

PREFACE

Lao Red Cross Commission for the Advancement for Women - Mothers and Children Work is auxiliary to Leadership of Lao Red Cross in the study of policy, planning for promotion of the advancement for Women, coordinating with all concerned sectors in the implementation of gender equality policy which is the elimination of all forms of discrimination against women; and implementing the Plan of Action of Lao Red Cross Commission for the Advancement for Women. The relevant plan is the 2nd 5 -year Strategic Plan 2016-2020 of Advancement for Women. This Strategic Plan was developed from the 2nd 5-year National Strategic Plan for the Advancement for Women (2011-2015) and the 3rd Gender Equality Strategic Plan 2014-2020 and the Plan of Action 2014-2020 on prevention and elimination of violence against women and children in accordance with the current context of Lao Red Cross through a deep consultation with Lao Red Cross , which set up the direction for Lao Red Cross for strengthening its work on core areas: disaster management, health and care in the community, promotion of fundamental principle and humanitarian value, and organizational development and the advancement for women - mothers and child work Division.

Advancement for Women - Mother and child Work Section of Lao Red Cross is confident that it will remain its auxiliary role to LRC Commission for Advancement for Women in the study of policy, planning for promotion of the advancement for women, coordinating with all concerned parties in the implementation of gender equality policy and the elimination of all forms of discrimination against women; and implementing the Plan of Action of Commission for Advancement for Women; and will remain its active participation in achieving the implementation of the socio-economic plan of Lao Red Cross and the 8th socio-economic development plan 2014 - 2020 of the Lao government, Lao Red Cross strategy for mainstreaming the policy for advancement for women, program for mainstreaming public health policy for mothers, new-born babies and children, program for mainstreaming education, culture and socio-economic development and millennium development goals for sustainable development(SDGs).

With a strong commitment from the Leadership and staff of Lao Red Cross at all levels, together with enthusiasm and support of the partner national societies, secretariat unit of National Commission for Advancement for Women, the International Federation of Red Cross and Red Crescent, International Committee for the Red Cross, Government institutions - private sectors and international organizations, Advancement for Women - Mother and Children Work Section strongly believes that it will achieve the objectives, goal and expected outputs by 2020. However, the achievements of the implementation of this strategic plan of Advancement for Women-Mother and child Work Section depends on active participation and strong ownership of leadership, staff and volunteers of Lao Red Cross at all levels to ensure sustainable development, and sufficient supports and resources and internal and external cooperation.

We would like to express our sincere gratitude to Leaders and all staff of LRC, secretariat unit of National Commission for Advancement for Women, the Federation, International Committee for the Red Cross, and National Societies who provided supports, constructive advice for the development of this strategic plan.

We look forwards to having further cooperation and supports from all our past, present and future colleagues to support the implementation of this strategic plan of Advancement for Women-Mother and child Work Section for successful results of the highest standard.

Vientiane Capital, 05 December , 2015.

LRC Commission for
the Advancement of

Division for the Advancement of
Women, Mothers and Children

Section 1: Summary

After the review and lesson learn on the achievements of the implementation of the 1st Strategic Plan 2013 - 2015 for Advancement for Women, the LRC Commission for the Advancement for Women declared the 2nd Strategic Plan 2016 -2020 which is part of National Strategic Plan 2016 -2020 of the Commission for Advancement of Women, International Federation of Red Cross Strategic Plan 2016 - 2020 which are the references or direction for the actions of the Commission for Advancement for Women from central level down to local level and national society of 10 countries in Southeast Asia for developing themselves to become national societies which work well to promote gender equality by 2020.

In the process of drafting the relevant strategic plan, Leadership of Lao Red Cross set up LRC Commission for Advancement for Women to develop the plan. The relevant plan is the 2nd 5 - year Strategic Plan 2016-2020 of the Commission for Advancement of Women. This Strategic Plan was developed from the National 2nd 5-year Strategic Plan (2011-2015) for promotion of advancement for women and National Strategic Plan for mothers and children as well as the 5 - year Strategic Plan 2011-2015 of Lao Red Cross, which helped the work for Advancement for women gradually move forwards with successful results in the past.

1.1 Achievements of the implementation of Strategic Plan 2013 -2015

The 3-year work for Advancement for Women (2013-2015) covering 4 programmes with 13 projects were implemented and achieved by the Commission for Advancement for Women as follow:

- Awareness raising campaigns were regularly conducted, five meetings were opened to disseminate the documents on the integration of gender roles in all spheres of works to LRC staff at central and provincial level with 260 person times participating in, which helped LRC staff at all levels understand and value practical works.
- Gender Statistic Project in Lao Red Cross in across the country was conducted in 2015 for the survey and preparation for strengthening women to increase their participation in all the core areas of works of Lao Red Cross. The statistic survey focused on education level, positions, number of staff who are members of mass organizations at different levels such as party organization, trade union , youth union and women union; religions, age, and knowledge on the advancement of women. The finding of this

survey indicated the difference in number of staff in Lao Red Cross in particular number of females that covers more than half of total number of staff. According to the finding, total number of informants is 251, 131 equal to 52,19% (refer to the findings in Annex 1). Organizational system of Advancement of Women got improved, which built network in 18 provinces with 2 people in each province, responsible for this work at provincial level. Total number of staff responsible for advancement of women at provincial level is 36 and capacity of staff who work in this field was enhanced in coordination and reporting works, that can help them to producing 3-month, 6-month and annual reports.

- Performed internal and external cooperation and received technical assistance, funds and other assistances over the last 3 years.
- Mother and Child Work in Lao Red Cross was improved and developed by collaborating with partner national societies in technical field, and financially supported. Lao Red Cross's Mother and Children Work accomplished the development of LRC child protection policy and published one book to be used as an important legislation of LRC.
- Completed production of posters on child protection rule in Lao Red Cross and disseminated to provincial branches in across the country and systematically monitored and followed up this work in 6 southern provinces, which turns Lao Red Cross become a safe place for all the children who come to liaise with and work in Lao Red Cross.

1.2 Weak points

Although this work previously gained achievements, there are still problems and challenges in gender equality work in Lao Red Cross as follow:

- The integration of gender equality in the core works of LRC is not good enough.
- Based on the gender survey conducted in 2015 by Advancement for Women Division in cooperation with LRC Lao Women Union, it is found that the number of women who accessed the positions for making decision was still lower than the number of men in particular leadership positions if compared to the total number of LRC staff such as : 1 President, 0 female; 2 Vice-Presidents, 0 female; 17 heads of office, 4 females equal to 23.5%; 23 vice-head of office, 8 females equal to 34.7%; and total number of women who are members of mass organizations and party is 106, 46 females equal to 18.32% of total numbers of members.
- Education: 1 woman got doctor's degree, master's degree: 11 people, 4 females equal to 1.59% of total number of LRC staff.

Based on the findings of the survey showing some important problems mentioned above, it is concluded that gender equality work in LRC has to continue to encourage and

promote capacity building for LRC staff in particular capacity building for female staff is the most important and necessary work as the total number of female staff in LRC covers more than half of total number of LRC staff. Therefore, this is the important key in the development of LRC human resources to aim at building quality staff in serving disadvantaged and vulnerable people.

So, Advancement for Women-Mother and Child Work Section of Lao Red Cross as the secretariat unit of Commission for Advancement for Women-Mother and Child Work developed the Strategic Plan 2016-2020 for Advancement of Women-Mother and Child Work to be the direction for the implementation of promotion of the advancement for women in Lao Red Cross.

Section 2:

2nd 5-year Gender Equality Development Plan of Lao Red Cross (2016-2020)

2.1 Lao Red Cross Vision

Leading the humanitarian response in ensuring the most vulnerable people live in dignity.

- 2.2 **Lao Red Cross Mission:** As auxiliary to the Lao Government in rendering applying 7 humanitarian principles, the Lao Red Cross aims to support the most vulnerable people's basic needs on time. We work with communities to improve their health and livelihood and help them to prepare for and respond to disasters, promote community health, disseminate LRC roles and tasks, build capacity in providing information on time, ensure provision of sufficient and safe blood, provide knowledge on basic human rights, gender equality and mothers and children work to achieve sustainable development goals (SDGs).

2.3 Overall goals of the Division for the Advancement of Women

Ensure the equal rights and development between men and women in all areas of works of Lao Red Cross, and full participation of Lao Red Cross women in political, economic, cultural, social and family tasks in the condition of safe livelihood.

The Lao Red Cross Head Quarter, the Lao Red Cross Commission for Advancement for Women reviewed their past implementation and estimated good points, strong points and obstacles and discussed about challenges in the implementation of works in Lao Red

Cross and how to overcome. The technical meeting of Lao Red Cross Commission for Advancement for Women- Mother and Child Work applied the 3rd 5 - year National Strategic Plan 2016-2020 for Advancement for Women into its detailed implementation plan in line with Lao Red Cross Strategic Plan and endorsed 3 programmes, 9 projects and 15 activities in promoting gender equality in Lao Red Cross as follow:

A. 3 core programmes for gender equality 2016- 2020 in Lao Red Cross

Programme) 1: Society aware of and understand advancement for women work, gender equality and elimination of all forms of discrimination against women (**CEDAW convention , Beijing Campaign and Plans of Action, Sustainable Development Goal**) by focusing on awareness raising campaign in a wide manner.

Programme 2: Women strengthened and have equal rights to men in political, economic, socio-cultural and family tasks.

Programme 3: Organizational apparatus and staff who work for Gender Equality and the Advancement of Women developed in different fields.

B. 9 PROJECTS IN 3 PROGRAMMES OF THE 2ND 5-YEAR NATIONAL DEVELOPMENT PLAN FOR GENDER EQUITY IN LAO RED CROSS (2016-2020).

DIFFERENT PROJECTS UNDER EACH OUTPUT TO ACHIEVE THE 3 PROGRAMMES

1) Programme 1 (goal 1)

- Project 1.1: Ensure that Advancement for Women and Gender Equality work is widely campaigned and disseminated.
- Project 1.2: Ensure the availability of information system for gender survey and study on the advancement of women, gender equality and the elimination of all forms of discrimination against women.
- project 1.3: Planning, monitoring, evaluation and reporting of each framework improved systematically.

2) Programme 2 (goal 2)

- Project 2.1: Number of women in leading positions in different levels increased.
- Project 2.2: Decreased all forms of violence against women.
- Project 2.3: International conventions and campaigns widely applied into detailed plans.

3) Programme 3 (goal 3)

- Project 3.1: Organizational apparatus of the Lao Red Cross Commission for the Advancement for Women - Mother and Child Work and aide at all levels improved.
- Project 3.2: Capacity of aide of Lao Red Cross Commission for Advancement for Women-Mother and Child Work and the Commission for Advancement for Women - Mother and child work at all levels enhanced in different fields.
- Project 3.3: Enhanced efficiency in cooperation with partner countries, development partners and international organizations inside and outside the country.

C. MAIN ACTIVITIES TO BE IMPLEMENTED IN EACH PROJECT

- Produce campaign materials and provide training in different topics.
- Build trainers related to women rights.
- Organize campaigns, awareness raising on the advancement of women, gender equity and women empowerment, CEDAW Convention, **Beijing Campaign and Plans of Action** and millennium development goal.
- Organize movements for International Day for elimination of violence against women 25 November.
- Build database on the promotion of the advancement of women, gender equality and the elimination of all forms of discrimination against women.
- Organize campaigns and introduce the implementation of the 3rd 5-year National Gender Development Plan 2016-2020.
- Develop framework for monitoring and evaluation of the implementation of Lao Red Cross Gender Equality Development Plan 2016-2020.
- Perform gender equal rights and give ownership rights to women to access economic opportunity.
- Disseminate the law on violence against women and children.
- Strengthen the divisions that participate in the movement for protection of women and elimination of violence against women.
- Study, develop policy and legislation for women to access leading positions and decision making at different levels.
- Strengthen the capacity of provincial and district levels in making strategic plan, plans of action, plan and budget as well as in monitoring, evaluation and reporting.
- Improve organizational apparatus of Lao Red Cross Commission for the Advancement of Women - Mother and Child Work at each level.
- Strengthen the staff of secretariat unit of Lao Red Cross Commission for Advancement for Women-Mother and Child work.
- Strengthen secretariat unit of Commission for Advancement for Women - Mother and Child work at division and local levels (Provincial and district levels).

2.4 Direction

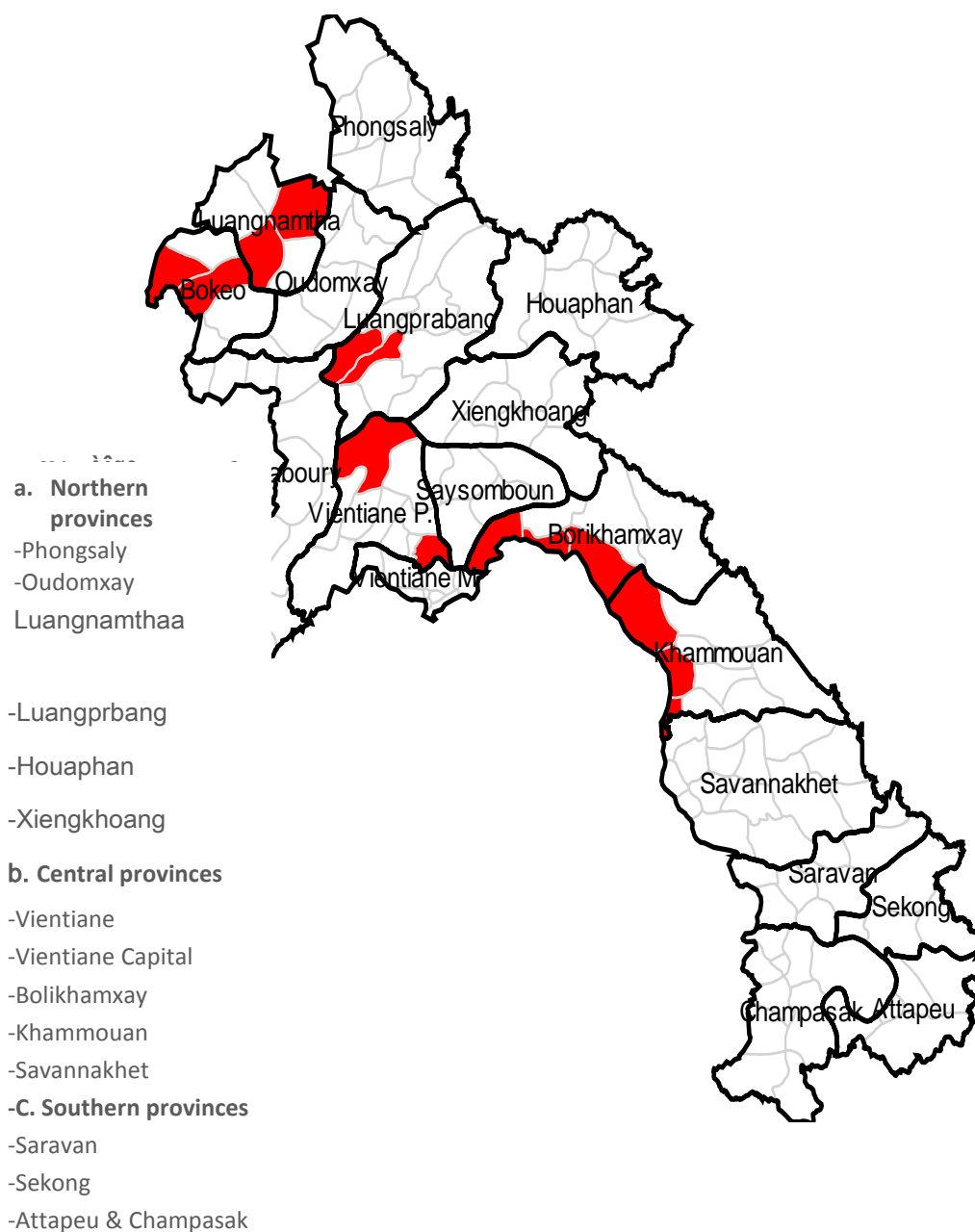
a. Direction

Direction and tasks of Advancement for Women Division of Lao Red Cross (refer to the 2nd 5 - year National Strategic Plan for Promotion of the Advancement for Women 2016-2020 and Strategic Plan of Lao Red Cross).

On the basis of the goals, vision and 5 – year plan of Lao Red Cross Head Quarter, provincial branches and Lao Red Cross Head Quarter organized a meeting to revise the works of LRC Commission for the Advancement for Women - Mother and Child Work and presented the following directions in order to help the Lao Red Cross's 5-year Plan and the promotion of advancement for women move efficiently and effectively.

1. Lao Red Cross Commission for Advancement for Women - Mother and Child Work , Advancement for Women - Mother and Child Work Division will develop work plan to revise the policy and legislation, build database for statistic information and study for strengthening, develop plan for protection and elimination of violence against women and develop plan for addressing violence against women, plan for elimination and prevention of violence to women and children and the strategic plan will include SMART indicators - specific, measurable, achievable, Relevant, Time - bound.
2. Extend project for prevention and elimination of violence against women and children, and programme for the advancement of women, mothers and children work to other provincial branches that have a gap.
3. Strengthen the Team for promotion of advancement for women, mother and child work for better quality.
4. Planning must be systematic and based on the real condition and capability of each province and each community during the process of project design. Encourage direct participation from each province and each community.
5. Improve monitoring system to monitor the implementation of activities related to communities in target provinces, collect lesson learned through better monitoring and evaluation system.
6. Improve system for coordination and cooperation with partners at national vertical line level for advancement for women, International Federation of Red Cross and Red Crescent and other partners. The cooperation will be estimated by Lao Red Cross Leadership and partner governments in the next 5 years to achieve the sustainable development goals.

B, Locations of Provincial Branches



2.5 Implementation and Management

To help the implementation of Gender Equality Development Goal and activities 2016-2030 of Lao Red Cross have good quality and be effective enough for development, Lao Red Cross and the Commission for the Advancement of Women - Mother and Child Work drafted minimum standard and presented in the meeting held on 17 Dec 2016 in Lao Red Cross and it was agreed and endorsed by Lao Red Cross Leadership and the Commission for the Advancement for Women- Mother and Child Work.

These standards were submitted to Lao Red Cross Leadership and the Lao Red Cross Commission for Advancement for Women - Mother and Child Work. These standards will

be applied for making plan, implementation plan and evaluation. Use the endorsed standards of each activities.

2.5,1 Minimum standards of each activity under the 3 Gender Equality Development Programmes 2016-2020 of Lao Red Cross.

The implementation and management of 15 activities under each output as follow:

Activity 1: Production of campaign materials and training in different topics.

1. Criteria for team building for gender equality:
 - Must be the persons who received a training in this work before.
 - Able to disseminate documents related in this work and able to organize meeting.
2. Building campaign and dissemination teams
 - At least each team must be composed of 2-3 members.
3. Selection of target groups:
 - Focus on Lao Red Cross staff at central level, provincial branches and district Red Cross Office and target communities where Red Cross project is implemented.
4. Topics to be disseminated:
 - Women's Advancement.
 - Gender equity and the elimination of all forms of discrimination against women.
 - CEEDAW Convention, Beijing Campaign and Plans of Action, sustainable development goals by focusing on conducting campaigns and dissemination movement for awareness raising in a wide manner.
5. Identification of activities
 - Conduct activity 1-2 times per year.
6. Project evaluation
 - Use **SWOT** as a monitoring and evaluation tool.

Activity 2: Build trainers on women rights.

1. Team building for gender strengthening and gender equity.
Criteria:
 - Must be the persons who received a training in this work before.
 - Able to disseminate documents related in this work and able to organize training.

2. Numbers of team members
 - The team must be composed of 2-3
3. Selection of target groups:
 - Focus on LRC HQ staff, provincial branches, district Red Cross offices and the communities where Lao Red Cross project is still implemented.
4. Training topics
 - Topics on promotion of women's advancement
 - Gender equality and elimination of all forms of discrimination against women.
 - CEEDAW Convention, Beijing Campaign and Plans of Action, Sustainable Development goals.
5. Identification of activities
 - Dissemination will be conducted 1-2 times per year.
6. Project evaluation
 - Use **SWOT** as a monitoring and evaluation tool.

Activity 3: Organize campaigns, awareness building on the advancement of women, gender equality and women empowerment, CEDAW Convention, Beijing Campaign and Plans of Action and millennium development goals.

1. Team building criteria:
 - Must be the persons who received a training in this work before.
 - Able to disseminate documents related in this work and able to organize training.
2. Building campaign and dissemination team
 - At least the team must be composed of 2-3 members
3. Selection of target groups
 - Focus on LRC HQ staff, provincial branches, district Red Cross offices and the communities where Lao Red Cross project is still implemented.
4. Topics
 - Advancement of women.
 - Gender equality and elimination of all forms of discrimination against women.
 - CEEDAW Convention, Beijing Campaign and Plans of Action, Sustainable Development goals.
5. Identification of activities
 - Dissemination will be conducted 1-2 times per year.
6. Project evaluation
 - Use **SWOT** as a monitoring and evaluation tool.

Activity 4: Organize movements for International Day for elimination of violence against women 25 November.

1. Team building criteria:

- Must be the persons who received a training in this work before
- Able to disseminate documents related in this work and able to organize training.

2. Building campaign and dissemination team

- At least the team must be composed of 2-3 members

3. Selection of target groups

- Focus on LRC HQ staff, provincial branches, district Red Cross offices and the communities where Lao Red Cross project is still implemented.

4. Topics

- Gender equality and elimination of all forms of discrimination against women.
- CEEDAW Convention, Beijing Campaign and Plans of Action.

5. Activity identification

- Dissemination is conducted 1 time/year.

Activity 5: Build database on the promotion of the advancement of women, gender equality and elimination of all forms of discrimination against women.

1. Team Building criteria.

- Must be the persons who received a training in this work before.
- Able to build database and analyze data.

2. Building team

- At least the team must be composed of 2-3 members

3. Selection of target groups

- Focus on LRC HQ staff, provincial branches, district Red Cross offices and the communities where Lao Red Cross project is still implemented.

4. Topics:

- Advancement of women
- Gender equality and elimination of all forms of discrimination against women.
- CEEDAW Convention, Beijing Campaign and Plans of Action, Sustainable Development goals by focusing on campaign movements and awareness building in a wide manner.

5. Activity Identification

- Dissemination will be conducted 1-2 times per year.

6. Project evaluation

- Use **SWOT** as a monitoring and evaluation tool.

Activity 6: Organize campaigns and introduce the implementation of the 3rd 5-year National Gender Development Plan 2016-2020.

1. Team building criteria.

- Must be the persons who received a training in this work before.
- Able to disseminate the documents related in this work and able to organize training.

2. Building campaign and dissemination team

- At least the team must be composed of 2-3 members

3. Selection of target groups

- Focus on LRC HQ staff, provincial branches, district Red Cross offices and the communities where Lao Red Cross project is still implemented.

4. Topics:

- Advancement of women
- Gender equality and elimination of all forms of discrimination against women.
- CEEDAW Convention, Beijing Campaign and Plans of Action, Sustainable Development goals by focusing on campaign movements and widely awareness building.

5. Activity identification

- Dissemination will be conducted 1-2 times per year.

6. Project evaluation

- Use **SWOT** as a monitoring and evaluation tool.

Activity 7: Develop framework for monitoring and evaluation of the implementation of Lao Red Cross Gender Equality Development Plan 2016-2020.

1. Team building criteria

- Must be the persons who received a training in this work before.
- Able to prepare plan, evaluate and writing report.

2. Building team.

- At least the team must be composed of 2-3 members

3. Selection of target groups

- Focus on LRC HQ staff, provincial branches, district Red Cross offices and the communities where Lao Red Cross project is still implemented.

4. Topics:

- Advancement of women

- Gender equality and elimination of all forms of discrimination against women.
- CEEDAW Convention, Beijing Campaign and Plans of Action, Sustainable Development goals by focusing on campaign movements and widely awareness building.

5. Identification of activity

- 1 time per year.

6. Project evaluation

- Use **SWOT** as a monitoring and evaluation tool.

Activity 8: Perform gender equal rights and give ownership rights to women to access participation in national construction in different fields.

1. Team building criteria.

- Must be the persons who received a training in this work before.
- Able to disseminate the documents related in this work and able to organize training.

2. Building team.

- At least the team must be composed of 2-3 members

3. Selection of target groups

- Focus on LRC HQ staff, provincial branches, district Red Cross offices and the communities where Lao Red Cross project is still implemented.

4. Topics

- Advancement of women
- Gender equality and elimination of all forms of discrimination against women.
- CEEDAW Convention, Beijing Campaign and Plans of Action, Sustainable Development goals by focusing on campaign movements and widely awareness building.

5. Activity identification

- Dissemination will be conducted 1-2 times per year.

6. Project evaluation

- Use **SWOT** as a monitoring and evaluation tool.

Activity 9: Disseminate the law on violence against women and children.

1. Building team is composed of the following criteria.

- Must be the persons who received a training in this work before.
- Able to disseminate the documents related in this work and able to organize training.

2. Building campaign and dissemination team

- At least the team must be composed of 2-3 members

3. Selection of target groups

- Focus on LRC HQ staff, provincial branches, district Red Cross offices and the communities where Lao Red Cross project is still implemented.

4. Topics for dissemination:

- CEEDAW Convention, Beijing Campaign and Plans of Action, Sustainable Development goals by focusing on campaign and awareness building in a wide manner.
- 5. Activity identification
 - Dissemination is conducted 1 -2 times per year.
- 6. Project evaluation
 - Use **SWOT** as a monitoring and evaluation tool.

Activity 10: Strengthen the sectors that participate in the movement for protection of women and elimination of violence against women.

1. Criteria for team building
 - Must be the persons who received a training in this work before.
 - Able to disseminate the documents related in this work and able to organize training.
2. Building team for strengthening
 - At least the team must be composed of 2-3 members
3. Selection of target group
 - Focus on LRC HQ staff, provincial branches, district Red Cross offices and the communities where Lao Red Cross project is still implemented.
4. Topics for strengthening related to:
 - Advancement of women
 - Gender equality and elimination of all forms of discrimination against women.
 - CEEDAW Convention, Beijing Campaign and Plans of Action, Sustainable Development goals by focusing on campaigns and awareness building in a wide manner .
5. Activity identification
 - Dissemination is conducted 1 -2 times per year
6. Project evaluation
 - Use **SWOT** as a monitoring and evaluation tool.

Activity 11: Study, develop policy and legislation for women to access leading positions and decision making at all levels.

1. Building team:
 - Must be the persons who received a training in this work before.
 - Able to write different policies.
2. Building team
 - At least the team must be composed of 2-3 members
3. Selection of target group
 - Focus on LRC HQ staff, provincial branches, district Red Cross offices and the communities where Lao Red Cross project is still implemented.
4. Topics:
5. Activity identification
 - Dissemination is conducted 1 -2 times per year
6. Evaluation of LRC Women Protection Policy.
 - Use **SWOT** as a monitoring and evaluation tool.

Activity 12: Strengthen the capacity in making strategic plan, plans of action, plan and budget as well as in monitoring, evaluation and reporting for provincial level, sectors and local levels.

1. Team building criteria.
 - Must be the persons who received a training in this work before.
 - Able to disseminate the documents related in this work and able to organize training.
2. Building team
 - At least the team must be composed of 2-3 members
3. Selection of target group
 - Focus on LRC HQ staff, provincial branches, district Red Cross offices and the communities where Lao Red Cross project is still implemented.
4. Topics
 - Advancement of women
 - Gender equality and elimination of all forms of discrimination against women.
 - CEDAW Convention, Beijing Campaign and Plans of Action, Sustainable Development goals by focusing on campaign and awareness building in a wide manner.
5. Activity identification
 - Dissemination is conducted 1 -2 times per year
6. Evaluation of LRC Women Protection Policy.
 - Use **SWOT** as a monitoring and evaluation tool.

Activity 13: Improve organizational apparatus of Lao Red Cross Commission for Advancement for Women-Mother and Child Work and at provincial and district level.

1. Team building criteria.
 - Must be the persons who received a training in this work before.
 - Able to disseminate the documents related in this work and able to organize training.
2. Building campaign and dissemination team
 - At least the team must be composed of 2-3 members
3. Selection of target group
 - Focus on LRC HQ staff, provincial branches, district Red Cross offices and the communities where Lao Red Cross project is still implemented.
4. Topics
 - Advancement of women
 - Gender equality and elimination of all forms of discrimination against women.
5. Activity identification
 - Dissemination is conducted 1 -2 times per year
6. Evaluation of LRC Women Protection Policy.
 - Use **SWOT** as a monitoring and evaluation tool.

Activity 14: Strengthen the staff of secretariat unit of Lao Red Cross Commission for Advancement for Women –Mother and Child Work.

1. Building team is composed of the following criteria.

- Must be the persons who received a training in this work before.
 - Able to disseminate the documents related in this work and able to organize training.
2. Building team
 - At least the team must be composed of 2-3 members
 3. Selection of target group
 - Focus on LRC HQ staff, provincial branches, district Red Cross offices and the communities where Lao Red Cross project is still implemented.
 4. Topics
 - Advancement of women
 - Gender equality and elimination of all forms of discrimination against women.
 5. Activity identification
 - 1 -2 times per year.
 6. Project evaluation
 - Use **SWOT** as a monitoring and evaluation tool.

Activity 15: Strengthen secretariat unit of Commission for Advancement for Women-Mother and Child Work in all divisions and at local level (Provincial and district levels).

1. Team building criteria.
 - Must be the persons who received a training in this work before.
 - Able to disseminate the documents related in this work and able to organize training.
2. Building team
 - At least the team must be composed of 2-3 members
3. Selection of target group
 - Focus on LRC HQ staff, provincial branches, district Red Cross offices and the communities where Lao Red Cross project is still implemented.
4. Topics
 - Advancement of women
5. Activity identification
 - 1 -2 times per year.
6. Project evaluation
 - Use **SWOT** as a monitoring and evaluation tool.

2.6. RESPONSIBILITIES

1. Lao Red Cross Commission for Advancement of Women - Mother and Child work is responsible for giving direction for implementation of the 3rd 5-year Gender Equality Development Plan in Lao Red Cross by applying it into plans of action, projects and detailed activities of each area.
2. The secretariat unit of Lao Red Cross Commission for Advancement for Women - Mother and Child Work has its role for coordination with and encouraging Advancement for Women-Mother and Child Work Division, secretariat unit of Commission for Advancement for Women - Mother and Child Work at provincial, district and local levels to perform their roles to apply project plan into detailed plan and activities, and also seek for funding

resources to be applied with government fund to ensure that the strategic plan implementation can be achieved as expected.

3. Commission for Advancement of Women - Mother and Child Work at provincial, district and local levels deem that applying the 2nd 5 - year Gender Equality Development Plan (2016-2020) of Lao Red Cross into detailed plan and the implementation of this plan is the task of all divisions and local authority at all levels.
4. Commission for Advancement of Women - Mother and Child Work at provincial, district levels and local authorities at all levels coordinates with Lao Red Cross Commission for Advancement for Women - Mother and Child Work and the Commission for Advancement for Women - Mother and Child Work at their own level to apply the 3rd 5 – year Gender Development Plan 2016 – 2020 of Lao Red Cross into detailed program, projects and activities in the strategic plan of their own divisions and local level; pay attention to integration of gender issue into their own works and ensure women’s best interest.

Create favorable conditions and activities for the interest of women and girls in their work plan, periodically monitor and evaluate the implementation of those activities. Mass organizations, united front for national construction, divisions and local authorities must integrate National Strategic Plan for Advancement for Women into their own work and monitor the work performance of divisions and local.

2.7. BUDGET

Lao Red Cross makes budget plan for submitting to the Ministry of Finance for considering and allocating appropriate amount of budget to each division and branches and district Red Cross(to be used in the implementation of the 3rd 5-year Gender Equality Development Plan 2016-2020 of Lao Red Cross.

- All divisions and provincial branches and district Red Cross offices have to allocate their own budget for the implementation of Gender Equality Development Plan of Lao Red Cross.
- Liaise with partners , international organizations, financial institutions, civil society organizations, individuals and Juristic entities both inside and outside the country to attract technical assistance and fund resources.

2.8 MONITORING AND EVALUATION

The Commission for Advancement for Women at all levels and all divisions must participate in monitoring an evaluation of the progress of the implantation of the 3rd 5 – year Gender Equality Development Plan 2016 – 2020 of Lao Red as follow:

- The secretariat unit of Lao Red Cross Commission for Advancement of Women - , Mother and Child Work is responsible for reporting to Lao Red Cross Commission for Advancement for Women - Mothers and Children Work on the

progress of implementation of the 3rd 5 – year Gender Equality Development Plan 2016 -2020.

- Develop complete set of system and tools for monitoring and evaluation of Gender Equality Development Plan and conduct dissemination and training on how to use.
 - RLC Commission for Advancement for Women - Mothers and Child Work at national, provincial and district levels monitor the progress of applying the 2nd 5 – year Gender Equality Development Plan 2016 – 2020 into detailed plan and the implementation of this plan in their own divisions and local levels. The divisions and secretariat unit of Commission for Advancement for Women - Mother and Child Work are responsible for summarizing and reporting to Lao Red Cross Commission for Advancement for Women - Mother and Child Work regularly.
 - LRC Commission for the Advancement for Women - Mother and Child Work at all levels regularly organizes a meeting in each stage for drawing lessons from the implementation, and summarizes clear and complete information systematically for submitting to the secretariat unit of Lao Red Cross Commission for Advancement for Women – Mother and Child Work.
 - Lao Red Cross Commission for Advancement for Women - Mother and Child Work collaborates with Admin and Planning Division in order to ensure that the work for Gender Equality and Advancement for Women is integrated in the Lao Red Cross socio-economic development plan.
 - The Division for the Advancement of Women, Mothers and Children Work and the Secretariat Unit of Commission for the Advancement of Women organize quarterly meeting.
 - Lao Red Cross Commission for Advancement for Women - Mother and Child Work organizes a meeting with Central Commission for Advancement for Women - Mothers and Child Work every 3 months and organize a meeting with Central Lao Red Cross Commission for Advancement for Women – Mother and Child Work every 6 months for reviewing their works. If necessary, each meeting maybe organized 1 time in the north, 1 time in the central part and 1 time in the south.
 - Lao Red Cross Commission for the Advancement of Women, Mothers and Children Work organizes a meeting with all concerned parties 1 time per year.
 - Secretariat of Lao Red Cross Commission for Advancement for Women - Mother and Child Work collaborates with all the concerned parties to organize a mid-term evaluation (2018) and final evaluation (2020) of the implementation of the 3rd 5 – year Gender Equality Development Plan 2016 - 2020 and the obligation performance within the scope of CEEDAW Convention, Beijing Plans of Action and millennium development goals.
-

Section 3: Implementation Plan and Budget Plan for Gender Equality in Lao Red Cross 2016 - 2020

O/N	Name of activities	Objectives	Activities	Location	Needed support						Budget (USD)
						2016	2017	2018	2019	2020	
1						2016	2017	2018	2019	2020	
	Production of campaign materials and training in different topics.	To promote gender equality in LRC.	Produce posters and campaign manuals	Central LRC	Technical knowledge and budget	+					15,000
2	Build trainers on women rights.	To reduce discrimination and eliminate violence against women	TOT	Central LRC	Technical knowledge and budget		+				10,000
3	Organize campaigns, awareness building on advancement for women, gender equality and women empowerment, CEDAW Convention, Beijing Campaign and Plans of Action and millennium development goals.	To build awareness on advancement for women, gender equality and strengthening women	A meeting to disseminate CEEDAW Convention, Beijing Campaign and Plans of Action, Sustainable Development in 3 parts of Laos	Central, southern and northern parts	Technical knowledge and budget			+			25,000
4	Organize movements for International Day for banning violence against women 25	Organize movements for International Day for banning violence against women 25	Celebrate	Central LRC	Budget	+	+	+	+	+	25,000

	November.	November.									
5	Build database on the promotion of advancement for women, gender equality and the elimination of all forms of discrimination against women.	To promote gender equality in LRC	Build data base for advancement for women	Central LRC	Technical knowledge and budget			+			30.000
6	Organize campaigns and introduce the implementation of the 3 rd 5-year National Gender Development Plan 2016-2020.	To promote gender equality in LRC	Dissemination meeting	Lao Red Cross at central and provincial levels	Technical knowledge and budget	+	+			+	27,000
7	Develop framework for monitoring and evaluation of the implementation of Lao Red Cross Gender Equality Development Plan 2016-2020.	To promote gender equality in LRC	Meeting for strengthening TOT	Central LRC	Technical knowledge and budget				+		15,000
8	Perform gender equal rights and give ownership rights to women to access economic opportunity	To promote gender equality in LRC	Prepare survey plan and prepare for upgrading knowledge of women in different areas.	Central LRC	Technical knowledge and budget		+		+		30,000
9	Disseminate the law on violence against women and children.	To prevent and eliminate violence against women and children in LRC	Dissemination meeting	Central LRC	Technical knowledge and budget			+		+	20,000

10	Strengthen the sectors that participate in the movement for protection of women and elimination of violence against women.	Improve apparatus	Annual meeting	Central LRC	Budget			+		+	28,000
11	Study, develop policy and legislation for women to access leading positions and decision making at all levels.	-To promote gender equality in LRC. - To prevent and eliminate the violence against women and children in Lao Red Cross.	Women protection policy in LRC	Central LRC	Technical knowledge and budget		+				30,000
12	Strengthen the capacity in making strategic plan, plans of action, plan and budget as well as in monitoring, evaluation and reporting for provincial level, divisions and local levels.	To promote gender equality in LRC	TOT	Central LRC TOT	Technical expertise and budget			+		+	19,000
13	Improve organizational apparatus of Lao Red Cross Commission for Advancement for Women and Commission for the Advancement for Women at other levels.	To promote gender equality in LRC	TOT	Central LRC TOT	Technical knowledge and budget					+	25,000
14	Strengthen the staff of secretariat unit of Lao Red Cross Commission for Advancement for Women - Mother and Child Work	To promote gender equality in LRC	TOT	Central LRC TOT	Technical knowledge and budget					+	25,000

15	Strengthen secretariat unit of Commission for Advancement for Women, Mother and Child Work at division and local levels (Provincial and district levels)	To promote gender equality in LRC	TOT	Central LRC TOT	Technical knowledge and budget					+	25,000
	Total 15 Project										349.000