

Workshop “Elaboration of the gender roadmap for Laos NBSAP”

Dates 4th – 5th September 2018



Mercure Vientiane, Unit 10 Samsenthai Road, Vientiane

1. Introduction

UN Environment, UN Women, GIZ, CBD Secretariat, ASEAN Centre for Biodiversity and IUCN Asia Office initially proposed to undertake a joint initiative to support the promotion of gender responsive NBSAP implementation and monitoring, through targeted technical support, and promote regional sharing of lessons learned and experiences at the ASEAN level. The proposed work will reflect the need for a coordinated approach towards multiple biodiversity-related Conventions and ensure links between NBSAPs and SDGs.

In generating lessons learned and experiences in mainstreaming gender in the implementation and monitoring of NBSAPs, there is a need to pilot several activities in a selected country. In this case, Lao PDR has been selected. Firstly, as a follow up to previous UN Environment and IUCN support in 2016 that resulted in gender-responsive activities as part of Action Plans on Synergies. Secondly, that Lao PDR found this work important and would like to build on ongoing initiatives and further strengthen capacity for gender responsive NBSAP implementation. UN Environment, UN Women, CBD Secretariat, IUCN Asia Office, and UNEP-WCMC will provide technical assistance to Lao PDR, through the Ministry of Natural Resources and Environment, where the CBD focal unit of Lao PDR is based, to review overall progress with NBSAP implementation and implement selected activities to operationalize gender mainstreaming in the NBSAP.

Under the initiative “Mainstreaming Gender in the National Biodiversity Strategies and Action Plan Implementation and Monitoring, aligned with the SDGs” and given the important role of women and issues related to gender in the conservation and sustainable use of biodiversity, the project will strengthen the gender mainstreaming efforts in national NBSAP and SDGs implementation and monitoring. By developing an understanding of the linkages between gender relationships and the environment, this initiative will contribute to achieving a better analysis of patterns of use, knowledge and skills regarding conservation and sustainable use of natural resources.

Moreover, the capacity of the stakeholders involved will also be supported by institutional mechanisms and action plans on how to monitor and implement the NBSAP in a gender responsive manner. Subsequently, since the project focus is on the NBSAP, the objective is also to support Lao PDR in general to improve and strengthen its capacities and institutional arrangements for NBSAP monitoring and implementation.

The initiative is intended to develop national capacity on gender and biodiversity as part of its outputs, targeting key institutions responsible for NBSAP and SDGs implementation and monitoring, and gender focal points. The initiative will increase the capacity of these stakeholder to address gender in NBSAP implementation and monitoring efforts that are aligned with SDGs. In addition, institutional arrangements were set into place and integrated into NBSAP mechanisms, targets and actions to support the gender-responsive implementation and monitoring of NBSAP. Finally, the capacity for developing gender responsive indicators for monitoring of NBSAP implementation will be enhanced and experiences shared regionally, including the types and uses of indicators (implementation and impact) to further improve national biodiversity indicators for NBSAP implementation.

One of the main activities to achieve the above outputs was to develop a combined training and workshop session on gender responsive NBSAP implementation and monitoring for key stakeholders. The workshop “Elaboration of the gender roadmap for Lao PDR NBSAP” took place on 4th – 5th September 2018. The

workshop was chaired by Dr Inthavy Akkarat, Director of Water Resources for the Department of Forest Resources and Management, and Convention on Biological Diversity (CBD) National Focal Point.

The main objectives of the workshop were:

- To develop the capacities of participant to understand the links between gender and biodiversity
- To inform participant about the international and national legal frameworks and their implications for promoting gender equality in biodiversity
- To identify entry points in the action plan of the NBASP and develop a road map to help implement Laos NBSAP in a gender responsive way.

IUCN's Global Gender Office (GGO) developed the methodology for the workshop and two GGO specialists, Jackie Siles and Ana Rojas, facilitated the workshop. There was also support from Katherine Despot-Belmonte, from UN Environment World Conservation Monitoring Centre (UNEP-WCMC); Annette Wallgren, Gender and Environment Officer, UN Environment Asia and the Pacific Office and Phoutsakhone Ounchith, Head of Office, IUCN Lao PDR (annex 1 agenda).

2. Result from the workshop

a. Participants and expectations

There were 38 participants in the workshop (26 women and 12 men) representatives from ministries and departments, academia, civil society and international organizations (annex 2 participant list). The first section of the workshop produced a list of expectations from participants. The expectations of the participants were varied, ranging from requests to understand and learn practical tools for mainstreaming gender into NBSAPs, to understanding coordination opportunities, clarifying the process for gender responsive actions (timeframe, steps for government buy-in, etc.) and reflections for implementing a similar process in Myanmar. The detail of the individual expectations can be seen in Annex 3.

b. Capacity development of participants

According to the objectives of the workshop the first day focused on the development of participant capacities in different topics related to gender and environment, as a means to ensure a leveled base of understanding among participants with different technical backgrounds. The first topic developed was an introduction to biodiversity where participants learned about the main biodiversity and institutional concepts related to the CBD and shared knowledge among themselves. The second topic was the international CBD framework on gender and biodiversity. The main content of this presentation is in annex 4.

Once the international setup was clear, two presentations were provided to ensure participants had a common understanding on Lao's institutional framework on gender and biodiversity. The first of these presentations was by the Lao Women Union (LWU) and focused on the main mandate on gender equality, as well as the three main institutions that are responsible for moving this agenda forward in Lao PDR (see detail of this presentation on annex 5). The second of these presentations was provided by a representative from MoNRE and introduced the content of the Lao NBSAP (see annex 6).

In order to bring the concepts on gender and environment closer to the audience, an interactive quiz including the main gender gaps in the country (annex 7) was introduced to participants. This moment of reflection was followed by a presentation about the gender and biodiversity links (see annex 8).

The last topic related to capacity development was the introduction and exploration of biodiversity indicators and gender-responsive indicators for Lao PDR’s NBSAP (annex 9). This session was a combination between a presentation and a group exercise that allowed participants to identify key NBSAP implementation indicators that could be redrafted to be gender responsive. ([link to dropbox file with all annexes related to the previous presentations](#))

c. Base information for the gender and NBSAP roadmap

i. Biodiversity indicators and Gender responsive indicators

Participants reviewed the steps needed for developing effective indicators¹, as well as the differences between outcome (impact) indicators and implementation (performance or process) indicators. Outcome indicators are linked to the NBSAP targets, and implementation indicators are linked to the NBSAP actions. Participants also reviewed definitions of gender-responsive indicators and explored the purpose of developing gender-responsive indicators for NBSAP implementation. Gender-responsive indicators in Lao PDR NBSAP would help to measure and compare the situation of women and men for the different strategies and targets. The measures can be quantitative (statistics disaggregated by sex) or qualitative (based on women and men experiences and attitudes).

Participants then divided into five groups to review the five different NBSAP strategies, and highlighted key targets and outcome indicators that could potentially be adapted so that they become gender-responsive. The results from the exercise with suggestions from participants is provided in the table below in red.

Key targets and indicators to be made gender-responsive

Strategy 1 Protect the country’s diverse and economically important ecosystems	
Target	Indicator
Target 1.1.1. Achieve National Goal of 70% forest cover of the total national area by 2020	Completion of forest survey allocation and rehabilitation to achieve 70% of forests are of total area by 2020 with 35000 ha of forest plantation and 1.5 million ha of natural grown forest <i>Women can be involved in certified forest activities</i>
Target 1.1.2 Sustainable commercial forest harvesting and processing operations which would increase rural employment generation are fully enforced in at least 70% of the wood industry and NTFP operations Related to Aichi Target 7	Increase in number of household beneficiaries from village forestry-oriented projects located in priority hot spots <i>Women can be involved in the whole supply chain process of NTFP (harvesting, added value, selling)</i> <i>Increase the number of female headed households that receive the benefit from projects related to village forest (women and men should benefit)</i>
Target 1.3.1 Agricultural support services (technical assistance, seeds, crop protection, credit, market support, animal husbandry, fisheries, etc.) are provided to pioneering farming communities that apply sustainable production measures	Increase in number of farmers applying selected sustainable agriculture measures (local varieties, crop diversification, soil health, conservation, agriculture, IPM, etc.)

¹ For information about key steps for developing effective biodiversity indicators see: <https://www.bipindicators.net/national-indicator-development/bidf>

<p>Target 1.4.1 Local development plans in at least 8 provincial capitals including protection and enhancement of the watersheds and ecosystems (forests, wetlands, rivers, etc.) that protect them.</p> <p>Related to Aichi Target 14</p>	Protection of biodiversity niches in urban areas
<p>Target 1.5.1 Management plans and substantive funding are in place to enforce BD protection in a least 10 NPAs (from existing 2), 5 PPAs, 3 protection forests and 2 corridors</p>	At least 20-30% women should participate in training
<p>Target 1.5.4 National Medicinal Plants Preservation and management plans are established, funded and implemented to support primary health care programs in at least one site per province</p>	Priority medicinal plants are promoted as part of primary health care program in designated pilot areas
<p>Target 1.5.5 Improved regulations are enforced and capacities improved to protect plants (including rice) and animals in priority areas from alien species invasion</p>	Readiness programs involving all key stakeholders are in place
<p>Strategy 2 Integrate the value of Biodiversity into socio-economic decision making to ensure sustainable use and funding</p>	
<p>Target 2.1.1 Socio economic contributions of biodiversity resources are considered in planning investments for poverty reduction programs particularly in targeted high poverty incidence areas designated by the GoL Poverty Reduction Program</p> <p>Related to Aichi Target 2</p>	<p>Location specific indicators e.g. higher returns from value added NTFP sales, preservation of traditional weaving skills, reduction of lean months, and reduced incidence of simple ailments, etc.</p> <p>Increasing the number of women in decision-making at the village level regarding NTFP</p> <p>Women should be at the center of policy (currently only 2% of women participate in management at the village level)</p>
<p>Target 2.1.2. Mainstream the Integrated Spatial Planning (ISP) in the development of cities and rural areas for sustainable utilization</p>	<p>The National Master Land Use Plan and national, provincial and district Integrated Spatial Plans (ISP) for sustainable utilization of land in combination with conservation of valuable ecosystems and cultural heritage are developed</p> <p>Women need more access to information (demarcation areas, protection area)</p> <p>Women need to have more influence on decision-making in the planning process regarding land-use at the national level</p>
<p>Target 2.2.1 National Investment incentive policies and enforcement measures in at least 10 provinces and in at least 3 sectors are strengthened to encourage the private sector to plan implement business operations in an environmentally sound manner</p> <p>Related to Aichi Target 3</p>	<p>Adjustment to business plans (e.g. siting) based on ESIA recommendations</p> <p>Increase participation of women in communication sessions provided by the private sector. Providing travel incentives/childcare available.</p> <p>Make local planning guidelines available in the local language/dialects</p>
<p>Target 2.2.2 Corporate Social Responsibility (CSR) and BD Concerns are incorporated in the internal code of conduct (or agreed standard business practices) among companies in at least 5 key industries (energy, agriculture, forestry, tourism and chemical)</p>	<p>Increased incidence of improved business practices that do not negatively affect biodiversity</p> <p>Gender considerations are taken into account in CSR in the key industries (energy, agriculture, forestry tourism, and chemical)</p>
<p>Strategy 3 Strengthen the knowledge base for strategic decision making</p>	

<p>Target 3.1.1 Relevant TK is conserved and utilized to support biodiversity promotion in at least one site per province through proactive programs supported by the law on Intellectual property rights</p> <p>Related to Aichi Target 18</p>	<p>Relevant TK is incorporated in information campaigns of specific development projects in designated target sites</p>
<p>Target 3.1.2 Law legislation is enacted to reflect requirements under the Nagoya Protocol on Access and Benefit Sharing (ABS) from the use of genetic resources is in place and implementation is piloted in at least 3 selected areas</p>	<p>Both government and communities receive monetary and non-monetary compensation in at least 3 cases supported by ABS policy</p> <p>Legislation under Nagoya protocol does not exist but the draft should be gender-responsive</p> <p>Women and men should benefit equally</p>
<p>Strategy 4 Inspire and enable actions through better communication, education and public awareness</p>	
<p>Target 4.1.1 Key civil service personnel from key agencies demonstrate improved knowledge and skills in biodiversity planning and implementation <i>“including gender aspects”</i></p> <p>Related Aichi Global Target 1</p>	<p>Staff performance assessments starting on the 3rd year reflect the improved quality in terms of program and project plans, and reports are prepared by civil service personnel</p> <p>This indicator can be sex disaggregated</p>
<p>Target 4.1.2 Increase public awareness on the value of biodiversity among the general public and targeted stakeholder groups (men and women) including those in 24 NPAs (men and women at the grassroots level)</p>	<p>Positive feedback is provided by representative groups/individuals in response to surveys on effectiveness of materials disseminated</p> <p>This indicator can be sex disaggregated</p>
<p>Target 4.1.3 The value of biodiversity and its sustainable use is incorporated in formal and informal education programs</p> <p>Related to Aichi Target 1</p>	<p>Positive knowledge gain demonstrated by pupils and students compared to baseline knowledge conducted at the start of a course on biodiversity</p> <p>This indicator can be sex disaggregated</p>
<p>Strategy 5 Enable effective preparation and implementation of plans and programs</p>	
<p>5.1.2 Strengthen institutional mechanisms to increase participation of biodiversity stakeholders (women and men) in land use decision making are in place in at least 3 key economic sectors (energy, agriculture and forestry), and locally in at least 3 provinces</p> <p>Note. Land use decisions are made by the land department not by the energy or agricultural departments</p>	<p>Activity reports indicate stakeholder groups participate actively in national and local government level and planning is based on clear guidelines for participation process</p> <p>This indicator can be sex disaggregated</p>

ii. Gender issues in NBSAP sectors

The second working group session did a gender analysis of the women participation on the different sectors included in the Laos NBASP Action Plan. The main results for each of the sector are summarized in the following tables.

Gender aspects in the protected areas sector

Aspects to discuss in the group	Women	Men
What are the main activities people do near and in protected areas?	Collect NTFP, fishing, firewood collection, rice/shifting cultivation, cultural activities, livestock/grazing, participate in tourism activities by	Hunting, logging, fishing, rice/shifting cultivation, cultural activities, livestock/grazing, participate in tourism

	providing food, homestay, [money from] photo opps, research	activities as guides or in transport, patrolling, research
What are the main products people extract or obtain from those areas? How are these used?	Firewood, NTFP for food, medicine, local market and self- consumption, including small animals	Timber for construction (hardwood and bamboo) for sale at national market, large animals for food and selling
What are the benefits people received form protected areas?	Food, climate, home, income, increased biodiversity, accessibility Health, water sources, education	Food, climate, home, income, increased biodiversity, accessibility
How do loss and degradation of protected areas affect people?	Human wildlife conflict Loss of NTFP sources and opportunities for income Livelihood, loss of heritage from migration, adds burden to the household	Human wildlife conflict Loss of NTFP sources and opportunities for income Loss of status (social), indirect loss of heritage
What is the level of participation of local people in the management of protected areas?	Lack of meaningful participation at provincial and district level, lack of field work (PA/authorities)	Planning for PA with local communities Role as representatives of the household
What are the main constrains for people to participate in PA management programs?	Language of official meetings, culture Time of day/season for meetings/discussions Childcare, communication Cross cultural considerations for fieldwork (eg. INGOs and donors)	Cross cultural considerations for fieldwork (eg. INGOs and donors do not take these considerations into account when planning activities)
What are the principal actions required to ensure women's engagement and active participation in the management of protected areas?	<ul style="list-style-type: none"> • Incorporate into action plans/management plans, awareness raising for women, • Recognize the women who are "leaders in traditional knowledge (TK) or other skills, invite them to join the GPS/research field mission. • Include women from LWU for local and district level 	

Gender aspects in the forest sector

Aspects to discuss in the group	Women	Men
What are the main activities people get from the forest (northern- south provinces)?	Collecting NTFP planting	Collecting firewood, hunting and cutting wood
What are the main products people get from the forest? And How they use them?	Medicinal plants, bamboo, vegetable, mushrooms	Timber, firewood, honey insect, snake pig, resin
What are the benefits people get form forest?	Income, food security, medicine, carbon credit, ecotourism, sacred sites, cemetery sites	Income, food security, carbon credit, ecotourism, sacred sites, cemetery sites
How lost and degradation of forest affect people?	Lack of food, medicine, less food security, less healthy	Migration of men, less income, unhappy family, less healthy
What is the level of participation on people participation in the sustainable forest management	Sometime they are informed	Mostly participate and decide
What are the main constrains for people to participate in forest management programs?	Cultural believes, lack of education, too much house work Gender roles	Education
What are the principal actions to ensure women engagement and active participation on forest management programs?	<ul style="list-style-type: none"> • Training on gender and biodiversity at different levels (local, central); training need to be tailored to the different needs • Training at village level needs to be appropriate (use different media forms, such as short dramas, easy to understand manual, etc.) • Gender mainstreaming at the policies such as ABS • Training for men on gender to change culture believe and reduce women workload and men to share work • Public awareness on gender and importance of biodiversity 	

	<ul style="list-style-type: none"> • Capacity building to staff official on gender and biodiversity in all levels • To strengthen women groups advocacy • Work in a pilot area to achieve results and then disseminate the good practices on gender in forest
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Gender aspects in the agriculture sector

Aspects to discuss in the group	Women	Men
What are the main activities related to agriculture that people do?	Planting the rice is done by women Livestock raising (Women do 90%) -aquatic livestock -Both men and women have same agricultural activities	Planting- dig and prepare the land Livestock raising (Men do 10%)
What are the main activities related to livestock that people do?	Livestock raising (Women 90%) -Women raise cattle, poultry	Livestock raising (Men do 10%) -Same activity as women but women do more
What are the main crops people grow and use (sell –food security)?	-rice (mostly consumed; some sold; main labor in producing) -sugarcane: sell for sugar -corn: sell -rubber: mostly for selling for industry -peanuts -cassava: eat and sell -women do most of the labor behind this	-prepare the land a bit
How do land loss and degradation affect people?	-it affects both -women lose food and income -food production goes down -affects women more -so if food loose due to land loss women will eat last or not eat at all to feed husband and children -women victim to domestic violence in case of land loss	-men are not effected as much
What is the level of access to resources such as: Women access more but men benefit more***this was contested <ul style="list-style-type: none"> • Seeds: • Fertilizers • Irrigation • Credits: Women have less access • Technical assistance • Land 	-information on planting -agricultural technology (both lack access, but women have less access)	-men benefit from the access more -among ethnic women, men keep and control money
What are the main constraints for people to obtain higher agricultural yields and livestock production? -head of family is always man is	-hard to get women to speak in meetings -language barrier: difficult to communicate -culture constraints on female decision making power -lack of knowledge of gender among government staff and people -gender role -men lack time	
Is there a differentiate indigenous knowledge about crops?	-women have more indigenous knowledge but lack of action to them because of lack of education; cultural belief (eg. she knows how to properly plant but no one listens to her)	-men know the big picture but not details -men, especially in indigenous group have no access

Aspects to discuss in the group	Women	Men
	-women know the details	
What are the principal actions required to ensure women’s empowerment and access to knowledge in agriculture and/or food security?	<ul style="list-style-type: none"> • supporting the implementation of “Vision the 2030 gender equality strategy of Agriculture forestry and rural development sector from 2016 to 2025 and projects implemented to achieve strategy for gender equality in agriculture forestry and rural development sector the year 2016-2020” • gender database (agriculture labour) • budgetary assistance, access to finance, income generating activities • training for women • more capacity building and access to productive resources for women in general • higher education for women • Find appropriate manners for women to showcase their traditional knowledge 	

Gender aspects in the fisheries and wetlands

Aspects to discuss in the group	Women	Men
What are the main activities people do in fishing and wetlands areas?	<p>Aquaculture and fishing (harvesting from nature) – both men and women are equally involved. Women are involved a lot, they become owners. Men are more involved in the actual fishing activities than women. Women can catch fish also, but they don’t do the heavy work like men.</p> <p>Women: Aquaculture, fishing with the small equipment and collect vegetable Men: Aquaculture and fishing with the big equipment</p> <p>In wetland areas, both men and women take part in protection activities and tourism services, although women are more involved than men in the latter. However, decision-making related to that sector is mostly done by men.</p> <p>Women are more involved in subsistence production -> NTFPs, handicrafts, agricultural production; whereas men are more involved in commercial production -> they bring food and income. Moreover, men do the hard work such as cutting wood.</p>	
What are the main products people obtain from these areas? How are these products used?	Fish for household and selling, handicraft	Fish for household and selling
What are the benefits people get form fisheries and wetlands?	Income, Food security, Medicine	Income, food, medicine
How do loss and degradation of fisheries and wetlands affect people?	Both will be affected equally, there will be a loss of income for both, they will need to travel longer distances to fetch food. Men will become migrant workers far away from home. The burden of household work will increase for women due to the man’s absence.	
What is the level of participation of [local] people in the management of fisheries and wetlands?	<p>Family level: more participation of women</p> <p>Women can become members of the committee (which one?), but their recognition in it is not as high as men’s.</p>	<p>The social role</p> <p>Men participate in the committee.</p>
What are the main constraints for people to participate in fisheries management? In wetland management?	Female have the opportunity to participate but don’t take part in the decision-making, and have limited capacity	Men have power in the decision-making at the community level. Men have inherent power and technical knowledge.

	Women don't have technical knowledge in the area of fisheries, only traditional knowledge.	
What are the principal actions required to ensure women's engagement and active participation in the management of fisheries and wetlands?	<ul style="list-style-type: none"> - Provide training to both to create value chain - To increase women participation in value chain for income generation - Both should take part in managing fisheries and wetlands. 	

Gender aspects in the urban sector

Aspects to discuss in the group	Women	Men
What are the main activities people do in the immediate natural and physical environments areas?	Garment factory Retail shops Crafts Restaurants Gardening and landscaping Volunteering Teaching NGOs and government Nurse	Construction Barber shop Businesses Transportation (taxi) Police Mechanic Management Teaching NGO & Government Doctor
What are the benefits people get these natural and physical environments near the cities?	Organic food Access to health services Education Services Security Accommodation Infrastructure Sports and Recreation	Organic food Health services Education Services Security Accommodation Infrastructure Sports and recreation
What is the participation in waste management?	Domestic cleaning Collect household rubbish Burn rubbish	City rubbish collection Burn rubbish
What is the level of people participation urban land planning (agriculture land, conservation and natural zones)?	Agriculture Architecture Engineering Manual labor Looking after children Give massages	Construction Urban planning Conservation Natural zones Management level positions More decision-making power at high level Public transport drivers
What are the main constrains for people to participate in the urban planning?	Level of education Family responsibilities affects access to education, health and higher-level positions Cultural norms that determine the role of women	Cultural norms that determine the role of men
How lost and degradation of natural and physical environments areas near the city affect people?	Pollution (air, water, other) Loss of income due to pollution Reduction of green space Reduction of organic agriculture because of built space High risk of impact from natural disasters	Pollution (air, water, other) Loss of income due to pollution Reduction of green space Reduction of organic agriculture because of built space High risk of impact from natural disasters
What are the principal actions to ensure women engagement and active participation activities related to urban land planning?	<ul style="list-style-type: none"> • Increase women education and access to information • Promote women participation in urban planning 	

	<ul style="list-style-type: none">• Promote cultural change for women and men to share work at home and women participation
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iii. Gender considerations to consider in the strategic lines of the Laos NBSAP

In the review of the strategic lines of the NBSAP participants found several gender considerations for each one of the strategic lines. The following table present all the considerations for each strategic line.

Strategic line of the NBSAP	Gender considerations
<p>1. NBSAP-Strategy 1: Protect the Country's diverse and economically important Ecosystems including the Species and Genetic Diversity</p>	<ul style="list-style-type: none"> • For the participation of women and men in any activities related to agriculture, forest, fisheries wetland is necessary to use specific targets included in the Gender Equality in Agriculture, Forestry and Rural Development 2016-2020 Plan, MAF. • In relation to access to land and resources by women the target should be 50%, also as per targets identified in the Gender Equality in Agriculture, Forestry and Rural Development 2016-2020 Plan, MAF. • With regards to agriculture, the following are the gender considerations <i>for the target:</i> Target 1.1.1: Women have position to participate in the decision making should be 20%. Target 1.1.2: the participation of Female staffs in every activity should be 35%. Target 1.2.2: the committee or group should have the female/women member in the group. Target 1.2.2. Funding mechanism and management should make sure there will be the funding for Gender. <u>In general:</u> 50% of women should be able to access to funding sources. 70% of Technical staffs from Agriculture and Forestry Sectors should understand and acknowledge about the Gender. And 30 % of Government Officers from MAF should be female. • With regard to urban and protected areas the following are the gender considerations: 1.4 Urban Ecosystem 1.4.1 participation of women in developing of urban plan and consider to gather gender disaggregated data Target 1.4.1 indicator proportion of women involved in developing urban plans Lead agency: Division of Housing and urban planning Data Sources: LWU, SubCAW, urban development agency and provincial office 1.4.2 women and men trained on recycling as well as youth. 1.5.1 survey should include gender considerations in the management plan 1.5.4 women should be primary target for training <ul style="list-style-type: none"> • to support women on SME of medicinal plans/herbs to earn income and protect forest in protected areas
<p>2. NBSAP-STRATEGY 2: Integrate the Value of Biodiversity to Socio-Economic Decision Making To Ensure Sustainable Use and Funding</p>	<ul style="list-style-type: none"> • Include gender consideration into value chains • Ensure women get income from biodiversity resources
<p>3. NBSAP STRATEGY 3 :strengthen the knowledge base for strategic decision making</p>	<ul style="list-style-type: none"> • Differentiate traditional knowledge of women and men about biodiversity must be collected, conserved and used through proactive programs supported by the law on intellectual property rights. • Women and men should contribute to generate new knowledge and both should have equal access to the new knowledge. • Information campaigns include differentiated traditional knowledge and are tailored (local and Lao language, communication tools, radio, poster, brochure) to ensure access to information by women

	<ul style="list-style-type: none"> • Develop mechanisms for benefit sharing at the community level that allow both women and men to get benefits monetary and non-monetary • Clearing house should have a section of information on gender and biodiversity (case studies, lesson learn, projects, research, articles, etc) • Women should have access to information on biodiversity and this information should be produced in a way they can be informed. • Generate knowledge products with information of lesson learned, gender methodologies and good practices to mainstream gender into biodiversity that is useful for the implementation of the NBSAP projects. • Develop capacities on gender and biodiversity for staff of institutions and local communities. • Differentiated impacts of climate change and adaptive capacities of women and men should be assessed for Laos biodiversity and livelihoods
<p>4. NBSAP-STRATEGY 4: Inspire and Enable actions through better Communication, Education and Public awareness</p>	<ul style="list-style-type: none"> • Performance assessments information should be disaggregated by men and women. • Lao Women’s Union can step in and test civil service personal on gender and biodiversity knowledge • it is necessary to review all the targets of the strategy and include gender issues when an entry point for gender is found and the indicators should be disaggregated by sex when it correspond. • There is a need to strengthen the knowledge on biodiversity and gender within the Ministry of Education. • Communications cannot be limited to men attending village meetings; other strategies, such as informal meetings with women can be explored too.
<p>5. NBSAP-STRATEGY 5 – Enable effective preparation and implementation of plans and programs</p>	<ul style="list-style-type: none"> • In the Introduction, it is necessary to include <ul style="list-style-type: none"> - Gender mainstreaming needed for each “Program of Work”. - More women should be involved in management teams of projects and programs. - Specify who the “key stakeholders” are: it should be women, youth, ethnic groups, elder groups, local level groups (not only national level). <p>The following are the gender considerations for the target and indicators</p> <p>Target 5.1.1 <i>Baseline</i> More women involved in the design, implementation and evaluation of different financial mechanisms for biodiversity conservation. Women should also have actual access to those funds.</p> <p>Target 5.1.2 <i>Baseline</i> Planning meetings should involve the whole family (even children and women), not only heads of household.</p> <p><i>Target and indicator</i> Specify who are the stakeholders: women and different marginalized groups (youth, ethnic minorities, disabled people).</p> <p><i>Indicator</i></p> <ul style="list-style-type: none"> - “Clear guidelines for participation process” also need to specify that such process must include women and other marginalized groups. - The guidelines also need to specify how women’s participation will be ensured: ex.: raising awareness among PAFO/DAFO staff to involve women in participation processes; allow more female officers in PAFO/DAFO teams; ask help from civil society groups or private sector to do inclusive consultations/planning meetings. <p>Target 5.1.3</p>

	<p><i>Target</i> “Tapping into innovative funding sources”: look for funding sources specifically aimed at financing projects/programs for women.</p> <p>Target 5.1.3 <i>Indicator</i> “Amount of projects submitted increased”: every project submitted must consider gender in their framework.</p> <ul style="list-style-type: none">• It is necessary to include funding for gender related activities in project, plan and programs.• it is necessary to review all the targets of the strategy and include gender issues and the indicators should be disaggregated by sex when it correspond.• Women should also be identified as an important stakeholder groups
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iv. Entry points and to propose actions to mainstream gender in the Laos NBSAP

The exercise of finding entry points and propose actions to mainstream gender in the Laos NBASP has two parts. The first one was to review the NBSAP. The following tables show in red color the inputs of the different working groups where they found entry points for gender mainstreaming in the actual activities of the Laos NBSAP. The working group also include some actions relevant to strengthen gender considerations and the objective of these actions is to be considered in the gender roadmap.

Table 1: Strategy 1.0 – Summary of actions

Action Number	List of Actions	Priority	Period		
			Y1-2	Y3-5	Y6-10
SUB STRATEGY 1.1 PROTECTION OF FOREST ECOSYSTEMS					
Target 1.1.1: Achieve National Goal of 70% forest cover of the total national area by 2020.					
Action 1.1.1 (a)	Continue participatory review by women and men and clarification of current forest classification systems and relevant regulations on primary and secondary logging by both communities and private sector. Implementing Agencies: DoF, DoFI, DFRM (MAF), and Land Development and Planning Department (MoNRE), Sub-CAW from MAF and MoNRE.	1			
Action 1.1.1 (b)	Improvement of compliance monitoring and facilitation of private sector contribution to forest resources management and rehabilitation of damaged ecosystems. Implementing Agencies: DoF, DoFI, DFRM (MAF)	2			

Action 1.1.1 (c)	<p>Rehabilitation of at least 50% of logged and degraded forests through low cost forest regeneration methods implemented by women and men in communities (e.g. Assisted Natural Regeneration, agroforestry, small holder tree farms, etc.)</p> <p>Implementing Agencies: DoF, NAFRI, DFRM (MAF), Sub-CAW (MAF) and MoNRE, PoNRE, PAFO, as well as business/private sector and local (women/men) communities.</p>	2			
Action 1.1.1 (d)	<p>Protection program for valuable forest ecosystems such as: Hing home forests (Fokinia chinensis), Long Leng forests (Cunninghamia obutusa), Mai Dou Lai forests (Pterocarpus/Dalbergia) and Mai Khangoung forests (Dalbergia cochinchinensis).</p> <p>Implementing Agencies: DoF, NAFRI, DFRM (MAF)</p>	2			
<p>Target 1.1.2: Sustainable commercial forest harvesting and processing operations which would increase rural employment generation are fully enforced in at least 70% of the wood industry and NTFP operations</p>					
Action 1.1.2 (a)	<p>Manage for sustainable forest production to cover at least 80% of production forests.</p> <p>Implementing Agency: DoF (MAF).</p>	2			
Action 1.1.2 (b)	<p>To train and increase the capacity of local women and men to ensure their participation in sustainable forest management activities</p> <p>Implementing Agencies: DoF, NAFRI, DFRM (MAF) Sub-CAW from MAF and MoNRE, NGO</p>	1			

Action 1.1.2 (c)	<p>Update the Forest Strategy 2020 to incorporate experience and good practices leading to forest certification.</p> <p>Implementing Agencies: DoF, DoFI, DFRM (MAF), and Ministry of Planning and Investment.</p>	1			
Action 1.1.2 (d)	<p>Review rural women and men employment generation experience of NRM based enterprises and adoption of enhancement measures.</p> <p>Implementing Agencies: DoF, Department of Agricultural (DoA), Department of Agricultural Extension and Cooperatives, Department of Agricultural Land Management and Development (MAF), DFRM (MAF), Department of water resources (MoNRE), Rural Development and Poverty Reduction Program, and The Poverty Reduction Fund. Sub-CAW from MAF and MoNRE</p>	1			
Action 1.1.2 (e)	<p>Strengthening of organizations dealing with shifting cultivation stabilization, and village forestry allowing for communities to sell wood of production forest and women to learn about stabilization of shifting cultivation.</p> <p>Implementing Agencies: DoF, DoA, Department of Agricultural Extension and Cooperatives (MAF), DFRM (MAF), Department of Water Resources (MoNRE), Rural Development and Poverty Reduction Program, The Poverty Reduction Fund. Sub-CAW from MAF and MoNRE</p>	2			
SUB STRATEGY 1.2 WETLANDS AND FISHERIES ECOSYSTEMS					
Target 1.2.1: At least 250 Fish Conservation and breeding sites (that include local /indigenous species) are established and are recognized /supported by stakeholders living in the watersheds where these sites belong.					

Action 1.2.1 (a)	<p>Establishment and monitoring of Fish Conservation Zones (that include local/ indigenous species).</p> <p>Implementing Agencies: Department of Livestock and Fisheries, LaRReC (MAF), Rural Development and Poverty Reduction Program (MAF), Department of Environment Quality Promotion (MoNRE), Lao National Mekong Committee and Water Resources Department (MoNRE), MRC.</p>	2			
Action 1.2.1 (b)	<p>Establishment and monitoring of watershed programs that incorporate systems wide support of fish breeding sites.</p> <p>Implementing Agencies: Water Resources Department (MoNRE), Department of Livestock and Fisheries (MAF), Department of Environment Quality Promotion (MoNRE), and Lao National Mekong Committee, MRC.</p>	1			
Target 1.2.2: National wetlands strategy in place while management plans with substantive funding are implemented in at least 12 important wetlands sites					
Action 1.2.2 (a)	<p>Formulate national wetlands inventory and strategy.</p> <p>Implementing Agencies: Water Resources Department, Department of Land Development and Planning (MoNRE), Department of Environment Quality Promotion (MoNRE), Lao National Mekong Committee, Livestock and Fisheries Department, Department of Agricultural Land Development and Planning (MAF), LNMCS, DEQP, IUCN Lao PDR. Sub-CAW from MAF and MoNRE</p>	1			

Action 1.2.2 (b)	Development of implementing guidelines for the Fishery Law that consider biodiversity concerns Implementing Agencies: Livestock and Fisheries Department and LaRREC (MAF).	2			
Action 1.2.2 (c)	Facilitation of cooperative agreements with neighbouring countries to more effectively conserve and manages fish resources in Mekong and other rivers. Implementing Agencies: Livestock and Fisheries Department, LaRREC (MAF), International Cooperation Department (MPI), and Ministry of Foreign Affairs.	2			
Target 1.2.3: Protect water quality and quantity in 10 river basins to meet water quality and quantity standards and to ensure minimum negative impact					
Action 1.2.3 (a)	Establish River Basin Committees for Integrated Water Resources Management (IWRM) for the 10 priority river basins (Nam Ngum, Nam Theun-Nam Kading, Xe Bang Fai, Xe Bang Hieng, Nam Ou, Sekong, Nam Ngiep, Nam Sam, XE Don, Nam Ma) and other potential river basins Implementing Agencies: MoNRE, MRC	1			
Action 1.2.3 (b)	Promote women empowerment and develop of leadership skill and ensure women's active participation as members of the River Basin Committees Implementing Agencies: MoNRE, MAF, Sub-CAW from MAF and MoNRE, LWU and NGO	1			
Action 1.2.3 (c)	Develop and implement IWRM Plans in the 10 priority river basins (Nam Ngum, Nam Theun-Nam Kading, Xe Bang Fai, Xe Bang Hieng, Nam Ou, Sekong, Nam Ngiep, Nam Sam, XE Don, Nam Ma) and other potential river basins	2			

	Implementing Agencies: MoNRE, MRC, Private Sector				
Action 1.2.3 (df)	Mainstreaming IWRM Plans into ISPs and to ensure well-coordinated and sustainable water resources protection, management and development Implementing Agencies: DWR and DEQP (MoNRE)	2			
SUB STRATEGY 1.3 PROTECTING AGRICULTURAL ECOSYSTEMS					
Target 1.3.1: Agricultural support services (technical assistance, seeds, crop protection, credit, market support, animal husbandry, fisheries, etc.) are provided to pioneering farming communities that apply sustainable production measures.					
Action 1.3.1 (a)	Provision of expanded support services to rural women and men for sustainable agriculture to conserve BD, and promote agricultural biodiversity as a driver of rural development and a key component of resilience to climate change. Implementing Agencies: DoA, Department of Livestock and Fisheries and Department of Agricultural Extension and Cooperatives and NAFRI (MAF), including their Provincial and District offices. Sub-CAW from MAF and MoNRE, LWU and NGO	2			
Action 1.3.1 (b)	Accelerate the conservation of wild rice varieties and the registration of endemic and recently discovered plant species of agricultural and medicinal value. Implementing Agencies: NAFRI, DoA (MAF), ITM (MOH), and Department of Property Rights (Ministry of Science and Technology).	1			
	Involve women and men in this process of conservation				

Action 1.3.1 (c)	<p>Market studies and gender responsive value chain analysis establishing commercial viability of and realistic options for local varieties and breeds and increase generation income opportunities for women and men</p> <p>Implementing Agencies: DoA, Livestock and Fisheries Department, Department of Agricultural Extension and Cooperatives, NAFRI (MAF), External Trading Department (Ministry of Trading and Commerce), and Lao Chamber of Commerce and Industry. Sub-CAW from MAF and MoNRE, LWU and NGO</p>	2			
Target 1.3.2: The protection and sustainable use of biodiversity rich agricultural landscapes demonstrated in at least 1 site per province.					
Action 1.3.2	<p>The conduct of participatory forest and land use planning, leading to approved (by GoL) and implemented (by women and men villagers/farmers) landscape management based on multi-functional agro-biodiversity and agro-ecosystem.</p> <p>Implementing Agencies: DoA, DoPC, DALAM, DoF, NAFRI (MAF) and Department of Land Development and Planning (MoNRE).</p>	2			
Target 1.3.3: Agriculture and forestry sector has reduced the use of hazardous agro-chemicals.					
Action 1.3.3 (a)	<p>Promote IPM (Integrated Pest Management)</p> <p>Implementing Agencies: MAF and MoNRE.</p>	2			
Action 1.3.3 (b)	<p>Regulate the use of agro-chemicals</p> <p>Implementing Agencies: DoA, (MAF) and MoNRE.</p>	1			

SUB STRATEGY 1.4 URBAN ECOSYSTEMS					
Target 1.4.1: Local development plans in at least 8 provincial capitals including protection and enhancement of the watersheds and ecosystems (forests, wetlands, rivers etc.) that protect them.					
Action 1.4.1 (a)	Facilitation of urban environment planning in selected provincial capitals to protect biodiversity rich ecosystems that serve urban areas and to allow women active participation Implementing Agencies: Housing and Urban Planning Department (Ministry of Public Work and Transportation) and Department. of Land Planning and Development (MoNRE). Note: make sure to include women with technical experience from these agencies	1			
Action 1.4.1 (b)	Provision of training and advice (men and women) on urban and industrial waste pollution prevention measures, especially on waterways /wetlands. Implementing Agencies: Department of Environmental quality promotion and Department of Pollution Control (MoNRE), Ministry of Public Work and Transportation (MPWT), Housing and Planning Department, Sub-CAW from MoNRE and MPWT and LWU	2			
Target 1.4.2: The waste generation in the municipal areas across the country are reduced					
Action 1.4.2 (a)	Develop and operate a centralized environmental pollution database including collection of data and information covering solid waste, hazardous material, and soil pollution.	2			

	Implementing Agencies: Department of Environmental Quality Promotion and Department of Pollution Control (MoNRE)				
Action 1.4.2 (b)	Develop and implement awareness rising programs (for women and men) for 1) behaviour change from traditional waste handling (burn, dump and throw away) to proper waste handling (source separation and storage) and 2) waste reduction through practising 3 R's concept (Reduce, Reuse, and Recycle in Provincial capitals and larger towns in 18 provinces Implementing Agencies: Department of Environmental Quality Promotion and Department of Pollution Control (MoNRE), Sub-CAW MoNRE LWU	1			
SUB STRATEGY 1.5 PROTECTED AREAS MANAGEMENT AND SPECIES CONSERVATION					
Target 1.5.1: Management plans and substantive funding are in place to enforce BD protection in at least 10 NPAs (from existing 2), 5 PPAs, 3 protection forests and 2 corridors.					
Action 1.5.1 (a)	Women and men participate in the preparation and improvement of the PA management plans and protection forest management and corridor management plans which include the differentiated needs, interest and contributions of both of them. Implementing Agency: DFRM (MAF), ICBF project. Sub-CAW from MAF and MoNRE, LWU and NGO	1			
Action 1.5.1 (b)	Assessment and program development for conserving Dry Dipterocarp Forests. Implementing Agencies: DoF, NAFRI (MAF), and Department of Land Planning and Development (MoNRE).	2			

Action 1.5.1 (c)	<p>Women and men staff of PA strengthen their capacity within 70% of Protected Areas.</p> <p>Implementing Agency: DFRM (MAF) Sub-CAW from MAF and MoNRE, LWU and NGO</p>				
<p>Target 1.5.2: Geographically contiguous village forestry sites are recognized /promoted to form an organic part of 2 BD corridors that would link critical fragmented habitats together.</p>					
Action 1.5.2	<p>Development of geographic networks of at least 69 village forestry sites as part of BD corridor protection and sustainable use system.</p> <p>Implementing Agencies: DFRM (MAF), Department of Land Planning and Development (MoNRE), and DoF (MAF).</p>	1			
<p>Target 1.5.3:The extinction of at least 5 priority species (to be determined from the Lao Red lists) are effectively prevented through better law enforcement and in situ and ex situ conservation.</p>					
Action 1.5.3 (a)	<p>Updating of the RED list.</p> <p>Implementing Agencies: DFRM, DoA, NAFRI, DoF (MAF), Biological and Ecological Research Institute BEI (MoST), ITM (Ministry of Public Health), NUoL, IUCN Lao PDR, WCS, and WWF.</p>	2			
Action 1.5.3 (b)	<p>Capacity Development for law enforcement in support of national commitments to CITES.</p> <p>Implementing Agencies: DFRM (MAF), BEI (MoST) NAFRI, DoF, DoFI (MAF), Lao National Police, and Customs Department.</p>	2			

Action 1.5.3 (c)	<p>Implementation of priority protection measures by women and men for seed sources of indigenous tree species seed resources which are important for their livelihood.</p> <p>Implementing Agencies: NAFRI, DoF (MAF), Sub-CAW from MAF and MoNRE, LWU and NGO</p>	2			
Action 1.5.3 (d)	<p>Development of National Species Conservation Program For Key Species such as: Tiger, Giant Catfish, Irrawaddy Dolphin, Siamese Crocodile, Gibbon, Saola, Asian Elephant, Red-shanked Douc, Large-antlered Muntjac, as well as endangered flora.</p> <p>Implementing Agencies: DFRM (MAF), Department of Livestock and Fisheries, NAFRI (MAF), ITM (MoH), National University of Lao PDR, IUCN Lao PDR, WCS, and WWF.</p>	1			
<p>Target 1.5.4: National Medicinal Plants Preservation and management plans are established, funded and implemented to support primary health care programs in at least one site per province.</p>					
Action 1.5.4 (a)	<p>Prepare a gender inclusive assessment, Conservation and Utilization program for medicinal plants including seed conservation.</p> <p>Implementing Agencies: DFRM (MAF), ITM (Ministry of Public Health), BEI (MoST), and NAFRI (MAF) SubCAW from MAF and MoST, plus LWU for the data collection phase</p>	1			
Action 1.5.4 (B)	<p>Establish at least three botanical gardens in at least three provinces and ensure women staff are involved.</p>				

	Implementing Agencies: BEI (Ministry of Science and technology) and private sector.			
Action 1.5.4 (C)	Support the female SME establishment related to medicinal plants preservation Implementing Agencies: Ministry of Agriculture, Ministry of Health, BEI (Ministry of Science and technology) Sub-CAW from MAF and MoNRE, LWU and NGO	1		
Target 1.5.5: Improved regulations are enforced and capacities improved to protect plants (including rice) and animals in priority areas from alien species invasion.				
Action 1.5.5 (a)	Identify, characterize and prioritize the invasive alien species. Implementing Agencies: DoA, Department of Livestock and Fisheries, LARREC, DoF, NAFRI (MAF) NUoL, BEI (MoST).	2		
Action 1.5.5 (b)	Capacity strengthening for Biosafety management (Risk assessment, risk management, and regulation), plant-animal quarantine and GMO detection as indicated within the Biotechnology Safety Law (2014). Implementing Agencies: BEI (MoST), DoA, Department of Livestock and Fisheries (MAF).	1		

Action Number	List of Actions	Priority	Period		
SUB STRATEGY 2.1: REFLECT THE REAL VAULE OF BD IN DEVELOPMENT PLANS			Y1-2	Y3-5	Y6-10
Target 2.1.1: Socio economic contributions of biodiversity resources are considered in planning investments for poverty reduction programs particularly in targeted high poverty incidence areas designated by the GoL Poverty Reduction Program.					

<p>Action 2.1.1 (a)</p>	<p>Documentation updating, communication of evidence and demonstration of application of biodiversity values and contributions towards poverty reduction.</p> <p>Develop a tool-kit to measure the number of activities performed by men and women, time spent, and value of local knowledge.</p> <p>Conduct a study/assessment to measure the number of activities performed by men and women, time spent, and value of local knowledge. (Forest Governance Assessment)</p> <p>Develop a gender strategy for ensuring men and women equally contributes to and benefits from biodiversity related poverty reduction programs.</p> <p>Implementing Agencies: DoA, Department of Livestock and Fisheries, LARREc, Department of Forestry, DFRM, NAFRI (MAF) NUoL, BEI (MoST), Rural Development and Poverty Reduction Program, Poverty Reduction Fund, and other projects. Include Lao Women's Union, Sub-CAW from MAF and MoNRE, and NGO.</p>	<p>1</p>			
<p>Target 2.1.2 Mainstream the Integrated Spatial Planning (ISP) in the development of cities and rural areas for sustainable utilization</p>					
<p>Action 2.1.2</p>	<p>Develop the national Master Land Use Plan and national, provincial and district ISP for sustainable utilization of land as basis for developing National and Provincial Social Economic Development Plans involving zoning for public open space, residential and industrial areas - in combination with conservation of valuable ecosystems</p> <p>Conduct consultations with equal participation of men and women at the village, district and provincial levels.</p> <p>Review the gender responsiveness of the current regulation by law for the co-management.</p>	<p>2</p>			

	<p>Implementing Agencies: Investment Department (MPI), DEQP (MoNRE), Land Development and Planning Department (MoNRE) Include Lao Women's Union.</p>				
<p>SUBSTRATEGY 2.2. GUIDING ENVIRONMENTALY SOUND INVESTMENTS</p>					
<p>Target 2.2.1 National Investment incentive policies and enforcement measures in at least 10 provinces and in at least 3 sectors are strengthened to encourage the private sector to plan and implement business operations in an environmentally <i>sound manner</i>.</p>					
<p>Action 2.2.1 (a)</p>	<p>Review of effectiveness of incentives and disincentives (including economic, financial and tendril incentives) among business and community stakeholders to conserve biodiversity in the agriculture, natural resource, and other key sectors.</p> <p>Conduct assessment to measure women's role in Biodiversity Based Value Chains Development.</p> <p>Develop gender inclusive targets and indicators in terms of Access and Benefit Sharing</p> <p>Implementing Agencies: Investment Department (MPI) Land Development and Planning (MoNRE) DoA, DoF, NAFRI (MAF), Department of Tourism Development (Ministry of Information, Culture, and Tourism). Include Lao Women's Union Sub-CAW from MAF and MoNRE and NGO</p>	<p>2</p>			
<p>Action 2.2.1 (b)</p>	<p>Identification and incorporation of critical biodiversity in the ESIA system and training and dissemination of information among EIA practitioners and decisions makers.</p> <p>Review and enhance the existing ESIA system to ensure that it is gender responsive</p> <p>Capacitate EIA practitioners and decisions makers on gender mainstreaming.</p>	<p>1</p>			

	<p>Implementing Agencies: Department of Environment and Social Impact Assessment (DESIA), Department of Environmental Quality Promotion, and Department of Pollution Control (MoNRE).</p>				
Action 2.2.1 (c)	<p>Capacity building for key provincial offices responsible for the review approval and compliance monitoring process of proposed private investments in forest lands.</p> <p>Conduct capacity building activities on gender mainstreaming.</p> <p>Incorporate gender indicators in the compliance monitoring process</p> <p>Implementing Agencies: Investment Department (MPI), Land Development and Planning Department (MoNRE). Sub-CAW from MAF and MoNRE, and LWU</p>	2			
Action 2.2.1 (d)	<p>Development of recommendations on how to adequately consider biodiversity protection in comprehensive land use planning protocols.</p> <p>Conduct consultations with equal participation of men and women at the village, district and provincial levels</p> <p>Implementing Agencies: Department of Environmental Quality Promotion, Dept. of Land Development and Planning (MoNRE), DoF, DoA, Department of Agricultural Land Development and Planning (MAF) Sub-CAW from MAF and MoNRE and LWU</p>	2			
<p>Target 2.2.2 : Corporate Social Responsibility(CSR) and BD concerns are incorporated in the internal code of conduct (or agreed standard business practices) among companies in at least 5 key industries (energy, agriculture, forestry, tourism and chemical)</p>					

<p>Action 2.2.2. (a)</p>	<p>Investigate CSR aspects of investment promotion strategy and identify areas of responsibility for CSR promotion, enforcement, orientation and training by various government departments.</p> <p>Incorporate gender aspects in the CSR activities and ensure that the implementation of CSR activities would have equal benefit to both men and women.</p> <p>Capacitate CSR implementers on gender mainstreaming.</p> <p>Implementing Agencies: Planning Department (Ministry of Planning and Investment), National Economic Research Institute, Lao Chamber of Commerce, Sub-CAW from MAF and MoNRE and LWU</p>	<p>1</p>			
<p>Action 2.2.2 (b)</p>	<p>Promote the utilization of renewable energy by women and men for reducing forest loss and the releasing of carbon dioxide and methane into atmosphere.</p> <p>Develop gender sensitive promotion materials and ensure that information reaches men and women in communities and they adopt the renewable energy options</p> <p>Implementing Agencies: Renewable Energy Institute (Min. of Energy and Mines), DoA, Dept. of Livestock and Fisheries, DoF and NAFRI (MAF). Sub-CAW from MAF and MoNRE, LWU and NGO</p>	<p>2</p>			

Table 2: Strategy 3.0 - Summary of actions.

Action Number	List of Actions	Priority	Period		
			Y1-2	Y3-5	Y6-10
<p>Target 3.1.1 : Relevant Traditional Knowledge is conserved, and utilized to support biodiversity promotion in at least one site per province, through proactive programs supported by the law on Intellectual property rights.</p>					
Action 3.1.1	<p>Formulation of guidelines under the Intellectual property rights law to support protection of traditional knowledge in biodiversity conservation and use by women and men.</p> <p>Implementing Agencies: Department of Property Rights, BEI (MoST) DoA, DoF, Department of Livestock and Fisheries, NAFRI (MAF), DFRM (MAF), ITM (Min. of Public Health) Ministry of Education and Sport, other Social Organizations. Sub-CAW from MAF and MoNRE and LWU.</p>	1			
<p>Target 3.1.2: Lao legislation is enacted to reflect requirements under the Nagoya Protocol on Access and Benefit Sharing (ABS) from the use of genetic resources is in place and implementation is piloted in at least 3 selected areas.</p>					
Action 3.1.2	<p>Policy and Program formulation and strengthening of ABS as stipulated under the Nagoya Protocol with participation from wide range of stakeholders including the Lao Women Union and the National Commission for Advancement of Women and Child to ensure gender mainstreaming.</p>	1			

Action Number	List of Actions	Priority	Period		
			Y1-2	Y3-5	Y6-10
	<p>Implementing Agencies: BEI (MoST), DoA, Department. of Livestock and Fisheries, DoF, NAFRI (MAF), DFRM (MAF) and ITM (Min. of Public Health) Lao Women Union and the National Commission for Advancement of Women and Child</p>				
Action 3.1.3	<p>To develop and implement a gender responsive mechanism for benefit sharing.</p> <p>Implementing Agencies: BEI (MoST), DoA, Department. of Livestock and Fisheries, DoF, NAFRI (MAF), DFRM (MAF) and ITM (Min. of Public Health) including Sub-CAW from MAF and MoNRE and LWU.</p>				
<p>Target 3.1.3: Expansion of the current clearing house mechanism to provide for regular research based updates on the state of BD trends, good practices and relevant technologies (nationally and globally) for the benefit of national and local decision makers, civil society business, and the country teams for other conventions</p>					
Action 3.1.3 (a)	<p>Establish knowledge base of Traditional Knowledge of women and men on biodiversity conservation and sustainable use.</p> <p>Implementing Agencies: BEI (MoST), DoA, Department of Livestock and Fisheries, DoF, NAFRI (MAF), DFRM (MAF), ITM (Min. of Public Health), Mass Media (Ministry of Information, Culture, and Tourism). Lao Women Union.</p>	2			

Action Number	List of Actions	Priority	Period		
			Y1-2	Y3-5	Y6-10
Action 3.1.3 (b)	<p>Clearing house has a knowledge base section on gender + biodiversity</p> <p>Implementing Agencies: BEI (MoST), DoA, Department of Livestock and Fisheries, DoF, NAFRI (MAF), DFRM (MAF), ITM (Min. of Public Health), Mass Media (Ministry of Information, Culture, and Tourism, women Union).</p>	2			
Action 3.1.3 (c)	<p>Developed an updated national research and development program to support equally biodiversity women and men users in agriculture, medicine, tourism, among others.</p> <p>Implementing Agencies: NAFRI (MAF), NUoL, ITM (Min. of Public Health). Sub-CAW from MAF and MoNRE and LWU.</p>	1			
<p>Target 3.1.4: International/regional collaboration is optimized to accelerate the build-up and use of knowledge on the nature of biodiversity resources and relevant good practices.</p>					
Action 3.1.4 (a)	<p>Collaboration with other conventions to capture, analyse, set up data bases and exchange experiences with other countries:</p> <p>Implementing Agencies: NAFRI, DoF, Dept. of Livestock and Fisheries (MAF), NUoL, ITM (Min. of Public Health), DFRM (MAF), Department of Environmental Quality Promotion, Department of Pollution Control, (MoNRE), BEI (MoST) Lao Women Union.</p>	2			
Action 3.1.4 (b)	Promotion of trans-boundary cooperation for biodiversity monitoring and action.	1			

Action Number	List of Actions	Priority	Period		
			Y1-2	Y3-5	Y6-10
	Implementing Agencies: MAF, MoNRE, MoST, Ministry of Foreign Affairs, MPI.				
Action 3.1.4 (c)	Participate in bilateral and multilateral cooperation on BD to help address high priority of NBSAP R&D needs. Implementing Agencies: MAF, MoNRE, MoST, Ministry of Foreign Affairs, MPI, and NUoL.	1			
Action 3.1.4 (d)	A centralized and integrated database system (IT) for efficient and effective NRE data and information management and sharing is developed. Implementing Agencies: MoNRE, MoST, MAF	1			
Action 3.1.4 (e)	Development of institutional mechanism and structure for enhancing synergies among the biodiversity conventions that Lao PDR is Party to for effective realization of objectives of Global Strategic Plan on Biodiversity and the SDGs Implementing Agencies: MoNRE, MoST, MAF, National Commission for the Advancement of Women and Child	1			

Table 3: Strategy 4.0 - Summary of actions.

Action Number	List of Actions	Priority	Period		
			Y1-2	Y3-5	Y5-10
Target 4.1.1: Key civil service personnel from key agencies demonstrate improved knowledge and skills in biodiversity planning and implementation					
Action 4.1.1 (a)	<p>Establishment of Annual Environmental Recognition Awards Program for outstanding national and local civil servants as well as private citizens who have provided outstanding work on biodiversity Conservation. (give award to any person who has done good work in conservation and gender mainstreaming)</p> <p>-Recognition of female civil servants as well</p> <p>-Women in leadership in biodiversity</p> <p>-Women who did exceptional work in biodiversity</p> <p>-Award for person who's good at communicating about gender and biodiversity</p> <p>Implementing Agencies: MAF, MoNRE, MoST, Ministry of Education and Sport, Ministry of Information, Culture, and Tourism and theirs sub CAW, Private Sectors and Social organizations.</p>	2			
Action 4.1.1 (b)	<p>Training Needs Analysis and Training Program formulation for a gender-responsive NBSAP implementation. (needs to have women invloved in all step of analysis and formulation)</p> <p>-Training should include a big percentage of women participating</p> <p>-Gender awareness training</p>	1			

Action Number	List of Actions	Priority	Period		
			Y1-2	Y3-5	Y5-10
	<p>-Leadership training for women; presentation, communication to group</p> <p>-Biodiversity conservation and gender links in the training module</p> <p>-Build leadership skills for women</p> <p>Implementing Agencies: DFRM (MAF), National CBD/NBSAP Focal Point (MoNRE). Sub-CAW from MAF and MoNRE and LWU,</p>				
<p>Target 4.1.2: Increased public awareness on the value of biodiversity and its links with gender among targeted stakeholder groups including those in 24 NPAs.</p>					
Action 4.1.2 (a)	<p>Implementation of communication programs in pilot sites based on analysis of women and men stakeholder attitudes. Implementing Agencies: Cross-sector Action.</p> <p>-Feedback from community and M&E for pilot sites</p>	1			
Action 4.1.2 (b)	<p>Increased awareness and knowledge of the mass media regarding biodiversity values, conservation and sustainable use strategies and gender.</p> <p>-Gender and biodiversity awareness</p>	1			

Action Number	List of Actions	Priority	Period		
			Y1-2	Y3-5	Y5-10
	Implementing Agencies: DFRM (MAF), National CBD/NBSAP Focal Point (MoNRE), Local Organizations, Lao Women's Union				
Target 4.1.3: The value of biodiversity and its sustainable use is incorporated in formal and informal education programs.					
Action 4.1.3 (a)	Develop the curriculum for both formal and informal education for use by the Ministry of Education based on assessment of current efforts. -Add gender to curriculum and start from primary school until university -Incorporate the role of women in conservation and biodiversity into curriculum Implementing Agencies: Research Institute for Education Sciences, NUoL (Ministry of Education and Sport), DFRM (MAF), MoNRE, BEI (MoST). -add JICA, WB, DiFD, social faculty of the university and Lao Women's Union, NGO	1			
Action 4.1.3 (b)	Development and piloting of a reflective teaching guides/training course for biodiversity education and gender mainstreaming -Guide needs to have information on indigenous knowledge -Feedback on guide from villages (include women's view)	2			

Action Number	List of Actions	Priority	Period		
			Y1-2	Y3-5	Y5-10
	Implementing Agencies: Research Institute for Education Sciences, NUoL (Ministry of Education and Sport), DFRM (MAF), MAF, MoNRE, BEI (MoST), Lao Women's Union				

Table 4: Strategy 5.0 - Summary of actions.

Action Number	List of Actions	Priority	Period		
			Y1-2	Y3-5	Y6-10
Target 5.1.1: Sustainable financial mechanism for timely obtaining and transparent utilization is developed and implemented.					
Action 5.1.1 (a)	Identify funding sources and long term (permanent) fund to ensure the sufficient and consistent funding Implementing Agencies: DFRM (MAF), National CBD/NBSAP Focal Point (MoNRE), agencies/stakeholders -> Lao Women's Union, Youth groups, Civil society/NPA/INGO (ex.: GDA, LBA)	1			
Action 5.1.1 (b)	Piloting of REDD+ in areas of at least 8 biodiversity rich forest sites. Implementing Agencies: DFRM (MAF), DoF (MAF), GIZ, SNV, WCS, local civil society groups, RECOFTC	1			
Action 5.1.1 (c)	Piloting of PES areas in at least 3 sites to be supported by hydropower operations. Implementing Agencies: DoF (MAF), Department of Water Resources (MoNRE), Ministry of Energy and Mines.	1			

Action Number	List of Actions	Priority	Period		
			Y1-2	Y3-5	Y6-10
Action 5.1.1 (d)	<p>Establish policy and guidelines for the application of the concepts of Payment for Ecosystem Services (PES) and Reduction of Emission from Deforestation and forest Degradation (REDD+). Guidelines must ensure payments will benefit men and women equally at the community level, not only government authorities at the national level.</p> <p>Implementing Agencies: DoF (MAF), Department of water resources (MoNRE), Ministry of Energy and Mines, Ministry of finance, DIC (MPI), Sub-CAW from MAF and MoNRE and LWU.</p>	1			
<p>Target 5.1.2: Strengthened institutional mechanisms to increase participation of biodiversity stakeholders in land use decision making are in place in at least 3 key economic sectors (energy, agriculture and forestry) and locally in at least 3 provinces.</p>					
Action 5.1.2 (a)	<p>Pilot preparation of participatory provincial level biodiversity planning in 3 provinces (PBSAP initiative).</p> <p>Implementing Agencies: DFRM DOF (MAF), National CBD/NBSAP Focal Point (MoNRE), sub-CAWs, LWU and provincial and district agencies/stakeholders.</p>	1			
Action 5.1.2 (b)	<p>Development of practical guidelines including minimum conditions for stakeholder consultation and participation (there should be at least 30% of women participating) in NRM/BD plans and decision making.</p> <p>Implementing Agencies: DFRM DOF (MAF), National CBD/NBSAP Focal Point (MoNRE), other sectors Lao Women's Union, Sub-CAWs from relevant ministries, Citizens of Lao PDR, local authorities.</p>	2			
<p>Target 5.1.3: Integrated strategy for tapping multiple funding sources (internal, external & innovative) in place so that funding windows for BD (Agro-BD) increase by at least 50% by 2020.</p>					

Action Number	List of Actions	Priority	Period		
			Y1-2	Y3-5	Y6-10
Action 5.1.3 (a)	<p>Assessment of internal sources of financing implementation of NBSAP including status of various funds created by law.</p> <p>Implementing Agencies: DFRM DOF (MAF), National CBD/NBSAP Focal Point (MoNRE).</p>	2			
Action 5.1.3 (b)	<p>Capacity development of both women and men for resource mobilization.</p> <p>Implementing Agencies: DFRM DOF (MAF), National CBD/NBSAP Focal Point (MoNRE), provincial authorities, Civil society organizations/INGOs.</p>	1			

The second part of the exercise was to identify entry points or propose ideas to strengthen gender in the relevant and sectoral and cross-sectoral strategies and plans; the development of capacity for NBSAP implementation; communication and outreach strategy and the national coordination, monitoring and evaluation. In relation to the relevant sectoral and cross-sectoral strategies and plans, participants mention the need for coordinate at the local levels with NGO's working on issues of gender as well as the Sub-CAW of relevant ministries and the Lao Women's Union. In addition, they mentioned the need to integrate the following legislations which has gender targets and key principles and practices to mainstream gender.

1. Agriculture law (includes gender mainstreaming)
2. Gender Equality in Agriculture, Forestry and Rural Development 2016-2020 (MAF's Gender Strategy)
3. Forest law (being revised and includes gender mainstreaming)
4. Rural, settlement and farmer education (gender mainstreamed)
5. Decree 348
6. Decree for agriculture land management article 10 (released in Feb this year)

In the topic of the development of capacity for NBSAP implementation, participants mentioned the need to include gender and biodiversity, as well as gender mainstreaming tools and methodologies, as a type of knowledge and skills that need to be further developed. Capacity development actions need to target the three different levels of intervention already identified, mainly systemic (policy-making level), institutional (at the organization/ministerial level) and human resources (individual) levels. The leading agency for this could be the Lao Women's Union, Sub-CAWs of MAF, MoNRE and MoST, and the academia.

Table x: NBSAP implementation and knowledge and skills needed.

Types of Actions	Key Knowledge and Skills Needed			Gender Mainstreamed (how important is gender in the action- ranked)
	Environment & Natural Resources Management	Program Management	Education, Information and Communication	
Assessment and revision of specific policies and instruments				-Revise gender related policies and gendered instruments
Preparation/revision of a sector program, including its systems and procedures				include gender in program
Preparation/revision of area-based plans (protected areas, local environment plans, LUPs)				-Mainstream gender in plan
Bio-technical survey/research and documentation				Research women and good practices

Design and conduct of organizational analysis and training programs				-Analysis and training on gender
Establish a sharing network and make corporative agreements				One of the topic of the sharing networks should be gender
Preparation and implementation of educational and communication campaigns and modules				Gender responsive education campaign should have a gender mass media component and module on gender and biodiversity
Coordination, monitoring and resource mobilization				Coordination with LWU and Sub CAW, develop and monitor gender indicator and provide fund for gender activities

Communication strategy

To mainstream gender into the communication and outreach strategy for the NBSAP, participants mentioned that a special communications team that knows how to reach women at different levels (government, national, and community levels) should design it and work on it. Stakeholders involved should include actors/groups that represent women’s interests. Different local languages, dissemination strategies (village meetings, women’s meetings, courses in schools) and means of communication (such as radio, speaker phone, social media, government websites, newspapers, videos) should be used in order to reach women from ethnic minorities, and women at different levels (government, national, and local levels). Civil society organizations’ network groups should be part of the target audience. Moreover, the strategy’s messages should be gender-sensitive.

There is a need to further define what is meant by stakeholders. Different approaches were identified depending on the level of influence

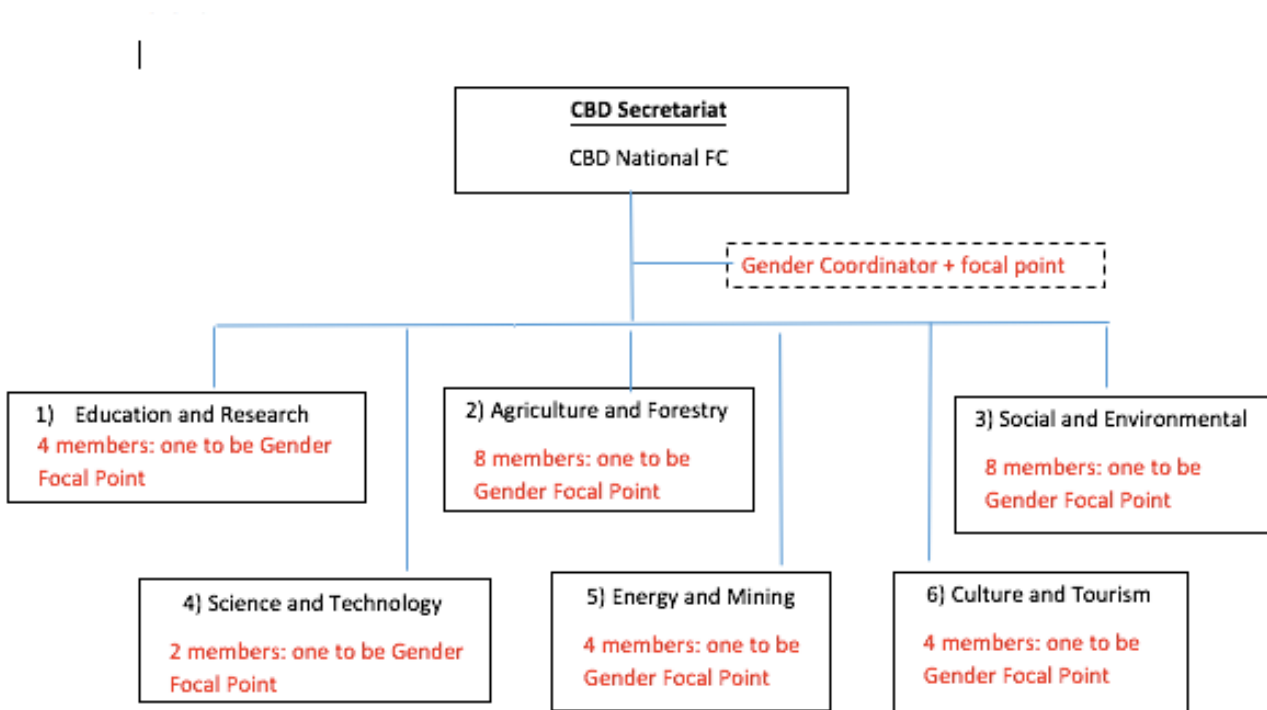
Relevant Sectors	Communication Tools
Local authorities – Communities Level	<ul style="list-style-type: none"> - Radio (communicating in local language) - Loud speaker - Awareness meetings or events - Providing the gender education and developing the manual/guideline about the Gender right - A short video
Provincial Level	<ul style="list-style-type: none"> - Meeting or seminar

	<ul style="list-style-type: none"> - Newspapers, factsheets - Social medias - The website of the National Assembly, and relevant ministries
Central Level	<ul style="list-style-type: none"> - Meeting or seminar - Newspapers, factsheets - Social medias - The website of the National Assembly and relevant ministries - CSO network groups

Finally, participant propose the following idea to create a mechanism able to implement, follow up, monitor and able to mobilize funds for the implementation of the Gender Roadmap for the NBSAP.

National Coordination Mechanism

TWGs are structured, grouping by the representative organization. Six TWGs were defined as follows:



Following is the suggestion from the team about the procedure:

- i. Discuss with the CBD focal point to have the Gender Coordinator in the NBSAP WG mechanism
- ii. Set up the Gender Coordinator (it's expected to be from LWU or NCAW "?")
- iii. Draft the ToR for the Gender Coordinator and Gender Working Group in the NBSAP
- iv. One representative from each sector to be the Gender Focal Point in their sector (See above: 6 sector group in the NBSAP TWG)

Gender-responsive indicators, responsible institutions and sources of data

The second session on indicators focused on developing at least one gender-responsive indicator for each NBSAP strategy. Participants met in groups and developed an outcome (impact) gender-responsive indicator. They also identified the key institution that should be the custodian of the proposed indicator (the institution responsible for looking after the indicator over time), and potential sources of data for developing the indicator. The results from this exercise are provided in the table below (in red).

Gender-responsive indicators, lead agency and sources of data

Strategy 1 Protect the country's diverse and economically important ecosystems			
NBSAP Target	NBSAP indicator	Lead agency/institution <i>(responsible for reporting on progress to the government or internationally)</i>	Data sources
Target 1.1.1. Achieve National Goal of 70% forest cover of the total national area by 2020	Completion of forest survey allocation and rehabilitation to achieve 70% of forests are of total area by 2020 with 35000 ha of forest plantation and 1.5 million ha of natural grown forest		
Target 1.1.2 Sustainable commercial forest harvesting and processing operations which would increase rural employment generation are fully enforced in at least 70% of the wood industry and NTFP operations Related to Aichi Target 7	Increase in number of household beneficiaries from village forestry-oriented projects located in priority hot spots <i>Proportion of female owners of Forest/NTFP businesses</i> <i>Income gained from Forest/NTFP (disaggregated by sex)</i>	<i>Village Forest Division (DOF)</i> <i>Local authorities/district level LWU and SubCAW</i>	<i>DOF (FAO based)</i>
Target 1.3.1 Agricultural support services (technical	Increase in number of farmers applying selected sustainable		

assistance, seeds, crop protection, credit, market support, animal husbandry, fisheries, etc.) are provided to pioneering farming communities that apply sustainable production measures	agriculture measures (local varieties, crop diversification, soil health, conservation, agriculture, IPM, etc.)		
Target 1.4.1 Local development plans in at least 8 provincial capitals including protection and enhancement of the watersheds and ecosystems (forests, wetlands, rivers, etc.) that protect them. Related to Aichi Target 14	Protection of biodiversity niches in urban areas Proportion of women involved in development of local plans	Division of Housing and Urban Planning	LWU, SubCAW, Urban development agency, provincial office
Target 1.5.1 Management plans and substantive funding are in place to enforce BD protection in a least 10 NPAs (from existing 2), 5 PPAs, 3 protection forests and 2 corridors	Percentage of women that participate in training (at least 20-30%)		
Target 1.5.4 National Medicinal Plants Preservation and management plans are established, funded and implemented to support primary health care programs in at least one site per province	Priority medicinal plants are promoted as part of primary health care program in designated pilot areas		
Target 1.5.5 Improved regulations are enforced and capacities improved to protect plants (including rice) and animals in priority areas from alien species invasion	Readiness programs involving all key stakeholders are in place		
Strategy 2 Integrate the value of BD to socio-economic decision making to ensure sustainable use and funding			
Target 2.1.1 Socio economic contributions of biodiversity resources are considered in planning investments for poverty reduction programs particularly in targeted high poverty incidence areas designated by the GoL Poverty Reduction Program Related to Aichi Target 2	Location specific indicators e.g. higher returns from value added NTFP sales, preservation of traditional weaving skills, reduction of lean months, and reduced incidence of simple ailments, etc. Proportion of women engaging in biodiversity based production activities or enterprises that have been traditionally associated with men	MONRE	Ministry of Agriculture, LWU, Community-based organizations, Department of Forestry, National Statistics Office
Target 2.1.2. Mainstream the Integrated Spatial Planning (ISP) in the development of	The National Master Land Use Plan and national, provincial and district Integrated Spatial Plans (ISP) for sustainable		

cities and rural areas for sustainable utilization	utilization of land in combination with conservation of valuable ecosystems and cultural heritage are developed		
Target 2.2.1 National Investment incentive policies and enforcement measures in at least 10 provinces and in at least 3 sectors are strengthened to encourage the private sector to plan implement business operations in an environmentally sound manner Related to Aichi Target 3	Adjustment to business plans (e.g. siting) based on ESIA recommendations		
Target 2.2.2 Corporate Social Responsibility (CSR) and BD Concerns are incorporated in the internal code of conduct (or agreed standard business practices) among companies in at least 5 key industries (energy, agriculture, forestry, tourism and chemical)	Increased incidence of improved business practices that do not negatively affect biodiversity		
Strategy 3 Strengthen the knowledge base for strategic decision making			
Target 3.1.1 Relevant TK is conserved and utilized to support biodiversity promotion in at least one site per province through proactive programs supported by the law on Intellectual property rights Related to Aichi Target 18	Relevant TK is incorporated in information campaigns of specific development projects in designated target sites		
Target 3.1.2 Las legislation is enacted to reflect requirements under the Nagoya Protocol on Access and Benefit Sharing (ABS) from the use of genetic resources is in place and implementation in piloted in at least 3 selected areas	Both government and communities receive monetary and non-monetary compensation in at least 3 cases supported by ABS policy Both government and communities receive equal monetary and non-monetary compensation for men and women in at least 3 cases supported by ABS policy	MONRE, MOLS	ABS Contracts Signed
Strategy 4 Inspire and enable actions through better communication, education and public awarness			
Target 4.1.1 Key civil service personnel from key agencies demonstrate improved knowledge and skills in biodiversity planning and implementation	Staff performance assessments starting on the 3 rd year reflect the improved quality in terms of program and project plans, and reports are prepared by civil service personnel		

Related Aichi Global Target 1			
Target 4.1.2 Increase public awareness on the value of biodiversity among the general public and targeted stakeholder groups including those in 24 NPAs	Positive feedback is provided by representative groups/individuals in response to surveys on effectiveness of materials disseminated		
Target 4.1.3 The value of biodiversity and its sustainable use is incorporated in formal and informal education programs Related to Aichi Target 1	Positive knowledge gain demonstrated by students (boys and girls) compared to baseline knowledge conducted at the start of a course on biodiversity Number of boys/girls that pass the course on biodiversity	Ministry of Education	Survey data from Ministry of Education
Strategy 5 Enable effective preparation and implementation of plans and programs			
5.1.2 Strengthen institutional mechanisms to increase participation of biodiversity stakeholders in land use decision making are in place in at least 3 key economic sectors (energy, agriculture and forestry), and locally in at least 3 provinces	Activity reports indicate stakeholder groups participate actively in national and local government level and planning is based on clear guidelines for participation process Extent of participation of stakeholders in decision-making and planning at national and local levels in energy, forestry and agriculture sectors National level: at least 30% female participation on land use decision-making in energy, agriculture and forestry sectors Local level: at least 30% female participation on land use decision-making in energy, agriculture and forestry sectors	Energy sector: MEM Agriculture: MAF Forestry: MAF	National-level sources: Energy sector: MEM, MONRE Agriculture: MAF Forestry: MAF, MPI, MOIC, NCOW, NA Local-level sources Energy: DEM, PONRE Agriculture: DAFO Forestry: DAFO, POG, DOIC, MAP

Annex 1.

AGENDA

FIRST DAY - September 4 th		
TIME	TOPIC	RESPONSABLE
08:30 - 09:00	Registration	
09:00 - 09:15	Opening remarks	<ul style="list-style-type: none"> • Dr. Inthavy Akkarath, DG of Department of Water Resources, and CBD National Focal Point • Annette Wallgren, Gender and Environment officer, UN Environment, Asia and the Pacific Office • Katherine C. Viñegas, GIZ • Phoutsakhone Ounchith, Head of IUCN Lao PDR
09:15 - 09:45	Introduction of participants	Phoutsakhone Ounchith, Head of IUCN Lao PDR Country office
09:45-10:00	Overview of session goals and expectations	Jackie Siles Senior Gender Programme Manager Global Gender Office (GGO), IUCN
10:00-10:30	Introduction to biodiversity	Jackie Siles, Senior Gender Programme Manager, GGO.
10:30-10:35	Group Photo	All
10:35-10:50	Coffee	
10:50-11:50	International and national legal framework and its links to gender and biodiversity	<ul style="list-style-type: none"> • GGO- Ana Rojas GGO consultant • Ms. Thiphavanh, National Commission for the Advancement of Women and Mother-Children (NCAWMC), LWU
11:50 -12:30	Presentation of Laos NBSAP	A representative of CBD National Focal Point, Department of Water Resources; MoNRE
12:45-13:45	Lunch	
13:45-14:45	Defining the bases: a review of gender differences and gaps at the national level –gender and biodiversity	Jackie Siles, Senior Gender Programme Manager, GGO
14:45 –15:45	Indicators, biodiversity and gender	Katherine. Despot-Belmonte; UNEP-WCMC
15:45-16:00	Coffee	
16:00-17:00	Situation of the incorporation of gender in the different sectors associated with the NBSAP	All- Facilitation Jackie Siles

SECOND DAY - September 5 th		
TIME	TOPIC	RESPONSABLE
8:30 - 10:15	Situation of the incorporation of gender in the different strategies associated with the NBSAP	All- Facilitation Ana Rojas
10:15-10:30	Coffee	
10:30-12:30	Finding the path: Entry points in national action plan	All-Facilitation Jackie Siles
12:30 13:30	Lunch	
13:30 –14:30	Finding the path: Entry points in national action plan	All – Facilitation Jackie Siles
14:30-15:00	Finding the path: gender indicator for the national action plan	Katherine, UNEP- WCMC
15:00-15:15	Coffee	
15:15-16:30	Cont. Finding the path: gender indicator for the national action plan	Katherine, UNEP- WCMC
16:30 -17:00	Closing	IUCN and UNEP

Annex 2 Participant list

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Mercure Vientiane

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