender issues in water and related resources development in the lower Mekong Basin.

The Gender Policy provided three following guiding principles for development work of the MRC:

1. Gender equity and equality is considered as an integral part of all MRC programmes, projects and activities.
2. Effectiveness and efficiency in achieving development goals require the recognition that every MRC activity affects women and men differently and their different perspectives, needs, interests, roles and resources should be taken into account at every stage.
3. Gender equity and equality are fundamental values that must be strengthened and be reflected in development choices and institutional practices.

To support the achievement of the gender policy, following activities were identified:

1. Providing equal opportunities among female and male staff members in the areas of recruitment, promotion, privileges, training and working conditions.
2. Making every effort to have data disaggregated by sex for needs assessment and programme planning and to include gender analysis into programme design, implementation, monitoring and evaluation.
3. Increasing awareness and skills of staff and line agencies officials in considering the social differences between men and women when designing, implementing, monitoring and evaluating programmes.
4. Conducting a systematic review of and put in place institutional procedures which ensure that the needs of boys, girls, men and women are all met equitably in planning the MRC development activities.

The Gender Policy was approved by the MRC Joint Committee during the JC meeting in July 2000. Full text of the MRC Gender Policy is found in Annex 8

2.3 Gender Guidelines and Gender Checklists

Guidelines on Mainstreaming Gender in Water Resources Development in the Lower Mekong Basin and the *Checklist for Integrating Gender in the Project Management Cycle* were developed by the consultant, Ms Alexandra Stephens.

The main inputs for the development of the gender guidelines and gender checklists were from the country papers prepared by the study teams. Contents of the guidelines and framework of the checklists were presented during the basinwide seminar to get inputs from the seminar participants from the four riparian countries. The guidelines and checklists were then finalized.

The aim of the guidelines was to assist in gender mainstreaming work of the line agencies in the future. It provided a background of key concepts used in the field of gender and development; tools used in gender analysis and planning work; strategies for gender mainstreaming; and an introduction to monitoring and evaluation techniques. The Guidelines appears as Annex 9.

The Checklists aimed to provide development project managers and staff a quick and effective reference for inclusion of gender in the project cycle. They featured points and gender issues at different stages of a project cycle. Apart from the generic considerations, checklists for different sectors relevant to MRC are also included - agriculture, forestry, irrigation, hydropower, navigation and human resources development. See Annex 10 for the Checklists.

The Guidelines and Checklists were translated into four riparian languages, published and distributed to all NMCs, MRC line ministries, line agencies, NGOs and MRC projects. The translated versions of the Guidelines and Checklists in riparian languages appear as Annex 11, 12, 13 and 14 (Guidelines) and Annex 15, 16, 17 and 18 (Checklists)

The Guidelines and the Checklists have been important training materials and reference documents in all gender training activities conducted during 1999 and 2000.

2.4 Development of National Action Plans for Gender Mainstreaming in MRC development activities

At the Basinwide Seminar on Gender Issues in Water Resources Development in the Lower Mekong Basin held in Nongkhai, Thailand in December 1997, participants expressed the need for the formulation of action plans for gender mainstreaming for line agencies and the NMCs in each riparian country.

Preliminary action plans were drawn up at the Basin-wide Seminar. The following elements were commonly identified:

- Establishment and improvement of sex-disaggregated data bases both for quantitative and qualitative data;

- Establishment and training of sender focal points in the line agencies and the NMC;
- Enhancement of gender awareness in the line agencies through gender sensitivity training and training in gender analysis in the planning and management process.

A series of action planning meetings in the riparian countries followed in May and June 1998 where the skeleton plans drawn up in Nongkhai were developed in full details with priorities for the future activities set up. During the work-based assignment for Gender Trainers in the later stage, these action plans were revised. The revised versions are attached as Annex 19 (Cambodia Action Plan); Annex 20 (Lao Action Plan); Annex 21 (Thai Action Plan) and Annex 22 (Viet Nam Action Plan).

Cambodia Action Plan (Annex 19)

The Cambodia Action Planning Meeting was held on 21 May 1998 in Phnom Penh. The meeting was attended by 11 participants, 6 males and 5 females, representing the Forestry Department, the Energy Department, the Department of Fisheries, the Department of Rural Water Supply, the Cambodian National Mekong Committee and the General Directorate of Irrigation, Meteorology and Hydrology.

Three activities were laid out in Cambodia's Action Plan for Gender Mainstreaming: Gender Focal Points; Gender Training; Sex Disaggregated Data. Establishing gender focal points in each water resource line agency was identified by the Cambodians as the most important activity, given the current inexperience in this field in the line agencies and the CNMC.

For Gender Training, two priority target groups were identified as decision makers and planners. Regarding sex disaggregated databases, all government agencies were targeted.

Lao Action Plan (Annex 20)

The Lao Action Planning Meeting was held on 25 May 1998 in Vientiane, Lao P.D.R. The meeting was attended by 10 participants, 5 males and 5 females, representing the State Planning Committee, the Lao Women's Union, the Department of Forestry, the Lao National Mekong Committee, the Office of Drinking Water Supply and Environment Sanitation, and the Personnel Departments of the Ministries of Public Health and of Agriculture and Fisheries.

The Lao Action Plan for Gender Mainstreaming had five main components as follows: Gender Focal Points; Gender Training; Sex Disaggregated Data; Continuing Education; and Capacity Building of LNMC. In the opinion of the Lao team members, the establishment of gender focal points in each water resource line agency was a priority given the current inexperience in this field of officials in both the line agencies and the Lao National Mekong Committee.

Targeted for gender training in order of priority were decision makers, planners, and project and provincial staff of 11 ministries and agencies. The agencies identified

for the sex disaggregated data base activity were the Statistics Center the National Economic Research Institute of State Planning Committee, the Ministry of Agriculture and Fisheries, the Ministry of Communications, Transport, Port and Construction, and the Ministry of Public Health.

Differing from the other riparian countries, Laos also included continuing education and capacity building of the LNMC in their action plan. These two activities would produce a core group of gender specialists working in the line agencies and the LNMC.

Thai Action Plan (Annex 21)

The Thailand Action Planning Meeting was held on 16 June 1998 in Bangkok, Thailand. The meeting was attended by 6 participants, 1 male and 5 females, representing the Royal Irrigation Department, the Department of Energy Development and Promotion, the National Commission on Women's Affairs, the Office of Environment Policy and Planning and the Women Studies Program of Chulalongkorn University.

The establishment of gender focal points was considered unnecessary in the Thai context. Priority activities included gender training for all levels of government officials as well as sex disaggregation of databases. Thailand also identified the importance of carrying out pilot projects in selected line agencies to train project officers in gender analysis.

Vietnam Action Plan (Annex 18)

The Vietnam Action Planning Meeting was held on 7 May 1998 in Hanoi. The meeting was attended by 12 participants, 3 males and 9 females, representing the Vietnam National Mekong Committee, the Vietnam Women's Union, the Ministry of Planning and Investment, the Ministry of Fisheries, the Ministry of Agriculture and Rural Development, the Ministry of Industry and the Ministry of Transport and Communications.

Gender training was identified as the top priority for Vietnam. Target groups for training in order of preference included decision makers, planners, project staff and provincial staff and the women's union.

The participants of the meeting concluded that it was not necessary to establish gender focal points in the line agencies as the VNMC could perform the function sufficiently in conjunction its network of officials in the line agencies.

Establishing sex-disaggregated databases was considered important and four groups were targeted for this activity including the General Department of Statistics, the Vietnam Women's Union, the Personnel Departments of the Ministries, and International Organisations.

2.5 Basinwide project proposal

After reviewing, the national action plans were presented at the Training of Trainer workshop from 1-12 February 1999 and integrated into a basinwide action plan. This action plan was later developed into a project proposal entitled: *Gender Mainstreaming in Water and Related Resources Development in the Lower Mekong Basin* and submitted to the New Zealand Government and the Belgium Government for funding. The proposal aims at the following major outcomes:

- Gender Steering Committees at NMCs and line agencies established and strengthened to facilitate gender mainstreaming activities in all riparian countries
- Sex-Disaggregated Database in each NMCS and MRCS established
- MRC Project Management Manual revised to be more gender responsive
- The MRC and line agencies staff trained on gender awareness and gender responsive practices
- Publications focusing on gender mainstreaming information and activities in MRC and riparian countries circulated every six months in riparian languages
- MRC Gender Training Network established and strengthened

3. CAPACITY BUILDING

There was a tremendous effort in building up the gender capacity of the water resources development agencies of the riparian countries including the MRCS. In planning the project activities, the underlying principle was to ensure that the final outputs would result in the increased gender capacity base of the riparian countries. Active involvement and participation in the planning and implementing process was aimed at all levels.

3.1 Pilot Module for Designing Gender Awareness Workshop

The Basin-wide Seminar highlighted the need for trained officials in gender analysis as well as practical tools for gender mainstreaming for the MRC. As part of the effort to train the MRC staff, a pilot training module was developed (Annex 23). The training for the Secretariat and some NMC staff was held from 25-27 March 1998 in Bangkok.

The objectives of the pilot training course were to enhance awareness and understanding of gender issues and their impact on development among MRCS staff and to impart practical skills in integrating gender analysis in water resource management projects. The pilot training also served as a valuable exercise in making the content of the course more applicable to the MRC context for future activities.

Facilitating the gender sensitivity training was Ms Esther Velasco, Team Leader and Advisor of the Gender and Development Program for Cambodia.

A total of 16 MRC staff participated in the training course representing all technical units of the MRCS except for the River Works and Transportation Unit. Project officers accounted for 10 of the 16, four participants were riparian-on-stipends, and two were project administrators (List of participants in Annex 23).

3.2 Establishment of Core Gender Trainers in Riparian Countries

To ensure that gender awareness can be raised to the wider extent possible and to facilitate gender mainstreaming activities in the country, there was a need to build up a gender training team in each of the country. Employing outside experts could be made but if building up the capacity was the underlying principle, having gender training teams that speak the language, know the cultural context would be the best. However, they had to be equipped with all the expertise. Hence, a series of training in different formats - training, consultation meetings, role plays etc. was launched.

Training for Gender Trainers

Members of the training team were riparian officials from NMCs and their key line agencies. Identification was by nomination of NMCs. Inclusion of those officials who participated in the preparation of the country paper was recommended. Names of the gender trainers are in Annex 24.

Following the establishment, the training teams underwent a two-week intensive Training of Gender Trainers course in February 1999 at the WE-TRALN International House of the Association for the Promotion of the Status of Women in Bangkok, Thailand.

The course was designed to provide the participants from the line agencies of the MRC who would serve as future MRC gender trainers with knowledge, understanding and skills in gender training. It sought to produce trainers who could adapt the methods used to train them and develop new approaches to suit a range of cultural context and target groups.

The main trainers / facilitators of the TOT workshop were Ms Maytinee Bhongsvej, Executive Director of Association for the Promotion of the Status of Women, Dr Suteera Thomson, advisor to the Gender and Development Research Institute and Ms Siriwan Siri-araya of Bangkok university. The training team combined the expertise of experienced gender and development practitioners with that professional trainers to integrate an explicit focus on training theories and skills development into a broad ranging course on gender training.

After the training, each training team was assigned by the MRCS to develop a curriculum and a training package to be targeted at field project officers in riparian countries. In addition, each training team was also required to develop an action plan for implementing the MRC Gender Strategy in their countries during 2000 and 2002.

Consultation meeting with the Gender Training Teams

Consultation was also requested by the MRCS for the Gender Training Teams to develop the gender training packages and to strengthen the trainers prior to the implementation of the pilot training to be held in each country.

During May 1999, on-site consultation was provided to the gender training teams in each country. The project consultants, Ms Maytinee Bhongsvej and Dr Suteera Thomson had meetings with each of the teams for 2 days.

Consultation meeting with the Cambodian Team was during 10-11 May and the Vietnamese Team during 13 - 14 May followed by the Lao Team on 20 - 21 May 1999. The Thai team was met on two occasions, 31 May - 1 June and 18 June 1999.

The main objective of the meeting was for the Gender Training Teams to review their preparations with the consultants on the content and methods that would be used in the forthcoming pilot training in their respective countries. A half day mocked training, participated by a few NMC staff members, was carried out by the gender training teams. A review on the national action plan and discussions on the preparation of the training package to be developed was also made with the gender training teams.

Pilot National Workshops conducted

The gender training teams in each country conducted a training in each country for riparian officials working in MRC projects in each country to test their new developed training package and the readiness level of the trainers. All MRC socio-economic advisers working in each country were also invited to observe the training.

The workshops were organized in Cambodia on 2 - 3 June 1999 for 21 participants, in Vietnam on 7 - 8 June for 15 persons, in Lao on 5 - 6 July 1999 for 21 participants, in Thailand on 28 - 30 July for 27 persons. The lists of participants appear as Annex 25.

During each workshop, the participants and socio-economic advisors provided feedback on training techniques and contents for improvements. Through the activity, the level of confidence of the training teams were also strengthened.

Sharing of experiences in training through a regional seminar

The Seminar was organized for all the gender training teams during 28 - 30 July 1999 in Nongkhai, Thailand and on 31 July 1999 in Vientiane, Lao PDR. The overall content consisted of 3 main parts : (1) sharing of the experiences of the gender training team from the training that was conducted in the riparian countries, (2) setting of the future agenda by sharing the country action plans and integration into a basinwide recommendations for future actions, and (3) provision of wider perspectives in gender equality and equity and some other issues related to training. Details of the seminar could be found in Annex 26.

3.3 Gender training packages / manuals

Each gender training team was requested to develop a gender training package for field officials in the local language. The training packages appear in Annex 27, 28, 29 and 30. At the same time, Ms Maytinee Bhongsvej and Dr Suteera Thomson also developed a gender training manual "*Towards a More Gender Responsive Planning and Programming*" (Annex 31).

All the training packages developed followed the same format. They were organized into self-contained chapters. Each chapter focused on a particular theme and contained session plans with steps laid out, transparencies, exercises and handouts.

3.4 More Gender Aware Workforce at the MRC

During January to June 2000, a series of Gender Training for MRCS and NMC Secretariat staff were carried out. 181 staff were exposed to either gender awareness sessions and gender responsive planning.

MRCS staff

The effort in building up the gender capacity for MRC inevitably started with the MRCS to ensure that Gender Strategy would produce concrete outcomes and gender perspectives would be effectively and efficiently mainstreamed in the MRC development activities. Therefore, it deemed appropriate that the MRCS staff be fully be equipped with the knowledge, skills and attitudes required for servins as gender entrepreneurs for MRC.

The aim of the gender training was to raise gender awareness and improve the skills in integrating gender perspectives in Mekong development activities. Resources persons of the trainings were two gender consultants: Ms Maytinee Bhongsvej, former HRD unit chief, and Dr Suteera Thomson from Gender and Development Research Institute. Target groups of the training were three levels of officials: (1) division directors and senior officials; (2) professional officials; and (3) general service staff members. List of MRCS staff attending the gender sessions is attached as Annex 32.

All MRCS division directors and senior official attended a half-day consultative meeting on 4 April 2000. Training for MRCS general services staff was conducted on 8 April 2000. Training for MRCS project officers and other professional staff were conducted in two days: the first day was on 7 April, the second day was on 5 May 2000. During the two days, the participants carried out a work-based assignment to make their projects more gender responsive. The outcomes were discussed during the second day of the training.

NMC staff

Training for NMCS staff was also conducted. The Cambodian NMCS staff joined the MRCS professional staff in the training on 7 April and 5 May 2000, while for the other three National Mekong Committees, training was organized separately and conducted by the national gender training team. The training in Vietnam for VNMC staff was organized on 7 and 8 June, in Lao PDR on 12 and 13 June. Training for Thai NMCS staff was conducted on 25 May and on 3 July. List of the NMCS staff attending the training is attached in Annex 33.

Gender Training for Line Agencies HRD Officials

Under the financial support of the Government of Switzerland, since 1997, the MRC has set up a network of officers who are working for HRD fields in MRC line agencies. The network has equipped with knowledge on modern HRD practices as well as HRD guidelines for formulating and implementing HRD plan.

The HRD Guidelines, as original approaches of the project, highlight the focus on both people and system. Besides providing the basic principles and approaches, processes and tools necessary to plan and develop a strategic HRD plan for an organization, it is necessary to use the guidelines as a tool to integrate gender concerns in MRC HRD system.

During the first six month of 2000, the HRD Guidelines had been finalised and trainings on the guidelines had been conducted for the HRD focal points. During the period, the MRC gender training teams had worked closely with the HRD training teams to make the HRD guidelines to be more gender responsive and to provide gender training for the HRD focal points. The meeting among two teams, HRD training team and gender training team, with an assistant from the MRCS, were organised in Vietnam on 16 May, Lao on 19 May, Thailand on 23 May and Cambodia on 29 May. Trainings on gender responsive practices for HRD officers were conducted in Cambodia on 19 June, in Vietnam on 26 June, in Thailand on 4 July and in Lao on 10 July 2000. Names and positions of the trained HRD officers are attached as Annex 34.

RECOMMENDATIONS

One conclusion that could be drawn is that this project has contributed greatly to the awareness and understanding of riparian officials working in water resources sector on gender and development. However, as the concept is quite new in the region, particularly in water resources sector where officials have a science or engineering background, a lot more efforts are required to raise gender awareness among them. To mainstream gender in all future MRC development activities, the following actions should be carried out:

1. MRC Project Management Manual should be revised. The current version is very gender-neutral. To facilitate the integration gender perspectives in MRC project management cycle, all steps of the manual should include gender measures to make sure that project activities will not discriminate any group of people and bring equal benefits to all.
2. Gender capacity building is still needed for riparian officials. To implement the MRC Gender Strategy effectively and successfully, more gender training needs to be provided for riparian officials from decision-making to project implementing levels.
3. To facilitate gender mainstreaming process, gender steering committees and sex-disaggregated databases should be established and operated. In addition, group of gender trainers should be strengthened and expanded.

FINANCIAL REPORT

Source of Fund

The Government of New Zealand approved the funding of the initial three year project up to US\$300,000 from June 1996 to June 1999. Due to some changes on project activities, the Government of New Zealand agreed to extend the project period until June 2000 without extra funds allocated.

Funds Status

With the completion of project activities, the project funds were completely finished. The project funds status is shown in the following page.

PROJECT FUNDS STATUS REPORT FROM START OF THE PROJECT TO THE END OF JUNE 2000

Study on the Roles of Women in Water Resources development in the Lower Mekong Basin (1.1.19/93/NZL)

Funding Source: New Zealand

Budget line	Description	Approved Budget (1) US\$	Unliquidated Obligations (2) US\$	Current Month (3) US\$	Cumulative (4) US\$	Total Expenditure (5) = (2) + (4) US\$	Budget Balance (6) = (1)-(5)	Expenditure/budget (7) = (5)/(1) %
11	Int. experts/consultants	77,507.10	-	-	77,507.10	77,507.10	-	100%
15	Official Travel	23,366.07	-	-	23,366.07	23,366.07	-	100%
18	National Experts/Mekong	38,358.13	-	-	38,358.13	38,358.13	-	100%
21	Sub-contract A	30,800.00	--	-	30,800.00	30,800.00	-	100%
30	Training	98,730.55	-	-	98,730.55	98,730.55	-	100%
41	Expendable Equipment	40.93	-	-	40.93	40.93	-	100%
42	Non-Expendable equipment	4,975.29	-	-	4,975.29	4,975.29	-	100%
52	Reporting Costs	1,019.41	-	-	1,019.41	1,019.41	-	100%
53	Miscellaneous	3,203.59	-	-	3,033.82	3,033.82	169.77	94.70%
69	Sub-total	278,000.07	-	-	277,827.30	277,827.30	-	99.94%
70	Secretariat support costs	22,000	-	-	21,986.42	21,986.42	13.58	99.94%
99	Total	300,000.07	-	-	299,813.72	299,813.72	183.35	99.94%

Project: Study on the Roles of Women in Water Resources Development in the Lower Mekong Basin

ACTUAL WORK PLAN

Activities	1996		1997				1998				1999				2000	
	Jun-Sep	Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sep	Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sep	Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sep	Oct-Dec	Jan-Mar	Apr-Jun
1 Country report																
1.1 Establish national study team	■															
1.2 Project preparatory workshop		■														
1.3 Gender issues identification		■	■	■												
1.4 National workshops				■	■											
1.5 Preparing country papers					■	■										
1.6 Regional workshop						■										
2 Development of Mekong Gender Strategy																
2.1 Coordinate National Working Group		■	■	■												
2.2 Provide technical support					■	■										
2.3 Basinwide workshop						■										
2.4 Finalize Mekong Gender Strategy							■	■								
2.5 Approval of the Strategy									■	■						
3 Development of MRC Gender Guidelines and Checklist																
3.1 Draft Gender Guidelines and Checklist						■	■	■								
3.2 Get comments and finalize							■	■								
3.3 Translate into riparian language								■	■							
3.4 Print and distribution									■	■	■	■				
4 Trained Personnel																
4.1 In-house workshop							■									
4.2 Training of Trainer Workshop											■					
4.3 Develop National Training Package											■	■				
4.4 Test the National Training Package												■	■			
4.5 Regional Workshop for sharing experiences													■			
4.6 Train the MRCS personnel															■	■
4.7 Train the NMCS personnel															■	■
4.8 Train the HRD focal points															■	■
5 Detailed Action Plan																
5.1 National Action Plan Meetings								■	■							
5.2 Develop Nation Action Plan									■	■						
5.3 Develop Basinwide Action Plan											■					
5.4 Finalize and Submit to donors for funding											■	■	■	■		

ANNEX 1

REPORT

Study on the Role of Women in Water Resources
Development in the Lower Mekong Basin
(Cambodia)

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1997

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Introduction

The war and destruction wrought in Cambodia over the last two decades has affected the economic infrastructure of Cambodia as well as its people. Cambodian women have suffered loss of family members, destruction of family homes, family separation, loss of property including livestock and tools, extreme poverty and physical danger. From one day to next, physical and economic survival has been the dominant issue in women lives. Gender sensitization has been neglected and excluded from the national agenda. At present, political and military matters have taken center stage and even now some politicians have yet be convinced that women can be the key to resolving some of the nation's problems.

The extrapolated population of Cambodia was 10.702 million on March 20, 1996, consisting of 5.119 million males and 5.583 million females. The percentage of people living in urban areas was 14.4% and in rural areas, 85.6%. Some 86% of Cambodian territory is included in the Mekong River basin. The Mekong River's water resources contribute greatly to the socio-economic development of Cambodia and other riparian countries. In Cambodia, there are many development sectors based on water resources. Some of these include agriculture, irrigation, forestry, fisheries, hydropower, navigation and tourism. In particular, more than 80% of the Cambodian people are engaged in the agricultural sector.

I- Purpose and Methodology of Study

1-1 Purpose

The purpose of study was to present the role and conditions of rural women in Cambodia and their contribution to water and related resources development. The concerns and status of Cambodian women in the government sector were also explored.

The conclusions and recommendations stemming from this report will form an important starting point for the Cambodian National Mekong Committee and related line agencies to develop strategies to promote women's participation in water resources development.

1-2 Methodology

The study focuses on three key water resources development sectors: irrigation, fisheries and forestry. Ten male and ten female farmers were interviewed in the following villages: kraingyov village, Andong village, Prek Kampang village and Tuol kraing village of Kraingyov Commune, Sa-Ang District, Kandal Province; and Chamse village, Reseykeo District, Phnom Penh province. The interviews sought to understand

the problems and living conditions of the villages as well as the activities in which the villagers were engaged. A Time Use Survey was also carried out in the villages.

II- Status of Cambodian Women

2-1 Socio-cultural Background

Cambodian women held an important position in history with their contribution to society highly recognized and acclaimed. The pre-Angkor period of Mahachakphnom. was led by women who were considered mothers of the family and of society.

The war in Cambodia over the last two decades has affected all women leaving many widowed, handicapped and illiterate. Several women have left their traditional place in the home to work to feed their families. Yet, their working capacity has been low due to depression felt in the society, left by the war.

Other women do not complete secondary education or university due to their responsibilities as the household head. In this position, they stay at home to take care of their children and to cook for their families. Women with higher levels of education often find it difficult to find a spouse and thus, many choose to drop out of school and marry at the age of sixteen or seventeen.

For this reason, the Royal Government promotes education for girls and women living in rural areas. Women are educated about their rights, their role in the family and society, and the need to work together to develop the country with the hope that they will be the new role models for the next generation.

*** Health Statistics**

After 1979, fewer than 50 doctors could be found in the whole country, and the its health infrastructure was in total disarray. Most women were suffering from poor health resulting from overwork, malnutrition, lack of hygienic practices and disease. Even now, women are still suffering from high rates of maternal mortality at 473 per 100,000 live births in 1995, malnutrition, anemia and frequent pregnancies.

As shown in the table below, the most recent estimate of life expectancy at birth for the whole population was 52 and for females was 54 (1994), one of the lowest figures among Asian countries. Many young men are still being killed with the on-going conflict.

Infant mortality rate per 1,000 live birth for boys and girls:

Year	1980	1985	1990	1994
Mortality rate	330	133	125	112

Source: Women Key to National Reconstruction 1995; UNDR Human Development Report 1997

Child mortality rate per 1,000 for boys and girls aged under-five years;

Year	1980	1985	1990	1994
Mortality rate	313	216	200	174

Source: Women Key to National Reconstruction 1995; UNDP Human Development Report 1997

Maternal and child health indicators for Cambodia 1995

Population	10.2 million
Crude Birth Rate	45 per 1.000 live births
Number of Live Births	438,860
Total fertility Rate	4.9 %
Population growth Rate	2.8 %
Maternal mortality Rate	473 per 100,000 live birth

Source: Ministry of Health, 1995

* Migration

Most internal migrants changed their residence because their families moved (see table below). One such an example is when the head of the household or another earning member of the household must change his or her workplace, all family members must move with them.

Marriage was the second most important reason for migration. The percentage of migrants among males was more than that among females in this category. Another ten percent of migrants moved in search of employment. The percentage of male migrants who moved for this reason was more than that of females. Natural calamity, insecurity and repatriation were other important reasons giving rise to migration. Education also attracted migrants to urban areas, although on a smaller scale.

Reasons for migration by sex and stratum, Cambodia.

Reasons for migration	Percentage of migrants								
	Total	Urban			Rural				
	Both sexes	M	F	Both sexes	M	F	Both sexes	M	F
All Migrants	100	100	100	100	100	100	100	100	100
Transfer of working place	1.6	2.5	0.8	2.5	3.8	1.4	1.4	2.0	0.6
In search of employment	9.8	13.6	6.3	13.9	20.0	8.5	8.6	11.5	5.6
Education	0.9	1.2	0.7	2.6	3.7	1.6	0.4	0.5	0.3
Marriage	14.5	19.9	9.5	5.7	8.3	3.5	17.6	23.7	11.5
Family	53.5	40.9	65.0	61.1	48.3	72.1	50.3	38.5	62.6
Natural calamities and insecurity	8.5	9.8	7.4	4.3	4.4	4.3	10.1	11.5	8.5
Repatriation	5.8	6.1	5.5	3.8	4.3	3.5	6.3	6.7	6.2
Other	5.4	6.0	4.8	6.1	7.2	5.1	5.3	5.6	4.7

Source: Demographic Survey of Cambodia 1996

* Education Level

Among all literate people, about 56% had studied for four years. Primary school graduates (seventh grade), lower secondary school graduates (tenth grade), and secondary-school graduates accounted for 24.9%, 11.3% and 2.3 % of literate persons respectively (see table below). A small percentage of literate people learned to read and write without any formal education. Only 1.5% of literate Cambodians have been educated beyond secondary school.

Most of the female population has not completed primary level schooling. The percentage of literate females with this educational level was 61.1 % compared to 51.1 % for men due to higher drop-outs of girls.

The percentage of literate females enrolled in higher education was less than the corresponding percentage for men. Analyzing the situation stratum-wise, the proportion of the population which had completed primary or higher education was higher in urban areas than in rural areas (see table below).

Education level completed by literate persons, by sex and stratum, Cambodia

Educational level	Percentage Distribution of literate persons								
	Total	Urban			Rural				
	Both sexes	M	F	Both sexes	M	F	Both sexes	M	F
All literate persons	100	100	100	100	100	100	100	100	100
None	3.7	3.9	3.5	2.1	1.7	2.5	4.0	4.2	3.7
Primary not completed	56.2	51.5	61.6	41.8	37.4	46.3	58.9	54.2	64.7
Primary	24.9	26.2	23.4	28.5	28.1	28.8	24.2	25.9	22.4
Lower secondary	11.3	13.3	9.1	17.8	19.4	16.2	10.1	12.2	7.7
Secondary beyond	2.3	2.9	1.5	5.3	6.9	3.7	1.7	2.2	1.0
Secondary'	1.5	2.1	0.9	4.4	6.4	2.4	1.0	1.2	0.5
Other	0.1	0.1	N	0.1	0.1	0.1	0.1	0.1	N

Source : Demographic Survey of Cambodia 1996; N = Negligible

*** Higher Education**

A small number of women have enrolled in higher education and this enrollment has declined over time (see table below). Attention must be urgently paid to this matter.

Enrollment in higher education

	School year 1989-1990		School year 1993-1994	
	Total	Women (%)	Total	Women (%)
Phnom Penh University	1.755	25	18.676	15
Royal University of Agriculture	508	11.8	1.582	4.6
School of Medicine	1.181	16	1,935	12.6
School of Fine Arts	213	15.9	1.078	12.6

Source: Women Key to National Reconstruction 1990

Of much concern is the fact that in an agricultural country where women are the majority of farmers, there are so few women trained in this field. This situation will adversely effect the agricultural level for many years to come.

Enrollment for school years 1993-94 in some tertiary institutions

School / Institute	Total	Women	Percentage
Architecture	272	2	0.7
Electricity	194	1	0.5
Hydrology	197	1	0.5
Law & Economics	4110	31	0.7
Commerce	4290	698	16
Teacher training	576	133	23
Foreign Languages	576	133	23

Source: Women Key to National Reconstruction 1995

* **Technical Training**

Women have not broken into the ranks of technical fields. The Institute of Technology had a very low participation rate of women at 6.8 % for the school years 1984-1990 (49 women out of 716 students). Although the number of students enrolled in technical schools increased to 1,715 in 1993-1994, the number of women declined to only 27 or 1.5%. This can be explained by social stereotypes which consider women to be weak and women find it difficult to get employment once they are trained in these fields.

* **Teachers**

The number of female teachers is low even at primary level (see table below). The decline in women's participation over the last few years in secondary education is cause for grave concern .

Teachers in School

	School year 1985-86		School year 1991-92		School year 1993-94	
	Total	Women (%)	Total	Women (%)	Total	(%)
Primary Teacher	35,080	24.8	40,631	31	44,454	32.5
Lower Secondary Teacher	7,416	-----	14,351	27.7	13,621	25
Upper Secondary-Teachers	617	-----	2,057	26.6	7,645	25.5

Source : Women Key to National Reconstruction 1995

The number of teachers varies widely throughout the country. In Phnom Penh, there are more female than male teachers. Some 60% of teachers are found in the provinces, but women teachers comprise not more than 40% of them. The lack of female teachers deprives girls of valuable role models and studies have shown internationally, that girls tend to perform better when taught by women teachers.

* **General Literacy Level**

Literacy is defined as the ability to read and write with understanding in any language. The general literacy rate which is expressed as the percentage of the literate population, aged 7 and above is 67.0 for the country as a whole (see table below). Thus, more than two- thirds of the population is literate.

The general literacy rate of men is much higher than that of women. Moreover, the literacy rate in urban areas is much higher than that in rural areas irrespective of sex.

Literacy rate (%) among the population (aged 7 yrs and above) by sex and

Stratum	Both sexes	Male	Female
Total	67.0	76.0	59.0
Urban	78.4	85.5	72.2
Rural	65.2	75.5	56.9

Source: Demographic Survey of Cambodia 1996

*** Female Headed Households**

War and destruction over the past two decades have damaged to unimaginable extents the infrastructure, economy and living conditions of the people of Cambodia, especially women. The deaths of so many more men than women caused a demographic imbalance which was first noticed in 1979, when international organizations were allowed to enter and work again in the country.

At that time, statistics gathered from villages in different parts of Cambodia suggested that women, including tens of thousands of widows, comprised a disproportionate majority of the labor force. In some places women comprised up to fifty-five percent or more, of the overall population and a higher proportion of the able-bodied population (as high as 65 percent). Many of these women headed their families alone. It was estimated that some 30 percent of families were headed by women. In fact, it was not unusual to arrive at a village where half of the families were headed by women.

The demographic imbalance, heavily concentrated in the adult workforce, posed major problems for women struggling to rebuild and regain normality in their lives. It added significantly to the stresses and responsibilities traditionally borne by Cambodian women. A picture emerged of the importance of women in the survival and reconstruction of Cambodian society, which had very few resources to spare. Studies in the 1980's revealed that women remain consistently amongst the poorest in every village.

In the last 15 years, a population growth rate of between 2.6 and 2.5 percent per annum, has to a certain extent eased the sex imbalance. However, among adults and women heads of household, it remains significant. The civil war has killed many men leaving the number of households headed by women unchanged. Today, some 25 percent of families are headed by women. Also dramatic is the estimate that 50 percent of the population is under the age of 17.

Over 65 percent of agricultural producers are women. Their task for the last 15 years has been made difficult by the shortage of tools, irrigation pumps, draft animals, vaccines for animals and fertilizers. Agricultural liberalization, which took place gradually in the second half of the 1980's and accelerated in 1989, has further impoverished a high percentage of households headed by women. With the decline of collective work arrangements (which helped alleviate the burden on women by providing some help for heavy work in the field), many women have seen their income decline.

It is estimated that ploughing, which was done by men, earns three or four times more than transplanting which is done by women in villages where some form of labor exchange is practiced. Women do two days of labor for each one day that is done for them by men. For example, a man with a pair of draught animals can earn 6,000 riels for a morning's ploughing, while a women transplanting or harvesting earns 3,500 riels per day without food or 2,500 riels with food.

Families with no adult males face a problem of lack of manpower resulting in higher labor costs for agricultural production. This leads to indebtedness, loss of land, and eventually, migration to urban areas, where most women lack the necessary skills for survival (*Women Key to National Reconstruction 1995*)

*** Land Rights and Inheritance Rights**

Before 1975, land was privately owned. Cadastral offices kept records of each plot of land and its ownership. During the Khmer Rouge period of 1975-1979, land was the property of the state. Land borders were abolished and no private ownership was allowed. After 1979 farm land was owned collectively by solidarity groups. Women were fully-integrated in the agricultural economy and they were also guaranteed a full share of the group's production. Farmers worked as a group farmers to improve their land for common benefits and in addition, farmers privately owned a house garden. Produce from this house garden was for the sole benefit of the family. Until 1989 farmers had no right to sell or buy land. This policy discouraged people from land speculation, which in many ways prevented landlessness and avoided marginalization of the poorest families (those headed by women with no manpower to depend on). To a certain extent this policy contributed to the slow pace of urban migration which was observed during that period.

Economic liberalization took place slowly from mid 1980's but privatization of land was not fully enforced until 1989. Cadastral offices were set up to deal with this process. Families were allocated land according to their size. There were no laws preventing women from owning land. The cadastral records showed that married couples usually have joint ownership of land and property, while there were also plots owned by men and women individually. Daughters and sons have the right to an equal share of the family's inheritance.

Recently with liberalization, a new phenomenon has emerged where more and more women have become landless as a result of an increase in land speculation. Priority should be given to farmers to own land in rural areas and provisions to make dispossession more difficult, should be formulated in forthcoming legislation (*Women Key to National Reconstruction 1995*)

*** Urban Unemployment**

After 1979 agricultural infrastructure was severely damaged and resources were scattered and in short supply. In the countryside, some families came out of the disaster

without a home, some without any male laborers, some without draft animals, some without agricultural tools and many cultivated tracts having been ravaged.

In attempt to partially resolve some of these problems, the government introduced an agrarian policy whereby all farmers belonged to groups called solidarity groups made up of 10-12 families. The application of this system at that time encouraged women to remain in the villages. In the first few years of the Eighties, there were minimal numbers of destitute women and prostitution was not seen in the cities. As the force of economic liberalization became stronger towards the second half of the 1980's, and the solidarity group system became increasingly unpopular and gradually disintegrated, women found it more difficult to earn a living in the countryside. Many of them have ended up living in urban slums.

.Among the 350,000 people who were repatriated from the Thai Cambodia Border before the election in May 1993, 22% of the families were headed by women. Sharing the plight of their sisters who had remained at home, a large number of them are now unable to participate in economic activities due largely to a lack of land.

With liberalization, came the selling of most state-owned small industries, which previously employed mostly women. Now in private hands, many of these industries have closed or are operating at minimum capacity, leaving workers unemployed. Recently, there have been manifold increases in women's unemployment, resulting in an increase in destitution, child labor and child prostitution. At present, statistics on unemployment are not available (*Women key to national Reconstruction 1995*).

2-2 Economic Role

In recent years, a majority of women have been economically active. Fifty-six percent of women (more than 16 years old) are active in labor force. To reduce the poverty of women and to decrease the number of prostitutes in Cambodia, the Royal Government has a policy to increase investments for women's employment opportunities. At present, there are more than 30 private machine-sawing industries and other private sector industries in Phnom Penh. Women can thus, earn money to promote their standard of living step by step.

A- Agriculture

After 1979, farming equipment and draft animals were in short supply and rice fields ravaged. Eighty-eight percent of the population lives in rural areas and 65-70 % of the farming population is female.

Rice growing was the main agricultural task, for which women traditionally did most of the seeding, transplanting, harvesting and storing. Women are full partners in the cycle of wet-rice agricultural production. Ploughing and harrowing were tasks done exclusively by men. At harvest time, both men and women performed the tasks of

harvesting, transporting and threshing. Women usually took rice to be milled or ground it themselves by hand.

Although traditional patterns exist, the sexual division of labor in Cambodia is not rigid, and men and women engage in a wide range of tasks. Tasks such as carrying water and wood and tending to animals may be done by anyone in the household depending on availability. Year after year, growing activities faced problems such as lack of fertilizer, insecticide and seeds to boost their production. Agricultural product yields were low despite the heroic efforts of farmers. Poverty was widespread especially among 20-25% of families headed by women.

The Solidarity Groups (Krom Samaki) of the 1980's had a comparable number of men, working animals and agricultural instruments. The crop products were then divided amongst the members according to the amount of labor performed. One of the major functions of the Solidarity Group system was to ensure that those left without "manpower" and means of production including ploughs, oxen and carts, could nevertheless benefit equally from the fruits of their labor. Also, during that period, exemption from agricultural taxes was the policy of the Government.

B- Labor Market Participation

A large number of women are still involved in a range of businesses. Some 85% of the market people are female. Businesses range from small enterprises involving a few dollars per day to big ones which involve ounces of gold per day. Small businesses, such as selling fried bananas in the street, running stalls in the market or on the pavement, and selling prepared food, vegetables, fish, beef, pork or groceries in the market, could bring in as little as a few cents a day or nothing at all. Life, therefore, is very unstable for these women.

Many women complain about the lack of opportunities to earn a living. Traders and market women with no husbands or relatives, have to continue with this small scale business earning meager daily sums of money to bring up their children. They are not able to save or to mobilize additional resources in order to move on into more sophisticated businesses. No credit is available to promote women's efforts to generate income. They live from hand to mouth, despite their hard work.

C- Industry and Handicraft

In the field of industry, women outnumber men. According to data presented at the Women's Congress in 1988, women constituted 65% of textile workers, 70% of salt factory employees and 50% of those engaged in rubber production. In industries requiring more strength or skill, women made up 39% of the labor force. However, not many women have been trained to take up skilled positions and as a result, in some industries the proportion of women worker has declined in the last few years.

Handicraft production such as basket making, weaving silk sarongs or scarves, and making mats, clay pots and pans was very common in the countryside. Peasant women performed these activities in their spare time outside the rice growing season in order to meet family needs. Other women are engaged in more complex handicraft work involving raising silk worms and weaving traditional silk skirts.

D- Tourism

Tourism has been a good income generator for the Cambodian government. As the sector is an employer of women, by the year 2000, many more women will be employed as the number of tourists has been predicted to increase to 40,000 per year. At present, many Cambodian women have participated actively in tourism development, particularly in Phnom Penh City and the tourism center of Siem Reap. Several companies were created, most of which are organized and run by women.

E-Services

Poor rural women have migrated to the cities, especially to Phnom Penh, in search of employment opportunities as maids, housekeepers, waitresses, bar hostesses and prostitutes. Since the withdrawal of United Nation forces, some jobs have been maintained in the tourism industry such as those in hotels, restaurants. Karaoke pubs and bars. The high number of prostitutes seems to have remained steady despite an attempt by the Government to outlaw prostitution in 1994. Prostitutes now work more discreetly, and they are more at the mercy of both brothel owners and police.

F- Salaries and wages

Salaries for Government officers in Cambodia are astonishingly low. During the years of the People's Republic of Kampuchea (PRK), salaries were supplemented with rations, including rice and cooking oil and with free housing. Many male government officers were in fact supported in large part by cash incomes earned by their wife's marketing activities.

By law in Cambodia, women are guaranteed equal pay for equal work. In a limited number of fields, women are paid approximately equivalent salaries to men. In most workplaces, though, women are paid far less as men's work is seen by both sexes to be more demanding, dangerous and difficult (*Country Briefing Paper 1996 ADB; Women Key to National Reconstruction*).

2-3 Political and Legal position

*** Political Position**

Cambodian women were granted equal rights in 1981 under the Constitution of People's Republic of Kampuchea. The 1993 Constitution brought in during the UNTAC period also provided equal rights for women in terms of their participation in the

political, economic, cultural and social spheres of Cambodian society. Cambodia is also a signatory of the Convention on the Elimination of All Forms of Discrimination Against Women. Despite all the well-intended legislation, there has been little resulting impact on the improvement of women's lives.

The Constitution of 1993 established the Secretariat of State for Women's Affairs (SSWA) and the Ministry of Women's Affairs was set up on 26 January 1996. A number of explicit provisions regarding women rights were made in the constitution. With a democratic government in place, the potential to implement laws and long-term measures ensuring that these provision are actually acted upon is greater than it has been for decades.

The representation of women in the decision-making machinery of the country, however is almost non-existent. Women account for only 5.8% of the members of the National Assembly and 5% of the candidates nominated by 20 political parties running in the election of May 1993. There are no female ministers in the present government, only 5 female Under-Secretaries (2 for Women's Affairs and one each for Social Welfare, Foreign Affairs and Justice) and one female Ambassador (to Russia).

Women in the civil service typically occupy middle to low ranking positions. Despite their dominant role in agriculture, there are no women decision-makers in the government bodies for agriculture. None of the 21 provincial governors in Cambodia are female. There is one female Deputy Provincial Governor and two female District Governors.

The Ministry of Women's Affairs, line ministries, international agencies and NGOs have attempted to increase the capacity of women through the development of human resources in formal and non-formal education including adult literacy programs and leadership management for women.

In line with the Platform for Action of the Fourth World Conference on Women of September 1995 in Beijing, and the Indochina Conference in Hanoi, the Ministry of Women's Affairs organized a national workshop on Promoting Women's Equal Participation in Economic Development. The four following areas were targeted:

- Education and training for girls / women .
- Access to health services
- Economic activity
- Legal protection and access to legal services

* Legal Position

With regard to legal protection for women, the Ministry of Women's Affairs wrote a draft Women's Code in 1994. In the new Constitution of 1993 Articles 31, 35, 36, 45 and 46 cover women's rights. Marriage and family laws can be found in Articles 5 and

39, the Labor Law in Articles 178 and 179 and the Child Trafficking Law in Article 2 (see Annex I). A draft Abortion Law has also been written by the Ministry of Health (*Constitution 1993: Labor Law, Marriage and Family Law, Trafficking Law*).

The Constitution states that the Kingdom of Cambodia shall recognize and respect human rights, as stipulated in the United Nations Universal Declaration of Human Rights and all other conventions related to human rights, and women's and children rights (*National Policy for Women Position Paper MoWA*).

Inheritance Laws follow bilateral kinship lines, allowing both sons and daughters to inherit property. Women and men take property into a marriage and if the marriage ends in divorce, they can both take their own property out of the union. Historically, the initiation of divorce has been relatively easier for men than women (*Country Briefing Paper-Report ADB 1996*).

There are several laws in place to protect women but in reality these laws are not implemented, and women still have no decision-making rights in the family or in society.

In the opening speech at a National Workshop on 13 November 1996, First Prime Minister, Norodom Ranariddh, suggested that the Ministry of Women's Affairs begin to draft a Domestic Violence Law urgently.

III- Gender Analysis of Project Site

3-1 Activity Profile and Responsibility

Men are responsible for heavy work, technical work and other work such as land clearing, ploughing and harrowing, preparation seedbeds, maintenance of canals, maintenance and repairing of boats, boat construction and participating in training courses in the stated areas.

Women are busy performing household work, traditional work and light work such as weeding, sowing seedbeds, cooking food, making salted fish, making fish sauce, watering or planting trees, fertilizing, and feeding animals.

*** Women in Forestry**

Women take part in making forestry nurseries, producing seedbeds, weed control, fertilizing and watering .

* **Women in Fisheries**

Heavy work in this sector is assigned to men including catching fish while selling fish is job of women. They also take care of fingerling feeding, maintenance and small tasks such as repairing fishing gears and other handicraft work.

Men's activities

- Heavy work is assigned to men, but they are seen to have more free time than women
- Participation in social activities and training programs
- Analysis of and participation in politics
- Little attention paid to housework

The responsibilities of men and women are determined by their daily activities which can be substituted when needed. In general men are assigned to ploughing and preparing land for sowing rice and transplanting, while women are responsible for sowing fields with rice, transplanting, weed control and harvesting. Harvesting and transplanting though, are considered both men's and women's jobs.

3-2 Access and Control

Work which involves the use of resources from lakes, river water and land canals is managed by men. Regarding credit programs, women have the right to take out loans.

3-3 Time use by women and men

Women in the rural areas have less personal time each day than men as the former wake up in the early morning and work continuously until evening. Men spend their free time chatting with neighbors, watching television or listening to the radio.

In daily activities, women perform housework, raise animals, and do handicraft work but rarely participate in community activities. Men, however, spend a lot of time in their day searching for raw materials for handicraft production and for making ploughs.

The national educational system does not discriminate against women's learning but in practice, in the rural areas, women rarely participate in training programs as they are busy with housework. Women's responsibilities in the home and poverty also hamper their educational opportunities.

IV - Gender Issues in the Water Resources Sector

Three water resources sectors were chosen for the research conducted in this section: irrigation and agriculture, fisheries and forestry.

4-1 Irrigation and Agriculture

Women’s work has been vital to agricultural production in Cambodia in the aftermath of the Pol Pot years and the continuing political and economic upheaval. The percentage of female-headed households remains high to this day at 20-25% of total households, as does the percentage of women in the labor force at 65-70%.

There are several reasons for studying gender issues in irrigation, the main ones being to understand whether men and women have equal access and control over resources in this sector and whether they benefit equally from irrigation development as irrigation projects are often male biased.

*** Labor:**

Farms in Cambodia are run by both wife and husband and rice is the major crop grown with a few secondary crops grown. Secondary crops encountered in this study were vegetables, palm and fruit trees. Production was primarily for household consumption and marketed when there was excess or in times of cash requirements. As both as husband and wife are involved in the same rice production process, tasks are sequential as male and female activities follow each other. Men generally do land preparation and then women sow the seeds. This is followed by uprooting of seedlings by women, transporting of seedlings to the field by men and then, transplanting by women.

A gender division of labor does exist but some tasks are carried out by both men and women. Men and women are busy throughout the year and their activities are seasonal. When rice cultivation slows down, people start growing vegetables, cutting and weaving palm leaves, conducting petty trade, repairing their house or finding jobs elsewhere. In villages where there is not enough rice is produced for consumption, men migrate to find other income sources, leaving the women to run the farms.

Table 2 : Labor division in irrigation activities

Irrigation	Male	Female	Both
Opening and closing bunds			Mf
Use of traditional tools			Mf
Use of pumps	M		
Opening and closing canals	M		
Maintenance tools	M		
Maintenance canals	M		
Meeting			Mf

code: M = only men; Mf = Mainly men, women help; MF or FM =Equally share work
F = only women; Fm = Mainly women, men help

Source : *Gender Issues in Irrigation in Cambodia 1995*

* Activities

The irrigation activities identified in the study can be organized into two levels: field and system. In the field, activities include watching the water level and opening and closing bunds to drain or replenish the field. Figures show that a higher number of women than men open and close the field bunds including female-headed households.

At the system level, activities center on channeling water to the field. These activities are predominantly male including opening secondary canal inlets and maintenance of structures and canal. Women in female-headed households which lack male labor or means to hire labor, do all of these activities whenever necessary.

Table 3: Labor Division in Household Production

Household production	Male	Female	Both
Firewood collection			Fm
Water carrying			Mf
Food collecting		F	
Cooking		F	
Body minding		F	
Child care		F	
Washing clothes		F	
Cleaning house		F	
Food processing (Prahok etc.)		F	
Carrying food to field		F	
Shopping		F	
Preparing food for laborers		F	
House repairing	M		
Weaving leaves for the house		F	

Source : *Gender Issues in Irrigation in Cambodia, 1995*

As shown in Table 3, women dominate household production activities. Men do not undertake domestic activities on a regular basis although they will cook and wash clothes when women are unable to. Firewood collection and handicraft production are carried out by both men and women.

* Livestock

Draught animals are great assets in agriculture and increase considerably the productive output of adults. The presence or absence of draught animal results in differences in economic standing between households. Draught animals can also be exchanged for labor or for cash.

*** Tools**

Both men and women use traditional tools such as "yongs", "snach" and "rohate". Men usually pedal "rohate" or water wheels. The "snach" and "yong" are used by both men and women while pumps are either operated by the male household members or by hired male labor.

It is interesting to note that most tasks which are defined as male are those which require tools or means of transport to perform such as ploughing, raking, irrigating with the rohat, threshing, applying natural fertilizer, transporting seedlings and paddy by oxcart, irrigating with pumps and so on. Women are responsible for uprooting, transplanting, winnowing and weeding which require few or no tools.

*** Community Organization**

Villagers in this study expressed a lack of confidence in collective action. As a result of the civil war, people do not easily trust each other and they are reluctant to undertake responsibility. In addition, there is an aversion to meetings and organizing farmers is only feasible when resulting benefits are clear and can be felt directly. These are some of the reasons why water user associations do not function in Cambodia.

Women attend fewer meetings and participate less in them than men. Again, for women, clear and direct benefits need to be defined before they will agree to organize themselves.

Research findings in this sector are often based on male biased assumptions and stereotypes in which women's labor is viewed as merely supplementary. It is often stated that women are only good for transplanting as they do not plough, irrigate or carry out any heavy work. Their labor has very little value in the eyes of men and although recognized, it is not valued. Men on the other hand, are considered to be more intelligent than women and men carry out much harder work which earns income for the household.

4-2 Fisheries

Cambodia is located in the Indochina Peninsula, with weather patterns highly suitable for agricultural production. At present, the fisheries sector plays an important role in national economic development.

Fish also fulfills the protein requirement of the people. Compared to other types of meat, fish is a healthy food as it is easily digested. Thus, the Royal Government urges people and fishermen to participate in raising fish in cages or in fish ponds.

Women participate activity in the water resources development in the fisheries sector alongside men in activities described below.

1- Fishing Work

Fishing requires the force of men but women also participate in this work, night and day. When a man goes fishing, his wife stays by his side to take fish out of the nets and to fish using a scoop-net. Women also perform other light fishing related tasks.

2- Repairing and making equipment

Women are responsible for repairing and producing fishing equipment for use or for sale such as nets, scoop nets, landing nets, webs, large fishing nets, hoop-nets and so on. They also carry out handicraft work including the production of the following items: bamboo baskets used to catch fish in the rice fields; long round fishing cages made of bamboo strips; fish traps made of bamboo tubes used to catch eels; and other bamboo fishing instruments.

3- Fresh Water Fisheries

Another common activity for farmers which earns additional income for families is fresh water fisheries (in some cases this is the central income earning activity of the family). This involves the digging of ponds and the production of cages. In this work, women are in charge of keeping pond water clean and feeding fish.

4- Fish sales and preservation

When there are surpluses of fish after a catch, women take the extra fish to the market for sale. Any fish which are left over are fermented and preserved by women.

5- Credit

Men's income alone is not sufficient to feed family members and thus, women also play an important income generating role in the family. When a loan is required by the family, women are responsible for borrowing money from neighbors at an interest rate of 10% per month. This loan is partly managed by women.

6- Sacrifice

Every member of the family works to support the family but it is men who engage in physically demanding work. Women carry out household chores which is considered to be light work. They are however, very busy from dawn until evening and although they are not as strong as men, they are clever, courageous and resilient workers. For these reasons, they serve their communities well and participate equally with men in fisheries development.

4-3 Forestry

Like in many other tropical countries, forests are of paramount importance to the economic development and environmental conservation in Cambodia. Until the middle of this century, over 11 million hectares or 60% of the country's land area was covered by forest. Based on a FAO Study of 1994, the forest area and composition has changed from 1973 to 1993 as follows:

Table 4

	Prior 1970	1973	1985	1993	Change	Annual
Dry land	12,449,900	11,678,60	10,660,300	10,568,6	-1,110,000	-03%
Evergreen	3,504,000	6,876,400	4,852,700	4,763,40	-2,113,100	-1,5%
Mixed	2,504,000	-	1,113,000	977,300	977,300	
Deciduous	5,296,700	4,792,900	4,367,900	4,301,20	-491,700	-0.5%
Coniferous	17,800	9,300	8,200	9,800	500	+0,3%
Secondary	-	-	618,500	517,000	517,00	
Bamboo	387,400	-	-	-		
Dwarf	288,700	-	-	-		
Edaphic	777,200	1,032,500	892,100	715,600	-316,900	-1.5%
Flooded	681,400	937,900	795,400	370,700	567,200	-3.0%
Flooded	-	-	28,200	259,500	259,800	
Mangrove	38,300	94,600	68,500	85,100	9,500	-0.5%
Rear	57,500	-	-	-		
Total	13,227,100	12,711,10	11,852,40	11,284,2	-1,426,900	-0.6%

The change in forest cover which has occurred over the last 20 years is shown in the above table. In percentage terms, the reduction has been about 0.5 percent per year. These changes have affected the hydrologic conditions of the country as a whole.

Forest resources have played an important role in the livelihood of Cambodian people and in the development of the country after the war. Forestry laws are currently under review. Locally conceived, unambiguous forest policy statements which define the economic, social and environmental role of the forestry sector in economic development, is urgently needed. The potential role of principal players in this development is also required (private sector, women and NGOs) These roles should be identified as a first step toward the realization of the Tropical Forest Action Plan (TFAP) for Cambodia. Having an agreed and defined policy, a new institution will be needed together with the necessary legislative instruments to enable it to implement the policy.

Understandably, the new government has not defined strategies related to the development, management, and conservation of its natural resources. Strategies for environmental management including the protection of resources and pollution control are now just emerging among government agencies. The Department of Forestry has identified two programs (Rehabilitation Program and Development Program) for the period 1994-2000.

Women farmers are likely to join the activities set out by the Department of Forestry such as the growing of saplings, reforestation, planting nutritious food crops and paddy fields. Women participate together with men in agriculture, especially in the forestry sector under the following framework:

1. Rehabilitation program of reforestation;
2. Forest inventory and management;
3. Forest research and management institute;
4. Watershed management;
5. Wetland buffer zone;
6. Departmental infrastructure establishment project;
7. Wildlife management and protection
8. Personnel staff training project.

While the objective of restoring forest cover in degraded areas may, theoretically, be sound, a number of problems have arisen with the conventional approach to reforestation.

In general, the Royal Government is very interested in women's roles in the three studied water resources sectors. The Royal Government has sent men and women for training both inside and outside the country according to their skills and competencies as well as the needs of their institutions.

In the project cycle, women are more actively involved in implementation than in planning. In the implementation of various line agency and CNMC projects in these three sectors, women have participated according to their abilities. Most women have worked as secretaries or have conducted surveys.

*** Conclusions from the three water resources sectors**

Compared to men, women participate less in social activities, especially in water resources development due to the following factors:

- Women are busy with housework
- Traditionally, women perform housework in Khmer society
- Illiteracy
- Shortage of economic and moral support system
- Lack of technical instruments and motivation

*** Limited Access to Credit**

Credit programs are still uncommon in Cambodia although a number of organizations have provided credit to farmers, with priority given to women. Decisions to take loans are made by both husband and wife with the exception of female-headed households. This credit is used for small business development as well as a number of other different uses.

UNICEF's credit program has provided households with 50,000 Riels (USD 18.00) to 150,000 Riels (USD 55.00) depending on the size of the farmer's business. At present, the Royal Government has also created a credit project but this project is not yet running.

*** Participation in public life**

Based on this study and on the results of a national meeting, it was found that some women are village and commune chiefs although the number is low. Women's work is generally not valued and few see women as capable leaders. Women themselves often lack the self-confidence needed to take up leadership or decision-making positions. Furthermore, they have lacked support in this area from development projects.

Women do not actively participate and benefit from development projects due to their low level of education. Despite this barrier, however, in some provinces where village development units or commissions have been established, a small number of women do participate and benefit from development projects.

When half of the members of units or commissions are women, they are given the chance to take part in the planning and development process in all fields including water resources development. In Battambang province and Bantay Meanchhey province, for example, the provincial rural development committees have set up a rural development commission in each village with nine members: four women and five men. In these commissions women are responsible for the finances and participate in the project planning of the commission.

*** Heads of household**

No legislation exists regarding the sex of household heads. Women head 20-25% of households in Cambodia. The difficulties these women face include a lack of support in household management, poverty, and lack of strength needed in farming activities.

V- Gender and Institutions

5-1 Line Agency Policies

A survey was conducted in the Ministry of Agriculture, Forestry and Fisheries regarding national policies on women in three sectors: irrigation, forestry, fisheries. No explicit policies exist on women's development. Their participation in water resources development activities and projects is based on their capability and capacity.

The Ministry of Women's Affairs however, does have a national policy on women, developed in 1996, which is directly supported by Article 31 of the Constitution which states:

Every Khmer citizen shall be equal before the law, enjoying the same rights and freedoms and fulfilling the same obligations regardless of race, color, sex, language, religious belief, political tendency, birth origin, social status, wealth or other status.

Despite this constitutional guarantee and the contribution Cambodian women have made to nation-building, they are still under-represented on all decision-making bodies. Women's participation in the development process is critical to ensure sustainable social and economic development in the country. Thus, the policy responds directly to the urgent need to develop comprehensive programs to involve women more fully in Cambodia's development and, in particular, to help them participate more actively and meaningfully in government, politics, business and non-governmental agencies.

The policy also provides an international context for action on gender issues. Cambodia is a signatory to a number of United Nations Conventions that focus on the role of women in society which include: the United Nations Convention on the Elimination of all Forms of Discrimination Against Women, the Convention on the Rights of the Child, the International Convention on Civil and Political Rights, the Action Plans of the International Conference on Population and Development (Cairo 1994), the World Summit on Social Development (Copenhagen 1980) and the Platform for Action for Women (Beijing 1995). Cambodia has made international commitments to work to improve the living conditions of Cambodian women.

The Ministry of Women's Affairs has a policy to cooperate with line ministries to ensure that a woman representative is present in the line ministries in order to protect the interests and to address the problems of female personnel in the ministry.

At present, the Cambodian National Mekong Committee (CNMC) plays a coordinating role between national line agencies in Phnom Penh and the MRC Secretariat in Bangkok. The CNMC carries out projects which involve water resources development in Cambodia including the Tonle Sap development project, and the inventory and management of fisheries freshwater capture project, the upgrading of ferry facilities project and so on.

The Study on the Role of Women in Water Resources Development was the first of its kind coordinated by the CNMC. Although no women are employed by the CNMC at present, some of the staff are gender sensitive. H.E. Khy Tainglim, Vice-chairman of the CNMC, himself has been very supportive of the study and in his opening speech at the National Meeting held in Phnom Penh stated that he was happy that the MRCS and the study team had carried out this important study.

The CNMC is an all male body comprised of one chairperson and two vice-chairpersons at the ministerial level and headed by a full-time Permanent Secretary. Its office and projects are running by twelve staff including four engineers, one economist, and seven general staff, the majority from the Ministry of Agriculture, Forestry and Fisheries. In the past, three women have worked as secretaries at the CNMC but due to its lack of resources, they left for better paid jobs.

5-2 Organizational Chart of the General Directorate of Irrigation, Hydro-meteorology and Hydrology

The Department of Irrigation, Hydro-meteorology and Hydrology was upgraded to General Directorate of Irrigation, Hydro-meteorology and Hydrology (GDIHH) which is under the direct supervision of the Ministry of Agriculture Forestry and Fisheries. This General Directorate is divided into six departments each with four offices. The GDIHH is led by a Director-General and two Deputy Director-Generals, all men. There is one women Deputy Director of the Meteorology Department

The Ministry of Agriculture Forestry and Fisheries itself has 18 Deputy Directors of Departments, again all men.

The organizational chart of the GDIHH resembles that of other government departments under the supervision of the Ministry of Irrigation Forestry and Fisheries. In high ranking positions, men predominate.

The GDIHH has 808 personnel, 692 of whom are men (85.6%) and 116 of whom are women (14.4%). Most male personnel of the GDIHH are highly educated when compared to females as is demonstrated below:

Education level	Men	%	Women	%
Masters	1			
Engineer	176	21.8	11	1.4
Technician	180	22.3	48	5.9
Vocational	16	2.0	11	1.4
Staff qualified	14	1.7	4	0.5
Non qualified staff	308	37.7	42	5.2

The Provincial and Municipal Offices of Irrigation, Hydro-meteorology and Hydrology are divided into four sections: Administration, Water Management, Engineering and Irrigation, and Hydro-meteorology.

The Provincial and Municipal Offices have 860 personnel consisting of 803 men and 52 women. Their technical competencies are as below:

Educational level	Male	%	Female	%
Engineer	74	8.6	2	0.23
Technician	129	15.0	11	1.3
Vocational	174	20.2	15	1.74
Staff qualified	93			
Non qualified staff	333	38.7	24	2.79

Most of provincial and municipal leaders are men, however, a woman is in charge of the irrigation office in Kratie Province.

The majority of women have less technical knowledge than men and thus, are unable to advance to high positions in the bureaucracy. Although men and women have equal rights to participate in training courses held inside and outside the country at their technical level, only seven women have received a government scholarship to study abroad.

5-3 **Organizational Chart of the Department of Forestry**

The Department of Forestry is divided into seven offices:

- * Office of Administration and personnel
- * Office of Legislation and Litigation
- * Office of Planning and Finance

- * Office of Wildlife Protection
- * Office of Management Forester
- * Office of Reforestation
- * Camforxim

The Department of Forestry is headed by a Director, two Deputy-Directors, twelve Chiefs and Deputy Chiefs and 46 Sections Heads. All are men with the exception of the Chief of Administration and Personnel.

The organizational chart of the Department of Forestry is similar to that of other sectors in the agricultural sector, where the number of women in the management apparatus is low compared to the number of men.

Office	Number of women	Percentage (%)	
		within office	within Department
Office of Administration	12	16.70	1.60
Personnel	7	9.72	0.93
Office of Legislation and	16	22.22	2.13
Office of Planning and Finance	10	13.89	1.33
Office of Wildlife Protection	9	12.50	1.20
Office of Management Forester	7	9.72	0.93
CAMFORXIM	11	15.28	1.46
Office of Reforestation			

Total number of department personnel	Number of men	Number of women	Percentage (%)
752	680	72	9.60

5-4 Organizational Chart of the Department of Fisheries

Statistics of the fisheries sector show that of the 1,497 personnel in the country in this sector, 699 are located at the Department of Fisheries. Of these officials, 144 are women. Of the 232 female personnel in the province and municipality, the educational level is as follows:

- * Vocational 15 women
- * Technician 21 women
- * Engineer 21 women
- * Four women have received Masters degrees abroad
- * One women has attended a study visit abroad and two women have attended meetings or seminars abroad.

The Department of Fisheries is led by a Director and two Deputy Directors, all men.

A - The Department is divided into 6 offices:

- * Administration and Organization office
- * Planning and Accountant office
- * Contention office
- * Inspection office
- * Exploitation office
- * Open water Involvement Agriculture Documentation and extension office

Five of the Chiefs are men and one is a woman.

B- The monitoring office has four offices:

- * Chaktomuk Fishery Inspection Unit
- * Mekong Fishery Inspection Unit
- * Great Lake Inspection Unit
- * Marine Fishery Inspection Unit

C-The Professional Unit is made up of the Fishing Research Station, Kandal Stung Fishing Unit, Loeukdek Fishing Unit and Tonle Sap Fishing Unit.

D-The Professional Trade Unit consists of the Import-Export Fishery Company. Kampong Som Fishing Enterprise and Frozen Factory Nol.

The Provincial Fishery Division operates in 18 provinces and only one office is headed by a woman.

In the local authorities, no women participate in the planning in villages and communes in the countryside which are far away from capital. Women implement national plans and are involved in a number of NGO activities.

Concerning the promotion of technical staff in governmental institutions, examples exist of women who have been in a department the same number of years as men, but remain in lower positions. So although both men and women have equal rights to compete for positions, men are more often promoted based on their higher competency level. Statistics of women's and men's educational levels are not yet available.

Job discrimination between men and women in the government exists as most work which is considered dangerous, risky, heavy, difficult to manage or located far away from the office is often assign to men, even in cases when women could also perform the job. A similar situation exists at the village and commune levels. Some women when given the responsibility do not try their best and rely too much on men.

The percentage of women in leadership positions in institutions and the government is low when compared to men. Only in the private sector does the trend differ.

No figures exist for the percentage of government scholarships given to women and men to study at higher levels in Cambodia and abroad.

VI- CONCLUSION'S AND RECOMMENDATIONS

A- Conclusions

Cambodian women held a prominent place in society prior to the Ankhor era, in the era of the great Kingdom of Phnom. In recent times, however, Khmer women have lost this status and they have been the most victimized as a result of the political and economic turmoil in the country.

More than 85% of the Cambodian population lives in the rural areas of which some 65%-70% are women. They are active in water resources development activities, and spend more time working each day than men. Although men's work in the fields is more physically demanding than that of women, men have more free time than women, thus, enabling the former to participate in community activities. Household chores are performed primarily by women.

Management in the family and in society is assumed by men predominantly. In cases when women are encouraged to take up leadership positions, the women often lack self-confidence and do not recognize their own abilities. Women have played a minor role in politics at all levels to date.

Barriers to women's participation in development activities include a high rate of illiteracy among women, poverty, lack of moral support and motivation, and shortage of tools. Women have access to loans from credit programs, but credit is limited and poor women often lack the required collateral. Furthermore, men for the most part, assume the responsibility of managing resources.

At the institutional level, the study of the three water resources departments of the Ministry of Agriculture, Forestry and Fisheries showed that few women occupy high ranking positions, with only one woman assumes the position of department deputy. Women, thus, are left out of the planning and decision-making processes of development programs and projects. The situation in the CNMC is similar, with a total absence of female professional staff.

Despite the efforts by the Royal Government to establish laws to protect the rights of Cambodian women, these attempts have not yet taken effect in reality.

B-Recommendations

6.1 Lines Agencies

1. Conduct additional gender training for all levels of staff working in the water resources development sector especially fisheries, forestry and agriculture.
2. Design programs to strengthen the capability and skills of staff to enable them to carry out research and manage development projects in the agricultural sector so as to reach women farmers.
3. Establish guidelines to ensure that women living in the rural areas participate in development planning dialogue, so that they can identify and express their needs and constraints.
4. Create credit programs for women farmers in rural areas engaged in water resources management activities.
5. Develop programs to give recognition to the work of women farmers in agricultural development such as awards programs.
6. Create programs to strengthen women's groups in rural areas especially related to water resources development.
7. Ensure that development programs in water resources development simultaneously address the issue of women's illiteracy to ensure the success to the programs.
8. Develop programs to train rural women on proper use and management of water resources.
9. Improve communication infrastructure in rural areas.
10. Provide training (including birth spacing), facilities and services on medical care for new mothers.

6-2 Cambodian National Mekong Committee (CNMC)

1. Promote the mandate, duties and function of the CNMC and the MRC to relevant agencies, in particular the mandate to institutionalize gender into all plans and programs.

ANNEX 2

Annex 2

Country Report

Study on the Role of Women in Water Resources Development
in the Lower Mekong Basin in the Lao PDR

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LIST OF ACRONYMS

DoF	Department of Forestry
FIAT	Farmer's Integrated Agricultural Training
GoL	The Government of Lao PDR
GDP	Gross Domestic Product
HRD	Human Resources Development
Lao PDR	Lao People's Democratic Republic
LSFP	Lao-Swedish Forestry Program
LWU	Lao Women's Union
MAF	Ministry of Agriculture and Forestry
NGO	Non-Governmental Organization
PIP	Public Investment Program
PMIS	Management Information System
SIDA	Swedish International Development Agency
SIRAP	Sustainable Irrigation Agriculture Project
SPC	State Planning Committee
<i>Ban</i>	Village
<i>Hai</i>	Slash and burn fields in the uplands
<i>Nai ban</i>	Village Head
<i>Kip</i>	Lao currency (1 US dollar = 1,000 kip in 1997)

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Executive Summary

The Lao constitution guarantees equal rights to men and women in all spheres of public life. The government of Lao PDR recognizes the important contribution that women make to national development efforts.

However, Lao women are still facing socio-economical obstacles as well as strong traditional beliefs which need some time to change.

Lao PDR consists of three main ethnic groups: Lao Theung, Lao Soung and Lao Loum. Their culture, tradition and beliefs are different according to location and minority background.

Lao women represent about 51 % of the total labor force of the country. Lao women have been making increasing contributions to the socio-economic development of the country which had led to a 7.5 % growth of GDP in 1996. Three main sectors where women actively contribute to the growth of GDP are agriculture, industry and service. Eighty-five percent of women are farmers in subsistence cultivation accounting for 54 % of GDP in 1996. In the textile exported industries, women account for 95% of workers and generate significant income to the country. In the service sector, women represent 62% of the labor force and the sector accounts for 24.5 % of the GDP. Moreover, women are also actively contributing to educational and health development. They furthermore, traditionally represent the primary micro production managers, small enterprise traders, primary income cash earners, small-credit users and key agriculturists.

The micro study of two villages at Ban Danesavanh and Ban Nong Kho showed that most tasks associated with crop production, livestock and fishery are performed by both men and women with the help of their children. The daughters perform almost the same activities as their parents and brothers. The work done by women is not as physically demanding as men's work but it takes more time. Of the work that women undertake, 41 percent are reproductive activities which are unpaid and 43 percent are productive activities. Fifty-five percent of men's working time is taken up with production activities compared with 24 percent for reproductive activities. The survey also showed that women work on average one hour more than men. Due to time constraints, women do not have time for personal care and development. The daily decisions about food and children's welfare are the responsibility of women. As women are almost solely responsible for fetching and using water for gardening and household consumption, they also make most decisions about water use. Decisions made about land use, agricultural activities, livestock, fishery and seed selection as well as capital expenditure are all made jointly.

In general, men and women have equal access to and benefits from agricultural resources and activities. Women are responsible for saving money and daily expenditure.

Low level of education, complicated loan procedures and distant bank locations limit the opportunity for women to get access to credit. Nevertheless, activities for which credit would be used are decided upon by both men and women. The loan application and the loan agreement is always signed by the male farmer as head of the household.

With regards to micro-credit or revolving funds, it is given to women farmers according to the criteria and the consensus of the committee consisting of the head of the village, the representatives of the Lao Women's Union, the Lao National Front and the Lao Trade Union in the village. At the community level, income generated by women and girl children is used for investment in irrigation, for paying water users fees, for family safety nets and for social activities.

In the agriculture, irrigation, fishery and forestry sectors, it is found that only a small number of women have attended training courses due to low levels of education of women and gender bias in recruitment. Women are rarely invited to attend meetings and to participate in extension work. Moreover, meetings are always organized at night when women are busy with household work. The

selection of people to attend extension activities is usually defined by male extension workers at a high level.

The interview of government officers revealed that in various socio-economic policies, plan and programs, there are no special issues concerning women in development.

In the agricultural, forestry, fishery and livestock sectors, there is a very small number of women representing important posts where they decisions are made. In the mean time, men occupy most of the important posts that decide the destiny of women employees. The post defines the level of salary of women workers in agriculture and forestry as well as other sectors and women's salary is lower than that of men. The level of education and productivity of labor is not the means used to promote women to decision making positions. Most female workers and government staff are employed as administrative workers, receptionists or elementary workers.

In terms of institutional life, the Lao Women's Union is a government organization that represents the right and interests of women of all ethnic groups. The number of women in policy and government positions remains modest. Women are under-presented at different levels from the central to the village levels due to gender-bias in work, education and prevailing traditional beliefs. Only in the Lao Women's Union at different levels are there seats for women of different ranks including President (Minister), Vice President and Directors of Departments. Female Ministers, Vice Ministers, Heads of Department and Deputy Directors are rarely found in others ministries and sectors.

In the Lao National Mekong Committee, there are 11 staff of which one is a woman responsible for logistical matters.

Women play an important role in implementing various development programs and projects but their problems are not integrated in all development programs, projects and national plans. As a result, they do not benefit equally to men from development processes.

In addition, government funds as well as external funds, allocated for women in development projects are inadequate. This can be seen in the socio-economic development plan as well as in the Public Investment Programs of the Government.

Despite the attempts made by the Statistic Center, the Ministry of Agriculture and Forestry as well as others Ministries to improve all statistics related to women and disaggregate gender data, it is still limited and insufficient to pursue research on women in development.

Concerning the recruitment of staff, it is noted that women have less opportunities due to family difficulties. The recruitment of staff is the responsibility of the Personal Department where most men work and make decisions.

The attitudes of many men towards women in various sectors and government institutions can be characterized as traditional. One interviewee said that in comparison to men, women are more capable at predicting and solving problems but decision-making by women is found to be difficult. The belief that going to rural areas is too difficult for women is prevalent among male government officers. The saying that women have difficulties with family is a slogan for men. Despite the efforts made by Lao government and various International Organizations as well as NGOs to improve the status and role of women in socio-economical and political life, women in Lao PDR still lag behind men in a number of spheres and are faced with a number of problems as is revealed in the data and information from the surveys, interviews and literature presented in various constituent charters of this report.

The roots of the problems that remain as obstacles to the advancement of women could be their low-level of education, backward traditions, outdated practices and attitudes of men toward women as well as the lack of opportunities for women to empower themselves in the economical, social and political spheres of life.

I. INTRODUCTION

1.1 Purpose and Scope of the Study

The purpose of the Study on the Role of Women in Water Resources Development in the Lower Mekong Basin is to provide an overview on the role and status of women in socio-economic development as well as to show the relationship between men's and women's roles in relation to productive, reproductive, community and in agriculture sub-sectors (rice plantation, fishery, integrated farming system, livestock). Moreover, it intends to illustrate the main characteristics of the gender division of labor, gender-related access to and control over resources, and socio-political dimensions.

The information and data collected on gender will serve as basis for planners in project formulation regarding water development and water related resources to conform with the real needs of the people such as the needs to protect, preserve, enhance and manage the environmental and aquatic conditions and to maintain the ecological balance exceptional to the Mekong river basin. Moreover, it is for the Mekong River Commission to take into consideration gender issues in order to set appropriate strategies to guide planners in riparian countries to incorporate women in project formulation, implementation and evaluation of water and related resources for the sustainability and the future well being of the people in the lower Mekong river basin.

The Lao National Mekong Committee's (LNMC) mandate is to cooperate with concerned national ministries to implement the HRD effort of the MRC in view of incorporating gender concerns in Mekong activities. In order to include gender in the Mekong activities and for successful planning, implementation and management of the project on the development of the Lower Mekong basin, basic data and information on gender in water and related resources development is needed.

Hence, at the request of the Lao National Mekong Committee, a national team consisting of representatives from the Lao Women's Union, the Strategy Economic Research Institute of the Lao PDR, the Ministry of Agriculture and the National Mekong Committee was formed to conduct a study on gender in water and related resources development.

The methods applied in this study combined analysis of secondary data with two case studies at Ban Danesavanh and Ban Nong Kho in Vientiane Prefecture where 20 men and 20 women were interviewed. Using gender analysis techniques and a time use survey. Moreover, literature and working papers by Lao and international agencies were employed in addition to interviews made with government officials from the Ministry of Agriculture and Forestry, the SPC and the Statistic Center. Some informal interviews with colleagues and friends were also conducted.

The reason for choosing these two villages for the study was that the Mekong Committee Secretariat had carried out a project on soil erosion protection at Ban Danesavanh and a wetland management pilot project at Ban Nong Kho. The study focused on the role of men and women in the family and in the community, useful in future project formulation on water resources development by taking into consideration women as participants and beneficiaries of the project.

In General, the study focuses on gender issues in the family and community, agriculture, water resources and related resources sectors and institutions.

1.2 Status of Lao women

1.2.1 Socio-Cultural Background

Lao PDR is a small land locked country with an area of 236,800 kilometers. Lao PDR has an eastern border with the Socialist Republic of Vietnam, a western border with the Kingdom of Thailand, a southern border with the Kingdom of Cambodia and northern borders with the People's Republic of China and the Union of Myanmar.

Lao PDR is classified at top levels both for percentage of catchment area (25%) and contribution of water flow to the mainstream (35%).

The Mekong river plays an important role in socio-economic development of Lao PDR. The Lao people have been living along the Mekong river for many centuries. They make use of the Mekong water for a living and the river is harnessed for irrigation of rice fields and plantation, goods transportation from province to province and from town to town, fisheries for family consumption and surplus for sale. Tourism and recreation for local people and for foreigners are the sources of revenue for the country. The Mekong River is an important source for national income.

Women make use of the Mekong river water for household activities such as drinking, cooking, washing clothes, watering plants and for productive activities such as irrigating rice field and plantation, fishing and finding food for the family. It can be said that women make more use of the Mekong river than men for the family living.

According to the 1995 Population Census, the Lao PDR has a total population of 4.58 million, of which 2.27 million are men and 2.31 million are women. The Lao PDR is an ethnically diverse society which consists of 68 ethnic groups, divided into three major categories: Lao Loum (Lowland). Lao Theung (Midland). Lao Soung (Upland).

Today, regardless of ethnicity, women play an important role in the family's social well-being and economy.

Gender based division of labor varies among ethnic groups and is linked to social status of the women, this being relatively greater among the Lao Loum. The division of labor appears to be somewhat rigid for Lao Theung and Lao Soung groups, although the shortage of men sometimes forces some women to perform all tasks (from UNICEF. April 1992).

Women strive to protect the rich heritage of Lao culture and traditions and to ensure family food security. They are the main cash income earners for the family (through small scale livestock raising, weaving and foraging.) and are responsible for most of household work and child rearing.

Traditionally however, women have lower status compared to men and in many regions of the country. They will often depend on men to make economic or other decisions. They also have few opportunities to participate in community affairs due to their family burden.

In general, women have low levels of education. In the rural areas, parents do not see the need to educate their daughters because they are needed to work on the farm and in many cases, because schools are too far away (Hermien Rodenburg. 1996). The transition economy could make this situation worse with the introduction of user-charges for schooling. Recent reduction in the civil service and in professional scholarships further lessens women's opportunities to higher education. The overall skills profile of women in the work force is poorer than that of the male. Women's educational attainment and work opportunities are severely gender biased, and hampered by heavy economic and social burdens. Despite this, the government also encourages women to attend school and to seek higher education.

1.2.2 Economic Role

According to the Labor law, men and women shall be entitled to receive equal salaries or wages for work of equal quantity, quality, and value, without any discrimination based on sex, age, nationality or ethnic origin (Article 39). However, many studies show that the male salary is higher than that of the female workers due to lower educational levels and social prejudices about employing women in certain types of jobs.

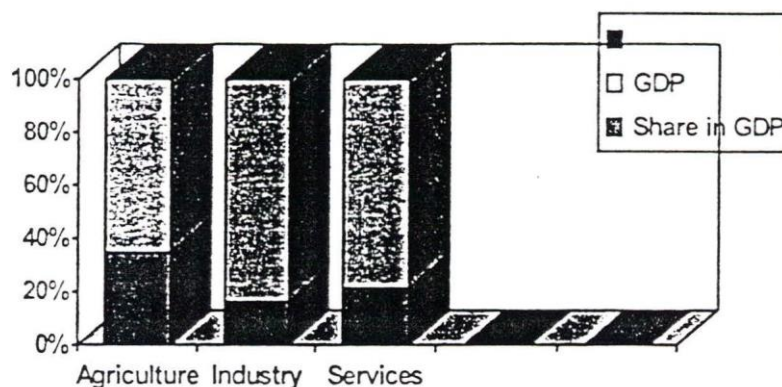
Lao women constitute more than 50% of the total labor force. Eighty-five percent of women are farmers, producing mostly for household consumption (Statistic Table 15). Agriculture and forestry heavily depends on women. In the rural areas, 45% of the female labor force is involved in agriculture, hunting, fishing and forestry industries comparing to men (55%) (Statistic Table 22). Moreover, there is a gender imbalance in occupational access, with women filling the majority of unskilled labor jobs such as clerks or elementary jobs which are usually poorly paid. There are no women working as managers, professionals or technicians which are better paid jobs.

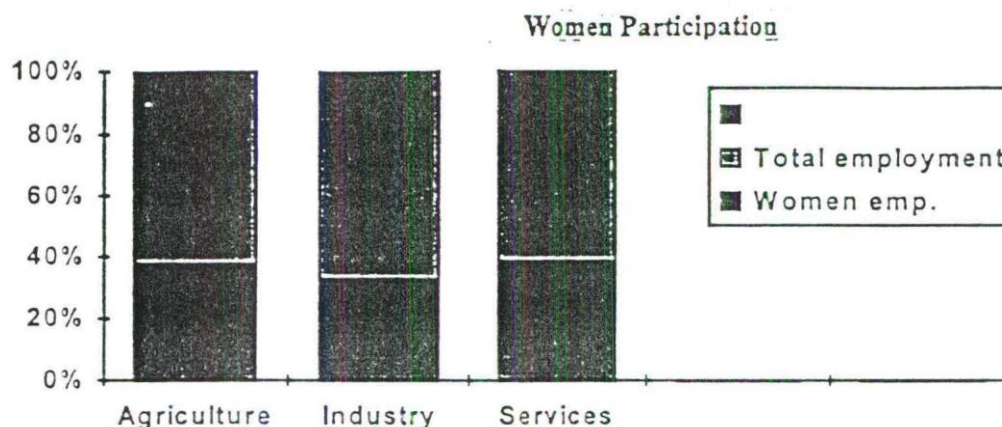
In 1986, the Lao PDR adopted the New Economic Mechanism (NEM). In 1996, the Gross Domestic Product (GDP) increased to 7.5%. In 1996, the income per capita increased to US \$ 370.

Agriculture and forestry is the backbone of the Lao economy. They supply 53.3% of the Gross Domestic Product and provide employment to 95% of the work force. It is estimated that women represent about 60 % of that work force.

Industry and handicraft production accounted for 19.4 of the GDP in 1996, and women represented about 48% of the total labor force the industrial sector. Particularly in the textile industry, women workers accounted for 90-95% of the total work force. In the handicraft sector, women made up 80% of the work force. The importance of handicraft production in the household economy can also be seen from the fact that it accounted for 10% of total credit disbursed by the agricultural promotion bank in 1993. This lead to a growth in handicraft production by 14% in 1995.

The service sector accounted for 27.3 % of GDP in 1996. The number of hotels, restaurants and other facilities has increased. Here women represented 62% of the work force. Women accounted for 95% of traders, an important force in facilitating exchanges of commodities and flows of industrial goods from urban to rural areas, and agricultural products from rural to urban areas. Moreover, women have also participated in the production of goods for international markets which has brought in major revenue to the country. The value of exports increased by 32% in 1996.





1.2.3 Political and Legal Position

The Constitution of the Lao PDR, which was adopted in 1991, recognizes the rights, equality and interests of women and children in Articles 7, 8, 20, 22 and 24.

The Family Law also protects women under Articles 1, 2, 3, 4, 5, 15, and 27 .

In addition, the Labor Law has imposed the acceptable working age for women from 16-55 years old, and legislates against discrimination in women's employment with regard to salary, wages, bonus and pensions.

The adoption of the constitution and the law is a great event for Lao people. Therefore the Lao Government, as well as the mass organizations, have mobilized the awareness of people towards the implementation of these laws by organizing seminars, discussions, and disseminating information to the public in order to make them aware so that they may understand and apply the stated laws in their daily activities for the legal interest of both women and men.

Because of the need to strengthen women's position in legal and constitutional aspects, the Lao Women's Union was set up under Article 7 of the Lao PDR. Constitution. Its aims to unite and protect the rights and benefits of women and children, to promote equal rights for women, and to promote the advancement of the Lao women of all ethnic groups. The Third National Women's Congress in 1993, adopted its slogan of three goods aiming at building families of the new culture. The strategy aims to mobilize women to be good citizens, to participate in the development of the country, and to build good families of the new society .

Despite the recognition of gender equity under the constitution and law, a significant proportion of men still maintain the same attitude toward women . They still consider women to be the weaker sex, and thus less capable than men in participating in activities for the protection and development of the country. As mentioned by Khamtay SIPHANDONE, the Prime Minister of Lao PDR at the third LWU conference in 1993 the "Local Party units, administration in several places have not paid enough attention to women and children problems, thinking that women's work is the sole duty of the Lao Women's Union. Furthermore, in some places misunderstanding of the role of Lao Women's Union still prevails, and as a result women are asked to merely welcome guests, serve drinks, dance Lamvong in special occasions etc, and consequently this makes women in those places think that their role was only to do as such."

It is also stated that "Party units, administrations should pay more attention to supporting women organizations to help women do economic activities. They should also forsake the idea of disregarding, looking down on women and should criticize narrow-minded, pessimistic assessment and employment of female staff, paying attention to building and employment of female staff and create the conditions for women to improve themselves".

1.3 Gender Analysis of Project Sites

Two project sites have been chosen for study: Ban Danesavanh and Ban None Kho which are Lao Loum villages.

Ban Danesavanh is situated in Keooudom district, on a hill and valley area on paved road No 10, about 70 kilometers from the capital city, Vientiane. It comprises 155 households and 423 persons. Women account for more than half of the population. It has a total area of 1,253,000 hectares which includes 9,734 hectares of village area, 1,189,00 hectare of forest area, 18,600 hectares of rice field area. The villagers rely on nature for a living. They practice slash and burn cultivation which has caused the soil to deteriorate and become infertile, the rivers to dry up and destroyed the forests, thus reducing output. Only a few families are self-sufficient in rice for only 5-6 months. Some families have fish ponds and generate extra income from selling fishes, handicraft and sour steam vegetable. The villagers practice Buddhism. There is one primary school in the village but the secondary school is in another village about 4-5 kilometers away. Only boys are encouraged to get higher education because most parents tend to think that once girls get married, they will be busy taking care of their families and higher education will be useless for them. Women's life expectancy is 90 years old while that of men is 70-80 years old. The reason that men tend to die younger than women can possibly be due to heavy smoking and drinking as well as to hard work. In the village, there are three wells and one gravity system. One hundred percent of the household uses latrines. There is also a veterinarian in the village. Villagers drink boiled water. A rice mill is also available in the village.

Women's dreams : They need more skills training courses and financial support (credit). Beside, they need electricity to facilitate their weaving activities and to enable their children to study in the evenings.

Ban None Kho is situated about 10 minutes by car from Vientiane city. It is in That Luang wetland area of Saysetha district with 449 families and 442 households living there. Women account for more than half of the village population. The villagers are primary Low landers and practice Buddhism. The population of None Kho village consists of rural, small farmers, fishermen and traders. Due to fertile land and irrigation canals, the villagers can cultivate rice twice a year and grow vegetables such as cucumbers, beans and water plants. Villagers spend their time fishing in the That Luang pond which used to be abundant with natural resources particularly fish. They also built their own fish pond along the edge of the wet land. There is one primary school and the secondary school is a 20 minute walk away. Many have wells and share water with other houses. Ninety percent of the villagers drink boiled water and 100% have latrines. The villagers have received training on birth spacing but there is no health center because the village is located only one kilometer away from the district hospital. Since None Kho village is not far from the city and close to the big and small markets, schools and government institutions, the population has been exposed to information from radio, television, newspapers, government officers, visiting friends and passers-by. Most village women had finished lower secondary education. Some women completed vocational school training in accountancy, typing, tailoring and a few had found jobs that require knowledge of the English language. A small number of young women work in towns for the government as doctors, nurse aids, teachers, accountants, typists, and maids in restaurants and hotels.

Women's dreams : They want to be trained in agricultural and in vocational skills as well as provided with financial support (credit). Also, they need more school facilities and jobs for their children.

1.3.1 Activity Profile

♦ Paddy Production

Generally, men and women work together in paddy production, often with the assistance of daughters or sons in activities such as land preparation, seed selection, seed bathing, irrigating the land, general plant maintenance, monitoring water levels in the paddy field and transporting seedlings from the nursery field to the paddy field. Men and women also share responsibility for maintenance after transplantation, fertilizing, harvesting, making bundles of paddy, stacking the harvest, threshing, transporting it to the barn and rice milling. The work done mainly by men with the assistance of women or sons are fencing, seedbed preparation, maintenance of agricultural tools and equipment, (hoe, plough, knife), drying the rice seeds, seed broadcasting, harrowing, water control, keeping an eye on the field. The use of pesticide is the work of men in Ban Danesavanh. In this village, organic fertilizer spreading, seeds variety selection, and buying seeds is generally the work of men. The majority of work that women do with the assistance of men or daughters are harvesting, seedlings, bundle making, weeding, transplanting, transporting rice for milling and marketing of any rice surplus. Women will look after the revenue from rice sales but decisions on how money will be used is made by both men and women.

♦ Integrated Farming System

Men and women work together with the assistance of their daughters or sons in the areas of land preparation, dike making, plot digging, seed selection, seed buying, seed bathing, seed broadcasting, planting, watering, plant maintenance, harvesting, transporting the paddy to the village. The work solely done by men is pesticide spreading, guarding at night and ploughing (using animal traction). It should be noted that in Ban None Kho village, some families hire small tractors for ploughing. The work mainly done by women with the assistance of daughters is product selling. Again women are responsible for managing money from the sales.

♦ Fishery

Generally, men and woman decide together on the location of ponds and the expenditure for fisheries, including the decision to apply for credit. Children assist their parents in digging the fishpond, (although at Ban None Kho this kind of work is mainly men's work), liming and maintaining the pond. In Ban Danesavanh both men and women help each other in procuring fingerlings, but at Ban None Kho this job is done by men. In Ban Danesavanh, fish catching, fish-feeding are the responsibility of both men and women. But in Ban None Kho, this work is done by women. Most work done by men with the assistance of women or sons or daughters are making fish-feeding nets and controlling the water level. Women are solely responsible for selling fish and keeping the money.

♦ Poultry Raising

In Ban None Kho, both women and men are responsible for deciding on the amount of money to invest in poultry raising. With occasional help from their sons or daughters, both men and women work together in the construction of the poultry barn, selecting breeds, buying poultry, locating the poultry in the barns, making bamboo water troughs, and looking after the poultry. Men are primarily responsible for fetching wood, constructing fences and shelters, digging holes and putting in poles, and giving vaccines. Women's responsibility is buying poultry feed, (rice husks, broken rice grains, and concentrated feed), poultry feeding, cleaning the chicken coops, selling animals and taking care of the money.

◆ **Work in the Family**

The work shared by men and women (with some assistance from their daughters or sons) consists of leading buffaloes to the barn and watering vegetables. In Ban Danesavanh, however, watering vegetables is generally done by women. They are also responsible for taking children to the hospital and teaching them (although at Danesavanh, teaching is considered as men's work). Washing clothes, food preparation, wild vegetable collection, fish catching are mostly done by women. They are also largely responsible for threshing rice for the family, cooking including rice steaming, washing the dishes, cleaning the house, fetching water for all the household needs, feeding poultry, weaving, watering vegetables, looking after the children, and going to the market. The main work done by men is cutting grass for animals, cleaning the yard, cutting fire wood and major home repairs.

Activity Profile Summary

From the study findings, it can be concluded that many tasks are performed by both men and women with the help of their children. The daughters perform almost the same activities as their mothers, and the sons perform almost the same activities as their fathers. The work done by women is not as physically demanding as men's work but it takes more time. Of the work that women undertake, 41 percent is reproductive activities and 43 percent is productive activities. In comparison, 55 percent of men's work is taken up with productive activities compared with 24 percent for reproductive activities. However, one old woman at Ban Danesavanh said, "In families where men work outside, women have to be responsible for everything, including men's work." Most women have to undertake all of the household work and look after the children. They, therefore, make most of the daily decisions on food and children's welfare. As women are almost solely responsible for fetching and using water around the house, they also make most of the decisions about water use. It can be seen from the study that men and women are both responsible for production activities, although sometimes their tasks may be different. Decision making about land use, agricultural activities, livestock, fishery, seed varieties, and capital expenditure is made jointly. This means that they will be critical in providing information about water needs, water use and water quality.

1.3.2 Access and control

The study findings show that women and men have equal access and control over land, forests, water, fisheries as well as traditional agricultural tools. This may change when the use of machinery becomes more common. Concerning access to capital, although women keep the money and take the responsibility for selling products, both men and women make decisions about how money will be spent. As one man in Ban None Kho said, "Usually before making any decision about money, men and women consult each other". But for the credit, men usually make the decisions. Most villagers from the two villages said that "men are usually the borrowers because women know nothing about borrowing money and have not had the opportunity to learn about this yet. But after the money has been borrowed, it is women who take care of it". For the money earned from working as hired labor and selling large animals, both men and women are equally entitled to the profits, but women will be responsible for safeguarding the money. Money earned from selling poultry, rice, or handicrafts, however, will be controlled and decided upon by women only. Concerning training, men have had more opportunity to participate in technical training and study tours. In general, women work in every field shoulder to shoulder with men. but they do not have the chance to attend training courses, study tours or meetings due to male oriented training and traditional behavior toward women. One old man at Ban None Kho said that: "Women already have enough work to do, so they cannot participate in this type of activities". Therefore women have less opportunity to receive information and lessons on agricultural development and other issues.

Access and Control Summary

The study shows that, in general, men and women share equal access to and benefits from agricultural resources and activities. The key differences relate to money. Women are responsible for safeguarding money and can make decisions about small profits earned from the sale of agricultural products such as rice surplus or chicken. Men, however, tend to have sole access to credit, although both men and women make decisions about activities for which credit would be used.

1.3.3 Time Use by Women and Men

We have studied the data collected at Ban Danesavanh of Keooudom district in Vientiane Province, where primary school teachers were asked to observe farmers (10 men and 10 women) of 20 households at different economic levels. The results showed that daily, women make use of their time doing their own chores 10 minutes more than men. Women use more time than men in activities including: house keeping, 35 minutes; food preparing, 125 minutes; and preparing things for sale, 85 minutes. For handicrafts, men spent 5 minutes more than women on average. Men have more time to rest (40 minutes more than women). Women spend 25 minutes less than men to have meals and drink water. Men spend 3 hours more on agriculture work than women. Women spend 15 minutes more than men on animal husbandry. Only women use their time to fetch water, firewood and look after children. Only men have time for engaging in social affairs in the community.

Table 1: Time use for men and women at Ban Dansavanh, Vientiane Province

No	Activities	Group of Women	Group of Men
1	Personal care	50	40
2	Cleaning house and making order	60	10
3	Cooking	130	1 0
4	Fetching water	10	
5	Cutting tree for fire wood	40	
6	Children care	50	
7	Providing foods	40	35
8	Preparing goods for sell	90	25
9	Handicraft	8 5	50
10	Taking a rest	50	100
11	Consuming and drinking	35	40
12	Agriculture	110	250
13	Livestock	30	50
14	Social work		56
15	Travelling	60	90
	Mean of Minutes	840 = 14 hours 00	760=13 hours 00

Time Use Summary

Without calculating time for eating and resting, it can be concluded that women work on the average one hour longer than men in a day. One old woman said: "Women begin to work from the time they wake up until the time they go to bed". Women use their time to prepare food, and arrange and clean the house. These activities are unpaid work. Generally, women wake up earlier than men and they usually do two things at the same time such as looking after the children and doing housework. Women have less time for rest than men because they are in charge of continuous work. This also limits the time and opportunity for women to participate in social affairs or in community meetings where decisions are made on various problems.

II. Gender Issues in Water and Related Resources Sectors

2.1 Women and Decision Making

- ◆ The issues on the role and status of women in society were addressed in the constitution and the various laws adopted, which affirm equal rights for men and women. However, certain backward traditions and outdated practices remain to be obstacles to the advancement of women. Women themselves are seldom bold enough to express their opinion to protect their rights and benefits. A significant proportion of men, despite the recognition of gender equity under the law, still maintain the same attitude toward women. They still consider women to be the weaker sex, and thus less capable than men in participating in activities for the protection and development of the country (Country Report on Women in the Lao PDR, Beijing, 1995).
- ◆ Such attitudes account in part for the low participation of women in the decision-making ranks and thus, they do not have the opportunity to make decision (see figure below).

<u>Women in Senior Policy and Governance Positions (1995)</u>	
Ministers	0
Minister-equivalent (LWU president)	1
Vice-Ministers	4
Vice-Minister equivalent (2 LWU vice - presidents)	2
Member of the Central Committee of the Lao Revolutionary Party 4 (out of 65)	
Members of the Lao Revolutionary Party’s Politburo	0
Representatives of the National Assembly (out of 85)	8
Provincial Governors or vice-governors	0
Heads of provincial or district technical departments	3

In slate enterprises, there is also an unbalanced distribution of women in management posts, as illustrated below:

Women's representation at the management level in the Lao National Chamber of Commerce and Industry, 1993.

Sector	Male	Female	Total	Female position
1. Board of Lao National Chamber of Commerce and Industry	11	1	12	3 rd Vice-President
2. Trade and service sector	39	2	41	2 General Directors
3. Industrial, handicraft & Agricultural sector	26	3	29	3 Managing Directors
4. Import-Export	28	4	32	1 Chair Managing Director 1 Managing Director 1 General Director 1 Director
5. Garment & Textile Manufacturing sector	15	5	20	4 Directors 1 Deputy Director
6. Consulting	10	1	11	1 Deputy Director
7. Construction	9	0	9	
8. Tourism, Restaurants, & Hotel	9	2	11	2 Directors
Total	136	17	17	

- From two field studies and interviews of farmers in Ban Danesavanh and Ban None Kho, it was observed that in the six existing village organizations (see Charts 1 & 2), only in the Lao Women's Union were there seats for women. In other organizations, all the seats are occupied by men because the people who make up these committees are mostly men. At one time, a woman was elected to be a member of the governing committee of one of the organizations but they forgot to invite her to the meeting. One old lady from Ban Danesavanh said: "I am member of the Lao National Front , but I have never been asked to attend any meetings".
- People always see and believe that the village chief should always be a man or as he is called "Nai Ban" or some times "Pho ban". The meaning of Nai (master) or Pho (father) refers directly to men. Women are never addressed as "Nai " or "Pho". Due to traditional attitudes, men dislike women to lead them. Only in 1995, did the party and LWU issued a policy urging all levels of Government to promote women and ethnic minorities into leadership and decision making ranks. As a result, during the interview at Ban None Kho, we were told that out of ten villages in Saysetha District, one female was elected to the Head of the village (Ban Viengsay).
- "Women are not the head of household and these ideas have been traditionally and strongly held by men and women", said the Director of Statistic Center (SPC). "And also there is no degree on promoting women to be the head of household", he added.

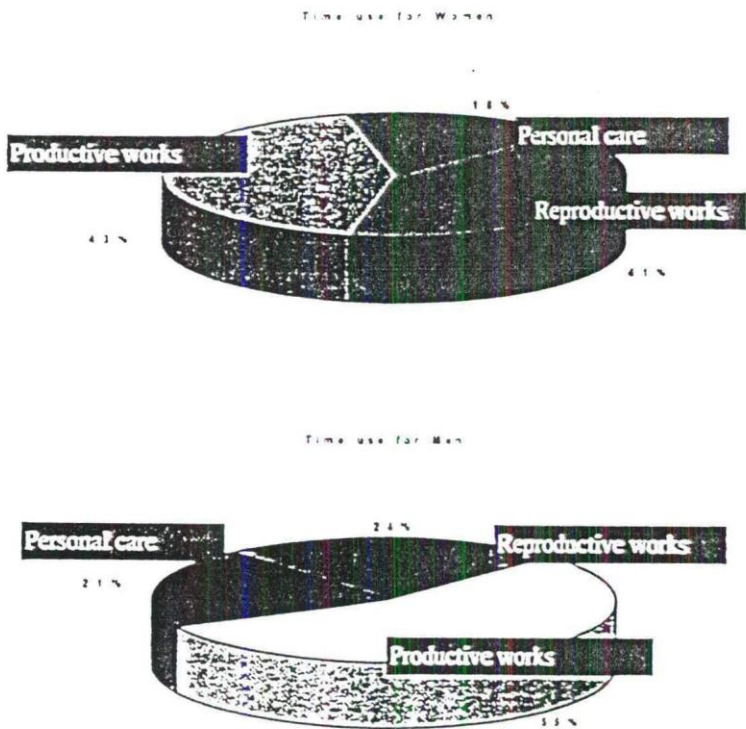
- The results of many surveys have shown that women and men make decisions jointly and that both have equal access to and control over resources including land occupation, credit, revenue, expenses for the family, education for children and family planning.
- Discrimination against women in the decision-making process is not as obvious at the family and community levels as it is in entrepreneurial management spheres. Lowland Lao women, in general, have a say in decisions regarding social affairs and family matters, while in some ethnic minorities and isolated communities, decision-making lies primarily with the men (Country Report on Women in the Lao PDR, Beijing, 1995).

2.2 The Multiple Burden of Women

- ◆ A study of 20 men and 20 women in the two targeted villages pointed out that women perform 90% of all reproductive work and 50-70 % of production tasks.
- ◆ Women and men farmers participate somewhat equally in rice cultivation, livestock, fishery, agro-integrated farming system, irrigation, forestry and they are helped by their children on weekends and during school vacations. Several common features were found in Schenk-Sandbergen's research and in the Situation Analysis of Children and Their Families in Lao PDR, 1996.
- ◆ Women work about 14 hours a day but men only 13 hours a day (see Ban Danesavanh).
- ◆ In rice production wooden work, uprooting, packing and transplanting are done by women while men perform short-term and physically heavy work such as plowing, harrowing, fertilizing and tools preparation.
- ◆ In fisheries, most tasks are performed by both men and women except for some tasks such as selecting and selling fish which are the responsibility of women assisted by their children. Men are responsible for water leveling and monitoring, sterilizing fish pond with chemical substances, delivering fish into fish ponds, making fish feeding nets and so on (see Annex Activity Profiles at Ban Danesavanh and Ban None Kho).
- ◆ Out of ten irrigation tasks, women perform four tasks including cleaning canals, cutting wood, cement work and transporting water and cement. Sometimes young girls also participate in digging canals (see Appendix 1). Schenk Sandbergen and Outhaki Choulamany mentioned in their research in "Women in rice field studies" that the time women and children spend on weaving, selling vegetables, collecting forest products and making grass roofing sheets has been used to pay for irrigation investment and water fees.
- ◆ In the forestry sector, women have traditionally relied a great deal on forestry resources. They spend about 1- 2 hours every day in the forest collecting vegetables, mushrooms, bamboo shoots, medicinal herbs and other forestry products. Men spend time hunting and cutting down trees for house construction. Women are often the best repositories of knowledge and essential information about the range of forest products available in their areas. They also know the value, seasonality, availability and use of forest products (Paper on Women, the Environment and Sustainable Development for Beijing Conference). Therefore, women should be targeted for support and promotion in the preservation of natural resources such as forestry resources and water resource management.
- ◆ From the time use survey at Ban Danesavanh, women spent 90 % of their daily time on household and productive work, compared to 84% for men (see also Graphic). Women spent time on reproductive and productive activities simultaneously including raising animals and cooking, taking care of children and weaving. Women spent more time performing unpaid work than men at 41 % and 24 % respectively. Women spent 43% of their time in paid work while men spent 55 % of their time. Reproductive

activities are usually unpaid and are often excluded from national statistics because they are considered to have no economic value. In addition, the opportunity cost of women’s time is not recognized. Women have limited time for personal care with a maximum of 2 hours per day.

- ◆ Due to tedious, continuous and time consuming tasks, women lack opportunities for personal development through communication with people, attendance at meetings, religious and traditional activities as well as reception of information from television or radio.
- ◆ Women also complained that such daily, continuous hard work does not enable them and their families to break free from poverty. As one female interviewer said: “From the time I get up in the morning, I work without stopping and I still have not got enough to support my family”.



2.3 Women and Credit

- ◆ There are 3 main types of credit in Laos: formal credit, informal credit and semi-formal credit.
 - Formal credit is provided by the bank and requires that borrowers provide collateral as a guarantee (in the form of assets such as house, land, valuables).
 - The interest charged by commercial banks is as follows (as of 1/1995):

Savings	12-19% per annum
Loans for agriculture	16-28% per annum
for industry	21-28% per annum
for construction	23-28% per annum
for commerce	23-32% per annum
 - Requires signature of representative of the family, the head of household, who is always a man.

*** Informal credit:**

This type of credit is not channeled through banks and has existed for a long time in Lao society. One example is the green rice system in which a poor farmer goes to a wealthy villager to borrow money to buy food or other necessities while waiting for the coming harvest when the loan is paid back in rice).

Private loans are also given and are common in rural and urban areas. Money is provided as short term credit to female small-scale merchants in the market or farmers with high interest rates (10-21% monthly). This type of credit can be helpful in the short run but in the long run, farmers or female small-scale merchants cannot get out of the poverty circle. Interest payments of farmers depend on good harvests and that of female small-scale merchants in dependent on money rotation.

◆ Semi-formal credit:

The Lao Women's Union, the Ministry of Agriculture and Forestry, the Ministry of Industry and Handicraft as well as provincials government offices, allocated funds by international aid organizations such as UNICEF, SIDA, QSI, CIDSE, JVC, SCFA, CAA an so on, have provided small loans and revolving funds or micro-credit to different groups of people and target villages especially women, for development activities such as integrated farming, chicken raising, handicraft production, rice milling, rice banks and buffalo banks. Collateral is not required to obtain this type of credit. The credit or money from revolving funds is given to women farmers according to the criteria set out by a committee which consists of the village head, and representatives of the Lao Women's Union, the Trade Union and the Lao National Front.

This scheme is considered to be the most successful in reaching disadvantaged groups of people and poor communities because there no collateral is needed, the interest rate is low (5-12% per annum), responsibility is borne by the group, both men and women participate in management and decision-making, and training is provided before launching all projects.

- ◆ At the village level, one important issue raised during discussions led by the study team was access to credit. One man said that decisions are made by both men and women but agreements with the bank are men's responsibility due to the complicated loan procedure and the required signature of the head of household, who must be literate.
- ◆ Moreover, no appropriate facilities for women exist to enable them to travel to the bank. Banks are located in towns and it is very dangerous for women to carry a lot of money on her own. Thus, men as the head of household, have to sign the agreement on behalf of women.
- ◆ Access to credit is difficult for rural women because of their low level of education. In Ban Danesavanh village, only three out of the 10 interviewed women could read and write. One of the three women had studied 10 years ago and was no longer functionally literate. "I studied a long time ago and I never have a chance to read and write" said one interviewee during our explanation about the time use survey.
- ◆ Due to heavy responsibilities of household work, women do not have the opportunity to go to meetings regarding credit deliverance organized by credit institutions and project officers. Thus, only men have received information about credit formalities.
- ◆ In general Lao women do not like to go to the banks to obtain loans, regardless of whether they are literate or not. This is partly due to the traditional belief that it is shameful to borrow money and to show in public that you have a debt.

- ◆ Women in the rural areas in general often do not know which assets can be used as collateral to obtain bank loans.

2.4 *Women and Technology*

- ◆ Technology can help to reduce hard work and to save time for farm women and men.
- ◆ According to Alexandra Stephens in Gender Issues in Agricultural and Rural Development Policy in Asia and the Pacific, farm women's work encompasses some of the most menial, boring, low paid, "low-tech" activities, while men clamber aboard tractor and combine harvesters.
- ◆ In Lao PDR, as is common thinking in other centrally-planned economies, people think that machines are made for men; and that girls and women are not capable due to their sex of understanding, operating and maintaining machines.
- ◆ However, in the past, the machinery and high technology used in rice production such as tractors and rice mills has helped to reduce men's workload but not women's.
- ◆ Also, the extension workers of the MAF should try to introduce broadcasted rice instead of transplanted rice because of the existing shortage of labor, which will also reduce the work of women (Hermien Rodenburg. Mach. 1995).
- ◆ Two evaluations on women projects in Luang-prabang and Oudomsay revealed that villagers were motivated to earn extra cash income for the family by the notion of "saving time" as opposed to that of improving their quality of life (Situation Analysis on Children and Their Families, page 13). Thus, villagers made fewer connections between labor-saving devices, such as access to clean water systems and mechanized rice mills, and the improvement of the family health and schooling opportunities, but easily perceived the linkage of these interventions to improving their financial well-being.
- ◆ One important issue to be considered is that machinery and high technology or the cost of hiring an excavator for excavate fish pond are expensive given a farmer's income in the Lao PDR. The poor farmers can not afford to buy or hire such equipment. Women thus, assist in raising extra income by producing handicrafts and collecting more forestry products resulting in longer work hours for women than men.

2.5 Access to Technical Training and Extension Services for Women

- ◆ Due to limited capital and staff responsible for extension work in the MAF, training for extension workers has been insufficient to meet the increasing need for their expertise in the agricultural field. From the Expenditure and Consumption Survey and the Social Indicator Survey of 1992-1993, it is shown that in 147 sampled villages, only 27.3 % of villages are visited by livestock extension workers, 38 % by agricultural extension workers, and 6.4 % by responsible groups on irrigation matters.
- ◆ The department of livestock and fishery has extension work units for veterinary, for livestock and for fisheries and has provided training courses for 700 farmers out of which only 35 were female farmers.
- ◆ There are four technical schools in the forestry sector namely Dongdok, Xieng Ngun, Muong Mai, and Sepon and one training center at Houay Nhang. Since 1995 Muong Mai and Sepon schools have provided only extension and short term in-service training. Of the forestry technician graduates (1988-1994), only 14 % were women (Table I2). Forestry work is seen as a man's job and women are not encouraged to study in this field.
- ◆ One hundred and forty volunteers are trained in village community forestry, 54 trainers are trained in extension but only 27 gender trainers have been trained. It is requested that gender issues be included in all curriculum and training. "Women must be supported and promoted to participate in all training activities, there should be some minimum demands of numbers of female trainees in all courses (Strengthening of HRD within the forestry sector in LAO PDR, 1995. page 26).
- ◆ Despite much attention given by the government, the international donors, and NGOs to the creation of extension workers and village community volunteers, the number of female extension workers is still marginal as extension work is considered male work. Women are not encouraged to be extension workers as this would involve working in remote rural areas with men which could prove to be difficult and dangerous for women.
- ◆ Training and agricultural extension work for farmers usually reaches male farmers and few female farmers. Women have not been invited to participate for the most part. In Ban Danesavanh and Ban None Kho, women complained that they have never been asked to attend the technical training courses organized by extension workers. Moreover, one woman indicated that high ranking officials always designate men or the male head of household to attend training courses.
- ◆ Training courses moreover, are always organized after eight o'clock in the evening when women are busy with household work. Furthermore, in some communities, women who go out at night are seen as bad women. Moreover, in villages where there is no electricity, women may encounter dangerous situations.
- ◆ Two kinds of training activities are needed to reach women farmers. One is training of men and women extension workers on the importance of inclusion of women in their extension activities. The second is identifying the needs of women farmers and the kind of technology transfer strategies that are suitable to them, taking into consideration their level of educational as well as their productive responsibilities. This training of women's farmers should be done at the community level using participatory approaches and learning by doing. (Hermien Rodenburg, 1996, page 15).
- ◆ The Lao Women's Union plays an important role in extension work at different levels of the country'. The Lao Women's Union has a training center which provides training on different topics concerning women in development. With the support from several governments, international organizations and NGOs, the Lao Women's Union is the counterpart for implementing women in development projects. Several projects have focused on training extension workers such as training of trainers as well as training of volunteers in several fields including agricultural improvements and promotion of household

kitchen gardens, animal raising, improvement of traditional weaving skills, marketing of products, revolving funds for medicine, fisheries in rice fields, rice banks, mother and child health care, family planning, immunization, anti-AIDS program and literacy. In the past, the Lao Women's Union has trained 1,200 village women volunteers and 150 extension workers at the grassroots levels to take charge of small scale development projects (Draft on Women HRD 1996-2000).

2.6 Gender and Income in the Agricultural Sector

- ◆ A farmer's income is highly dependent on the presence or absence of natural calamities.
- ◆ Common obstacles for farmers in the two surveyed villages as well as in several other rural areas represented in other studies, are drought, flood, rat infestation, limited cultivated and fertile land. Families living in the midlands and uplands can be without rice for 3-5 months.
- ◆ The studies of four different ethnic villages (Schenk-Sandbergen and Outhaki Khamphoui) and the two Lao Loum villages of this study, reveal that family income is generated mainly from selling livestock, vegetables, hai products and handicrafts. In the two surveyed Lao Loum villages, the main source of income comes from selling cattle (100,000 kips/year and the same amount for fish). Additional income is generated from selling products made by women such as handicrafts and sour steamed vegetables which are very popular food in the village. A woman who prepares sour steamed vegetables for sale and who is not occupied with other work can make 750.000 kips/year (1 kilo = 500 kips) (500kips x 15 kilos x 100 times/year = 750.000 kips). The income is dependent on the quality, and quantity of the product as well as the availability of time and the agricultural season. Weaving continuously without interruption can generate 210,000 kips/year (one sheet of semi silk-cotton sinh costs about 5.000 kips, two sheets/month, data from the interview). The costs of raw materials are quite high at 3000 kips/sheet, and thus, women's labor time is virtually unpaid. However, this occupation allows women to work at home, and thus they can also take care of their children and cook simultaneously.
- ◆ Many studies show that woman's income is used to pay for vital food for the family as well as serving as a cash safety net. From many surveys in villages of different cultures and traditions, it has been observed that the money saved by women during the year pays for educational materials and clothes for the children, medicine, socio-religious participation as well as investments in livestock, fish ponds and water pipe for connecting water from the mountain to the houses (Ban Danesavanh). A study on women and irrigation in four villages in the Lao PDR claims that village irrigation investment and water use fees are primarily paid by income resulting from the productive labor of women and grown-up girls (Sandbergen and Choulamany Khamphoui. Women in Rice Field and Offices: Irrigation in Laos. 1995). In this study, it was found that money earned from the sale of agricultural products, is given to women to keep because women are more skillful in financial management. "They know when it is necessary to spend money for the benefit of the family but men spend money on drinks with friends, cigarettes and others purposes", replied one old man in Ban Danesavanh .

III. GENDER AND INSTITUTIONS

3.1 *Socio-Economic Policy, Planning and Agriculture Policies: Sensitivity to Women*

The Lao Women's Union is the only institution constitutionally mandated and politically endorsed to advocate for women's and gender concerns. At its 1984 Congress, it restructured its centralized top-down organization into four-tiers (center, province, district and village). Since 1985, it has turned its focus from the political organization of women for the Lao People's Revolutionary Party into a grassroots socio-economic development network. It is the leading institution of women in the country and has added gender awareness to its concerns in the middle of 1990's. By its third Congress in 1993, the LWU was focusing over 80 percent of its activities on integrated rural development aimed at reducing women's heavy work burden, encouraging family income generation and improving quality of life, including a birth spacing program for the first time (Chagnon, 1994). Recognizing several unmet gender needs and emerging gender trends, the Third LWU Congress has added to its agenda the following tasks:

- Raising the education and skill levels of ethnic minority and rural women;
 - Improving training and employment opportunities for women;
 - Increasing women's access to financial assistance;
 - Protecting female labor rights;
 - Urging government policies to promote equal rights and eliminate gender discrimination;
 - Encouraging women to establish professional women's associations.
-
- ◆ The LWU is facing a shortage of technical staff to perform all its tasks and activities. Women's concerns are always delegated to the LWU alone, despite the fact that every ministry has members in the LWU. The burden of their own office work makes it difficult for them to help the central LWU to implement the development tasks and activities. Moreover, there are few gender specialists in ministries and other economic sectors who can make policies concerning women or who can work for their benefit and that of children.
 - ◆ Although the Constitution and laws on family and labor provide a legal framework for the protection and advancement of women, the number of key women's positions in the political party and in government sectors is still low (See Table 23). Out of 85 deputies in the National Congress only eight are women. Only one woman has a position equivalent to that of Minister, and only three women have the position of Vice Minister. In the field of business, there are 153 executive managers of which only 17 positions belong to women. Women cover 10% of Commercial and Industrial Chamber's members. There are no women judges or women lawyers. Heads of most villages are men. Provincial and district governors are also all men.
 - ◆ AH development programs and projects relating to women and children have been listed in the Strategy Plan for Women.
 - ◆ In Lao PDR, the issues pertaining to the role and status of women in society have been addressed by the constitution and various laws adopted which state that "Men and Women are equal in all aspects, namely in politics, culture, social and family affairs". The concept that women should be involved in development has penetrated many sectors. The importance of equitable gender opportunity can significantly improve socio-economic development and it has just begun to enter policy formulation and the development thinking.
 - ◆ In the Socio-Economic Development Strategy for 1996-2000, particularly in the social sector section, the Government paid particular attention to human resource development which includes education for women, and maternal and child care. Nutrition for women and children is addressed in the nutrition program..

- ◆ “In the Socio-economic Development Plan, 1995-1996, there is no specific chapter on women”, stated the deputy director of the Planning Department (SPC). This shows the lack of gender awareness among Government officers particularly planners and agronomists at different levels in the country.
- ◆ Irrigation Sector
 - ◆ Two externally funded projects assist the Department of Irrigation to promote the role of women. Both schemes (SIRAP (now completed) and FIAT) established farmer groups that involved women in the management of irrigation schemes. They aim to promote gender awareness, provide gender training and increase decision-making amongst women within the department staff and on the farm. The FLAT project has a credit scheme specifically for women. It is interesting to note, however, that the head of this scheme is a man. The women are either too shy or too busy with their families to organize the scheme.
- ◆ Livestock and Fisheries Sector
 - * This Department of Livestock and Fisheries has no specific policies concerning women. There is a project managed by this department which promotes women in fish culture. Including women's participation was a key criteria in obtaining funding for the project.
- ◆ Forestry Sector
 - * The Department of Forestry (DoF) has strengthened its efforts to promote female staff through the Forestry College, forestry schools and non-formal training. A human resources development plan for the forestry sector exists for the years 1995-2000, which includes the need for gender training amongst staff.
 - * There also exists a Gender Development Unit within the Department, which is supported by SIDA through the Lao-Swedish Forestry Program (LSFP). The objectives of this Unit are:
 - + To raise gender awareness of women and men regarding women's role in forest and agriculture management and the empowerment of women
 - + To ensure that technical knowledge and skills regarding the management of forests and agriculture are appropriate and made available to women.
 - + To assist in developing income-generating activities with linkages to management and conservation of forest land that utilize women's skills and respond to their needs.
 - * Unit activities include gender training for DoF staff, training extension workers, promoting women's participation in land management committees, increasing the number of female students studying extension work, and training village women in new income-generating activities and micro-enterprise management.
 - * There are also a number of projects managed by the department which include women's issues.
 - * From the above mentioned, it can be said that policies touching on the rights of and benefits for women are available only on paper but not in practice. All women related activities are still handed over solely to the LWU. The right and legal benefits of women as well as gender equality will not be realized if they are not seriously taken into account by government staff, particularly decision makers.

3.2 *Women's Representation and Decision Making Positions*

- ◆ One of the reasons that women lack the opportunity to make decisions is that they are under-represented in political and leadership positions.
- ◆ Female civil servants who make up about 40% of the total, are not in key decision making positions. They are implemented rather than decision makers.
- ◆ The number of women in policy and government positions remains modest (see Table 11). In the government, out of 85 members at the National Assembly only eight persons are female.
- ◆ The Departments of Planning and of Public Investment of the State Planning Committee play a very important role in elaborating an Annual Plan as well as the Long Term and Medium Term Plans. The representation of women in decision making positions in these departments would enable the incorporation of women's issue into the Development Plan for the benefit of women. However, so far in these two departments, there are only 24 staff of which eight are women. Of these women, two have received a high level of education, while the other works as administrative personnel or secretaries to the supervisors. None of the women are responsible for Social Planning or the PIP.
- ◆ Agriculture Sector
 - * Within the agriculture sector, it is found that women have a low rate of participation at the decision-making level. This is because they have received less training than their male counterparts, and due to traditional attitudes which state that women are not as capable as men.
 - * Few women participate at the decision-making level. Of the 243 staff, 43 are female. No woman has been assigned to positions of Director or Deputy-Director. Two women have received post-graduate education, 18 are university graduates and 17 have been educated at an intermediate level.
 - * This contrasts with the 54% of all agricultural workers in Lao PDR which consists of women between the ages of 16 and 55.
 - * Women are concentrated in the office rather than in field-based duties, which is reflected in the low number of female extension workers. Traditionally extension work has been seen as a physically demanding male occupation.
- ◆ In the irrigation sector, only 5-7% of staff in irrigation institutions throughout the country are women. In the whole department, there are only 17 women out of a staff of 45.
- * Most women work as secretaries or receptionists who serve coffee to their male bosses. There are no women in the decision-making ranks (director or deputy director). In the agriculture, forestry and fishing industries, most women work as clerks and in elementary occupations but not as managers. Table 2 shown below shows the urban labor occupation by sex in the agricultural, forestry and fishery industries.
- * Five projects are being carried out by this department and implemented by designated male staff. Under this department, only the SIRAP projects have carried out gender analysis and promoted women in decision making. One women is now the deputy chief of her water users group. The Deputy Director said at the end of his interview that now the participation of women in project implementation has increased to 45 %. compared to 10 % in the past.

♦ Livestock and Fisheries Sector

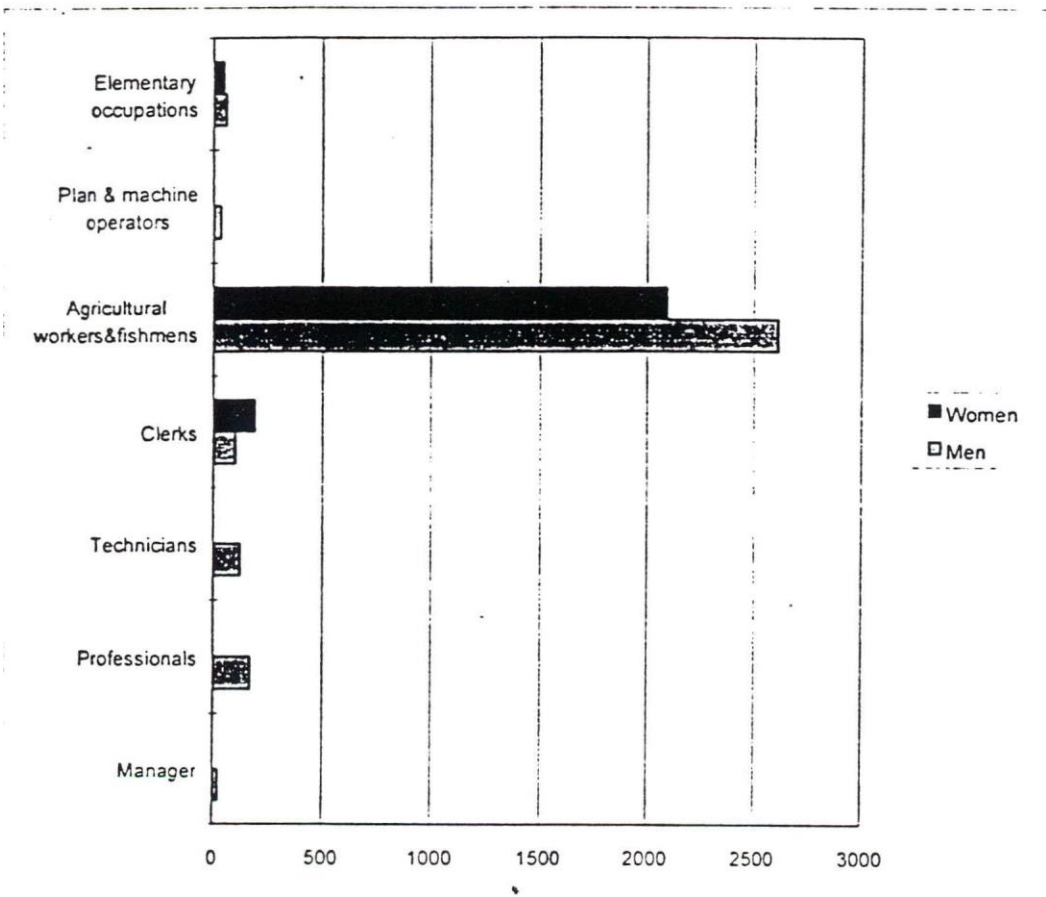
- * In this Department there are 842 staff throughout the country, of which 193 are women.
- * The Head of the Administration Division is woman. One woman also spends 30-40% of her time as Section Head, in a position normally occupied by a man.

♦ Forestry Sector

- * There are very few women in the DoF at both the provincial and central levels. Traditionally forestry work has been seen as physically demanding male occupation. As mentioned previously, women have not had sufficient training opportunities compared to men. Those women who have been technically trained are often underutilized, and end up doing administration tasks. This means that female staff have had limited influence on management and decision making and thus, their possibilities for promotion are reduced.
- ♦ In the Forestry. Department, there are 67 female staff of which eight graduated from foreign universities. The rest completed their training at upper to middle level forestry schools in the Lao PDR. The proportion of female students to male students at both these levels of Lao forestry schools shows that women are still under-represented.
- ♦ Most interviewees of this study stated that the reason why there are so few women in these departments is that women think that agricultural extension work is male work (traveling to rural areas is difficult for women).
- ♦ The promotion of women to higher posts is the task of the Personnel Department. Women are often not promoted due to the stereotype that women do not want to express their capability as they do not have self confidence and they find it difficult to make decisions.
- ♦ In the agriculture, fishery & forestry industry, lots of women workers are employed as clerks and in elementary posts rather than as managers, (see figure below).

Table 2: Urban labor occupation by sex for Agriculture, Forestry and Fishing industries

Occupation	Men	Women
Manager	26	0
Professionals	174	0
Technicians	127	0
Clerks	103	194
Agricultural	2615	2093
Plan & machine operators	37	0
Elementary occupations	62	49



◆ Financial sector

- Credit schemes are a relatively new phenomenon in Laos. Since 1992, the number of financial institutions and banks has increased including the Joint Venture Development Bank and several commercial banks. Although, women represent 45% of those working in the formal financial sector (1994), very few holds high positions. Out of 560 high positions from President to Department Director in the banking sector, in government owned commercial banks such as Nakhonlouang Bank, Sethathirath Bank, Banque pour le Commerce Extérieur Lao and the Bank for Agriculture Promotion, only six are women. The majority of women in the formal banking sector work as clerical or support staff.

3.3 Resource Allocation

- ◆ Public Investment for the irrigation sector amounted to 11.5 % of the total PIP, focusing on food production; construction of small and medium scale of irrigation schemes in six low land areas; suspension of slash and burn cultivation; forestry conservation in the reservoir areas; and provision of sedentary occupations such as low land rice cultivation and cash crop production for upland farmers (page 12, First Tome PIP, 1995-1996).
- ◆ Only in the Department of Irrigation, Livestock and Fisheries, and Forestry are there projects which allocate funds to women's issues. However, these projects are all externally funded.
- ◆ In the DoF, the LSFP has incorporated gender issues in various ways, including the allocation of 25 % of revolving funds to women's income generating activities.

3.4 Data base

- ◆ A good personnel database needs to be gender desegregated to successfully plan and implement women's policies.
- ◆ The Statistics Center has made an attempt to improve all statistics related to women and to disaggregate data by gender but it is still limited and insufficient for the purposes of research on women in development. This data should be integrated in socio-economic Planning at different levels.
- ◆ At present, the database related to human resources management is poor. The Department of Forestry, Irrigation, and Livestock and Fisheries have made an attempt to disaggregate data, which should reveal whether women are working in positions which utilize their skills, and whether they are receiving the same training opportunities as men.

The Human Resource Development Unit within DoF has developed a Personal Management Information System (PMIS). The information is entered into a database program which contains personal data (age, sex, place of birth, workplace, time employed and position held, education level and special subjects taken).

3.5 Recruitment and Training

- ◆ The Department of Organization within the Ministry of Agriculture and Forestry is responsible for recruitment within the Ministry. However, it is up to the decision-maker within each Department to decide how many women to employ.
- ◆ The subjects of Agriculture and Forestry are traditionally not favored for study by women due to:
- ◆ the perception that this work is a physically demanding occupation which many parents feel is unsuitable for their daughters to study.
- ◆ many women have responsibilities for caring for family members, and are unable to leave the village to study.
- ◆ So while decision-makers acknowledge that women are perfectly capable of performing the kind of work required by their departments, they felt that not enough suitable candidates came forward.

♦ Agriculture Sector

- * It is found that only a small number of women (on a pro-rata basis) attended training sessions in the Department of Agriculture compared with men. Reasons given were the lack of knowledge of English, the need to look after children and other family reasons, and the cultural tradition. Women also felt intimidated by the high numbers of men on training courses and were reluctant to attend.
- * A training development plan should focus on training women in family economics, so that they are able to understand and assist the women in the countryside. Also training is required in gender issues to help women improve their confidence and increase awareness of their abilities and rights.

♦ Irrigation Sector

- * Again only a small number of women attend training sessions compared to men. The Department mentioned that it has been difficult to promote women because of their small numbers and their limited English skills. Training courses are confined to in-country, and concentrate on the production of poultry.

♦ Livestock and Fisheries Sector

- * A similar situation is found in this sector with proficiency in the English language as the major problem. Training funding from the Ministry has been irregular, and only one scholarship is given yearly by the Lao government. With only a small number of women staff, it is unlikely that women will have a chance. Besides, if a woman is selected, she will have to travel alone, and this might be difficult for her. Nevertheless, more funding and training are required, but at present the Lao Government is financially constrained.

♦ Forestry Sector

- * The DoF understands that training and promotion of women are mechanisms required to assist and empower women, but these processes are still unsatisfactory.
- * The LSFP in collaboration with Lao Women's Union has promoted gender issues through various training activities for staff at central, provincial and district levels.
- * The female staff at central level have had the same opportunities as men for higher studies. Nine percent, or 11 women have received higher education and obtained a B.Sc. degree or higher, while 6 percent, or 54 men have at least a B.Sc. The majority of degrees was obtained from universities in the former Eastern bloc countries, and overall opportunities for both men and women declined when the Eastern bloc collapsed. There is a sign that scholarships in new places (usually to Vietnam and Thailand) will likely be taken by men.
- * It is specially important to offer relevant and more qualified jobs to women who return from training courses and increase the number of female teachers in the different forestry schools. A recent women's workshop held by the Gender Awareness Unit discovered several instances where women have been unsatisfied with the relationship between their work and qualifications.
- * A good point with this Department is that there is an extension section within each of the four technical units that plays a role on women's issues.

3.6 Attitudes of Male Toward Female Staff

- ♦ Many attitudes of men toward women in government institutions are traditional and will take a long time to change.
- ♦ One of the beliefs held by men and women is that men have been, for a long time, considered as heads of the household and chiefs of the family. For agriculture, this is also clear in the language, where ‘pho naa’, (meaning male head of rice growers) exists, but ‘mae naa’, or female head does not. Given the actual work and generation of income, it is questionable if men are heads and leaders since very often in informal ways women have a more important role to play than men. The idea stems from the fact that many spouses do household tasks at home and are dependent on income earned by their husbands. Many girls have the point of view that their main goal in life is to marry. Men take the important positions in public life and are the formal leaders (Hermien Rodenburg, 1996)
- ♦ Agriculture Sector

The study team has found that traditional attitudes do exist within the Department of Agriculture, with the perception that work should be demarcated along gender lines. Several men said “We cannot change”. They felt that a woman’s role is to cook, do the gardening and look after animals. Because of this perception by the men, women feel intimidated and unable to perform well at work.
- ♦ Irrigation Sector
 - * Like the Department of Agriculture, women in this department feel that they are unable to show off their abilities, because of traditional male attitudes towards women.

The Deputy Director of Irrigation commented that it is up to women to improve themselves rather than having the Department take on the responsibility. However, men are willing to assist women by providing opportunities for training and study tours, and also propose the involvement of the Lao Women’s Union to help women in the Department.

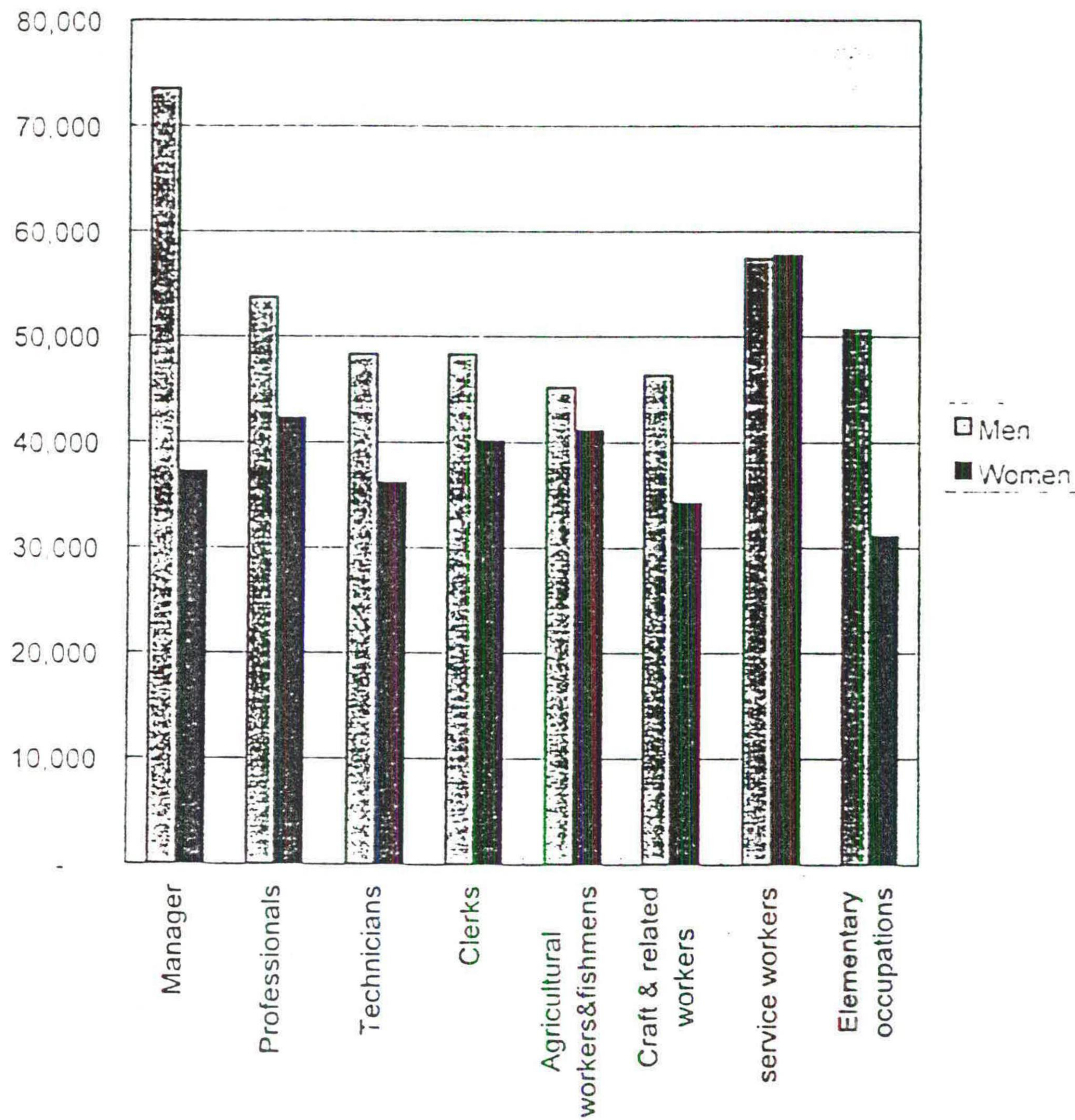
 - * The Deputy Director also mentioned that compared to men, women are more capable at predicting and solving problems. Men are good at predicting problems, but not as good at solving them. Thus women have an advantage over men.
- ♦ Livestock and Fisheries Sector
 - * Women have been found to be more persistent in dealing with problems, and less likely to give up (especially in research work and accounting). Family issues take up a lot of time for women, meaning that less attention is placed on work.
- ♦ Forestry Sector
 - * There is a government policy to provide equal opportunity for men and women, however, it is not fully put into practice and women do not feel that they are given this opportunity. It is acknowledged that women are often capable but do not like to show it, being overshadowed by men.
 - * There is a perception amongst female staff that men have started to improve the way they relate to women in the last few years.

3.7 *Women and Salary*

- ◆ In general, all women in public administration including the MAF receive the same minimum level of salary as men. A discrepancy exists however, for the additional sum paid for post assignments.
- ◆ The discussion with our women colleagues revealed that a woman's salary does not depend on labor productivity, level of education or work experience but rather on the post given to them by their male supervisors.
- ◆ A study of women in education in Asia also mentioned that a high level of education does not always guarantee a high rank.
- ◆ The survey on urban wages and salary of employees per industry of the Lao PDR indicates that for workers in the agricultural, hunting, forestry and fishery industries, monthly male wages are nearly 30% higher than that of females (Tables 23-23.1). Among workers (see Table 3), women earn about 77% of men's wage. In managerial positions, women receive half of men's wage.
- ◆ A similar situation is found when looking at major occupational groups. Monthly wages and salaries of skilled agricultural and fishery male workers are nearly 10 % higher than those of the females.
- ◆ For government agriculture workers, the monthly wage of men is 8 % higher than that of women. The same situation is also found for female government staff because posts given by men to women define the level of salary (the figure is shown below).

Table 3: Monthly wage and salary of workers by sex of magor industries

Occupation	Men	Women
Manager	73,522	37,213
Professionals	53 760	42,254
Technicians	43,328	36,146
Clerks	43.304	40,103
Agricultural workers&fishmens	45 161	41,098
Craft & related workers	46,335	34 255
service workers	57,419	57.709
Elementary occupations	50,645	31.121



IV Conclusions and Recommendations

4.1 Conclusions

Due to the limited data and information available on women's lives and Lao rural women of various ethnic groups and because the study did not take place in remote areas, only small samples were obtainable. Only seven representatives in the Ministry of Agriculture and Forestry and Committee for Planning and Cooperation were interviewed. Some other documents were also used as references. Despite the mentioned facts, the following conclusions on major gender issues can be made as follows:

♦ *Attitudes*

- Some attitudes and behavior such as looking down on women, underestimating their ability to work at the grassroots level, attributing to them a lack of self-confidence and family difficulties, has led to the discouragement of several women who later decided to leave the public sector.
- Heads of household and village heads are still believed to be male tasks.

Agriculture Sector

There are no specific projects to promote women's issues in the Department of Agriculture. Nor is there any mention of women or gender issues in their departmental policy, which needs to be addressed. There is a women's union within the Department that works to promote the role of women, but their impact on decision-making is unknown.

In general the staff are not aware of gender issues. A clear policy on women's issues and training on gender are required. This should start from the existing Women's Union, and then cover all staff.

Many activities in which the Department is involved, do increase the ability of rural women to carry out their work. Women can be freed from their traditional tasks of carrying rice from the paddy-field to the village, by the provision of small tractors which are driven by the men. Providing pumps and wells at the village level also reduces the amount of time spent by women to collect water. Also women's incomes and food security can be increased by introducing credit schemes that promote the raising of livestock and growing vegetables.

- The thinking that agriculture work is too hard and dirty for women is still prevalent among women themselves.

♦ *Under-representation of women in decision making positions*

- Under-representation of women in higher ranks limits their opportunity to make decisions in political, economical and social spheres.
- There are no women in official decision-making positions within each department examined, and little participation by women in the design and monitoring of projects within the Ministry of Agriculture and Forestry. This is because they have had less training than their male counterparts, and because men still carry with them traditional beliefs that women are not capable.
- More women are employed as clerks, receptionist and operators than as decision-makers

♦ ***Time use of women***

- Women spend 14 hours carrying out productive and reproductive tasks while men spend 13 hours a day. Women's work is more time consuming, neat and precise than men's work.
- Women spend 43 % of their time performing paid work and 41% doing unpaid work. Men spend 45 % of their time on paid work and 24% on unpaid work.
- The surveys indicated that women do not have time for social participation including discussion with friends, meeting the head of the village, watching television and so on, while men spend 16% of their day participating in social activities.

♦ ***Financial ability***

Women are generally good at financial management and accounting because of their social and income experience in managing household finances.

Many studies indicate that most women are responsible for family safety nets. They keep the family's money and the income they generate is used for future investments such as irrigation and water fees as well as children's education.

♦ ***Education and training***

- Illiteracy is an obstacle for women to get access to credit, training and extension services.
- Male extension workers always reach male farmers and credit forms are signed by male heads of household.
- Meeting and training course times and locations are not suitable for women to attend. Due to male-centered technical training and extension services, women are rarely invited to attend.

♦ ***Credit opportunity***

- The complicated loan procedure, the location of the bank, and low levels of education among women limit their opportunity to access credit from banks. Men always sign on behalf of the family as head of household.
- The micro-credit or revolving funds that do not require collateral are suitable for helping women farmers in the rural areas.

Women issues in the agricultural, forestry and fishery sectors as well as in water and related sectors are important for policy makers, programmers, planners at the national level as well as for project planners to take into consideration and incorporate all the mentioned issues in socio-development strategy and planning and in all development projects .

4.2 Recommendations

4.2.2 To Ministry of Agriculture and Forestry and other Ministries and Committees Concerned:

- Integration of women issues into strategies and plans and programs of concerned sectors is needed as well as the allocation of appropriate funds for women's development. SIDA for example, has allocated 25% of a project's funds for this purpose. Out of 1,907 projects in the PIP in 1996-1997, only 17 are for women.
- A clear policy on women's issues and training is required. This should start from the existing Lao Women's Union, and then spread to all staff.

Ministries and Committees concerned should establish one unit within their Ministry or Committee to be responsible for women's concerns.

- The LWU in the agricultural sector as well as in other sectors could make use of the knowledge and experience of its membership in various ministries, provincial and district offices, departments, and work places to help other women to develop themselves. For example, women extension workers could train women farmers on agriculture matters, or bankers could advise and train on small-credit operations, businesswomen could assist on small-scale enterprises, lawyers and police women could advocate for girls who are educationally discriminated against.
- An increased effort should be made to include women at the policy and decision making levels. by ensuring that work is assigned, and promotions are made, according to their skills.
- Some men must change their attitudes regarding their women colleagues such as looking down on them, underestimating their ability to work in the grassroots because of difficulties with children and family and that women lack self confidence. In addition, male supervisors should change their attitudes by assigning women posts according to their ability and their competence and not assigning them the light work of a receptionist or secretary even when they have graduated with higher specialized technical degrees (such cases can be found in many departments).
- Abolish the thinking and behavior that women's issues are the concerns of Lao Women's Union alone.
- At least one woman staff should be recruited in each personnel department at different levels.
- There is a need to increase the number of women within extension units to increase the participation of women at the village level. Also, more female field workers should be recruited to increase the participation of rural women.
- Water resources development should be linked to integrated rural development because many cases studies revealed that money saved up during the year from selling handicrafts or from rice bank interests was paid for water fees or investment in irrigation canals.
- Agricultural food and goods processing should be promoted in order to generate income and increase the health status of women farmers and children.

- A training development plan should focus on training women in family economics. Also training is required on gender issues to help women improve their confidence and increase awareness in their abilities and rights.
- The Women's Union Organization at different levels should be integrated in water resources development.
- A study should be undertaken into methods of encouraging women to study agriculture and forestry at advanced levels.
- Appropriated technology should be introduced to reduce the burden of women.
- To increase the participation of women in training courses, several approaches need to be adopted such as training in English language and technical skills including computing. Financial incentives also need to be improved such as scholarships and child care, and women should be sent to courses in groups of two or more.
- Gender-awareness training is needed for men and women at all levels. All male directors and deputy directors should attend gender workshops. Organizing training workshops for women staff alone should be avoided.
- There should be a forum for cooperation or a cooperation network established between women in different government agencies where their common problems and issues can be discussed.
- Women statisticians, women planners, women programmers and women researchers must be developed and promoted in different ministries. One unit responsible for women's issues and a social sector should be set up for the benefit of women's development.
- Development of credit, loans or a revolving fund system including training on application procedures and management of credit, loans and revolving funds for water resources management should be considered when designing projects.
- Extension workers and volunteers should be formed in various sub-sectors such as Irrigation, Livestock, Forestry, Plantation and Soil and Water Resources Management. Extension workers should be gender-sensitive.
- Ministries, Committees and Provincial authorities should coordinate their tasks regarding water and related resources development for the advancement of women.

4.2.1. To the Lao National Mekong Committee:

- The Lao National Mekong Committee should include the concept of gender in its development policies.
- Gender analysis should be carried out for each LNMC project in different locations and for each ethnic background. A gender impact assessment should be undertaken before the project is approved.
- Conference and seminars on gender and water resources management in the Mekong River Commission's member countries should be organized to share experiences.

- In PINs submitted to the MRCS by the LNMC, the percentage of funds allocated for women's activities should be defined. For example in SIDA projects, 25% of the total cost of the project is allocated for women's development
- In the LNMC projects, women should be targeted as beneficiaries and they should be emphasized separately with a minimum participation rate for women in projects and in decision making positions defined.
- At least one female technical staff should be recruited to work in the LNMC.
- The LNMC should encourage at least one women to attend each training course or seminar regarding water and related resources development.

ANNEX 3

Annex 3

REPORT

The Role of Women in Water Resources Development in Thailand

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*Study Co-ordinated by
The Human Resources Development Unit
Mekong River Commission Secretariat
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List of Acronyms

CDD	Community Development Department
DEDP	Department Of Energy Development andPromotion
DOAE	Department of Agricultural Extension
DOF	Department Of Fisheries
DORQP	Department Of Environmental Quality Promotion
FWFD	Fresh Water Fisheries Division
MRC	Mekong River Commission
MRCS	Mekong River Commission Secretariat
NCWA	National Commission on Women's Affairs
NEPO	National Energy Policy Office
NSO	National Statistical Office
OEPP	Office of Environmental Policy and Planning
RID	Royal Irrigation Department
SIRAP	Sustainable Irrigated Agricultural Project

Executive Summary

Aims

This study provides an overview on gender roles and relations in water resources development in Thailand (in the lower Mekong basin) and assesses and answers questions such as how men and women use and manage the resources, whether they have equal access and control over them and what factors would promote or restrict women's participation in the management of water resources.

Methods

The study was carried out in two stages.

The first involved investigation at community level by using the case study approach. Two water resources development projects in Thailand were chosen and a total of five communities were visited and researched.

The second stage involved interviewing high ranking officials in government agencies related to water resources development.

Findings

Findings from the study show that women play a major role in the use and in the management of water resources. They participate equally in fisheries and are particularly skillful in the management of the landed catches in activities such as sorting, processing and selling.

Although women do not perform certain fishing activities or use certain kinds of fishing implements this did not obstruct them from having access to resources and means of production such as fishing tools and equipment. Moreover, women fisher folk are also keepers of the household income. This means that in the household women hold a relatively high social position.

However, when it comes to household chores these remain for the most part women's responsibilities. As a result women are burdened with both productive and reproductive responsibilities.

It is this double burden together with traditional attitudes on gender roles which are the key factors restraining women from benefiting fully from the development process and restraining them from stepping out into the "public domain."

In the government service sector, women also face similar problems which prevent them from taking up challenging jobs and opportunities for advancement.

Recommendations

To remedy women's situation in water resource development, opportunities should be created and provided for women in both rural communities and the relevant government offices. This is so that they are encouraged to improve their skills and gain a feeling of confidence to take up initiatives and challenges.

Furthermore, women's existing skills should be recognized. Their experience should be tapped and improved by way of training and the dissemination of information and the transfer of appropriate technology. This is to pave the way for their participation in the development process that would finally fully benefit them and their families.

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1. Introduction

One of the objectives of the study on Gender Roles in Water Resources Management is to assess women's position and their roles concerning the use and management of water resources, particularly in projects operating under the co-operation and collaboration arrangements with the Mekong River Commission Secretariat.

Information on gender relations would become available to explain whether men and women have equal opportunities to access the water resources and whether they benefit equally from the development process. What are the factors which promote or obstruct the full participation of women in the development process and why.

All this information is significant in providing key issues which could be used as clues to minimize the adverse impacts and obstacles as well as to improve the programs according to the felt needs and readiness of the target population especially women.

1.1 The immediate objectives of the study:

1.1.1 To collect information from case studies on water resources development projects in Thailand.

1.1.2 To study and analyze gender roles and relations within the context of water resource management at the community level.

1.1.3 To study and analyze gender roles and positions in the Thai government departments involved in water resources development projects within the Lower Mekong Basin.

1.1.4 To identify key issues to be used as a basis for recommendations to the Mekong River Commission Secretariat and relevant governmental agencies.

1.2 Method of study:

Based on a case study approach by selecting two relevant projects operated by government departments within the lower Mekong basin in Thailand.

The Data collection was undertaken at 2 levels :

1. At community level. Information was collected through a) informal interviews with community leaders and key informants, both males and females and b) through group discussions or focus groups made up of men and women who are members of the community. In the process of group discussions, participants were encouraged to share their views and experiences regarding gender roles and relations particularly within the context of water resources management.

2. At the departmental level it involved interviews of high ranking government officials at the policy and planning levels (Director Generals or their Deputies). Included are also some interviews of male and female government officials in the implementing units at the provincial level.

The topics of interviews dealt mainly with gender position within the organizational structure, the agencies' plans and policies for human resources development, and promotion opportunities for male and female staff.

1.3 Study area

Two Mekong River Commission Secretariat projects were selected as case studies namely:

1. The Development of Inland Fisheries in Sirinthorn Reservoir, Ubol Ratchathani implemented by the Fresh Water Fisheries Division, Department of Fisheries in collaboration with Mekong River Commission Secretariat's Inland Fisheries Program.

2. The Wetland Development Project in Nam Songkram Basin, Nakorn Phanom province, implemented by the Department of Land Development and forming part of the MRCS' Wetland Development Program in Lower Mekong Basin.

Five communities from the two project sites were visited. Details of basic data of these communities are shown in Table 1 as follows:

Table 1 : Basic data of communities visited

Project	Changwat (province)	Amphoe (district)	Tambon (subdistrict)	Ban (village)	Household No.	Population		Total
						M.	F.	
1 Inland Fisheries Development	Ubol Ratchathani	Sirinthorn	Kham - Khuen - Kaew	Mu 2 Hua - Saparn	133	380	371	751
		Boontharik	Kor Land	Mu.3 Dong Moey	200	392	326	718
		Pibulmang- saharn	Non - Klang	Mu 5 Non Chan	140	397	413	810
2 Wetland Development	Nakorn Phanom	Sri- Songkram		Mu.4 Pak Yam	142	433	438	871
		Sri-	Sri-	Mu. 6				

2. Women's Position in Thailand

2.1 *Social and Cultural background*

To understand the current situation of Thai women it is necessary to trace some historical background on how women were positioned in the past in terms of their status and roles. However, there is a lack of historical records on the common people in general and on women in particular. The source reference source which could provide clues about women's status in the past, can be found in religious teachings, folklore, proverbs and old sayings which molded traditional beliefs and cultural norms. One of the most prominent religious teachings of all which reflects Thai women's position is the well known story of "Maha Chataga" in "Thotsachata" or the tenth incarnation of Lord Buddha. He was born as a king and he showed his great deed of kindness by giving away all his worldly possessions including his wife and children.

That story clearly shows that women were men's possession and could be sold or given away by their father or husband. Another connotation of the story is that although women could not attain great merits directly they could do so by helping men (their husband or sons) to achieve their great deeds of merit making.

This belief is still strongly held and practiced by most Buddhists today. This is evident in the ordination ceremony when women actively help in the process. They provide food and money as well as their labor in anticipation that they too would gain great merit by helping a man to be ordained into the monkhood.

This is one of the beliefs which reflects the general attitude that women are inferior to men and have to be dependent on men in order to attain great merits. Together with some old sayings such as "Men are the fore legs of the elephant and women are the hind legs", women's social position in society is clearly shown. Being the hind legs of an elephant implies that women are the followers and have to be led by men.

However, in the secular world and real life situations there are traditional customs or some customary laws practiced in the north and northeast of Thailand such as the bilateral inheritance system where daughters and sons equally inherit land and property from their parents. Other customs which place women in a relatively high position are the matrilineal and matrilineal practices. The belief in the matrilineal system is generally found in spirit cults and not in the state religion of Buddhism. Thus, it is still practiced among various ethnic groups and even in Thai groups in the north and northeast of Thailand.

These two customs not only complement each other but reinforce women's social status in the community. Men have to marry into the wife's household and to work on her parent's farm or his wife's farm. In a community where the matrilineal spirit cult is practiced the man also has to switch to worship the female ancestral spirits of his wife's line or clan. Women in such societies have access and control over the means of production. They hold high social status especially at the family level.

However, these customs are practiced only in the respective communities and not widely accepted by the mainstream or dominant culture. Moreover, these favorable conditions for women are at present being undermined by the "development process", due to the economic structural change over the past three decades.

Women's roles are changing drastically particularly in economic participation. They are no longer confined to the home and work on farms but they have become wage workers and income earners of the family.

The fact that rural women have had to join the labor market in non-agricultural sectors has resulted in the increase in their physical mobility. Female migration from rural areas to urban centers has become a common phenomena.

In this situation women as rural migrants in the unfriendly urban environment have been unable to maintain their relatively high social status they used to enjoy in their home village. They have become part of the urban poor, living in congested and degraded areas far away from their kinfolk.

Despite the fact that female labor has contributed a great deal to the expansion of the Thai industrial sector their labor is not truly recognized. This is evident from the official statistics (The National Labor Force Surveys) which classified those who are engaged in housework (mostly women) as unemployed persons or not in the labor force. This implies that in the official point of view, work which has no cash value is not recognized. Such statistics not only show bias but also distorts the total picture of women's labor which forms half of the national workforce.

Although Thai women play significant role in economic participation (the labor force participation rate of Thai women is relatively high, over 60%, as compared to other countries in the Southeast Asian region,) and are favored by some traditional customs in their rural communities, their roles are mainly restricted to the domestic area. This is due to beliefs such as "housework is for women whereas politics and government are for men" which in fact stemmed from the patriarchal and "male dominant" society.

Those women who are 'ready' in most cases find it difficult to be accepted and recognized as leaders at the community level. In other words, they have had to struggle more than usual in order to enter the public arena.

Last but not least, women have benefited from the development process especially through the infrastructural development such as road networks, water supply, education and health care which in general has made life easier for them. But the fact that women have more access to education and the labor market does not mean that they would be less burdened by domestic and household chores. It is ironical that women now-a-days have become economically independent but still can not free themselves from the traditional roles of homemaker and housekeeper as prescribed to them by the society.

2.2 Women's Status in Law and Government

The first constitution of Thailand issued after the 1932 revolution stated that men and women have equal rights to vote and to stand for election.

The first woman was elected Member of Parliament in 1949.

Almost 50 years after that first Thai woman was elected and that their equal rights was restated in the 1995 Constitution, political participation of Thai women has always been limited. Women have been elected to the Parliament in much lower proportions compared to men, the highest being about 6% in the national elections of 1995 (see Table 2).

A similar situation appears in local administration especially at the sub-district and village levels. Women's participation has been less than 2% (see Table 3).

Table 2 : Percentage of members of parliament at each election by sex

Year	Percentage	
	F.	M.
26 February 1952	3.3	96.7
26 February 1957	0.6	99.4
5 December 1957	2.5	97.5
10 December 1952	2.3	97.7
26 January 1974	1.1	98.9
4 April 1976	2.5	97.5
22 April 2522	3.0	97.0
18 April 1983	4.0	96.0
27 July 1986	3.5	96.5
24 July 1988	2.8	97.2
22 March 1994	4.2	95.8
13 September 1994	4.2	95.8
2 July 1995	6.1	93.8
17 November 1996	5.60	94.40

Source : NSO, 1996

Table 3 : Percentage of local government administrators by sex and

position (1994)

Position	No	%	
		F.	M.
Provincial Council Member	2,046	4.9	95.1
Municipality Council Member	2,112	6.0	94.0
Sub-district Head	6,669	1.0	99.0
Village Head	60,554	1.2	98.8

Source : NSO, Prime Minister Office, 1996

Thailand has ratified the UN Charter on the Elimination of All Forms of Discrimination Against Women and the National Constitution also holds that women have equal rights to men. In practice though, women still do not participate fully in politics and local government administration.

One of the major constraints stems from the conservative beliefs and attitudes related to the concept of “male dominance”. Women are perceived as welfare providers or those who provide services to family members. Such attitudes not only obstruct women's opportunities to take up challenges, but more seriously have been transformed into written laws and regulations prohibiting women’s participation in certain occupations and freedom of choice.

For example, The Local Government Act of 1914 which prohibited women from running for Kamnan (sub-disrict head) and Phu Yai Ban (village head) elections. This clause was only amended in 1982.

Another example was the Cabinet Resolution which prohibited women from becoming District Chief or Deputy District Chief which was only nullified in 1992.

At the household level, through Family and Inheritance Codes women's legal status is clearly shown as inferior and unequal to men. Reinforcing the patriarchal system in trying to uphold family integration and unity, these laws oblige women to sacrifice their entity as an individual¹. For example the Surname Codes which in particular are enforced on married women but not on married men. Moreover, The Nationality Act also discriminates against women, in that Thai women who marry aliens cannot own or buy property. And for security reasons, children born from them could not hold Thai citizenship. The latter has now been nullified by the efforts of National Commission on Women's Affairs (NCWA).

In government service, one can also see gender bias with regard to positions. As shown in Table 4 women employees are mainly concentrated in the lower strata at levels 1-4, whereas men are concentrated in the relatively higher levels especially from levels 8-11 which are the better paid and more influential "policy making" levels. However there is a current trend in which women officials are beginning to move up along the scale. It may take another decade at least before they can dominate the "policy making" levels.

¹ Malee Pruekpongsawalee. Chapter 12 "Women and Law" in Policy and Women's Perspective Plan (1992-2011) pp.12-42.

Table 4: Percentage of government officials classified by level and sex in 1992 and 1994

Level	1992 (1)			1994 (2)		
	Total	F.	M.	Total	F.	M.
	310,528 (100.0)	162,113 (52.21)	148,415 (47.79)	350,584 (100.0)	188,492 (53.77)	162,092 (46.23)
11	100.0	-	100.0	100.0	3.85	96.15
10	100.0	5.26	94.74	100.0	9.51	90.49
9	100.0	13.44	86.56	100.0	20.59	79.41
8	100.0	21.05	78.95	100.0	21.80	78.20
7	100.0	28.61	71.39	100.0	32.51	67.49
6	100.0	37.21	62.79	100.0	44.60	55.40
5	100.0	45.00	55.00	100.0	49.84	50.16
4	100.0	49.55	50.45	100.0	57.05	42.95
3	100.0	60.21	39.79	100.0	57.88	42.12
2	100.0	59.38	40.62	100.0	64.60	35.40
1	100.0	61.20	38.80	100.0	70.14	29.86

Source : (1) NSO, 1996

(2) Information Center, Office of Civil Commission

One of the key factors to explain this situation is that women often lack support and opportunities to act and perform as an individual. The support and opportunities in this case should come from both within the family and outside, i.e. the community or society. At the family level women in many cases were barred from pursuing higher education due to the traditional belief that their place is in the home and that they one day would have to abandon their careers to become housewives. This is one of the reasons which explains why women in the government service are concentrated at the lower levels on the position scale. Over the past 20-30 years women's education has been limited and has concentrated in non-technical fields. As a result these women began work at lower levels and remained there for the most part due to limited advancement opportunities.

Other constraint stem from women's roles in the family as mother, housewife, and income-earner which created a "double burden" for most working women in the lower economic strata. The survival needs of their family often obstructed them from stepping outside of the domestic area to fully participate in the career world in the "public domain".

3. Gender issues in Water Resources Development

3.1 Irrigation and Agriculture

Irrigation programs contribute a great deal to the development of agricultural production in the rural areas particularly in the dry season. Irrigation makes possible the diversification of crops which generate cash income for farmers almost all year round. This as a result helps to improve the living standard and quality of life of farm households.

Women farmers as half of the family labor force have traditionally been active in economic production and have worked by the side men in the fields. Crop diversification made possible by irrigation development schemes have added to the workload of these women farmers but has also generated an increase in economic return. They participate in the whole production process of all the new crops in addition to the traditional crops, as well as managing the farms.

Most of these new crops are dry season annual crops such as vegetables and legumes which demand intensive labor inputs such as watering, tilling weeding and applying fertilizers and pesticides.

Women farmers are not only the producers of new crops and vegetables but also the processors and vendors of the produce. Through this process, they have gained experience and are able to plan and calculate when to grow certain crops which would yield a good price.

In sum, women farmers in irrigated areas have to shoulder a more intensive work load in agricultural activities in addition to the household chores which still remain their responsibility.

Another issue related to irrigated agriculture is the organizational aspect involving Water User Groups or Cooperatives. As is common to most development projects at the community level, farmers are required to organize themselves into groups or cooperatives as a means to promote local participation in the management of schemes. The Water User Cooperative is comprised basically of a chairperson and a committee which in most cases consists of solely male farmers. Women farmers who are the actual users of irrigation water are not represented in these groups. Data from the MRCS' SIRAP project (Sustainable Irrigated Agriculture Project) reveals that most women in the community were not interested in joining the committee mainly because of their work burden as already mentioned earlier. It is stated that they have no time to spare for activities such as inspecting feeder canals or closing and opening sluice gates. Women regard the work as strenuous and above all, they have no incentive (no fees are paid). In practice women participate actively in the repair of the feeder canals.

It was also commented that, in the case that a woman farmer was ready and wanted to join the Water User Committee, it has not always been easy for her to be elected by the community members (both men and women) due to their traditional beliefs on gender roles and due to the lack of awareness especially among the women themselves.

At household level, it is often the case that only the head of household (male in most cases) is officially registered as a member of the organization. However, in practice this has not prevented women from having access to irrigation water. They can make requests on behalf of their husbands directly to the feeder canal chief or operator.

The problem of inaccessibility to water has been caused mainly by the information gap particularly among women farmers.

3.2 Environment

The topic of environment in Thailand has been discussed at the national level only in the recent years.

At the local level, people's way of life and their survival strategies have long been dependent on the exploitation of all kinds of natural resources available. Forests, soils, minerals, wildlife, water and water resources are extracted for both survival needs and for commercial purposes. Particularly the latter purpose has resulted in the rapid depletion of the resources which in fact are the lifeline of our own existence.

Rural people are paying for the consequences. Out migration in search for alternative livelihood during the dry season in drought stricken areas has become one of the most common phenomena.

Women farmers as producers and home providers are critically affected, because of the shortage of water in natural water sources, the shortage of firewood and the scarcity of wild food crops and herbs due to deforestation. Crop cultivation on the other hand has had to rely heavily on chemical uses to secure good yields and to fight against new pests and diseases.

Consequently, women as producers are also at risk from chemical hazards and toxic substances.

Ironically, women are generally targeted as the ones who have to play key roles in the management and conservation of the environment. Although they can to a certain extent manage their immediate environment such as the cultivation of chemical free garden vegetables and crops, or the management and disposal of household garbage they can hardly cope with the more complex environmental system. In situations where poverty and ignorance are rampant and where inhabitants have to rely on natural resources for their survival and livelihood, it is not easy to expect the male and female farmers to protect and conserve the environment and natural resources. The government on the other hand must commit itself to providing effective measures to conserve the environment as well as to provide the means for alternative livelihood and security sources for its people.

Another related issue which arises is conflict over resource use due to scarcity. One important source of conflict is the government's rules and regulations to control use and the discrimination involved in their enforcement. This has created conflicts at all levels, i.e. between the people and state and between different groups in the population, especially those with vested interests or those in different sectors such as farmers as opposed to industrial manufacturers.

In sum, the problem could be concertedly dealt with at three levels, namely the national or policy level; the departmental or implementation level; and the local level where women can participate in programs which promote the sustainability of their family livelihood.

3.3 Inland fisheries

Inland fisheries is regarded as one of the most important forms of livelihood, equivalent to paddy rice cultivation in the northeast of Thailand or in the Thai-Lao culture. It forms part of the people's way of life.

Although women may not be skillful in the use of all fishing equipment, they certainly have key roles to play in the production process as well as adding value to produce which is highly perishable. Women are skillful in fish sorting, processing, pricing and selling. The same principle applies to the area of aquaculture where women are active in maintenance as well as feeding, harvesting and selling.

At the family level, women as family providers are the key actors in fishing for food especially in shallow waters. There seems to be gender division of work as far as fishing purpose is concerned. Women tend to engage mainly in shallow water fishing for family consumption whereas men are engaged full time in deep water fishing which is geared toward commercial purposes.

Due to the fact that fish and water resources are also faced with degradation, there are government measures to control use and exploitation through Fisheries Act, 1947. This Act prohibits certain forms of fishing during the spawning period which lasts about 4 months (from 15 May to 15 September) annually. This measure, however, may not affect fishing for survival needs or for family consumption. But the impact may be more serious for those who have to rely on inland fishing as a major occupation or as a main source of cash income. During this period, the male and female labor force in the community have to seek alternative employment. Housewives with small children who are confined to the home, find it more difficult to make ends meet due to restriction of movements to seek employment away from home.

In this situation, survival needs as well as women's skills and their roles in fisheries should form a basis for inland fisheries development. Women should be given the opportunities to learn and to have access to technological information and training courses in the management and rehabilitation of the water resources and aquaculture development.

4. Gender relations in Case Studies

4.1 Case Study I: Inland Fisheries Development Project in Sirinthorn Reservoir, Ubol Ratchathani province

Background and the Setting Ubol Ratchathani province.

Sirinthorn Dam is a large scale multipurpose reservoir completed in 1970. It has a water surface of 182,500 rai (29,200 ha.).

Several studies by the Inland Fisheries Division over the past decades (the most recent one was conducted in 1987) show that the amount of bio-organisms have been badly affected by the mismanagement of water resources in the reservoir.

The situation has prompted the Inland Fisheries Division to initiate projects aiming at increasing yields in water resources in the large scale reservoirs in Thailand. Sirinthorn Reservoir as one of the largest dams in Thailand is designated as one of the project sites.

The area surrounding the reservoir falls within three district administrations. The areas to the north and the east are under the jurisdiction of Amphoe Sirinthorn, whereas the areas to the west and south are under Amphoe Pibul Mangsaharn and Amphoe Buntharik respectively.

There are at least 43 villages (from the 3 districts) located along the shoreline of the reservoir which is made up of about 7,667 households and about 25,000 people (see Table 5).

Table 5: Population and number of households in surrounding villages Sirinthorn Reservoir

Amphoe (District)	No.of Tambon (subdistrict)	No.of Villages	Household	Population	M.	F.
Buntharik	3	6	823	4,272 (100.0)	2,175 (50.91)	2,097 (49.09)
Phibul Mangsaharn	2	18	1,847	10,585 (100.0)	5,267 (49.76)	5,318 (50.24)
Sirindhon	6	19	4,997	11,022 (100.0)	5,508 (49.97)	5,514 (50.03)
Total	11	43	7,667	25,879 (100.0)	12,950 (50.04)	12,929 (49.96)

Source : Kor Chor Chor Song Khor (CDD survey) 1996

Most of these communities were evacuated from their original settlements along the Lam Dome Noi River valley and relocated onto upland areas surrounding the reservoir, after the dam construction was completed.

One of the obvious consequences of the resettlement was that the people's lives and their livelihood changed from wet rice farming to upland field crops cultivation and fishing. In some communities where arable land is limited, the people found themselves having to adapt by becoming solely inland fishers as a major occupation for their main source of income.

The fishing livelihood at family level

Most local families in the Sirinthorn reservoir area are small scale fisher folk. According to a survey carried out by Fish Stock Conservation Unit, there is an average catch of about 1 - 5 kgs per day per family which yields an average income of about 1,500 - 3,000 baht per month (for about 14-18 fishing days).

Fishing activities are carried out for dual purposes: own consumption and commercial purposes, using tools such as line hooks and seine nets.

There are two fishing periods. The laying of the lines and seine is generally carried out in the afternoon (from 2 - 5 p.m.) and the harvest generally takes place at dawn on the next morning (about 5 a.m.).

For those who are landless and have to rely on fisheries as a major occupation there is additional “night time fish hunting” using small harpoon-like spears to hunt fish such as Stripped Snake Head and Serpent-Headed Fish.

In these activities, women generally participate during the day and early evening but not at night. The reason given was that it is “unsafe” for women to go out at night due to possible sexual harassment. More importantly, women are needed at home to care for the children.

The activities in which women participate most actively is the sorting of fish according to size and species before selling it on the spot to middlemen or selling it at the local market or to other villagers in the community. At this time men return home to rest.

Gender-relations and activity profile

Data from group discussions on gender roles and relations concerning the various production and reproduction processes from the three communities reveals the following patterns (see Tables 6-9):

Table 6 : Activity profile in fisheries by gender (case study I)

Activity	Ban Hua Sapan		Ban Dong Moey		Ban Non Chan	
	M.	F.	M.	F.	M.	F.
<u>Fishing in deep water</u>	100	-	100	-	50	50
<u>Fishing in shallow water</u>						
1- fishing for small prawn and fish	-	100	-	100	-	100
2. fishing for shell fish (in dry season)	-	100	50	50	20	80
3.bait collecting	70	30	100	-	100	-
<u>Marketing Process</u>						
1. Sorting	-	100	100	-	100	-
2. Transport to market	-	100	-	-	-	-
3. Selling	-	100	50	50	-	100
<u>Maintenance of equipment</u>						
1. Repair/mending nets	-	100	60	40	50	50
2. Boat building	100	-	-	-	50	50
3. Repairing fishing boat	50	50	80	20	50	50
<u>Fish processing</u>						
salting, pickling and drying	-	-	20	80	-	100

Note : The total score for each activity is 100 points

Table 7 : Activity profile in household chores by gender (case study I)

Activity	Ban Hua Saparn		Ban Dong Moey		Ban Non Chan	
	M.	F.	M.	F.	M.	F.
<u>Home maintenance</u>						
1. Laundry	-	100	-	100	-	100
2. Dish washing	-	100	-	100	-	100
3. House cleaning	-	100	-	100	50	50
<u>Household servicing</u>						
1. Child care	40	60	-	100	50	50
2. Fetching water	-	100	-	100	50	50
3. Collecting fire wood	50	50	50	50	50	50
<u>Household food providing</u>						
1. Collecting wild plants	-	100	20	80	20	80
2. Buying food	-	100	-	100	20	80
3. Cooking	20	80	-	100	20	80
<u>Other sideline activities</u>						
Tending livestock	-	-	50	50	-	-
<u>Handicraft making</u>						
1. Mat weaving	-	-	-	100	-	100
2. Fishing tools making	-	-	-	100	80	20
<u>Household management</u>						
Keeping of family income	-	100	20	80	-	100

Table 8 : Activity profile in paddy cultivation by gender (case study I)

Activity	Ban Dong Moey	
Nursery preparation	50	50
Plucking seedlings	50	50
Land preparation	50	50
Transplanting	20	80
Weeding	-	100
Applying Pesticides	100	-
Harvesting	50	50
Threshing	50	50
Transport to granary	50	50
Selling	60	40

Table 9 : Activity profile in Nenaf cultivation by gender (case study I)

Activity	Ban Dong Moey	
	M.	F.
Land preparation	50	50
Planting and applying fertilizer	50	50
Weeding	50	50
Harvesting (cutting)	50	50
Soak in water (pond)	50	50
Stripping fiber	50	50
Tie in bundle	50	50
Beating fiber	80	20
Transport to sell at market	80	20

From the above activity profile Tables. It can be summarized that:

1. In fisheries, women tend to be active in post harvest activities such as sorting, selling and processing or preserving.
2. In selling and marketing, women tend to engage in retail selling directly to consumers in the village or at the local market. Men on the other hand, sell directly to traders mainly because they have obtained credit from these middlemen. The catch has to be sold to the fish middlemen/women as part of the condition of the loan.
3. Women are relatively more active in shallow water fishing as part of the chores as family food provider. Men play a key role in deep water fishing for commercial purposes.
4. Another area of women's specialization is the processing and preserving of fish such as in salting, drying and pickling.
5. Activities that men and women generally perform jointly at the household level are the maintenance of fishing gears and fishing boats. The mending of fishing nets and line hooks are equally done by both sexes.
6. Women are the money keepers of the household. The reason stated (by men) is that women are more careful in spending money and above all they do not smoke, drink or socialize as men as men do.

With regard to the issue of access and control over resources and means of production, the fact that women in the communities studied are the keepers of family money and have equal access to decision making on the spending the money, shows clearly their relatively high position in the family.

Even though, women do not generally go fishing at night or in deep water and they are not skillful in using some tools they nevertheless have access to both capital and the means of production. Their economic roles as sellers and processors are important in the inland fisheries production process.

Regarding crop production such as paddy and kenaf found only in Ban Dong Moey, the activity profile shows that men and women share the tasks almost equally except for the physically strenuous activities such as the beating of kenaf fiber and bulk transport to market which are mainly carried out by men. (See Tables 8-9).

Interestingly, the household chores are still mainly women's tasks although men do take part in some of the chores such as child care and firewood collecting. Most of the other chores such as cooking, washing, cleaning and food gathering or marketing are the woman's responsibility.

4.2 Case Study II : Wetland Development Project in Nam Songkram Basin, Nakorn Phanom Province

Background and setting

The MRCS Wetland Development Project in Nam Songkram Basin is another basin- wide development project. The key implementing agency is Department of Land Development through the Land Use Planning Division.

The overall objective of the project is to develop the information and documentation system of wetland inventories within the riparian countries. The project also aims at the development of a wetland management system which emphasizes people's participation and the promotion of gender roles approach.

The wetland in Nam Songkram Basin encompasses the land area of 12,700 km² which covers 25 districts and 4 King districts in four provinces namely Udonrthani province, Nong Khai province, Sakon Nakorn province and Nakorn Phanom province.

The two villages selected as case studies are Ban Pak Yam and Ban Pak Oon. They are situated on the tributaries of Nam Songkarm which are Huay Nam Yam and Lam Nam Oon respectively. These two villages lie in the flood plain in the lower part of the catchment.

Located in the sub-basin of Mekong river, this flood plain is affected by annual floods of the Mekong river which inundate the area for at least 3-4 months (from July to October). This flood pattern has created a unique wetland ecosystem which is called locally as *pa bung - pa tarm*. (*pa bung* = bogs and ponds; *pa tarm* = shrub forest). The dominant plants found in the *pa tarm* are *phai kasa* (*Bambusa arundinacea* Willd). They are shrubs grow naturally and form part of the ecosystem which can withstand the extreme conditions created by drought and floods.

To outsiders, this wetland may be perceived as wasteland. But in the eyes of the local people *pa bung - pa tarm* has played a key function in their way of life for generations. It is their major source of food for household consumption as well as their main source of income.

The fact that "*pa bung - pa tarm*" is rich in natural resources as recounted by the local villagers, can be shown in Table 10 as follows :

Table 10 : Natural Resources from *pa bung* - *pa tarm*

Uses	Natural resources
Food	Bamboo shoots (phai Kasa) Fish, crabs, shrimp and shell fish, Frogs Mushroom, wild plants Game (bird, snake, turtle etc).
Building Materials	Bamboo poles Bamboo strips (for basketry) Vetiver grass (for roofing) Wood (for charcoal making) Water reed (for mat making) Clay (for pottery)
Medicine/herbs	Various kinds of herbs (roots and leaves)
Water source	Small ponds and bogs converted into paddy fields.

From the above lists of uses and resources, women are the ones who stated that they benefit a great deal from this eco-system. They regarded it as a “market place” in which they can “go shopping” for food at any time and free of charge. What is left over or the surplus from own consumption, can be sold to augment the household income.

The eco-system of *pa bung* - *pa tarm* has benefited villagers in these communities in various aspects at different times of the year.

It provides an abundant source of fish during the flood season and a habitat for spawning which as a result, has made fishing possible almost all year round (except for the ban during the spawning period).

In the dry season, the *pa bung* - *pa tarm* transforms into a different habitat for wild plants, birds and other animals which become another source of food.

The wet ground with alluvial soils are ideal for crop cultivation such as dry season paddy, garden vegetables and cash crops such as sweet corn and beans.

All these advantages are in fact the pull factor which has attracted people from different areas in the northeast to come and resettled there. Ban Pak Yam was one of the first communities to settle in this area more than 80 years ago.

Although most villagers considered themselves as fisher folk and stated that their main source of income is from fishing, they still need to grow crops in the dry season to fulfill their own consumption needs especially for paddy rice and some cash crops. Such needs have led to the exploitation of the wetland itself in that the shrubs or “*pa tarm*” were cleared and uprooted to make way for agricultural expansion.

At present, the people have begun to realize the consequences of the over utilization of natural resources without appropriate management because of the free market approach or *tang khon tang ha*, *than khon tang tham* which implies that each person exploits the resources freely and without interfering with each others activities.

Women have especially felt the degradation in water resources. For example some fish have become harder to find and the regeneration of wetland plants and crops is declining to such an extent that their lifeline could be at stake.

Fishing livelihood at the family level

One of the distinctions between fishing communities in the Sri Song Kram area and those in the Sirinthorn, is that in Sri Songkram, the communities are composed of settlers who migrated from various places in the Northeast. They have been attracted to this area primarily due to the richness of water resources especially fish in the “*pa bung - pa tarm*”. They have adapted their way of life to the new ecosystem and have developed fishing skills and tools which comprise at least 20 types to catch different kinds of fish at different depths of water. Fishing has become the main occupation of these communities which has yielded an annual income of about 70,000 - 100,000 baht per family. The peak period for fishing is during October when flood water recedes into the Mekong. Fishermen/women in Ban Pak Yam in particular, are busy during this time with large catches. Fish buyers and middlemen come from all over the Northeast to buy fish on the spot. The surplus is preserved by different methods such as drying, salting and pickling, activities mainly carried out by women.

The fish processing and preserving skills of the women in Ban Pak yam are well known in Sri Songkram district. Their housewife group, setup by the Community Development Department (CDD), is one of the most outstanding groups in the district in terms of their economic achievement. Through the sales of their preserved fish products, each member in the group earns no less than 10,000 baht a year.

In the case of Ban Pak Oon, due to its location on a relatively higher elevation with tall river banks, most fisher families can engage fully in fishing only during the flood season when the water of the Nam Oon rises. Their income from fishing is relatively lower than that of Ban Pak Yam.

Nevertheless, both communities comply with a law which prohibits certain modes of fishing during the spawning season which lasts 4 months every year (from May to September).

The reduction in catch especially for commercial purpose has forced most fishermen and women to look for alternative sources of income. The same situation is faced by fisher folk in the Sirinthorn area, where seasonal out migration for wage work in the urban centers is the common option. Women who are housewives and are confined to the home have found alternatives by performing agricultural wage work in the community or by engaging in small gardening in *pa bung - pa tarm*. Others earn some income from the sale of preserved fish which have been stored from the time of large catch during the peak period.

Gender relations and activity profile

Patterns similar to those found in Sirinthorn Reservoir was also evident in Pak Yam and Nam Oon communities. Women equally shared the activities with men especially in day time fishing. Women work side by side with their men-folk, handling various types of fishing gear which require at least 2 persons to operate. However, there is some division of work which is based on traditional gender roles. They are namely night time fishing and fishing methods which require deep water diving or precision (i.e. in spearing fish) which are generally men’s job. Women’s tasks are in the area of shallow water fishing for small shrimps, fish, crabs and shell fish which are mainly for family consumption.

The breakdown in the activity profile in fishing and other household activities by gender are presented in Tables 11 and 12).

Table 11 : Activity profile in fisheries by gender (case study II)

Activity	Ban Pak Yam		Ban Pak Oon	
	M.	F.	M.	F.
Fishing in deep water	60	40	50	50
<u>Fishing in shallow water</u>				
1. Fishing for small fish, crabs, shrimps and shell fish	80	20	-	100
2. Bait collecting	80	20	50	50
<u>Marketing process</u>				
1. Sorting	-	100	-	100
2. Selling fresh fish	50	50	-	100
3. Selling processed fish	-	100	-	100
<u>Maintenance of equipment</u>				
1. Repair/mending nets	80	20	50	50
2. Making fishing tools	100	-	80	20
3 Boat construction/repair	50	50	50	50
<u>Fish processing</u>				
Salting, pickling, smoking and drying	-	100	-	100

Table 12 : Activity Profile in Household chores by gender (Case Study II)

Activity	Ban Pak Yam		Ban Pak Oon	
	M.	F.	M.	F.
<u>Home maintenance</u>				
1. Laundry	20	80	50	50
2. Dish washing	-	100	-	100
3. House cleaning	-	100	-	100
<u>Household servicing</u>				
1 Child care	50	50	-	100
2. Fetching water	50	50	-	-
3. Collecting fire wood	50	50	70	30
4. Charcoal making	50	50	-	-
5. House repair	100	-	-	-
<u>Household food providing</u>				
1. Tending vegetable garden	20	80	-	-
2. Collecting wild plants	50	50	50	50
3. Buying food	-	100	-	100
4. Cooking	-	100	50	50
<u>Other sideline activities</u>				
Tending livestock	50	50	-	-
<u>Handicraft making</u>				
1. Mat weaving	-	100	-	-
2. Making weaving loom	100	-	-	-
<u>Household management</u>				
Keeping of family income	-	100	-	100

From the above Tables it is evident that both men and women take part in the general fishing activities. Women tend to be specialized in the marketing process and

post harvest processing, whereas men are specialized in activities which require physical strength and hunting skills.

Interestingly, when it comes to housework, women are the major actors. Whilst men tend to take part in the chores which require physical strength such as fetching of water and firewood, charcoal production, construction and repair work. Women are engaged especially in activities such as cooking, food buying and gathering for

Regarding the issue of access and control over resources and means of production it was found that women in these two communities enjoy the right and access to the means of production especially the role of household money keeper.

The main reason given by men is that household income would be safer in the hands of women because they do not drink and gamble. For the men, it is a form of respect that women are placed as the managers of the family “internal” affairs, whereas men are responsible for the “external” affairs and take the lead in “making a living”.

In conclusion, the issue of access and control over resources and production capital is not a problem for women in these fishing communities.

5. Gender issues in water resources government agencies

This section tries to analyze the gender issues in officialdom where the plans and policies on water resources development are made.

The main aim is to assess how male and female staff in these agencies are positioned and ranked or proportioned. What are their roles? This is to understand what types of gender issues prevail in the government bureaucracy. Do female officials share similar gender problems as the women in rural communities?

Statistical data on male and female staff in agencies involved in water resources development within the Lower Mekong Basin are shown in Table 13 and Figure 1.

From these statistics it can be summarized that, in agencies which deal with specialized technological fields such as in Fisheries, Irrigation, and Energy Promotion and Development, there are more male employees than female. On the other hand, in agencies dealing with environmental plans and policy or agricultural development, the proportion of female to male staff is higher.

In order to get a better picture on the work status and roles of these officials, the statistics are broken down by rank and level (See Figures 2-9).

It was found that the female workforce is concentrated in the rank and file or relatively low level group, from levels 1 - 6. Their numbers tend to decline at higher levels reaching almost none at levels 9 and 10, which are deputy head and head of department ranks.

Similar patterns are found when the figures are classified by type of work or divisions within the respective organizational structures (see from Figures 10-18).

It was found that men are concentrated in divisions or sections which deal with technical areas such as engineer designing, project planning and mechanics. Women on the other hand are concentrated in service areas such as clerical, secretarial, financial, accounting and statistical data and analysis.

In trying to analyze such patterns one could begin by raising a question as to why women tend to be concentrated in the types of work that require careful attention or work which is repetitive and service oriented? Why do men tend to be found in technical occupations such as engineering, designing, planning and maintenance ?

As part of the efforts to find answers to these questions, some officers, particularly those in the relatively high ranks (such as director-generals and their deputies) from relevant agencies were interviewed.

The analysis can be summarized into 7 main issues as follows :

1. The issue of women's opportunities and access to education. Women over the past 2 - 3 decades have had less opportunity in education especially at the tertiary level as compared to men.
2. The issue of traditional attitudes and beliefs. The fundamental reason stems from the attitudes and traditional beliefs of parents and society which emphasized that men should have more education so as to prepare them to be the bread winner of the family. Women on the other hand were socially prescribed to be mothers and housewives. They needed not pursue higher education because they would not need it once married and working as full time housewives.

As a result women of that generation began work with relatively lower educational qualifications and thus are rising slowly in the ranks.

3. The issue of areas of study. Over the past decades, women who were fortunate enough to receive higher education tended to choose or were restricted to choose subjects and fields of study in the soft sciences such as Social Sciences and Liberal Arts rather than the hard sciences or technical areas such as engineering, agriculture, forestry or fisheries.

Again, such constraints resulted from the attitudes that these subjects were not suitable for "ladies" (to be in a male environment as they may be prone to abuse and sexual harassment). In order to prevent women from facing such risks, rules and regulations were enforced to restrict female students from enrolling in technical fields of studies such as the ban at one time on female students from enrollment in the Faculty of Forestry (at present this ban has been lifted).

Although there has been a change in these trends, there is still a relatively small number of women in these fields as compared to men (see Figure 19).

As women are not equally represented in the "major" fields or in technical areas, they have tended to progress slower with regard to promotion.

4. The issue of traditional beliefs and attitudes about gender roles which reinforce the women's own image as housewife and home provider who have to provide services to other members in the family.

Most working women, particularly those in the lower and middle income groups, have found it difficult to cope with the "double burden". In many cases these women could not afford to take up challenges in their careers due to bondage resulting from their traditional gender roles. As a result, their opportunities for advancement have been restricted unless other family members especially the husband, take on some of these responsibilities. (Many women officials have to turn down advancement opportunities which required transfer to another post in a different or a remote area).

5. The issue of type of work and working environment. Women are generally concentrated in the rank and file type of work with a repetitive and monotonous character.

This situation tends to perpetuate gender stereotypes which consequently restrict women from acquiring new skills, initiation and self confidence in decision making.

6. The issue of equal opportunities for promotion and advancement.

Although in theory there are no rules and regulations which restrict women officials from advancement to higher levels or into the technical fields, in practice women officials who are ready to take up challenges often feel discriminated against when it comes to promotion and advancement due to the "cover all" criteria of "suitability" which is generally used as an excuse when male officials are promoted instead of female officials.

7. The issue of femininity. Women's "emotional" temperament and physical weaknesses are often used as excuses to bar women officials from taking up challenging work or advancing to a higher administrative level.

The connotation from this attitude implies that women who become bosses must be bold and must make sharp decisions when necessary. These characteristics are regarded as "male's qualifications" which the female "would be boss" should have.

Nevertheless, there has been a changing trend during the past 20 years. More women have accessed higher education especially in the technical fields and thus they are beginning to "advance" in their government careers.

But there is still doubt as to how far the new generation of women will be able to free themselves from their prescribed traditional roles and step out into the career world to enjoy equal opportunities as men.

6. Conclusions

1) Water resources forms one of the major sources of livelihood for rural communities. They provide subsistence for families and income for the household.

Women as household welfare providers and through their survival strategies have key roles to play in the use and management of water resources.

Women hunt, gather select or sort and process the resources primarily for household consumption and sell the surplus to supplement family income.

2) Because women's lives and activities for family survival generally revolved around the use of water resources, women have learned from experience and accumulated knowledge about the various uses of resources as well as added value to them. This knowledge and skill has been passed down for generations and became part of the community's indigenous knowledge.

3) The depletion and degradation of water resources have exerted a greater impact on women's lives than men's. Women find it more difficult to strategize for their every day survival when food and other resources become scarce.

The impact is seriously felt in situations where there are limited options or alternatives. Women who are often caught in such situations are those who confined to their homes due to gender roles as mother or home keeper. Consequently, they are restricted in their ability to seek alternative employment away from home and thus, have formed the disadvantaged group regarding employment opportunity.

4) There is no question that women as well as men have direct access to the use of water resources. The fact that women may not fish at night, dive in deep water, or use some of fishing tools, does not prevent them from having access and control over the produce or the catch as well as over the tools and equipment. More importantly, women are the ones who hold the family "purse strings". They have access to and control over the money derived from the sale of water resources.

5) The issue of maintenance and rehabilitation of water resources is a key concern of women. They alone however, can not be expected to cope with the situation without proper guidance and dissemination of appropriate knowledge from the government.

6) Female roles as home keeper and family welfare provider are commonly shared by all women in both rural communities or in the government sector.

These roles are found to be key factors restraining women's access to opportunities, such as in seeking alternative employment in the case of rural families and in taking up challenging jobs which may lead to advancement opportunities in the government services.

Gender roles are perceived and used by women and men as a norm to determine women's place. This explains why women who are "ready" to take up challenges find it difficult to advance into the "public sphere" or into high ranking positions in their careers.

7. Recommendations :

7.1 For the Thai National Mekong Committee

1. The Thai National Mekong Committee should perform a leading role in integrating gender aspects into MRC development projects. An office or a unit should be designated to manage the initiative.

2. Findings from gender studies and analysis should form part of the action plans to be implemented for the betterment of the target population especially women.

This would help promote understanding and finally the participation from the community and its people.

3. The Thai National Mekong Committee should collaborate and coordinate with government agencies involved in environmental/natural resource development as well as promoting gender awareness and sensitivity in project planning and implementation.

7.2 For Relevant Governmental Agencies

1. There should be a thorough study done on the Fisheries Act (1947) which is now 50 years old, to review and assess for possible amendments to suit the current socio-economic and environmental situation.

2. Progressive measures to protect and conserve water resources through the promotion of people's participation should be emphasized rather than using law enforcement which tends to create conflict and confrontation.

3. One means to promote people's participation could be to introduce effective extension programs which are based on the understanding of the people's way of life, their needs and problems. Awareness on sustainable use of water resources should be incorporated into the people's everyday lives and their livelihood.

4. In order to promote people's participation in the areas which require technical know-how such as the rehabilitation of water resources (including aquaculture and sustainable land use), technology should be modified and made appropriate to the people's potential and their socio-economic condition.

Women as key stakeholders should form an important target group in receiving such technologies.

5. Women's roles which involve nurturing and care fit well into the management activities of water resources such as aqua-culture, plant nursery and soil conservation practices.

In order to tap these strengths, opportunities should be provided to women so that they have access to new knowledge through practical means such as on site training and close supervision by extension workers.

6. Women's skills in processing and marketing of water resources should be officially recognized and put to use particularly during the period of the "fishing ban". Programs for income generation based on the promotion of such skills should be encouraged. One practical project could be the setting up of revolving funds for fisher women in fishing communities.

7. Within the government sector, women officials should form internal women's clubs or interest groups to be used as fora for occasional discussions to promote gender awareness in the work place as well as to support one another on gender related issues.

The networking of these groups should also be encouraged.

8. Capable women officials should be supported and given the opportunities to be involved in the planning and decision making for development projects. This could be done by appointing them as chairperson or committee members on relevant committees or sub-committees.

Table 13: Male and female workforce in natural resources development agencies

Agency	Number of work force		
	M.	F.	Total
Department of Energy Development and Promotion (DEDP)	629 (66.84)	312 (33.16)	941 (100.0)
National Energy Policy Office (NEPO)	18 (24.32)	56 (75.68)	74 (100.0)
Office of Environmental Policy and Planning (OEPP)	76 (33.48)	151 (66.52)	227 (100.0)
Fresh Water Fisheries Division (FWFD)	218 (54.09)	185 (45.91)	403 (100.0)
Royal Irrigation Department (RID)	3,459 (69.04)	1,551 (30.96)	5,010 (100.0)
Community Development Department (CDD)	357 (45.48)	428 (54.52)	785 (100.0)
Department of Agricultural Extension (DOAE)	8,031 (69.35)	3,550 (30.65)	11,581 (100.0)
Dept, of Environmental Quality Promotion (DEQP)	47 (34.81)	88 (65.19)	135 (100.0)

Figure 1 : Percentage of Male and Female Workforce in Natural Resources Development Agencies

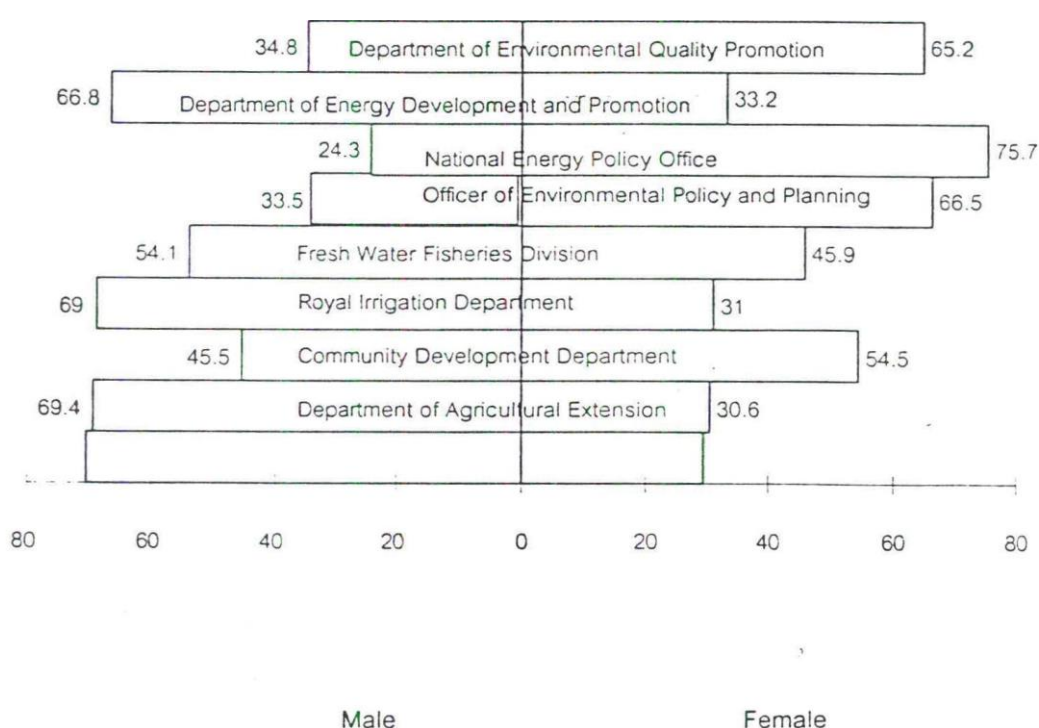


Figure 2 : Percentage of Male and Female Workforce in Department of Energy Development and Promotion
Classified by Level

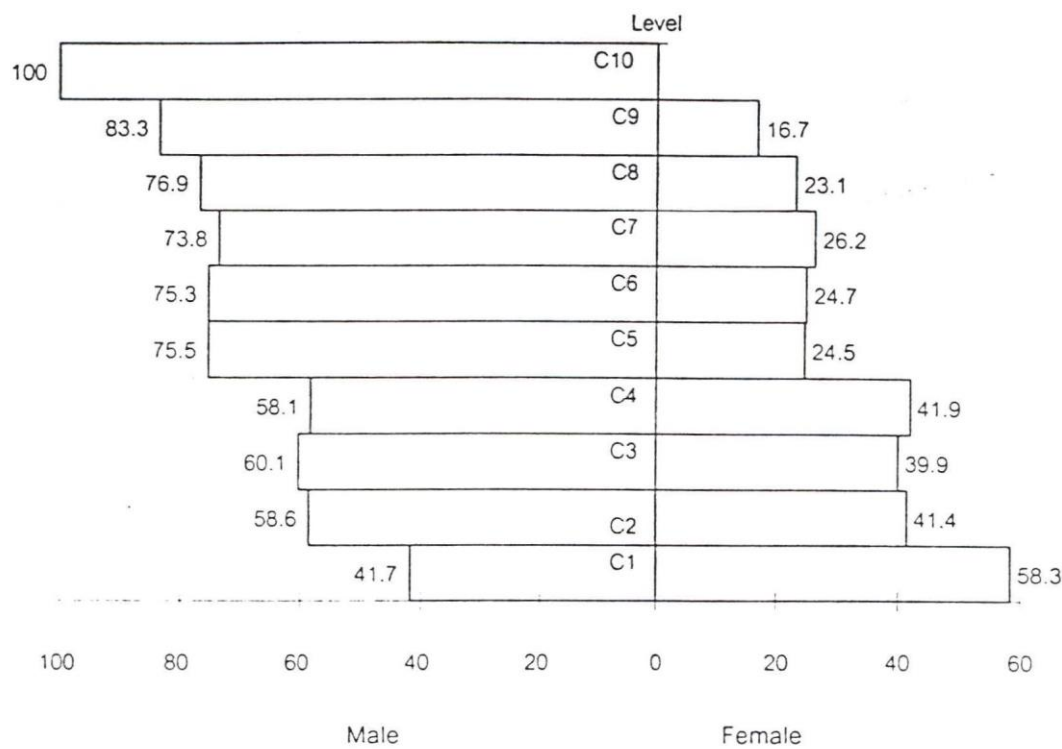


Figure 3 : Percentage of Male and Female Workforce in National Energy Policy Office Classified by Level

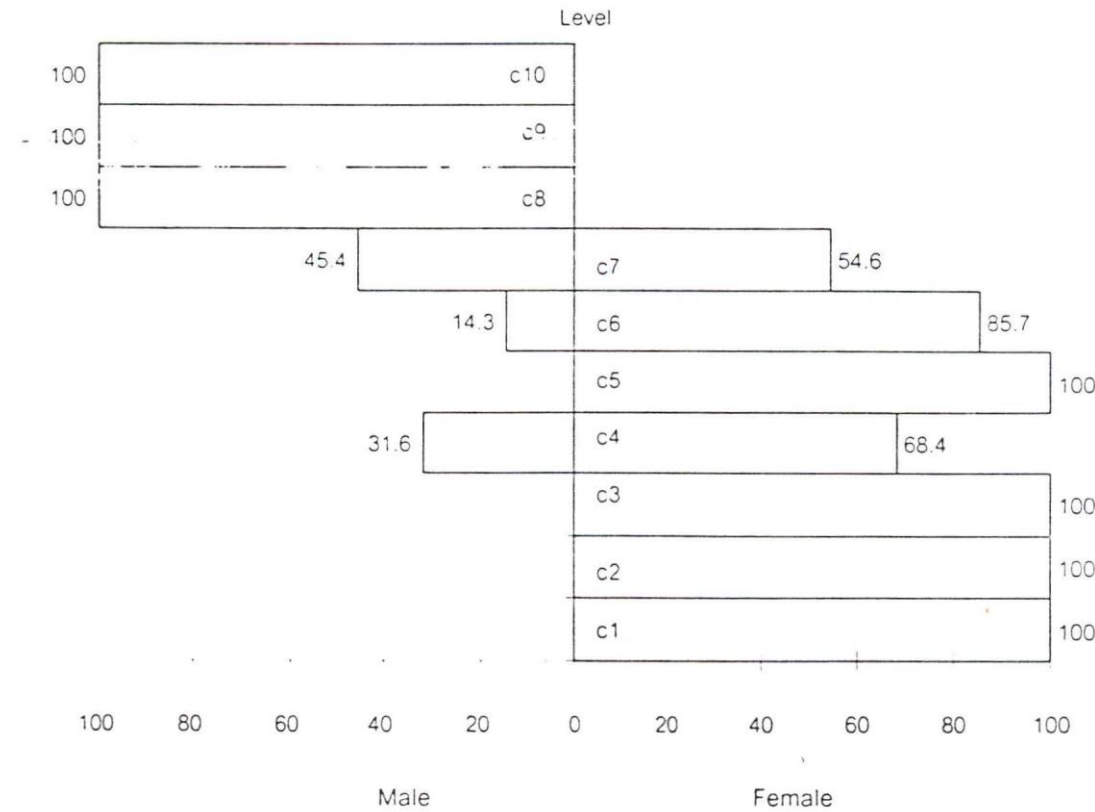


Figure 4 : Percentage of Male and Female Workforce in Office of Environmental Policy and Planning

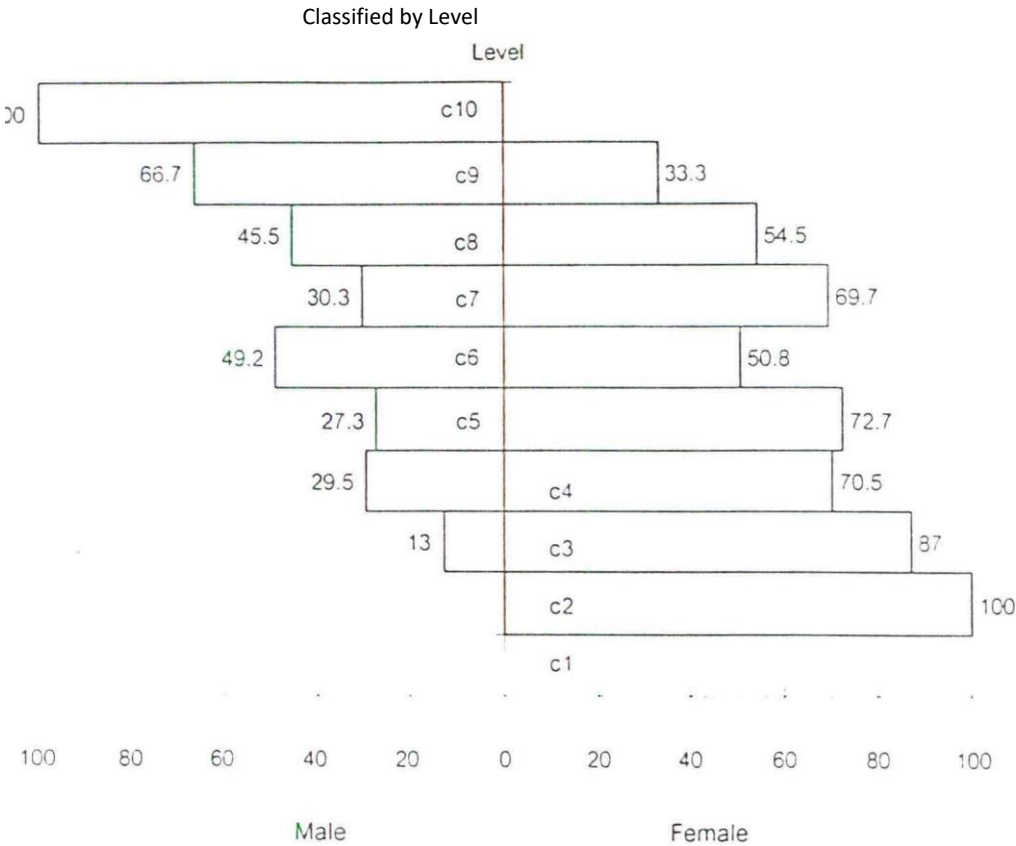


Figure 5 : Percentage of Male and Female Workforce in Fresh Water Fisheries Division Classified by Level

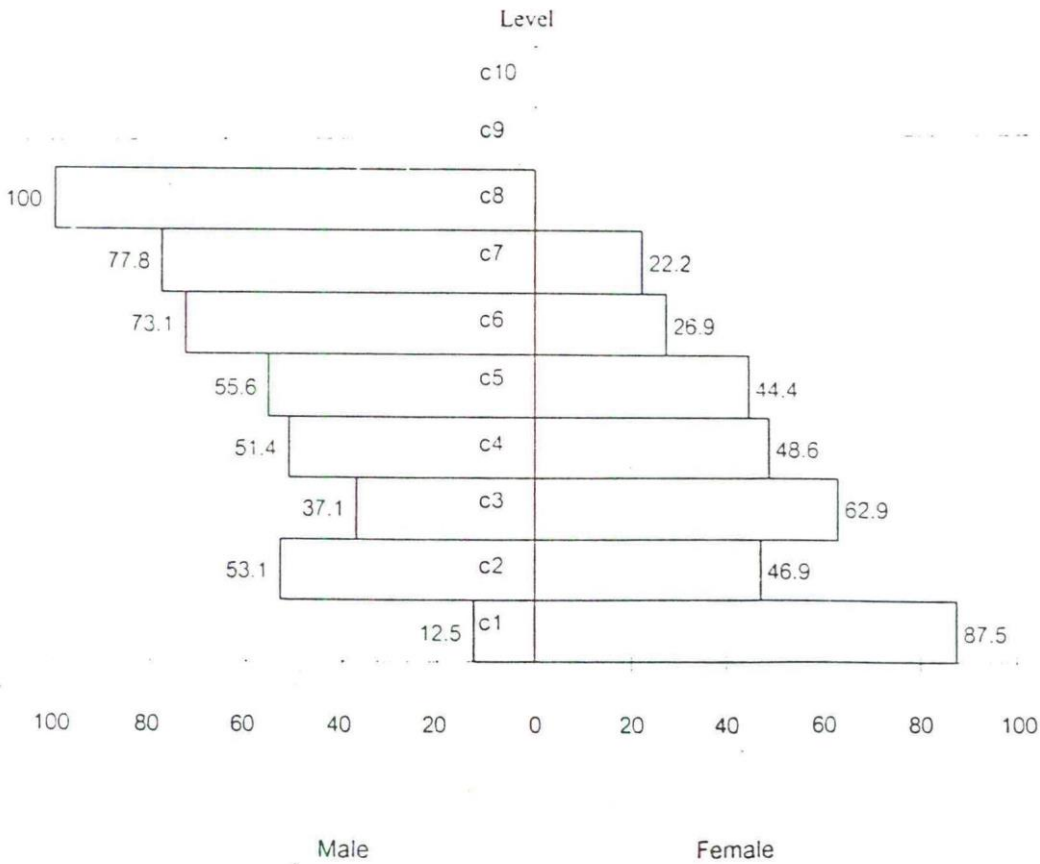


Figure 6 : Percentage of Male and Female Workforce in Royal Irrigation Department Classified by Level

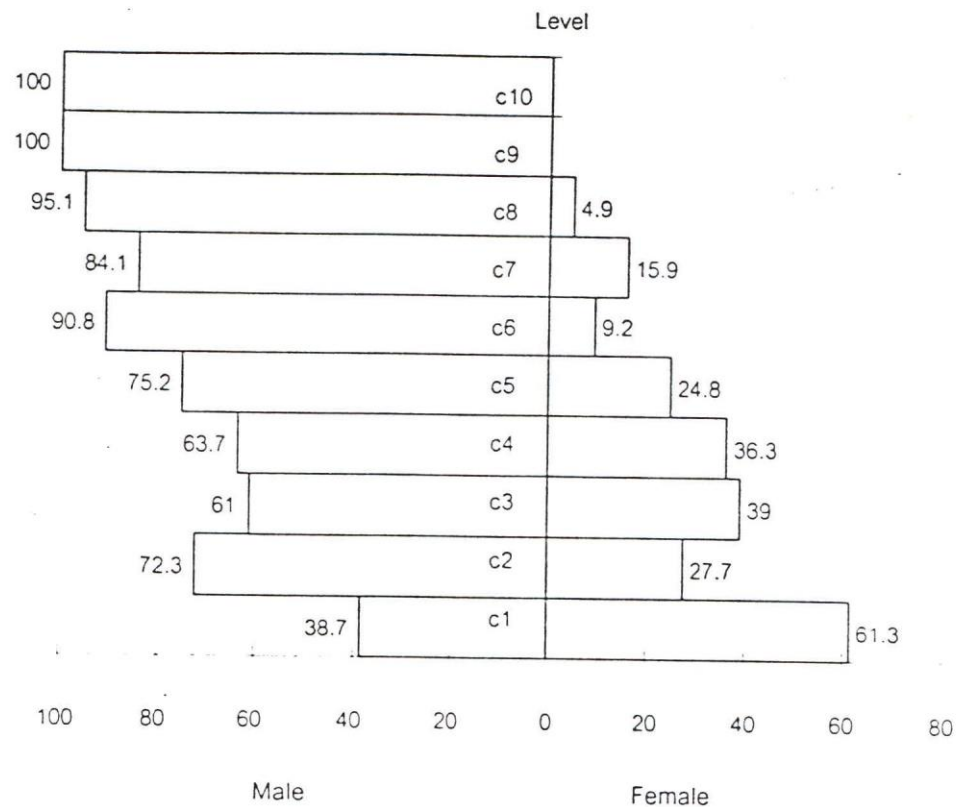


Figure 7 . Percentage of Male and Female Workforce in Community Development Department Classified by Level

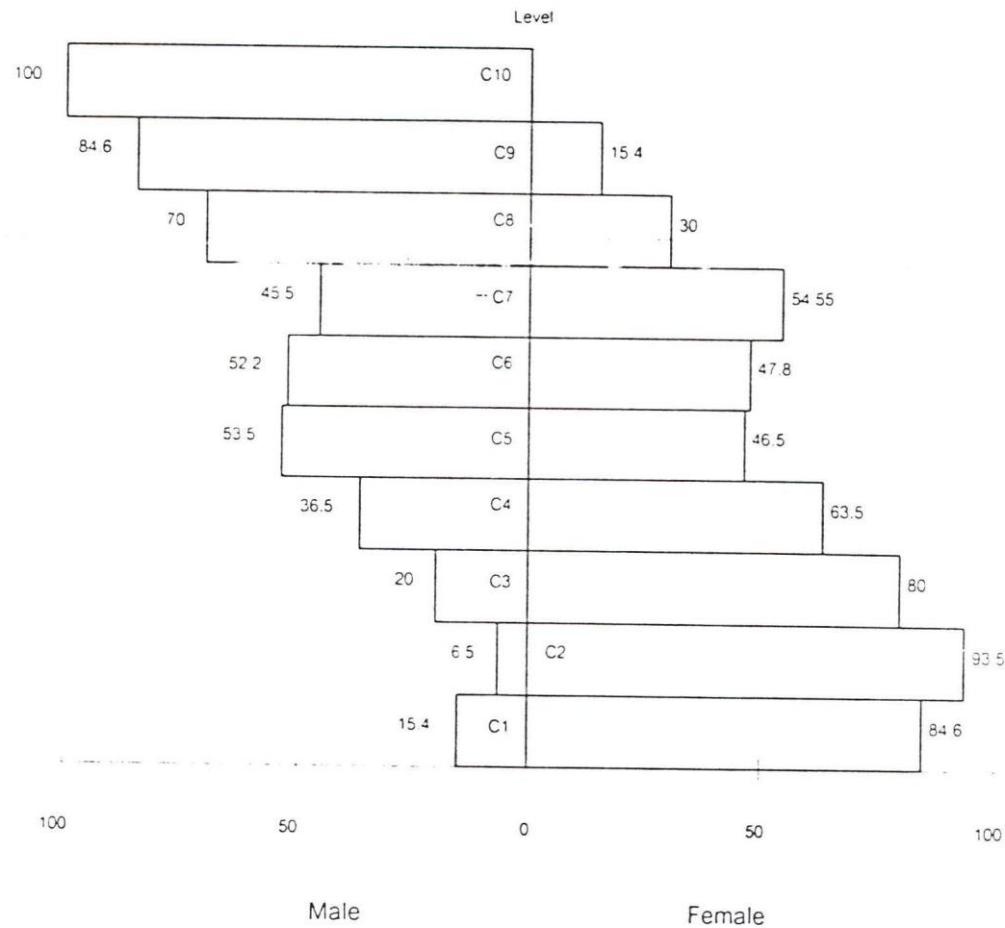


Figure 8 : Percentage of Male and Female Workforce in Department of Agriculture Extension Classified by Level

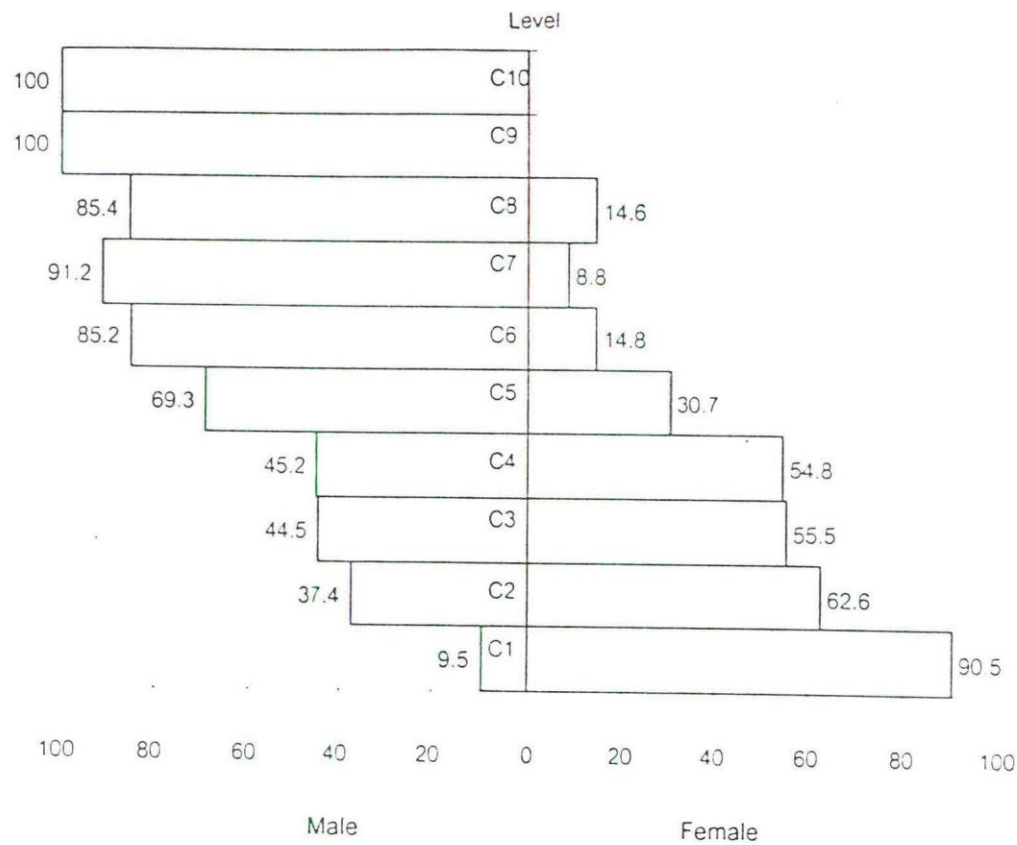


Figure 9 : Percentage of Male and Female workforce in Department of Environmental Quality Promotion Classified by Level

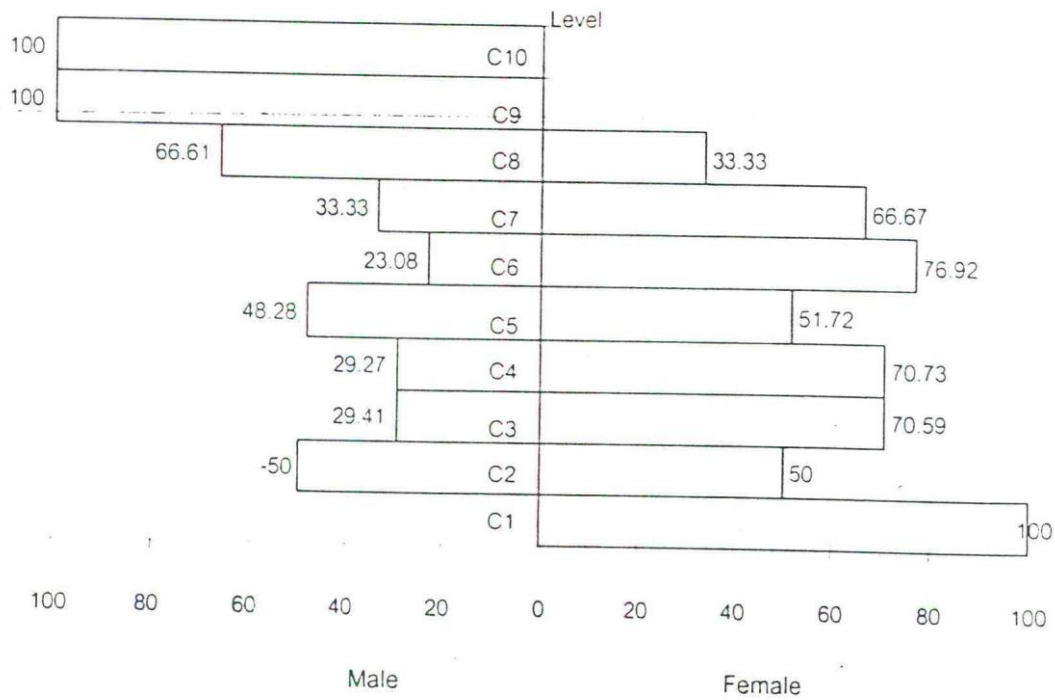


Figure 10 : Percentage of Male and Female Workforce in Department of Energy Development and Promotion

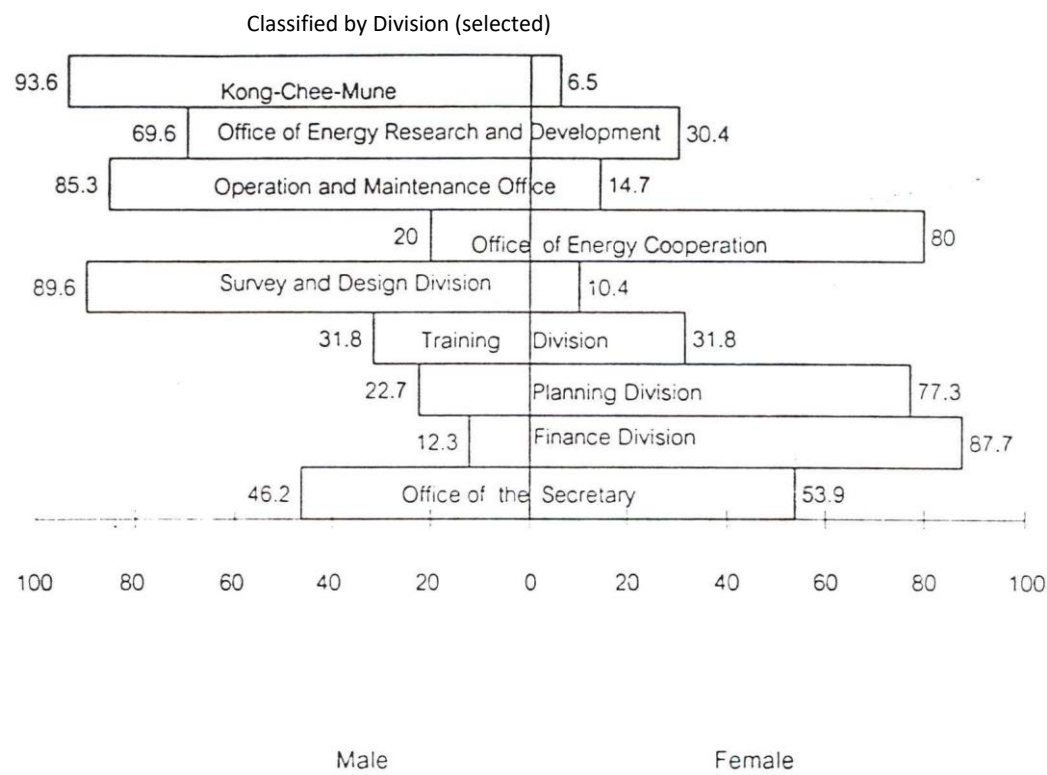


Figure 11 . Percentage of Male and Female Workforce in National Energy Policy Office Classified by Division

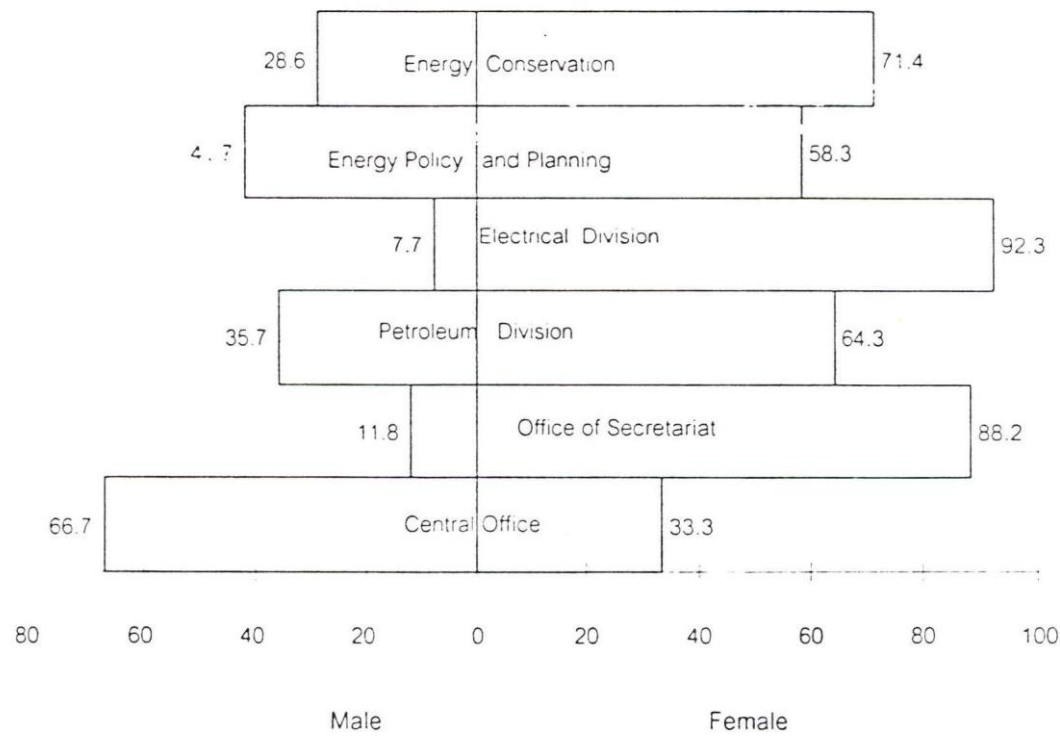


Figure 12 : Percentage of Male and Female Workforce in Office of Environmental Polio/ and Planning (central office)
 Classified by Division

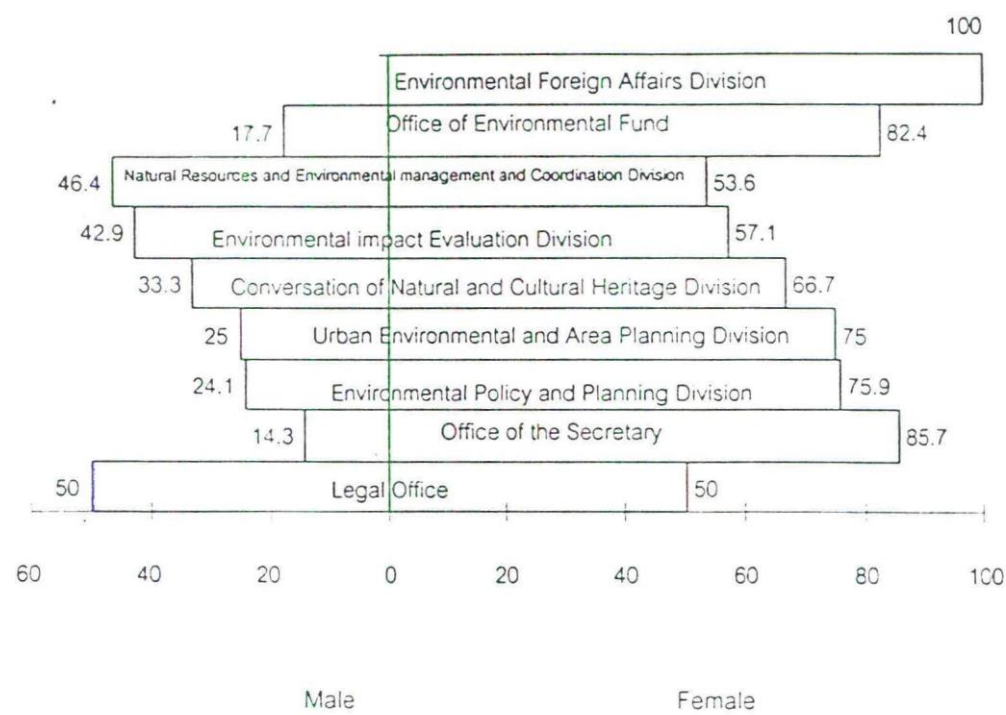


Figure 13 : Percentage of Male and Female workforce in Fresh Water Fisheries Division
 Classified by Position and Section

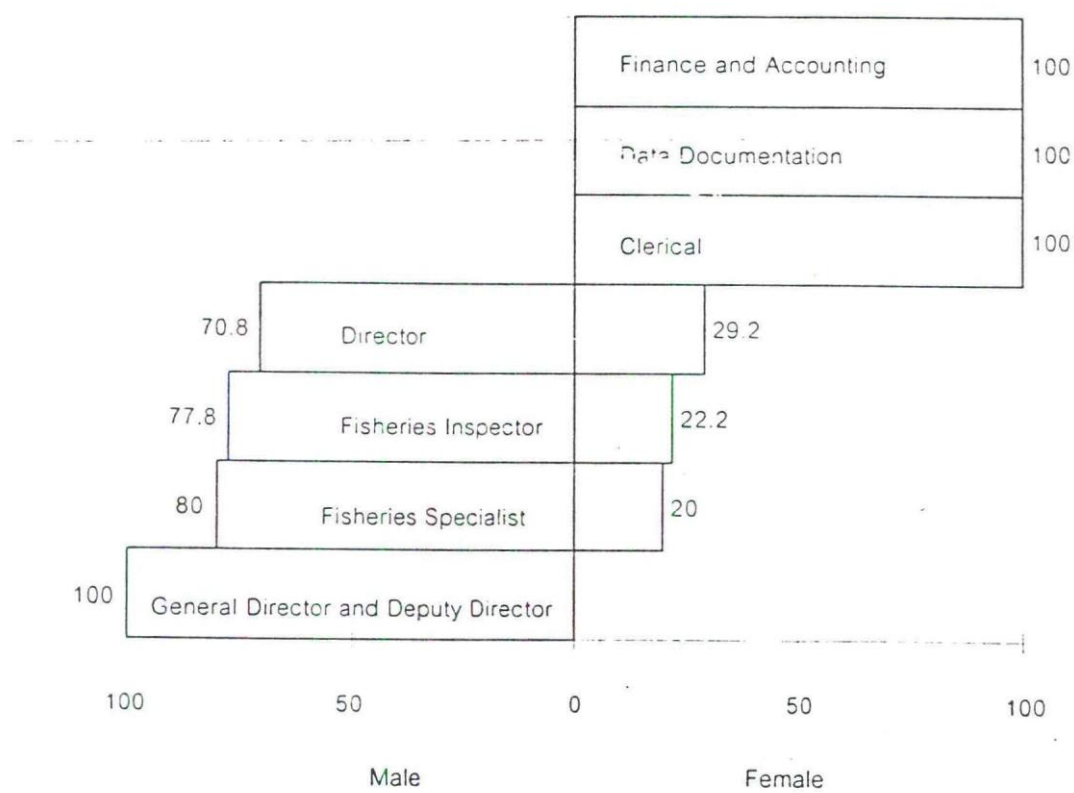


Figure 14 : Percentage of Male and Female Royal Irrigation Department (central office) classified by division

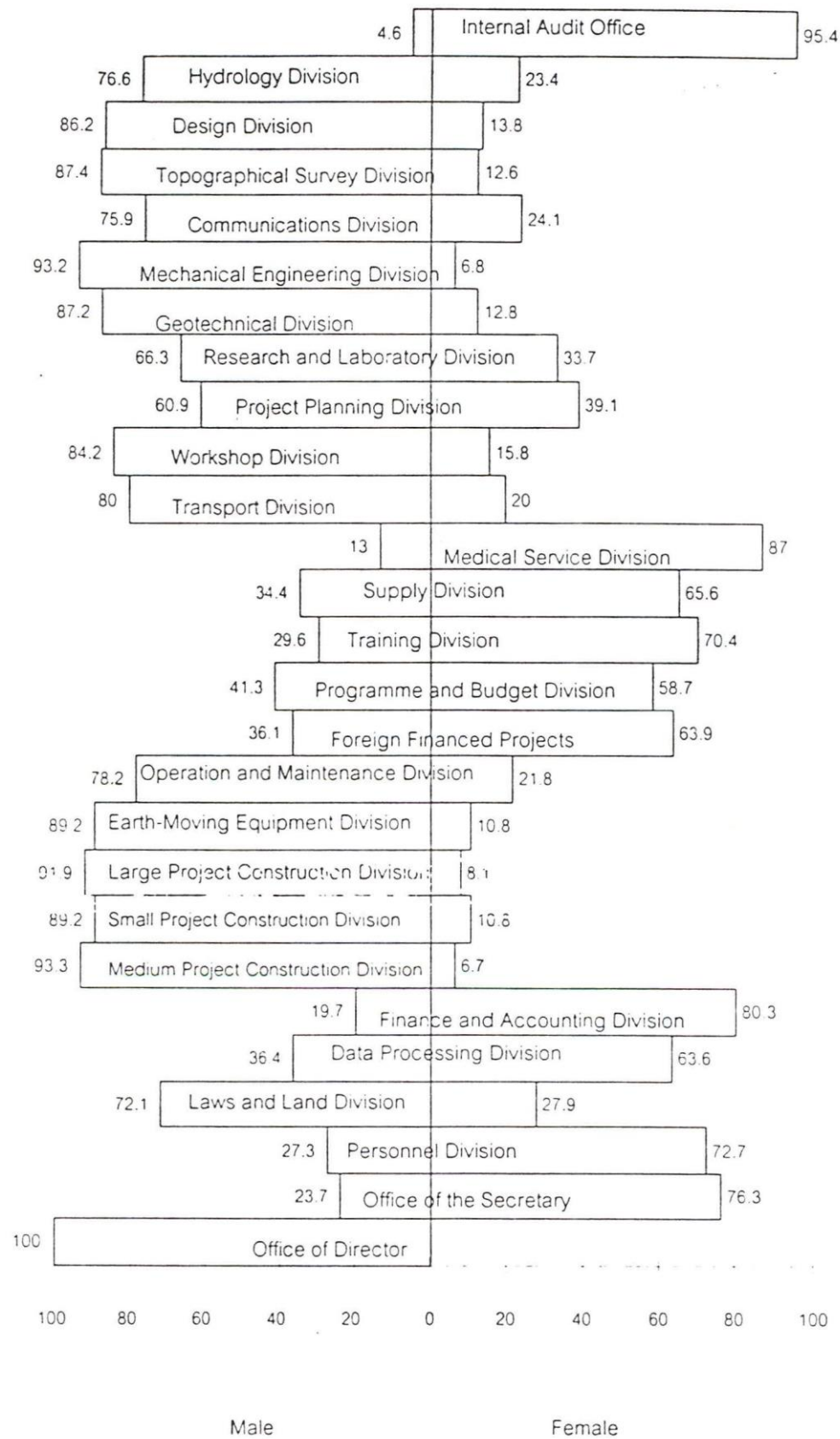
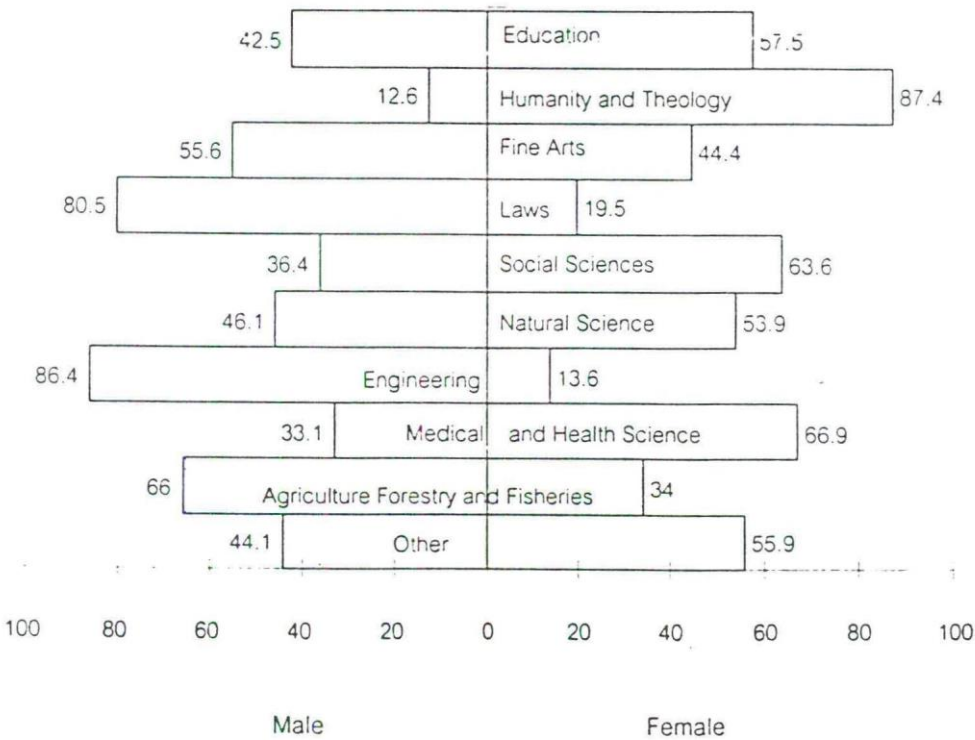


Figure 15 : Percentage of Male and Female Workforce in Community Development Department Classified by Division



Figure 16 : Percentage of Male and Female Graduates Classified by Field of Study (1993)



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REPORT

**STUDY ON THE ROLE OF WOMEN
IN WATER RESOURCES DEVELOPMENT
IN LOWER MEKONG BASIN - VIET NAM**

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Hanoi, June 1997

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LIST OF ACRONYMS

MRC	Mekong River Commission
MRCS	Mekong River Commission Secretariat
VNMC	Vietnam National Mekong Committee
MARD	Ministry of Agriculture and Rural Development
VWU	Vietnam Women's Union
NCFAW	National Committee for the Advancement of Women
CFAW	Committee for the Advancement of Women
GSD	General Statistics Department
MOSTE	Ministry of Science, Technology and Environment
MOF	Ministry of Fisheries
MD	Mekong Delta
VDR	Vietnam Democratic Republic
VG	Vietnam Government
VCTU	Vietnam Confederation of Trade Unions
VLSS	Vietnam Living Standards Survey

EXECUTIVE SUMMARY

The Study on the Role of Women in Water Resources Development in the Lower Mekong Basin in Vietnam was carried out from the end of 1996 to early 1997 by the Vietnam National Mekong Committee (VNMC) and a study team headed by Mrs. Nguyen Thi Phuc, Director of the Department for Women's Agitation, Women's Union Training School No 1. Other team members were as follows:

- Mrs. Nguyen Thi Minh Tam, Program Officer of VNMC;
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- Mrs. Vu Thi Dau, Irrigation Engineer, Water and Irrigation Management Department, MARD;
- Mrs. Nguyen The Thanh, Member of HCM city Women's Union Executive Committee, Director of I.E.C Department.

The study team received assistance from:

- Ms Alexandra Stephens, Rural Sociologist and Gender Specialist, New Zealand;
- Mrs Maytinee Bhongsvej, Chief, Human Resource Development Unit, MRCS;
- Ms Sheila Sukonta Thomson, HRD Assistant, HRD Unit, MRCS.

Women's issues and women in development have been global concerns for several decades. Four World Conferences on women have been organized thus far, indicating that women's issues have become a concern of humankind for sustainable development.

It was stated at the Fourth World Conference on Women in Beijing in September 1995 that women have achieved significant progress, yet inequality between men and women still exists. Many women in the world are suffering from poverty, morbidity, school drop-outs, lack of access to resources and to decision-making authority. Hence, the vision for equality, development and peace for women and humankind must be pursued by all countries.

The Vietnamese Government has understood and appreciated the role of women and has viewed women as a great force in the Revolution. In 1930, when the Vietnamese Communist Party was founded, the Party under the leadership of President Ho Chi Minh underlined the practice of equality between men and women as one of ten main tasks of the Vietnamese Revolution. The Party also made it clear that "the emancipation of women is closely linked with the liberation the country and the liberation of the working class". The first constitution of Vietnam (in 1946) affirmed that "women are equal with men in all respects. This view point was further affirmed in the Constitution of 1959 "Women enjoy equal rights with men in all spheres of activity - economics, politics, culture and social activities". The 1980 Constitution and the 1992 Constitution reaffirmed this point again. In every stage of the Revolution, the provisions of the Vietnamese, Constitution have been translated through a system of laws and regulations aiming at bringing into full play the role and status of women in society.

Recently, in the process of Renovation, Resolution 04 in 1993 and Instruction 37 in 1994 referred the recognition by the Vietnamese State of the important role of women and make clear the State's present in the struggle for women emancipation: improve the material and intellectual living conditions of women; enhance the social status and equal rights of women, stress that the liberation of women is the responsibility.

So far, Vietnamese women have been provided access to education employment opportunities and public management and in partnership with men, they have made a significant contribution to the defense and construction of the country. However, in certain areas and aspects, women are not equal to men. Women do not have as many opportunities as men to develop their competence. Study findings indicate that women are left behind in many respects.

In education, women's school enrollment is lower than that of men. The average schooling years for women is 3.4 classes while for men is 5.8 classes. The illiteracy rate among women is double that of their male counterparts, at 18 % and 9% respectively (from the Survey on People's Living Standards conducted in Vietnam in 1992 - 1993). In Secondary School, the school drop-out rate shows that, only 60.9% of girls and 70% of boys go to school. The higher the educational level, the lower the female enrollment. Only 19.3% of girls receive high school education.

MOSTE in 1996 indicated that fewer women have received high degrees: 5.13% women are Doctors of Science; 12.61% women are Associate Doctors; 3.5% women are Professors and 5.86% women are Associate Professors. Low educational attainment by women leads to low monthly incomes. In both rural and city areas, women's salaries are on average approximately 70% that of men (VLSS 1992-1993).

Women's health status is poorer than men's. On average each month, one fourth of men and one third of women get sick. Many women experience reproductive morbidity and anemia. Birth delivery and obstetrical complications have threatened the life of many women. Mortality cause by obstetrical complications is 11.5-20% (Source: Health Ministry in 1993).

Due to their reproductive role, many women have less access to employment opportunities than men. Employers are reluctant to employ women because they have to pay higher about 10 - 15% higher social insurance for women than men.

When a case arises for the reduction of the labor force, women are subject to be dismissed first from production chain. During 1991 - 1992, nine hundred thousand employees were laid off from the State Sector, of which women accounted for 60% (from Labor Statistics in 1992).

Women's participation in public management at all levels since 1990 has increased slightly. Women's representation at the National Assembly in 1992 - 1997 was 18.8%. Their participation in the People's Council was 20.4% at the provincial level, 18.4% at the district level and 14.1 % at the grassroots level (Statistics from the Office of the National Assembly, April 1997).

Various study findings and reports show the disparity between men and women in accessing resources and social management positions in different localities and branches.

Women have not to date been fully involved in the implementation of development activities and programs in the Mekong Delta (MD) due to the existing gender roles established by Vietnamese tradition. Women have the primary responsibility for housework and many think that social work and acquisition of knowledge are the sole responsibility of men. Thus, there is no reason or need for women to be highly educated.

The majority of Vietnamese women have completed primary education. Women account for 70-90% of illiterate people. In Tien Giang province, there were 31,000 illiterates of which 29,000 were women or 84%.

Female representation in management positions of People's Councils at the provincial, district and commune levels is 17%, 23% and 18% respectively. Six and one half percent of directors and vice-directors are women.

Seventy percent of women work in the education sector, where there are no female directors or vice - directors (Statistics from Tien Giang province, 1996).

Very few women attend meetings and training courses on sanitation, irrigation and production techniques. They do attend meetings, however, organized by Vietnam Women's Union. Women are the main users of water for domestic purposes and for cultivation, husbandry and gardening, yet they are not involved in the management of irrigation or in the implementation of safe drinking water projects.

In the MARD, women account for 53.4% of the total labor force. Eleven percent of management positions are occupied by women. Of these women 4.3% Ph.D. graduates, 10.9% are associate doctors, 15.1% hold a Masters degree and 43% are engineers (statistics from MARD). The average salary of women working in the Management Department of Water Resources and Irrigation projects is 74% that of their male counterparts.

In the VNMC, there are only four female staff out of 16, consisting of one program officer and 3 administrative and senior staff. The VNMC has no specific gender policies and the study on gender roles has not yet been included in the State plans and programs. In 1995, according to the program of the committee, six staff received gender training including four women from the following sectors: water conservation, agriculture, hydrology and industry. As of yet no VNMC staff have received gender training, as no gender training courses have been included in the framework of the VNMC.

The above examples show some of the disparities between women and men in the accessing of social resources and decision-making positions in the development process. Industrialization and modernization can not succeed without the development of human resources including women. It is necessary, thus, to

increase the knowledge of women and involve them in development activities and programs, in order to develop water resources in the MD.

With the Government Strategy for the Advancement of Vietnamese Women to the Year 2000, various provinces and cities have made specific plans of action with measurable indicators to meet the objectives of the strategy. This activity is managed by Ministerial or Provincial National Council for the Advancement of Women (NCFAW) Bureaus.

Several mass organizations, the Women's Union in particular, have carried out a range of activities for women. These include programs to improve women's knowledge and competence, to generate income and employment, to educate children, and to reduce infant malnutrition and the school drop-out rate.

The realization of women's emancipation and equality will require the efforts of the whole society together with appropriate approaches. Thus, a gender perspective must be incorporated in development of policies and plans. Gender issues should be incorporated in each specific program, based on gender roles and gender needs to mobilize and develop the country, in particular in the MD areas. In this regard, it is proposed to VNMC carries out a program to increase gender awareness among planners and program officers of the Committee as well as for the personnel of the concerned ministries and provincial branches in Mekong basin.

CHAPTER I

INTRODUCTION

1.1. Purpose and scope of the study:

Purpose of the study:

This study aims to identify the role of women in water resources development in the lower Mekong basin, particularly the roles of rural women and men with regard to access to and control over resources and participation in development projects.

- To show the importance of developing women's capacity and strengthening their roles in the community.

- To give recommendations to the VNMC and related line agencies to incorporate gender issues in the process of project planning and implementation in order to ensure that both men and women participate in and have control over the process of community development.

Scope of the study;

Study gender issues in irrigation and agriculture, aquaculture, and environment at the project sites in the MD.

Overview about project sites:

The Mekong River Basin in Vietnam covers 71,300 km² stretching across three territories:

- The Mekong Delta with a total area of 39,000 km², comprises 11 provinces: Long An, Ben Tre, Can Tho, Dong Thap, Kien Giang, An Giang, Minh Hai, Soc Trang, Tra Vinh, Tien Giang and Vinh Long.
- The Central Highland area with Sesan and Srepok basins 11,450 km² and 18,200 km² respectively, covers three provinces: DakLak, GiaRai, KonTum.
- The basin of the Nam Rom tributary in Lai Chau Province in northern Vietnam has a catchment area of 1,650 km².

The MD area covers 3.9 million ha with more than 15.85 million people (in 1994). By the year 2000 the population may rise to 17.2 million with a density of over 400 persons per km². The MD is the major agricultural production area of Vietnam with agricultural yields making up 40% of the total agricultural yields of the whole country. The rice yields from this region makes up half of the total rice yields at 11 million tons in 1993 and 14 million tons in 1996.

The GDP growth rate is 6.9% per year. The MD has a great potential for agricultural production. Water in this area is good for agriculture, particularly shrimps

and forests provide fuel wood. Despite the abundance of natural resources however, the MD is also severely affected by natural and human created disasters such as floods, salt and alum infiltration, and unfavorable agro-forestry and environment conditions. During the dry season, the area suffers drought with several water shortage for households and for production purposes. In general, water quality as well as alum and salt concentration in the water vary over time. Investment in land management is thus important, in order to minimize the obstacles caused by natural disasters.

Development strategy for Mekong Delta Area:

- Increase effectiveness of control over water resources.
- Improve the system of flood prevention.
- Limit infiltration of salt water
- Water supplies to rural areas.
- Careful development of alum land.
- Establishment of an appropriate land management agency.

The Agreement on the Cooperation for the Sustainable Development of the Mekong River Basin was signed by the four countries of the lower Mekong basin in 1995. All parties agreed to cooperation on the use, management and protection of water resources and other related resources in the areas of irrigation, hydropower, navigation, flood control, fisheries, timber floating, recreation and tourism.

In line with the goal of sustainable development laid out in the Agreement, the team has conducted a study on gender issues in the MD in the three sectors: Irrigation and Agriculture, Environment and Aquaculture.

1.2. Status of Vietnamese Women:

1.2.1. Socio-Cultural Background:

Women of Vietnam make up 51.2% of the total population (in 1995, Vietnam had 74 million people). Vietnamese women are patriotic, hard working, intelligent and creative. The Vietnamese government pays a lot of attention to the advancement of women. Now, with political, social and economic stability, the women of Vietnam have been provided with opportunities to utilize their potential.

The women of Vietnam have access to education, employment and community management positions, the driving forces in the renovation of the country. They have tried their best to meet the requirements of the renovation process and to contribute to the development of the country as well as to promote their self-advancement.

The literacy rate for people 10 years and above is 91.4% for men and 82.3% for women (Survey on living standards in 1992-1993) (See Table 1). The literacy rate among urban women is higher at than that of rural women at 90.7% and 80.0% respectively. In mountainous areas, the literacy rate among women is very low. In highland areas, only 56.3% of women know how to read and write. In the Hmong ethnic group, only 2.6 % of women are literate as compared to 17.7% of men. In short,

women living in rural areas and women of ethnic minorities in particular, lack access to education.

The enrollment rate of boys and girls in primary education is equal. In lower secondary school, girl's enrollment is lower than that of boys. In higher secondary school, girls' enrollment is much lower than boys although the rate for both is very low (see Table 2). In mountainous areas, the enrollment rate for girls is three times as low as that for boys.

Although education policy is not discriminatory, access to education for girls and boys remains different and preference is still given to educating boys. Under poor economic conditions girls are more likely to drop out of school to help their mothers to do domestic work than boys (this includes caring for younger siblings, and participating in agricultural production among other tasks). This trend is exacerbated in rural areas in situations where education costs are high (see Table 3).

Women's low education affects their child rearing and care patterns. The lower the educational level of women the more children they are likely to have. The mid-term demographic survey findings in 1994 indicated that uneducated women have on average 4.02 children. Women who had not completed primary education had 3.98 children on average and those who had completed primary education had 3.06 children. Women who had finished lower secondary school had on average 2.58 children and those who had completed higher secondary school had 1.87 children on average.

In the area of health, the morbidity rate among women is higher than that of men. On average, each month one fourth of men and one third of women get sick. Women now have access to healthcare facilities. In 1994, 90% of women give birth at clinics, 55% of pregnant women received a tetanus vaccination and 38.3% of women receive medical care. The maternity mortality rate for the period 1991-1993 was 11.5-20 %. Of the ten most common diseases, still birth still caused the highest mortality rate at 5.35%, according to reports from 49 provinces in 1993. This problem never occurs in men.

Of all newborns 10.8% still weigh below 2.5 kg. Abortion is seen as a family planning method and unsafe abortions have a bad impact on women's health.

In the lower Mekong basin areas, women face similar problems. The majority of women have completed primary education but the illiteracy rate is still high. In Tien Giang province, among the illiterate population aged 15-35 years, women account for 84% (29,000/31,000). The school drop-out rate for children aged 6-14 years is 2.4-3%. Girls make up 60-70% of the illiterates of the Khome ethnic group in the MD and 90% of ethnic women in the highland areas are illiterate.

The poor health care and sanitation conditions make many women susceptible to reproductive tract infections. Some women have 6 to 10 children who complete on average three to four years of education.

Women in this area face several other problems including abuse by their husbands as well as the effects of male alcohol addiction. Some women stay at home to take care of their children while the husbands are the bread winners. In many cases though, the women are given very little money from their husbands to care for the family due to the alcohol addiction of the husband. Women in most cases suffer under these abusive conditions because they see no alternatives.

1.2.2. Economic role:

Accounting for 52.96% (1995-GSD) of the labor force, Vietnamese women participate in all national economic sectors. In some areas, female representation is high: women represent 70% of workers in education, 63.5% in light industry; 61.7% in the agriculture and foodstuff industry and 60% in public health (from the Statistics Department in 1994- see Table 4).

The proportion of women participating in economic development has increased in both urban and rural areas (see Table 5). During 1992-1993, 70.9% of urban women and 82.6% rural women were engaged in economic activities.

In the renovation process, rural women have participated in economic structural adjustment and in the application of new technologies for higher productivity and household economic development. Some households have been able to develop commercial services and have become better off including female-headed households. Urban women have engaged in the business and commercial services.

Women are likely to do simple work as a result of their low education and lack of skills and professional training. Study findings show that 90% of workers in the agricultural sector have never received training.

Several employers are reluctant to employ women as social security expenses for women are higher than those for men including maternity leave, child sick leaves and higher social insurance costs (10 - 15% higher for women than men).

In the economic transition period, the risk of loss of job for women is higher than men due to women's lower mobility and movement rate. As a result, among the 900 hundred thousand workers who lost their jobs during 1991-1992, women accounted for 60% of the total.

Women have less access to credit facilities than men. Only 10% of women with their signatures are registered for credit at the Bank for Agriculture (Gender Problems in Vietnam by U.K Oxfam and Ireland).

In the rural areas, underemployment has increased. Migration from rural to urban areas has also risen with women accounting for half of the migrants. Many women work as street vendors, solid waste collectors, waitresses and domestic helpers. Others have turned to prostitution.

Regarding hired workers, although statistics are not disaggregated by sex, 672,000 households (5.6 % of the total households) are working as hired labor. In the

Mekong Delta area, 436,000 households work as hired labor (from Daily Nhan Dan newspaper on 15 November 1996 by Minh Hoai "Rural status at present"). In Tien Giang, many households from Go Cong work for Cai Lay as hired workers.

Female-headed households account for 27% of the total and incomes from these households are lower than those of male-headed households. The average incomes of male and female headed households in 1993 were VND 5,585,000 and VND 5,225,000 respectively. Because of low education, lack of knowledge and necessary support, 53.6% of them do not have degrees while men without degrees make up 29.7% (see Table 6). The remaining had only completed primary or secondary education. Of the female headed households, 40.9% of women are widows while 42.2% of the remainder have husbands working far away. These women have to do all kinds of work: production, reproduction and community activities. They have no time to attend meetings or to seek information on production and other issues related to their life.

In this transition, women are not fully equipped to meet the requirements of industrialization and modernization. Rural women are likely to be marginalized.

1.2.3 Political and legal status:

Under the feudalism regime, Confucianism with its strict regulations made women subordinate to men, with unequal treatment to women at home and in society. Women had to comply with the following: as a girl, follow her father; as a wife, follow her husband; and as a widow, follow her son. Widowed women who remarried were looked down upon. Women were not sent to school and they did not attend meetings nor discuss community issues. In 1643, the Hong Duc Code of women's rights emerged. This was the first law in Vietnam to cover women's rights including the right of women to inheritance of property.

During the French colonial period, traditional practices with regard to women were promoted. The laws of the colonialist state strengthened patriarchy in Vietnam.

The Constitution in 1946 of the Vietnam Democratic Republic forms the legal basis for the elimination of inequality between men and women.

The law on marriage and family approved by the National Assembly on 29 December 1959 ensures basic rights for women. The late president Ho Chi Minh believed in and promoted the emancipation of women. He said "Law on Marriage must aim to liberate women, thus liberating half the population. In order to eliminate feudalism and bonsoai ideology in men". Through several amendments, the law on marriage and family of 1980 has many improvements in the field of women's equality. The implementation of this law in certain areas however, has not been upheld. In divorce cases, for example, women are disadvantaged as a result of property division. After divorce, men rarely provide money to their former wives for child care. Social perceptions also prevent divorced women from remarriage in some cases.

Child marriage still exists, thus affecting women's education and health. 4.2 % of girls marry at 15-17 years. This problem is worse among ethnic groups where percentages are 32.4.% for Hmong, 16.6% for Dao, 15.5% for Gia Rai and E de. Marriage of girls aged 13-14 years is 7.7% among the Hmong group; 4.0% for Dao and 3,2% in E de (Statistics in 1989).

In the Labor Code, Chapter X covers female workers. The civil law also includes women's and children's rights as well as policies on population, family planning and household economic development, reflecting equality between men and women. Article 28 on labor contracts states that for domestic helpers, an oral contract is acceptable. This may create disadvantages for women. They are likely be exploited with long working hours, poor working conditions and work burden.

Family planning is seen as women's business. According to Demography Midterm survey finding, among 43.3% of modern contraceptive users, 33.2% of women use IUDs, 4% of men use condoms, tubectomies account for 3.4% and vasectomies, 0.1%. In some cases, more care is given to vasectomy patients although it is a simple procedure.

Land law defines that certificates of long-term land use are given to the heads of households. Seventy-three percent of households are headed by men, this limiting women's rights. Land division based on working age (the retirement age for women and men is 55 and 60 respectively) may affect women's access to land (only half may be given).

Vietnamese women were given the rights to vote and stand for election with the promulgation of the Vietnamese Constitution of 1946. In 1946, there were only 10 female deputies at the National Assembly (1992-1997) of which women accounted for 18.5% (see Table 7). Women occupy 11.9% of Minister posts; 7.29% of Vice-Minister; 13.93% of department chiefs; 12.12% of deputy-chiefs; 3.97% of General Directors; and 4.01% of Vice-directors (Source from Report of the VIIIth Women Congress - See Table 8).

The representation of women in the People's Council at all levels is still low with 20.4% women at provincial level; 18.4% at district level and 14.1% at grassroots level. Women representation in leadership positions however, is not paralleled to their roles and contributions to society. Women need more training for knowledge improvement and support to lighten their work burden.

In short, in political and legal aspects, women are equal to men, although to a certain extent, policies are still gender neutral (it means same for both men and women), which limits women's access to the advancement. It is necessary to meet gender needs and strategies.

1.3 Gender analysis at the project site:

1.3.1 Activity profile

This study was carried out in Long An province, Dong Thap Muoi area. Long An has an area of 4,528.3km² with a population of 1.28 million (1996, VNMC). Its population density is 265 persons/km². In 1975 after the liberation, the population density was not high as land was not reclaimed. A great proportion of land is saline and alum. The province had an irrigation plan to improve the land for farming and allowed 35,000 households to settle there. In some areas, land has become more productive with an increase to three crops from one unstable crop.

But irrigation has been not full implemented as bid funds are required. With no irrigation, people's livelihood in some communes such as Thuan My and Thanh Vinh Dong in the south of Chau Thanh district and some districts situated upstream in the province are very poor. In low laying areas, villagers have only one wet rice crop which is rain fed. In the dry reason, their is no fresh water for households so they use pond water. In the rainy season, villagers living in both the high and low areas have to combat against floods because they don't have dams or dikes. Bad environment conditions result, especially, water pollution.

Women in Long An account for 52% of the population and 67% of the labor force. Their educational level is lower than that of men (more than 29,000 illiterate women). Most of the areas have no creches and kindergartens. In remote areas, people live sparsely, with poor transportation, high female school drop-out rates, no income generation activities except agricultural production and high female migration to urban areas for employment in the knitting, embroidery and weaving industries.

The study team interviewed male and female groups separately from the Cui River project site in Chau Thanh. Then, meetings with both men and women present were held to present the findings which showed that both men and women are involved in agricultural activities and the use of water resources. In this area, men have greater access to working means and farming techniques such as operating ploughing machines or motorboats, while women carry out simple jobs with longer working hours, higher energy consumption and lower value (See Table 9).

Men's Work

- Land clearing by machines
- Use of chemical fertilizers
- Harvesting, threshing, transport rice from fields to home by buffalo carts, bicycles or motor boat.

Women' Work

- Selection and protection of varieties
- Transplanting or sowing
- Weeding
- Use of composts
- Maintenance of canals and dikes
- Hand irrigation.
- Rice harvesting.
- Collection and burning of rice straw
- Rice threshing and drying.
- Sale of rice at home.
- Food storage for the family

13.2 Access to and control over water resources:

The access to and control over water resources of men and women is different due to their different roles and traditional labor divisions.

Traditionally, women in this area are housewives. They take care of children, food, clothes, the household, cleaning, their husband, children, the sick and the elderly in the family. Each day this kind of work takes 5 -7 hours. As wife, they take care of children, and as grandmother, they take care of grandchildren. Such practices are linked to the access to water supplies for households available. Clean water supplies may lighten women's reproductive role. In the MD area, clean water is not available and women must fetch water from stock, taking up 1.5-2 hours a day. Some women can not afford to buy a water tank which costs VND 180,000 per piece and thus, many of them use water from the canals for their household activities. Among ten surveyed couples, 85% of women are housewives. In another survey in My Luong, New Market district, An Giang province, 83.67% of women are housewives and 56.67% of women stay home to take care of their children (survey on more than 300 couples by Le Ngoc Van, Social Policies for Rural Women at Present, page 173, Social Sciences Publishing House, Hanoi, 1997).

Busy with housework, women don't have free time to attend meetings and participate in community activities. Lacking knowledge and information, most of the decisions at home and in community are made by men. Men decide on planning, businesses, big purchases and children's future.

In production, women engage in tending rice fields, gardens and animal breeding, all daily work which requires a water supply. Transportation is mainly by boat. Women take water directly from ponds for their rice fields, to clean animal sheds and to fill up fish ponds.

Women maintain canals for farming and clean drinking wells for households and communities. But only men attend meetings about the use and management of water and pumping stations. Because, men are not directly involved in water use, they do not understand women's need in this area although the management of water use must meet all people's need in the communities.

Such a labor division leads to unequal access to and control over resources of men and women. Women have less access to meetings and training courses of projects and programs. In fact, without the application of appropriate technologies such as seeds, tending and IPM techniques for production, it is impossible to get high yields.

Some female-headed households have less access to credit facilities than male-headed households. The Women's Union has a program to provide loans to poor women, but their credit need is higher than the funds available.

At project sites, infrastructure is poor, limiting women's access to development. Of all households, 73.9% are thatched houses, 66.3% use electricity, 50% are in urban areas and 70% of rural areas don't have sealed roads. Electricity

costs are high (884 d/kW) (by Minh Hoai about situation rural areas in Daily Newspaper on 15 January 1996). The MD areas have difficulty in marketing their agricultural products.

Other facilities including schools and clinics are demolished due to budget cuts. Salaries of teachers and health workers are low. This affects the quality of such services. The school drop-out rate for girls is higher than for boys as the former have to help their mothers. Due to poverty, education is only given to boys. In My Tho, the female school drop-outs rate is 60-75%. Women's education is lower than men's, particularly in highland areas among ethnic groups. In Ya Soup district, Dak Lak, the project site has 19,791 inhabitants of which 9,920 people are illiterate women, accounting for 90%. Twenty percent of girls complete primary education, 18% complete secondary education, 30% complete high school, and 25% complete university and vocational school (From Ya Soup district in 1995, see Table 10).

In community management, female representation is low. There are almost no women managing projects. Women in leadership positions is low (see Table 11, women leaders in Tien Giang province). The main cause for this is lack of education and training for women, or perceptions that a woman's place is in the home.

1.3.3 The use of time by women and men.

This study was conducted in November 1996 (dry season) in a project site of Long An province. The study targets included men and women from rural and worker households. Study finding indicate the time use by men and women as follows:

- Each day women spend 1-1.5 hours fetching water for domestic use.
- Women spend a lot of time cooking, taking care of children, cleaning house and washing clothes. Men are rarely involved in these activities.
- Women spend 6-7 hours a day and men spend 2-2.5 hours performing domestic work which is incorporated with production activities. In many cases, women are involved in productive activities while performing a reproduction role simultaneously like cooking, feeding chicken and pigs or washing clothes and cleaning animal sheds. Women are thus prevented from enjoying leisure time and attending meetings.
- Rural women have 2 hours for resting while men have 4.5 hours. Female workers have 3.5 hours while male workers have 4.5 hours for resting. In many families, daughters have to drop out of school. More girls drop out than boys, and more girls migrate to urban areas to seek jobs than boys because girls are more likely to get jobs than boys.
- Women spend the same amount of time as men on productive activities but they must also shoulder the burden of domestic work from childhood to adulthood. This leaves women exhausted, with poor health, no leisure time, no training and low productivity.
- This also happens to female workers to a different extent. Female workers have more time than rural women to read newspapers and watch television. Women from better-off families live under better conditions than women from poor families.

CHAPTER II GENDER ISSUES IN WATER RESOURCES DEVELOPMENT
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2.1 Irrigation and agriculture

Currently, some statistics from the irrigation and agriculture sectors are gender disaggregated, but those statistics are not available. Most of the collected statistics combine information from both men and women and this data is thought to already incorporate women's issues. However, women have their own specific functions and needs, and they are disadvantaged and left behind men in various areas. If specific information on women existed, it would facilitate to formulation of action plans to create better conditions for women in the development process.

In the MD, 84% of the population lives in rural areas and agriculture is the main productive activity. Female laborers account for 67% of the workers in the agricultural sector. Water is very crucial for rice growing, aquaculture and growing fruit trees. If water is properly regulated, productivity would be increased. Water is only a valuable natural resource when people can control it and know how regulate to to serve themselves. In the MD floods appear almost every year, particularly during the past three years. Floods take with them alluvial soil and sea products, which create good conditions for the next rice crops. However, floods also damage houses, gardens, or in some cases, rice crops. Floods last many days, affecting the next rice harvest. A long dry season results in inadequate levels of drinking water and salt and alum infiltration in the fields, resulting in an inability to grow plants. These unfavorable natural conditions predominantly affect women's livelihood and production life.

Irrigation projects and other agricultural methods need to be identified properly including a better selection of seeds, improved farming support services, diversification of plants, protection of agricultural production, increased knowledge of different farming practices and more agricultural extension.

The development programs for the MD with the view to overcome natural disasters, prevent floods and develop natural resources have been implemented. In these programs women always face difficulties.

The average educational level of the labor force in the MD is low. According to statistics from the 1992 Year Book on the whole country and provinces, 70.8% of employed laborers had no educational qualification while 64.8% of unemployed laborers had no educational qualification (see Table 12). There are no gender disaggregated statistics but women's qualifications are lower than men's. This low level of education and training restricts access to science and technology in agricultural production such as irrigation, planting rice in flood conditions, and application of comprehensive pesticide, thus affecting productivity.

Women are responsible for domestic work, so they are unable to attend the meetings or training courses of the project. In several training courses in Duyen Hai district, Tra Vinh province only men have participated. Women said, when they were asked, that they are not able to attend those training courses due to domestic work such as caring for children and housework.

Women in rural areas of the MD are the main laborers in planting rice, weeding and harvesting rice. If they were trained in agricultural technology, they would better carry out these activities to promote productivity of planting trees, raising animals or poultry. Some programs focus on increasing the participation of women in training courses but this is still very rare.

Now, many irrigation projects have been implemented in the MD areas to provide safe drinking water and instructions on intensive farming for higher yields for exports, aimed at improving the quality of life for people.

Women use water for production and domestic purposes and they collect water and clean the water supply facilities. Women use water for gardening, farming, tending, weeding and fertilizing. They know how to supply water for rice fields and when to drain it off, but control of water resources is performed by men. In villages and cooperatives, men are involved in managing irrigation and in canal digging. Women's demand for water is basically met although sometimes, it is delayed because men are too busy to respond this demand and the operation of a machine is required. This may affect the production process.

In terms of maintenance and saving, women get information on water faster. If women are involved in management, they may make timely and effective decisions. Women have no access to instructions and training on the operation of water pump machines. Therefore, they do not know how to operate, repair or fix them when they do not work. Thus, they have to depend on men and at times, their demand for water is not met in a timely fashion. Due to women's relatively lower education level compared to men, a traditional division of labor still exists. Women are confined to cooking, and housework and they can not leave home to attend training or other activities.

Very few women attend community meetings where the issues of maintenance of canals and water resources are discussed although it is women who are directly involved in digging canals and maintaining water wells and canals. Women should be consulted and involved in such meetings.

At present, some projects include gender issues in their studies but it is only one component in the feasibility study profile. The inclusion of gender issues in the range of project activities over the whole span of the project has not yet been properly considered. It is very important to focus on women's needs and roles, particularly their strategic needs. Women must be consulted and have access to control of water resources through community meetings, training and management of water resources. If so, venues and timing must be designed appropriately. Quotas for female enrollment should be set in training courses and project management to increase involve women's participation.

Women often attend meetings organized by the Women's Union about child care, family planning, disease prevention, and information for life which should be popularized for the whole community. Men should also have access to courses to improve their knowledge about domestic work and they should share daily chores with women including fetching water, which takes up 1-2 hours per day.

A good irrigation system produces positive impacts on cattle and poultry raising as well as being a convenient transport channel for goods exchange. This benefits the community and responds to women's practical needs.

2.2 Environment:

Natural conditions in the MD areas as mentioned above, severely affect the environment. It pollutes the water resources affecting the health of the community, particularly that of women and children.

The practice of people using water from the river or canals in the MD (see Table 13), results in some 70% of rural inhabitants and 50% of urban people using unsanitary water. Water resources from river and canals are seriously contaminated due to waste people discharge into the water. The practice of fish feeding by fresh night-soil, and setting up latrines on the water seriously contaminate the water. During the rainy season in particular, people have to live with garbage and animal corpses floating in the water, which cause dangerous diseases including digestive, gynecological, eye and skin diseases. During the rainy season, houses and health stations are flooded (in 1996-in Long An- 176 roofs of houses collapsed and 67 health stations, 6 clinics and 4 other health bases were flooded). Under these conditions, caring for people's health is more difficult.

To perform their reproduction roles, women spend a lot of effort to fetch and store drinking water. Contaminated water during floods or in long dry seasons firstly affects women and children. Many men work outside the house in better conditions, leaving all domestic work for women to shoulder.

Some projects to supply safe drinking water for rural areas including drilling water wells and refining water have been implemented in Can Giuoc district, Long An province. Water wells are drilled 45-50 meters deep, but the water from only 12 out of 20 drilled water wells was usable due to alum. In some places, there are only community drinking water wells located at the center of the community. Fetching water takes a lot of energy and consumes much time and thus, some prefer to use the water from nearby canals for drinking, even though it is contaminated.

In agricultural production, the over use of chemicals in food, vegetable and fruit growing pollutes water and harms animals and humans alike.

It was noted that women do not have knowledge about environmental protection, safe drinking water and appropriate use of hygienic projects. Women also pollute the environment in cases where they do not know any better. Therefore, it is important to provide both men and women with knowledge about conservation of

water resources and the environment. It is more useful if women acquire this knowledge than men because women are the persons who educate children and make sure that other family members keep the environment clean. Development, in this way will be more sustainable and effective.

In mountainous areas, women cut trees in the forest to use as fuel wood causing erosion, floods and drought and infertile land. It is important to provide knowledge to women and involve them in forest and environment conservation.

2.3 Gender in Aquaculture:

Aquaculture is an old tradition in the MD but this tradition is facing natural and seasonal difficulties. Aquaculture in fresh water includes feeding fishes in ponds and lakes; cage fish feeding; and raising brackish shellfish and crabs.

Women workers account for 68% of the total labor force in the aquaculture sector, particularly in aquaculture processing, where women constitute 82% of workers. Employment is stable and the average income in the South in early 1996 was VND 400.000/person/month.

Aquaculture fits in to women's lives as it is performed near the house, thus creating more jobs for thousands of women. There are several aquacultural extension programs and training on technology for farmers and fishermen.

Women's access to production technologies, aquacultural techniques and processing is inadequate. Due to their limited education, their knowledge about protection, management and development of aquaculture is still insufficient. This directly affects the productivity, yields and livelihood of women and children. Therefore, similar to the above mentioned issues, women should have access to the knowledge and techniques about aquaculture and environmental protection for aquaculture.

Gender issues should be incorporated in various aquaculture activities and projects. It was noted that in water and environmental conservation and aquaculture, effectiveness would be increased if gender issues are also considered alongside technical issues. If both men and women are not involved in project activities and monitoring, the outcomes of the projects will be limited, affecting development objectives. It is very necessary to improve the knowledge on protection, culture and fishing of aquaculture for women as well as for fishermen. Better water supplies in aquaculture will result in higher productivity. Inadequate techniques in aquaculture may affect water supplies and the surrounding communities. Therefore, to develop water supply, women and fishermen need to be trained on aquaculture techniques and environmental protection. Therefore, it is crucial to incorporate gender issues in the development process.

CHAPTER III GENDER AND INSTITUTIONS
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3.1. Policies

The success of the current overall renovation in Vietnam has partly confirmed the roles of two sexes in development. Together with the lessons drawn from the experiences of the countries in the sustainable development process, gender issues have been studied in Vietnam and integrated in some sectors. However, awareness in this field is still low and the work on integrating gender issues in some policies and plans is slow and difficult. Studying the three key areas: Irrigation and Agriculture, Environment and Aquaculture showed the impact of these policies. Some problems still exist as follows:

Policy on the land rights:

The policy of land allocation to farmers gives a positive impact. They have the rights to long-term land use which assists them to calculate profits and losses, plan long-run production and invest in land fertility for to increase production and income. However, there are some emerging problems with regard to gender concerns. The head of household, of which men make up 73 %, enter into land use agreements and so women rarely controls the land. This also constrains women's access to credit from the bank.

A man can also transfer the land to another person without his wife's consent which leads to the automatic loss of land use for his wife. Land allocation by households has caused an increase of young marriages. Women get married and then go to live at their husband's house without land of her own. If she has money instead of land, she cannot keep the money and still has no land. To allot land by the labor age makes women receive less land than men because women's retirement age is 55 and men's is 60 (when women retire they can earn only half of their allotted land).

Policy of poverty alleviation:

The loan fund policy for production requires collateral. Poor women and rural women must have the land use rights papers of their families. Urban poor women do not have collateral so they cannot get loans. The Fund for Poverty Alleviation, the women's saving groups, and the Bank for the Poor (organized by the Women's Union) greatly assist poor women. Many problems have been solved but a considerable number still remain. Therefore, it is necessary to have soft loans for women especially poor women. In the Agricultural Bank, women apply for loans only account for 10% borrowers. Policy makers, normally men, thus, should be more gender sensitive.

Policy on employment recruitment:

Currently there is no discrimination regarding employment recruitment of men and women. Many work places conduct examinations for potential employees.

However, women have to assume responsibility for child birth and child care so social insurance costs for women are always 10-15% higher than for men, making employers hesitant to hire female laborers.

Policy on salary and housing: The policy is the same for men and women. However the average income of women is about 70% that of men because men have skills and receive more training than women.

In training and retraining policy, there is no discrimination between men and women. Men and women have the same opportunities to get professional training and foreign language training but the number of women attending these courses are often fewer than men due to family responsibilities. If women do not have anyone with which to share the family burden, it is very difficult for them to further their education. This is a problem of women themselves as they think that only professionals need education and that education is mostly for men. In this situation, women who are highly educated have to strive themselves to do both their job and their family responsibilities. Support from the government and their organizations is important.

3.2. Women's participation in Government Organizations

Currently, government organizations and offices make five year plans based on general information and data combining men and women. In the some specific plans, women concerns are mentioned but still in a general manner. There are no specific steps to involve women's participation in the whole plan.

3.2.1- Women's participation in the MARD:

The MARD has 22 departments and institutes and some dependencies according to the three systems: Departments of State Management, the Professional Services of State Management and the Research and Training Centers (see MARD Organization Chart).

There are only four female heads and chiefs of departments, units and institutes out of 92, accounting of 4.3%.

* *Educational level of women:*

- 52% at secondary level.
- 43% at university level.
- 3.4% at doctoral level.
- 10.9% at associate-doctoral level.
- 15.1% at Master level.

* *Women's participation in management:*

- Leaders of Institutes and Centers: 12/87 accounting for 13.8%
- Vice-directors of companies: 9.3%
- Director: 4.25%

- Vice-directors of enterprises: 12%
- Vice-directors of services: 12%

In discussions with the leaders of the VNMC and the MARD, it was agreed that women have a role to play in production if their work is suitable including design work, research, education and training, and management. Heavy work in the fields, shift work, and jobs with required a lot of travel have a negative impact on women and children's health as well as on family care. Some people did not agree that women had the capacity to manage projects.

All the opinions indicated that women have their roles and that they are good workers in the positions they occupy. Opportunities should be created to encourage women's capacity. They will then do better than men in the same work situation because they are more sensitive and hard working.

Ministries and Branches have established the Committee for the Advancement of Women and formulated action plans for the advancement of women in their Ministries and Branches, in order to improve the operational capacity of this machinery and to increase gender awareness for staff.

In 1996, the MARD organized ten training courses on gender awareness in which one course was held at the Ministerial level and nine at the provincial level. In 1997, this training program will be more developed. This Ministry has formulated a plan to develop the objectives of National Strategy for the Advancement of Women to the year 2000 for their Branch. The Plan has mapped out many specific objectives to improve women's status in their Branch and to decrease unemployment from 3.5% to 1.5% by creating jobs for women and supporting loan funds for their side-line jobs. Knowledge of female laborers will be improved so that the percentage of female workers trained increases from 20 to 50% and workers in primary schools is 45% and at secondary school is 55%.

Women's role and position at the management level has been enhanced. There has been an increase of female managers in the State area from 4.3% to 8%, in the scientific area is from 13.8% to 18%, as vice-director of services from 14.6% to 18%, and as vice-director of enterprises from 12% to 20%. The factories and units where 30% are women will have female leaders.

** Women's participation in the Department for Management of Water Resources and Hydraulic Works (of the MARD)*

+ 8 women out of 50 staff: 16%

+ Academic training:

- Associate doctor: 2- no women
- Master degree: 2 - no women
- Bachelor: 49-7 women: 15%
- Secondary: 1: 2%

+ Women's participation in leadership:

- Leaders of Department: 5 - without women
- Directors and vice- directors: 7 - 1 woman: 14%

Currently, there are three women participating in the scientific areas at the State and Ministerial levels.

+ Main constraints:

- Low salary, extra working hours, poor health
- The work of training for female staff is not adequate. Leaders do not appreciate women's role. When a man and a woman with the same academic credentials are considered for promotion, men always are chosen.
- Women's determination for work is not strong due to the work load in the home. They don't have enough time for training.

+ Plan of the Department- the objectives to improve women's role in the Department to the year 2000:

- Income generation: Mobilizing leaders of departments and units to assist women participating in projects and scientific areas.
- Knowledge improvement: assisting women to study in English
- Management training for women to raise the rate of women's leadership from 8.3% to 16%, specifically, having women Master degree graduates.
- Civilized families program: 100% of the Department's families recognized civilized and 90% of children awarded "distinction" in their schooling.

3.2.2 Women's participation in the MOSTE:

On the whole, there are 529 women staff in MOSTE branches per 1,924 cadres, accounting for 27.5%.

* *Education level of women:*

- Ph.D. Associate Doctor: 2.5 %
- B.A.: 54.4 %
- Secondary school: 15 %

* *Women's participation in management:*

The percentage of women cadres in management positions per total number at department level was for 2.2 % or 1 person. Leaders of sections accounted for 6 %. The female cadres act of the Trade Union network: 4.7 %. There are no statistics to show the education level percentage as well as that of women in leadership positions in comparison with the total number. There are also no statistics showing the average salary of women in comparison to men. In general, the salary of women is lower than that of men.

3.2.3. Women's participation in the MOF

** Women's participation in management:*

Currently, in all aquaculture branches, the number of women working in leadership positions can be listed as:

- 1 Vice Ministry: 33.3%
- 1 Deputy Director General
- 1 Deputy Director of the Aquacultural Department
- 72 Directors and Deputy Directors of Enterprises

In the office of the MOF there are 16S cadres. Among them are 36 women cadres (accounting for 22 %). Women for 5.1% of leadership positions at deputy-chief of section or higher.

There are no statistics to show the percentage of women cadres per total leaders at equivalent levels in all branches.

** Education level of women*

Concerning the education level of women in the office of the MOF:

- 2 women are Associate Doctors
- 11 women are engineers.

There are no statistics to show the percentage of educated of women leaders compared to total number.

3.3. Organizational structures:

Women's affairs are directly guided by the Vietnamese government through the mechanism of the National Committee for the Advancement of Women (NCFAW). Under the NCFAW, there are Committees for the Advancement of Women in different provinces, ministries and branches. The working strategy is to coordinate and integrate women's issues into the general plan of provinces, ministries and branches. The president of the NCFAW is also the president of Vietnam Women's Union and the Vice-presidents of NCFAW are the Vice-Ministers of Training and Education and Foreign Affairs. NCFAW's composition is shown in Annex 1. The Vietnam Women's Union is a member and has one unit to assist NCFAW's work. Each Branch has its own system to develop its plan (seen annex)

The Organizational system of one ministry is as follows:

- Minister
- Vice-ministers
- Departments, bureaus, institutes, schools within the Ministry
- Units, offices under the departments, bureau

Each ministry has a system of Trade Unions as follows:

- Trade Union of the ministry
- Trade Union of the bureau, institutes, schools
- Trade Union of the units, offices

The women's section is a member of the Branch Trade Union and belongs directly to the women's section of Trade Union Federation. Women who are members of Trade Unions are also members of the Vietnam Women's Union.

* The organizational system of Youth Union is the same

* Each Ministry has Committee for the advancement of women (CFAW)

- The Head of CFAW is Vice-minister
- Deputy-head is chief of women's section of the Branch or of the Personnel Department
- Members are leaders of bureaus, institutes, departments
- NCFW's activities are organized according to the mechanism of integration and coordination with other activities under the control of the Party.
- The most effective activity of CFAWs is integrating its indicators in the Action Plan of the ministries, bureaus and institutes

Tien giang province in 1996 has integrated some women's issues in the plan of People's Council such as literacy and drinking water programs.

Through these activities, it is necessary to coordinate and integrate activities within the Ministries and organizations.

3.4. Information and data:

Gender is new concept so gender specific data in the governmental organizations, localities and even in the Statistic Office is not prevalent. Recently, much research and studies of organizations such as the Scientific Study Center on Women and Family, the Vietnam Women's Union, and some projects supported by foreign donors have generated gender disaggregated data and information. Most of this is general data and it is not very accurate. Many localities have statistic data on malnourished children, but in the percentage of malnourished boys and girls is not stated. This information could provide adequate input for making effective plans on the program of diseases of malnourished children. In the poverty alleviation program, the number of poor households amounts to some 20% in which there is no disaggregation of the number of female headed households.

An official system of gender specific data to support planning and good decisions with a gender perspective is important.

CHAPTER IV

CONCLUSIONS AND RECOMMENDATIONS

The study Team classified major findings and conclusions in three major areas: Policy and Planning issues, Institutional and Management issues, and Human Resources Development issues. Recommendations are made to address gender in each section to the Vietnam Government and the VNMC.

4.1. Major findings and conclusions:

* Most policies and plans are silent on gender issues. This effectively limits women from active participation in water resources development. The present statistics provided by the Committee and various agencies has not been gender disaggregated in order to identify and evaluate gender roles which is the basis from which to analyze issues. Women have less access to resources such as utilization of land and capital, and especially to knowledge, compared to men.

* At the implementation stages and in management, women are left behind men are more disadvantaged than men in many areas such as education and health care. The illiteracy rate in women is higher than that of men and the drop-out rate for girls is higher than that for boys. Women's income is less than men's. Women have less time for relaxing and attending training and social activities. Women have less accessibility to community management and to making decisions on their own issues. Without indicators to monitor the impact of water resources development program on people, and without gender disaggregated of data, the distribution of benefits cannot be measured, and the victims of water resources development programs remain hidden. The lack of women among professional staff is one problem, but the lack of social and gender awareness on the part of male and female professional staff is a more immediate problem which can be addressed.

* Human Resources Development issues: Women have less access to skill training compared to men. The exclusion of women from many training programs has contributed to the widening gap between men and women, and deprives the water resources development sector of vast potential. Women could better support and promote water resources development if they were trained. The lack of time for women to attend training courses, however will be a major constraint which needs to be addressed.

The reasons:

- + Patriarchal thinking still exists among leaders, men, and women themselves.
- + Policies and plans are not specific enough to support women's development.
- + Generally, local authorities and organizations have paid attention to women. The government has policies to facilitate women's capacity, but in fact, implementation has faced a lot of constraints. Gender perspectives and involvement of both male and female participation in building sustained prosperity in the country should be considered.

4.2. Recommendations to the Vietnam Government

- Focus on education / training for upgrading knowledge by allocating more funds for education. Offer preferential policies for girls particularly those who live in remote and ethnic areas. Support literacy programs for women. Specify a ratio for women participants in training. Training needs to be provided for women regarding general and vocational schools. Identify potential candidates to attend such training courses.
- Utilize mass media for public communication and education on gender to eliminate male preference and women's inferiority and to promote self-esteem and equality between women and men.
- Develop infrastructure in the Mekong basin area including electricity, transportation, schools, clinics and environment
- Provide gender training for policy-makers.
- Incorporate gender issues into curriculums of general schools, universities, colleges and vocational schools.
- Provide accurate and sex disaggregated statistics.
- Accelerate poverty alleviation programs and provide loans to women, particularly poor women.
- Invest in traditional trade to create more development jobs.

4.3. Recommendations to the VNMC

- Study and recommendations to the Government and support the policies for the development of MD relating to soft loans for poor women in both urban and rural areas
- There should be a certain percentage of women participating in management of VNMC projects
- A system of data and information should consider gender disaggregation.
- Further cooperate with other institutions such as the Women's Union, Peasants' Association and Confederation of Trades Union.

ANNEX I

TABLE-1

Literracy Status of Population Aed 0 and Over
by Age Groups, 1992-1993

Age Group	Literacy Rate		Illiteracy Rate	
	Women	Men	Women	Men
Total	82.3	91.4	17.7	8.6
10	86.3	87.8	13.7	12.2
11-14	92.0	90.1	8.0	9.9
15-17	90.9	92.4	9.1	7.6
18-24	92.5	92.3	7.5	7.7
25-29	92.9	93.9	7.1	6.1
30-34	93.3	95.2	6.7	4.8
35-39	90.7	95.7	6.3	4.3
40-44	86.2	94.4	13.8	5.6
45-49	79.3	95.4	20.7	4.6
50-54	74.9	94.5	25.1	5.5
55-59	64.3	88.4	35.7	11.6
60-64	50.9	87.5	49.1	12.5
65	27.1	84.5	72.5	25.5

Source :
Vietnam living standards survey 1992 - 1993.
GSO - SPC 1994

ANNEX I

WOMEN AND EDUCATION

TABLE - 2

School attendance of school- age population

	1989		1990		1995	
	Female	Male	Female	Male	Female	Male
Primary	78.0	79.4	79.0	80.3	84.0	84.9
Lower secondary	58.2	67.4	58.7	67.9	60.9	70.0
Upper secondary	18.1	26.2	18.4	26.4	19.3	27.2

Source: Projections of population, school enrollment and labour force, Vietnam 1990 - 2005, SPH. Hanoi 1994.

ANNEX I

TABLE - 3

Number of women who are post graduated

Level	Women	Percentage
Proffessor	28	3.5
Associate Proffessor	209	5.86
Doctor	28	5.13
Associate Doctor	1,026	12.6

Source : Ministry of Science, Technology & Environment
1996

Percentage of Female Teachers

	1989-1990	1993-1994	1994-1995
1- Secondary school	71.18	74.57	73.80
-Primary		77.97	76.49
-Lower secondary		67.50	68.34
2-Upper secondary	46.73	49.22	49.34
3-Vocational school	22.17	22.14	22.10
4-Training College	41.15	44.67	44.81
5-University College	31.40	32.50	
- College		42.40	
- University		30.00	

Source : Statistics Year Book 1989. GSO. Educational data 1993-
1994. MOSTE

ANNEX I

WOMEN'S ROLE IN ECONOMIC DEVELOPMENT

TABLE - 4

Female labour in different sectors

Order	Sector	Percentage of women
1	Light industry	63.62%
2	Agriculture	61.7%
3	Education	70%
4	Health	60%
5	Culture and Sport	30%

TABLE - 5

Percentage of women economically active or not economically active

	1989		1992	1993
	Urban	Rural	Urban	Rural
Eco.active	60.4	74.4	70.9	32.6
Non Eco.active	39.6	25.6	29.1	17.4

Source: Vietnam Living Standards Survey 1992 - 1993; SPC-GSC, 1994

ANNEX I

TABLE - 6

DISTRIBUTION ON HEAD OF HOUSEHOLD BY
HIGHEST DIPLOMA OBTAINED, 1993

Highest diploma obtained	Women	Men
Non	53.6	29.7
Primary	17.2	27.1
Lower secondary	16.6	25.9
Upper secondary	3.0	5.3
Technical worker	2.9	5.2
Vocational	5.7	4.3
College, University and over	1.1	2.6
	100.0	100.0

Source :VLSS - 1994

ANNEX I

WOMEN'S PARTICIPATION IN STATE MANAGEMENT

TABLE - 7

Women at National Assembly

Legislature	N ⁰ of N. A Deputies	Percentage of women
1987 - 1992	496	88 (17,7%)
1992 - 1997		73 (18,48%)

Source : National Assembly Office

TABLE - 8

Women at State Management (1996)

a. Central level

Time/Position	Total	%
1. Minister	5	11.91
2. Vice - Minister	25	32.90
3. Chief of Department	46	13.03
4. Deputy - chief of Department	64	12.12
5. General - Director	25	3.97
6. Vice - General Director	138	4.01

b. Women at People Council

Year	Provincial level	District level	Commune level
1989 - 1994	11.0%	13.0%	16.5%
1994- 1997	20.4%	18.4%	14.1%

Source : Data reported by 42 provinces in 1994

ANNEX I

TABLE - 9

ACCESS AND CONTROL BY GENDER

In Thuan My commune on 20 November 1996 in dry season

Activities	Access	Control
Cultivated land	Mf	M
Reclaimed land	Mf	M
Gardening land	M	M
Fish pond	Mf	M
Management of dams and dykes	M	M
Boating	Mf	M
Irrigation techniques	Mf	M
Timing for sowing	Fm	Fm
Varieties for use	Fm	Mf
Water from river	MF	Mf
Water from canal (for irrigation)	Fm	Mf
Canal digging	Fm	Mf
Canal maintenance	Fm	Mf
Tools and mechnics	M	M
Household money	Mf	Mf
Big purchase of household utensils	Mf	Mf
Manual tools	Fm	Mf
Chenical fertilizers	Mf	Mf
Composts	Fm	Fm
Hose construction	Mf	M
Purchase of foodstuff	F	F

Bringing children to schools	Mf	Mf
Purchase of new clothes	Fm	Fm
Borrowing money from the bank	Fm	Mf
Expenditures for weeding or funerals	MF	Mf
Trades of poultry	Fm	Fm
Fetching water for farming	Fm	Mf
Fetching water for households	Fm	Mf
Protection for household water	Fm	Fm
Attending the meetings about the use of water	Mf	M
Training workshop	Mf	M

Note : M : Male

F : Female

Fm : more female than men

Mf : more male than female

MF : equally

ANNEX I

TABLE -10

YA SOUP DISTRICT-DAKAK PROVINCE

Population of the project area : 19,791

Including 1,920 women

Educational Level of women

Level	Total	Women	Percentage
1. Promary	5,700	1,140	20.0
2. Lower secondary	3,800	690	18.0
3. Upper secondary	650	195	30.0
4. University & Vocational school	122	31	25.0

Source : Ya soup Dictrict 1995

ANNEX I

TABLE -11

TIEN GIANG PROVINCE

* Illiteracy people

31,000 age of 15 -35 including 28,000 women (84 %)

* Women management

- Women at people council (1994 - 1997)

Provincial level	18 %
District level	23 %
Commune level	17 %

- Director and Deputy Director of Department : 6.5 %

-Director and Deputy Director of Enterpriese : 16 %

* Percentage of poor households 20 % including 17 -18 % of female head of households.

* Percentage of Female Diseases

1995:	60 %
1996:	15 %

Source : WU of Tien Giang Province.

ANNEX I

TABLES - 12

EDUCATION OF LABOUR FORCE IN MEKONG DELTA
in 1992 (unit = 1,000 persons)

	Employment		Unemployment	
	Total	%	Total	%
Total	6,995.6	100	399.8	100
No education	4,953.2	70.8	259.1	64.8
Primary education	1,496.1	21.4	105.6	26.4
Secondary school	224.3	3.2	10.7	2.7
Vocational school	126.7	1.8	0.3	0.08
University & College	33.5	0.5	0.06	0.02
Teachers' college	78.5	1.1	5.6	1.4
Others	81.3	1.2	18.4	4.6

Source : Year Book, National and provincial statistics

ANNEX I

TABLE -13

SOURCE OF COOKING AND DRINKING WATER
OF HOUSEHOLDS BY REGION, 1993

Source of water	Total	Mekong Delta
1.Private tap	7.9	4.4
2. Public standpipe	2.8	0.8
3. Well with pump	4.4	12.4
4. Hand dug well	52.2	8.4
5. River lake	19.3	55.5
6. Kain water	11.1	18.5
7. Others	1.8	0
	100.0	100.0

Source : VLSS - 1994

ANNEX I

WOMEN AND HEALTH

1. Material and healthcare (4/1992 - 6/1994)

	Times	1994	
		N ⁰ of women	Percentage of total women
1. Number of medical check up for women	18.868.317	5.479.029	15.4% of total women
2. Number of pregnant women in immunized			
3. Number of medically examined free of charge	4.144.948	1.188.876	
4. Number of medical check up for children.	10.425.719	6.551.959	68.6% of children aged 0-6
5. Number of medical check up for children free of charge	2.280.815	1.283.551	19,6 children examined
6. Number of malnourished children medically checked up free of charge	1.369.225	381.270	7% malnourished children
7. Number of children aged 0 -6 immunized	1 1.798.097	8.597.202	90.0% children aged 0-6
8. Total money spent on medical check up for children free of charge	572.031	6.618	25.2% women aged 15-49
9. Number of women use contraceptive methods		2061.810	

Source: Data of Vietnam Women's Union

2. Infant Mortality Rate (under 1 year old) and child rate (1-4)

	Under 1 year old		1 - 4 years old	
	84-93	1988	84-93	1988
Girls	39.1	45.5	17.6	6.5
Boys	50.5	46.3	17.1	5.3
Total children*		45.9		5.9

* Mortality rate of the whole population estimated based on mortality rate of each sex with ratio at birth of 106 boys per 100 girls.

Source: PC 1989: Detailed analysis of sample results GSO 1991. ICDS 1994 : Major findings; GSO 1995.

Annex 5

Study on the Role of Women in Water Resources Development in the Lower Mekong Basin

LIST OF THE COUNTRY TEAMS FOR REPORTS

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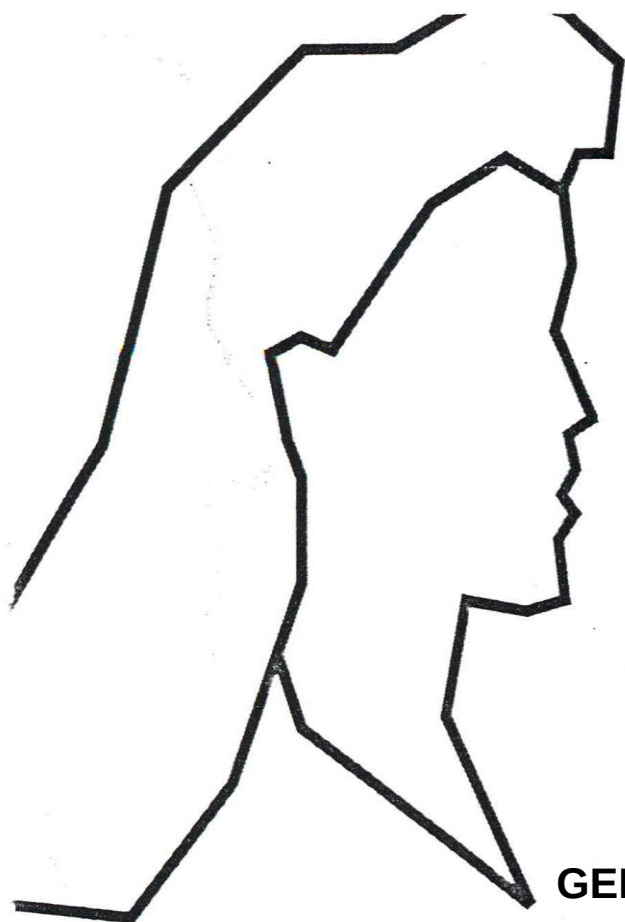
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Program Officer
Viet Nam National Mekong Committee

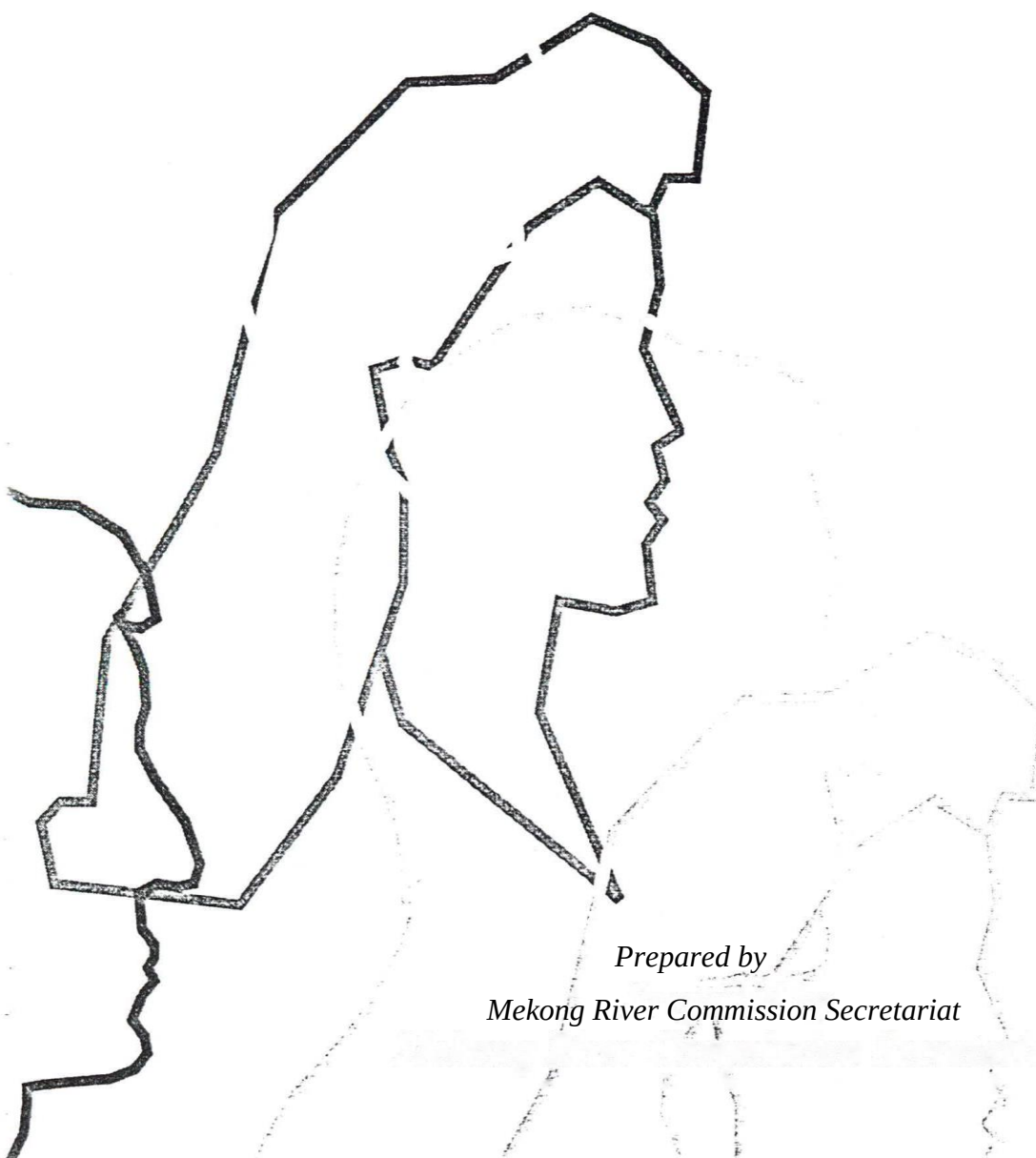


Annex 6

BASIN-WIDE SEMINAR PROCEEDINGS



GENDER ISSUES IN WATER RESOURCES DEVELOPMENT IN THE LOWER MEKONG BASIN



Prepared by
Mekong River Commission Secretariat

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BACKGROUND

The Basinwide Seminar on Gender Issues in Water Resources Development in the Lower Mekong Basin marked the end of the first phase of the New Zealand funded Mekong River Commission project, *Study on the Role of Women in Water Resources Development in the Lower Mekong Basin*. The two year project aims to develop and begins to implement strategies to ensure that the needs and interests of women and men are addressed in water resources development programs and projects at all levels from decision-maker to beneficiary in the basin.

At the outset of the project, country papers were prepared by study teams in the four riparian countries, Cambodia, Lao PDR, Thailand and Vietnam. Each study team consisted of officials from the National Mekong Committees and from water resources line agencies. Riparian expertise in gender research and analysis was strengthened through this process with the guidance of a gender specialist, Ms Alexandra Stephens. National seminars were held after the completion of the studies to gather input on the report from middle to high level officials from the relevant government agencies.

The Basinwide Seminar on Gender Issues in Water Resources Development in the Lower Mekong Basin was held in Nongkhai, Thailand, from 1-4 December 1997. The seminar was attended by 30 female and 10 male middle to senior level officials from water resources line agencies and national planning agencies of the four countries.

The primary aims of the seminar were as follows:

- To increase awareness among riparian officials on gender issues in water resources development in the lower Mekong basin through presentations and discussion of the findings and recommendations by each country study team;
- To introduce the concept of gender mainstreaming in organizations and the strategies employed in this regard in selected development institutions in the Southeast Asian region;
- To identify priority areas and issues with respect to gender mainstreaming in the water resources sector in the riparian countries and to recommend further action in this regard;
- To discuss the draft strategies and guidelines for gender mainstreaming in water resources development in the lower Mekong basin, prepared by the project consultant.

The seminar drew on the expertise of resource persons including Ms Alexandra Stephens, the consultant to this project; Dr Govind Kelkar of the Asian

Institute of Technology, Dr Pawadee Tonguthai, Coordinator of the UNDP Gender Mainstreaming Facility and Ms Rosario del Rosario of the University of the Philippines.

Methodologies adopted at the seminar included presentations, facilitated discussion which enabled lively exchanges and small group discussions by country including a field visit to a rural project site of a MRC project, successful in integrating gender analysis in the project cycle.

Opening Statements...

OPENING PLENARY FOR BASINWIDE SEMINAR

Statements

His Excellency Dr. Adrian Macey *Ambassador of New Zealand, Thailand*

New Zealand Ambassador to Thailand Dr Adrian Macey in his opening address expressed his sincere regrets that he could not address the participants of the basinwide seminar in person. His speech stressed the importance New Zealand attaches to the development of the Mekong region and of the role of women in that process.

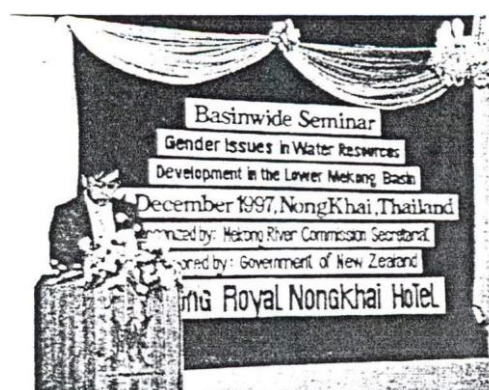
The Ambassador's speech noted that "New Zealand recognizes that successful and sustainable development needs the full participation of all members of society." Toward this end, the Government of New Zealand adopted a policy on Women in Development in September 1992 to ensure that women participate fully in and benefit from New Zealand's Overseas Development Assistance Program.

Dr. Macey's address stated that the Gender Issues in Water Resources Development project seeks to improve the participation of women in the planning and implementation of water resources development in the lower Mekong basin. Furthermore, the project has formed important networks and communication channels between the Mekong River Commission Secretariat, the National Mekong Committees, line agencies and women's groups.

The Ambassador of New Zealand's speech concluded that the project could be "a good model for enhancing the required participatory process in the Mekong River Commission in general."

Mr Yasunobu Matoba *Chief Executive Officer,* *Mekong River Commission Secretariat*

Mr Yasunobu Matoba, Chief Executive Officer of the Mekong River Commission Secretariat (MRCS), emphasized in his welcoming speech the necessity to formulate strategies and measures to ensure the integration of gender analysis in the development process of the Mekong basin.



Mr Matoba stated that "there is a growing awareness that effective natural resources planning and management approaches need to take gender considerations into account. As a result, there is a growing need for information on approaches,

mechanisms and strategies to adequately recognize and address gender related issues in the context of water resources.”

Policy makers and planners, Mr Matoba remarked, should take into consideration the actual and potential role of men and particularly women, who have been less visible, in all mandated sectors. The impact of policies, plans and programs on both women and men should be analyzed and assessed.

Ms Maytinee Bhongsvej
Chief, Human Resources Development Unit
Mekong River Commission Secretariat

Chief of the Human Resources Development (HRD) Unit of the Mekong River Commission Secretariat, Ms Maytinee Bhongsvej, introduced participants to the HRD Program of which the Study on the Role of Women in Water Resources Development forms one component.

The HRD Program of the MRC aims to improve the quality, efficiency and performance of the water resources programs carried out under its mandate. The program’s three major components include institutional strengthening through the establishment of an HRD system; capacity building at the policy and technical levels; and institutionalizing gender concerns.

The project Study on the Role of Women in Water Resources Development in the Lower Mekong Basin falls under the third component of the HRD program. Sustainable and effective development in the water resources sector require the participation of women and men throughout the program/project cycle. The needs and interests of both female and male beneficiaries must be taken under consideration in the planning process.

In order to build the capability to assess the stated needs and interests, country study teams of line agency officials were formed and trained in gender analysis. Research was then conducted on gender issues in water resources development at the field and ministerial levels by these teams. The results of the studies are to be presented at this basinwide seminar. Draft strategies and corresponding guidelines to mainstream gender in water resources development, produced by the project consultant will also be shared for comments at this seminar.



Country Report Presentations ...

Vietnam
Thailand
Lao PDR
Cambodia

VIETNAM COUNTRY REPORT

Chair: Prof Rosario S. del Rosario

*Study on the Role of Women
in Water Resources Development
in the Lower Mekong Basin: Vietnam*

Ms Nguyen Thi Phuc
Director, Women's Motivation Faculty
Women's Training School No 1
Vietnam Women's Union, Hanoi



The major findings and conclusions of the Vietnamese Country report were presented by Ms Nguyen Thi Phuc, Director of the Women's Motivation Faculty of the Women's Training School No 1 as follows:

Conclusions

Line agencies

- Policies and plans are silent on gender issues
- Statistics are not sex disaggregated
- Decision-making lacks participation of both men and women
- Decision-making lacks gender perspectives
- Female professional staff are few in number
- Professional staff lack social and gender awareness
- Gender indicators are not used in project monitoring and evaluation

Status of Women

- Women lack access to basic needs.
 - * Women are more disadvantaged than men in many areas including education, health care, literacy, income, knowledge, decision making at home and in the community and access to resources such as utilization of land and capital.
- Women's lack free time.
 - * The burden shouldered by women because of their household responsibilities limits relaxation time and availability to attend training courses.
- Women lack access to skills training.
 - * Women are often excluded from training programs in the water resources sector although they work productively in this sector.

The study team's recommendations to the line agencies and the Vietnam National Mekong Committee (VNMC) are as below:

Recommendations

Line agencies--Gender Considerations

- Disaggregate statistics by sex
- Provide gender training for policy-makers
- Establish quotas for female participants in training courses
- Incorporate gender issues into school and higher education curriculums
- Utilize mass media for public communication and education on gender to eliminate male preference and women's inferiority and to promote self-esteem and equality between women and men

Line agencies—Meeting Women's Needs

- Upgrade knowledge by allocating more funds for education and training especially for girls particularly those who live in remote and ethnic areas
- Support literacy programs for women
- Accelerate poverty alleviation programs and provide loans to women in both rural and urban areas in the Mekong basin, particularly poor women
- Develop infrastructure in the Mekong basin area including electricity, transportation, schools, clinics and environment
- Invest in traditional trade to create more development jobs

Vietnam National Mekong Committee (VNMC)

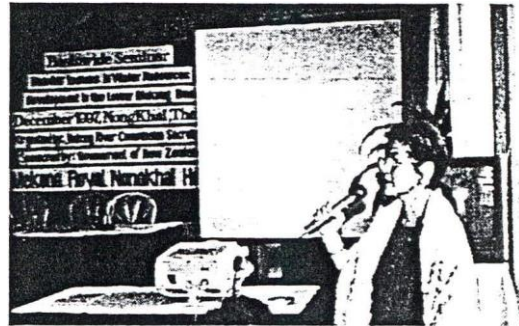
- Develop a system whereby all data and information is disaggregated by sex
- Increase the participation of women managers of VNMC projects
- Continue to cooperate with other institutions such as the Women's Union, Peasants' Association and Confederation of Trades Unions

THAILAND COUNTRY REPORT

Chair: Dr Govind Kelkar

Study on the Role of Women in Water Resources Development in the Lower Mekong Basin: Thailand

Dr Napat Sirisambhand
Head, Women Studies Program
Chulalongkorn University, Bangkok



Dr Napat Sirisambhand, leader of the Thai Study Team and Head of the Women Studies Program at Chulalongkorn University presented the following:

Conclusions

Gender Roles

- Women play key roles in the use and management of water resources
 - * Women's lives and activities for family survival have revolved around the use of water resources, thus, women have learned from experience and accumulated knowledge about the various uses of resources as well as their added value over generations
- Both women and men have direct access to the use of water resources.
 - * Although women may not fish at night, dive in deep water, or use some of fishing tools, they still have access and control over the produce and the catch as well as over the tools and equipment.
- Women hold the family "purse strings" and they have access to and control over money derived from the sale of water and related resources.
- Maintenance and rehabilitation of water resources is a key concern of women.
 - * Women should be included in the government's target group for dissemination of appropriate knowledge and guidance.
- Female roles as home keeper and family welfare provider are commonly shared by all women in both rural communities and the government sector.
 - * These roles are found to be key factors restraining women's access to opportunities, such as in seeking alternative employment in the case of rural families and in taking up challenging jobs which may lead to advancement opportunities in the government services.
- Gender roles are perceived and used by women and men as a norm to determine women's place. Women who are "ready" to take up challenges find it difficult to advance in the "public sphere" or to high ranking positions in their careers.
- The depletion and degradation of water resources have exerted a greater impact on women's lives than men's. Women have found it more difficult to strategize for their every day survival when food and other resources have become scarce. The impact is seriously felt in situations where there are limited employment options or alternatives particularly among women who cannot leave their homes due to mothering and household responsibilities.

Ms Napat's presented the following recommendations for the line agencies and the Thai National Mekong Committee:

Line Agencies

- A review of Fisheries Act (1947) should be done.
 - * A thorough study should be done to amend the 50 year old act in line with the current socio-economic and environmental situation.
- People's participation in protection and conservation of water resources should be adopted.
 - * Progressive measures should be adopted rather than using law enforcement which creates conflict and confrontation.
- Effective extension programs should be promoted
 - * Programs should be based on the understanding of the people's way of life, their needs and their problems. Awareness on sustainable use of water resources should be incorporated into the people's everyday lives and their livelihood.
- Technology should be modified and made appropriate to the people's potential and their socio-economic condition
 - * Women as key stakeholders in water resources sectors (including aquaculture and sustainable land use) should form an important target group in receiving such technologies.
- Women should receive more on site training and close supervision by extension workers in water resources management such as aqua-culture, plant nursery and soil conservation practices.
 - * Women's strengths in nurturing and care should be tapped and opportunities should be provided to women so that they have access to new knowledge.
- Women's skills in processing and marketing of water resources should be officially recognized.
 - * Programs for income generation based on the promotion of such skills should be encouraged, particularly during the period of the "fishing ban". One practical project could be the setting up of revolving funds for fisherwomen in fishing communities.
- Women officials should form internal women's clubs or interest groups in the government sector.
 - * These clubs could form fora for occasional discussions to promote gender awareness in the work place as well as to support one another on gender related issues. The networking of these groups should also be encouraged.
- Capable women officials should be supported and given the opportunities to be involved in the planning and decision making for development projects. This could be done by appointing them as chairperson or members on relevant committees or sub-committees.

Thai National Mekong Committee

- The Thai National Mekong Committee should perform a leading role in integrating gender aspects into MRC development projects. An office or a unit should be designated to manage the initiative.
- The Thai National Mekong Committee should collaborate and coordinate with government agencies involved in environmental/natural resource development as well as promoting gender awareness and sensitivity in project planning and implementation.
- Findings from gender studies and analysis should form part of the action plans to be implemented for the betterment of the target population especially women. This would help to promote understanding and finally the participation of the

LAO COUNTRY REPORT

Chair: Dr Pawadee Tonguthai

Study on the Role of Women in Water Resources Development in the Lower Mekong Basin: Lao PDR

Ms Sirivanh Khonthapane
Chief of Division,
Resources Development Department
Committee for Planning, Vientiane

Ms Bouachanh Syhanath
Project Manager
Lao Women's Union

Ms Sirivanh Khounthikoummanh
Wetland Management Project



The members of the Lao Country Study Team began their presentation with two caveats. First, limited data and information was available on women's lives and Lao rural women of various ethnic groups. As the study did not take place in remote areas, only small samples were obtainable. Second, only seven representatives in the Ministry of Agriculture and Forestry and Committee for Planning and Cooperation were interviewed. Nonetheless, the following conclusions on major gender issues were as follows:

Conclusions

Line Agencies

- No clear policy on gender issues exists in the Department of Agriculture (DOA)
- Gender issues in the agricultural, forestry and fishery sectors as well as in water and related sectors are important for policy makers, programmers, planners at the national level and should be incorporated in socio-development strategy and planning and in all development projects.
- A women's union within the DOA works to promote the role of women, but their impact on decision-making is unknown.
- Gender awareness among the staff is virtually non-existent.
- Traditional attitudes and behavior exist in the public sector where men still look down on women and underestimate their ability to work at the grassroots level, attributing to them a lack self confidence and family difficulties.
- Heads of household and village heads are still believed to be male positions by extension workers thereby limiting women's participation in development activities.

Under-representation of women in decision making positions

- Under-representation of women in higher ranks limits their opportunity to make decisions in the political, economical and social spheres.
- There are no women in official decision-making positions within each department examined, and little participation by women in the design and monitoring of projects within the Ministry of Agriculture and Forestry. This is because they have had less training than their male counterparts, and because men still carry with them traditional beliefs that women are not capable.
- More women are employed as clerks, receptionist and operators than as decision-makers.

Time use of women

- Women spend 14 hours carrying out productive and reproductive tasks while men spend 13 hours a day. Women's work is more time consuming, neat and precise than men's work.
- Women spend 43 % of their time performing paid work and 41% doing unpaid work. Men spend 45 % of their time on paid work and 24% on unpaid work.
- The surveys indicated that women do not have time for social participation including discussion with friends, meeting the head of the village, watching television and so on, while men spend 16% of their day participating in social activities.

Financial ability

- Women are generally good at financial management and accounting because of their social and income experience in managing household finances.
- Many studies indicate that most women are responsible for family safety nets. They keep the family's money and the income they generate is used for future investments such as irrigation and water fees as well as children's education.

Education and training

- Illiteracy is an obstacle for women to get access to credit, training and extension services.
- Male extension workers always reach male farmers
- Meeting and training course times and locations are not suitable for women to attend. Due to male- centered technical training and extension services, women are rarely invited to attend.

Credit opportunity

- The complicated loan procedure, the location of the bank, and low levels of education among women limit their opportunity to access credit from banks. Men always sign credit forms on behalf of the family as head of household.
- The micro-credit or revolving funds that do not require collateral are suitable for helping women farmers in the rural areas.

The team presented the following recommendations to the line agencies and the Lao National Mekong Committee (LNMC):

Recommendations*Line Agencies—Policy and Planning*

- Integration of women's issues into strategies and plans and programs of concerned sectors is needed as well as the allocation of appropriate funds for women's development. SEDA for example, has allocated 25% of a project's funds for this purpose. Out of 1,907 projects in the PIP in 1996-1997, only 17 are for women.
- A clear policy on women's issues and training is required. This should start from the existing Lao Women's Union, and then spread to all staff.
- Ministries, Committees and Provincial authorities should coordinate their tasks regarding water and related resources development for the advancement of women.
- Ministries and Committees concerned should establish one unit within their Ministry or Committee to be responsible for women's concerns.

Line Agencies—Personnel

- An increased effort should be made to include women at the policy and decision making levels, by ensuring that work is assigned, and promotions are made, according to their skills.
- Gender-awareness training is needed for men and women at all levels. All male directors and deputy directors should attend gender workshops. Organizing training workshops for women staff alone should be avoided.
- At least one woman staff should be recruited in each personnel department at different levels.
- There is a need to increase the number of women within extension units to increase the participation of women at the village level. Also, more female field workers should be recruited to increase the participation of rural women.
- Extension workers and volunteers should be formed in various sub-sectors such as Irrigation, Livestock, Forestry, Plantation and Soil and Water Resources Management. Extension workers should be gender-sensitive.
- Women statisticians, women planners, women programmers and women researchers must be developed and promoted in different ministries.
- There should be a forum for cooperation or a cooperation network established among women in different government agencies where their common problems and issues can be discussed.

Line Agencies—Education and Training

- A study should be undertaken into methods of encouraging women to study agriculture and forestry at advanced levels.
- A training development plan should focus on training women in family economics.
- Development of credit, loans or a revolving fund system including training on application procedures and management of credit, loans and revolving funds for water resources management should be considered when designing projects.
- Training on gender issues is required to help women improve their confidence and increase awareness in their abilities and rights.
- To increase the participation of women in training courses, several approaches need to be adopted such as training in English language and technical skills including computing. Scholarships are also needed as well as child care. Women should be sent to courses in groups of two or more.

Line Agencies—Improving Women's Life

- Agricultural food and goods processing should be promoted in order to generate income and increase the health status of women farmers and children.
- Appropriate technology should be introduced to reduce the burden of women.
- Water resources development should be linked to integrated rural development because many cases studies revealed that money saved up during the year from selling handicrafts or from rice bank interests was paid for water fees or investment in irrigation canals.

Lao National Mekong Committee (LNMC)

- The LNMC should include the concept of gender in its development policies and projects.
- Gender analysis should be carried out for each LNMC project in different locations and for each ethnic background.
- Conference and seminars on gender and water resources management in the MRC's member countries should be organized to share experiences.
- In Project Identification Notes submitted to the MRCS by the LNMC, the percentage of funds allocated for women's activities should be defined. For example in SEDA projects, 25% of the total cost of the project is allocated for women's development.
- In the LNMC projects, women should be targeted as beneficiaries and they should be emphasized separately with a minimum participation rate for women in projects and in decision making positions defined.
- At least one female technical staff should be recruited to work in the LNMC.
- The LNMC should encourage at least one women to attend each training course or seminar regarding water and related resources development.

CAMBODIA COUNTRY REPORT*Chair: Ms Maytinee Bhongsvej**Study on the Role of Women in Water Resources Development in the Lower Mekong Basin: Cambodia*

Ms Ek Virak
Deputy Director General
Ministry of Women's Affairs

Deputy Director of the Ministry of Women's Affairs in Cambodia, Ms Ek Virak, presented the following conclusions from the Cambodia country study:

Conclusions*Status of Women*

- Cambodian women held a prominent place in society prior to the Ankhor era, in the era of the great Kingdom of Phnom. In recent times, however, Khmer women have lost this status and they have been the most victimized as a result of the political and economic turmoil in the country.
- Barriers to women's participation in development activities include a high rate of illiteracy among women, poverty, lack of motivation, and shortage of tools.
- Women have access to loans from credit programs, but credit is limited and poor women often lack the required collateral. Furthermore, men for the most part, assume the responsibility of managing resources.

Gender Roles

- More than 85% of the Cambodian population lives in the rural areas of which some 65%-70% are women. They are active in water resources development activities, and spend more time working each day than men. Although men's work in the fields is more physically demanding than that of women, men have more free time than women, thus, enabling the former to participate in community activities. Household chores are performed primarily by women.
- Management in the family and in society is assumed predominantly by men. In cases when women are encouraged to take up leadership positions, the women often lack self-confidence and do not recognize their own abilities. Women have played a minor role in politics at all levels to date.

Line Agencies

- At the institutional level, the study of the three water resources departments of the Ministry of Agriculture, Forestry and Fisheries showed that few women occupy high ranking positions, with only one woman assumes the position of department deputy. Women, thus, are left out of the planning and decision-making processes of development programs and projects. The situation in the Cambodia National Mekong Committee (CNMC) is similar, with a total absence of female professional staff.
- Despite the efforts by the Royal Government to establish laws to protect the rights of Cambodian women, these attempts have not yet taken effect in reality.

The following recommendations were made by the Cambodian Study Team to the line agencies and the Cambodia National Mekong Committee:

Recommendations

Lines Agencies—Training

- Conduct additional gender training for all levels of staff working in the water resources development sector especially fisheries, forestry and agriculture.
- Design programs to strengthen the capability and skills of staff to enable them to carry out, research and manage development projects in the agricultural sector so as to reach women farmers.
- Create programs to strengthen women's groups or train women in rural areas especially related to proper use and water resources development and management.

Line Agencies—Involvement of Women

- Ensure that development programs in water resources development simultaneously address the issue of women's illiteracy to ensure the success of the programs.
- Establish guidelines to ensure that women living in the rural areas participate in development planning dialogue, so that they can identify and express their needs and constraints.
- Develop programs to give recognition to the work of women farmers in agricultural development such as awards programs.

Line Agencies—Meeting Women's Needs

- Create credit programs for women farmers in rural areas engaged in water resources management activities.
- Improve communication infrastructure in rural areas.
- Provide training (including birth spacing), facilities and services on medical care for new mothers.

Cambodian National Mekong Committee (CNMC)

- Promote the mandate, duties and function of the CNMC and the MRC to relevant agencies, in particular the mandate to institutionalize gender into all plans and programs.

SUMMARY

The common cross-sectoral findings of the four riparian country studies can be summarized as follows:

- Women participate actively in water resources development activities in rural areas, working longer hours than men, in lighter yet equally physically taxing work. Women's work is fragmented and often confined to the environs of the household due to their primary responsibility for household work and child rearing.
- Women have equal access to decision making at the family level and they are often the family's financial manager. At the community and state levels, however, women's access to resources is lessened by regulations which put control over resources in the hands of the head of household, who are predominantly men. Moreover, women are in most cases absent from community decision-making bodies and thus, have been left out of the planning and management of development processes. This is due to traditional notions of

male leadership, lack of self-confidence in women, and the hosting of meetings at times and venues which are inappropriate for women.

- At an institutional level, water resources sector agencies in the riparian countries have been generally gender blind. This has been reflected in the lack of gender policies in line agencies including accountability on gender issues; underrepresentation of women in high ranking positions and in technical and professional positions; unequal training and promotional opportunities for female staff; and a lack of gender awareness among staff at all levels. Generally, women's ministries or national agencies have not targeted women as water resources development workers or beneficiaries in their work.
- Existing sex disaggregated data and statistics in the area of gender issues in water resources development in this region are scarce due to the limited research carried out in this area especially among poor and marginalized groups and due to the lack of trained personnel in this field.

MRC and Gender...

*Gender and the MRCS
Women and Fisheries Network
SIRAP*

GENDER AND THE MRCS***Ms Sheila Sukonta Thomson***

An overview of gender at the MRC Secretariat was presented by Ms Sheila Thomson of the HRD Unit. In brief, the MRCS has no gender policy, very few female professionals and a history of male leadership at all levels. Only a few projects have incorporated gender issues such as the Sustainable Irrigation and Agriculture Project (SIRAP), projects in fishery sector and the present Study.

Several facilitating factors exist, nonetheless, at the MRCS for future work in this field including openness and acceptance on the part of the management and other professional staff; an increasing number of social scientists with relevant experience in the organisation; and future programs with gender mainstreaming potential including the Basin Development Plan and the Public Participation project.

WOMEN AND FISHERIES NETWORKS IN THE LOWER MEKONG BASIN***Dr Kathleen Matics******Interim Regional Coordinator******Mekong Regional Network for Women in Fisheries***

“Women in Fisheries” is an integral part of each of the National Studies on Water Resources Development. For this reason Dr Kathleen Matics, Interim Regional Coordinator of the Mekong Regional Network for Women in Fisheries, presented a paper on “Women and Fisheries Networks in the Lower Mekong Basin”. The paper identifies a wide spectrum of problems facing women in fisheries in the region. In recognition of these problems some of the initiatives of the Partnership for Development in Kampuchea (PADEK) were recalled.

As a direct follow-up in April 1997, the WES Aquaculture Project in Can Tho, Viet Nam and the MRC Fisheries Program jointly organized a Round Table Discussion on Women in Fisheries in the Mekong Basin. The meeting facilitated the establishment of National Networks. The participants also focused on topics to be presented at the forthcoming Symposium on Women in Asian Fisheries to be held at the Asian Fisheries Society Forum in November 1998 in Chiang Mai.

Follow-up activities to the Can Tho discussion included meetings on Women in Fisheries in Thailand (1 and 31 August 1997) and the establishment of the Cambodian Network (7 October 1997). Dr Matics mentioned efforts to set up similar National Networks in Viet Nam and the Lao PDR. She explained that the four National Networks will be integral components of the Regional Network.

The Basinwide Seminar on the Study on Gender Issues in Water Resources Development in the Lower Mekong Basin offered yet another opportunity for networking and exchanging information on Women in Fisheries among the four riparian countries.

SIRAP AND GENDER***Mr Somchet Swangnetr******Director of Region 2, Department of Energy Development and Promotion******Ms Napat Sirisambhand******Former Gender Consultant, SIRAP***

The Sustainable Irrigation and Agriculture Project's (SIRAP) main goals were to strengthen the existing government agencies and community organizations and to enhance their capacity to carry out participatory planning. The target group of the SIRAP consisted of government officers in relevant agencies, extension officers and members of village organizations such as water users groups, women's groups, farmers groups and village committees.

In the target area, a shortage of labor existed and migration rates for men were high. As a result, women's labor force participation rate in economic production was high particularly in agriculture. With women's work in the household remaining constant, the work burden on women stood as an obstacle to their access to leadership positions.

Gender analysis and the identification of women's needs were emphasized in each step of the group process model which included group identification and formation, production plan, production support plan, production and marketing and group assessment.

In 1995, it was found that one third of the participants in the general project activities were women. Only in the women's group activities did women form the majority of participants (100 %).

The water user groups consisted of production groups of both women and men and women's groups. Constraints for women included bureaucracy and officials attitudes; social and cultural factors; and women's lack of confidence in leadership including lack of exposure, information, support and opportunities

SIRAP's group process model minimized these constraints to a certain extent through improvements in women's income, quality of life, acceptance, recognition, awareness and confidence. The project had the following findings:

- Economic contribution of women was high
- Quality of life improved from increased income from diversified cropping
- Economic status and role improved
- Traditional gender roles remained
- Triple burden obstructed full participation at the community level
- Social and cultural norms and values were negative with regards to the advancement of women
- Group process and gender analysis created awareness and some confidence

FIELD VISIT



Participants were provided with an opportunity to visit an integrated farm, the site of a SER.AP project, in a village some 80 km from the provincial town of Nongkhai. There they were met and briefed by high ranking local government officials as well as three water user group leaders, one of which was a woman. Participants learned that the project has been successful in enhancing women's participation and involvement in the water user's groups both in terms of membership and leadership.



Gender Mainstreaming in Institutions...

*The Government of the Philippines
United Nations Development Programme-Bangkok
Asian Institution of Technology*

GENDER MAINSTREAMING IN NATIONAL AND INTERNATIONAL ORGANIZATIONS

Chair: Ms Alexandra Stephens



Ms Rosario S. del Rosario
University of the Philippines

Ms Rosario S. del Rosario presented the lessons learned by the Government of the Philippines in gender mainstreaming. These experiences are also documented in greater length in the book, *Gender and Development Making the Bureaucracy Gender Responsive*. She described five components for gender mainstreaming as follows:

Component	Possible Barriers
1. Make laws, policies and statistics more gender sensitive	• Top leadership either blind, uncaring or outright discriminatory • Advocates not organized and not ready to lobby consistently • Climate for change not favorable
2. Gender sensitize top leadership, rank and file, women and men	• Top leadership usually arrogant and busy • Gender sensitivity seminars are geared to women not men yet most top leadership is male
3. Give women preferential Treatment	• Many will disagree • Women may not be ready to take advantage due to timidity, lack of preparation psychologically, lack of skills and materials
4. Orient male family members to be gender sensitive and to participate in reproductive work	• Cultural/traditional hindrances • Poverty and family • No modeling to follow • Women not gender sensitive, not assertive

5. Conduct more gender sensitive research	• Lack of funds • Limited skills to conduct gender sensitive research • Methodologies used are not women friendly (not negotiated, not ethical, not qualitative and not useful to women)
---	--

Ms Rosario left the participants with the following suggestions:

- Be an advocate and a model
- Transform anti-people practices in your agency, family and community by asserting your rights as workers and citizens and practicing a bottom to top participatory approach
- Be specific always to gender, race, class, ethnicity, nationality, religion and so on
- Network, consult and communicate especially from top to bottom
- Carry out continuing research and training

Dr Pawadee Tonguthai
United Nations Development Program

Dr Pawadee Tonguthai began her presentation by defining gender mainstreaming as a process of assessing the implications for women and men of any planned action (policy, program, legislation) in any area and at all levels. The Gender Mainstreaming Facility at UNDP is used in program formulation to mainstream gender into all country programs and to specifically target women's concerns.

Dr Pawadee presented three Conditions for Effective Gender Mainstreaming as commitment, capacity and compliance.

Commitment

- build commitment of political and senior management
- develop gender equality policies, action plans and strategies and allocate budget (developed with participation within the organization to ensure understanding and ownership)
- build partnership with civil society, women’s organizations and so on

Capacity

- support policy and action plans by building capacity for all staff members (by training, mentoring) to give staff necessary skills and information
- strengthen gender focal points
- build networks within/outside organizations to identify and share best practices

Compliance

- develop tools and indicators to assess their results and progress
- monitor regularly
- report to the highest level
- establish accountability to ensure implementation of gender equality policies

The United Nations Development Assistance Framework on gender forms the basis for programs of all agencies. Its major components are listed below:

- Data base on gender issues
- Identification of gender issues for the country
- Conventions
- Identification of additional issues in the country
- Draft Gender Common Country Assessment
- Getting Consensus on Gender CCA among government officers and NGOs
- Identification of cause of issues
- Formulation and determination of appropriate strategies

Dr Govind Kelkar

Asian Institute of Technology

Dr Govind Kelkar's presentation focused on mainstreaming gender in technology fields with specific reference to her experiences at the Asian Institute of Technology (AIT). She began by highlighting two major findings in this field: gender inequity in education and careers exists; and technological changes have benefited men's lives more than women's lives.

AIT has looked at strategies to bridge the gender gap in technology and to promote gender equity through technology training. The understanding at AIT is as follows:

- Culture and technology are interrelated. There is serious and urgent need to address gender relations in technology fields.
- Agenda 21 talks about structural linkages between gender relations, environment and development.
- Gender knowledge in technology makes a difference, not for welfare reasons but for economic production including an increase in the pool of talents in the management of technology; an increase in women's productive capabilities; and an increase in the tendency of investment of time and savings in productive resources.

The Gender and Development Project at AIT became a program in 1997 after six years of struggle.

Lessons Learned

- Mainstreaming means an essential partnership between academic and industry in incorporation of gender issues, so that women can enter technology fields and address the issue of women's subordination in socio-cultural and technological settings.
- Both **vertical and horizontal mainstreaming approaches** are important. The two pronged approach- separatist versus integrationist is needed with the central concern as women's advancement.
- Commitment for **gender equity at the top management** is essential as well as support and push from progressive donors. Mainstreaming gender is not to be seen as an exclusive responsibility of gender focal points or gender units.
- Mainstreaming should be **managed by committed, gender experts** who have both knowledge and emotion in the issue/area. Mainstreaming at a premature stage can result into 'women being mainstreamed into oblivion'.
- Projects have **focal point** potential. Turn yourself into a focal point.
- Building **gender competence for the institution and industry** (WRD) is important along with support from private sector (example of private industry- Ford, Toyota Foundation)
- Mainstreaming **financial autonomy** through continuous efforts at raising funds and administering them- a projection 'those are funds for such activity'.
- Networking within the institute/organization, a support structure at any level helps to make a dent- example of **gender advisory group** of AIT.
- Never give up. Never feel demoralized. In today's climate, they are at the losing end, not us.

Gender Mainstreaming in Riparian Countries...

Guidelines
SWOT Analysis
Action Plans
Seminar Outputs

GUIDELINES:**MAINSTREAMING GENDER IN WATER RESOURCES DEVELOPMENT***Ms Alexandra Stephens*

The presentation by the project consultant, Ms Alexandra Stephens, began with a clarification of terminology and tools used in gender analysis which are provided in Appendix III.

Ms Stephens outlined the basic tools used in gender analysis: activity profile; time use survey; and access and control profile. In order to assess gender roles in the sector and the community in question, the **Activity Profile** is useful. Ms Stephens explained that an effective way to obtain information is to split the group by sex and to ask each group what tasks they perform. This is followed by a meeting with a mixed group to compare the responses. Often the answers will differ between the male and female groups.

The **Time Use Survey** demonstrates the differences in women and men's work and free time patterns. Whereas men's working time is uninterrupted, women's time is fragmented and thus often less productive as she is burdened with domestic obligations. She has much less personal time than her husband and most of her labor is unpaid and unvalued by society.

The **Access and Control Profile** provides essential baseline data on which sex has access to and control over productive resources including land, forest, water, equipment, labor, capital, credit, education, training and information.

The following were identified as **necessary criteria for gender mainstreaming** in an organization:

- disaggregated statistical data by sex, rural/urban, ethnic and minority groups; religion; season; festival/non-festival; different agro-ecological zones; and age groups.
- qualitative data (how, where, when)
- trained gender focal points
- clear objectives about gender
- explicit policy objectives including quotas
- time bound objectives (number of women trained and by what date)
- effective monitoring and evaluation system

GROUP WORK: SWOT ANALYSIS

A SWOT analysis was carried out by country groups for gender mainstreaming in the riparian context:

Strengths identified by the countries included an existing national policy or plan on women, the presence of a national women's union, ministry or agency and a legal framework present to guarantee women's rights in principle.

Weaknesses discussed included little proven commitment in the implementation of existing policies and laws by officials and the lack of an effective monitoring system, budget constraints, lack of trained officers in gender studies and a low level of self-confidence among many female officers.

Opportunities identified included donor requirements for gender analysis as well as financial support from the international donor community for gender mainstreaming activities.

Threats consisted of the low priority of gender issues and gender insensitivity as well as traditional and cultural barriers.

ACTION PLANS

Preliminary action plans for gender mainstreaming in the line agencies and the National Mekong Committees (NMC) were developed in the final part of the seminar on the basis of this SWOT analysis. Strategies were identified and major activities were listed with objectives, responsible agencies, means of support and time frame.

Group

- Establishment and improvement of sex-disaggregated data bases both for quantitative and qualitative data
- Establishment and training of gender focal points in the line agencies and the NMC
- Enhancement of gender awareness in the line agencies through gender sensitivity training and training in gender analysis in the planning and management process
- Formulation of an Action Plan for Gender Mainstreaming in line agencies to be co-ordinated by the NMC

Individual

- Apply new knowledge to work
- Report on knowledge acquired at seminar to bosses and colleagues
- Write an article for the Forestry Newspaper (Cambodia)
- Organize a meeting to discuss gender issues at 12 nursery and planting tree stations (Cambodia)
- Report to the Minister (Cambodia)
- Integrate new knowledge acquired in the formulation of development plans (Cambodia)
- Encourage women to demonstrate their knowledge and capability (Cambodia)
- Recruit more women staff to strengthen the capacity of the CNMC
- Encourage women to participate (Cambodia)

- Develop more gender sensitive operation plans and field projects (Laos)
- Promote a policy to promote women to higher positions in the office (Thailand)
- Organize more training courses for women and youth in watershed development and management (Thailand)
- Develop a project on the role of women in fisheries for the VNMC
- Recommend the establishment of a gender focal point at the VNMC
- Consider gender issues in irrigation project formulation (Vietnam)

SEMINAR OUTPUTS

The participants provided feedback on the seminar including future suggestions which appear in Appendix IV. The outputs of the seminar as inferred from the participants' evaluation are as follows:

- Heightened awareness among the participants on gender issues in water resources development in the lower Mekong basin
- Increased knowledge and understanding of the participants on gender mainstreaming in organisations
- Identified strategies for gender mainstreaming which may be applicable in the riparian countries
- Preliminary action plans for future gender mainstreaming in the line agencies in the four riparian countries

Appendices...

Delegates

Agenda

Glossary of Terms and Concepts

Evaluation

Appendix I

DELEGATES

Chair

Mr Yasunobu Matoba
Chief Executive Officer, MRCS

Plenary Session Chairs

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Rural Sociologist and Gender Specialist

Prof Rosario s. del Rosario
University of the Philippines

Dr Pawadee Tonguthai
Gender Mainstreaming Facility, UNDP Bangkok

Dr Govind Kelkar
Gender and Development Program, Asian Institute of Technology

Seminar Secretariat

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Ms Sheila Sukonta Thomson
Human Resources Development Unit, MRCS

Mr Pham Van Tan
Human Resources Development Unit, MRCS

Ms Chanoknart Feangfoo
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International Organizations

Dr Kathleen Matics
Consultant, Agriculture Division
Mekong River Commission Secretariat
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Appendix II**AGENDA****Monday 1 December 1997**

- 08:30 hrs **Opening Ceremony**
Representative, Embassy of New Zealand
Mr Yasunobu Matoba, CEO, MRCS
- 09:00 hrs **Introduction of Participants**
- 10:00 hrs **Overview of MRC and the Project**
Ms Maytinee Bhongsvej, Chief HRD Unit, MRCS
- 10:30 hrs Break
- 11:00 hrs **Presentation of Vietnam Study**
Ms Nguyen Thi Phuc, Head, Women's Motivation Dept, Women's
Facilitator: *Ms Rosario S. del Rosario,*
 Chairperson, Community Development Department,
 University of the Philippines
- 12:00 hrs Lunch
- 13:00 hrs **Presentation of Thai Study**
Ms Napat Sirisambhand,
Head, Women's Studies Program, Chulalongkorn University, Thailand
Facilitator: *Dr Govind Kelkar,*
 Head, Gender and development Studies Center,
 Asian Institute of Technology
- 14:00 hrs **Presentation of Lao Study**
Ms Sirivanh Khonthapane,
Chief of Division, Resources Development Department, Committee for Planning
Ms Bouachanh Syhanath,
Project Manager,
Gender Resources Information and Development, Lao Women's Union
Ms Sirivanh Khotinthikoummanh,
Wetland Management Project, Ministry of Agriculture and Forestry
Facilitator: *Ms Pawadee Tonguthai,*
 Coordinator, Gender Mainstreaming Facility, UNDP
- 15:00 hrs Break
- 15:30 hrs **Presentation of Cambodia Study**
Ms Ek Virak,
Deputy-Director General, Ministry of Women's Affairs, Cambodia
Facilitator: *Ms Maytinee Bhongsvej, Chief HRD Unit, MRCS*
- 16:30 hrs **Gender and the MRCS**
Ms Sheila Sukonta Thomson, HRD Unit, MRCS

Tuesday 2 December 1997

- 08:30 hrs **Gender Mainstreaming in International/National Organizations**
Ms Rosario S. del Rosario, University of the Philippines
Dr Govind Kelkar, Asian Institute of Technology
Dr Paivadee Tonguthai, United Nations Development Program
Facilitator: *Ms Alexandra Stephens*
Rural Sociologist and Gender Specialist
- 10:00 hrs Break
- 10:30 hrs **Small Group Discussions:**
Mainstreaming Strategies & Application of Strategies
- 12:00 hrs Lunch
- 13:30 hrs **Mainstreaming Gender in Water Resources Development**
Ms Alexandra Stephens, Rural Sociologist and Gender Specialist
- 14:30 hrs Break
- 15:00 hrs **Small Group Discussions:**
Opportunities & Constraints to Mainstreaming

Wednesday 3 December 1997

- 09:00 hrs **Women and Fisheries Networks in the Lower Mekong Basin**
Ms Kathleen Matics, Fisheries Unit, MRCS
- 09:30 hrs **SIRAP and Gender**
Mr Sornchet Swangnetr, Director, Region 2, Office of DEDP
Dr Napat Sirisambhand, Former Gender Consultant, SIRAP project
- 10:30 hrs Break
- 11:00 hrs **Field Visit to SIRAP project sites**
(Stringbean planting, Integrated farming and Poultry raising groups)

Thursday 4 December 1997

- 09:00 hrs **Small Group Discussions on Follow-up Action Plan (short & long-term)**
- 10:30 hrs Break
- 11:00 hrs **Presentation of Action Plans**
- 12:00 hrs Lunch
- 13:00 hrs **Outline for Guidelines on Mainstreaming Gender in MRC**
Ms Alexandra Stephens, Rural Sociologist and Gender Specialist
- 13:30 hrs **Plenary Discussion to provide input on proposed outline**
- 14:30 hrs Break
- 15:00 hrs **Conclusion: Strategies for MRC**
Ms Maytinee Bhongsvej, Chief HRD Unit, MRCS
- 15:30 hrs **Evaluation and Closing**

*Appendix III***GLOSSARY OF TERMS AND CONCEPTS**

<i>Gender</i>	Socially constructed roles and responsibilities assigned to women and men in a given culture. Gender is learned and changes over time
<i>Gender analysis</i>	A systematic approach for considering gender issues in the entire development cycle
<i>Gender bias</i>	Prejudicial treatment of an individual based on a gender stereotype discrimination (also referred to as sexism)
<i>Gender division</i>	The work roles, responsibilities and activities assigned to women of labor and men based on gender
<i>Gender quality</i>	The same status, rights and responsibilities for women and men
<i>Gender equity</i>	The quality of being fair and right. A stage in the process of achieving gender equality
<i>Gender issues</i>	Specific consequences of inequality of women and men
<i>Gender relations</i>	Ways in which a culture or society defines rights, responsibilities and identities of men and women in relation to one another
<i>Gender responsive</i>	Programs and projects planned in such a way that they respond to the different needs of women and men
<i>Gender sensitive</i>	Aware of the differences between men's and women's need, roles, responsibilities and constraints
<i>Gender and Development (GAD)</i>	An approach to development which shifts the focus from women as a group to the socially determined relations of women and men. GAD focuses on social, economic, political and cultural forces that determine how women and men can participate in, benefit from and control project resources and activities
<i>Mainstreaming in WRD</i>	Addressing both the difference in the needs and priorities of the two sexes and the inequalities in access to and control over water resources caused by gender differences in order to ensure women participate as equal partners with men and receive benefits commensurate with their participation
<i>Sex</i>	The biological differences between women and men which are universal, obvious and generally permanent (unchangeable)
<i>Women in Development (WID)</i>	An approach to development that focuses on women and their specific situation as a separate group. WID projects frequently involve only women as participants

Appendix IV

EVALUATION

(Total respondents: 38)

Question Description Ranking by participants

		1	2	3	4	5
1	Overall impression (poor/excellent)		1	8	20	9
2	Objectives met (low/high)		3	10	21	4
3	Expectations met (low/high)		5	9	19	4
4	Applicable to current job (not at all/very)	1	1	8	14	13
5	Seminar content (too simple/too complicated)	1	4	16	14	2
6	Opportunity for discussion (poor/excellent)	1	1	10	14	10
7	Choice of resource persons (poor/excellent)			5	20	11
8	Material provided (inadequate/ fully adequate)	1	3	11	22	9
9	Length of seminar (too short/too long)		2	22	11	1

The following are the responses to the last three questions of the evaluation:

Question 10: The best thing experienced at the seminar

Several participants expressed that the best thing they experienced was learning about gender issues in riparian countries, gender mainstreaming, new concepts and empirical experiences. Regarding methodology, many enjoyed the group discussions by nationality, networking and sharing of experiences both inside and outside the seminar room, the summary of main ideas after each presentation and the relevant field trip. The high participation rate of seminar attendants and the organizing team were also appreciated. One participant also noted that she gained increased self-confidence at the seminar.

Question 11: The thing liked least

The dislikes of the seminar participants included the following: insufficient free time for participants; too many speeches during the field trip; gender blind participants who opposed gender analysis; and too few accompanying documents. One participant found the seminar too nationalistic. Other complaints included spicy food and single rooms.

Question 12: Comments and suggestions for improving further training activities

The responses included:

On process

- Presentations should always focus on the topic
- More assistance is needed to improve the Cambodian report
- Facilitators needed for national group discussions

- More interaction between resource persons and participants would be appreciated
- Seminar could adopt an Appreciation, Influence and Control (AIC) Technique

On logistics

- Old type of overhead projector is easier to use than the new type introduced at this seminar
- The list of participants should have addresses and phone/fax numbers

Suggestions for future activities

- Follow-up seminars should be held with the same participants
- Training of trainers on gender analysis should be organized in riparian countries
- Gender training courses should be organized in the future for government officials and rural people
- Guidelines for gender mainstreaming should be developed

Appendix V**NATIONAL STUDY TEAM MEMBERS****CAMBODIA**

1. Mrs. Ek Virak (Team leader)
Deputy Director-General, Ministry of Women's Affairs
2. Ms. Ou Sirita (Team member)
Forestry Department
3. Ms. Khay Dany (Team member)
Fishery Department
4. Ms. Tea Mao (Team member)
General Directorate of Irrigation Meteorology and Hydrology
5. Mr. Pich Dun (Coordinator)
Senior Official, Cambodian National Mekong Committee

LAO P.D.R.

1. Ms. Bouachanh SYHANATH (Team leader)
Head of the External Relation Division, Lao Women's Union
2. Ms. Sirivanh KHONTHAPANE (Team member)
Economic Research Institute of Lao P.D.R.
3. Ms. Sirivanh KHOUNTHIKOUMMANH (Team member)
Wetland Management Project, Ministry of Agriculture, Forestry and Fisheries
4. Mr. Khamphay SOSENGPHET (Coordinator)
Engineer, Secretariat of LNMC

THAILAND

1. Ms. Napat Sirisambhand Gordon (Team leader and principle paper writer)
Head of Women's Studies Program,
Chulalongkorn University Social Research Institute, Chulalongkorn University

Thai Advisory Committee

2. Ms. Busabong Thephasdin Na Ayudhaya
Chief, Mekong Affairs Unit, Office of Energy Cooperation
Department of Energy Development & Promotion
3. Ms. Pallapa Ruangrong
Chief, Power Business
Acting Director, Power Division Section National Energy Policy Office

4. Ms. Pakawan Chufamanee
Chief, Water Resources, Mineral and Energy Section ,
Office of the Environment Policy and Planning
5. Ms. Monthip Sriratana-Tabucanom
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6. Mr. Komon Pragtong
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7. Mr. Pradit Sripatrprasite
Fisheries Biologist, Inland Fisheries Division Department of Fisheries
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9. Ms. Asnee Vatanapradit
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10. Ms. Sriwatana Chulajata
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11. Mr. Sakhom Prapaipong
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VIET NAM

1. Mrs. Nguyen Thi Phuc (Team leader)
Head of Women's Motivation Department Women's Training School No I
2. Mrs. Vu Thi Dau (Team member)
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3. Mrs. Nguyen Thi Cau (Team member)
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4. Mrs. Nguyen The Thanh (Team member)
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Head of Propaganda and Education Department
Department of the Women Union of Ho Chi Minh City
5. Mrs. Nguyen Thi Minh Tam
Program Officer, Viet Nam National Mekong Committee

MRC GENDER STRATEGY

The MRC Gender Strategy aims at integrating and promoting gender perspectives in the directions, policies, plans, programmes, and projects of the Mekong River Commission (MRC). This strategy is to support the general strategies aiming at a sustainable environmental and social development in the Basin. Among those listed within the framework of the MRC Strategic Plan are the formulation of organisational policies for integrating social issues into development activities related to water and other resources, enhancing the implementation of these policies through a structured awareness campaign, and capacity-building through the dissemination of supportive management tools.

1. Formulating the MRC Gender Policy

The first component refers to the formulation of a gender policy for the MRC. This should facilitate the redefining of the development objectives, institutional set-up and processes in order to reflect the perspectives and priorities of both men and women. This should contribute to reducing gender disparities in development efforts for a sustainable utilisation of water and other resources.

2. Organisational Commitment

The second component of the gender strategy includes obtaining the commitment and support of top-level MRC officials and managers. This is done through organising gender sensitisation events for members of the MRC Council, Joint Committee, and senior staff of the MRCS, as well as for decision makers of water resource line agencies in the riparian countries.

3. Creation of Gender Awareness in the Organisational Culture

In order to gradually induce change in the organisational culture, training courses or other events on gender sensitivity are to be organised for all levels of staff in relevant line agencies, the National Mekong Committees, and the MRCS.

4. Capacity-building in Gender and Development

Capacity building in gender and development has been highlighted as another important part of the gender strategy. It consists of conducting training courses on gender planning and gender analysis for the MRCS and line agency project officers and provincial staff; the co-ordination of pilot projects in selected line agencies to train project officers in gender analysis at a practical level; and the co-ordination of formal education at a Master's degree level in the field of gender research and training for a core group of riparian officials.

5. Gender Responsive Organisation

The fifth component of the MRC Gender Strategy is the institutionalisation of a gender responsive organisational structure and procedures. This includes the establishment of a steering committee at the MRCS and gender focal points for line agencies of the riparian countries where appropriate. It is further to ensure that a member of the gender steering committee or gender focal points is taking part in important decision-making bodies. Also, the Mekong Project Management Manual and other project guidelines are to be made gender responsive. Finally, the establishment of databases for programmes and projects of the MRCS and line agencies should provide for data disaggregated by sex with training for the responsible officers to be provided accordingly.

6. Gender Tools

The last identified strategy is the provision of necessary tools for implementing gender responsive development practices. This includes the publication and dissemination of the “Guidelines for Mainstreaming Gender in Water Resources Development in the Lower Mekong Basin” in all riparian languages, as well as the reproduction and distribution of the Gender Mainstreaming Handbook that provides a practical checklist.

The implementation of these components of the Strategy will contribute towards the achievement of a fair balance among the three dimensions of a sustainable development in the Mekong Basin: economic, environmental, and social development for future generations.

MRC GENDER POLICY

Rationale for MRC Gender Policy

Successful integrated water resources management calls for a cross-sectoral approach to the planning, development, use and protection of water resources. Such an integrated approach links institutional, managerial, social, gender and economic aspects with technical analysis and problem solving, offering opportunities for development that responds to the various needs of all men and women, on an equitable basis.

Following the approval of Gender Strategy by the four member countries, the purpose of this policy is to define the main approach of the Mekong River Commission to address gender issues in water and related resources development in the lower Mekong Basin.

Scope

The Mekong River Commission's focus is on "gender", rather than on "women". Gender refers to roles, responsibilities, needs, interests, and capacities of both men and women. These are influenced by social and cultural factors. Therefore the term "gender" is not synonymous to the term "sex" which refers exclusively to biological differences.

In the Mekong context, co-operation within the framework of the Mekong River Commission (MRC) is aimed at achieving optimum integrated development of water and related resources in the Mekong Basin in a sustainable way and to improve the quality of life of the riparian peoples. Men and women often play different roles in the development, and accordingly, have different needs, interests, access to, and control of resources. A gender perspective is required to ensure that the specific needs of men and women, vulnerabilities and capacities are properly recognised and addressed.

Goal

The overall objective of the Policy is to mainstream gender perspectives in all MRC development efforts, ensuring that all MRC development programmes benefit men and women equally, in accordance with their different needs, and with the input and equal participation of men and women at all levels.

Guiding Principles

1. Gender equity and equality is considered an integral part of all MRC programmes, projects and activities.
2. Effectiveness and efficiency in achieving development goals require the recognition that every MRC activity affects women and men differently, and that their different perspectives, needs, interests, roles and resources should be taken into account at every stage.
3. Gender equity and equality are fundamental values that must be strengthened and reflected in development choices and institutional practices.

Strategies and activities to support the achievement of gender policy

The endorsement of the MRC Gender Strategy by the four riparian countries in 1998 reinforced the commitments of the MRC as a river basin development and management organisation and facilitates the fulfilment of the gender policy.

To achieve its goal, MRC shall:

1. Ensure equal opportunities among female and male staff members in the areas of recruitment, promotion, privileges, training and working conditions.
2. Make every effort to have data disaggregated by sex for needs assessment and programme planning and to include gender analysis into programme design, implementation, monitoring and evaluation.
3. Increase awareness and skills of staff and line agency officials in considering the social differences between men and women when designing, implementing, monitoring and evaluating programmes.
4. Conduct a systematic review of, and put in place, institutional procedures, which ensure that the needs of boys and girls, men and women, are all met equitably in planning the MRC development activities.

ANNEX 19



Annex 19

**ACTION PLAN
FOR
GENDER MAINSTREAMING
IN
CAMBODIAN NATIONAL MEKONG COMMITTEE
DEVELOPMENT ACTIVITIES**

*Prepared by
Cambodian Gender Training Team*

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- **EXECUTIVE SUMMARY**
- **ACTION PLAN PROPOSAL**
- **LOGICAL FRAMEWORK**
- **RESOURCES NEEDED AND RESPONSIBLE PERSON/INSTITUTIONS**
- **PROPOSED ACTION PLAN TIME FRAME**
- **ESTIMATED BUDGET**

EXECUTIVE SUMMARY

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I. BACKGROUND AND JUSTIFICATION

Cambodia is an agrarian country that is located in Indo- China peninsula. The total population is 11 million. Fifty two percent are women and eighty percent live in rural areas near the mainstreams or tributaries of Mekong, Bassac and Tonle Sap rivers.

According to socio- economic survey for 1996, overall the women got less education, knowledge and skills because of long-term warfare, not appropriate policy, poor infrastructures and educational system, and scarce budget. So the women have less opportunity to participate or to benefit from the development programmes or activities. Some projects did not take into account the subordinate role of women. Thus, these projects or programmes could neither eliminate the poor conditions nor improve the position of women in comparison with the men.

Women are water users as well as men and they have potential to participate in all activities for water and other related resources development and conservation. Since the vision of MRCS as well as Cambodia National Mekong Committee : An economically prosperous, socially just and environmentally sound Mekong River Basin, therefore, it is needed to include gender mainstreaming in all aspects and activities related to development and management of natural resources in Lower Mekong Basin in Cambodia

Presently, in order to encourage people to participate and receive benefit from the development programmes / activities on equitable basis, more efforts and activities for gender mainstreaming are necessary .

II. GENERAL GOALS OF THE PROGRAMME ACTION PLAN

The specific objective of the Action Plan is to enhance the national gender development capability and to promote rapid gender institutionalization.

III. THE MAIN GROUPS OF ACTIVITIES

The Action Plan mainly consists of distinct but closely interrelated line of activities :

- Formulate and implement Gender Policy in Lower Mekong Basin in Cambodia.
- Strengthen Capacity on gender of high level decision makers, planners, project staff of CNMC, line agencies.
- Establish a team of skilled and other institutions gender trainers.

- Build up the gender management system.
- Establish and develop a sex- disaggregated database system.
- Gender sensitize activities of CNMC.

IV. INPUT TO BE PROVIDED

In order to implement successfully all activities of the Action Plan, there is a need to recruit and utilize resources such as:

- Human resources (from MRCS, CNMC, Line Agencies, other organizations..)
- Material resources (from MRCS, Line Agencies, Donors and others).
- Financial resources (from MRCS, Donors and other ..).

V. PLAN OF IMPLEMENTATION

1. Implementing Assignment

The Action Plan needs the following organizations to be involved in its implementation process :

A/ MRCS

- To provide consultative services.
- To monitor and evaluate the plan of implementation.
- To provide financial support.

B/ CNMC is responsible for :

- To execute and implement all activities of the Action Plan.
- To provide consultative services.

C/ Line Agencies and provinces :

- To collaborate closely with CNMC for the implementation of Action Plan.

2. Time frame :

26 months

from November 1999 - December 2001

VI. ESTIMATED BUDGET :

217,288 USD

for	1999	:	21,500 USD
	2000	:	123, 165 USD
	2001	:	64,623 USD
	2002	:	8,000 USD

ACTION PLAN PROPOSAL
FOR GENDER MAINSTREAMING IN
LOWER MEKONG BASIN IN CAMBODIA

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In order to implement the MRC Gender Strategy which were endorsed in Hanoi during the fifth meeting of MRC Council, some activities are needed for strengthening the legitimacy of gender equality as a fundamental value that is reflected in development choices and institutional practices.

OBJECTIVE 1:

TO FORMULAE A GENDER POLIO FOR THE CNMC AND LINE AGENCIES WHICH FACILITATES THE REDEFINING OF THE DEVELOPMENT GOALS, INSTITUTIONS .AND PROCESSES FOR THE ACHIEVEMENT OF EQUITABLE BENEFITS IN WATER AND RELATED RESOURCES DEVELOPMENT.

Output 1.1

A Gender Policy reflecting the gender needs and position in Lower Mekong Basin in Cambodia is formulated.

Activity 1.1.1

Assess the current levels of gender awareness and gender- sensitive activities in the water and related sector of Cambodia NMC and line agencies through interviews and surveys, including a review of existing policies and the inclusion of gender issues.

Activity 1.1.2

Organize high level meeting of policy makers from CNMC, related line agencies and Ministry of Women's and Veterans' Affairs to discuss gender needs in Lower Mekong Basin and obtain their commitment.

Activity 1.1.3

Draft Gender Policy, distribute to relevant officials and NGOs for comments and endorsements and follow up by a meeting for policy finalisation.

Activity 1.1.4

High- level meeting of policy makers from related agencies for endorsement of Gender Policy.

Output 1.2

The Gender Policy is applied and incorporated in all aspects of the activities of the related line agencies and CNMC, and in all stages of the project management cycle.

Activity 1.2.1

Organize two day training on the implications of the Gender Policy to CNMC and related line agencies staff.

Activity 1.2.2

Provide two two- day trainings on the implications of the Gender Policy to local and international project staff based in Cambodia in Khmer and English language respectively.

Activity 1.2.3

Review the MRC project and programme manuals to ensure they reflect Gender Policy and suggest to MRC.

Output 1.3

The Gender Policy is promoted for understanding in government sectors and stakeholders

Activity 1.3.1

Publish and distribute the Gender Policy in Khmer language to all high- level government officials in the water and related resources sectors and to all provincial governors.

Activity 1.3.2

Publish the Gender Policy in Khmer and English languages and distribute to various national and international stakeholders.

Activity 1.3.3

Broadcast Gender Policy just after being endorsed by national TV and radio in Khmer.

OBJECTIVE 2 :

TO GENDER SENSITIZE AND TO BUILD UP GENDER AWARENESS AND GENDER CAPACITY OF HIGH LEVEL GOVERNMENT PLANNERS / PROJECT OFFICIALS, PARTICULARLY IN THE WATER AND RELATED RESOURCES SECTOR OF CAMBODIA AT BOTH NATIONAL AND PROVINCIAL LEVELS.

Output 2.1

One hundred high- level planners at the national and provincial levels are gender aware and able to incorporate gender issues in policy, programmes and project, as well as gender- sensitize their work place.

Activity 2.1.1

Conduct five three-day orientation workshops for high level planners at the national and provincial level to gender sensitize them and to gain their support for the Gender Policy.

Activity 2.1.2

Provide support as required in terms of information resource materials and give guidance for Gender Policy implementation.

Activity 2.1.3

Send two people from gender focal points abroad to study gender for Master degree.

Output 2.2

One hundred project officers in the water and related resources sector are able to incorporate gender issues into project planning through improved knowledge and skills.

Activity 2.2.1

Conduct three- day gender training for fifteen CNMC staff.

Activity 2.2.2

Provide two three- day gender training for forty projects officers working in water related line agencies.

Activity 2.2.3

Organize two three- day gender trainings for forty- six provincial government officials in water resources development (2 from each province/ city).

Activity 2.2.4

Follow- up activities for all the groups, such as regular dissemination of newsletters, latest development in gender literatures, etc.

Output 2.3

Twenty national and provincial employees in water and related sector are developed to become gender trainers.

Activity 2.3.1

Based on writing tests, select twenty trainees who are from the qualified participants of previous Gender Awareness training courses (2.2.1- 2.2.3) who have potential to be trainers.

Activity 2.3.2

Provide a five- day Gender training of trainer course with trainees conducting session in work- based on work assignments and presenting parts of Gender training curriculum in Khmer. Establish a pool of Gender trainers.

OBJECTIVE 3 :

TO INCORPORATE GENDER AS A DIMENSION IN DEVELOPMENT MANAGEMENT SYSTEM, ORGANIZATION MECHANISMS, STRUCTURES AND PROCEDURES.

Output 3.1

A national gender management system in Lower Mekong Basin is established.

Activity 3.1.1

Design a national gender management system.

Activity 3.1.2

Gain support of experts in Cambodia (from national and international organizations) for advocacy, promotion and advice.

Activity 3.1.3

Meet with high- level decision- makers at national and provincial levels to describe the gender management system, including procedures and to gain their support.

Activity 3.1.4

Establish gender focal points and task force for CNMC, related line agencies and for all province to effectively plan, coordinate and execute gender programmes.

Output 3.2

A Gender Steering Committee for Lower Mekong Basin in Cambodia is set-up.

Activity 3.2.1

Design mission, objectives, activities and rules for Gender Steering Committee of Cambodia and coordination mechanisms between the committee with existing gender related institutions and organization.

Formulate term of reference for members of the Gender Steering Committee and develop a selection process.

Activity 3.2.2

Form a Gender Steering Committee.

Output 3.3

Sex- disaggregated databases in the water and related sector of Cambodia, and in the CNMC.

Activity 3.3.1

Identify database and database requirement in the water and related resources sectors/ ministries. The material, technical and Financial needs should be specified.

Activity 3.3.2

Establish cooperation and information networks between databases of water related ministries and National Institute of Statistics to promote sharing of data and information.

Activity 3.3.3

Introduce concept of sex- disaggregated data to people involved in collecting, data and maintaining databases.

Activity 3.3.4

Implement monitoring and evaluation procedures to ensure the efficiency of data collection and accuracy of the sex- disaggregated databases.

Activity 3.3.5

Promote extension activities related to sex- disaggregated databases, such as advertising information available, producing research reports, etc.

OBJECTIVE 4 :

TO UTILIZE OPPORTUNITIES TO PROMOTE GENDER ISSUES AND AWARENESS, AND GENERALLY PROMOTE THE CNMC AND WATER RELATED ACTIVITIES AS GENDER SENSITIVE.

Output 4.1

A gender awareness promotional kit containing information, case studies, press releases, etc. at any public- address opportunity for journalists, gender trainers, etc.

Activity 4.1.1

Collect (and translate as necessary) general gender information,

Activity 4.1.2

Plan public speaking opportunities and produce a calendar of events (e.g. International Women's Day, International Labor Day, International Human Rights' Day, National Water Festival Day and so on) which can be used to promote gender awareness.

Activity 4.1.3

Produce a public speaking kit (including speakers notes, handout and other visual aids).

Output 4.2

A gender- friendly working environment at CNM Committee and secretariat.

Activity 4.2.1

Discuss result of the " Gender Quick- Scan " with the management and staff of CNMC to gather support for gender sensitizing the workplace, to identify specific issues and to address them accordingly.

Activity 4.2.2

Incorporate gender issues in all activities of the CNMC, including promotion, job assignment, capacity building activities, etc.

Activity 4.2.3

Incorporate gender issues in the Orientation Package for the new staff of the CNMC Secretariat to familiarize them with the gender policy and gender activities of the CNMC/ MRC, as well as the role of women in the water and related sectors in Cambodia and Lower Mekong Basin.

Activity 4.2.4

Strengthen cooperation on gender issues with ministries concerned :

- Ministry of Agriculture, Forestry and Fisheries
- Ministry of Water Resources and Meteorology
- Ministry of Women's and Veterans' Affairs
- Ministry of Public Works and Transports
- Ministry of Industry, Mines and Energy
- Ministry of Education, Youth and Sport
- Ministry of Rural Development
- Ministry of Environment
- Ministry of Information
- Ministry of Planning
- Ministry of Tourism

Activity 4.2.5

Develop English language training materials using gender information, to familiarize staff with gender terminology (also to clarify the Khmer definition of some English terms) for use by CNMC, water related line agencies, stakeholders and training institutions.

Output 4.3

Increased representation of women at the CNMC

Activity 4.3.1

Encourage women applicants to CNMC and promote women acceptance as the staff members of CNMC.

LOGICAL FRAMEWORK
PROPOSED ACTION PLAN FOR GENDER
MAINSTREAMING IN LOWER MEKONG BASIN IN CAMBODIA

Narrative Summary	Objective Verifiable Indicators	Means of Verification	Risks and Constraints	Risk Management
OBJECTIVE 1 : FORMULATE A GENDER POIJCY FOR 11 THE CNMC AND RELATED LINE: AGENCIES. Output 1.1 : <i>A Gender Policy reflecting the gender needs and position in Lower Mekong Basin in Cambodia is formulated.</i> Activity 1.1.1 : Assess the current levels of gentler awareness and gender sensitive activities in CNMC and line agencies. Activity 1.1.2 : High- level meeting of Policy makers (from CNMC, related line agencies and MWVA to discuss gender needs and obtain their commitment.	Gender Policy formulated Study made Meeting held	CNMC report Gender evaluation report Minutes of meeting	Difficulty in getting cooperation for new approach Not all policy-makers attend	Employ highly experienced facilitator/ and expert. Set the date well in advance Secure highly experienced facilitator Specify the meeting place.

Narrative Summary	Objective Verifiable Indicators	Means of Verification	Risks and Constraints	Risk Management
Activity 1.1.3 Draft Gender Policy	Draft Gender Policy formulated, circulated and discussed.	Final draft of Gender policy	No high level officials involved	Meeting with decision makers to assign qualified staff to be involved
Activity 1.1.4 High level meeting of policy makers for endorsement of Gender Policy.	Gender Policy endorsement	Minutes of meeting Gender policy	Possibly some policy makers can't attend	Meet with them & Set the date well in advance
Output 1.2 <i>The Gender Policy is applied and incorporated in all aspects of activities.</i>				
Activity 1.2.1 Organize two- day training on the implications of Gender Policy to CNMC and related line agencies staff.	Training held	Training reports	Not all key staff member can participate	Specify criteria for participants' selection Set the date well in advance.
Activity 1.2.2 Organize two two- day trainings on the implications of Gender Policy to local and international project staff based in Cambodia.	Two two- day trainings held	Training reports	English language ability limited	Training conducted with translation

Narrative Summary	Objective Verifiable Indicators	Means of Verification	Risks and Constraints	Risk Management
Activity 1.2.3 Review the MRC project and program manuals and make suggestion. Output 1.3 <i>The Gender Policy is promoted for understanding.</i> Activity 1.3.1 Publish and distribute the Gender Policy in Khmer language to all high level government officials and to all provincial governors Activity 1.3.2 Publish and distribute the Gender Policy in Khmer and English languages to various national and international stakeholders.	Gender concerns are proposed to be included in MRC project operations. Number of copies produced and disseminated Number of copies produced and disseminated	CNMC report Disseminated list Disseminated list		

Narrative Summary	Objective Verifiable Indicators	Means of Verification	Risks and Constraints	Risk Management
Activity 1.3.3 Broadcast Gender Policy just after being endorsed by national TV and radio. OBJECTIVE 2 : TO GENDER SENSITIZE AND TO BUILD UP GENDER AWARENESS AND GENDER CAPACITY OF HIGH LEVEL GOVERNMENT PLANNERS / PROJECT OFFICIALS. Output 2.1 : <i>One hundred high level planners are gender aware and able to incorporate gender issues in policy, programmes / projects.</i> Activity 2.1.1 Conduct five three- day orientation workshops for high level planners at national and provincial level.	Abstract of Gender Policy produced and available pictures provided Five three- day orientation workshops held	Time, frequency, duration of broadcasting Workshop reports	Duration limited No access for big audience	Suggest to broadcast at 6 am, 12 am, 7 pm

Narrative Summary	Objective Verifiable Indicators	Means of Verification	Risks and Constraints	Risk Management
Activity 2.1.2 Provide support required in terms of information, resource materials and give guidance.	Number of gender literature, information kit produced and distributed.	Distribution list	Difficulty in Communicating	Establish a participants' network
Activity 2.1.3 Send two people (from Gender Focal points) abroad to study Gender for Master degree.	Two gender experts	Selected criteria		Employ a professional coordinator
Output 2 : <i>One hundred officers in the water and related sectors are able to incorporate gender issue into project / programme planning.</i>				
Activity 2.2.1 Provide one three- day gender training for fifteen CNMC staff.	Three- day Training held	Training report	The work could be disrupted	Set the date well in advance
Activity 2.2.2 Provide two three- day gender training for forty project officers working in water related line agencies.	Two trainings held	Training reports		

Narrative Summary	Objective Verifiable Indicators	Means of Verification	Risks and Constraints	Risk Management
Activity 2.2.3 Organize two three- day gender trainings for forty six provincial government officials. Activity 2.2.4 Follow- up activities such as regular dissemination of newsletter, latest development in gender literature, etc. Output 2.3 : <i>Twenty national and provincial employees are developed to become gender trainers.</i> Activity 2.3.1 Select twenty trainees from the qualified participants of previous Gender Awareness training courses. Activity 2.3.2 Provide a five- day gender training TOT course and establish a pool of Gender trainers.	Two trainings held Number of copies of newsletters and gender literatures Twenty trainees selected Training held Twenty trainers selected A pool of gender trainers established	Training reports Distribution list List of first selected trainees Training reports List of final selected trainees as trainers List of Gender trainers with contact address.	Difficulty in Communicating Some potential trainees may not want to work as trainers Some trainees need strong background on training methods	Establish a net-work coordinating by a creative facilitator Select trainees more (around 25) Clarify benefits of the trainer's job. Provide a qualified and experienced trainer for training methods

Narrative Summary	Objective Verifiable Indicators	Means of Verification	Risks and Constraints	Risk Management
OBJECTIVE 3 : TO INCORPORATE H-GENDER AS A DIMENSION IN DEVELOPMENT MANAGEMENT SYSTEM, ORGANIZATION MECHANISMS, STRUCTURES AND PROCEDURES. Output 3.1 : <i>A national gender management (GMS) system in Lower Mekong Basin is established.</i> Activity 3.1.1 Design a national gender management system in Lower Mekong Basin. Activity 3.1.2 Gain support of experts in Cambodia for advocacy, promotion and advice. Activity 3.1.3 Meet with high- level decision- makers at national and provincial levels.	National gender management system formulated Support from experts gained Meeting held	National management paper Gender management system report Minutes of meetings	Difficulty in coordinating the system with the national GMS as a whole. Lack of cooperation from some experts Difficulty in getting all high- level decision makers attended	Hire a professional expert Meeting with MWVA would be conducted Employ highly experienced coordinator Employ highly experienced facilitator, Set the date well in advance

Narrative Summary	Objective Verifiable Indicators	Means of Verification	Risks and Constraints	Risk Management
Activity 3.1.4 Establish gender focal points and Task Force for CNMC, related, line agencies and for all provinces.	Gender focal points (around 33 persons) appointed	List and contact address	Difficulty in Communication	Clear gender management system policy Employ one experienced coordinator
Output 3.2 : <i>A Gender Steering Committee (GSC) for Lower Mekong Basin in Cambodia is set up.</i>	Gender steering committee with 6-7 members appointed	Minutes of meeting		
Activity 3.2.1 Design mission, objectives, activities and rules for Gender Steering Committee and coordination mechanisms with related organizations, TOR and selection process.	Meetings held Mission, objective, activities and rules formulated	Paper on mission, objectives activities	Inappropriate task and time constraint for members	Set the date well in advance. Ask for written contributor if one needs to be necessary absent at the meeting.
Activity 3.2.2 Set up GSC.	TOR and selection process formulated GSC with 6-7 member appointed	TOR paper Selection criteria Selection report	Time constraint	Employ an experienced coordination

Narrative Summary	Objective Verifiable Indicators	Means of Verification	Risks and Constraints	Risk Management
Output 3.3 : <i>Sex- disaggregated database in the water related sectors and in the CNMC.</i>				
Activity 3.3.1 Identify databases and database requirements in the water and related resources sectors / ministries.	Databases in the waler and related line agencies and database requirements identified	Minutes of meetings	Tendency to have own limited and separated databases	Employ a highly professional coordinator
Activity 3.3.2 Establish cooperation and information networks between databases of waler related ministries and National Institute of statistics.	Cooperation and information networks established	Minutes of meetings		
Activity 3.3.3 Introduce concept of sex disaggregated data to people involved in collecting data and maintaining databases.	Concept of sex disaggregated data introduced	Minutes of meetings	Lack of qualified resource person	Employ one professional expert on database

Narrative Summary	Objective Verifiable Indicators	Means of Verification	Risks and Constraints	Risk Management
Activity 3.3.4 Implement monitoring and evaluation procedures to ensure the efficiency of data collection and accuracy of the sex-disaggregated databases. Activity 3.3.5 Promote extension activities related to sex-disaggregated database. OBJECTIVE 4 : TO UTILIZE OPPORTUNITIES TO PROMOTE GENDER ISSUES AND AWARENESS, AND GENERALLY PROMOTE THE CNMC AND WATER RELATED ACTIVITIES AS GENDER SENSITIVE. Output 4.1 : <i>A gender awareness promotional kit containing information, case studies, press-releases, etc. at any public-address opportunity for journalists and National gender steering committee, trainers, etc.</i>	Follow- up study made Sex- disaggregated databases activities promoted	Monitoring and evaluation report Extension activities reports	Lack of qualified people to carry out	Employ a qualified consultant (for 3 months).

Narrative Summary	Objective Verifiable Indicators	Means of Verification	Risks and Constraints	Risk Management
Activity 4.1.1 Collect (and translate as necessary) general gender information and literatures. Activity 4.1.2 Plan public speaking opportunities and produce a calendar of events which can be used to promote gender awareness. Activity 4.1.3 Produce a public speaking kit (including speakers notes, handout and other visual aids) about 200 copies. Output 4.2 <i>A gender- friendly work environment at CNM Committee and Secretariat.</i>	Gender information and literacy collected and translated Public speaking opportunities used Public speaking kit produced Working environment more gender sensitized	List of information and literatures collected and translated Schedule Dissemination list CNMC report		

Narrative Summary	Objective Verifiable Indicators	Means of Verification	Risks and Constraints	Risk Management
Activity 4.2.1 Discuss result of the " Gender Quick Scan " with the management and staff of CNMC to gender support for gender sensitizing the workplace to identify specific issues and to address them accordingly. Activity 4.2.2 Incorporate gender issue in all activities of the CNMC. Activity 4.2.3 Incorporate gender issue in the orientation package for the new staff of the CNMC Secretariat to familiarize them with the gender policy and gender activities of the CNMC / MRC. Activity 4.2.4 Strengthen cooperation with ministries or line agencies concerned.	Discussion held as planned Areas where gender issues are needed to incorporate specified Gender issue incorporated in orientation package Cooperation strengthened	Minutes of meeting CNMC report Gender sensitized Orientation package CNMC report	Difficulty to get acceptance for new approach	Employ a professional coordinator

Narrative Summary	Objective Verifiable Indicators	Means of Verification	Risks and Constraints	Risk Management
Activity 4.2.5 Develop English training materials, gender terminology, etc. Output 4.3 : <i>Increase representation of women al the CNMC.</i> Activity 4.3.1 Encourage women applicants to CNMC and promote women acceptance as stall member of CNMC.	English training material developed Number and Percentage of women members staff increase	Glossary of gender terms, CNMC report Selection criteria	Wrong assumption on women	A person who has gender expertise should be involved in the Selection Committee

**RESOURCES NEEDED AND RESPONSIBLE PERSONS/
INSTITUTIONS FOR PROPOSED ACTION PLAN FOR GENDER
MAINSTREAMING IN LOWER MEKONG BASIN IN CAMBODIA**

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Narrative Summary	Required resources				Responsible persons / institutions
	Human	Materials/Facilitie	Financial (US\$)*	Time	
OBJECTIVE 1 : FORMULATE A GENDER POLICY FOR THE CNMC AND RELATED LINE AGENCIES.					
Output 1.1 : <i>A Gender Policy reflecting the gender needs and position in Lower Mekong Basin in Cambodia is formulated.</i>					
Activity 1.1.1 : Assess the current levels of gender awareness and gender sensitive activities in CNMC and line agencies.	1 program officer 1 hired expert	Office supplies Transportation Fax, Phone	10,000 x 2	2 months	CNMC 1 program officer
Activity 1.1.2 : High- level meeting of Policy makers (from CNMC, related L/ A and MWVA to discuss gender needs and obtain their commitment.	1 facilitator	Transportation Fax, Phone	700	1 day	CNMC 1 program officer
Activity 1.1.3 Draft Gender Policy	1 program officer 1 hired expert	Transportation Fax, Phone	16,500	2 months	CNMC Hired expert

* Not included expenditure for support activities.

Narrative Summary	Required resources				Responsible persons / institutions
	Human	Materials/Facilities	Financial (US\$)	Time	
Activity 1.1.4 High level meeting of policy makers for endorsement of Gender Policy.	1 program officer		520		
Output 1.2 : <i>The Gender Policy is applied and incorporated.</i>					
Activity 1.2.1 Organize two- day training on the implications of Gender Policy to CNMC and related line agencies staff.	1 program officer 1 expert	Transportation Fax, Phone	3,238	2 days	CNMC Gender Task Force Expert
Activity 1.2.2 Organize two two- day trainings on the implications of Gender Policy to local and international project staff based in Cambodia.	1 program officer 1 consultant	Transportation Office supplies	3,464	4 days	CNMC Trainers
Activity 1.2.3 Review the MRC project and program manuals and suggest to MRC.	1 program officer Gender Task Force 1 consultant	Fax, Phone	650	2 weeks	CNMC Gender Task Force
Output 1.3 : <i>The Gender Policy is promoted for understanding.</i>					

Narrative Summary	Required resources				Responsible persons / institutions
	Human	Materials/Facilities	Financial (US\$)	Time	
Activity 1.3.1 Publish and distribute the Gender Policy in Khmer language to all high level government officials and to all provincial governors	1 program officer 1 consultant	Office supplies	455	5 days	CNMC Gender Task Force
Activity 1.3.2 Publish and distribute the Gender Policy in Khmer and English languages to various national and international stakeholders.	1 program officer 1 consultant 1 transportor	Office supplies	520	5 days	CNMC Gender Task Force
Activity 1.3.3 Broadcast Gender Policy just after being endorsed by national TV and radio.	1 program officer Gender Task Force	Office supplies Transportation	300	2 weeks	1 program officer Gender Task Force
OBJECTIVE 2 : TO GENDER SENSITIVE AND TO BUILD UP GENDER AWARENESS AND GENDER CAPACITY OF HIGH LEVEL GOVERNMENT PLANNERS / PROJECT OFFICIALS.					
Output 2.1 : <i>One hundred high level planners are gender aware and able to incorporate gender issue in policy, programme / projects.</i>					

Narrative Summary	Required resources				Responsible persons / institutions
	Human	Materials/Facilities	Financial (US\$)	Time	
Activity 2.1.1 Conduct five three- day orientation workshops for high level planners at national and provincial level.	1 program officer 4 trainers	Office supplies Fax, phone	21,540	3 months	CNMC Trainers
Activity 2.1.2 Provide support required in terms of information, resource materials and give guidance.	1 program officer 1 consultant	Fax, phone Transportation	2,100	18 months	Gender Task Force 1 coordinator
Activity 2.1.3 Send two people (from Gender Focal points) abroad to study Gender for Masters degree.	1 coordinator	Fax, phone	44,000	20 months*	Gender Steering Committee 1 coordinator
Output 2.2 : <i>One hundred officers in the water and related sectors are able to incorporate gender issue into project / programme planning.</i>					
Activity 2.2.1 Provide one three- day gender training for fifteen CNMC staff.	1 coordinator 4 Trainers	Fax, phone	2,837	3 days	CNMC 4 trainers

Narrative Summary	Required resources				Responsible persons / institutions
	Human	Materials/Facilities	Financial (US\$)	Time	
Activity 2.2.2 Provide two three- day gender training for forty project officers working in water related line agencies.	1 coordinator 4 Trainers	Fax, phone	5,784	6 days	CNMC Trainers
Activity 2.2.3 Organize two three- day gender trainings for forty six provincial government officials.	1 coordinator 4 Trainers	Fax, phone Transportation	8,750	6 days	CNMC 4 Trainers
Activity 2.2.4 Follow- up activities such as regular dissemination of news letter, later development in gender literature, etc.	1 program officer 1 consultant 1 translator	Office supplies Fax, phone Transportation	3,500	18 months	CNMC 1 program officer
Output 2.3 : <i>Twenty national and provincial employees are developed to become gender trainers.</i>					
Activity 2.3.1 Select twenty trainees from the qualified participants of previous Gender Awareness training courses.	1 program officer 4 Trainers			2 months	Gender Task Force T rai ners

Narrative Summary	Required resources				Responsible persons / institutions
	Human	Materials/Facilities	Financial (US\$)	Time	
Activity 2.3.2 Provide a five- day Gender training of the trainer course and establish a pool of Gender trainers. OBJECTIVE 3 : TO INCORPORATE GENDER AS A DIMENSION IN DEVELOPMENT MANAGEMENT SYSTEM, ORGANIZATION MECHANISMS, STRUCTURES AND PROCEDURES. Output 3.1 : <i>A national gender management system (GMS) in Lower Mekong Basin is established.</i>	1 program officer 5 trainers	Fax, phone	7,300	5 days	Trainers 1 program officer
Activity 3.1.1 Design a national gender management system in Lower Mekong Basin.	1 program officer 1 hired expert	Fax, phone Transportation	10,000	1 month	CNMC 1 expert Gender Task Force
Activity 3.1.2 Gain support of experts in Cambodia for advocacy, promotion and advice.	1 program officer 1 hired expert	Fax, phone Transportation Office supplies	2,200	1 month	CNMC 1 expert Gender Task Force

Narrative Summary	Required resources				Responsible persons / institutions
	Human	Materials/Faciliti	Financial (US\$)	Time	
Activity 3.1.3 Meet with high- level decision- makers at national and provincial levels.	Chairman of GSC 1 coordinator	Fax, phone Transportation	830	1 month	Chairman of GSC Gender Task Force
Activity 3.1.4 Establish gender focal points and Task Force for CNMC, related, line agencies and for all provinces.	1 coordinator 1 consultant	Fax, phone Transportation Office supplies	2,100	3 weeks	CNMC Consultant
Output 3.2 : <i>A Gender Steering Committee (GSC) for Lower Mekong Basin in Cambodia is set tip.</i>					
Activity 3.2.1 Design mission, objectives, activities and rules for Gender Steering Committee and Coordination mechanisms with related organizations, TOR and selection process.	1 hired expert 1 coordinator	Fax, phone Transportation	10,000	1 month	Gender Task Force 1 expert
Activity 3.2.2 Form Gender Steering Committee.	1 hired expert	Fax, phone Office supplies			1 expert 1 program coordinator
Output 3.3 : <i>Sex- disaggregated database in the water related sectors and in the CNMC.</i>					

Narrative Summary	Required resources				Responsible persons / institutions
	Human	Matcrials/Facilities	Financial (US\$)	Time	
Activity 3.3.1 Identify databases and database requirements in the water and related resources sectors / ministries.	1 expert 1 program officer	Fax, phone Transportation	10,000 * including exp. of Act. 3.3.2 & 3.3.4	1 month	Gender Steering Committee
Activity 3.3.2 Establish cooperation and information networks between databases of water related ministries and National Institute of statistics.	1 expert 1 program officer coordinator	Fax, phone T ransportalion Office supplies		1 month	Gender Steering Committee 1 expert
Activity 3.3.3 Introduce concept of sex disaggregated data to people involved in collecting data and maintaining databases.	1 expert 1 program officer coordinator	Fax, phone		1 day	1 expert Gender Steering Committee
Activity 3.3.4 Implement monitoring and evaluation procedures to ensure the efficiency of data collection and accuracy of the sex-disaggregated databases.	1 program officer 1 consultant	Fax, phone T ransportalion Office supplies		3 months	1 program officer GSC
Activity 3.3.5 Promote extension activities ielated to sex-disaggregated database.	I program officer 1 consultant	Fax, phone Transportation Office supplies	5,000		1 program officer

Narrative Summary	Required resources				Responsible persons / institutions
	Human	Materials/Facilities	Financial (US\$)	Time	
OBJECTIVE 4 : TO UTILIZE OPPORTUNITIES TO PROMOTE GENDER ISSUES AND AWARENESS, AND GENERALLY PROMOTE THE CNMC AND WATER RELATED ACTIVITIES AS GENDER SENSITIVE. Output 4.1 : <i>A gender awareness promotional kit containing information, case studies, press releases, etc. at any public- address opportunity for journalists and National gender steering committee, trainers, etc.</i> Activity 4.1.1 Collect (and translate as necessary) general gender information and literatures. Activity 4.1.2 Plan public speaking opportunities and produce a calendar of events Which can be used to promote gender awareness.		Office supplies			
	1 program officer 1 transporter	Fax, phone Transportation	5,400	9 months	1 program officer
	1 prognun officer	Office supplies Transportation		1 days	I program officer

Narrative Summary	Required resources				Responsible persons / institutions
	Human	Materials/Facilities	Financial (US\$)	Time	
Activity 4.1.3 Produce a public speaking kil (including speakers notes, handout and other visual aids) about 200 copies.	1 program officer 1 consultant	Office supplies Fax, phone Transportation	2,400	5 days x 8	1 program officer
Output 4.2 <i>A gender- friendly work environment at CNM Committee and Secretariat.</i>					
Activity 4.2.1 Discuss result of the " Gender Quick Scan " with the management and staff of CNMC to gender support for gender sensitizing the workplace to identify specific issues and to address them accordingly.	1 program officer 1 consultant	Fax, phone Transportation		1 day	Gender Steering Committee Program officer
Activity 4.2.2 Incorporate gender issue in all activities of the CNMC.	1 program officer Consultant			11 months	Gender Steering Committee
Activity 4.2.3 Incorporate gender issues in the orientation package for the new staff of the CNMC Secretarial to familiars them with the gender policy and gender activities of the CNMC / MRC.	1 program officer Consultant			2 weeks	CNMC 1 program officer

Narrative Summary	Required resources				Responsible persons / institutions
	Human	Materials/Facilities	Financial (US\$)	Time	
Activity 4.2.4 Strengthen cooperation with minutes or line agencies concerned.	Program officer 1 coordinator	Fax, phone Office supplies		15 months	Gender Steering Committee
Activity 4.2.S Develop English training materials, gender terminology, etc.				2 months	
Output 4.3 : <i>Increase representation of women at the CNMC.</i>					
Activity 4.3.1 Encourage women applicants to CNMC and women acceptance as the staff member of CNMC.	Gender Focal points Gender Task Force		2,200	13 months	CNMC Gender Focal point

* This also covers 3 months of 2002.

Proposed Gender Action Plan Time Frame
1999 - 2001

Output / Activities	Duration	1999		2000												2001											
		Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Output 1.1 : <i>Gender Policy is formulated.</i>																											
Activity 1.1.1 Assess the current levels of gender awareness and gender sensitive activities.	2 months																										
Activity 1.1.2 Organize high level meeting of policy makers.	2 days				.																						
Activity 1.1.3 Design Gender Policy.	2 months																										
Activity 1.1.4 Organize meeting for endorsement of gender policy.	1 day																										
Output 1.2 : <i>The Gender Policy is applied and incorporated</i>																											
Activity 1.2.1 Organize two- day training to CNMC and related ministries staff.	2 days																										
Activity 1.2.2 Organize two two- day training for local and international project staff.	2 days x 2																										

Output / Activities	Duration	1999		2000												2001											
		Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Activity 1.2.3 Review the MRC project program manuals.	2 weeks																										
Output 1.3 : <i>Gender Policy is promoted for understanding.</i>																											
Activity 1.3.1 Publish and distributed Gender Policy to high-level government officials and provincial governors.	10 days																										
Activity 1.3.2 Publish and distribute Gender Policy to nationa and international stakeholders.	5 days																										
Activity 1.3.3 Broadcast Gender Policy by national TV and radio (for 3 days).	2 weeks																										
Output 2.1 : <i>One hundred high- level planners al the national and provincial levels are gender aware and able to incorporate gender issues in policy, programmes and projects.</i>																											
Activity 2.1.1 Conduct five three- day orientation workshops for high- level planners.	3 months																										

Output / Activities	Duration	1999		2000												2001											
		Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Activity 2.1.2 Provide support in term of information, resource materials and guidance.	20 months																										
Activity 2.1.3 Send two people abroad to study gender for Master degree.	20* months																										
Output 2.2 : <i>One hundred project officials are able to incorporate gender issue into project planning.</i>																											
Activity 2.2.1 Conduct a three- day gender training for fifteen CNMC staff.	3 days																										
Activity 2.2.2 Organize two three- day trainings for forty project officers in line ministries.	3 days x2																										
Activity 2.2,3 Organize two three- day trainings for forty- six provincial government officials.	3 days x2																										
Activity 2.2.4 Follow- up activities such as regular dissemination of newsletter, latest development in gender literatures, etc.	18 months																										

* This activity additionally covers 3 months of 2002

Output / Activities	Duration	1999		2000												2001											
		Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Output 2.3 : <i>Twenty gender trainers.</i>																											
Activity 2.3.1 Select twenty trainers from the previous gender training courses.	3 months																										
Activity 2.3.2 Provide a five- day gender TOT course.	5 days																										
Output 3.1 : <i>A. national gender management system in LMB is established.</i>																											
Activity 3.1.1 Design a national gender management system.	1 month																										
Activity 3.1.2 Gain support of expert in Cambodia	1 month																										
Activity 3.1.3 Vfeet with high- level decision makers at national and provincial levels.	1 month																										
Activity 3.1.4 Establish gender focal points and task force.	1 month																										
Output 3.2 : <i>A Gender Steering Committee for I.MII is set up.</i>																											

Output / Activities	Duration	1999		2000												2001											
		Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Activity 3.2.1 Design mission, objectives, activities, rules of GSC and coordination mechanisms. Design TOR and selection process of GSC members.	1 month																										
Activity 3.2.2 Form GSC.	1 day																										
Output 3.3 : <i>Sex- disaggregated database is established.</i>																											
Activity 3.3.1 Identify database and database requirement.	1 week											-															
Activity 3.3.2 Establish cooperation and information network.	2 weeks												-														
Activity 3.3.3 Introduce concept of sex- disaggregated data.	2 days													-													
Activity 3.3.4 Implement monitoring and evaluation procedure to ensure the efficiency of data collection and management.	3 months																										
Activity 3.3.5 Promote extension activities related to sex- disaggregated database.	13 months																										

Output / Activities	Duration	1999		2000												2001											
		Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Output 4.1 : <i>A gender awareness promotional kit is produced.</i>																											
Activity 4.1.1 Collect (and translate as nesessary) general gender information.	14 months																										
Activity 4.1.2 Plan public speaking opportunities and produce a calendar of events.	1 day																										
Activity 4.1.3 Produce a public speaking kits.	5 daysx8																										
Output 4.2 : <i>A gender- friendly working environment al CNMC secretariat.</i>																											
Activity 4.2.1 Discuss result of the " Gender Quick Scan " with the management and staff of CNMC.	1 day																										
Activity 4.2.2 Incorporate gender issues in all activities of CNMC.	11 months																										
Activity 4.2.3 Incorporate gender issues in the orientation package for new staff.	2 weeks																										

Output / Activities	Duration	1999		2000												2001											
		Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Activity 4.2.4 Strengthen cooperation with ministries concerned on gender issues.	15 months																										
Activity 4.2.5 Develop English language training materials using gender information, familiarize staff with gender terminology.	2 months																										
Output 4.3 : <i>Increase representation of women at the CNMC</i>																											
Activity 4.3.1 Encourage women applicants to CNMC and women acceptance as the staff members.	13 months																										

**ESTIMATED BUDGET
FOR PROPOSED GENDER ACTION PLAN
1999 - 2001**

Activities	Location	Coffee / Lunch	Office supplies	Transportation	Honorarium	Miscellaneous	Total (US\$)
Activity 1.1.1 : Assess the current levels of gender awareness and gender sensitive activities					10,000 \$ x 2 M		20,000
Activity 1.1.2 High- level meeting of policy makers.	2 days x 200 \$	15 pers. x 16 \$	12 copies x 5 \$				700
Activity 1.1.3 Design Gender Policy			250 \$ x 2 M		8,000 \$ x 2 M		16,500
Activity 1.1.4 High level meeting of policy makers for endorsement of Gender Policy.	1 day x 200 \$	20 x 16 \$					520

Activities	Location	Coffee / Lunch	Office supplies	Transportation	Honorarium	Miscellaneous	Total (US\$)
Activity 1.2.1 Organize two- day training on the implications of Gender Policy.	2days x 200 \$	34 pers x 2 days x 16 \$	30 pers x 5 \$		(30 pers x 2 days x 10 \$) + (4 pers x 2 days x 100\$)	200 \$	3,238
Activity 1.2.2 Organize two two- day trainings on the implications of Gender Policy to local and international project staff.	2 days x 2 x 200\$	35 x 2 x 2 x 16 \$	30 pers x 5 x 2		4 pers x 2 x 2 x 100\$) + (1 Iran x 2 x 100\$)		3,464
Activity 1.2.3 Review the MRC project and program manuals and suggest to MRC.			50\$		4 pers x 150\$		650
Activity 1.3.1 Publish and distribute the Gender Policy in Khmer language to all high level government officials and to all provincial governors.			350 cop. x 1 \$			350 cop. x 0.3	455

Activities	Location	Coffee / Lunch	Office supplies	Transportation	Honorarium	Miscellaneous	Total (US\$)
Activity 1.3.2 Publish and distribute the Gender Policy in Khmer and English languages to various national and international stakeholders.			400 cop. x 1 \$			400 x 0.3	520
Activity 1.3.3 Broadcast Gender Policy just after being endorsed by national TV and radio.			50\$	100\$	1 pers x 150 \$		300
Activity 2.1.1 Conduct five three- day orientation workshops for high level planners at national and provincial level.	(5 x 3 days x 200 \$) + (20 p x 10 x 3 x 3)	24 x 16 x 3 x 5	100 pers. x 5 \$	60 pers x 8 \$	(4 Tr. x 100 x 3 x 5) + 20 per x 10 \$ x 3 x 5)	200 x 5	
Activity 2.1.2 Provide support required in terms of information, resource materials and give guidance.			150 cop. x 2 \$ x 7 times				21,540
Activity 2.1.3 Send two people (from Gender Focal points) abroad to study Gender for Masters degree.	2 pers x 1,000 \$ / M x 20 M			2 pers x 500 x 4 times			2,100
							44,000

Activities	Location	Coffee / Lunch	Office supplies	Ira importation	Honorarium	Miscellaneous	Total (US\$)
Activity 2.2.1 Provide one three- day gender training for fifteen CNMC staff.		19 pers x 16 x 3	15 pers x 5		(15 pers x 10 x 3) + (4 Tr x 100 x 3)	200\$	2,837
Activity 2.2.2 Provide two three- day gender training for forty project officers working in water related line agencies.	200 \$ x 3 x 2	24 pens x 16	20 pers x 5 x 2		(20 pers x 10 x 3 x 2) + (4 Tr x 100 x 3 x 2)	200\$ x 2	5,784
Activity 2.2.3 Organize two three- day gender trainings for forty six provincial government officials.	23 pers x 10 x 3 x 2	27 x 16 x 3 x 2	23 x 5 x 2	23 x 8 x 2	(23 pers x 10 x 3 x 2) + (4 Tr x 100 x 3 x 2)	200 \$ x 2	8,750
Activity 2.2.4 Follow- up activities such as regular dissemination of newsletter, latest development in gender literature, etc.			250 cop x 2 \$ x 7				3,500

Activities	Location	Coffee / Lunch	Office supplies	Transportation	Honorarium	Miscellaneous	Total (US\$)
Activity 2.3.2 Provide a five- day gender training of the trainer course and establish a pool of Gender trainers.	200 \$ x 5 x 10 x 10 x 5	25 x 16 x 5	20 cop x 5		(20 x 10 x 5) + (5tr x 100 x 5)	200 \$	7,300
Activity 3.1.1 Design a national gender management system in Lower Mekong Basin.					1 pers x 10,000		10,000
Activity 3.1.2 Gain support of experts in Cambodia for advocacy, promotion and advice.	20 x 50		100 cop x 2	20 days x 50			2,200
Activity 3.1.3 Meet with high- level decision-makers at national and provincial levels.	200 \$ x 1 day	35\$ x 16	35 \$ x 2				830

Activities	Location	Coffee / Lunch	Office supplies	transportation	Honorarium	Miscellaneous	Total (US\$)
Activity 3.2.1 Design mission, objectives, activities and rules for Gender Steering Committee and Coordination mechanisms with related organizations, TOR and selection process.					1 pers x 10,000		10,000
Activity 3.3.1 Identify databases and database requirements in the water and related resources sectors / ministries.					1 pers x 10,000		10,000*
Activity 3.3.2 Establish cooperation and information networks between databases of water related ministries and National Institute of statistics.							

Activities	Location	Coffee / Lunch	Office supplies	Transportation	Honorarium	Miscellaneous	Total (US\$)
Activity 3.3.3 Introduce concept of sex disaggregated data to people involved in collecting data and maintaining databases.							
Activity 3.3.4 Implement monitoring and evaluation procedures to ensure the efficiency of data collection and accuracy of the sex- disaggregated databases.							
Activity 3.3.5 Promote extension activities related to sex- disaggregated database.			5 reports x 1,000				5,000
Activity 4.1.1 Collect (and translate as necessary) general gender information and literatures.			(200p x 100cop x 0.03) + 200 p x 12 \$ x 2)				5,400

Activities	Location	Coffee / Lunch	Office supplies	Transportation	Honorarium	Miscellaneous	Total (US\$)
Activity 4.1.3 Produce a public speaking kit (including speakers notes, handout and other visual aids) about 200 copies.			(200 cop x 2 \$ x 4 limes) + (photo 200 x 4 \$)				2,400
Activity 4.2.5 Develop English training materials, gender terminology, etc.			300 cop x 2 \$		4 pers x 200 x 2 M		2,200
Sub- Total :	50,980 \$	14,420 \$	23,235 \$	5,948 \$	93,080 \$	2,625 \$	190,288 \$
Add : Hire one coordinator Travel cost for coordinator 5 computer sets.			1,500 x 5	50 x 26 M	700 x 26 M		
Grand total :	50,980 \$	14,420 \$	30,735 \$	7,248 \$	111,280 \$	2,625 \$	217,288 \$

* Budget needed lor 1999 (2 Months) : 21,500 USD
2000 : 123,165 USD
2001 : 64,623 USD
2002 (3 Months) : 8,000 USD

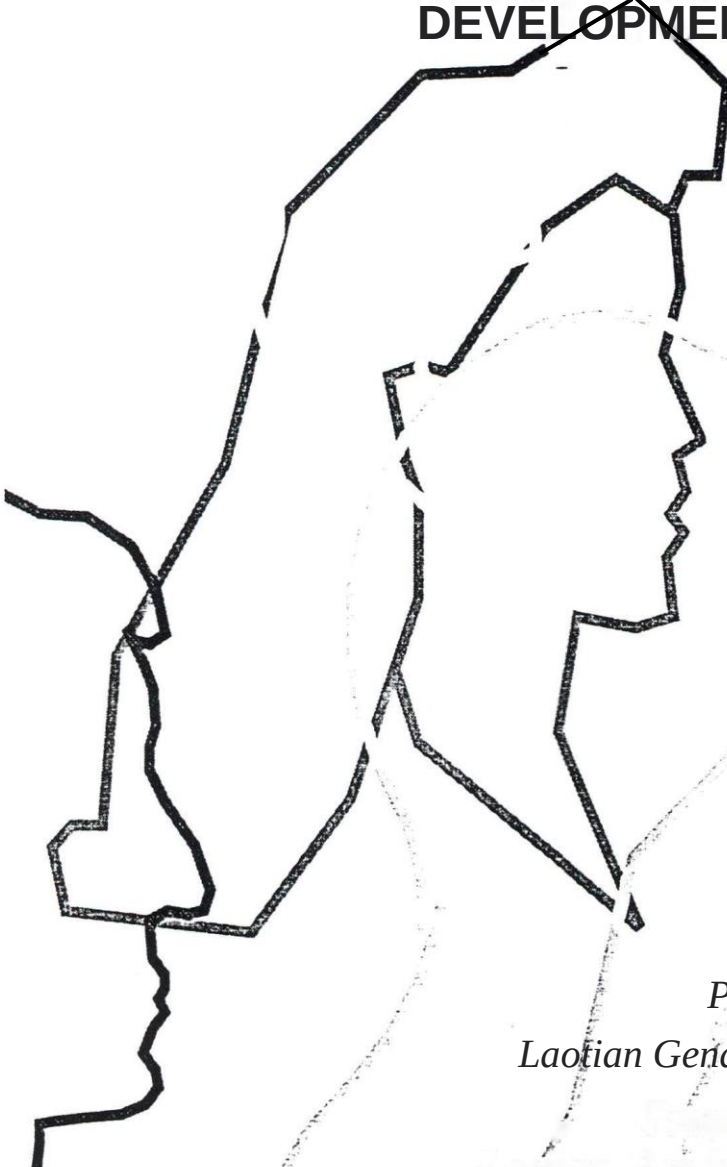
ANNEX 20



Annex 20

**ACTION PLAN
FOR
GENDER MAINSTREAMING
IN**

**LAO NATIONAL MEKONG COMMITTEE
DEVELOPMENT ACTIVITIES**



*Prepared by
Laotian Gender Training Team*

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GENDER ACTION PLAN FOR THE LAO PDR

EF

INTRODUCTION AND BACKGROUND

The Mekong River Commission (MRC) began working on gender issues in 1996, when the Government of New Zealand funded the *Study on the Role of Women in Water Resources Development in the Lower Mekong Basin*. Since this time, a Gender Mainstreaming Strategy has emerged, accompanied by two useful gender guides, the *Guidelines on Mainstreaming Gender in Water Resources Development in the Lower Mekong Basin* and the *Checklists for Integrating Gender in the Project Management Cycle*, both released by the MRC Secretariat in 1998.

The development objective of this regional strategy is:

To facilitate the institutionalisation and effective implementation of MRC Gender Strategy in the Mekong water resources development and management, basin-wide, thus strengthening the legitimacy of gender equality as a fundamental value that is reflected in development choices and institutional practises.

The regional strategy consists of six components:

1. Formulation of a gender policy
2. Obtaining commitment and support of top level MRC officials and managers
3. Creation of gender awareness in organisational culture
4. Capacity building in gender and development
5. Institutionalisation of gender responsive organisational structures and procedures
6. Provision of necessary tools for implementing gender responsive development practises

In February, a group of four government officials (and one international programmes assistant) from Lao PDR attended a two-week “Train the trainer” course on gender mainstreaming. This team then became responsible for:

- Drafting a National Action Plan, contributing to the regional strategy
- Conducting a field study of current gender-awareness levels in related organisations
- Developing and testing a training package for other Lao officials in related sectors
- Increasing gender awareness through a series of activities, including presentations, posters and guest speakers.

In July 1999, the Lao Team attended a regional workshop on Gender Mainstreaming to present the Action Plan for 1999 - 2001. This revised version reflects the changes incorporated in the Lao Action Plan to accommodate for the current reality, lessons learned and regional considerations.

VISION

The mainstreaming of gender considerations in all development activities in the Mekong water and related resources sectors and organisations in the Lao PDR, through gender sensitised attitudes and gender responsive skills and knowledge.

MISSION

To enhance the skills, knowledge and attitudes in gender sensitivity in the Mekong water and related resources sectors and organisations in the Lao PDR, through a series of training and awareness raising activities, upholding and contributing to the Mekong River Commission's Gender Mainstreaming Programme.

KEY RESULT AREAS AND OBJECTIVES

KEY RESULT AREA 1: INCREASED GENDER EXPERTISE (CAPACITY BUILDING)

OBJECTIVE 1: Train 100 men and women of the Lao government in agencies and ministries connected to the work of the Lao National Mekong Committee in water and related resource sectors to gender sensitise their work and working environments. Train fifteen male and female Lao government officials to be gender trainers to expand the training programme.

KEY RESULT AREA 2: GENDER MAINSTREAMING CO-ORDINATION

OBJECTIVE 2: Establish a Gender Focal Point Co-ordinator at the Lao National Mekong Committee Secretariat, to support a network of Gender Focal Points in relevant line agencies and MRC projects.

KEY RESULT AREA 3: INTEGRATED SEX-DISAGGREGATED DATA POOL

OBJECTIVE 3: Establish procedures and skills to gather, store and disseminate sex-disaggregated data in the water and related resources sectors in the Lao PDR, with a view to integrating the data pool basinwide.

OUTPUTS AND OUTPUT-BASED ACTIVITIES

EF

KEY RESULT AREA 1: INCREASED GENDER EXPERTISE (CAPACITY BUILDING)

Objective 1: Train 100 men and women of the Lao government in agencies and ministries connected to the work of the Lao National Mekong Committee in water and related resource sectors to gender sensitise their work and working environments. Train fifteen male and female Lao government officials to be gender trainers to expand the training programme.

Output 1.1 Training Package and Materials

- 1.1.1 Refine training package in light of the experiences from the national pilot workshop and lessons learned at the Regional Workshop in Nong Khai.
 - Gender Training Team
- 1.1.2 Develop training packages tailored to different levels with different objectives, as outlined in Annex 1
 - Gender Training Team
- 1.1.3 Consult with MRC and GDRI Gender experts for feedback on revised training package
 - Gender Training Team and MRCS
- 1.1.4 Additional research on existing Gender Training packages available in Lao PDR
 - Gender Training Team and LNMC Focal Point

Output 1.2 Support from High-level officials from LNMC Line Agencies and Projects

- 1.2.1 Letter of endorsement and support from MRCS distributed
 - MRCS and LNMC Focal Point
- 1.2.2 Gain support from a high-ranking official to present key-note address at Seminar
 - LNMC Focal Point (supported by Gender Team)
- 1.2.3 Organise high-level two-hour seminar and reception dinner for twenty LNMC line agency and Project officials to gain support for MRC/LNMC Gender Strategy
 - LNMC Focal Point and Gender Administration Officer
 - See Annex 2 for proposed format and agenda
- 1.2.4 Prepare and distribute gender awareness information to high-level officials
 - LNMC Focal Point and Gender Team

Output 1.3 Gender Awareness and Support from Project Managers and Planners

- 1.3.1 Letter of endorsement and support from MRCS distributed with high-level Government support to Project Managers and Planners
 - MRCS and LNMC Focal Point
- 1.3.2 Organise two-day seminar on “Gender Implications for Success in the Project Cycle” for Project Managers and Planners to provide them with knowledge on incorporating gender in the Project Cycle, and support for their staff members to implement
 - LNMC Focal Point and Gender Team
 - See Annex 3 for proposed format and agenda
- 1.3.3 Prepare and distribute gender awareness information to Project Managers and Planners
 - LNMC Focal Point and Gender Team

Output 1.4 100 male and female project implementers trained in gender awareness and conceptual tools

- 1.4.1 Organise a total of three training workshops in Vientiane, northern and southern Lao PDR, for three days each
 - LNMC Focal Point: Co-ordination
 - Gender Administration Officer: logistic arrangements
- 1.4.2 Train 30 - 35 male and female project implementers from Vientiane, northern and southern Lao PDR (totalling around one hundred) in gender awareness and conceptual tools
 - Gender Training Team: training
 - See Annex 4 for outline of agenda

Output 1.5 100 male and female project implementers trained in integrating gender into the Project Management Cycle and gathering sex-disaggregated data

- 1.5.1 Organise a total of three training workshops in Vientiane, northern and southern Lao PDR, for four days each
 - LNMC Focal Point: Co-ordination
 - Gender Administration Officer: logistic arrangements
- 1.5.2 Train 30 - 35 male and female project implementers from Vientiane, northern and southern Lao PDR (totalling around one hundred) in implementing gender mainstreaming and sex-disaggregated data
 - Gender Training Team: training

- See Annex 5 for outline of agenda

Output 1.6 15 men and women trained as gender trainers

- 1.6.1 Organise one training workshop in Vientiane for five days
 - LNMC Focal Point: co-ordination
 - Gender Administration Officer: logistic arrangements
- 1.6.2 Select five men and women from Vientiane, northern and southern Lao PDR to be trained as trainers
 - Gender Training Team: locate and recommend candidates
 - LNMC Focal Point: co-ordination selection process, preparation of TOR
 - See Annex 6 for draft TOR
- 1.6.3 Train 15 men and women to be gender trainers
 - Gender Training Team: training
 - See Annex 7 for outline of agenda
- 1.6.4 Follow-up trained trainers through regular contact and additional workshop to share experiences and trouble-shoot
 - Gender Training Team: training
 - LNMC Focal Point: co-ordinate
 - Gender Administration Officer: meeting logistics

KEY RESULT AREA 2: GENDER MAINSTREAMING CO-ORDINATION

Objective 2: Establish a Gender Focal Point Co-ordinator at the Lao National MeKong Committee Secretariat, to support a network of Gender Focal Points in relevant line agencies and MRC projects.

Output 2.1 Establish LNMCS Gender Focal Point Co-ordinator

- 2.1.1 Draft Terms of Reference for LNMCS Gender Focal Point Co-ordinator
 - LNMCS
 - See Annex 8 for Draft TOR
- 2.1.2 Have TOR and Focal Point selected and approved by LNMCS Director

Output 2.2 Establish network of Gender Focal Points in LNMCS Line Agencies and Projects

- 2.2.1 Draft Terms of Reference for Gender Focal Points and distribute to line agencies for nominations
 - See Annex 9 for Draft TOR
- 2.2.2 Select Gender Focal Points
 - LNMCS Focal Point
 - Written approval from Director of line agency/project concerned

Output 2.3 Establish procedures and mechanisms for Gender Strategy Co-ordination and information dissemination and promotion

- 2.3.1 Draft Procedures and mechanisms for Gender Strategy Co-ordination
 - Gender Training Team and LNMCS Focal Point to draft
 - Approved by Director of LNMCS and MRC
 - See Annex 10 for initial Guideline proposal
- 2.3.2 Arrange initial meeting of Focal Points, distributing Guidelines in advance
 - LNMCS Focal Point

Output 2.4 Promotion of MRC's Gender Policy in Lao PDR

- 2.4.1 Initiate regular newsletter for wide distribution
 - Focal Points
- 2.4.2 Public speaking appointments and special events and media coverage
 - LNMCS Focal Point and Training Team as necessary

KEY RESULT AREA 3: INTEGRATED SEX-DISAGGREGATED DATA POOL AND INFORMATION RESOURCES

Objective 3: Establish procedures and skills to gather, store and disseminate sex-disaggregated data in the water and related resources sectors in the Lao PDR, with a view to integrating the data pool basinwide.

Output 3.1 Integrate MRC procedures and guidelines for sex-disaggregated data collection and storage

- 3.1.1 Provide input and feedback on MRC's sex-disaggregated data guidelines
 - Gender Team and LNMC Focal Point
 - Also gather initial opinions from some line agency representatives
- 3.1.2 Translate into Lao language
 - LNMC Focal Point and Training Team as required
- 3.1.3 Gender Training Team and LNMC Focal Point to be trained on sex-disaggregated data collection and storage and procedures for integrated data pool
 - MRCS (with GDRI) to provide training
 - Gender Training Team and LNMC Focal Point to be trained

Output 3.2 Train selected line agency officials on sex-disaggregated data pool requirements

- 3.2.1 Organise training for selected line agency officials, in order to comply with LNMC requirements for project proposals etc
 - LNMC Gender Administration Officer and Focal Point to organise
- 3.2.2 Train all Focal Points on sex-disaggregated data pool to train line agencies
 - Gender Training Team and LNMC Focal Point to train

Output 3.3 Establish Gender and Water Resources Information Centre at the LNMC Library

- 3.3.1 Build up gender information resources in LNMC's library
 - LNMC Focal Point (plus training team contribution)
- 3.3.2 Inform stakeholders of information availability and seek co-operation opportunities
 - LNMC Focal Point
 - Refer to National Paper on Mainstreaming efforts in Lao PDR

Output 3.4 Information Promotion and research

3.4.1 Commission research as appropriate

- LNMC Focal Point to decide and co-ordinate
- Gender Training Team may be involved in earning out research/analysis

3.4.2 Use of Media for Promotion

- LNMC Focal Point

IMPLEMENTATION ARRANGEMENTS

ET

DIVISION OF RESPONSIBILITY

The implementation of this Strategy will be divided between the following groups and individuals:

LNMC Gender Focal Point Co-ordinator

Mrs. Chandavanh is the LNMC Gender Focal Point, and will be supported by Lorina. At time of writing, Mrs. Chandavanh still requires some gender training, which the Training Team is assisting with. Furthermore, Mr. Khamphay from the original Lao Gender Training Team will provide administrative and logistic support.

- Arrange meetings to gain high-level and management/planner support
- Co-ordinate training activities
- Produce and disseminate necessary guidelines
- Liaise between the Gender Training Team and the MRC
- Prioritise and commission research and consultancy activities as required
- Co-ordinate sex-disaggregated database
- Extension activities (e.g. information dissemination, research, public relations, resource mobilisation etc.)

Line Agency and Project Gender Focal Points

- Responsible for communicating Gender related information between the LNMC and their line agency
- Contributing to sex-disaggregated database
- Organising training for their line agency

Lao Gender Training Team

- Continually update and revise training package in accordance with requirements
- Carry out training as required by Focal Points
- Support network of new trainers
- Update individual skills to build capacity (including to train on sex-disaggregated data)

Mekong River Commission Secretariat

- Please see Support Required from the MRCS

TRAINING LEVELS

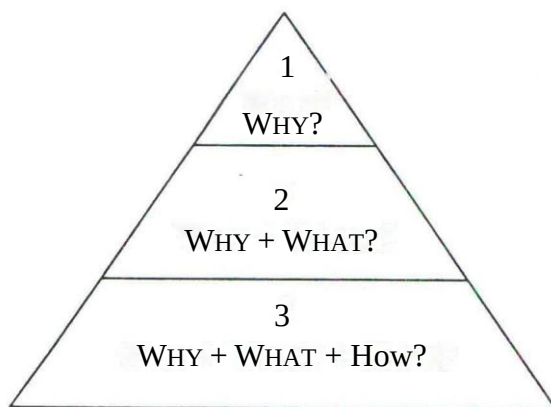
Considering the current lack of gender awareness in Lao PDR, the Lao Gender Training Team has learnt from its experience during the Pilot Workshop about the inefficiency of attempting to cover too much at once during training. Therefore, we have broken down the training needs in terms of “who needs what” training. The three main levels of people identified for training are:

- 1. High-level officials (Ministers, Vice-Minister level, maybe Directors)**
- 2. Project Planners and Managers (Project Managers, Heads of Divisions, maybe Directors and Deputy Directors)**
- 3. Project Implementers (Project and technical staff)**

The three levels of training we have devised are:

- 1. General support and advocacy (WHY?):** Appreciation of why gender is an important consideration, focussing mainly on efficiency arguments. It is expected these people will support their staff receiving additional training, and can support the inclusion of gender sensitivity in their work.
- 2. Gender awareness (WHY + WHAT?):** Building on general support, this training will provide a more in-depth awareness of gender issues and some conceptual tools to assist with raising gender consciousness, including incorporating gender in project planning. It would also be appropriate to include gender in the workplace for Managers and Planners.
- 3. Gender integration (WHY + WHAT + HOW?):** Building on the last two aspects of training, this final component will enable project implementers to actually integrate gender in their work.

Considering the role of each of these groups of people, we can picture our level of training as a pyramid: there will be less training for less people at the top of the pyramid, and more training for more people at the base of the pyramid. This is illustrated in the diagram on the following page.



High-Officials: Gain Support for gender integration and training

Project Managers and Planners: Gain Support + Gender Awareness

Project Implementers: Gain Support + Gender Awareness + Gender Integration Skills

TRAINING AREAS

To integrate the Gender Strategy nationally, training must take place around the country. Most attention will be focussed in Vientiane where the central Ministries are, however, awareness and implementation training will be done also in the north and south of the countin' to include provincial Government and Project Officials. Therefore the three training areas will be referred to as:

- Central (Vientiane)
- North (Luang Prabang)
- South (Savannakhet)

(The name in brackets refers to the most likely location for training in that region.)

SUPPORT REQUIRED BY THE LAO TEAM FROM THE MRCS
ET

SKILLS

- Training in presenting case studies
- Practical gender analysis experience
- Integrating sex-disaggregated database

INFORMATION

- Relevant and convincing case studies from WRD in the Mekong Basin
- More information on integrating women in planning
- Need examples of including women in project proposals and project documents

POLICY AND PROMOTION

- Need Gender Policy before can begin Lao promotion
- TOR for Gender Focal Points
- Letters of invitation and support from high-level MRC officials (e.g. a joint letter from all members of the Council and/or Joint Committee would be very helpful in gathering support and legitimacy among senior officials)
- Guidelines for sex-disaggregated database. Provision of software, instructions and additional training and practical experience in gathering and inputting data.
- Forum to promote national gender progress (e.g. newsletters, web-site etc.)
- Integration of gender considerations into MRC mechanisms, e.g. Project Management Manual
- Development of a Public Speaking Kit (e.g. sample speeches, overheads, handouts etc.)
- Development of an gender-orientation programme, including English lessons for gender-related language (particularly to ensure consistent and accurate translation)
- Resource Mobilisation

EXTENSION ACTIVITIES

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The activities listed in this Action Plan are those that the Lao Gender Training Team see as essential to achieve the objectives of the Gender Mainstreaming Strategy, and are committed to implementing. There are, however, additional activities that can be performed by the Gender Training Team and Focal Points to promote the gender sensitivity generally, but have not been included in the actual Action Plan as they are not necessary for achieving the objectives. Therefore, the realisation of the following activities will depend on individual commitment during implementation of the strategy, and resources available.

- Co-operate with HRD focal points to incorporate gender concerns into organisational culture
- Use special events for promotion (e.g. International Women's Day, Boat Races, International Water Day etc.)
- Consider developing partnerships and working arrangements with other gender-sensitive organisations, e.g. joint newsletters and research projects
- Consider developing research role into something marketable
- Provide consultations on gender-sensitising the workplace
- Consider conducting gender analysis for projects on a fee-basis
- Identify and promote outstanding women in the water resources sector (both in the office and in the field)
- Develop public speaking kit and attempt to speak on special occasions
- Resource mobilisation
- Attempt to institutionalise all significant outputs of the LNMCS be subject to "gender sensitisation" (i.e. gender specialist checks documents and makes suggestions before final version is released), particularly project proposals.
- Gender sensitise the FIR policies and institutional arrangements at the LNMCS, and encourage line agencies to do the same

TIME FRAME FOR THE LAO ACTION PLAN

VERSION 2, AUGUST 1999

ET

NARRATIVE SUMMARY	1999					2000												2001											
	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12
1.1.1 Refine training package in light of lessons learned																													
1.1.2 Develop training packages tailored to different levels with different objectives																													
1.1.3 Consult with MRC and GDRI for feedback on revised training package																													
1.1.4 Additional research on existing Gender Training Packages in Lao PDR																													
1.2.1 Letter of endorsement and support from MRCS distributed																													
1.2.2 Gain support from high-ranking officials to present key-note at Seminar																													
1.2.3 Organise liigh-lcvcl two-hour seminar and dinner																													

LOGICAL FRAMEWORK FOR THE IMPLEMENTATION OF THE LAO ACTION PLAN

VERSION 2, AUGUST 1999

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NARRATIVE SUMMARY	REQUIRED RESOURCES				RESPO- NSIBLE PARTY
	HUMAN	MATERIALS/ FACILITIES	COST (US\$)	TIME (DAYS)	
OBJECTIVE 1: TRAIN 100 MEN AND WOMEN OF THE LAO GOVERNMENT IN AGENCIES AND MINISTRIES CONNECTED TO THE WORK OF THE LNMC IN WATER AND RELATED RESOURCES SECTORS TO GENDER SENSITISE THEIR WORK <i>Output 1.1 Training Package and Materials</i> 1.1.1 Refine training package in light of lessons learned 1.1.2 Develop training packages tailored to different levels with different objectives 1.1.3 Consult with MRC and GDR1 for feedback on revised training package 1.1.4 Additional research on existing Gender Training Packages in Lao PDR					
	Training team	Office supplies and equipment	\$100	5	Team Leader
	Training team, Consult LAs	Office supplies and equipment	\$200	10	Team Leader LNMC FP
	Training team, MRCS, GDRI	Communication materials etc.	\$1,000	2	Team Leader
	Training team, LNMC FP	Communication and administration materials	\$50	10	Team Leader

Output 1.2 Support from High-level Officials from LNMC Line Agencies and Projects						
1.2.1	Letter of endorsement and support from MRCS distributed	MRCS, LNMC	Administration and communication materials	\$10	10	MRCS
1.2.2	Gain support from high-ranking officials to present key-note address at Seminar	LNMC and Official	Administration, honorarium		3	LNMC FP
1.2.3	Organise high-level two-hour seminar and reception dinner for 20 senior officials	LNMC GAO	Meeting equipment, coffee etc., dinner, DSA	\$300	0.5	LNMC FP
1.2.4	Prepare and distribute gender awareness information to high-level officials	Training Team	Administration costs	\$50	2	LNMC FP
Output 1.3 Gender Awareness and Support From Project Managers and Planners						
1.3.1	Letter of endorsement and support from MRCS distributed with high-level Government support to managers and planners	MRCS, Officials, LNMC FP	Communication costs	\$10	2	MRCS LNMC GAO
1.3.2	Organise two-day gender awareness seminar for Project Managers and Planners	LNMC GAO, LNMC FP, training team, guests	Meeting equipment, coffee break, lunch, DSA	\$3,000	1	LNMC GAO
1.3.3	Prepare and distribute gender awareness information to Project Managers and Planners		Administration costs	\$50	2	LNMC FP

Output 1.4 100 Male and female Project Implementers trained in Gender Awareness and Conceptual Tools						
1.4.1	Organise 3 training workshops for Project implementers (centre, north, south)	LNMC GAO, LNMC FT	Administration and communication costs	\$500	5	LNMC FT
1.4.2	Train 3 x 30 -35 Project implementers in gender awareness and conceptual tools	Training Team	Travel, DSA, training equipment and materials	\$12,000	4	Team Leader
Output 1.5 100 Male and Female Project Implementers trained in integrating gender						
1.5.1	Organise 3 training workshops in central northern and southern Lao PDR	LNMC GAO, LNMC FP	Administration and communication costs	\$500	5	LNMC FP
1.5.	Train 30 - 35 Project implementers in implementing gender mainstreaming	"Training Team	Travel, DSA, training equipment and materials	\$12,000	4	Team Leader
Output 1.6 Fifteen men and women trained as gender trainers						
1.6.1	Organise train the trainer workshop	LNMC GAO, LNMC FP	Administration and communication costs	\$500	5	LNMC FP
1.6.2	Select five men and women from central, northern and southern Lao PDR	LNMC FP			4	LNMC FP
1.6.3	Train trainers	Training Team	Travel, DSA, training equipment and materials	\$8,000		Team Leader
1.6.4	Follow-up training through additional workshop					

OBJECTIVE 2: ESTABLISH A GENDER FOCAL POINT CO-ORDINATOR AT THE LNMCS TO SUPPORT A NETWORK OF GENDER FOCAL POINTS IN RELEVANT LINE AGENCIES AND MRC PROJECTS.						
<i>Output 2.1 Establish LNMC Gender Focal Point Co-ordinator</i>						
2.1.1	Draft TOR for LNMC Gender Focal Point Co-ordinator	Training Team, MRCS	Administration and communication costs	520	2	LNMC FP
2.1.2	Have TOR and Focal Point selected and approved by Director of LNMCS	Director of LNMCS	Administration and communication costs	520	5	LNMC FP
<i>Output 2.2 Establish Network of Gender Focal Points in LNMC Line Agencies and Projects</i>						
2.2.1	Draft TOR tor Gender Focal Points and request nominations from line agencies	Training Team, MRCS	Administration and communication costs	520	2	LNMC FP
2.2.2	Select Gender Focal Points	Directors of LAs	Administration and communication costs	550	5	LNMC FP
<i>Output 2.3 Establish procedures and mechanisms for Gender Strategy Co-ordination and promotion</i>						
2.3.1	Draft procedures and mechanisms for Gender Strategy Co-ordination	LNMC FP, Training Team	Administration costs		5	LNMC FP

2.3.2	Arrange initial meeting of local Points, distribute guidelines	LNMC GAO LNMC FP	Administration and meeting costs	\$100	0.5	LNMC FP
<i>Output 2.4 Promotion of MRC's Gender Policy in Lao PDR</i>						
2.4.1	Initiate regular newsletter for wide distribution (8 @ \$500)	LNMC FP, LNMC GAO	Administration, translation, publication, distribution	\$4,000	10	LNMC FP
2.4.2	Public speaking appointments and special events, including media coverage	LNMC FP, Training Team	Communication, public kit	\$200	2	LNMC FP
<u>OBJECTIVE 3: ESTABLISH PROCEDURES AND SKILLS TO GATHER, STORE AND DISSEMINATE SEX-DISAGGREGATED DATA IN HIE WATER AND RELATED RESOURCES SECTORS IN THE LAO PDR WITH A VIEW TO INTEGRATING THE DATA POOL BASINWIDE.</u>						
<i>Output 3.1 Integrate MRC procedures and guidelines for sex-disaggregated data collection and storage</i>						
3.1.1	Provide input and feedback on MRC's sex-disaggregated data guidelines	MRCS, LNMC IT, Training Team	Administration costs	\$50	5	LNMC FP
3.1.2	Translate into Lao language	LNMC GAO	Translation and dissemination	\$200	5	LNMC FP
3.1.3	Gender Training Team and LNMC Focal Point to be trained	MRCS, LNMC Training Team	Training (borne by MRCS)	MRCS	5	MRCS

Output 3.2 Train selected line agency officials on sex-disaggregated data pool requirements						
3.2.1	Organise training for selected line agency officials, in order to comply with LNMC requirements for project proposals etc	LNMC. CAO LNMC FP	administration and communication costs	550	5	LNMC GAO
3.2.2	Train all Focal Points on sex-disaggregated data pool to train line agencies	Training Team	Training costs (equipment, materials, DSA, travel etc)	\$3000	3	Team leader
Output 3.3 Establish Gender and Water Resources Information Centre at LNMC Library						
3.3.1	Build up gender information resources in LNMC library	LNMC FP, LNMC GAO	Costs of materials and information resources	\$1,000	Ongoing	LNMC FP
3.3.2	Inform stakeholders of information availability and seek co-operation opportunities	LNMC FP, LNMC GAO	Administration and communication costs (produce letters, lists etc.)	\$50	Ongoing	LNMC FP
Output 3.4 Information Promotion and Research						
3.4.1	Commission research as appropriate	Training Team LNMC FP	Research costs (fee, materials)	\$1,000	Ongoing	LNMC FP
3.4.2	Use of media for promotion	LNMC FP	Administrative costs	\$10	Ongoing	LNMC FP
Total				\$48,020		

ACRONYMS

GDRI	Gender and Development Research Institute
LA	Line Agency
LNMC	Lao National Mekong Committee
LNMC FP	Lao National Mekong Committee Focal Point
LNMC GAO	Lao National Mekong Committee Gender Administrative Officer

NOTES

These cost estimates do not include:

- costs of MRC components including training
- translation work not specified (e.g. additional training packages, research, case studies etc.)
- compensation for trainers and focal points
- management fee of LNMC Secretariat
- costs of extension activities

i.e. It is estimated that US\$50,000 will be required to complete the Action Plan's core activities. Other extension activities will cost extra. Arrangement should be made with the LNMC Focal Point in co-operation with the Director regarding additional activities, or an MRC budget may be necessary to support other activities, in line with proposals submitted etc.

Furthermore:

- Administrative costs are difficult to estimate
- Travel costs are not confirmed yet

LOGICAL FRAMEWORK FOR THE NATIONAL ACTION PLAN OF THE LAO PDR

VERSION 2, AUGUST 1999

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	VERIFIABLE INDICATORS	MEANS OF VERIFICATION	RISKS AND CONSTRAINTS	RISK MANAGEMENT
OBJECTIVE 1: TRAIN 100 MEN AND WOMEN OF THE LAO GOVERNMENT IN AGENCIES AND MINISTRIES CONNECTED TO THE WORK OF THE LNMC IN WATER AND RELATED RESOURCES SECTORS TO GENDER SENSITISE THEIR WORK AND WORKING ENVIRONMENTS. TRAIN FIFTEEN OFFICIALS AS GENDER TRAINERS. <i>Output 1.1 Training Package and Materials</i> 1.1.1 Refine training package in light of lessons learned 1.1.2 Develop training packages tailored to different levels with different objectives 1.1.3 Consult with MRC and GDRI for feedback on revised training package 1.1.4 Additional research on existing Gender Training Packages in Lao PDR	Training package updated Three packages available Consultation, meeting Conduct research	MRCS approval Training conducted Notes, comments Notes from research, meetings etc.	Time, team issues, lack of expertise As above Time constraints	Clarify team responsibilities, additional training provided by MRCS to trainers Fair delegation, clear expectations

Output 1.2 Support from High-level Officials from LNMC Line Agencies and Projects					
1.2.1	Letter of endorsement and support from MRCS distributed	Letter distributed	Follow-up, feedback		
1.2.2	Gain support from high-ranking officials to present key-note address at Seminar	Agreement to present keynote	Key note address presented		
1.2.3	Organise high-level two-hour seminar and reception dinner for 20 senior officials	Hold meeting	Meeting notes, press release	Lack of attendance	Provide incentives, high-level speaker, give advance notice
1.2.4	Prepare and distribute gender awareness information to high-level officials	Information distributed	feedback, discussion	Information not read	Imply necessity in agenda
Output 1.3 Gender Awareness and Support From Project Managers and Planners					
1.3.1	Letter of endorsement and support from MUGS distributed with high-level Government support to managers and planners	High-level support received, letter distributed	Feedback and comments	Letter not supported or read	High-level directive
1.3.2	Organise half-day to full-day gender awareness seminar for Project Managers and Planners	Meeting held	Notes from meeting, media coverage	Lack of attendance	Incentives, high-level directive
1.3.3	Prepare and distribute gender awareness information to Project Managers and Planners	Information distributed	Feedback, comments	Information not read	High-level directive, implied importance

Output 1.4 100 Male and female Project Implementers trained in Gender Awareness and Conceptual Tools				
1.4.1 Organise 3 training workshops for Project implementers (centre, north, south)	Logistics completed	Workshop held	Inappropriate participants	Clear selection criteria
1.4.2 Train 30 - 35 Project implementers in gender awareness and conceptual tools	Workshop held	Evaluation forms	Not taken seriously or followed-up	High-level support, follow-up
Output 1.5 100 Male and Female Project Implementers trained in integrating gender				
1.5.1 Organise 3 training workshops in central northern and southern Lao PDR	Logistics completed	Workshop held	Inappropriate participants	Clear selection criteria
1.5.2 Train 30 - 35 Project implementers in implementing gender mainstreaming	Workshop held	Evaluation forms	Not taken seriously or followed-up	High-level support, follow-up
Output 1.6 Fifteen men and women trained as gender trainers				
1.6.1 Organise train the trainer workshop	Logistics completed	Workshop held	Inappropriate participants	Clear criteria, careful selection
1.6.2 Select five men and women from central, northern and southern Lao PDR	Selection made and approved	Presence at training workshop		
1.6.3 Train trainers	Training workshop	Evaluation	Not taken seriously or followed-up	High-level support, follow-up
1.6.4 Follow-up training through additional workshop	Follow-up meeting	Personal and supervisor feedback		

OBJECTIVE 2: ESTABLISH A GENDER FOCAL POINT CO-ORDINATOR AT THE LNMCS TO SUPPORT A NETWORK OF GENDER FOCAL POINTS IN RELEVANT LINE AGENCIES AND MRC PROJECTS.					
Output 2.1 Establish LNMCS Gender Focal Point Co-ordinator					
2.1.1	Draft TOR for LNMCS Gender Focal Point Co-ordinator	TOR drafted and approved	TOR implemented	Approving intensive role	Efficiency and equity arguments
2.1.2	1 have TOR and Focal Point selected and approved by Director of LNMCS	Focal Point Selected	Work commences	Conflict with current duties, time constraints	High-level support for role
Output 2.2 Establish Network of Gender Focal Points in LNMCS Line Agencies and Projects					
2.2.1	Draft TOR for Gender Focal Points and request nominations from line agencies	TOR drafted and approved	TOR implemented	Approving intensive role	Efficiency and equity arguments
2.2.2	Select Gender Focal Points	Focal Point Selected	Work commences	Conflict with current duties, time	High-level support for role
Output 2.3 Establish procedures and mechanisms for Gender Strategy Co-ordination and promotion					
2.3.1	Draft procedures and mechanisms for Gender Strategy Co-ordination	Procedures drafted	Approved and implemented	Approval	High-level support secured

2.3.2	Arrange initial meeting of Focal Points, distribute guidelines	Focal points meet	Meeting minutes and output	Finding suitable time	Arrange in advance, supervisor support
<i>Output 2.4 Promotion of MRC's Gender Policy in Lao PDR</i>					
2.4.1	Initiate regular newsletter for wide distribution	Newsletter distributed	Feedback	Gaining feedback and active support	Provide clear mechanisms and avenues for action
2.4.2	Public speaking appointments and special events, including media coverage	Public speaking appointments	Media coverage, feedback, notes		
<u>OBJECTIVE 3: ESTABLISH PROCEDURES AND SKILLS TO GATHER, STORE AND DISSEMINATE SEX-DISAGGREGATED DATA IN THE WATER AND RELATED RESOURCES SECTORS IN THE LAO PDR WITH A VIEW TO INTEGRATING THE DATA POOL BASINWIDE.</u>					
<i>Output 3.1 Integrate MRC procedures and guidelines for sex-disaggregated data collection and storage</i>					
3.1.1	Provide input and feedback on MRC's sex-disaggregated data guidelines	Completed guidelines	Distribution and implementation	Agreeing on guidelines	High support, open communication,
3.1.2	Translate into Lao language	Translation done	Distributed		
3.1.3	Gender Training Team and LNMC Focal Point to be trained	Training provided	Training followed-up		

Output 3.2 Train selected line agency officials on sex-disaggregated data pool requirements				
3.2.1 Organise training for selected line agency officials, in order to comply with LNMC requirements for project proposals etc	Training organised	Training carried out	Appropriate trainees	Careful selection of participants
3.2.2 Train all Focal Points on sex-disaggregated data pool to train line agencies	Training completed	Action on database commences	Training not continued in line agencies	Support, incentives, made mandatory by LNMC
Output 3.3 Establish Gender and Water Resources Information Centre at LNMC Library				
3.3.1 Build up gender information resources in LNMC library	Gender info, at LNMC library Newsletters, media etc.	Use of gender info by LNMC staff	Lack of resources, risk overlap etc.	Careful co-operation, support
3.3.2 Inform stakeholders of information availability and seek co-operation opportunities		User of gender info by stakeholders		
Output 3.4 Information Promotion and Research				
3.4.1 Commission research as appropriate	Research requested	Research complete	Time, expertise	Incentives, consult experts
3.4.2 Use of media for promotion	Media coverage	Feedback		

LIST OF ANNEXES

1. SUMMARY OF TRAINING PACKAGES
2. AGENDA FOR HIGH-LEVEL GENDER SUPPORT SEMINAR
3. AGENDA FOR PLANNING-MANAGEMENT LEVEL GENDER AWARENESS AND SUPPORT MEETING
4. AGENDA FOR PROJECT IMPLEMENTERS GENDER AWARENESS WORKSHOP
5. AGENDA FOR PROJECT IMPLEMENTERS GENDER INTEGRATION WORKSHOP
6. TERMS OF REFERENCE FOR POTENTIAL GENDER TRAINERS
7. AGENDA FOR TRAINING OF TRAINERS WORKSHOP
8. TERMS OF REFERENCE FOR LNMC FOCAL POINT
9. TERMS OF REFERENCE FOR LINE AGENCY/PROJECT FOCAL POINT
10. PROPOSED GENDER FOCAL POINT GUIDELINES
11. DATA POOL IDEAS
12. PROPOSED ORGANISATIONS TO CONTACT, MAILING LIST
13. POTENTIAL RESEARCH ISSUES AND QUESTIONS

ANNEX 1

SUMMARY OF TRAINING PACKAGES

Given the three different levels the Lao Training Team has identified as in need of gender training, different training packages must be tailored to suit different needs. Factors to take into consideration include:

- Ranking/position of the target audience (will impact time availability and techniques that will be effective, e.g. less participatory and more formal for higher ranking officials). For this reason, the team will attempt to train only one level at a time.
- Exposure to gender training and awareness (will impact content of training and approach whether participants are already sensitised or not)
- Role in Project cycle and decision-making process: high-level officials need to understand more about the impact of gender issues on the project cycle in order to include it, whereas the project implementers who are not decision-makers will actually have to be able to implement these strategies.
- Relationship of participants to each other: will impact techniques used in terms of how comfortable participants feel with each other, and how important it is to work on team building during the training

PACKAGE 1: HIGH-LEVEL OFFICIALS

- **Focus: attitudes**
- Targeted at senior officials who only need to support gender sensitisation activities within their organisations, and direct others accordingly. For middle-level officials (i.e. Directors), this will include gender sensitising the organisation and workplace
- Will only include basic gender training in order to raise awareness and create some appreciation and understanding, while focussing on encouraging support for training for staff.

PACKAGE 2: PROJECT MANAGERS AND PLANNERS

- **Focus: attitudes and knowledge**
- Targeted at project decision-makers in order to make them more aware and sensitive towards including gender considerations into project plans and as project management considerations.
- Will involve some skills as well as knowledge building on incorporating gender in project planning and management (i.e. overview of gender in the project cycle), and will be a mixture of formal seminar and group participation

PACKAGE 3: PROJECT IMPLEMENTERS

- **Focus: attitudes, knowledge and skills**
- Targeted at those people actually implementing projects either from the field or the office. These people must be equipped with the knowledge, skills and attitude to implement management decisions, including gender aspects.
- Training will be longer and highly participatory

PACKAGE 4: PROJECT IMPLEMENTERS

- **Focus: basic attitudes and knowledge**
- General awareness raising package, suitable for general audiences in a presentation format (e.g. special occasions of the State Planning Committee, imitations from departments to discuss gender impacts or gender sensitising the workplace).

ANNEX 2

AGENDA FOR HIGH LEVEL GENDER SUPPORT SEMINAR

- PURPOSE** To introduce the MRC Gender Strategy to high-level officials in order to increase gender awareness and obtain support for further gender training of staff.
- GUESTS** 30 - 40 middle and high-ranking (Directors and above) officials from the line Ministries related to the work of the LNMC/MRC, and the media.
- LOGISTICS** Function room at the Lao Hotel Plaza set up for a conference, including LCD Projector followed by dinner reception at Restaurant.

AGENDA

- 4 p.m.** Registration
- 4.15 p.m.** Open and welcome by senior LNMC official (e.g. H. E. Dr. Kithong Vongsay), highlighting importance of gender issues to LNMC work and water resource development (media presence)
- 4.30 p.m.** Explanation of MRC Gender Strategy by the Lao Gender Training Team Leader, focussing on efficiency arguments and impact on line agencies
- 4.45 p.m.** Presentation of a gender-related case-study by the Director of the Lao National Mekong Committee Secretariat, mentioning that gender considerations will be institutionalised and mandatory in all project proposals
- 5.00 p.m.** Coffee Break
- 5.20 p.m.** The origins of gender and why it is a development issue
- 5.45 p.m.** Wrap up, focussing on importance of supporting gender awareness and encouraging staff to attend gender training, by Dr. Kithong Vongsay
- 6.00 p.m.** Dinner (possibly screen “The Impossible Dream” video)

ANNEX 3

AGENDA FOR PLANNING-MANAGEMENT GENDER AWARENESS AND SUPPORT

PURPOSE To raise awareness of gender issues and impacts among project planners and managers through a two-day seminar on “Gender Implications for Success in the Project Cycle,” providing information on gender-sensitive planning and gender in the Project Cycle.

GUESTS 30 - 40 middle-level officials (Directors, Deputy Directors, Heads of Divisions or Heads of Projects) from the line Ministries and project representatives, related to the work of the LNMC/MRC and the media.

DAY 1

- Media covers high-level Keynote Speaker on relevance of gender
- Presentation of case-study demonstrating importance of gender sensitivity from an efficiency and project point of view
- Overview of MRC Gender Strategy
- Introduction to the issue of gender as a development issue (including making the distinction between sex and gender, importance of equality and equity)
- Gender planning

DAY 2

- Gender in the Project Cycle
- MRC Gender Checklists
- Gender in the workplace
- Wrap-up with promoting training opportunities for project implementation staff

ANNEX 4

AGENDA FOR PROJECT IMPLEMENTERS

GENDER AWARENESS WORKSHOP

DAY 1

- High-level speaker opening workshop, emphasising the importance and relevance of gender issues in water resources development
- Introductions and ice-breaker
- Explain MRC Gender Strategy (give all a copy of Guidelines)
- Introduction to the concept of gender, its origins and how it differs from sex
- Understanding gender
- Equality, equity and discrimination
- Gender as a Development issue
- WID and GAD
- Gender concepts and tools
 - gender division of labour
 - gender roles
 - practical and strategic gender needs
 - position and condition
 - access & control to/over resources & benefits (distribution): profile exercise

DAY 2

- Complete gender concepts and tools
- Case-study of water resource project and gender elements present
- Influencing factors
- Introduction to gender analysis
- Time-use analysis (practise exercise)
- Activity profile (practise exercise)

DAY 3

- Gender in the workplace
- “Impossible Dream” video
- Field trip: women’s projects in Vientiane municipality, highlighting women’s role in water resource development and management. Participants to identify relevant gender issues etc.
- Lunch: discuss situation of men and women in Lao PDR
- Wrap-up: where to from here?
 - brief on next training
 - set activities/exercise for participants in the meantime

ANNEX 5

AGENDA FOR PROJECT IMPLEMENTERS

GENDER INTEGRATION WORKSHOP

DAY 1

- Speaker to welcome participants back and set expectations for workshop
- Ice-breaker exercise to get everyone together as a group again
- Sharing of experiences since first training
- Gender information and sex-disaggregated data
- Warm-up exercise on a gender analysis case-study (Harvard)
- Gender Analysis Matrix
- Women's Equality/Empowerment Framework
- Comparison between different analytical approaches

DAY 2

- Gender Planning and Integrating Gender into the Project Cycle
- Discuss need and factors in Gender-sensitive project management and implications for project implementers
- Introduction to MRC Checklists
- Checklist case-study exercise
- Incorporating Gender considerations in Project documents and proposals (give details on LNMC requirements), leading into need for indicators

DAY 3

- Gender-sensitive indicators (quantitative and qualitative)
- Practise exercise on including gender considerations in project documents and proposals (two groups on project proposals, two on project documents)
- Introduction to the Project Management Manual, working through exercise, getting feedback, final questions

DAY 4

- Field Trip, accompanied by a gender expert with experience in gender-sensitive project implementation and collecting sex-disaggregated data
- Wrap-up: Personal commitments from each participant, and how the Training Team and LNMC can support activities

ANNEX 6

TERMS OF REFERENCE FOR GENDER TRAINERS

1. PROJECT TITLE AND SUMMARY

The Mekong River Commission Gender Mainstreaming Strategy aims to integrate gender considerations and sensitivities in all aspects of its policy, activities and organisation. In order to build the MRC family's capacity to do this, Gender Trainers are required to spread the information throughout the line agencies of the Lao National Mekong Committee.

2. PURPOSE OF THE ASSIGNMENT

The purpose of this assignment is to be trained as a Gender Trainer in order to teach what has already been learned through the gender awareness and integration training workshops. It is expected that each trainer will conduct similar awareness and integration training in the trainer's own and related organisations.

3. OUTPUT(S) OR RESULTS TO BE PRODUCED BY THE TRAINER.

- (a) Refined training package, suitable for own region if necessary
- (b) Support for gender mainstreaming among high-level officials
- (c) Gender awareness in project managers and planners
- (d) Gender integration skills in project implementers

4. DOCUMENTATION AND VIEWS TO BE CONSIDERED

- Trainer must have attended the two gender training sessions provided by the Lao Mekong Gender Training Team
- Be familiar with MRC Gender documentation (Guidelines, Checklists etc.)
- Close discussion with the Lao Mekong Gender Training Team

5. REQUIRED ACTIVITIES

- Organise and provide training as part of a small regional team at three levels: senior, management/planning and project implementation
- Evaluation report of each training
- Modification of training package as required
- Engage in gender-sensitive promotion and networking in region

6. TRAINER QUALIFICATIONS

- (a) Experienced project officer (implementer) in water resource development
- (b) At least 2 years project experience in Government line agency
- (c) English language proficiency is strongly desirable
- (d) Abilin' and/or willingness to be a Trainer
- (e) Computer proficiency

7. REPORTING

In addition to existing reporting requirements, the trainer will report to the Lao Mekong Training Team through the LNMC Gender Focal Point.

8. LIAISON AND ADMINISTRATIVE SUPPORT ARRANGEMENTS

The Trainer will liase with the LNMC Gender Focal Point and training support will be provided by the Lao Mekong Gender Training Team as required. The training team will also channel any assistance from the Mekong River Commission Secretariat. It is recommended that liaison also be established in other gender-sensitive organisations in the Trainer's region. Additional administrative support can be provided by the LNMC Gender Focal Point or the Gender Administration Officer at the LNMC Secretariat.

9. DURATION AND DATES OF ASSIGNMENT

The Trainer must be willing to commit to the Gender Training for at least two years, or until the end of the year 2001, after which time terms may be renegotiated.

10. DUTY STATION AND TRAVEL PLAN, IF ANY

The Trainer will be based at his/her current station of work. Travel will be required for training with other trainers from around the nation. Additionally, some brief fieldwork in the trainer's region may be required.

ANNEX 7

AGENDA FOR TRAINING OF TRAINERS

DAY 1

- Introduction: expectations of trainers and trainees
- Recap of gender issues and aims of gender training
- Overview of Lao/MRC Gender Action Plan
- Training issues unique to gender training
- Adult learning principles
- Training environment
- Introduction to the Lao gender training packages

DAY 2

- Training needs analysis
- Setting learning objectives
- Lesson planning and design
- Review Lao Gender curriculum

DAY 3

- Researching gender issues
- Designing case studies
- Training methodology
- Training techniques
- Presentation skills

DAY 4

- Dealing with questions
- Questioning skills
- Attending skills and sharing feedback Practise of skills
- Evaluation
- Preparation for practise exercise

DAY 5

- Practise skills
- Feedback
- Set assignment, responsibilities and follow-up

ANNEX 8

DRAFT TERMS OF REFERENCE FOR LNMC FOCAL POINT

1. PROJECT TITLE AND SUMMARY

The Mekong River Commission Gender Mainstreaming Strategy aims to integrate gender considerations and sensitivities in all aspects of its policy, activities and organisation. In order to build the MRC family's capacity to do this, a Gender Focal Point is required to co-ordinate all gender-related activities at the Lao National Mekong Committee and in its line agencies and projects.

2. PURPOSE OF THE ASSIGNMENT

The purpose of this assignment is to co-ordinate the implementation of all activities in the Gender Action Plan for the Lao PDR, including liaison with the Mekong River Commission Secretariat.

3. OUTPUT(S) OR RESULTS TO BE PRODUCED BY THE FOCAL POINT.

The outputs to be produced will be in line with the Action Plan outputs as follows:

- (a) Established network of Gender Focal Points in LNMC line agencies
- (b) Refined training packages, targeted at different levels
- (c) Support from 40 - 80 high-level officials and managers and planners
- (d) Gender awareness and integration skills in 100 project implementers
- (e) An expanded Training Team of around 20 trainers
- (f) Promotional materials for gender sensitisation (including media coverage)
- (g) Co-ordinate sex-disaggregated data pool
- (h) Gender Information centre at the LNMC Secretariat Library
- (i) Research and progress reports

4. DOCUMENTATION AND VIEWS TO BE CONSIDERED

- Focal point to be a Gender Trainer and familiar with gender concepts and MRC Mainstreaming Strategy
- Be familiar with MRC Gender documentation (Guidelines, Checklists etc.)
- Close discussion with the Lao Mekong Gender Training Team
- Close liaison with the Mekong River Commission Secretariat

5. REQUIRED ACTIVITIES

- Liase with Mekong River Commission Secretariat
- Co-ordinate Gender focal points
- Organise and co-ordinate training and meetings as required
- Oversee modification of training packages as required
- Engage in gender-sensitive promotion and networking
- Co-ordinate sex-disaggregated data pool and information centre
- Produce publicity material
- Monitor and provide feedback on Action Plan activities
- Provide gender expertise in the preparation of all LNMC output

6. FOCAL POINT QUALIFICATIONS

- (a) Permanent staff member of the Lao National Mekong Committee Secretariat
- (b) Qualified in an area of water resources development
- (c) English language proficiency essential
- (d) Trained as Gender Trainer
- (e) Experience in networking and public relations desirable
- (f) Good public speaking and communication skills
- (g) Ability to co-ordinate, manage and organise independently

7. REPORTING

The Focal Point will report to the Director of the Lao National Mekong Committee Secretariat, and the Mekong River Commission as required.

8. LIAISON AND ADMINISTRATIVE SUPPORT ARRANGEMENTS

The Focal Point will liase closely with the Lao Gender Training Team and the LNMC Programmes Assistant. Administrative support will be available from the Gender Administration Officer and the MRC Secretariat.

9. DURATION AND DATES OF ASSIGNMENT

The Focal Pont must be willing to commit to the Gender Action Plan for at least two years, or until the end of the year 2001, after which time terms may be renegotiated.

10. DUTY STATION AND TRAVEL PEAN, IF ANY

The Focal Point will be based at the Secretariat of the Lao National Mekong Committee. Travel may be required for organising or providing training or public speaking appearances. Travel for research and liaison may also be necessary, as well as brief fieldwork.

ANNEX 9

DRAFT TERMS OF REFERENCE FOR LINE AGENCY/PROJECT FOCAL POINTS

1. PROJECT TITLE AND SUMMARY

The Mekong River Commission Gender Mainstreaming Strategy aims to integrate gender considerations and sensitivities in all aspects of its policy, activities and organisation. In order to build the MRC family's capacity to do this, a network of Gender Focal Points is required to co-ordinate all gender-related activities at the Lao National Mekong Committee and in its line agencies and projects.

2. PURPOSE OF THE ASSIGNMENT

The purpose of this assignment is to be a contact point in a particular line agency or project to assist gender mainstreaming co-ordination with the LNMC/MRC.

3. OUTPUT(S) OR RESULTS TO BE PRODUCED BY THE LINE AGENCY FOCAL POINT.

- (a) Gender Mainstreaming information passed onto line agency
- (b) Gender Training provided to line agency
- (c) Contribution to sex-disaggregated data pool
- (d) Promotion and use of Gender Information centre at the LNMC Secretariat Library
- (e) Gender status reports on gender in the organisation

4. DOCUMENTATION AND VIEWS TO BE CONSIDERED

- Focal point must have received Gender Training and familiar with gender concepts and MRC Mainstreaming Strategy
- Be familiar with MRC Gender documentation (Guidelines, Checklists etc.)
- Close discussion with the Lao Mekong Gender Training Team

5. REQUIRED ACTIVITIES

- Liase closely with LNMC Focal Point (meetings, reports etc.)
- Work closely with Director of Department to gain support etc.
- Recommend training and meetings required in line agency
- Recommend modifications to training packages as required
- Engage in gender-sensitive promotion and networking in line agency
- Contribute to sex-disaggregated data pool and information centre

6. FOCAL POINT QUALIFICATIONS

- (a) Permanent staff member of LNMC Line Agency or Project
- (b) English language proficiency highly desirable
- (c) Trained in Gender
- (d) Good public speaking and communication skills
- (e) Ability to co-ordinate and organise independently
- (f) Ability to work closely with Director

7. REPORTING

The Line Agency/Project Focal Point will report to the LNMC Focal Point, in addition to usual reporting duties. It is important that this focal point has as direct reporting right to the Director of the Department.

8. LIAISON AND ADMINISTRATIVE SUPPORT ARRANGEMENTS

The Line Agency/Project Focal Point will liaise closely and directly with the LNMC Focal Point and the Lao Mekong Gender Training Team as required. Additional administrative support may be available from the LNMC Gender Administration Officer.

9. DURATION AND DATES OF ASSIGNMENT

The Focal Point must be willing to commit to the Gender Action Plan for at least two years, or until the end of the year 2001, after which time terms may be renegotiated.

10. DUTY STATION AND TRAVEL PLAN, IF ANY

The Focal Point will be based at his/her present workplace. Little travel is expected, unless required to accompany a training or field trip.

ANNEX 10

PROPOSED GENDER FOCAL POINT GUIDELINES

(Refer to the Draft Terms of Reference for the LNMC and
Line Agency/Project Focal Points)

PURPOSE

To provide a mechanism for co-ordinating and monitoring the implementation of the Lao Gender Action Plan 1999 — 2001, and involving key LNMC line agencies to ensure gender sensitivity in development policy, plans, activities and organisations.

WHO?

One qualified nominated man or woman, who has been given authority by his/her Director to be a Gender Focal Point. The Director must be supportive of this role, and understand the implications on the organisation and time commitments of the staff member as a Focal Point.

How?

Regular liaison with the LNMC Focal Point Co-ordinator (weekly) and regular meetings with the complete Gender Focal Point network (monthly). It is the responsibility of the LNMC Focal Point Co-ordinator to facilitate and organise this communication and co-ordination. It is the responsibility of each Focal Point to ensure all proposed activities receive support from his/her Director to ensure genuine co-operation between the LNMC and Line Agencies/Projects.

NETWORK RESPONSIBILITIES

All Focal Points must be committed to attending all meetings fully prepared and willing to actively contribute. There must be open communication, including the provision of advice and feedback and sharing information.

All Focal Points must actively pursue the gender mainstreaming agenda in their own organisations and influence others to do the same.

ANNEX 11

IDEAS FOR SEX-DISAGGREGATED DATA POOL

To be truly effective and integrated basin-wide, a pool of data (or a database) should be developed in the Mekong River Commission Secretariat, with guidelines. The Training Teams should be trained on its use and this knowledge and skills disseminated throughout relevant line agencies in each riparian country. Such data could contribute to the MRC's existing data, and therefore be included in priority programmes, such as the Basin Development Plan and Water Utilisation Programme, hence integrating gender into the realisation of the 1995 *Mekong Agreement*.

The riparian countries currently have sex-disaggregated data available, although this varies between the countries, as gender mainstreaming remains a new area, with low capacity currently available. Establishing a framework to integrate this data would be also of great assistance, therefore, to each country, and may provide the political impetus to share this information. In order to access much information held by line agencies, the order and support must come from a high level.

Creating an integrated database may be too ambitious at this stage, hence the term “data pool,” implying simply a collection of data. This could begin with all sex-disaggregated data collected and used in MRC/line agency projects, building up an information base. This either support or contribute to existing data co-ordination efforts (e.g. in Lao PDR, the Gender Development and Research Institute, or the National Statistics Centre).

The main recommendation from the Lao Team is that this activity is approached in a consistent way throughout the basin for long-term utilisation and benefit. The MRC may need to gain high-level approval and support for such measures. In the meantime, the Lao Team can only commit to training project implementers on collecting and utilising sex-disaggregated data on a project-by-project level.

ANNEX 12

PROPOSED ORGANISATIONS TO NETWORK WITH

(See National Paper on Gender Mainstreaming for further details)

LAO GOVERNMENT

- Lao Women's Union
- Gender and Development Research Institute

INTERNATIONAL ORGANISATIONS

- ADB
- UNDP
- UNESCO
- UNFPA
- UNICEF
- UNIFEM
- World Health Organisation

DONORS

- AusAID
- GTZ
- JICA/JVC
- NORAD
- SIDA
- New Zealand

NON-GOVERNMENT

- Community Aid Abroad
- Co-operation International pour le development et in solidaire
- Ecole Sans Frontieres
- Family Planning International Assistance
- Lao Red Cross
- Norwegian Church Aid
- Quaker Service Lao
- Save the Children Fund — Australia
- Save the Children Fund — UK
- World Education
- World Vision Lao

ANNEX 13

POTENTIAL RESEARCH ISSUES AND IDEAS

It is important not to duplicate what has been written elsewhere, but rather to build on, or add to existing research and make this relevant to Mekong needs. This means research should focus on the impact of gender issues in the water and related resources sector in Lao PDR, and Mekong sub-regional implications. From information already gathered and available, the following research overview paper could be prepared:

- (i) Introduction to the Mekong Gender Strategy and its implications for Lao PDR
- (ii) Summary of gender relations in the Lao PDR
- (iii) Gender issues in water resources management
- (iv) Men and women in WRM: In the office
- (v) Men and women in WRM: In the field
- (vi) Challenges facing gender responsiveness in WRM in Lao PDR
- (vii) Opportunities for gender responsiveness in WRM in Lao PDR
- (viii) Gender strategies in WRM in Lao PDR
- (ix) Gender sensitising for Government work place
- (x) What the LNMC is doing to gender sensitise WRM in Lao PDR
- (xi) Current gender mainstreaming efforts in Lao PDR
- (xii) Summary of gender-related funding opportunities and other assistance

Additional papers can be used for both internal and external distribution, as a means of gaining exposure for the work of the LNMC and related agencies, and for gender issues generally, particularly in the WRM sector. They can also be used as future training tools (e.g. case studies), and will allow others to benefit from MRC gender-related experiences. They should also contribute towards developing Guidelines to assist different water related sectors and organisations to mainstream gender issues in activities and organisational culture. In the longer run, producing such reports for sale could be considered.

- Gender in irrigation
- Gender in fisheries
- Gender in hydropower
- Gender in forestry
- Gender in agriculture
- Gender in navigation
- Gender and the environment
- Gender in the WRM project management cycle
- Gender and EIA
- Gender and SIA
- Gender and GIS
- Gender in the Basin Development Plan
- Gender in the Water Utilisation Programme
- Donors and Gender in the WRM sector
- NGOs and Gender in the WRM sector
- The UN and Gender in the WRM sector
- HRD and HRM implications of Gender in the WRM sector
- Resource mobilisation for gender issues in the WRM sector
- How to incorporate gender in the project management cycle
- Successful gender training techniques
- Gender issues in the Lao workplace
- Women in the Water Resources Sector: in the office and the fields
- Impact of the Asian economic crisis on women and gender relations
- Cross-country study of gender relations in the water resources sector
- Gender perspectives in Public Participation

ANNEX 21



**ACTION PLAN
FOR
GENDER MAINSTREAMING**

**IN
THAI NATIONAL MEKONG COMMITTEE
DEVELOPMENT ACTIVITIES**

Prepared by

Thai Gender training Team

ACTION PLAN FOR GENDER MAINSTREAMING IN THAI NATIONAL MEKONG COMMITTEE DEVELOPMENT ACTIVITIES

Development Objective

To facilitate the institutionalization and effective implementation of MRC Gender Strategy in the Mekong water resources development and management, basinwide, thus strengthening the legitimacy of gender equality as a fundamental value that is reflected in development choices and institutional practices. It aims to imply lasting beneficial changes in the MRC institutions and the policies affecting the well-being of peoples in the lower Mekong Basin.

Immediate Objectives, Outputs and Activities

Immediate Objective # 1:

To formulate a gender policy for the MRC which facilitates the redefining of the development goals, institutions and processes for the achievement of equitable

Output # 1.1:

A gender policy statement of MRC formulated and endorsed by the 4 riparian Governments.

Activities for Output # 1.1:

- 1.1.1 Collecting information of gender policy in Thailand and studying the existing Perspectives Policies and Planning for the Development of Women in Thailand (1999-2011)
- 1.1.2 Seminar on Gender Needs and Responsive Planning in Water and Related Resources Development for High Executives in Line Agencies

Output # 1.2:

Gender sensitive policies and guidelines are incorporated in the MRC Project Management Manual which apply to all MRC Programmes, basin-wide.

Activities for Output # 1.2:

- 1.2.1. Overview previous gender policies to develop our guidelines.

Immediate Objective # 2:

To build up gender awareness and gender capacity in the MRC and the line agencies.

Output # 2.1:

The team of Gender trainers in each riparian country strengthened and established as a major component of HRD network, with appropriate curriculum and training package.

Activities for Output # 2.1:

- 2.1.1 Build up “Gender Teamwork” at least 20 persons from line agencies.
- 2.1.2 To strengthen “Gender Teamwork” through English Course Training related to gender for 60 hrs.
- 2.1.3 To strengthen “Gender Trainer” through study tour in “Gender Activities” in New Zealand.

Output # 2.2:

At least Sixty MRCS professional staff and long-term technical advisors of MRC projects, 240 NMCS personnel, and project officers of line agencies in 4 riparian countries trained in gender analysis and gender responsive planning and the integration of Gender Perspectives in water and related development activities.

Activities for Output # 2.2:

- 2.2.1. Training DEDP’s field officer in gender training related to efficiency wood stove.
- 2.2.2. Training field irrigation officers in gender awareness issue for water resources management especially encouraging women’s role in water use.
- 2.2.3. 5 - days Workshop on gender in Fishery Development for middle to high level planners and local officers.
- 2.2.4. Training on Voluntary Development and Self - Defense Villages in North-East and Upper North Provinces in gender awareness.
- 2.2.5. Providing Scholarship for study Master Degree in Gender Planning Analysis.

Output # 2.3:

Gender Perspectives Publications, posters and gender disaggregated information and data are published and disseminated to all MRC project offices and concerned line agencies quarterly.

Activities for Output #2.3:

- 2.3.1 To create gender awareness to publics by producing V.D.O. and Posters through various types of media.
- 2.3.2 To produce Gender TV-Spot and Radio program in gender awareness through out N-E Region of Thailand.
- 2.3.3 To cooperate with National Commission on Women's Affair (NCWA) in producing gender publication.

Immediate Objective # 3:

To corporate gender as a dimension through development management system, organizational mechanisms, structures and procedures.

Output # 3.1:

Gender focal points established in each riparian country to ensure that gender considerations are integrated in every MRC development activities in the basin.

Activities for Output # 3.1

- 3.1.1 3-days Seminar in the level of decision making on Gender and Development in water and related resources.
- 3.1.2 Gain support from high level meetings on Responsive Planning.
- 3.1.3 To establish advisor from Thai Gender Experts for gender procedures and management in each project management.

Output # 3.2:

A sex disaggregated database and a system of sex disaggregated data collection to facilitate the routine collection of gender statistics established.

Activities for Output #3.2:

- 3.2.1 To provide training on "Gender Awareness" for data processor and data collector in line agencies in collecting, maintaining and processing database for conducting concept of gender statistics.
- 3.2.2 To collect all gender information from different organization and to publish every year.
- 3.2.3 To Publish on gender statistics in any activities of line agencies.



**ACTION PLAN
FOR
GENDER MAINSTREAMING
IN**

**VIETNAM NATIONAL MEKONG COMMITTEE
DEVELOPMENT ACTIVITIES**

*Prepared by
Vietnamese Gender Training Team*

BACKGROUND

Within 4 months from 15 March to 15 July 1999 the Vietnamese Gender Trainer Team has to develop the Gender Action Plan for Vietnam National Mekong Committee from 1999 to 2001 which pertain to Development and Immediate Objectives of the project Gender Mainstreaming in Water and Related Resources Development in the Lower Mekong Basin stated by Mekong River Commission Secretariat.

MRC Development objective :

To facilitate the institutionalization and effective implementation of MRC Gender Strategy in the Mekong water resources development and management, basinwide, thus strengthening the legitimacy of gender equality as a fundamental value that is reflected in development choices and institutions practices. It aims to imply lasting beneficial changes in the MRC institutions and the policies affecting the well-being of peoples in the lower Mekong Basin.

This Action Plan, which clarified 4 objectives, on the one hand follows the MRC objectives and on the other hand meets the needs of gender issues of VNMC and line agencies within 3 years ahead.

This Action Plan will be carried out by VNMC with the support of MRCS and the collaboration of line agencies.

ABBREVIATION

G	Gender
MRC	Mekong River Commission
MRCS	Mekong River Commission Secretariat
VNMC	Vietnam National Mekong Committee
PO	Programme Officer
PMM	Project Management Manual

**GENDER ACTION PLAN
for
VIETNAM NATIONAL MEKONG COMMITTEE
1999 - 2001**

MRC DEVELOPMENT OBJECTIVE

To facilitate the institutionalization and effective implementation of MRC Gender Strategy in the Mekong water resources development and management, basinwide, thus strengthening the legitimacy of gender equality as a fundamental value that is reflected in development choices and institutional practices. It aims to imply lasting beneficial changes in the MRC institutions and the policies affecting the well-being of peoples in the Lower Mekong Basin.

IMMEDIATE OBJECTIVES, OUTPUTS AND ACTIVITIES

Objective # 1

To formulate a gender policy for the MRC which facilitates the redefining of the development goals, institutions and processes for the achievement of equitable benefits in water and related resources development.

Output #1.1

A Gender Policy reflecting the gender needs and position of VNMC.

Activities for Output # 1.1

- 1.1.1 Assessment of the current levels of Gender awareness in water and related resources sector in VNMC and line agencies, through statistic data and review of existing policies of gender issues.
- 1.1.2 Organize a meeting of high-level of VNMC to raise the gender awareness and needs in VNMC (30 persons).
- 1.1.3 Draft Gender policy for the VNMC.

- 1.1.4 Organize meeting / workshop for finalizing on the Gender policy of the VNMC and seek for approval (30 persons).

Output # 1.2

Application and incorporation of the Gender Policy in all aspects of the related line agencies and project officers of the Vietnam National Mekong Committee in the water and related resources sectors, in all stages of the project formulaion **I** management cycle.

Activities for output #1.2

- 1.2.1 Revise Project Management Manual and suggest incorporation of the gender policy in project formulation.
- 1.2.2 Organize training on gender policy and the new Project Management Manual for programme officers of VNMC and staff of line agencies.
- 1.2.3 Organize a meeting to introduce and disseminate gender policy to high-level officials of VNMC and line agencies.

Objective # 2

To build up gender awareness and gender capacity of government and project officials, particularly in the water and related resources sectors.

Output # 2.1

Improvement of gender awareness for High-level decision makers of Vietnam National Mekong Committee and line agencies.

Activities for Outputs # 2.1

- 2.1.1 Set up TOR and select gender expert.
- 2.1.2 Organize a 2 hours meeting for high decision makers, members of Vietnam National Mekong Committee (15 persons).

- 2.1.3 Organize three 1- day workshops for decision makers, directors, deputy directors of line agencies (60 persons).

Outputs # 2.2

Trained programme officers of Vietnam National Mekong Committee and project staff of line agencies in gender analysis and gender responsive planning .

Activities for Outputs # 2.2

- 2.2.1 Prepare traing package.
- 2.2.2 Organize three 2-days workshops for 60 progamme officers, project officers and project managers of Vietnam National Mekong Committee and line agencies.
- 2.2.3 Organize three 3-days workshops for 60 planners, programmers of line agencies.
- 2.2.4 Send 2 officers (woman and man) to be educated for master degree on gender specialist.

Objective # 3

To corporate gender as a dimension through development management system, organizational mechanisms, structures and procedures.

Output # 3.1

A Gender focal points established for Vietnam National Mekong Committee.

Activities for Output # 3.1

- 3.1.1 Establish a gender focal points in Vietnam National Mekong Committee, include 10 members (at least 3 men) from the line agencies.
- 3.1.2 Establish a gender mainstreaming network in Vietnam National Mekong Committee and line agencies. The members of network are selected from persons who were

trained on gender analysis and gender responsive planning (20 persons at least 6 men).

- 3.1.3 Training in management of the operation for Gender network/ focal points.

Output # 3.2

A sex disaggregated database Gender information is established in Vietnam National Mekong Committee.

Activities for Output # 3.2

- 3.2.1 Establish sex disaggregated database.
- 3.2.2 Organize training on gender disaggregated development information for gender trainers, gender focal points and gender mainstreaming network of Vietnam National Mekong Committee and line agencies.
- 3.2.3 Collect, processing data and update database.

Objective # 4

To utilise various opportunities to promote gender issues and awareness, and generally promote the Vietnam National Mekong Committee and Mekong activities as gender sensitive.

Output # 4.1

A gender awareness promotional kit containing information, press releases.

Activities for Output # 4.1

- 4.1.1 Collection and translation of Gender information in riparian countries and the MRC gender strategy.
- 4.1.2 Propagation and publication of newsletters on gender issues and Gender policy.

Output #4.2

Improved gender awareness for decision makers and gender focal points.

Activities for Output # 4.2

4.2.1 Prepare TOR for study-tour.

4.2.2 Organize a study- tour or field trip or visit to other countries where they have good model of gender integration for decision makers and gender focal points (7 - 10 persons).

Output # 4.3

Case study on gender mainstreaming in water resources development is implemented.

Activities for output # 4.3

4.3.1 Prepare TOR for case study.

4.3.2 Seek finance for implementing case study on gender mainstreaming in water resources development project.

4.3.3 Evaluate the implementation on Gender mainstreaming in Vietnam.

List of needed resources:

In order to implement successfully all the activities of Action Plan for three years 1999 - 2001, the following resources are essential:

- Resource person (could be from MRCS, VNMC, Line Agencies)
- Financial resources (could be from MRCS and other donors)

Implementation Arrangements :

1. *Implementing Agencies:*

1. Mekong River Commission Secretariat is responsible for:
 - Providing financial support
 - Providing consultative services
 - Monitoring and evaluating the implementing plan
2. Vietnam National Mekong Committee is responsible for:
 - Executing and implementing all activities of the Action Plan.
 - Providing consultative services
3. Line Agencies are responsible for:
 - Collaborating closely with VNMC for the implementing of the Action Plan

2. *Time frame* : 27 months (see annex 1)

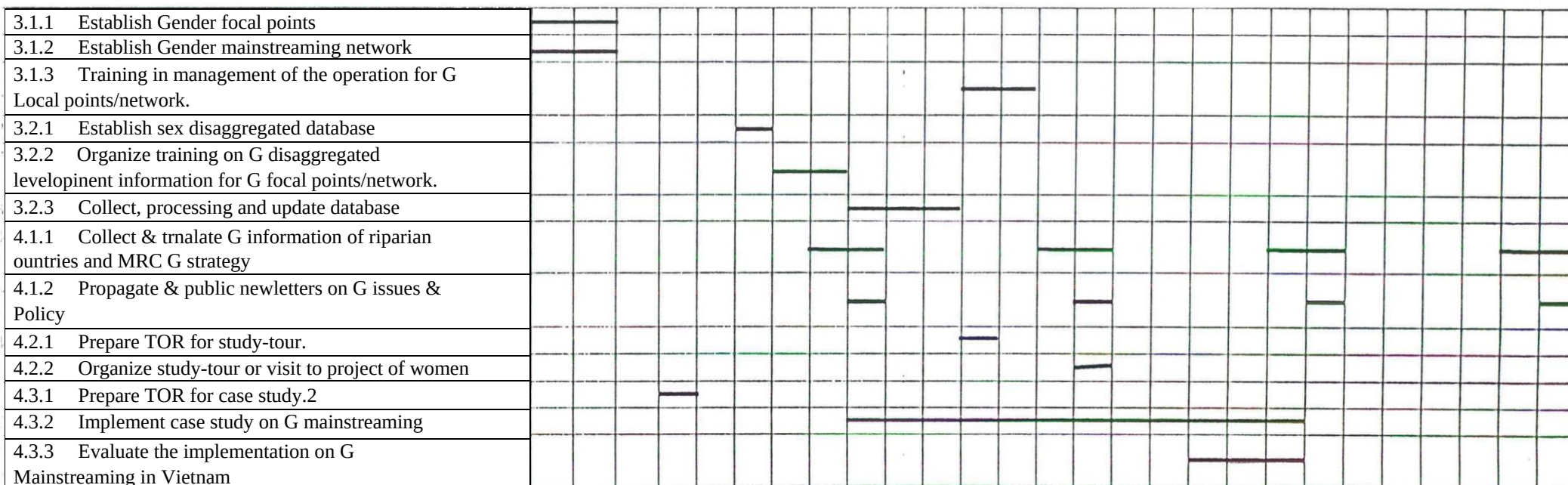
Budget :

For year 1999:	US\$	4,500.
For year 2000:	US\$	81,500.
For year 2001:	US\$	8,000.
Total	US \$	94,000.

ANNEX 1

TIME FRAME

[illegible]



Annex 2

ESTIMATED BUDGET

Activities	@	Quantity	Total (US \$)
Output # 1.1 Agender Policy reflecting the gender needs and position of VNMC.			
Activities for Output # 1,1: 1.1.1 Statistics & review of existing policies of G issues.	1,000.	1	1,000.
1.1.2 Organize meeting for high level of VNMC to raise Gawarenecs & needs.	2,000.	1	2,000.
1.1.3 Draft G policies for VNMC.	2,000.		2,000.
1.1.4 Organize meeting for finalizing on G policies of VNMC & seek for approval.	3,000.	1	3,000.
Output # 1.2 Application & incorporation of G policy in all aspects			
Activities for outputs 1.2 : 1.2.1 Revise PMM & suggest incorporation G policies in project formulation.	3,000.	1	3,000.

1.2.2 Organize training on G policy & new PMM	4,000.	3	12,000.
1.2.3 Organize meeting to introduce & disseminate G policies.	3,000.	1	3,000.
Output # 2.1			
Improvement of G awareness for high level decision makers of VNMC & line agencies			
Activities' for outputs # 2.1:			
2.1.1 Set up TOR and select Gender expert	500.	2	1,000.
2.1.2 Organize a 2-hours meeting for 15 high decision makers & members of VNMC	500.	1	500.
2.1.3 Organize three 1-day workshop for 60 decision makers.	3,000.	3	9,000.
Output #2.2			
Trained PO of VNMC & line agencies in G analysis and G responsive planning.			
Activities for output # 2.2:			
2.2.1 Prepare training package	2,000.	2	4,000.
2.2.2 Organize three 2-days workshops for 60 PO,PM.	4,000.	3	12,000.
2.2.3 Organize three 3-days workshops for 60 planners, programmers.	5,000.	3	15,000.
2.2.4 Send 2 officers to be educated for master degree on G specialist.			

Output # 3.1 A G focal points established for VNMC. Activities for output #3.1: 3.1.1 Establish G focal points in VNMC. 3.1.2 Establish G mainstreaming network. 3.1.3 Training in management of the operation for G network. Output# 3.2 A sex disaggregated database G information in VNMC Activities for output # 3.2: 3.2.1 Establish sex disaggregated database. 3.2.2 Organize training on G disaggregated development information for G focal points & G network 3.2.3 Collect, processing data & update database	3,000.	2	6,000.
	2,000.	1	2,000.
	3,000.	2	6,000.
	1,000	1	1,000.

Output it 4.1 A G awareness promotional kit containing information. Activities for output # 4.1 4.1.1 Collection and transtation of G information. 4.1.2 Propagation & publication of newsletters on G issues Output # 4.2 Improved G awareness for decision makers & Gfocal points. Activities for output 4.2: 4.2.1 Prepare TOR. for study-tour 4.2.2 Organize a study-tour to other country Output # 4.3 Case study on gender mainstreaming is implemented Activities for output 4.3 4.3.1 Prepare TOR for case study 4.3.2 Implement case study on G Mainstreaming 4.3.3 Evaluate G mainstreaming in VNMC Total	500. 500. 500. 5,000. 2,000.	4 4 1 1 1	2,000. 2,000. 500. 5,000. 2,000. 94,000.
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Gender Sensitivity Training
25-27 March 1997
Royal Princess Hotel, Bangkok, Thailand

AGENDA

Wednesday 25 March 1998

- | | |
|-------------|---|
| 07:30-08:00 | Registration |
| 08:00-08:10 | Opening Remarks
<i>Mr Yasunobu Matoba (CEO, MRCS)</i> |
| 08:10-09:00 | Introduction and Expectations Check
Training Objectives and Norms
Gender Training Needs Assessment |
| 09:00-11:00 | Situational Analysis of Gender and Natural Resource
Management: Global and Regional Views |
| 11:00-12:00 | Introducing Gender: Sex and Gender, Gender Roles and
Relations, Gender Equity and Equality |
| 12:00-13:00 | Lunch |
| 13:00-14:30 | Historical Overview of Gender and Development: from WED to GAD |
| 14:30-17:00 | Gender Analytical Tools
Activity Profile: Gender-Based Division of Labour
Types of Work: Productive, Reproductive, Community-Managing |

Thursday 26 March 1998

- | | |
|-------------|--|
| 8:00-10:00 | Gender Analytical Tools (continued)
Gender Practical Needs and Strategic Interests
Opportunities and Constraints |
| 10:00-12:00 | Introducing Gender Planning:
Policy Approaches to Women in Developing Countries |
| 12:00-13:00 | Lunch |
| 13:00-15:00 | Integrating Gender Planning in the Project Cycle |
| 15:00-17:00 | Gender Monitoring and Evaluation: Developing Gender Indicators |

Friday 27 March 1998

- | | |
|-------------|---|
| 08:00-10:00 | Case Study: Gender, Participation & Natural Resource Management |
| 10:00-12:00 | Integrating Gender and Development in Organizations |
| 12:00-13:00 | Lunch |
| 13:00-15:00 | Next Steps: Developing Gender Action Plans |
| 15:00-16:00 | Gender Action Plans Presentation |
| 16:00-17:00 | Feedback and Closing |

***Gender Sensitivity Training for MRCS Staff
Royal Princess Hotel, Bangkok, Thailand
25-27 March 1998***

LIST OF PARTICIPANTS

1. Mr Huijune Shin	Agriculture and Irrigation Unit/AD
2. Mr Chin Samouth	Environment/HED
3. Ms Julia Obrovac	Environment/HED
4. Ms Ruampom Visuthpichaipun	Fisheries/AD
5. Ms Kathleen Matics	Fisheries/AD
6. Mr Limchhun Hour	Forestry/AD
7. Mr Thai Van Tien	Hydrology/HED
8. Mr Pham Van Tan	Human Resources Development/HED
9. Mr Choochat Popprasert	Technical Support/PPD
10. Mr Bun Veasna	Water Resources/RDD
11. Mr T.V. Mon	Water Resources/RDD
12. Mr Viraphanh Nandavong	Water Resources/RDD
13. Mr Pich Dun	Cambodia National Mekong Committee
14. Ms Nguyen Thi Minh Tam	Vietnam National Mekong Committee
15. Mr Linseng Douangsavanh	Lao National Mekong Committee
16. Ms Ruampom Ngamboriruk	Thai National Mekong Committee

Background

The Basinwide Seminar for the project “Study on the Role of Women in Water Resources Development in the Lower Mekong Basin” highlighted the need for trained officials in gender analysis as well as practical tools for gender mainstreaming for the MRC. As part of the effort to train MRC staff, a pilot training course for Secretariat and some NMC staff was held from 25-27 March 1998 in Bangkok.

The training of all professional staff will complement the application of guidelines and a checklist for gender mainstreaming currently being prepared by a project consultant. Gender mainstreaming at the MRC requires a core group of trained and committed professional staff.

Training Objectives

1. To enhance awareness and understanding of gender issues and their impact on development among MRCS staff;
2. To impart practical skills in integrating gender analysis and planning in water resource management projects.

Resource Person

Facilitating the gender sensitivity training was Ms Esther Velasco, Team Leader and Advisor of the Gender and Development Program for Cambodia. The Program is an important human resource development activity in the area of gender and development in the basin. It is actively involved in training government officials, NGOs and international organization staff based in Phnom Penh, in gender awareness and skills building. Within the core staff of the program itself, its team leader is continuously engaged in capacity building of her Cambodian colleagues in the team.

Participants

A total of 16 staff participated in the training course with a core of nine people in attendance throughout. Project officers accounted for 10 of the 16, four participants were riparian-on-stipends, and two were project administrators (see List of Participants).

All technical units from the Agriculture, HRD and Environment and Resources Development Divisions were represented at the training course with the exception of the River Works and Transport Unit.

Content

The focus of the training course's first day was on gender awareness. Group exercises and discussions took place on terminology and concepts including gender, sex, gender roles and relations, women and development and gender and development. As most

The second day of the training with a case study on Integrated Gender Planning in Agricultural Development Projects which was provided to the participants to discuss

with a series of guiding questions. The plenary drew on gender analytical tools including the activity profile, the resource access and control profile, and practical needs and strategic interests. A gender diagnosis was performed on the project case study with participants identifying strategies to make the project more gender sensitive.

The trainer also lectured on Integrating Gender Planning into the Project Cycle citing relevant examples from the water resources sector in the basin.

On the final day of the training, participants developed short action plans and discussed the strengths, opportunities and constraints for incorporating gender into programs and projects.

Evaluation

Evaluation forms were filled out by nine participants with the results shown below:

Question	Description	Ranking by participants		
I	Expectations Met	4 Completely	5 Partly	0 Not rd all
2a	Duration	7 Just enough	2 Too long	0 Too short
2b	Usefulness	3 Very useful	6 Useful	0 Not useful
2c	Training Methods	3 Excellent	6 Good	0 Poor
2d	Information Volume	8 Just enough	1 Too much	0 Too little
2e	Training Management	3 Excellent	6 Just right	0 Poor

Question 3: How could this training course be improved?

- distribute documents to participants prior to the training course
- more appropriate training site to fit in with the subject matter of ‘the poorest of the poor’
- more exercises/case studies and less theory
- additional facilitators (at least two in total)
- organized as a retreat weekend away from the office
- better marketing about the topic matter before the training to encourage better understanding of the training content
- Senior Management and Personnel Unit should undergo this type of training

Conclusion

1. All project officers should be required to attend a similar training course in the future as only limited use was made of this opportunity.
2. The participants were satisfied with the content of the training although it has been suggested that the curriculum could be improved with more practical content.
3. Future training courses should be held outside Bangkok in order to avoid travel to and from the office during the training sessions which occurred frequently over the three days.

Annex 23

GENDER SENSITIVITY TRAINING FOR MRCS STAFF

ROYAL PRINCESS HOTEL, BANGKOK, THAILAND

25-27 MARCH 1998

Report

*Human Resources Development Unit
April 1998*

Output # 4.1 AG awareness promotional kit containing information. Activities for output # 4.1 4.1.1 Collection and translation of G information. 4.1.2 Propagation & publication of newsletters on G issues Output # 4.2 Improved G awareness for decision makers & G focal points. Activities for output 4.2: 4.2.1 Prepare TOK for study-tour. 4.2.2 Organize a study-tour to other country	G information is collected and translated Newsletters is public and propagated TOK is prepared Study-tour is organized	G information is copied Newsletters is copied Draft TOR Evaluation Report	Support by MRCS Support by MRCS Support by MRCS
---	---	--	---

Output # 4.3 Case study on GIS Mainstreaming implemented Activities for output # 4.3 4.3.1 Prepare TOR for case study. 4.3.2 Implement case study. 4.3.3 Evaluate GIS in mainstreaming VNMC	TOR is prepared Case study is implemented Evaluated notes is prepared	Evaluation report Evaluation report	Support by MRCS Support by MRCS
---	---	--	--

2.1.2 Organize a 2-hours meeting for 15 high decision makers & members of VNMC 2.1.3 Organize three 1-day workshops for 60 decision makers. Output #2.2 Trained PO of VNMC & line agencies in G analysis and G responsive planning. Activities for output # 2.2: 2.2.1. Prepare training package. 2.2.2 Organize three 2-days workshops for 60 PO,PM. 2.2.3 Organize three 3-days workshops for 60 planners, programmers. 2.2.4 Send 2 officers to educate for getting master degree on G specialist.	Meeting for high level decision makers is organized 3 workshops for 60 decision makers are organized Training package is designed 3 workshops are organized 3 workshops are organized 2 officers are selected	Evaluation report Evaluation reports Draft training package Evaluation reports Evaluation reports Report of trainees	Support by Minister and Chairman of VNMC Support by Chairman of VNMC Active participation of trainers Active participation of trainees Active participation of trainees Scholarship
---	---	--	---

Output tt 3.1 A G focal points established for VNMC. Activities for output # 3.1: 3.1.1 Establish G focal points in VNMC. 3.1.2 Establish G mainstreaming network. 3.1.3 Training in management of operation for G network. Output# 3.2 A sex disaggregated database G information in VNMC Activities for output # 3.2: 3.2.1 Establish sex disaggregated, database. 3.2.2 Organize training on G disaggregated development information for G focal points & G network 3.2.3 Collect, processing data & update database	G focal points is established G mainstreaming network is established Training course is organized Sex disaggregated database is established Training course is organized Data and information is collected	G focal points are selected from line agencies Line agencies nominated staff Evaluation report Evaluation report	Support by MRCS Support by MRCS Support by MRCS
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Annex 3

LOGICAL FRAMEWORK

Narrative Summary	Objective verifiable indicators	Means of verification	Important Assumption
Output # 1.1 Agendcr Policy reflecting the gender needs and position of VNMC. Activities for Output# 1,1: 1.1.1 Statistics & review of existing policies of G issues. 1.1.2 Organize meeting for high level of VNMC to raise Gawarenees & needs. 1.1.3 Draft G policies for VNMC. 1.1.4 Organize meeting for finalizing on G policies of VNMC & seek for approval.	G policies is reviewed Meeting for high level of VNMC is organized G policies is drafted Meeting for finalizing on G policies is organized G policies is approved by lop leader	Minute of reviewing on G policies Meeting proceeding prepared by VNMC Draft G policies is prepared by VNMC Meeting proceeding prepared by VNMC G policies is completed	Good data and information Support from Minister & Chairman of VNMC Support from top leader of VNMC

Output # 1.2 Application & incorporation of G policies in all aspects Activities for outputs 1.2 : 1.2.1 Revise PMM & suggest incorporation of the G policies in project formulation. 1.2.2 Organize training on G policies & new PMM 1.2.3 Organize meeting to introduce & disseminate G policies. Output # 2.1 Improvement of G awareness for high level decision makers of VNMC & line agencies Activities for outputs #2.1: 2.1.1 Set up TOR. and select G expert.	PMM is revised Training course on G policies is organized Meeting is organized G policies is disseminated TOR is prepared and 1 G expert	Final PMM is prepared Evaluation Report Meeting proceeding prepared by VNMC G policies is copied Expert's contract	Active participation of trainees Support by MRCS
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ANNEX 24

LIST OF MRC GENDER TRAINERS

CAMBODIA

1. Mr Watt Botkasal
Programme Officer
Cambodia National Mekong Committee
Team Leader
2. Mr Yin Chheng Som
Team Member
3. Ms Chou Putheany
Deputy Director of Social Affairs Planning Department,
Ministry of Planning
Team Member
4. Ms Dum Tharch
Senior Officer of Engineering Department,
Ministry of Water Resources and Meteorology
Team Member
5. Ms Kay Dany
Senior Officer, Department of Fisheries
Team Member

LAO PDR

6. Ms Sirivanh Khonethapane
National Institute of Economic Research,
State Planning Committee
Team Leader
7. Ms Bang On Xayalat
Vice-chairperson,
Lao Women's Union of Vientiane Municipality
Team Member
8. Mr Somboune Khantvong
Department of Planning
State Planning Committee
Team Member
9. Ms Chandavanh Dethrasavong
Project Coordinator of Lao National Mekong Committee
Team Member

THAILAND

10. Ms Chuthapom Suvanphet
Senior Environmental Disseminator
Environmental Public Education and Extension
Department of Environmental Quality Promotion
Team Leader
11. Ms Nuanlaor Wongpinitwarodom
Senior Planning and Policy Analyst
Office of Energy Cooperation, DEDP
Team Member
12. Ms Kuakul Kanchanalarb
Senior Economist
Office of Budget Programming and Project Planning
Department of Royal Irrigation
Team Member
13. MsUbonrattana Soonthomwattana
Fishery Biologist level 5
Freshwater Fisheries Division
Department of Royal Fisheries
Team Member

VIETNAM

14. Ms Nguyen Thi Minh Tam
Senior Expert, Viet Nam National Mekong Committee
Team Leader
15. Ms Nguyen Thi Phuong Lam
Deputy Chief,
Technical Division, Water Resources Planning Institute
Team Member
16. Mr Bui Hieu
Chief of Science Technology & International Cooperation Department
Hanoi Water Resources University
Team Member
17. Ms Nguyen Thi Phuong Anh
Hanoi Water Resources University
Team Member

LIST OF RIPARIAN OFFICIALS

**Attending National Trainings on Gender Mainstreaming, conducted by the
national gender training team
June-July 1999**

Gender Training in Cambodia, 02 - 03 June 1999

1. Mr Chuol Thach
Supervisor of Management of the freshwater capture fisheries of Cambodia, Kompong Thom Province.
2. Mr Phem Sear
Supervisor of Management of the freshwater Capture fisheries of Cambodia, Pursat Province.
3. Mr Seang Kin
Supervisor of Management of the freshwater Capture fisheries of Cambodia, Kratie Province.
4. Mr Suon Sothea
Supervisor of Management of the freshwater Capture fisheries of Cambodia, Kandal Province.
5. Mr Aun Sinalh
Supervisor of Management of the freshwater Capture fisheries of Cambodia, Prey Veng Province.
6. Ms. Ouch Poeu
DNPd, Rural Extension for Aquaculture Dev. in the Mekong delta
Assessment of the Mekong Fisheries Project, Department of Fisheries.
7. Mr Norn Soparith
Project staff of Rural Extension for Aquaculture Dev. in the Mekong delta
Assessment of the Mekong Fisheries Project, Department of Fisheries.
8. Mr Putrea Solida
Project staff of Rural Extension for Aquaculture Dev. in the Mekong delta
Assessment of the Mekong Fisheries Project, Department of Fisheries.
9. Ms. Kaing Kim
Project staff of Rural Extension for Aquaculture Dev. in the Mekong delta
Assessment of the Mekong Fisheries Project, Department of Fisheries.

10. Ms. Keo Sovannary
National Project Director, Rural Extension for Aquaculture Dev. in the Mekong delta Assessment of the Mekong Fisheries Project, Department of Fisheries.
11. Mr Yin Vuthy
Project staff of Rural Extension for Aquaculture Dev. in the Mekong delta Assessment of the Mekong Fisheries Project, Department of Fisheries.
12. MrThay Somuny
Deputy National Project Director, Rural Extension for Aquaculture Dev. in the Mekong delta Assessment of the Mekong Fisheries Project, Department of Fisheries.
13. Mr Kul Vattana
Coordinator of the Sustainable management of Resources in the Lower Mekong Basin Project, Department of Forestry.
14. Mr Yim Sombor
Chief of Education Office, Inventory and Management of Cambodian Wetland Project, Ministry of Rural Development.
15. Mr Kay Pheng
Vice Chief of Wetland, Inventory and Management of Cambodian Wetland Project, Ministry of Environment.
16. Mr Seng Kim Hut
Project staff of Inventory and Management of Cambodian Wetland Project, Department of Forestry.
17. Mr Suon Dararith
Project staff of Inventory and Management of Cambodian Wetland Project, Department of Agronomy.
18. Mr Hak Sochet
Officer of the Cambodia National Mekong Committee
19. Mr So Sophort
Officer of the Cambodia National Mekong Committee
20. Mr Watt Bothosal
Officer of the Cambodia National Mekong Committee.
21. Mr Huot Sonn
Chief of Administration and Finance
Cambodia National Mekong Committee

Gender Training in Lao PDR, 05 - 06 July 1999

22. Mr Banhthom Hoomsombath
Head of Soil Erosion project
23. Mr Thongda
Staff of Watershed Classification project
24. Mr Souliya Thammakoth
Staff of Watershed Classification project
25. Ms Sysay Chounnavanh
Staff of Watershed Classification project
26. Ms Thong Vanh
Staff of Watershed Classification project
27. Mr Somboun
Technical staff, National Aquaculture Research Institute
28. Mr Douangkham Sinhanouvong
Deputy Director,
Assessment Management of Fisheries project
29. Mr Kongpheng Bouakhamvongsa
Staff, Assessment Management of Fisheries project
30. Ms Souvanny Phommakone
Staff, Assessment Management of Fisheries project
31. Mr Kaviphone Phoutthavong
Staff, Assessment Management of Fisheries project
32. Mr Thavone Phommavong
Staff, Assessment Management of Fisheries project
33. Mr Vannasay Soukhaseum
Staff, Assessment Management of Fisheries project
34. Mr Sommano Phounsavath
Staff, Management of Reservoir Fisheries project
35. Mr Khamla Phommachan
Staff, Management of Reservoir Fisheries project
36. Mr Saleumphone Chanthavong
Staff, Management of Reservoir Fisheries project

37. Mr Khamheng Sommla
Chief, Administrative Unit, Nam Ngum Fisheries project
38. Mr Khemkham Vanthanouvong
Staff, Nam Ngum Fisheries project
39. Mr Vankham Keophimphone
Staff, Nam Ngum Fisheries project
40. Mr Khanthong Chamnany
Staff, Nam Ngum Fisheries project
41. Ms Nouhak Liapvisay
Project Coordinator, IUQSFFP.
42. Mr Khambao Sihalat
Head of Project Officer.

Gender Training in Vietnam, 08 - 09 June 1999

43. Mr Pham van Khanh
Director, Fisheries Extension Center of Tien Giang Province
44. Ms Nguyen Thi Mui
Deputy Director, Fisheries Extension Center of Tien Giang province
45. Mr Le Huy Hoang
National Socio-Economist
Rural Extension for Aquaculture Development in the Mekong Delta
46. Mr Truong Ha Phuong
Staff, Management of Reservoir Fisheries in the Mekong Basin Project
47. Ms Nguyen Thi Nhung
National Socio-Economist
Management of Reservoir Fisheries in the Mekong Basin Project
48. Ms Nguyen Thi Bich
National Socio- Economist
Management of Reservoir Fisheries in the Mekong Basin Project
49. Ms Hoang Thi Kim Xuan
Staff, Sustainable Management of Natural Resources in the Mekong Basin
50. Ms Le Thi Tuyen
Head of affairs Section
Sustainable Management of Natural Resources in the Mekong Basin

51. Ms Do Thi Loi
Agro-Economist, Sub-Institute of Agricultural Planning & Projection
52. Ms Lo Thi Xien
Staff, Sub-Institute of Agricultural Planning & Projection
53. Mr Nguyen Van Tang
Head of Personel Section, Power Investigation& Design Company No2
54. Mr Trieu Van Mon
Assistant to Director, Power Investigation & Design Company No2
55. Mr Pham Trong Thinh
Forestry Engineer,
Inventory & Management of Wetlands in the Lower Mekong Basin
56. Ms Nguyen Thi Dieu
Staff, Inventor)' & Management of Wetlands in the Lower Mekong Basin
57. Ms Dao Thi Minh Tam
Hydraulic Engineer, Sub - Institute for Water Resources Planning
58. Ms Nguyen Thi Minh
Hydraulic Engineer, Sub - Institute for Water Resources Planning
59. Ms Tran Thi Long
Staff, Institute for Hydraulic Research in the South Vietnam
60. Mr Pham Van Tung
Staff, Institute for Hydraulic Research in the South Vietnam
61. Ms Le Thi Xuan Lan
Hydrology Engineer, The Southern Center for Meteorology & Hydrology
62. Ms Le Thi Tam Thien
Chief of Administration Section
The Southern Center for Meteorology & Hydrology
63. Mr Ho Anh Luu
Deputy Director,
Waterways Construction Consultancy Services Company No2
64. Mr Cao Van Huan
Chief of Personnel Section,
Waterways Construction Consultancy Services Company No2

- 65. Ms Dao Thi Loc
Expert, International Cooperation Department, MARD, Hanoi
- 66. Mr Nguyen Hong Toan
Secretary General, Vietnam National Mekong Committee, Hanoi
- 67. Mr Dao Hoang Kien
Staff, Vietnam National Mekong Committee, Ho Chi Minh City
- 68. Ms Verse Logarta
Socio-economic Adviser, Management of Reservoir Fisheries Project
- 69. Ms Sununar Setboonsamg
Socio-economic Adviser
Rural Extension for Aquaculture Development in the Mekong Delta

Gender Training in Thailand, 28 - 30 July 1999

- 70. Ms Napapom Sriphudinibonda
Chief, Mahasarakain Freshwater Station,
Department of Fisheries
- 71. Mr Jiraphong Nutasarin
Chief, Fisheries Development Sub-division, Provincial Office,
Department Of Fisheries
- 72. Mr Yongyuth Nabandit
Chief, Inland Fisheries Resources Conservation Sub-division,
Department of Fisheries
- 73. Mr Chumnan Phongsri
Senior Fisheries Biologist, Department of Fisheries
- 74. Ms Thipsuda Tangprakhon
Fisheries Biologist 4, Department f Fisheries
- 75. Ms. Malasri Khamsri
Fisheries Biologist 3, Department of Fisheries.
- 76. Mr Samran Thammultree
Senior Irrigation Engineer, Royal Irrigation Department.
- 77. Mr Boonsom Chonpitakwong
Senior Irrigation Engineer, Royal Irrigation Department.
- 78. Ms. Premrudee Sertwicha
Senior Agriculturist, Royal Irrigation Department.

79. Mr Phichai Threeradhanawat
Civil Technician 5, Royal Irrigation Department.
80. Ms. Aungkana Hayukwongja
Irrigation Engineer 5, Royal Irrigation Department.
81. Mr Sompong Khaewjam
Senior Environmentalist, Office of Environmental Policy and Planning.
82. Mr Pradit Sudchada
Environmentalist 4, Office of Environmental Policy and Planning.
83. Mr Bancha Khunsungnoen
Environmentalist 3, Office of Environmental Policy and Planning.
84. Ms. Wiyada Wisiterakul
Environmentalist 3, Office of Environmental Policy and Planning.
85. Ms. Sirithon Komthipayaratana
Environmentalist 3, Office of Environmental Policy and Planning.
86. Ms. Pranee Muenthaisong
Environmentalist 3, Office of Environmental Policy and Planning.
87. Mr Mahinthom Tahpin
Agricultural Technician 4, Department of Energy Development and Promotion
88. Mr Thoranin Cherdjerm
Agriculture Technician 3 Department of Energy Development and Promotion
89. Ms Jiraratana Chaiwatana
Agricultural Technician 3, Department of Energy Development and Promotion
90. Mr Suksit Chaiboonreong
Agricultural Technician 2, Department of Energy Development and Promotion
91. Ms Sumalai Chongreongsri
Agriculture Technician 3 Department of Energy Development and Promotion
92. Ms Piyapom Angsapreecha
Technician 4 Department of Energy Development and Promotion

93. Mr Boonya Chakattrai
Environmental Disseminator
Department of Environmental Quality Promotion, TNMC
94. Ms. Tamtip Settachamwit
Policy and Planning Analyst 5
Department of Energy Development and Promotion, TNMC
95. Ms. Kingkaew Pongprut
Policy and Planning Analyst 4
Department of Energy Development and Promotion, TNMC.
96. Dr. Henrik Nilsson
Socio-economic Advisor Project for the Management of Reservoir
Fisheries (*observer*).

ANNEX 26

Annex 26

Study on the Roles of Women in Water Resources Development in the Lower Mekong Basin

GENDER TRAINING OF TRAINERS FOR THE MEKONG RIVER COMMISSION

REPORT

Prepared by

Suteera Thomson
Maytinee Bhongsvej

5 August 1999

REPORT

Gender Training of Trainers *MRC Gender Strategy*

Background

The Gender and Development Research Institute was commissioned by the Mekong River Commission Secretariat to assist in the implementation of the gender training which came under its project: Study on the Roles of Women in Water Resources Development in the Lower Mekong Basin. The Gender Training Course for Gender Trainers was organized for riparian officials from the four countries which lasted two weeks in February 1999 at the WE-TRAIN International House of the Association for the Promotion of the Status of Women in Bangkok, Thailand.

After the training, each training team was assigned by the MRCS to develop a curriculum and a training package to be targeted at field project officers in riparian countries. In addition, each training team was also required to develop an action plan for implementing the MRC Gender Strategy in their countries during 1999 and 2001.

Consultation was also requested by the MRCS for the Gender Training Teams prior to the implementation of the pilot training to be held in each country.

The Gender training Teams conducted the training during June and July 1999. The Regional Seminar was held during 28-31 July 1999 in Thailand and Lao PDR to share experiences among the gender trainers.

Consultation with the Gender Training Teams

During May 1999, the consultants had meetings with each of the teams for 2 days.

Consultation meeting with the Cambodian Team was during 10-11 May and the Vietnamese Team during 13 - 14 May followed by the Lao Team on 20 - 21 May 1999. The Thai team was met on two occasions, 31 May - 1 June and 18 June 1999.

The main objective of the meeting was for the Gender Training Teams to review their preparations with the consultants on the content and methods that would be used in the forthcoming pilot training in their respective countries.

A review on the national action plan was also made with the gender training teams except the Thai team as they decided to review it by themselves at a later stage.

1. For the training course, each team tended to include too many topics and were more inclined to give lectures.

2. The flow of the content from one topic to the other was not smooth.
3. All the teams had the same approach by dividing the topics to individual members. Each had his or her own area of responsibility.
4. All gender training teams worked hard to prepare for the pilot training.
5. Clarifications on the issues still remained to be made. It was found out that for many of the gender training team members who are not proficient in English found much difficulty in comprehending the issues discussed during the training for trainers course. Reading the references that were provided was equally difficult. Many had to try to find documents in local language to clarify certain parts that they did not understand.

To assist the teams, the followings were carried out.

1. Discussion was made in a very detailed manner on a topic by topic basis.
2. Processes were recorded and session plans were written as samples for the teams.
3. Approximately two to three hours were arranged for the team to conduct short sessions which were attended by a group of staff members of the office where the meeting was held. It provided the floor for the gender training teams to test if the presentations as sampled were well understood.
4. A case study was prepared by the consultants for the Cambodia, Vietnam and Lao teams to be used as an exercise on the integration of the gender consideration in the project cycle. It was a shortened version of an MRC project.
5. Some supplementary documents in Thai were provided for the Thai team.
6. Action Plan was reviewed with the team.

Regional Seminar

As requested, the Gender and Development Research Institute assisted the Mekong River Commission Secretariat in organizing the Regional Seminar on Gender Mainstreaming in Project Cycle and Basinwide Action Plan. The seminar programme was developed and advanced preparation work was outlined for the gender training teams.

The Seminar was organized during 28 - 30 July 1999 in Nongkhai, Thailand and on 31 July 1999 in Vientiane, Lao PDR. The overall content consisted of 3 main parts : (1) sharing of the experiences of the gender training team from the training that was conducted in the riparian countries, (2) setting of the future agenda by sharing the country action plans and integration into a basinwide recommendations for future actions, and (3) provision of wider perspectives in gender equality and equity and some other issues related to training.

The seminar created lively discussions and sharing of views and opinions particularly through mixed country group discussions. The inputs of the socio-

economic advisors were also very thought-provoking and very useful. Summary of the seminar appears in the Draft Seminar Proceedings as per attached.

Observations of the seminar

1. From the seminar, it could, be easily observed that the gender trainers have much greater confidence than when they were attending the Training of Trainers Course.
2. There was a good balance among the gender trainers in terms of their sharing of the presentations in the seminar.
3. Feedback of the socio-economic advisors regarding national workshop was a little different from the gender trainers on the methods used. The socio-economic advisors thought that on the whole lecture type of presentation was predominant while it was not mentioned in the report of the gender trainers.
4. The seminar was made more thought provoking by the participation of the socio-economic advisors.
5. Mr Pham Van Tan has been fully gender sensitive in his approach, a valuable asset to the HRD Unit for future gender mainstreaming effort.

EVALUATION OF GENDER TRAINING FOR TRAINERS EFFORT

Self-Assessment of the Gender Trainers

All the gender trainers were requested to assess themselves on the changes that have taken place from prior to their participation in the gender training course and after they had conducted the gender training course. All the gender trainers indicated that there were improvements of knowledge and understanding on gender and development. Training skills have been enhanced and there have been some changes in the attitudes and behaviours. Details are as follows:

- *Improvements of (1) knowledge and understanding of Gender and Development*
 - (2) *skills for being a Gender trainer*
 - (3) *presentation skills*
 - (4) *training skills*
- *Changes in the attitudes: Recognition of the significance of integrating gender in project cycle and involving women in decision-making in all project stages*
- *Increased perspectives and know-how to help the disadvantaged women*
- *Changes in perception; more sensitive and perceptive of differences in the offices*
- *More aware of gender issues in the work place, interpretation of surroundings, outside interests*
- *More self-confidence*

Examples of changes in behaviours:

- *“When reading project documents and see statistics, I will look for sex disaggregated data and see if there is a balance between men and women*
- *Ability to convince some decision-makers about the importance of gender*
- *Better in answering questions and better at explaining*
- *Treating women and men more equally*
- *Trying to make behaviour as an example of gender sensitivity, even in small ways: gender neutral language / showing more obvious respect for low ranking women in front of high-ranking men*
- *Introducing the gender concepts in the work - training , seminar*

Assessment of the gender trainers

1. All the gender training teams were very committed to the training that they had to conduct. Much preparation was made.
2. Among the gender trainers from each team, if one had to be singled out from the team, the followings could readily serve as MRC local trainers as they have an in-depth understanding of the issues and have acquired presentation skills - Mr Som from Cambodia, Ms Siriwan from Lao PDR, Ms Ubolrat from Thailand and Ms Lam from Vietnam. The assessment for the others might have some limitation due to the English proficiency, which resulted in less interaction with the consultants. However, reliable assessment could be made from the training participants' feedback
3. Some of the gender trainers are very young which, in theory, should not pose as a problem. However, in the riparian countries' culture, if the participants are senior or high-ranking, selection of gender trainers to conduct sessions needs to be carefully made. The more junior trainers may assume the roles of assistant, if that is considered more appropriate.

Recommendations

1. Selection of who will be trained to be gender trainers should be made with great care. Detailed specification should be given when nomination is requested. At least, the nominations of each country should include an equal number of males and females. One important criterion that needs to be considered is the diversity of the background / experiences among the team members. At the very least, there should be one member who has the experience at the field level; while, another with the planning experience and

the third being familiarized with development activities. Selection criteria may be set up which might include prior discussions or interviews with the riparian officials.

2. Wherever possible, training of gender trainers could be better done in the local language. Understanding could be much more easily established. If that is not possible and the training has to be conducted in English, the arrangement should be made in such a way that, in the team, at least there has to be one member who is really proficient in English. This will be the person who could provide some clarification to the group during the course of the training.
3. The pool of trainers to be able to provide gender training in line with the MRC Gender Strategy should include at least 20 trainers. Efforts should be made to include some MRCS officials / riparians on-stipend as trainers in addition to the riparian officials. Separate funding to create a larger pool of gender trainers is required and it might not be difficult to request this separately from a donor agency as it could be considered as a *stand alone* project (creation of a pool of gender trainers for the riparian countries).
4. For training in the riparian countries, it might be practical if the gender trainers for a certain continuous period of time are contracted to carry out the training assignments for the riparian officials in their country.
6. Development of case materials for use in the training should be carried out to ensure the relevance to the content.
7. While waiting for the next phase of the planned strategy to be financed, it might be worthwhile exploring the possibility of having the gender awareness session incorporated in other technical training carried out by MRC projects. If that is possible, the momentum could be retained by having the gender trainers participate as facilitators for such sessions. This should provide a forum for the selected gender trainers to further sharpen their skills.

Suteera Thomson
Maytinee Bhongsvej

5 August 1999

ANNEX 32

Annex 32

LIST OF MRCS STAFF PARTICIPATING IN GENDER TRAINING

Consultative Meeting with MRC Senior Official, 4 April 2000

1. Mr Joem Kristensen
Chief Executive Officer
2. Ms Busabong Dhephasdin Na Ayudhya
Director, Policy and Planning Division
3. Mr Chanthavong Saignasith
Director, Human Resources Development and Environment Division
4. Mr Nguyen Nhan Quang
Director, Resources Development Division
5. MrTranCanh
Director, Agriculture Division
6. Ms Chutima Bridge
Officer in Charge, Division of Financial and Administration
7. Ms Angeline Limwattanayingyong
Personnel Officer
8. Mr Chaiyuth Sukhsri
Team Leader, Water Utilisation Programme
9. Mr Samran Chooduangngem
Officer -in-Charge, Planning Unit
10. Mr Lars Pedersen
Unit Chief, Public Relation and Co-ordination Unit
11. Dr. Nguyen Due Lien
Senior Project Officer
Officer-in-Charge, Water Resources and Hydropower Development Unit
12. Mr Suchat Katima
Chief, Human Resources Development Unit

Gender Training for MRC Professional Staff on 7 April and 5 May 2000

13. Mr Bun Veasna
14. Mr Chin Samouth
15. Ms Dao Thanh Thuy
16. Mr Inpong Manivong
17. Ms Julia Obrovac
18. Mr Kittipong Jirayoot
19. Ms Manivanh Southammavong
20. Ms Manitaphone Mahaxay
21. Ms Merete Pedersen
22. Ms Matics Kathleen
23. Mr Nguyen Tat Dac
24. Mr Pech Sokhem
25. Mr Riyadh Wasfi Al-Soufi
26. Ms Sein Mya
27. Mr Shin - ichi Teramura
28. Mr Shoshiro Horogome
29. Mr Sin -Chhay
30. Mr Sopharith Tes
31. Mr Sopheap Phin
32. Mr Takao Masumoto
33. Mr Tongchai Wechasut
34. Mr Thai Van Tien
35. Mr Vang Randy
36. Mr Vichea Lam
37. Mr Vixay Homsombath

Gender Training for MRC General Services Staff on 8 April 2000

38. Mr Bunleng Ros
39. Ms Chan Phally Tan
40. Mr Chenda Tep
41. Mr Chantra Ney
42. Ms Davoeun Lor
43. Mr Deth Chak
44. Mr Kosal Srey
45. Mr Kham Sonn
46. Ms Kanha Doeunk
47. Mr Kunthea Nuon
48. Ms Layim San
49. Mr Ly Ros
50. Ms Maleny Pheng
51. Ms Mouy Ly
52. Mr Mao Chhuon
53. Mr Phana Chheng
54. Mr Phann Sreg
55. Ms Phalla Hak
56. Mr Phalla Phom
57. Mr Piseth Sam
58. Ms Phalla Yin
59. Mr Raksa Pen
60. Ms Sakhakhan Eng

61. Mr Sambonn Thaung
62. Ms Siripom Kunlapatanasuwan
63. Mr So Phear Neth Pov
64. Mr Sokhom Ngauv
65. Ms Sopanha Mok
66. Mr Sophal Dy
67. Mr Sopheark Mith Chea
68. Ms Sophiny Prang
69. Mr Samnang Rum
70. Mr Saroeun Suon
71. Ms Sothea Chap
72. Mr Sreng Kong Ung
73. Ms Sreymarch Leum
74. Ms Sucheatta Ros
75. Mr Vanna Khun
76. Ms Vannak Chhit
77. Ms Vannary Chhun
78. Ms Vimol Hou
79. Mr Vrak Sou
80. Ms Vanny Thav

Annex 33

LIST OF NATIONAL MEKONG COMMITTEE STAFF PARTICIPATING IN GENDER TRAINING

Gender Training for Thai NMC Staff, 25 May and 24 June 2000

1. Mr Burachat Buasuwan
Senior Hydrologist, DEDP
2. Ms Orapan Payakkapom
Senior Policy and Planning Analyst, DEDP
3. Mr Nirat Phuriphanphinyo
Senior Engineer, DEDP
4. Mr Vorasak Jirananda
Senior Legal Officer, DEDP
5. Ms Siriwan Laovanich
Senior Personnel Officer, DEDP
6. Mr Manaswea Hakeme
Head of Training Resources Center, DEDP
7. Mr Suthep Tangsap
Senior Agronomist, DEDP
8. Ms Tippawan Thongsuk
Administrator, DEDP
9. Ms Kanitta Phutong
Policy and Planning Analyst, DEDP
10. Ms Rinnapa Paneetaplin
Policy and Planning Analyst, DEDP
11. Ms Sompom Songkhram
Policy and Planning Analyst, DEDP
12. Ms Sukanya Wisan
Senior Environmental Official, Office of Environmental Policy and Planning
(OEPP)

13. Mr Sakunyut Sanitation
Senior Environmental Official, OEPP
14. Ms Malee Hutacharoen
Senior Environmental Official, Department of Environmental Quality
Promotion (DEQP)
15. Ms Wichan Suksawang
Senior Environmental Officer, DEQP
16. Mr Sopote Kaewwimol
Senior Training Officer, Department of Land Development
17. Mr Chamnam Pongsri
Senior Fisheries Biologist, Department of Fisheries
18. Ms Urai Promubol
Senior Training Officer, Department of Fisheries
19. Mr Warin Jirasultaveekul
Senior Forest Technician, Royal Forest Department
20. Ms Suchila Teerapom
Senior Forest Technician, Royal Forest Department
21. Mr Thanar Suwattana
Senior Civil Engineer, Royal Irrigation Department
22. Mr Werachai Chupisanyarote
Senior Civil Engineer, Royal Irrigation Department

Gender Training for Vietnam NMC Staff, 7-8 June 2000

23. Mr Nguyen Hong Toan
Secretary General, Vietnam National Mekong Committee Secretariat
24. Mr Nguyen Van Bau
Deputy Secretary General, VNMC
25. Mr Nguyen Nhan Quang
Deputy Secretary General, VNMC
26. Mr Tran Duc Cuong
Programme Officer, VNMC

27. Mr Le Duc Trung
Programme Officer, VNMC
28. Ms Nguyen Thi Ki Nam
Programme Officer, VNMC
29. Ms Le Thi Huong
Programme Officer, VNMC
30. Ms Le Thi Ngoc Lan
Programme Officer, VNMC
31. Ms Dao Thi Huong
Administration Officer, VNMC
32. Ms Nguyen Thi Minh Chau
Accountant, VNMC
33. Mr Pham Huy Trao
Driver, VNMC
34. Mr Nghiem Ba Hung
Assistant, UNDP Project, Vietnam component
35. Ms Le Thi Doan Trang
Accountant, UNDP Project, Vietnam component
36. Mr Nguyen Viet An
Driver, UNDP Project, Vietnam component
37. Mr Le Thanh Bac
Project Officer, VNMC

Gender Training for Lao NMC Staff, 12-13 June 2000

38. Mr Boriboun Sanasisane
Director General, LNMCS
39. Mr Thevet Insisienmay
Advisor for LNMCS Joint Committee
40. Mr Singha Ounnignom
Head of Policy and Planning Division, LNMCS
41. Mr Chanthachith Amphaychith
HRD Unit, LNMCS

42. Ms Boualone Vongdarasene
Chairperson of Lao Women Union, Vientiane Municipality
43. Ms Onechanh Phommavong
Governor of Sisathanak District, Vientiane
44. Ms Thongvankham Sithilath
Chairperson of Trade Union, Vientiane Municipality
45. Ms Naly Phommanivong
Vice Chairperson of Trade Union, Vientiane Municipality
46. Mr Khamphou Douangthanom
Head of HRD Division
Ministry of Communication, Transport, Port and Construction
47. Mr Khammany Khamphoumy
Head of HRD Division, Ministry of Agriculture and Fisheries
48. Mr Phithanouson
Head of HRD Division, Ministry of Public Health
49. Mr Ousomsack Philavong
Technical Staff of Lao National Mekong Committee
50. Mr Phokhin Mouangchanh
Technical Staff, Project Co-ordinator, Lao National Mekong Committee
51. Mr Bouakhay Nouanesengsy
Registry, Lao National Mekong Committee
52. Mr Oh Sihalath
Driver, Lao National Mekong Committee
53. Mr Sonphet Phosalath
Technical Staff, Lao National Mekong Committee
54. Mr Linseng Douangsavanh
Deputy Director General, Lao National Mekong Committee
55. Mr Vongdara Keomouangchanh
Deputy Director General, Lao National Mekong Committee
56. Mr Khamphay Sosengphet
Head of Administration Division, Lao National Mekong Committee

57. Mr Sourasay Phoumavong
Head of Water Resources Division, Lao National Mekong Committee
58. Mr Kongngeun Chounlamonty
Project Co-ordinator for Water Utilisation Programme
Lao National Mekong Committee
59. Mr Khamtheo Vongnarath
Project Co-ordinator, Lao National Mekong Committee
60. Ms Chandavanh Dethrasvong
Project Co-ordinator, Lao National Mekong Committee
61. Mr Aloune Sayavong
Project Co-ordinator, Lao National Mekong Committee
62. Mr Phoukhoun Vongsay
Financial Officer, Lao National Mekong Committee
63. Mr Bouavone Biakhombrou
Project Assistant for Water Utilisation Programme
Lao National Mekong Committee
64. Mr Phouthasone Sengphilom
Library Staff, Lao National Mekong Committee
65. Mr Somoula Yaphichith
Library Staff, Lao National Mekong Committee
66. Mr Sophee Sopasenh
Staff, Lao National Mekong Committee
67. Ms Phonemany Phommahack
Secretary', Lao National Mekong Committee
68. MrNouhack
Technical Officer of Life Stock Department
Ministry of Agriculture and Fisheries

Gender Training for Thai NMC Staff, 25 May and 3 July 2000

69. Mr Burachat Buasuwan
Senior Hydrologist, DEDP
70. Ms Orapan Payakkapom
Senior Policy and Planning Analyst, DEDP

71. Mr Nirat Phuriphanphinyo
Senior Engineer, DEDP
72. Mr Vorasak Jirananda
Senior Legal Officer, DEDP
73. Ms Siriwan Laovanich
Senior Personnel Officer, DEDP
74. Mr Manaswea Hake me
Head of Training Resources Center, DEDP
75. Mr Suthep Tangsap
Senior Agronomist, DEDP
76. Ms Tippawan Thongsuk
Administrator, DEDP
77. Ms Kanitta Phutong
Policy and Planning Analyst, DEDP
78. Ms Rinnapa Paneetaplin
Policy and Planning Analyst, DEDP
79. Ms Sompom Songkhram
Policy and Planning Analyst, DEDP
80. Ms Sukanya Wisan
Senior Environmental Official
Office of Environmental Policy and Planning (OEPP)
81. Mr Sakunyut Sarutanon
Senior Environmental Official, OEPP
82. Ms Malee Hutacharoen
Senior Environmental Official
Department of Environmental Quality Promotion (DEQP)
83. Ms Wichan Suksawang
Senior Environmental Officer, DEQP
84. Mr Sopote Kaewwimol
Senior Training Officer, Department of Land Development
85. Mr Chamnam Pongsri
Senior Fisheries Biologist, Department of Fisheries

86. Ms Urai Promubol
Senior Training Officer, Department of Fisheries
87. Mr Warin Jirasultaveekul
Senior Forest Technician, Royal Forest Department
88. Ms Suchila Teerapom
Senior Forest Technician, Royal Forest Department
89. Mr Thanar Suwattana
Senior Civil Engineer, Royal Irrigation Department
90. Mr Werachai Chupisanyarote
Senior Civil Engineer, Royal Irrigation Department

Gender Training for Cambodia NMC Staff, 7 April and 5 May 2000

91. H.E. Mr Hou Taing Eng
Secretary General of CNMC
Alternate Member of the MRC JC for Cambodia.
92. Mr Pich Dun
Director of Project Department, CNMC
93. Mr Huot Sonn
Director of Administration and Finance Department, CNMC
94. Mr So Sophort
Programme Officer-in-Charge of Fisheries Sector, CNMC
95. Mr Hak Socheat
Programme Officer-in-Charge of Environmental Sector, CNMC
96. Mr Ou Sophanna
Programme Officer-in-Charge of Agriculture Sector, CNMC
97. Mr Kim Seiha
Darkroom Officer, CNMC
98. Mr Suos Bunlhan
Darkroom Assistant CNMC
99. Mr Houg Sunlhan
National WUP Unit Coordinator, CNMC

100. Mr In Sokhom
Head of Working Group for Environment, Social and Economic Analysis
101. Mr Ku Khem Lin
Head of Working Group for Rules,
National WUP Technical Working Group, CNMC

ANNEX 34

LIST OF RIPARIAN HRD OFFICERS PARTICIPATING IN GENDER TRAINING

Gender Training for Cambodia HRD Officer, 19 June 2000

1. Mr Huol Sonn
Director of Administration and Finance
Cambodia National Mekong Committee
2. Mr Slot Sambo
Director of Administration Department
Ministry of Public Works and Transport
3. Mr Nau Samnang
Deputy Director of Administration, Finance and Personnel Department
Ministry of Environment
4. Mr Koh Chhino
Vice-Chief, Personnel and HRD Office,
Ministry of Agriculture, Forestry and Fisheries
5. Mr long Chetra
Chief of the Personnel Office
Ministry of Environment
6. Mr Sok Sokun
Vice-Chief of International Cooperation Office
Ministry of Tourism
7. Mr Sim Hang
Deputy Director of Personnel and HRD Department
Ministry of Agriculture, Forestry and Fisheries
8. Mr Koy Vutha
Vice-Chief Personnel Office, Agronomy Department
Ministry of Agriculture, Forestry and Fisheries
9. Ms. Ry Samel
Personnel Officer. Department of Forestry
Ministry of Agriculture, Forestry and Fisheries

10. Mr Ros Vuthy
Vice-Chief of Administration and Personnel Office Department of Fisheries, Ministry of Agriculture, Forestry and Fisheries
11. Mr Lang Kiry
Planning and Finance Officer, Fisheries Department
Ministry of Agriculture, Forestry and Fisheries
12. Mr Sek ChanSangva
Vice-Chief Office of Personnel Department
Ministry of Agriculture, Forestry and Fisheries
13. Mr Hav Dina
Vice-Chief, International Relationship Department, Ministry of Planning
14. Mr Chan Socheat
Technical Staff of Energy Office, Energy Department
Ministry of Industry, Mines and Energy
15. Mr Ou Long
Chief, Energy Office, Energy Department
Ministry of Industry, Mines and Energy
16. MrSoSophort
Project Coordinator
Cambodia National Mekong Committee
17. Mr Chrun Theravuth
Vice-Chief Training Office, Department of Training
Ministry of Rural Development
18. MrMaoDoeun
Chief Administration and Planning Office
Ministry of Water Resources and Hydrometeorology
19. Nir Pang Peng
Deputy Director, Water Supply Department
Ministry of Water Resources and Hydrometeorology
20. Mr Kau Thong
Deputy Director of Personnel Department
Ministry of Territorial Urbanism and Construction
21. Mr Im Sophy
Director of Personnel Department
Ministry of Foreign Affairs

22. Mr Doung Pich
Deputy Director of Personnel Department
Ministry of Public Work and Transport
23. Mr Va Simsorya
Acting Director of Planning Department
Ministry of Public Work and Transport
24. Ms Min Manvy
Deputy Director of Administration Department
Ministry of Public Work and Transport

Gender Training for Lao HRD Officer, 10 July 2000

25. Mr Chanthachit Amphaychith
Administration Assistant, Lao National Mekong Committee
26. Mr Khammany Khamphoumy
Head of Personnel Division, Ministry of Agriculture and Forestry
27. Mr Khamphou Douangthanom
Head of Personnel Division, Communication Department
Ministry of Communication, Transport, Post and Construction
28. Mr Phithanousone Choummanyvong
Head of Environment Division, Ministry of Public Health
29. Mr Sengpaseuth Mathouchanh
Deputy Head of Human Resources Division
Ministry of Agriculture and Forestry
30. Mr Houmkeo Indathcp
Deputy Director of Training Center. Ministry of Agriculture and Forestry
31. Mr Thongkhanh Phimvilay
Deputy Head of Personnel Department
Ministry of Industry and Handicraft
32. Ms. Sirivanh Phoumavong
Deputy Head of Human Resources Division
Ministry of Communication. Transport. Port and Construction
33. Ms. Bouachanh Vongsa
Head of Human Resources Division
Vientiane Municipality

34. Ms. Phonedavanh Phinsavanh
Technical Staff. Lao Women's Union
35. Mr Chanphone Nguemchareune
Deputy Director of Personnel Department, Ministry of Justice
36. Mr Praphat Zanarath
Deputy Head of Division. Ministry of Education
37. Mr Bounsavath Savathtry
Head of Secretary Unit, Cabinet, Ministry of Public Health
38. Mr Khampakone Outhenthpanngo
Technical Officer of Planning Department, State Planning Committee
39. Mr Sengsavang Phandanouvong
Technical Staff of HR Division
Ministry of Communication. Transport, Port and Construction
40. Mr Keoouthone Runsengchanh
Senior Staff , Science, Technology and Environment Agency
41. Ms. Phengchanh Phengmuang
Deputy Director of Statistic, Planning, Cooperation and Marketing
Ministry of Commercial and Tourist
42. Mr Bounkham Xayxana
Head of Personnel Division, State Planning Committee
43. Ms. Bouathong Singbounngang
Head of Personnel Division, Ministry of Justice
44. MrSinoulath Sitthilavongsa
Technical Staff of Personnel Division, Cabinet Party Central Committee
45. Mr Somboun Inthapatha
Head of Personnel Division. Ministry of Finance
46. Mr Saithong Keobounphanh
OIC of Personnel Division, Ministry of Labour and Social Welfare
47. Mr Bounthong Sophavanhdy
Head of Planning Division. Ministry of Commercial and Tourist
48. Mr Bounsay Khamphoumy
Head of Personnel Division, Ministry of Information and Culture

Gender Training for Thai HRD Officer, 4 July 2000

49. Ms. Orapan Payakkapom
Senior Policy and Planning Analyst\
Department of Energy Development and Promotion
50. Mr Vorrathep Yoddee
Senior HRD Officer, Department of Energy Development and Promotion
51. Mr Supote Kaewwimol
Senior Training Officer, Land Development Department
52. Ms. Paramapha Cholasuek
Administrative Officer Level 7
The Electricity Generating Authority of Thailand
53. Mr Watchare Virapun
Senior Meteorologist, Meteorological Department
54. Mr Thanar Suwattana
Senior Civil Engineer, Royal Irrigation Department
55. Mr Somkiat Prajamwong
Senior Civil Engineer, Royal Irrigation Department
56. Ms. Wasana Ungprasert
Chief, Foreign Relations Sub-Division, Harbour Department
57. Ms. Kannegar Boontanon
Senior Inland Waterway Transport
Planning Expert, Harbour Department
58. Mr Kia Songsakul
Director of Training Division, Royal Forest Department
59. Mr Chorpatra Pongroongsup
Professional Forest Officer, Royal Forest Department
60. Ms. Gention Amomsanguansin
Professional Forest Officer, Royal Forest Department
61. Ms. Suchada Kuljan
Senior Training Officer, Land Development Department
62. Ms. Dusadee Fuagchoonut
Director of Training Office, Land Development Department

63. Ms. Paob Jaiyen
Director of Training Division, Department of Fisheries
64. Ms. Thanitta Srivichai
Senior Training Officer, Department of Fisheries
65. Ms. Saowamol Puteeka
Training Officer 3, Department of Fisheries
66. Ms. Sakuntala Na Nongkai
Chief of Administration and General Training Department
The Electricity Generating Authority of Thailand
67. Ms. Somjai Srimongkoltip
Mangrove Coordinator, Thailand
68. Ms. Jindarat Kwanpirod
Environmental Officer Level 5
Department of Environmental Quality Promotion
69. Ms. Umapom Namwat
Senior HRD Officer, Ministry of Labour and Social Welfare
70. Ms. Praewpun Nakkhuntod
Research Assistant, Regional Community Forestry Training Center
71. Mr Burachat Buasuwan
Senior Hydrologist, Department of Energy Development and Promotion
72. Ms. Apiradee Charitnives
Senior Foreign Relations Officer
Department of Energy Development and Promotion
73. Mr Songsak Mathurapot
Senior Policy and Planning Analyst
Department of Energy Development and Promotion
74. Ms. Siriwan Laovanich
Senior Personnel Officer
Department of Energy Development and Promotion
75. Ms. Tamtip Settacharwit
Senior Policy and Planning Analyst
Department of Energy Development and Promotion
76. Ms. Tippawan Thongsok
Administrative Officer,
Department of Energy Development and Promotion

77. Ms. Rinnapa Paneetaplin
Policy and Planning Analyst
Department of Energy Development and Promotion

Gender Training for Vietnam HRD Officer, 26 June 2000

78. Mr Nguyen Van Bau
Deputy Secretary General
Viet Nam National Mekong Committee
79. Mr Nguyen Kim Tuyen
Expert -Personnel Department
Hydro-meteorological Service
80. Mr Dinh Van Toan
Personnel Department, Vietnam Electricity Corporation
81. Mr Le Thanh Bac
Programme Officer, Viet Nam National Mekong Committee
82. Mr Le The Phiet
Expert, Personnel Department, Ministry of Foreign Affairs
83. Mr Ha Van Dao
Expert, Personnel Department
Ministry of Science, Technology and Environment
84. Mr Tran Quang Vinh
Deputy Chief, Administration Department
Hydro-meteorological Service
85. Mr Tran Quang Hao
Personnel Department
Viet Nam Tourism Administration
86. Mr Ton That Lam
Deputy Director
Science and Technology and International Cooperation Department,
Vietnam Inland-Waterway Administration, Ministry of Transportation
87. Ms Nguyen Thi Phuong Anh
Expert, Department of Science and International Cooperation
Ha Noi Water Resource University
88. Mr Phung Huu Can
Senior Expert, Personnel Department
Ministry of Agriculture and Rural Development

89. Mr Tran Thanh Binh
Senior Expert, Personnel Department
Ministry of Agriculture and Rural Development
90. Mr Hoang Thanh Phuong
Senior Expert, Department of Science, Technology, and Good Quality
Ministry of Agriculture and Rural Development
91. Mr Pham Van Le
Deputy Director, Hydraulic Works Department
An Giang Province
92. Mr Nguyen Duc Sinh
Deputy Director, Personnel Department, Ministry of Fisheries
93. Ms Nguyen Thi Thai
Senior Expert, Personnel Department, Ministry of Education and Training
94. Ms Le Thi Huong
Programme Officer, Viet Nam National Mekong Committee
95. Mr Le Van Uoc
Ha Noi Water Resource University
96. Mr Le Phuong Van
Deputy Chief, Division of Technology and General Issues
Institute of Water Resources Planning
97. Mr Nguyen Due Dong
National Institute of Agriculture Planning and Projection
98. Ms Ngo Thi Tuyet
Senior Programme Officer, Chief Unit, General Administration Unit
Water Resource Management and Hydraulic Works Department
99. Mr Phan Thanh Toan
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