

CARE Lao PDR
Women Organized for Rural
Development: Baseline Report: Phongsaly

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EXECUTIVE SUMMARY

The 3-year (2014 – 2017) Women Organised for Rural development (WORD) project ensures benefits to remote ethnic women (REW) and their communities through strengthening community-led farmers and women's groups (community based organisations - CBOs) in order to strengthen REW livelihoods and foster demand driven service delivery that will sustain beyond the project duration. The project also aims to promote the role of Non-Profit Associations (NPAs) in Lao PDR's rural development and influence Government of Lao PDR (GoL) policy by documenting and sharing learning about this way of working with NPAs and ethnic minority communities. The project's overall goal is that: Women's livelihoods are improved and their interests voiced through strengthened community-based civil society organisations. Key approaches to implementation of the project will be (i) using income-generation activities and small development grants as an 'entry point' to women's empowerment, (ii) gender transformative CBO and NPA strengthening, (iii) working in partnership, and (iv) research and advocacy.

This baseline report documents the current situation with regard to each of the project indicators in 15 selected villages (5 villages in each targeted district). The research methodology included a mix of primary and secondary research, including focus group discussions (FGD) with men and women in each selected village, in-depth interviews with village heads or their deputies in all selected villages, and observations made by researchers touring the villages with female FGD participants. A desk review of all relevant project documents was also undertaken.

With regard to the first objective of the WORD project, "To promote remote ethnic women's collective actions through income generating activities", the research found that there is strong commitment in a majority of sites to the uptake of new IGAs, though there is less commitment to collective action around IGAs as women cited previous negative experiences with workload sharing in groups outside of their households as a disincentive to participate in collective IGA activities. More technical expertise is required when investigating the appropriateness of the geography of each site for specific income generating activities as participants in some sites reported low levels of success with new products despite high labor input.

With regard to objective two, "To strengthen CBOs and NPAs to enable them to support and represent remote ethnic women", the research found that there is a good foundation for building CBO capacity in some sites (Omtra, Mlkyon and Sakeo), and in other sites there is strong commitment to the project, though key skills need support such as financial literacy, record keeping and inclusiveness in terms of participation. There were several sites, Laosaen, Laoliew and Paklaeng, where commitment to the establishment and maintenance of Farmer's Group CBOs was low.

CARE is very committed to realizing objective three "To enhance linkages between learning, programming and policy influencing" with SO SO SO activities planned for the next 12 months.

The key recommendations of this report are as follows:

Objective 1: To promote women's collective action through income-generation activities.

Outcome 1.1: Improved women-led collective production, processing and marketing skills and IGA opportunities.

Recommendations pertaining to objective 1:

1. Provide women with training on sustainable agricultural production, particularly the development of home gardens.
2. Undertake research on the soil quality in each project partner village to ensure that the crops being introduced for new IGA will thrive in the site
3. Work with women's groups to promote and develop ways of working together on livelihood activities, including teaching women how to manage group work effectively
4. Train women's groups on effective communication within the group, modeling inclusive communication techniques to try and increase women's confidence to participate in public discussion.
5. Specific support should be given to project officers to assist them to develop solutions and strategies for engaging with the communities in Laoliew, Laosaen and Paklaeng.
6. Project team to follow-up on market opportunities study by meeting regularly with the head of the farmer's group to discuss how the group is functioning, including record keeping and grant management. Provide support where requested/identified.
7. Project team to liaise regularly with market research focal point in each village to ensure that all potential livelihood products are researched (not just those introduced by CARE) and to check if further skills or training are needed to ensure that the focal point can carry out their duties efficiently

Outcome 1.2: Established non-confrontational local platforms to discuss gender sensitive matters.

1. Further develop gender training to include very practical, context specific discussions around issues that villagers encounter on an everyday basis. See Appendix D for an example.
2. Gender training should include a detailed discussion of household level financial management.¹

¹ While many women indicated that they do control the money in the household and have equal input into financial management/decision making, men's position as head of the household is so hegemonic that many women and men do not question the right of the head of the household to guide decision making and have the final power over decisions. It would be good to follow up on this issue to really be

3. Aim to develop effective gender training in those sites where current approaches have proven ineffective (Laoliew, Laosaen, Knockngiew, Paklaeng).
4. Investigate the possibility of cross-collaboration between villages by inviting men from model villages (Mokyon, Sakeo and Omtra) to assist the CARE team to train men from less well performing sites.
5. Review indicator 1.2.1: Average number of hours women and men spent in rest and relaxation activities per day, over the last week, as it does not fit the cultural context well.
6. Specific village leadership gender training modules be developed and rolled out to ensure that village leaders are committed to and supportive of gender equity. Two important issues must be included/emphasized in this training:
 - a. Include best practice models of dealing with GBV at the village level as part of the training.
 - b. Include strategies to support and develop the capacities of people with disabilities as part of the training. Basic human rights for people with disabilities were lacking in some sites visited during the research. This needs urgent review.

Objective 2: To strengthen CBOs and NPAs to enable them to support and represent remote ethnic women.

Outcome 2.1: Improved institutional development of CBOs to promote and manage local gender sensitive development initiatives.

1. Provide PLA training to women on how to identify and articulate their own development priorities and initiatives.
2. Provide training at the village level to CBO leaders on inclusive group management and ways in which they can invite and incorporate women's ideas on development initiatives into CBO plans.

Objective 3: To enhance linkages between learning, programming and policy influencing.

Outcome 3.1: Enhanced program development derived from reflective learning.

1. Utilize the resources available in the IWDA toolkit on monitoring gender and economy to work through gender, particularly the exercise titled "river of change"
2. Invite consultants who are willing to participate to give presentations on research to program development teams in CARE (I volunteer to go to present in Melbourne!, and I'd be happy to go to Canberra)

Outcome 3.2: Learning and evidence inform local and national level dialogue and advocacy for impact at scale.

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sure that decision making is equal.

Acknowledgments

CARE Lao PDR would like to acknowledge the support of the villagers in Samphan, Khua and Mai Districts in Phongsaly who generously gave their time to participate in the research during the rice cultivation season. CARE is especially grateful for the openness and generosity of participants in sharing their knowledge and experience during the research discussions. CARE would also like to thank the dedicated Government staff from LWU and DAFO who supported the research.

The CARE staff supporting the research worked extremely hard over the period of the research, and their effort was greatly appreciated by the consultants. A special mention must go to the wonderful driver, Ouan, who navigated the research team safely along the wet and slippery roads and was also a fantastic support person through the whole process—his cheerful disposition and his fabulous cooking were highlights of the fieldwork. Post-fieldwork, the work of Thongchanh in the Khua office was a wonderful support in entering the data from the field survey. Thank you everyone for your assistance and dedicated work.

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INTRODUCTION AND BACKGROUND

The 3-year (2014 – 2017) Women Organised for Rural development (WORD) project ensures benefits to remote ethnic women (REW) and their communities through strengthening community-led farmers and women's groups (community based organisations - CBOs) in order to strengthen REW livelihoods and foster demand driven service delivery that will sustain beyond the project duration. The project also aims to promote the role of Non-Profit Associations (NPAs) in Lao PDR's rural development and influence Government of Lao PDR (GoL) policy by documenting and sharing learning about this way of working with NPAs and ethnic minority communities. Key approaches to implementation of the project will be using income-generation activities and small development grants as an 'entry point' to women's empowerment, gender transformative CBO and NPA strengthening, working in partnership, and research and advocacy.

The project's overall goal and objectives are:

Overall goal:

Women's livelihoods are improved and their interests voiced through strengthened community-based civil society organisations.

Specific objectives:

1. To promote remote ethnic women's collective actions through Income Generation Activities
2. To strengthen CBOs and NPAs to enable them to support and represent remote ethnic women
3. To enhance linkages between learning, programming and policy influencing

The project aims to:

- strengthen the capacity and role of CBOs to play a decisive role in addressing their own needs, as well as those of their communities.
- build the capacity of the most-potential existing CBOs established by CARE (Women Interests and Nutrition Groups–WINGs, Farmers' Production Groups and Coffee Processing Groups), as well as selected two NPAs.
- identify and work with 5x most potential WINGs and 10x Coffee Processing Groups in Sekong and 15x most potential Farmer's Production Groups in Phongsaly.
- Partner with two associations with whom CARE has already established longer-term collaboration, namely Sustainable Agriculture and Environment Development Association (SAEDA) in Phongsaly and the Lao Disabled People Association (LDPA) in Sekong.
- explore the establishment of an additional local NPA, hopefully emerging from the targeted CBOs.

Support provided to CBOs and NPAs will build on the close relationship between CARE and these groups and will strengthen their (i) organizational capacity, (ii) technical knowledge, (iii) assets, (iv) extension skills and (v) networking opportunities (voice). Through the provision of small development grants, technical support and ongoing coaching, CARE will support the CBOs and NPAs to identify and respond to community development needs of priority to them (it is anticipated that these may include food security and nutrition, water supply and sanitation and Gender Based Violence – GBV).

As part of the project's learning agenda, research into gender norms, GBV and cash-crop value-chains will be conducted. This research focuses on the first aspect. Strong efforts will also be made to enhance GoL's appreciation and recognition of the role of civil society and enforce the Government's policy framework regarding NPAs.

Key strategic Government partners are primarily the Provincial and District Agriculture and Forestry Offices (PAFO/DAFO) and the Lao Women Union (LWU). Networking, sharing and synergies are also envisaged with several other line agencies and development organizations at national and local levels. The project will also explore a pilot partnership with the private sector; *Outspan Bolovens Ltd.* (Coffee Company in Sekong).

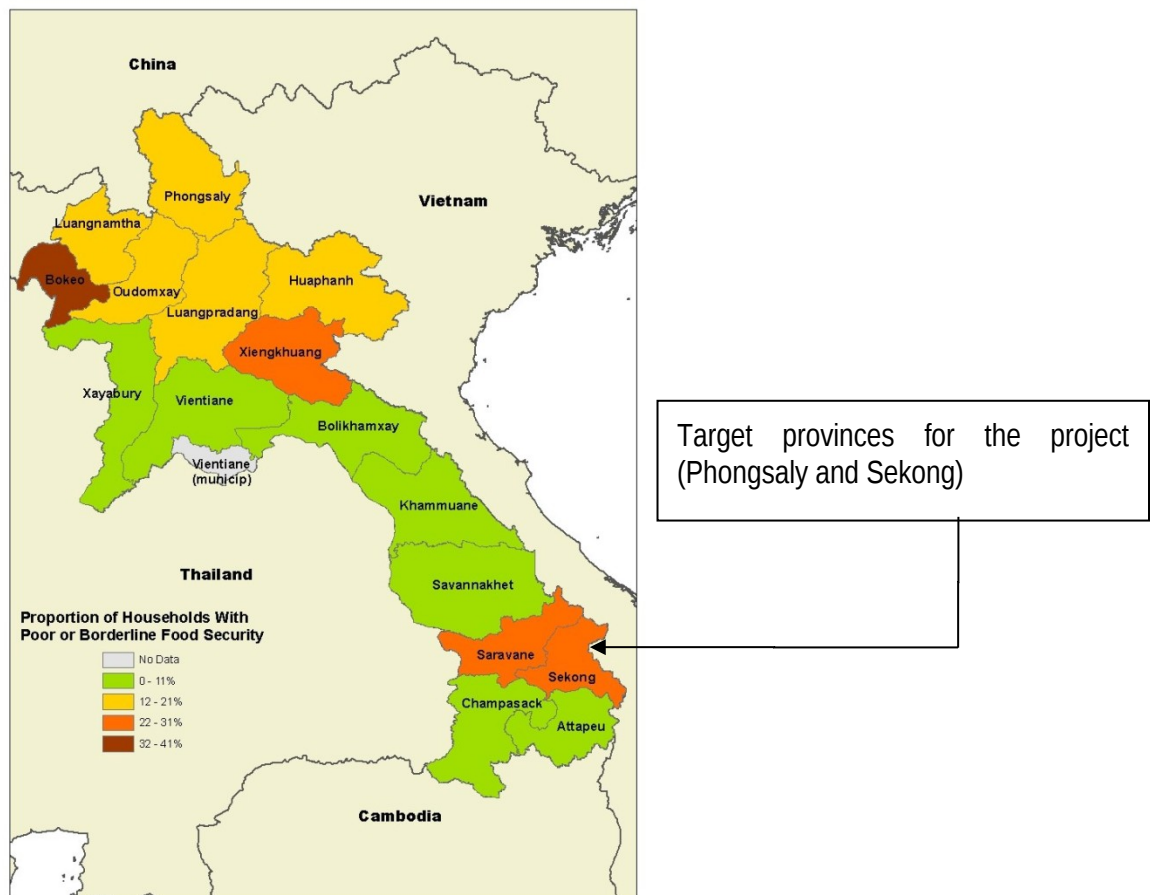
The project targets two provinces of Lao PDR., one in the far north (Phongsaly) and one in the south (Sekong).

Phongsaly Province is the northernmost province and is one of the poorest provinces in Laos with a total population of 167,181 people and with the highest number of districts (5 out of 7) below the poverty line. In 2012 the percentage of poor families was 40.5% (12,310) while the percentage of poor villages is about 65% (Northern Uplands Development Program, www.nudplao.org). All three targeted districts within this province (Khua, Mai and Samphan) were classified as poor in 2012 with still more than 70% of poor villages. The project covers 15 villages across these districts, with populations consisting mainly of the Khmu, Akha and Phounoy ethnic groups. The target villages are already supported by CARE within the REW program.

Phongsaly is one of the major opium producing sites in the country, despite a major decrease in opium poppy cultivation² (banned by the Government). Change in the economic profile of such communities requires technical and economic support to enable viable and sustainable income generating activities, investments in basic infrastructure and access to credit and savings funds (UNOCD). Key development features for the province are (i) poverty and extremely low human development indicators (more than 50% of villages have no access to markets while the daily per capita income is well below 1 USD), (ii) lack of local human resources, (iii) remoteness and difficult access, (iv) multi-ethnic cultures (Akha 50%, Lao Lum 6%, Khamou 26%, Lao Seng 6%, Tai Dam 9%, Tai Deng 3%).

² At the turn of the century, Phongsaly province had approximately 3,872 ha of opium poppy cultivation accounting for 20% of the national total production with 513 villages out of 611 growing opium and an addiction rate of 5.6% (UNOCD).

As highlighted by the map below, Phongsaly borders with Vietnam and China, thus there is a real risk of exploitation of farmers by Vietnamese and Chinese traders. While being very active in trade with China (“special economic zone for Yunnan”), the province seeks new market opportunities in Vietnam (e.g. opening of new roads, especially one from Kham and Mai into Vietnam). Thus, the challenge is to strengthen collective production and negotiation capacities of targeted ethnic communities, in order to enable them to benefit from trading opportunities and product demand of such neighboring economic powers (see examples in boxed text).



Sekong Province is located in the South East of Laos and is characterised by its remoteness and high proportion of Mon-Khmer ethnic groups. According to the government population census 40% of the villages within the District are classified as poor. A baseline study of the targeted villages found, high incidence of disability (10% of visited households had a member with a physical disability); livestock rearing affected by high animal mortality; about half of the villages not having paddy fields or the opportunity to develop paddies; coffee representing an attractive cash-crop for villages without the opportunity to develop rice paddy (particularly for low income households). CARE will implement this project in Dak Cheung District (15 Villages).

Similarly to Phongsaly, Sekong also faces challenges as a result of trading relationships with Vietnam and Thailand (in addition to Cambodia further

south). This again implies high risk of exploitation of poor farmers and their environment, and competition with Foreign Direct Investment (e.g. in boxes below). Further consequences are also reflected in high seasonal migration for work and higher risk of incidence of gender based violence (either caused by sexual exploitation by increased foreign presence, and/or likely to occur for women/girls seeking short-term employment in neighboring countries).

This report details the baseline data for the WORD project in Khua, Mai and Samphan districts in Phongsaly province. The report is structured in three key sections. First, the research methodology is detailed. Second, the results and analysis are presented. In the results/analysis section, where there are analytical comments to be made they are separated from the results with a sub-heading. Finally, the conclusions and recommendations are presented.

RESEARCH METHODOLOGY

The primary aim of this research was to survey and collect baseline data for the WORD project in Khua, Mai and Samphan Districts in Phongsaly Province. The methodological approach adopted for the baseline encompassed a desk review of relevant documents related to the project as well as primary research in 15 villages in Samphan, Khua and Mai Districts in Phongsaly Province (5 villages from each district were included in the research). The research design sought to provide clear data on selected key progress markers for the project, and enable comparison across time for the evaluation of change during the midterm and end of project evaluations. In this section of the report, the discussion of the methodological approach will be presented in two parts. First, a detailed description of the research process itself will be presented. Second, the section will conclude with a discussion of the relative strengths and weaknesses of the research methodology.

Prior to the data collection, a two-day training workshop was conducted in CARE's offices in Khua for data collectors, including Government staff from LWU and DAFO as well as CARE staff. The fieldwork was conducted over a period of 15 days from June 5-19, 2015 inclusive. During the fieldwork period, the team assessed 15 villages, 5 villages in each of the districts visited (see Table 1 for details of the research schedule).

The evaluation team consisted of one international consultant and one national consultant, assisted by three CARE staff and staff from LWU and DAFO. CARE staff included two project officers who assisted with data collection, providing local language translation, and logistical support. The third CARE staff member was primarily responsible for transportation, and assisted with logistical support.

Table 1: Research schedule

Date	Activity	Location
June 3	Training data collectors	Khua
June 4	Training data collectors	Khua
June 5	Data collection KHUA	Phonasaat

June 6	Data collection KHUA	Houaythong
June 7	Break	Khua
June 8	Data collection KHUA	Omtra
June 9	Data collection KHUA	Kading
June 10	Data collection KHUA	Khongvath
June 11	Data collection MAI	Paklaeng
June 12	Data collection MAI	Phier
June 13	Data collection MAI	Knockngiew
June 14	Break	Khua
June 15	Data collection MAI	Sanin
June 16	Data collection MAI	Mokkaak
June 17	Data collection SAMPHAN	Sakeo
June 18	Data collection SAMPHAN	Laoliew, Laosaen
June 19	Data collection SAMPHAN	Mokyon, Kongkhum

The methodology for the baseline consisted of three basic activities in each village: quantitative surveys with approximately equal numbers of adult male and female respondents; separate focus group discussions for adult male and female respondents; and in-depth interviews with Village Heads in each site. In one site the Village Head was not available, and his deputy was interviewed.

The quantitative survey focused on collecting basic demographic data, mapping access to education across gender and disability, collecting information about livelihood activities, access to health services, household level decision making and attitudes to gender based violence. The focus group discussions explored the gendered distribution of workloads within households, gender and political participation in village level politics, gender and money management in the household, gender based violence, and sought to map the level of knowledge/skills around livelihood production, marketing, and nutrition. The in-depth interviews with Village Heads/Deputies aimed to evaluate their level of commitment to supporting gender equality in their village, their support for participation in CARE programs and their priorities as village leaders. In addition, the village heads were asked about the number of young people of school age attending secondary school, the number of people in the village with disabilities, village-level processes to deal with gender-based violence and what obstacles they felt were preventing the poorest families in their village from developing their households at the same rate as others in the village (see Appendix A for details of the research tools).

Data collection for both the quantitative and qualitative aspects of the research was conducted in local languages for the most part, with the exception of the interviews with Village Heads, which were conducted in Lao. For the quantitative survey, data collectors posed the survey questions in local language and recorded the responses on the data form in Lao. For the focus group discussions, simultaneous translation from English to Lao to local language (Khmu or Akha) and back enabled the data to be recorded in English via written notes during the focus group discussion. In-depth interviews involved translation from English to Lao and back to English, and data was recorded via written notes in English during the interview.

There were two key limitations encountered during the research: inclement weather and the availability of personnel. The weather during the research period made travel between villages difficult, though this did not impact significantly on the research data. The research team worked long hours in order to overcome the challenges posed by road access during the rainy season and managed to complete the research in the allocated timeframe. The six research personnel seconded from LWU and DAFO all participated in the research training workshop, but only three of those who had been trained were actually available and present at the research sites to conduct the field research. This limitation was overcome by allocating more time in each site so that the CARE staff could support the quantitative data collection in sites where there was little Lao Government staff support. Both of these limitations contributed to the workload of the core research team, but the team worked diligently to minimize the impact of the challenges outlined on the research data and were largely successful in this regard.

RESULTS AND ANALYSIS

In this section of the report the results of the research will be presented. The focus of the report is on selected indicators from the log frame, and is structured according to the objectives and outputs outlined in the log frame (see Appendix B). Additional data was collected on a range of gender/vulnerability issues related to the log frame indicators, (see ToR, though not directly specified within the log frame), including MNCH service access, disability, gendered access to education.³ This additional data is important because in many cases the gender and vulnerability issues addressed by the additional indicators are precursors to the possibility of achieving the log frame indicators. In some senses, the project indicators are in need of more detail. This can be achieved by extrapolating the precursors to achieving the current indicators. To give one example, the following indicator: “Percent of CBOs with women in leadership roles (committee members)”, encompasses the assumption that women have the confidence, skills and capacity to participate in community politics at a leadership level. In many communities, women are building their confidence in this arena, but there are still many women who lack the confidence to speak out in public meetings. The skills and confidence to participate in public meetings must first be developed and monitored before it is possible to ascertain progress toward an indicator measuring the number of women in leadership positions. For this reason, the results section is structured around the log frame indicators, and also identifies and reports on ‘precursors to the indicators’, as below:

- Percent of CBOs with women in leadership roles (committee members)
 - [The precursor to this indicator is that women must be confident to participate in community politics]

Where appropriate, the data related to the precursor indicator is included with the related log frame indicator. It is suggested that the indicators be reviewed to more accurately reflect the situation in the project partner villages.

³ See Appendix B for details of the additional indicators that were assessed during the research.

Objective 1: To promote women’s collective action through income-generation activities.

Outcome 1.1: Improved women-led collective production, processing and marketing skills and IGA opportunities.

- Indicator 1.1.1: Number of target women adopting new IGAs

Baseline status: With the exception of Paklaeng, Laoliew and Laosaen, all partner villages involved in the project have actively participated in the activities related to adopting new IGAs, specifically, planting galangal and cardamom. In each village, all households are expected/invited to participate in project activities, however, during the research, it was noted that not all households were actively participating in new IGAs. In each site, Village Heads were asked to identify how many families had not actively participated in project IGAs, (and therefore remained poor in comparison to the majority of villagers in their village). In addition, Village Heads were asked to identify the reasons for the lower participation levels of some families (see Table 2 for a summary of Village Head’s perceptions of the reasons for low participation of some families in CARE activities).

Table 2: Summary of Village Head’s perceptions of the reasons for low participation of some families in CARE activities

Village	District	Main Ethnicity	# Households with low participation	Village Head’s perceived reasons
Phonesaat	Khua	Khmu	None	
Houaythong	Khua	Khmu	None	
Karding	Khua	Khmu	None	
Omtra	Khua	Khmu	10	
Kongvath	Khua	Khmu	None	
Paklaeng	Mai	Khmu	Low participation	Village will soon be relocated
Phier	Mai	Khmu	None	
Knockgieng	Mai	Khmu	7	Opium addiction Lack of labor
Sanin	Mai	Khmu	19	Lack of labor
Mokkaak	Mai	Akha	15	Opium addiction Lack of labor
Sakeo	Samphan	Khmu	None	
Laoliew	Samphan	Akha	Low participation	Governance issues: combined village
Laosaen	Samphan	Akha	Low participation	Governance issues
Mokyon	Samphan	Khmu	None	
Kongkhum	Samphan	Khmu	None	

- Indicator 1.1.2: Number of women-led entrepreneurship models

Baseline status: Currently there are no women-led entrepreneurship models. As yet, women in all sites are still in the precursor stage to developing their skills to the extent required to lead entrepreneurial activities (such as financial literacy, livelihood concept development, cost/benefits analysis skills, and market research).

- Indicator 1.1.3: Number of CBOs using new value-adding production and processing skills

Baseline status: Currently there are no sites in Phongsaly where CBOs are using new value-adding production and processing skills.

- Indicator 1.1.4: Number of CBOs properly managing small development grants for Improved production

Baseline status: Prior to project (WORD) intervention, none of the CBOs were managing grants. However, while conducting the base-line study, there were ten farmers groups currently managing small development grants (in the form of supplying seedlings to new members which were supplied by CARE for the WORD project prior to the baseline research being conducted), as detailed in Table 3, below. The level of skill in managing the grants varies across the target villages, with record keeping skills quite low in 6 out of 15 CBOs, as indicated below. Among the sites where records are being kept, the quality of the record keeping was varied. At the time of the baseline, only three farmer's groups had good record keeping: those in Omtra, Mokyon and Sanin.

Table 3: Farmer's groups grant management and record keeping by village.

Village	District	Small grants	Record keeping
Phonesaat	Khua	Yes	Yes
Houaythong	Khua	Yes	Yes
Karding	Khua	Yes	No
Omtra	Khua	Yes	Yes
Kongvath	Khua	Yes	No
Paklaeng	Mai	No	No
Phier	Mai	Yes	Yes
Knockkngiew	Mai	Yes	Yes
Sanin	Mai	Yes	Yes
Mokkaak	Mai	No	No
Sakeo	Samphan	Yes	Yes
Laoliew	Samphan	No	No
Laosaen	Samphan	No	No
Mokyon	Samphan	Yes	Yes
Kongkhum	Samphan	Yes	Yes

- Indicator 1.1.5: Percent of CBOs that have adopted improved marketing strategies

Baseline status: As part of the current project, in early 2015, CARE conducted a market opportunities study in all of the villages participating in the project in Phongsaly. The market study involved participatory learning activities and resulted in considerable new knowledge being generated for participants on the processes required to research markets opportunities for their livelihood products and the process of conducting costs/benefits analysis for new livelihood activities. The research found that in 4 out of 15 villages there was little or no recall of ever participating in market analysis (Paklaeng, Mokkaak, Laoliew and Laosaen).⁴ All other sites had established a market representative to survey prices for new IGAs (as result of current project intervention).

Prior to the current WORD project implementing the market study, none of the CBOs in target villages had business plans in place. There was no process of researching market prices at a number of potential markets and deciding on the basis of this research where to sell products.

- Indicator 1.1.6: Percentage increase in annual income generated by women from new IGAs in targeted CBOs
- Indicator 1.1.7: Percent of women who control their own cash earnings
- Indicator 1.1.8: Percent of women satisfied with their level of control over their cash earnings.

Baseline status: Current household income levels are detailed below (see Tables 4, 5 and 6). It is assumed that increases in income in the future will be the result of new IGAs introduced by the project.

Table 4: Number of households in each income bracket (expressed in LAK) by village, Khua District.

Village	<2	2.1-5	5.1-10	10.1-15	15.1-20	20.1-30	>30	Total # households
Phonsaat	1	4	5	3	1	0	0	14
Karding	1	4	8	0	0	0	1	14
Omtra	1	5	6	0	1	0	1	14
Kongvath	0	2	1	0	0	0	0	3 ⁵
Houaythong	2	4	7	6	1	0	0	20

Table 5: Number of households in each income bracket (expressed in LAK) by village, Mai District.

Village	<2	2.1-5	5.1-10	10.1-15	15.1-20	20.1-30	>30	Total # households
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⁴ While this seems strange given the short timeframe between the market study and the baseline research, as discussed in later sections of the report, these particular villages have relatively low participation and motivation to work with the CARE team, and for various reasons are not actively engaged with the project.

⁵ Unfortunately due to logistical problems (a broken-down car and very bad weather which made travel difficult) the survey forms were not transported to Kongvath with the survey team, and only three surveys could be collected in that site.

Phier	4	8	2	0	1	0	0	15
Sanin	3	7	3	0	0	0	0	13
Knockngiew	2	8	4	1	0	0	0	15
Mokkkaak	1	5	3	1	1	0	0	11
Paklaeng	0	4	4	4	1	0	0	13

Table 6: Number of households in each income bracket (expressed in LAK) by village, Samphan District.

Village	<2	2.1-5	5.1-10	10.1-15	15.1-20	20.1-30	>30	Total # households
Laoliew	4	2	4	2	0	0	0	16
Laosaen	4	2	2	0	0	0	0	8
Kongkhum	0	3	2	1	0	0	0	6
Mokyon	0	0	3	5	4	4	2	18
Sakeo	0	4	8	1	1	0	2	16

Measurement of women’s satisfaction with their input into household-level decision making was done in two ways: with a series of survey questions and a PLA activity conducted during the FGDs. The FGD activity involved using a series of four picture cards depicting different household level financial management scenarios and two rounds of voting on the cards. In the first round of voting, the women placed a lychee seed on the picture that depicted the current financial management scenario in their household, and in the second round of voting they placed a stone on the picture that depicted the style of financial management they would like to see in their household (see Figures 1-4 below).

Figure 1: Depiction of a husband and wife who keep finances separately

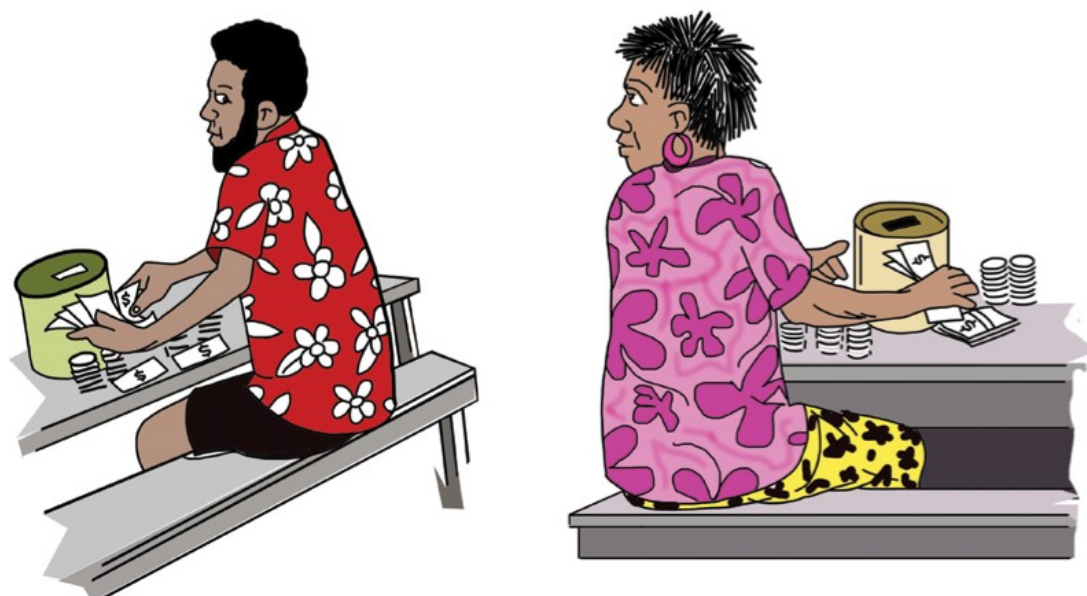


Figure 2: Depiction of a husband and wife discussing family finances and having equal control of the money



Figure 3: Depiction of a husband controlling the family finances



Figure 4: Depiction of the wife controlling the family finances



Table 7, below summarizes the results from the voting exercise conducted during the FGD with women in each of the 15 villages. The majority of women were satisfied with the level of their input into financial decision-making in the household. Most women reported that the style of decision-making in their household reflected the depiction in Figure 2, which they described as showing “solidarity and happiness between husband and wife”.

Table 7: Women’s control over cash earnings

Village	District	# of FGD participants	% of women who control their cash earnings	% of women satisfied with their level of control over finances
Phonesaat	Khua	16	100	87
Houaythong	Khua	16	100	87
Karding	Khua	14	100	92
Omtra	Khua	10	100	100
Kongvath	Khua	10	100	70
Paklaeng	Mai	17	100	88
Phier	Mai	16	100	86
Knockkngiew	Mai	8	62	62
Sanin	Mai	9	77	77
Mokkaak	Mai	7	0	0
Sakeo	Samphan	12	100	100
Laoliew	Samphan	6	0	0
Laosaen	Samphan	7	100	100

Mokyon	Samphan	9	100	100
Kongkhum	Samphan	23	100	100

Figures 5, 6 and 7, below, depict women’s answers to the survey questions asking about financial decision making in the household (note: this data is gender disaggregated and shows only women’s responses).

Figure 5: Who usually decides how money earned by members of the household will be spent?

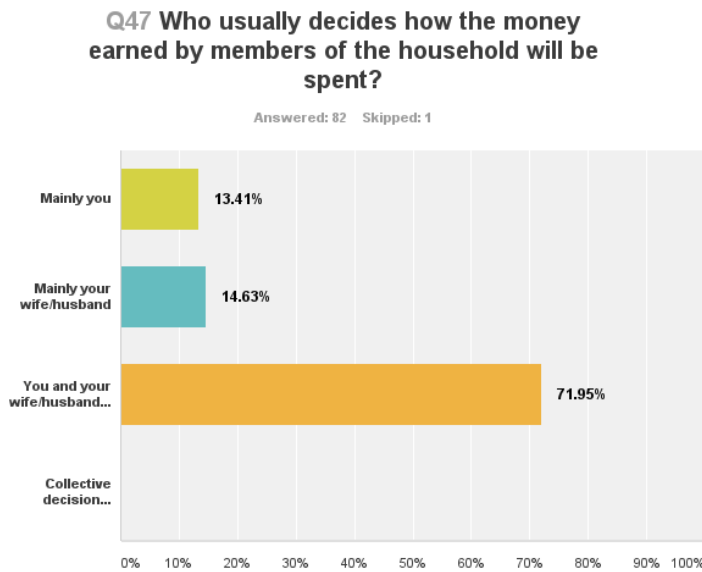


Figure 6: Who usually makes decisions about major household purchases?

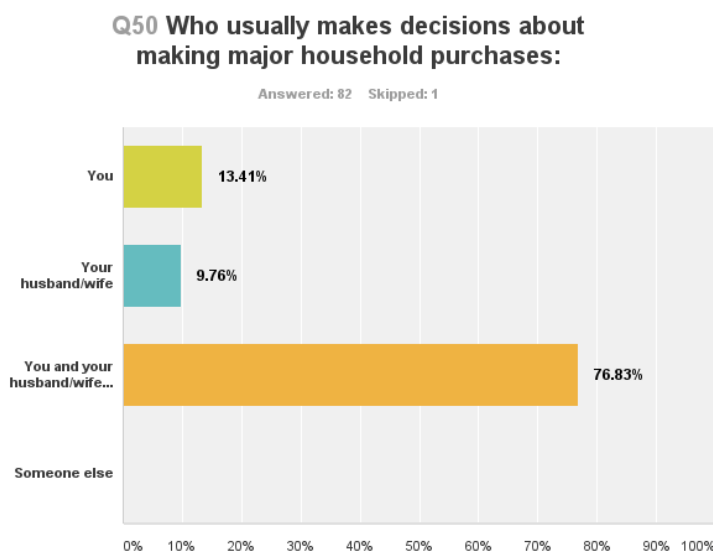
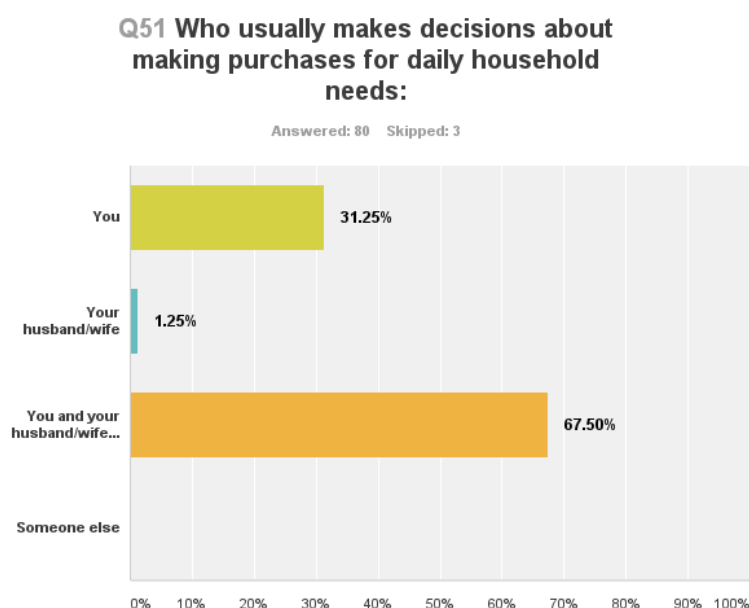


Figure 7: Who usually makes decisions about making purchases for daily household needs?



ANALYSIS: The figures above indicate that most financial decision-making is considered to be collaborative between husbands and wives, and that women have more individual control over small daily purchases than major purchases. The findings of the research indicate that it is not considered to be culturally appropriate to separate the earnings of husbands and wives and that all earnings were pooled, therefore, women generally have no independent control over their earnings. While many women expressed that decision making was collaborative, deeply embedded cultural beliefs that position men as the head of the household and the final arbiter in all decisions are so hegemonic that women may not question the rights of men to have the final power of veto over decisions. Acceptance of the man's unquestioned position as head of the household means that women may consider the existence of a process where they are able to voice their opinions about decisions as collaborative when in fact they do not have equal power in the process.

- Indicator 1.1.9: Increased Frequency of women supporting other women in the community

Baseline status: Women's groups have been established in each of the 15 villages involved in the research. Training on Nutrition, Gender Equality and Sanitation and Hygiene has been conducted through the women's groups, though not all women in each of the research sites had attended the training (non of the female FGD participants in Laoliew, for example, had attended the training). There was wide variation in the level of coherence among the women's groups, possibly related to the number of women in the different groups. In Laoliew, the FGD participants reported that there are 200 members

of the women's group—a number that would make developing a sense of solidarity and mutual support among group members very difficult. In contrast, the women's group in Kongkhum had 23 members, and women described the topics of discussion among group as very closely related to solidarity and mutual support:

“In the meeting we discuss how to get solidarity in the group and how to plan our daily activities and arrange our work. We also talk a lot about how to develop women: send children to school to get better education, generate more family income, and what kinds of agricultural production we can work on” (Female FGD participant, Kongkhum Village).

ANALYSIS: CARE has delivered gender training in all villages that were visited for the research. Gender training is usually conducted separately for men and women, and the training offers women an opportunity to discuss issues that are important to them and to build their sense of solidarity. While almost all women involved in the research stated that they do not work as a group to undertake livelihood activities, most women spoke about offering moral support to other women in the village, as well as sharing their ideas about income generating activities. The selected quotes below illustrate women's sense of solidarity.

“Women help each other, it's quite supportive” (Female FGD participant, Phonsaat Village, Khua)

“Sometimes I share my family problems with other women... sometimes women will say directly to my husband: ‘your wife needs your help’, women advocate for each other” (Female FGD participant, Phonsaat Village, Khua)

“We share information together, we have more solidarity” (Female FGD participant, Karding Village, Khua)

“Group work does not work—some people are lazy, we don't have solidarity” (Female FGD participant, Paklaeng Village, Mai)

“We don't work collaboratively on livelihood projects in the village” (Female FGD participant, Phia, Village, Mai)

“About 60% of women are active participants in Women's Group discussions, 40% perceive they are low educated and are shy to share ideas...for those who are shy we will give them more information, and then they will be braver to speak” (Female FGD participant, Sanin Village, Mai)

“If there was a shy woman like the one in the picture [see figure 9], we would support her by giving information, and tell her she has a right to talk like everyone in our village” (Female FGD participant, Mokyon Village, Samphan)

In sites where women stated that they had a strong sense of solidarity in the village, they were asked if this had always been the case. The following quote illustrates the responses of women to this question:

“Before CARE we didn’t collaborate. People seemed really selfish. I felt rich and didn’t want to share my knowledge. CARE didn’t prioritize rich, or educated people. They let everyone participate, and we learned from them that we must be more accepting and work together for development” (Female FGD participant, Phonesaat Village, Khua).

The sites where the level of solidarity among women was low, (primarily in the three Akha Villages, Laosaen, Laoliew and Mokkaak) and in Paklaeng were the same sites where gender training had little or no impact on gender roles and relations. It is suggested that there is a strong correlation between uptake of gender training and empowerment of women (including the development of women’s skills in public political participation and an increase in their awareness of their human rights and confidence to demand their rights be respected) and increasing frequency of women supporting other women in the community.

Outcome 1.2: Established non-confrontational local platforms to discuss gender sensitive matters.

- Indicator 1.2.1: Average number of hours women and men spent in rest and relaxation activities per day, over the last week

Baseline status: This indicator is difficult to assess in the context of the project sites. The concept of ‘rest and relaxation activities is fairly foreign to many of the respondents to the research. During the research, the issue of gender equity in households was discussed at length, but equal access to rest and relaxation time was not a priority for women. Rather, they prioritized having their husbands help them with household tasks, share livelihood workloads and stay home in the evenings to spend time with them and their children. When gender roles and relations in the household shift toward greater equality, women are often released from greater workloads, but they do not use their time on ‘rest and relaxation’. They are more likely to use their ‘free’ time to prepare better and more nutritious food, spend more time with their children, or direct their energy to developing their home garden or other tasks that will result in developing their family.

Current gender roles and relations in the target villages reflect the impact of CARE training on gender, which has been delivered as part of previous projects in all sites. Women (and men) talked extensively about changes to the way in which gender roles and relations are configured in their households since they have taken part in CARE training on gender, and these results are extremely positive. The majority of men and women detailed significant changes such as greater sharing of workloads for household tasks, childcare and livelihood activities; decreased alcohol consumption for men; greater participation for women in village-level politics and less tolerance of violence against women in families and communities. While these findings are very encouraging, there are still aspects of gender equity that can be improved in the partner villages, and many individual women who do not enjoy gender-equal relationships in their households. Table 8, below shows illustrative quotes from each village in the ways on which gender roles and relations are configured in Phongsaly.

Table 8: Illustrative quotes regarding gender roles and relations in Samphan District, Phongsaly

Current situation and Indicative Quote	Respondent's Village in Samphan District
Men and women share domestic work and women feel confident to request that their husbands share workloads. "Oh! It's changed a lot! [since CARE came] Now my husband helps with domestic work, now he carries rice—before I had to do that, before there was more conflict and arguments, I told my husband: 'look, another family is peaceful, we should learn from them, and he complied to my requests"	Female FGD participant, Sakeo Village
"If we help each other our families will be more comfortable"	Male FGD participant, Sakeo Village
Gender roles and relations quite unequal with women responsible for much greater share of domestic and non-domestic work than men. *Women in the FGD in Laoliew had no recall of what they had learned in gender training and could not identify and improvement in gender equity since CARE started working in their village	Female FGD participants, Laoliew Village
* Men in the FGD in Laoliew had no recall of what they had learned in gender training and could not identify and improvement in gender equity since CARE started working in their village	Male FGD participants Laoliew Village
Gender roles and relations quite unequal with women responsible for much greater share of domestic and non-domestic work than men. "I don't know what gender training is, I did not go"	Village Head, Laosaen Village
"CARE staff said we should divide the work more to men"	Female FGD participant, Laosaen Village
Quite progressive and equal gender roles and relations, workload sharing and high levels of women's empowerment to speak out in household and public forums. Men have sophisticated understanding of what gender equity means. "We are satisfied with gender equality in our village. We don't have violence, our husbands don't get drunk, we share the workload in our household"	Female FGD participant, Mokyon Village
"When we apply what we learned in gender training and help our wives our households will develop much faster than if we assign everything to our wives"	Male FGD participant, Mokyon Village
Some uptake of gender training around workload sharing but still little empowerment in terms of women's voice. Greater workload sharing needed. "Women cut firewood and men carry it home"	Male FGD participant, Kongkhum Village
"Before only women carry firewood, but now men carry most the wood from the field. Before I carry my baby, rice bag and firewood at the	Female FGD participant, Kongkhum Village

same time”

Table 9: Illustrative quotes regarding gender roles and relations in Khua District, Phongsaly.

Current situation and Indicative Quote	Respondent's Village in Khua District
Men and women share domestic work and women feel confident to request that their husbands share workloads. "After training my husband helped more and I had time to cultivate vegetables that I can sell in the market"	Female FGD participant, Phonesaat Village
"After the training course my husband stopped going out drinking"	Female FGD participant, Phonesaat Village
"Before only women collect water and do rice milling. Now men take rice to the mill and we have water piped to the village. Now my wife can take care of our children while I cook. My wife can attend village meetings and women's group meetings"	Male Village Head, Phonesaat Village
Men and women share domestic work and women feel confident to request that their husbands share workloads. "If we are in the land cultivating and only my wife works it will take a whole day. If I help her it will only take half a day then we can use the time for something else"	Male FGD participant, Houaythong Village
"Before men assigned all the work to women, but now men changed their behavior, if my husband does not help I become angry and tell him his behavior is no good"	Female FGD participant, Houaythong Village
Men and women share domestic work but women do not feel confident to request that their husbands share workloads if they perceive men are not helping them enough. "When I ask my husband to help me collect firewood, he asks me: if I collect firewood what will you do? I don't mind if men don't help with all jobs, I can wash the clothes, but he should help me with firewood and if I am sick"	Female FGD participant, Karding Village
"Before the CARE project women didn't attend village meetings, now women attend the women's group meetings and they understand that they get knowledge and information from meetings"	Male Village Head, Karding Village
Quite progressive and equal gender roles and relations, workload sharing and high levels of women's empowerment to speak out in household and public forums. "Before the project we did not get much support from our husbands, after the project we got a lot more support with housework, childcare and other things"	Female FGD participant, Omtra Village
"We had gender training many times, we learned women and men should be equal in domestic work, we divide our work and we learn how to share our ideas about gender equality in the village with others"	Male FGD participant, Omtra Village
Men and women share domestic work and women feel confident to request that their husbands share workloads. "After the project our husbands improve, before the project they were really lazy!"	Female FGD participant, Kongvath Village
"We improved a lot, in the past we assign all the work to women, now we work together and women	Male FGD participant, Kongvath Village

don't work so hard. If my wife works alone she will spend 2 days, but if we help it is only 1 day!"

Table 10: Illustrative quotes regarding gender roles and relations in Mai District, Phongsaly

Current situation and Indicative Quote	Respondent's Village in Mai District
Men and women share domestic work and women feel confident to request that their husbands share workloads. "We changed a lot. We received information then we encouraged each other to change according to what we have learned"	Female FGD participant, Paklaeng Village
"I get more understanding after training, we can get more productivity if we work together"	Male FGD participant, Paklaeng Village
"Before project men help us, but now they help a lot more. Now they work very hard compared to women"	Female FGD participant, Phier Village
Men and women share domestic work and women feel confident to request that their husbands share workloads. "Traditional culture is that women are supposed to work very hard to please her husband, but now we have knowledge we know it is good to help our wives. The benefit of gender equality is that everything works better, for example, before men never soak rice, but if we don't do that we have no rice to eat if our wife is late from the field. Now, we soak rice if our wife is busy then when she returns it is ready to steam and cook"	Male FGD participant, Phier Village
Some uptake of gender training around workload sharing but still little empowerment in terms of women's voice. Greater workload sharing needed. "Before men should take more control on the women, now women bring good things to the family: like income, and knowledge, so we should respect them more"	Male FGD participant, Knockkngiew Village
"I think I can do men's work, but men assign us the jobs they don't want to do. They perceive the jobs they do are more important"	Female FGD participant, Knockkngiew Village
Some uptake of gender training around workload sharing but still little empowerment in terms of women's voice. Greater workload sharing needed. "Before the project men didn't help much and they stopped us from attending village meetings, ceremonies and celebrations. The most important change is that now if there is a meeting and women don't attend the meeting can not be concluded"	Female FGD participant, Sanin Village
"Now, in the cultivated land we help our wives. Before we just clear the land and our wives do all the planting and weeding"	Male FGD participant, Sanin Village
Some uptake of gender training around workload sharing but still little empowerment in terms of women's voice. Greater workload sharing needed. "Before only women cut and carry firewood, but now men mostly do it"	Male Village Head, Mokkaak Village
"Some work women were doing before like digging, cutting and carrying firewood, now I don't have to ask, my husband offers to do it because he sees it is heavy"	Female FGD participant, Mokkaak Village

- Indicator 1.2.2: Percent of women who are confident to speak out on key community issues

Baseline status: Women's confidence to speak out on key community issues was measured during the FGD using an activity involving a series of three picture cards depicting different political participation scenarios and two rounds of voting on the cards. In the first round of voting, the women placed a lychee seed on the picture that depicted the current political participation scenario in the village farmers group, and in the second round of voting they placed a stone on the picture that depicted the scenario they would like to see in the future (see Figures 8-10, below).

Figure 8: Depiction of a village meeting with one woman excluded from the meeting



Figure 9: Depiction of a mixed gender group meeting with one woman who is included but is too shy to speak out



Figure 10: Depiction of a mixed gender group meeting being led by a woman who confidently addresses the group. Men sit listening intently and appear to respect her ideas.



Table 11 presents the results from part one of the PLA exercise, showing the percentages of women who currently felt excluded, shy or confident in village-level meetings.

Table 11: Women’s perception of their political participation at the village level

Village	District	# FGD participants ⁶	% Excluded	% Shy	% Confident
Phonesaat	Khua	16	37 %	37 %	25 %
Houaythong	Khua	8	0 %	50 %	50 %
Karding	Khua	10	0 %	30 %	70 %
Omtra	Khua	10	0 %	10 %	90 %
Kongvath	Khua	9	0 %	30 %	70 %
Paklaeng	Mai	17	0 %	53 %	47 %
Phier	Mai	17	0 %	47 %	53 %
Knockngiew	Mai	8	0 %	50 %	50 %
Sanin	Mai	10	0 %	50 %	50 %
Mokkaak	Mai	7	10 %	30 %	60 %
Sakeo	Samphan	12	0 %	40 %	60 %
Laoliew	Samphan	6	100 %	0 %	0 %
Laosaen	Samphan	7	100 %	0 %	0 %
Mokyon	Samphan	9	0 %	10 %	90 %

⁶ Variation in the reported number of FGD participants between voting rounds (for example between table 7 and table 11 occurs because the number of women attending the FGD fluctuated and not all women who were present to vote on one issue were present for other rounds of voting on different issues.

Kongkhum	Samphan	7	0 %	60 %	40 %
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In part two of the PLA exercise, women were asked to vote for the scenario that depicted the way they would like to participate in village level politics. Every single female participant in all 15 villages selected the scenario depicting a woman confidently addressing a mixed gender group, as in Figure 10.

ANALYSIS: Barriers to women’s greater participation in public discussion were explored in the FGDs and the barrier of low education was cited most often:

“In the group some women still feel shy because they don’t feel they have good ideas to contribute because they have only low education. We want to talk and share ideas but we are afraid of making a mistake in front of others” (Female FGD participant, Karding Village, Khua)

Education of women and girls is a key precursor to women’s empowerment and community development.

- Indicator 1.2.3: Percent of women and men who think violence against women is ever justified

Baseline status: This indicator was measured using the following survey question: “In your opinion, is there ever a good reason for a husband to hit his wife?”

Table 12: Female respondent’s answer to the question on if a man is ever justified in hitting his wife

Is a man ever justified in hitting his wife?	Number of female respondents	% of female respondents
Yes	9	11%
No	73	89%

Table 13: Male respondent’s answer to the question on if a man is ever justified in hitting his wife

Is a man ever justified in hitting his wife?	Number of male respondents	% of male respondents
Yes	24	20%
No	92	80%

Table 14: Is a man ever justified in hitting his wife, disaggregated by district

District	Yes	No
Khua	25%	75%
Mai	25%	75%
Samphan	0%	100%

Table 15: Is a man every justified in hitting his wife disaggregated by Village

Village	District	Yes	No
Phonesaat	Khua	57 %	43 %
Houaythong	Khua	25 %	75 %
Karding	Khua	21 %	79 %
Omtra	Khua	0 %	100 %
Kongvath	Khua	0 %	100 %
Paklaeng	Mai	54 %	46 %
Phier	Mai	26 %	74 %
Knockkngiew	Mai	0 %	100 %
Sanin	Mai	0 %	100 %
Mokkaak	Mai	54 %	46 %
Sakeo	Samphan	0 %	100 %
Laoliew	Samphan	0 %	100 %
Laosaen	Samphan	0 %	100 %
Mokyon	Samphan	0 %	100 %
Kongkhum	Samphan	0 %	100 %

Table 16: Is a man every justified in hitting his wife disaggregated by ethnicity

Ethnicity	Yes	No
Akha	18%	82%
Khmu	16%	84%

In addition, in order to explore men and women's beliefs about the context for gender-based violence, a scenario was posed to survey respondents:

Sometimes a husband is annoyed or angered by things his wife does. In your opinion, is a husband justified in hitting or beating his wife in the following situations:

1. *If she goes out without telling him*
2. *If she neglects the children*
3. *If she argues with him*
4. *If she refuses to have sex with him*
5. *If she burns the food*
6. *If she fails to prepare the food on time*
7. *If she refuses to have another child*

Not all survey respondents chose to answer this question; only those who agreed with the scenario and the justifications for violence answered. Respondents could select more than one justification, and many did. The results of this question as they are presented in Table_17 and 18, then, are not indicative of the number of total respondents who believe gender based violence is justified, rather, it is indicative of the reasons why GBV is considered justified among those who do agree that GBV is justified between husbands and wives.

Table 17: Female respondent's answer to the question on reasons that justify a man hitting his wife (number of respondents: 28).

Justification	Number survey responses from women who agreed with the justification ⁷
If she goes out without telling him	12
If she neglects the children	14
If she argues with him	10
If she refuses to have sex with him	3
If she burns the food	5
If she fails to prepare the food on time	9
If she refuses to have another child	5

Table 18: Male respondent's answer to the question on reasons that justify a man hitting his wife (number of respondents: 56).

Justification	Number survey responses from men who agreed with the justification ⁸
If she goes out without telling him	15
If she neglects the children	22
If she argues with him	13
If she refuses to have sex with him	8
If she burns the food	1
If she fails to prepare the food on time	10
If she refuses to have another child	10

There is a mismatch in stated opinions on GBV in the household revealed by the answers given to the two survey questions above. Fifty-six men responded to the scenario, giving reasons that they believed justified a man beating his wife, yet only twenty-four men answered yes to the question that there was ever a good reason for a man to beat his wife. Similarly, twenty-eight women responded to the scenario, giving reasons that they believed justified a man beating his wife, yet only nine answered yes to the question that there was ever a good reason for a man to beat his wife. It is possible that respondents were more likely to select the 'socially acceptable' answer to the direct question asking if GBV is ever justified, and potentially more likely to reflect their beliefs and experiences of GBV when presented with the scenario. If this hypothesis is correct, a more accurate reflection of respondent's attitude toward the right of a husband to beat his wife would be represented in Table 19, below:

Table 19: Male and female respondents who agreed that under some designated circumstances, a man is justified in hitting his wife, (expressed as a percentage of the total number of female and male survey respondents).

Gender	% Yes	% No
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⁷ Note that this records number of survey responses, not the number of women who selected the justifications. Multiple responses to this question were allowed, so some women most likely selected multiple justifications.

⁸ Note that this records number of survey responses, not the number of women who selected the justifications. Multiple responses to this question were allowed, so some women most likely selected multiple justifications.

Female	19 %	81 %
Male	66 %	34 %

ANALYSIS: Prevalence of GBV and village level processes for dealing with GBV was also explored in in-depth interviews with Village Heads and in FGD with men and women. Almost all Village Heads stated that there is no longer domestic violence in their village when asked directly: “Are there any cases of domestic violence in your village?” However, when probed on their understanding of the term, almost all village leaders stated that they understood domestic violence to mean serious physical altercations⁹ between husbands and wives that caused injury requiring treatment, or which ‘disturbed the peace’. ‘Low-level’¹⁰ violence such as pushing, slapping or sexual violence would not normally be reported to village leaders.

Domestic violence encompasses much more than beatings, broken bones and bruises.¹¹ Abusive men use a range of strategies and tactics to control women’s behaviors, take away women’s liberty and remove their sense of their own rights and agency. Once physical violence has occurred in a relationship, men can use other, more socially acceptable ways to control women’s behaviors, especially in contexts where violence has become socially unacceptable. A range of strategies and tactics fall into this category, from those that are explicitly linked to physical violence (such as threats of violence) to those that are psychologically linked to physical violence (such as the behaviors that men displayed in the past right before being violent to their wives). The behaviors that are psychologically women linked to intimate partner violence for women varies from one individual to another, and can be any sign of anger—from men’s silence and tension—to other, more explicit signs of anger such as shouting. Male drunkenness is often a very obvious danger sign for women, as abusive men usually reserve their most explicit forms of abuse for times when they are affected by alcohol—this is not to say that drunkenness causes abuse, it just allows men to ‘let lose’ with the behaviors that they otherwise keep in check because of social or other sanctions.

Women trapped in abusive and violent relationships quickly learn how to keep themselves (and their children) safe: they watch vigilantly for signs that their husband’s are becoming angry, and modify their behaviors in the hope of avoiding a violent or threatening incident (see **Table** below for indicative quote regarding women’s vigilance to their husband’s signs of anger). In this way, past episodes of violence continue to affect women’s liberty and agency long after the beating has stopped. Addressing domestic violence and abuse, then, requires education about the range of abusive behaviors and reduction

⁹ The value judgments here where violence is classified as ‘serious’ and ‘low level’ reflect the respondent’s perceptions of different types of domestic violence. They do not reflect the author’s perception of domestic violence. For the author, any form of abusive or controlling behavior that restricts women’s liberty and sense of their own agency is serious and unacceptable.

¹⁰ See footnote 4, above.

¹¹ The analysis presented here is draws on extensive reading and research on DV, as well as the author’s own experience of participation in women’s DV support groups. Key sources include the seminal text on abusive men’s psychology: ‘Why does he do that?: inside the minds of angry and controlling men’ by Lundy Bancroft (2003), ‘The Shark Cage: the use of metaphor with women who have experienced abuse’ by Ursula Benstead, published in the journal *Psychotherapy in Australia*, February 2011.

of tolerance for the range of behaviors that abusive men use to take away women's sense of their own agency—it requires a wider focus that deals with more than 'just' physical violence. **Figure 11**, below, shows the illustration that was used during the FGD to open up discussion of domestic violence. This figure was very useful in helping to facilitate a discussion whereby domestic violence was broadly conceived and included verbal and other forms of abuse.

Village level processes for dealing with incidents of domestic violence were, for the main part, poorly conceived in that they placed women in greater danger of abuse and were based on the assumption that women are in some way responsible for the abuse that they suffer. With the exception of Sakeo, Mokyon and Omtra Villages, the process for dealing with cases of domestic violence involved bringing the man and woman before a village committee, comprised of the LWU representative, the Village Head, the Village security officer and in some cases the Village Deputy Head. The man and women each recount their version of events to the committee (in front of each other: men and women are not interviewed separately). The man and woman are then excused from the meeting while the committee deliberates the case and comes to a decision about who is right and who is wrong in the case. The Village Committee then decides how the man and women will be counseled to modify their behaviors. Following the hearing, the couple are counseled, and the matter is considered (by the committee) to be resolved.

Figure 11: Illustration of a man verbally threatening and abusing a woman and child



Table 20: Indicative quotes illustrating women’s vigilance toward signs of their husband’s anger

Indicative Quote	Respondent
“In the evening men return from the field and relax, women must prepare the food. We don’t like this, but if we complain the men will be angry. Men will hit us if we complain—we have to keep quiet”	Female FGD participant, Knokniew Village
“Sometimes we have to keep quiet because if we keep talking they will beat us or even kill us”	Female FGD participant, Sanin Village
“In our village there are still many families where men threaten women in order to make them comply”	Female FGD participant, Sanin Village
“Men shout at women but they don’t hit, but if we don’t submit at that point then they would hit, punch and kick us”	Female FGD participant, Laoliew Village
“If men stay home and don’t prepare food or perform their duties we can not say anything, but men are very aggressive if they perceive women didn’t perform well”	Female FGD participant, Laoliew Village

Female victims of domestic violence who were interviewed for the research unanimously considered the current processes dealing with domestic violence to be inadequate. Women stated that the process of making them tell their story in front of their abusive husbands made their husbands ‘lose face’ and that the abuse following the hearing was worse than it was before. In cases where the abuse had been repeated and women wanted to separate from their abusive husbands there was inaction and a complete lack of support from village authorities for women establish a safe environment for themselves and their children. The case study detailed below illustrates this point.

‘Gow’s Story’¹²

Gow had been beaten regularly by her husband of 20 years. She had asked the Village Head for help, and been through the joint hearing process where she was required to tell her side of the story of the abuse to the committee members in front of her husband. Of the process she said:

“I went to ask the village head to give him counseling but he didn’t change. My husband treated me even worse after the counseling because he lost face. I proposed my problem to the village security officer, his parents, the deputy village head, the village head: everyone talked to him but he didn’t change. I asked him to leave our home but he refused, and I got no more support from the village head or anyone else; they all told me to be patient”

- Indicator 1.2.4: Number of community-led development initiatives that reflect women's priorities

¹² Not her real name.

Baseline status: During the research, women’s level of education was repeatedly cited as the root cause of their lack of skills and/or opportunities in a range of arenas, including financial record keeping in the household, ability to interact with Lao Government staff, confidence to participate in public debate on matters of importance to them and their labor-intensive livelihoods. In every village, large numbers both men and women lamented that: “Women are low educated”. Across most sites, women were keen to change the situation of low education for their children by prioritizing children’s education in family budgets and labor allocation, though in Karding, Paklaeng, Phier and Laosan there was little commitment to children’s education beyond that provided in the village (perhaps because of lack of understanding of the importance of education or lack of leadership on the issue, as suggested in Table 21, below).

Access to education for girls (and boys) is the foundation for community development and for greater gender equity both at the household and community level. While the importance of education was well recognized in some communities visited during the research, there were others where education was not at all prioritized (see Table 21 for a description of the classification system used to assess the level of priority given to education in each village).

Table 21: Markers of the level to which education is prioritized by village.

	Village Leadership	# Youth aged 12-18 in school	Village name
Tier 1	Education identified as a key priority Education explicitly linked to development Steps taken to council families who do not have school aged children enrolled and problem solving to address issues such as financial support	High number of secondary-aged youth enrolled in school and attending	Houaythong Omtra Kongvath Sanin Mokkaak Sakeo Laoliew Mokyon KongKhum
Tier 2	Education identified as a priority No explicit link made by village head between education and development Some counseling of families who do not have school-aged children in school but a lack of proactive problem solving	Medium number of secondary-aged youth enrolled in school and attending	Phonsaat Knockngiew #
Tier 3	Education not identified as a priority No awareness of the link between education and development No commitment to encourage	Low number of secondary-aged youth enrolled in school and attending	Kading Paklaeng Phier* Laosan

families who do not have school-aged children attending school to enable children to attend

* The village head in Phier was interested in developing education as a priority but faced challenges in getting people to follow his direction on this issue. # The village head in Knockngiew was committed to education, but numbers of secondary enrollments remain low because poverty is a limiting factor.

The other key development issue that was unanimously cited by women in all sites was to generate greater income. Women all talked about generating income as the key to improving their lives and creating greater security for themselves and their families. They were very interested in new IGAs and keen to participate in project activities around income generation.

Objective 2: To strengthen CBOs and NPAs to enable them to support and represent remote ethnic women.

Outcome 2.1: Improved institutional development of CBOs to promote and manage local gender sensitive development initiatives.

Baseline status: The key progress indicators related to outcome 2.1 are:

- Number of CBOs achieving formal registration
 - Currently no CBOs have achieved formal registration
 - [The precursor to this indicator is that the CBO must be well functioning, and this is what is reported in the results below]
- Percent of CBOs with women in leadership roles (committee members)
 - All women's groups have female leadership, (100%), BUT no farmer's groups have women leadership (0%).
 - [The precursor to this indicator is that women must be confident to participate in community politics, reported above under indicator 1.2.2]
- Number of CBOs with savings in group bank account
 - No CBOs have savings in a group bank account (0).
 - [The precursor to this indicator is that men and women must have enough literacy to keep records and manage funds]
- Number of CBOs that manage community development grants
 - Currently 10 out of 15 groups surveyed manage community development grants, with varying levels of accountability and success (see results in Table 3).
 - [The precursor to this indicator is that men and women must have enough literacy to keep records and manage funds]
- Percent of target CBOs understand and apply good governance principles (gender, transparency, accountability, etc. based on self-defined criteria)
 - Two out of fifteen CBOs surveyed (13%) of target CBOs understand and apply good governance (Mokyon and Sakeo).
 - [The precursor to this indicator is that communities and individuals understand and apply gender equity principals to public political participation and household workload distribution]

- Number of CBO capacity-development activities led by private-sector partners.
 - Currently there are no CBO capacity development activities led by private sector partners.

Baseline status of capacity of farmer's groups: :

Farmer's Group Functionality: Phonsaat Village, KHUA District

All research participants were aware of the farmers group and participate in activities. The farmers group meets regularly, at least one time per month, more often if there are activities to do, such as planting cardamom and galangal. Decisions are made in the group by majority vote. Written records note all ideas offered, and the final decision made. People in Phonsaat were active in their uptake of agricultural knowledge and sought to transfer knowledge to others in the village. The village head noted that: "One big change in the village since the CARE project was introduced is greater collaboration across the village between families". The farmer's group has a "market leader" who is designated to research market opportunities for village products. The market leader asks women what products they have, and goes to research the available markets for price and the best timing to sell products, reporting back to women and advising them on market opportunities for their products.

The farmer's group in Phonsaat has developed a way for one disabled young man, who is aged 14 and suffers from mental disability, to participate in income generating activities. He is responsible for raising 36 goats for the farmer's group. The village head commented that he did his job very well. He is the only person with a disability in the village who is included in income generating activities. Other people in the village with disabilities include a woman whose disability was caused by a stroke and others who are deaf and unable to communicate.

Farmer's Group Functionality: Houaythong Village, KHUA District

The farmer's group in Houaythong is functioning quite well. The Farmer's group meets regularly and has a management team comprised of five people, which means that when one person in the management team is busy or unavailable, others can take over their role and the group can still function. Decisions are made by vote, and minutes are kept for each meeting. In addition, the group leader and the management team keep records of the types and amount of support group members have received and returns on group investments.

The leader of the group was committed to promoting participation among women and men and increasing participation for those who were shy to speak out during meetings. He noted that language was a barrier to full participation in the farmers group: when district agriculture staff or health staff come to the village they communicate in Lao, so many people can not participate in the discussion. When there is no participation by Agriculture or Health staff, meetings are conducted in Khmu language to enable greater participation in discussion. He stated that he actively encouraged women to speak out in

meetings, and saw this as important because women need to be able to take care of themselves and communicate with Lao Government staff if they come to the village to give training or share information while men are away in the fields

There were no people with disabilities in Houaythong village.

Farmer's Group Functionality: Kading Village, KHUA District

There is an active farmer's group in Kading. The group meets monthly, more if there are activities to conduct. Men and women attend meetings, but the group leader noted that women are shy when compared to men because women have 'low education'. Men are more confident to speak out during group meetings. The group leader stated that he actively encouraged women to speak out during meetings, and noted that more training for women from the CARE project would probably help them to feel more knowledgeable and therefore more confident to contribute their ideas. The group leader does not keep any notes on meetings. It would be useful to follow up on the lack of record keeping for this village, and to check if records of the types and amount of support that group members had received from the group as well as returns on the group's investment.

There were 4 people in the village with disabilities: all were over 50 years old. None of the people with disabilities were able to directly participate in the project activities, though there was one person from each household who did participate, which means that they received some indirect benefits from project activities.

Farmer's Group Functionality: Omtra Village, KHUA District

There is an active farmer's group in Omtra. The group meets monthly, more if there are activities to conduct. The group leader was confident in recording the minutes of the meeting and keeping records of support that the community farmer's fund had provided to individual households, though he did request support for stationary from CARE (specifically, flip charts, markers, books and pens) to assist with record keeping and group facilitation.

While many families in the village had enthusiastically participated in new income generating activities introduced by the project and had increased their incomes, the Village Head noted that there were approximately 10 households where people remained quite poor, and did not actively participate and project activities. He saw the problem as one of laziness, because he observed that the people from the poorest families: "...don't do much work, they don't do planting, they watch others work and do nothing". He had counseled the people from the poor families to work as others do, but had seen no improvement, and he planned to take further steps to counsel families to participate in project activities by going to speak to them in their houses. He suggested that for families where adults suffered chronic health problems, livelihood activities could be small scale, such as home gardening and livestock raising. There is a community savings fund in the village from which people can borrow money for medical treatment, but the loans would

come with the condition that people participate more actively in agricultural livelihood activities.

There are 9 people with disability in Omtra, all of whom are deaf or partially deaf. Those who have partial hearing attend farmer's group meetings.

Farmer's Group Functionality: Kongvath Village, KHUA District

The head of the farmer's group in Konhvath was not available to meet on the day that the research team visited the village. The village head was supportive of the farmer's group, but requested more training and assistance to support record keeping, both in terms of skills development and supply of stationary. The research team's visit coincided with a celebration that involved most of the village, and affected the research data collection. It is suggested that the situation in Kongvath Village be reassessed by the project team using the framework developed for the baseline, included in [Appendix E](#)

There are three people in Kongvath with disabilities, two teenage boys who suffer mental disabilities (and have never attended school), and one 30 year old man who has limited use of one of his hands. The adult participates in agricultural production to the best of his ability, and has been very successful in his livelihood activities (he has 7 daughters who all attend school), which is evidence of both his success in livelihood activities and his dedication to his children's education.

Farmer's Group Functionality: Paklaeng Village, MAI District

The farmer's group in Paklaeng Village is not functioning well. When asked about the farmer's group, all research participants, including male and female FGD participants and the Village Head, did not recognize the term. They had received support from CARE to plant cardamom, but did not associate that support with a 'farmer's group'.

The village is due to be moved in 2016 because it is located on a site which will be flooded when the nearby dam construction is completed, and there was a lot of uncertainty about the move. Women FGD participants stated that they were very worried about the move because the proposed new village site was inaccessible, had no water supply, no school and very little cultivatable land. The village head dismissed the concerns that the women had raised, stating that the initial proposed site was far away and lacked services and facilities; but that a second plan had been agreed with the district which was much better. Moreover, he informed us that all villagers had been informed of the new plan. We pointed out that disinformation about the village relocation was still circulating and that perhaps he should re-examine his communication process to ensure everyone was well informed of the new plan, he dismissed the suggestion immediately.

There are two people in Paklaeng who suffer from disabilities, one 40 year old who is deaf/mute, and one 13 year-old girl who has impaired mental function. Neither of these people were currently included in project activities. The young girl has never attended school. Observations made during the research of the young girl and the way she was treated by others in the village raised

serious concerns for her welfare. She appeared to be severely malnourished, and several people made derogatory comments about her mental ability to the research team as she passed nearby where we sat, (such as “she’s crazy”; “she’s useless”). The research team was not qualified to assess the extent of her mental impairment, but she appeared to be capable of self-care (she was observed bathing at the water tap), and she was able to navigate her way around the village with purpose. It is suggested that the project team takes steps to further investigate her situation to see what support can be offered to improve her circumstances.

Farmer’s Group Functionality: Phier Village, MAI District

The farmer’s group in Phier is functioning well. They hold regular (monthly) meetings and keep records of the minutes and farmer’s group support that individual households have received. They have a market representative who surveys local markets to research the prices of livelihood goods, but the focus is only on the products supported by CARE (galangal, cardamom). The role of the market representative should be to survey market prices for all livelihood products produced in the village. This was an issue encountered in a number of sites, and should be further investigated by the project team.

There is no-one in Phier Village with a disability.

Farmer’s Group Functionality: Khnockngiew Village, MAI District

There is an active farmer’s group in Khnockngiew. They hold regular meetings (one per month), more during planting and other activities. The village head reported that people participate actively both in meetings and during activities, and that records of meetings and activities were kept. The people in this village, (as in all sites visited during the research), had participated in the market study and a market representative who conducted research on the best markets for livelihood products produced in the village. Here, as in Phier, the FGD participants assumed that the market representative should only advise them on the prices of CARE supported livelihood activities.

The village head reported that there were seven families in the village that had not been able to participate fully in livelihood activities and remained poor. Of these, two families were affected by opium addiction by the male head of the household, and five families had a shortage of labor for cultivation.

In Khnockngiew, there are 3 children with disabilities, all of whom attend school (they are aged 11, 13 and 14 years). Two of the children have hearing impairments and one has a mental impairment. The village head is the father of the mentally impaired girl, and is a strong advocate of the rights of children with disabilities to access education, which perhaps contributes to the access that other disabled children in Khnockngiew have to education. It is rare for disabled children in remote and rural locations in Laos to have access to education¹³ in this sense, models of good practice where village leadership promotes disabled children’s access to education should be further

¹³ See for example: <http://laodisabledwomen.com>, ‘Bridging the Gap: A survey of handicapped children and adults’, Handical International, Lao PDR, 1999.

investigated to explore possibilities for replicating positive practices in other sites.

Farmer's Group Functionality: Sanin Village, MAI District

The farmers group in Sanin Village meets 2-3 time per month when there are activities to conduct, but does not hold regular meetings when there are no project activities. The Village Head's wife is responsible for recording the minutes of the meeting, and both men and women actively participate in the discussion. The market representative has the skills to research the markets for prices of livelihood products, but as with many other villages, the representative only conducted research for products supported by CARE programs, not traditional products such as livestock, or forest products.

There are no people with disabilities in Sanin.

Farmer's Group Functionality: Kiewkacham Village, SAMPHAN District

There is no functioning farmer's group in Kiewkacham, and respondents reported that they had not participated in the market opportunities study. CARE staff reported that it was very difficult to work in Kiewkacham village and that the villagers were very resistant to government staff and their initiatives.

In Kiewkacham, there are five children with disabilities and three adults. None of the children attend school, and they have never attended in the past. The adults do not participate in CARE project activities.

Farmer's Group Functionality: Sakeo Village, SAMPHAN District

The farmer's group in Sakeo village is functioning well. The Village Head enthusiastically recalled the activities that the group had conducted, and the types and amount of support that the group had received from CARE. The farmer's group only meets when there are activities to conduct, however, the village leadership is active and communicates activities, goals and priorities well, so in this site, the lack of regular meetings is unlikely to be detrimental to the functioning of the group. The Village Deputy is responsible for keeping the records of activities and production and was able to produce a well-formatted record book to show the research team. The men noted that the cardamom that they had planted several years previously was not growing well and asked for support from CARE to investigate the reasons for this.

There are three adults and one child with disabilities in Sakeo. The child is 5 years old and attends school. Both the village Head and the former Village Head (who was recently retired from the role and had occupied the role for 20 years), were clearly dedicated to the rights of people with disabilities to participate in social life, stating: "All people with disabilities are involved in CARE activities, also meetings. Some else from their household sometimes attends instead of them, but they are informed and consulted on decisions. Although they are disabled, they are people and they count. They should be included".

Farmer's Group Functionality: Laoliew Village, SAMPHAN District

There is no functioning farmer's group in Laoliew. Laoliew is a combined village with 162 households. The Village Head stated that village meetings are conducted with a representative from each household in attendance at once, which would make for a very large meeting. Governance in this village seemed to be challenging, as evidenced by the Village Head's difficulty in getting villagers to attend the FGD as he had requested. This is an issue which will potentially impact any activities that CARE seeks to conduct, and required further investigation.

There are 8 people with disabilities in Laoliew, two children and six adults. The children attend school in another village and are taken there every day by their parents. The adults do not participate in any public activities (neither those run by CARE or in village meetings), but there is usually a representative from their household who does participate.

Farmer's Group Functionality: Laosaen Village, SAMPHAN District

There is no functioning farmer's group in Laosaen. Women are generally excluded from public meetings, and are only allowed to attend the village meetings where the Village Head is elected. There is also no functioning women's group. Participants reported that they had not participated in the market study.

There are five people with disabilities in Laosaen, three children and two adults. The children all attend school and the adults participate in village activities to the best of their ability.

Farmer's Group Functionality: Mokyon Village, SAMPHAN District

There is a well functioning farmer's group in Mokyon. The village appears quite prosperous, clean and well organized. The farmer's group meets regularly, keeps good records and has achieved a high level of participation among villagers. Women's participation is highly valued, and actually provides negative incentives to encourage women to attend public meetings (those who do not attend without good justification re fined 5000 Kip).

There are four people with disabilities in Mokyon, 3 adults and one child. The child is 5 years old, and the Deputy Village Head stated that he is planning to encourage her parents to send her to school because she has a right to education (she is deaf). Two of the adults are blind and one suffers from mental illness. With the exception of the adult with mental illness, people with disabilities are included in public life and are consulted on decisions that affect the village.

Farmer's Group Functionality: Khongkhum Village, SAMPHAN District

The research team was unable to meet with the Village Head or Deputy in Khongkhum. Female FGD participants reported that the farmer's group met regularly and that the farmers group leader meets with buyers who come to the village to negotiate to buy livelihood products to ensure that villagers

achieve the best possible price. The research team was not able to collect data on disability in Khongkham.

Outcome 2.2: Improved profile of NPAs to support and represent remote ethnic women, their communities and disabled people.

RESULTS:

- Number of NPAs supporting remote ethnic women and their communities
- Improved NPA capacity to manage grants for remote rural development
- # NPAs regularly invited and actively participate in province steering committee meetings
 - At baseline there were no NPAs regularly invited to attend province steering committees.
- # CBO members reporting satisfaction with NPA-led activities, by sex.

Objective 3: To enhance linkages between learning, programming and policy influencing.

Outcome 3.1: Enhanced program development derived from reflective learning.

RESULTS:

- Number of project reflection activities held with staff each year
- Number of proven successful approaches adopted for program improvement
- Number of village initiatives address GBV

Outcome 3.2: Learning and evidence inform local and national level dialogue and advocacy for impact at scale.

RESULTS:

- Number of CARE policy message at national level (e.g. policy briefs) that reflect experiences from the field
- Number of articles published in the media by CARE promoting project themes

RECOMMENDATIONS

Objective 1: To promote women's collective action through income-generation activities.

Outcome 1.1: Improved women-led collective production, processing and marketing skills and IGA opportunities.

Recommendations pertaining to objective 1:

1. Provide women with training on sustainable agricultural production, particularly the development of home gardens.
2. Undertake research on the soil quality in each project partner village to ensure that the crops being introduced for new IGA will thrive in the site
3. Work with women's groups to promote and develop ways of working together on livelihood activities, including teaching women how to manage group work effectively
4. Train women's groups on effective communication within the group, modeling inclusive communication techniques to try and increase women's confidence to participate in public discussion.
5. Specific support should be given to project officers to assist them to develop solutions and strategies for engaging with the communities in Laoliew, Laosaen and Paklaeng.
6. Project team to follow-up on market opportunities study by meeting regularly with the head of the farmer's group to discuss how the group is functioning, including record keeping and grant management. Provide support where requested/identified.
7. Project team to liaise regularly with market research focal point in each village to ensure that all potential livelihood products are researched (not just those introduced by CARE) and to check if further skills or training are needed to ensure that the focal point can carry out their duties efficiently

Outcome 1.2: Established non-confrontational local platforms to discuss gender sensitive matters.

1. Further develop gender training to include very practical, context specific discussions around issues that villagers encounter on an everyday basis. See Appendix D for an example.
2. Gender training should include a detailed discussion of household level financial management.¹⁴
3. Aim to develop effective gender training in those sites where current approaches have proven ineffective (Laoliew, Laosaen, Knockngiew, Paklaeng).
4. Investigate the possibility of cross-collaboration between villages by inviting men from model villages (Mokyon, Sakeo and Omtra) to assist the CARE team to train men from less well performing sites.
7. Review indicator 1.2.1: Average number of hours women and men spent in rest and relaxation activities per day, over the last week, as it does not fit the cultural context well.
8. Specific village leadership gender training modules be developed and rolled out to ensure that village leaders are committed to and supportive of gender equity. Two important issues must be included/emphasized in this training:
 - a. Include best practice models of dealing with GBV at the village level as part of the training.

¹⁴ While many women indicated that they do control the money in the household and have equal input into financial management/decision making, men's position as head of the household is so hegemonic that many women and men do not question the right of the head of the household to guide decision making and have the final power over decisions. It would be good to follow up on this issue to really be sure that decision making is equal.

- b. Include strategies to support and develop the capacities of people with disabilities as part of the training. Basic human rights for people with disabilities were lacking in some sites visited during the research. This needs urgent review.

Objective 2: To strengthen CBOs and NPAs to enable them to support and represent remote ethnic women.

Outcome 2.1: Improved institutional development of CBOs to promote and manage local gender sensitive development initiatives.

1. Provide PLA training to women on how to identify and articulate their own development priorities and initiatives.
2. Provide training at the village level to CBO leaders on inclusive group management and ways in which they can invite and incorporate women's ideas on development initiatives into CBO plans.

Objective 3: To enhance linkages between learning, programming and policy influencing.

Outcome 3.1: Enhanced program development derived from reflective learning.

1. Utilize the resources available in the IWDA toolkit on monitoring gender and economy to work through gender, particularly the exercise titled "river of change"
2. Invite consultants who are willing to participate to give presentations on research to program development teams in CARE

Outcome 3.2: Learning and evidence inform local and national level dialogue and advocacy for impact at scale.

CONCLUSION

The WORD project is being implemented by building on a foundation of existing skills and capacities in the project villages. The project seeks to strengthen community-led farmers and women's groups in order to strengthen rural ethnic women's livelihoods. CARE has been working in many of the partner villages for several years prior to the beginning of the WORD project, and there has been significant change in terms of gender equity in many sites, which, for CARE, is a prerequisite to community development.

This report has documented the significant progress that has been made in many sites in terms of developing gender equality through previous project activities, which will have a significant impact of the effectiveness of the WORD project. There were three outstanding sites in this regard: Sakeo, Mokyon, and Omtra. Men in these sites had grasped the meaning of gender equity in a sophisticated way, and applied their learning to the betterment of their families and their community. It is suggested that this progress be

leveraged to encourage development in other sites by inviting men from these villages to participate in training in other partner villages.

Women in all sites requested further support and training on financial literacy skills, agricultural production (particularly home gardens) and public speaking/participation in meeting skills. With some attention to the specific requirements in terms of skills and capacity training in each of the partner villages, the project has an excellent chance of meeting its objectives. Reflecting on the success of previous work in Omtra, Sakeo and Mokyon, the importance of village leadership in supporting gender equity and community development is clearly evident.

With regard to the first objective of the WORD project, “To promote remote ethnic women’s collective actions through income generating activities”, there is strong commitment in a majority of sites to the uptake of new IGAs, though there is less commitment to collective action around IGAs as women cited previous negative experiences with workload sharing in groups outside of their households as a disincentive to participate in collective IGA activities. More technical expertise is required when investigating the appropriateness of the geography of each site for specific income generating activities as participants in some sites reported low levels of success with new products despite high labor input.

With regard to objective two, “To strengthen CBOs and NPAs to enable them to support and represent remote ethnic women”, there is a good foundation for building CBO capacity in some sites (Omtra, Mokyon and Sakeo), and in other sites there is strong commitment to the project, though key skills need support such as financial literacy, record keeping and inclusiveness in terms of participation. There were several sites, Laosaen, Laoliew and Paklaeng, where commitment to the establishment and maintenance of Farmer’s Group CBOs was low.

CARE is very committed to realizing objective three “To enhance linkages between learning, programming and policy influencing” with SO SO SO activities planned for the next 12 months.

Appendix A: Log Frame

Narrative	Indicators	Means of verification (Tool used)	Data source	Freq. of collection	Who analyses & how ?	Frequency of analysis	What report	How used & by whom*
Goal								
Remote Ethnic Women's livelihoods are improved and their interests voiced through strengthened community-based civil society organizations								
Objectives								
1. To promote remote ethnic women's collective actions through Income Generation Activities								
2. To strengthen CBOs and NPAs to enable them to support and represent remote ethnic women								
3. To enhance linkages between learning, programming and policy influencing.								
Outcomes								
1.1 Improved women lead collective production, processing and marketing skills and IGA opportunities	# target women adopting new IGAs	Assessment of 30x CBOs	Focused discussion with women in 30x CBOs	2x over project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	Mid term and Final Evaluation	Project Steering Committee and CARE advocacy/program improvement
	% increase in annual income generated by women from new	Ranking of increased %	CBO financial records and group	Annually	Project managers (# of women by % rank)	Annually	Annual report	Project Steering Committee and CARE advocacy/program

	IGAs in targeted CBOs		interviews					am improvement
	Number of women led entrepreneurship models	Assessment of 30x CBOs	Focused discussion with women in 30x CBOs	Baseline, mid-term, end-line	Consultant + Project team (GoL and CARE)	3x over project period	Mid term and Final Evaluation	Project Steering Committee and CARE advocacy/program improvement
	# CBOs using new value-adding production and processing skills	Assessment of 30x CBOs	Structured interviews with CBOs	2x over project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	Mid term and Final Evaluation	Project Steering Committee and CARE advocacy/program improvement
	# CBOs properly managing small development grants for Improved production	Assessment of 30x CBOs	CBO financial records?	Baseline, mid-term, end-line	Project managers (# of women by % rank)	Annually	Annual report	Project Steering Committee and CARE advocacy/program improvement
	% of CBOs that have adopted improved marketing strategies	Assessment of 30x CBOs	Structured interviews with CBOs	2x over project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	Mid term and Final Evaluation	Project Steering Committee and CARE advocacy/program improvement
	% of women who control their own cash earnings	IWDA survey question 19	Survey	Baseline, mid-term, end-line	Consultant + project team (GoL and CARE)	3x over project period	Mid term and Final Evaluation	Project Steering Committee and CARE advocacy/program improvement
	% of women satisfied with their level of control over their cash earnings	IWDA survey question 20	Survey	Baseline, mid-term, end-line	Consultant + Project team (GoL and CARE)	3x over project period	Mid term and Final Evaluation	Project Steering Committee and CARE advocacy/program improvement
	Increased	IWDA survey	Survey	Baseline,	Consultant	3x over	Mid term	Project Steering

	Frequency of women supporting other women in the community	question 17		mid-term, end-line	+ Project team (GoL and CARE)	project period	and Final Evaluation	Committee and CARE advocacy/program improvement
1.2 Established non-confrontational local platforms to discuss gender sensitive matters	Average number of hours women and men spent in rest and relaxation activities per day, over the last week	IWDA survey question 5	Survey	Baseline, mid-term, end-line	Consultant + Project team (GoL and CARE)	3x over project period	Mid term and Final Evaluation	Project Steering Committee and CARE advocacy/program improvement
	% women who are confident to speak out on key community issues	IWDA participatory activity 1 OR Meeting monitoring tool	Survey	Baseline, mid-term, end-line	Consultant + Project team (GoL and CARE)	3x over project period	Mid term and Final Evaluation	Project Steering Committee and CARE advocacy/program improvement
	% of women and men who think violence against women is ever justified	IWDA survey question 13	Survey	Baseline, mid-term, end-line	Consultant + Project team (GoL and CARE)	3x over project period	Mid term and Final Evaluation	Project Steering Committee and CARE advocacy/program improvement
	# of community-led development initiatives that reflect women's priorities	Village development grants	Focused discussion with women in 30x CBOs	2x over project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	Mid term and Final Evaluation	Project Steering Committee and CARE advocacy/program improvement
	2.1 Improved institutional development of CBOs to promote and manage local gender sensitive development initiatives	# CBOs achieving formal registration	Assessment of 30x CBOs	Registration document	2x over project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	Mid term and Final Evaluation
% CBOs with		Assessment of	CBO's	2x over	Consultant	2x over	Mid term	Project Steering

	women in leadership roles (committee members)	30x CBOs	scommittee composition	project period	+ Evaluation team (GoL and CARE)	project period	and Final Evaluation	Committee and CARE advocacy/program improvement
	Number of CBOs with savings in group bank account	Assessment of 30x CBOs	CBO's bank accounts book	2x over project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	Mid term and Final Evaluation	Project Steering Committee and CARE advocacy/program improvement
	# of CBOs that manage community development grants	Gran'st finance report	Grants record	2x over project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	Mid term and Final Evaluation	Project Steering Committee and CARE advocacy/program improvement
	% of target CBOs understand and apply good governance principles (gender, transparency, accountability, etc. based on self-defined criteria)	Assessment of 30x CBOs	CBO's internal rules & regulation and survey interviews	2x over project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	Mid term and Final Evaluation	Project Steering Committee and CARE advocacy/program improvement
	# of CBO capacity-development activities led by private-sector partners.	Assessment of 30x CBOs	Survey interviews with CBOs	2x over project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	Mid term and Final Evaluation	Project Steering Committee and CARE advocacy/program improvement
2.2 Improved profile of NPAs to support and represent remote ethnic women their communities and disabled people	Number of NPAs supporting remote ethnic women and their communities	ToRs and grants for each NPA involved in project implementatio	Partnership agreements CARE-NPAs	3x over project period	CARE Finance Unit	2x over project period	Mid term and Final Evaluation	Project Steering Committee and CARE advocacy/program

		n						improvement
	Improved NPA capacity to manage grants for remote rural development	Feed-back from CARE Finance Unit	Financial reports and F&A internal audits	2x over project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	Mid term and Final Evaluation	Project Steering Committee and CARE advocacy/program improvement
	# NPAs regularly invited and actively participate in province steering committee meetings	Invitation and participation of NPAs at PSC meetings	Minutes of PSC meeting and participants list	2x per year	Project managers	2x per year	Minutes of PSC meeting and participants list	Project Steering Committee and CARE advocacy/program improvement
	# CBO members reporting satisfaction with NPA-led activities, by sex.	Assessment of 30x CBOs	Focused discussion with women in 30x CBOs	2x over project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	Mid term and Final Evaluation	Project Steering Committee and CARE advocacy/program improvement
3.1 Enhanced program development derived from reflective learning	# project reflection activities held with staff each year	Program coordination	Reports of reflection activities and coordination meetings	3x per year	REW coordinator	3x per year	Annual reports	CARE program improvement and development
	# proven successful approaches adopted for program improvement	Program coordination	Reports of reflection activities and coordination meetings	2x over project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	Mid term and Final Evaluation	Project Steering Committee and CARE advocacy/program improvement
	# of village initiatives address GBV	Proposed initiatives	Proposal and annual work plans	1x per year	REW coordinator	1x per year	Annual reports	CARE program improvement and development
3.2 Learning and evidence inform local and national level dialogue and advocacy for impact at scale	# of CARE policy message at national level	Documentation	Project files	2x over project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	Policy briefs, case	Project Steering Committee and CARE advocacy

	(e.g. policy briefs) that reflect experiences from the field				and CARE)		studies, power point presentations	
	# of articles published in the media by CARE promoting project themes	Documentation	Project files	2x over project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	Articles and case studies	Project Steering Committee and CARE advocacy
Outputs								
1.1.1 CBOs formally engage with private sector	# of Formal agreements between CBOs and private sector (e.g. contract farming)	Assessment of 30x CBOs	Focused discussion with 30x CBOs	Baseline, mid-term, end-line	Consultant + Evaluation team (GoL and CARE)	3x over project period	Signed agreements between CBOs and private sector	Project Steering Committee and CARE advocacy/program improvement
1.1.2 CBOs have improved access to services	% of target CBO members expressing satisfaction with GoL response to their needs, by sex	Assessment of 30x CBOs	Focused discussion with 30x CBOs	Baseline, mid-term, end-line	Consultant + Evaluation team (GoL and CARE)	3x over project period	Mid term and Final Evaluation	Project Steering Committee and CARE advocacy/program improvement
	% of CBO members express satisfaction with NPA response to their needs, by sex.	Assessment of 30x CBOs	Focused discussion with 30x CBOs	Baseline, mid-term, end-line	Consultant + Evaluation team (GoL and CARE)	3x over project period	Mid term and Final Evaluation	Project Steering Committee and CARE advocacy/program improvement
1.1.3 CBOs have Increased capacity to manage grants	# of CBO members trained on grant management, by sex.	Assessment of 30x CBOs	Focused discussion with 30x CBOs	2x per project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	Training records (participants list)	Project Steering Committee and CARE program improvement
1.1.4 CBOs have improved technical	# of CBO	Assessment of	Focused	2x per	Consultant	2x over	Training	Project Steering

skills (production and processing)	members trained on technical skills, by sex.	30x CBOs	discussion with 30x CBOs	project period	+ Evaluation team (GoL and CARE)	project period	records (participants list)	Committee and CARE program improvement
1.1.5 CBOs have improved negotiation and marketing skills	# of CBO members trained on marketing and negotiation skills, by sex.	Assessment of 30x CBOs	Focused discussion with 30x CBOs	2x per project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	Training records (participants list)	Project Steering Committee and CARE program improvement
1.1.6 Remote ethnic women have improved leadership skills	# women trained in leadership skills	Assessment of 30x CBOs	Focused discussion with women in 30x CBOs	2x per project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	Training records (participants list)	Project Steering Committee and CARE program improvement
1.2.1 CBOs promote discussion on gender issues and women concerns	# of women's networks	Assessment of 30x CBOs	Focused discussion with women in 30x CBOs	Baseline, mid-term, end-line	Consultant + Evaluation team (GoL and CARE)	3x over project period	Mid term and Final Evaluation	Project Steering Committee and CARE advocacy/program improvement
	# of Gender negotiation meetings	Assessment of 30x CBOs	Focused discussion with women in 30x CBOs	Baseline, mid-term, end-line	Consultant + Evaluation team (GoL and CARE)	3x over project period	Mid term and Final Evaluation	Project Steering Committee and CARE advocacy/program improvement
1.2.2 Project staff, partners and GoL counterparts understand CARE's gender equality and women empowerment approaches	# staff who receive gender training, by sex.	Project monitoring	Monthly reports	2x per project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	Training records (participants list)	Project Steering Committee and CARE program improvement
	# of GoL counterparts who receive gender training, by sex.	Project monitoring	Monthly reports	2x per project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	Training records (participants list)	Project Steering Committee and CARE program improvement
	# NPA and private sector partners receive gender training, by sex.	Project monitoring	Monthly reports	2x per project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	Training records (participants list)	Project Steering Committee and CARE program improvement

2.1.1 CBOs have improved capacity to manage grants for rural development initiatives (health, sanitation, water supply)	Number of CBO members trained on grant management, by sex.	Assessment of 30x CBOs	Focused discussion with 30x CBOs	2x per project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	Training records (participants list)	Project Steering Committee and CARE program improvement
2.1.2 Tools developed for CSO capacity assessment	# guideline for CSO capacity assessment is produced	Documentation	Project files	2x over project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	Guidelines	Project Steering Committee and CARE advocacy, sharing with "Learning House"
2.1.3 Staff and GoL counterparts have learned to support CBOs in official registration process	# staff+GoL trained to facilitate CBO registration process	Project monitoring	Monthly reports	2x per project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	Training records (participants list)	Project Steering Committee and CARE program improvement
2.1.4 CBOs committee members understand requirement and process for group registration	# CBO Committee members trained in requirements and process for group registration, by sex	Assessment of 30x CBOs	Focused discussion with 30x CBOs' committees	2x per project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	Training records (participants list)	Project Steering Committee and CARE program improvement
2.2.2 Capacity development needs for each partner NPA are addressed	Capacity assessment undertaken for each NPA to identify needs for capacity development.	Project monitoring	Monthly reports	2x per project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	Reports on Org. capacity assessment reports	Project Steering Committee and CARE program improvement
	# of capacity building plans for NPA engaged in the project	Project monitoring	Monthly reports	2x per project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	NPA's Org. development plans	Project Steering Committee and CARE program improvement
2.2.3 NPAs learn and contribute to national and regional events	# of national and regional events attended by	Project monitoring	Monthly reports	2x per project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	NPA's reports on the	Project Steering Committee and CARE program

	target NPAs				and CARE)		related event	improvement
3.1.1 Improved understanding of GBV and ways to address it	1 x project-specific gender and power analysis, including findings on the prevalence, types and causes of GBV experienced by REW.	Documentation	Project files	1x over project period	Consultant + Evaluation team (GoL and CARE)	1x over project period	Research report	Project Steering Committee and CARE advocacy/program improvement
	Findings of GBV research disseminated (to GoL, CARE and NPAs)	Documentation	Lao Fab, and distribution list	1x over project period	Consultant + Evaluation team (GoL and CARE)	1x over project period	Research report	Project Steering Committee and CARE advocacy/program improvement
	1 x strategy with action plan developed to address GBV among REW.	Documentation	Project files	1x over project period	Consultant + Evaluation team (GoL and CARE)	1x over project period	Rstrategy and Action Plan	Project Steering Committee and CARE advocacy/program improvement
	# of pilot activities to address GBV implemented in target villages.	Proposed initiatives	Proposal and annual work plans	1x per year	REW coordinator	1x per year	Annual reports	Project Steering Committee and CARE advocacy/program improvement
3.1.2 Improved understanding of value chains key commodities	# value-chain analyses undertaken and reported	Documentation	Project files	1x over project period	Consultant + Evaluation team (GoL and CARE)	1x over project period	VCA reports	Project Steering Committee and CARE advocacy/program improvement
3.1.3 Lessons learned are regularly shared and discussed	# REW coordination meetings	Program coordination	Reports of reflection activities	3x per year	REW coordinator	3x per year	Ameeting s' minutes	CARE program improvement and

	regularly conducted per year		and coordination meetings					development
3.2.1 Lessons learned and approaches are publicly shared	# of Sub-Sector Working groups actively attended by CARE (e.g. co-chairing)	Project monitoring	Monthly reports	2x per project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	Minutes of SSWG meetings (incl. participants list)	Project Steering Committee and CARE advocacy/program improvement
	At least one policy brief published every year by CARE	Documentation	Project files	2x over project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	Policy briefs, case studies, power point presentations	Project Steering Committee and CARE advocacy
	At least 5x relevant case studies produced and internally shared every year	Documentation	Project files	2x over project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	Case studies, power point presentations	Project Steering Committee and CARE advocacy
3.2.2 Senior policy makers learn from national and regional events/exposure	# of senior policy makers attending study tours	Project monitoring	Annual reports	2x over project period	Consultant + Evaluation team (GoL and CARE)	2x over project period	Mid term and Final Evaluation	Project Steering Committee and CARE advocacy
	One thematic workshop held on gender equality and women's empowerment	Project monitoring	Annual reports	1x over project period	Consultant + Evaluation team (GoL and CARE)	1x over project period	Final Evaluation	Project Steering Committee and CARE advocacy

Appendix B: Additional progress indicators

Draft progress markers WORD

What are the changes we would like to see happen through this project for each of the actors? The following is a draft and needs to be refined as part of the baseline by discussing with project team, external stakeholders and farmer groups. The baseline should assess the refined progress markers.

Individual behavior changes:

Change area	Observable change	Tool
Gender and power		
More equal workload sharing within households	Women and men both have equal free time Men can be seen taking over tasks considered typically female (e.g. childcare) Satisfaction with workload sharing	Understanding time use – PLA tool? Understanding HH tasks – FGD? PLA tool? Quantitative survey
Changed perceptions (no tolerance) of GBV and active engagement against it	Men/women do not think violence is justified Women can speak out to support others if they know about a case of GBV Men and women discuss within their families and others in the community about GBV and try to prevent it Less cases of GBV occur	Quantitative study Covered by GBV research Covered by GBV research Quantitative study
Women participate in women's groups / farmer's groups on a regular basis, participate in women's network across villages	Women participate in group meetings regularly within and outside their village Women can explain the benefits of participating in a group for themselves Women feel solidarity and support from group	Quantitative study and FGDs/PLA tool on mobility Understanding voice and participation – PLA tool? Understanding voice and participation – PLA tool?
Women are confident to speak out on key community issues	Women speak up in group meetings, can say their opinion Men value women's ability to contribute on key community issues	Qualitative: FGD/PLA tool voice and participation
Economic engagement		
Accounting skills and financial literacy	Women can keep accounts and monitor household income and expenditure, their savings	FGDs/PLA
Gaining skills for sustainable agricultural practices, including nutrition	Women know about elements of nutritious diet and sustainable agricultural practices, marketing opportunities	FGDs/PLA
Applying sustainable agriculture skills and	Planting more diverse crops that have high nutritious	Quantitative on types of crops and yield

engaging in identified marketing opportunities (e.g. composting, kitchen gardening, engagement in the identified value chains that generates income)	value Practices to protect soils and increase production applied Sources of income are increased Men and women can explain reasons to invest and market opportunities	Qualitative on gender roles in production and knowledge
Regular engagement in savings activities and productive use of loans	Women regularly save (monthly? weekly?) Women's attitude about savings groups	Qualitative
Women earn income and control it	Amount of income earned Women can take decisions on expenditure on the income they earn Income spent on economic investments Equal decision making on HH income / on key investments	Quantitative Qualitative – FGD/PLA tool control on income and assets

Group behavior changes:

Group market analysis, engagement and income generation capacities		
Are able to engage in analysis of market constraints and opportunities	Participated in market opportunities study, discuss analysis and opportunities regularly in groups, know where to seek information on prices and how to analyze costs and benefits	Information sources for investment decisions at baseline – FGDs / group assessment tool
Adopt and promote among their members' sustainable agriculture practices that make use of market opportunities (informed choices) and allow for women's equal role in agriculture	Participate in trainings Discuss and test agricultural techniques – e.g. composting, new crops, kitchen gardens, etc. Discuss and test marketing opportunities (to be defined)	Group assessment tool
Engagement in group production and marketing to increase bargaining power and income	Groups can identify income-generating activities that are better done as a group (to be defined)	Group assessment tool
Gender and group governance		
Group meets regularly and keeps records of meetings	Group meets regularly and keeps records of meetings	Group assessment tool
Consensual decision-making in groups	Perception of members Meeting notes document different opinions and reasons for decision	Group assessment tool
Women's opinions in groups count and some groups have women leadership	Formal women farmer's group leaders exist Women take leadership (speak and define agenda) in meetings and are entrusted group tasks	Group assessment tool
Groups have a savings account and can manage	Groups have a savings account and can manage	Group assessment tool

funds (grants)		funds (grants)
Inclusiveness of groups	Groups take steps to ensure the most vulnerable households are included (HH with disabilities)	Group assessment tool
Group engagement for equal gender norms, against GBV		
Group members know about gender equality and promote it	Have participated in gender trainings Discuss gender issues in their communities Champions in groups engage for change	Group assessment tool
Group members speak up against GBV	GBV can be discussed in groups Most group members think that GBV not justified Members understand different types of GBV Cases that happened and action taken (did action protect survivor)	Group assessment tool / GBV study / quantitative survey ??
Group networking		
Ability to seek support from/pro-active engagement with external actors to pursue market opportunities: DAFO, traders, NGOs	Members can identify external stakeholders and their role Can identify actors for support and have contacted them	Group assessment tool
Groups organize events for discussion, learning, knowledge exchange	Events and opinions on usefulness	Group assessment tool

Changes in NPAs (SAEDA, LDPA):

Organisational capacity		
Have identified organizational capacity development needs and are implementing strategies to overcome gaps	Defined in capacity assessment	Capacity assessment tool PQ team
Have taken leading role in supporting CBOs and establishing farmer networks	Understand CBO capacity assessment tool and areas Able to follow up on capacity gaps with groups Provide training to groups and coaching on a regular basis	n.a. baseline
Have discussed and reflected on their how ethnicity and gender and power relations link to their organizational vision and strategies; identified entry points to support ethnic women	Discussion on CARE's REW theory of change and identifying linkages to their vision Can explain aspects of marginalization and inequalities affecting remote ethnic women Mainstreamed in their strategies?	KII SAEDA/LDPA?
Other NPAs in area engaged in discussion on REW / new NPAs formed	Baseline: other NPAs in area, list	

Changes in CARE:

Occurrence of reflective practice multiplied and learnings are being used	Type and number of reflective learning events Case studies (on positive deviance) produced Learnings used for policy briefs	KII CARE staff
Staff is trained and more confident on working on GBV, gender and power analysis and group capacity building and monitoring	Level of confidence (self assessed) Training events (gender, GBV, marketing...) Examples of how knowledge applied	KII CARE staff
Documentation of key approaches and lessons learned, e.g. supporting capacity building of groups, tools for market analysis and promotion of informed investment decision making	Documentation exists on - GBV study - marketing study and follow up - group assessment tool - facilitation toolbox for CDOs for community groups' marketing and GBV work	KII CARE staff

Appendix C: Research Tools

Interview Schedule for Village Heads CARE WORD baseline

1. Can you tell me a bit about what CARE has been doing in the village?
2. What kinds of skills have they been teaching men and women?
3. Are you supportive of these things being taught?
4. What are some of the things that CARE have been trying to change in the village?
5. Has CARE done any training about gender in your village?
6. Has anyone else done any training in your village on gender?
7. If yes, what did you learn about in that training?
8. Do you feel that boys and girls have equal access to education in your village?
9. Do both boys and girls attend secondary/high school?
10. Do boys or girls drop out of secondary school? Why?
11. Is this different to the experience of your own generation?
12. If yes, what do you think has caused this difference?
13. Are there any examples in your village of families who have kept their children in school despite the challenges of finding money etc? How do you think they managed to do this successfully?
14. Do women and men both participate in village meetings?
15. Do you think women or men are more confident to speak out and offer their ideas during village meeting discussions? Why?
16. Are there any women who speak confidently and offer their ideas? What do you think makes them more confident and able to participate?
17. Is there something you think you can do as a leader to encourage women to participate more actively in village level decision-making?
18. How are decisions made in the farmers group? By vote? By consensus? Only a few people lead?
19. Who has the most control over decision making in the group? Why?
20. Does someone keep a written record of the discussion and decisions in the meeting?
21. Does the record include notes about different opinions and reasons why decisions favored one opinion over another?
22. Have there been any cases of violence in your village?
23. Have there been any cases of domestic violence?
24. Has this changed over time? Can you compare the situation now to 10 years ago/your parents generation?
25. What happens in this village is there is a case of domestic violence? Do you have a process to deal with it as a village head or is it considered a private family problem?
26. Has there ever been a case where you contacted the police about domestic violence?
27. Do you ever discuss domestic violence and what can be done to prevent it at village meetings?
28. Do you ever discuss it in village committee meetings?
29. Is there anyone in the village with a disability?
30. If adult, do they participate in village meetings?

31. If a child, do they attend school?
32. What are the most important things you would like to see improve in your village?
33. What are your priorities as a leader in terms of developing the village?

CARE WORD BASELINE WOMEN'S FGD GUIDE

Activity one: Daily time use and comparison with husband's daily activities.

Facilitator introduces the activity: "we are going to draw a timeline of daily activities to record what you do in a normal day. After we finish listing women's activities, we will make a list of activities that men do, so we can compare the kinds of work that men and women in this village do"

Show the women what the example timeline looks like

Facilitator: We are going to include activities from the time you wake up until the time you go to bed. You can depict multiple activities at the same time.

Draw the time line on the flip chart, then ask women what time they wake up, then what then what etc.

Once women's timeline is complete read back to them, making a point of valuing the contribution they make to the family livelihood and general sustenance.

Then ask the women to describe a typical day for their spouse. Map on the timeline in a different colour.

At the end, ask women if they think men and women in this village do the same amount of work each day. Ask for ideas on how the workload may be made more equal, and/or ask about how the division of workload is similar or different from their parent's generation. [This activity was done in the first focus group, then we reused the timeline produced to show others and discuss any differences. Continuing to produce a new timeline every time took a lot of time and the discussion time was better spent on the other activities as there proved to be little variation from one site to another]

Activity 2: Women's political voice

Using the flash cards from the IWDA "monitoring gender and economy toolkit" facilitate a discussion on women's level of participation in village level decision-making

Activity 3: Questions about CARE training and knowledge

[For open ended questions, pose question then ask women to discuss in groups of 3 then feedback to group after a few minutes, writing feedback from the group up on flip charts]

Have you participated in training about gender?

What did you learn about gender in the trainings?

Can you tell us some of the gender issues in your community?

What can women do individually or as a group to change these things?

Ok. Now we would like to ask about some of the technical skills you have learned from the CARE livelihood groups.

Did you participate in the market opportunities study?
Can you tell us some of the market opportunities for your products?
How did you find out about these places to sell?
How do you determine the price of your goods?
 Ask for help from DAFO?
 Determined by buyers?
How do you analyze costs and benefits of livelihood activities?
Have you participated in training on sustainable agriculture?
 Composting
 New crops
 Kitchen gardens
What did you try?
Was it successful? What happened?
Do you feel confident in your knowledge or do you need more training?
Are there any livelihood activities that you think are better if done as a group with other women?

Activity 4: Money management in the household
Using flash cards from IWDA “monitoring gender and economy toolkit” discuss money management and financial literacy.

CARE WORD BASELINE MEN’S FGD GUIDE

Activity 1: Using the flash cards from the IWDA “monitoring gender and economy toolkit” facilitate a discussion on women’s level of participation in village level decision-making (this is to test men’s level of awareness of gender and political participation and their support for women’s involvement in village level politics)

Activity 2: Ask men if they have participated in gender training and what they learned. Probe to ask if/how they have changes things related to gender roles in their household.

Activity 3: Money management in the household
Using flash cards from IWDA “monitoring gender and economy toolkit” discuss money management and financial literacy.

Activity 4: Attitudes to Domestic violence
Using the IWDA flash card depicting a man threatening a woman for money (figure 11 in the section in this report on GBV), ask men to explain what is going on in the picture. Use this as an entry point into a discussion on GBV, and investigate understandings of threats as a form of GBV and removal of women’s liberty.

(See also appendix D, below for more detail on the types of discussions that were facilitated during men’s FGD.

Appendix D: Gender training tips

In training/discussion on GBV we used the flash card 2d (Figure 11 in the report text), which shows a man threatening a woman for money we opened up a discussion of threats and the way that women pull back from putting their ideas forward in the household in order to avoid making their husbands angry. We also used this card with men, and asked them to consider how women avoid making them angry because they feel that 'low level' violence is in some villages socially acceptable so they know that if they do/say certain things they could potentially be subjected to violence. When we talked with village heads we especially tried to get this message across when discussing violence, and many of the VH's did reflect on their idea of what constitutes violence and broadened their concept of GBV and its accompanying controlling behaviors. With VH's, we asked about the processes of dealing with cases of DV, and got them to reflect on the appropriateness/not of having the man and women sit together in front of a 'committee' and each tell their side of the story before the committee makes a decision about who is right or wrong. Some villages did not do this, the VH simply, and correctly, spoke directly to the man and gave the message that violence of any sort was not going to be accepted, regardless of the 'crime' their wives had committed.

In terms of general gender/power relations, one thing we did with men's discussion groups was to ask them who earned the most money in their households: them or their wives. Most men said that they did.

With the exception of those few men who sold their labor, this statement was based on the belief that the man earns the money because he does the 'important' work of carrying the product to market and conducting the trade to sell the goods. This idea erases all the labor that women put into producing the product, usually over a long period of time, and values only the 'public' side of the labor input. To challenge men on this belief, we asked them what the primary income generating activity was, and then asked them what exact labor inputs go into producing that product. The outcome of those questions was sometimes that the men did most of the field labor if their wives had small children, in and cases like that we then discussed the importance of the labor going on in the household which supported the field labor--eg--"could you go to working the field all day if your wife didn't prepare food for you to eat?" "Could you work all day if there were no clean clothes to wear/clean house to return to/meal at the end of the day/person to take care of your child?" So in this way we encouraged men to reflect on the relative value of the different kinds of work that went into sustaining the family's livelihood, and to revalue women's contribution. We finished off the discussion by returning to the start point--so who earns the money from the -----[insert the product]? By this time most of the men were pretty sheepish and were ready to admit the money was earned equally by both them and their wives.

[men in Mokyon understood that women's contribution was equal already without this discussion, they were really advanced in their understanding of gender equity]

In cases where men and women worked together in the field or women did most of the field work it was an even shorter discussion to challenge men on the idea that CARRYING the product to market is just a tiny part of the income earning process.

Another really effective example we used was duck raising. [this followed our discussion of the primary activity above]

"If your wife feeds the ducks and puts the ducks to the duck house every night and looks after them ducks, then you carry the ducks to market and sell the ducks, did you earn the money or did she?"

Another angle we used to get men to reflect on relative workloads was asking them who carries the wood for their families. In my observation, carrying wood is a major workload for [primarily] women, and something that they don't get a lot of help with. So we asked who carries the wood. Men usually said they helped, or that they and their wife did it together, so we asked who USUALLY does it, or we said "oh, so does that mean your wife never carries wood?" to which they all replied "no, she carries it". So we kept pushing the point, and asked how many days a week they carried it and how many days a week their wives carried it. What emerged [finally!] was that men carry wood using a motorbike if they have one, and that women still carry full loads of wood as well on their backs/heads. We asked why men don't do this work because it is quite 'heavy' work for women, and then many of the men's groups replied that they do all the really heavy jobs like fence building and house building. This was then a great opportunity to challenge men of this relative valuing of the inputs that men and women make--we said "oh, that good for men--you build a house one time in 10 years then you rest! But women carry wood every day, or every few days!!" Again, this was a point where they became pretty embarrassed and admitted that women do a lot of heavy work, and that their irregular contributions to fence and house building were not really equal.

That process of asking how things are and challenging the gendered assumptions around the value that's placed on different contributions seemed to work well, many men actually told us at the end of the discussion that they had attended gender training in the past, but that they had learned much more from our discussion about gender because it made them think in real, concrete terms about their everyday lives and how gender theory applied to their experiences.

Appendix E: Framework for assessing farmers group capacity

The baseline research explored research respondent's level of awareness of farmers groups and women's groups in their village, and investigated the capacity of the groups in terms of governance. Village Heads were asked if the village had a farmer's group, how often meetings were held and how records of the decisions made during meetings were recorded, if at all. Male and female FGD participants were asked if they felt confident speaking out during meetings, and if there was a representative from the farmer's group who was designated as the market research focal point, and if the designated market research person reported their work to the group in a way that was helpful to group members.

Key steps in the process of assessing the capacity of the farmers group are as follows:

1. Ask village head and farmer's group leader about the farmers group:
 - a. How often the group meets,
 - b. Who is part of the group leadership
 - c. Are notes kept to record the minutes of the meetings?
 - d. Are records of loans kept? (it is a good idea to actually look at the records)
 - e. Who attends meetings? (how inclusive is the group)?
 - f. Are any people with disabilities included? How are they included?
 - g. Are there any households who do not actively participate? Why?
2. Ask men and women from the community if they participate in meetings and if they feel confident to speak out and put their ideas forward during meetings.
3. Ask men and women from the community if they feel the new IGAs are growing well and if there are any problems with production or marketing.
 - a. What do they do if they are having problems with production? Who can/do they turn to for help?
 - b. Ask who the marketing representative is and what help they offer. Are participants satisfied with the support they receive from the marketing representative?
4. If appropriate follow up on any concerns raised during the process of assessment.