



GEDI PAPER SERIES #1

**A Synthesis of Australian Aid Investment in Gender
Equality and Disability Inclusion in Lao PDR**

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1. Key Messages

The Gender Equality Disability Inclusion Paper Series

The Gender Equality Disability Inclusion (GEDI) Paper Series presents analysis of Australian aid program performance in the gender and disability areas, with the purpose to improve performance and management of the investments. It contributes to understanding drivers of change, guide management decisions and demonstrate sustainable and equitable impacts of DFAT investments in Laos PDR. This first GEDI Paper Series was commissioned by DFAT Vientiane Post to provide a synthesis of what and how Australia is working to achieve gender equality *and* disability inclusion. This unique initiative covers nine investments across the Australian Aid Investment Plan in Lao PDR 2016 – 2020 (AIP) and the Greater Mekong Water Resources Program (GMWRP).

The *DFAT Development for All Strategy: Strategy for strengthening disability-inclusive development in Australia's aid program* (2015) and *Gender Equality and Women's Empowerment Strategy* (2016) recognise that gender equality and disability inclusion are two priorities of Australia's aid investment globally. This paper contributes to demonstrating progress and achievements against these priorities in Lao PDR.

Australia's aid investments include the promotion of gender equality and disability inclusion in Lao PDR

- 89% of Australia's aid investments in Lao PDR have a significant or principal commitment to gender equality, and 33% of investments have a significant or principal commitment to disability inclusion.
- 67% of investments have a gender mainstreaming approach, and 22% have a twin track approach of mainstreaming and targeting gender equality and disability inclusion.
- 67% of investments have a responsive or sensitive approach to gender equality and disability inclusion. Sensitive and responsive investments include BEQUAL, LAI, MAFIPP, AFP, GMWRMP, HRTCP and SUSO. These investments integrate some analysis of gender and/or disability into their program; adapt activities to the specific needs of girls; women and people with a disability and have gender and/ or disability-sensitive monitoring and evaluation (M&E) processes in place.
- Australia's aid investments are being implemented across the country. Almost half of activities relevant to GEDI are being implemented in the central region of Lao PDR.
- Stakeholders at the subnational are important partners in local delivery of GEDI activities. District government agencies make up a significant beneficiary group, and they are also a key implementing counterpart. This requires investments to have a good understanding of local social, economic and political contexts.

Results against DFAT gender equality and disability inclusion objectives are noticeable and need improvement

- 57% of investments are achieving moderately satisfactory results for gender equality and 50% of investments are achieving moderately satisfactory results for disability inclusion.
- For gender equality, investment results are concentrated on the objective of improving girls' and women's agency (decision-making, representation, ownership and control) at all three levels of analysis: environment, collective and individual.
- For disability inclusion, the majority of investment results have emphasised achieving the objectives of: 1) increasing participation and empowerment of people with a disability and 2) improving equality of access and participation in education, training and employment.
- Results contributing to improved inclusion of people with a disability have achieved this mainly through increasing individual capacity; participation; and access.
- 43% of gender equality results and 50% of disability inclusion results are moderately unsatisfactory. Due to results for equality and inclusion being somewhat weak; a strategy/action plan is not adequately implemented or absent, activities appear to lack coherence; resources and the M&E system does not consistently produce disaggregated results; and limited demonstration of stakeholder's engagement in equality and inclusive activities.

Data and evidence to support GEDI results are limited

- Aggregated results show that investment efforts are centred on increasing access, participation and capacity building of individuals, some groups and organisations. Limited data is being generated by investments to demonstrate results in areas of behaviour and attitudinal changes and reporting unintended results from activities.
- Program implementation occurs at various intensities to achieve equality and inclusion at the policy, regulation and systems level. However, results for activities at the environment level are often not disaggregated or the gender/disability dimensions are not clearly articulated.
- Strength of evidence for results in gender equality and disability inclusion from all investments is moderately strong. Lack of a gender and disability strategy in some investments means that implementation is without a clear target and sequence for achieving gender and/or disability outcomes. This contributes to limited coherence within programs where gender or disability is an identified priority, however, there is not an articulated approach to address these cross cutting issues. More broadly, the absence of a GEDI strategy at Post to direct and guide investment focus on these issues hinders progress and achievements of DFAT gender and inclusive development objectives.¹

¹ Lao PDR is the only country in the Mekong region without a gender strategy at Post.

Recommendations

Investments are meeting the minimum GEDI reporting required by DFAT. The strength of evidence for change is moderate and can be enhanced on two fronts:

a) At the aggregated program level

1. Develop an Embassy-wide GEDI strategy for Australia's aid investments in Lao PDR, including an action plan, drawing on the experience of neighbouring Posts.
2. Resource the GEDI action plan appropriately, taking into consideration the findings of the upcoming Review of the GEDI Focal Point System.
3. Post to hold learning events across investments to share lessons for the purpose of improving performance. For example, LAI could present their lessons about increasing their programming focus on disability inclusion with DFAT teams and implementing partners.

b) At the individual investment level

4. Encourage all investments to develop a GEDI strategy that is multidimensional (i.e. considers change across levels) and incremental (i.e. consider increasing intensity over time) to integrate gender equality and disability inclusion objectives.
5. Investment design and plan should meet DFAT gender and disability standards, with adequate resources attached to GEDI priorities. For example, gender and disability elements and resources should be included in the designs of DFAT's new private sector development investments; the upcoming social protection pilot (ECAP); and the upcoming GMWRP phase II.
6. Require all investment's annual planning and performance reports to articulate how activities are responding to gender equality and/or disability inclusion.
7. Reported progress on GEDI results should identify beneficiaries' participation in investment planning, consultation, implementation and feedback processes.
8. Ensure at minimum that indicators are disaggregated by sex and/or disability status and qualitative indicators for change at individual, collective and environment levels are reported for all investments by June 2019.
9. Encourage all investments to conduct periodic contextual analysis of gender and disability in Lao PDR, with particular attention to the following dimensions: decision-making; institutional practices, policy and regulation; social norms; access to and control over resources; service delivery.

2. Introduction

2.1 The GEDI Paper Series

The GEDI review was commissioned by DFAT Vientiane Post and is a unique cross cutting initiative to examine investment performance. The purpose of the GEDI review and the findings presented in this paper is to improve performance and management of investments at Post. This paper is intended for DFAT internal use to inform strategic and management decisions.

The GEDI Paper Series presents analysis of AIP performance in the gender and disability areas. It contributes to understanding performance, guide management decisions and demonstrate sustainable and equitable impacts of DFAT investments. This first GEDI Paper Series provides a synthesis of what and how Australia is working to achieve gender equality and disability inclusion. It covers nine investments in the Australian AIP and the Greater Mekong Water Resource Program (GMWRP) (see Annex 1 for details of investments in this GEDI review).² The synthesis draws on existing literature³ relevant to these nine investments and identifies: activities responding to GEDI; the geographical location of GEDI programs; stakeholders engaged in achieving GEDI; current resources supporting GEDI activities; results and progress towards achieving GEDI from 2015 to 2017 and the strength of current evidence for GEDI results. Recommendations to enhance the evidence-base of GEDI investments in Lao PDR are offered at the end of the paper.

2.2 Gender equality and disability inclusion in DFAT

The *DFAT Development for All Strategy: Strategy for strengthening disability-inclusive development in Australia's aid program* (2015) and *Gender Equality and Women's Empowerment Strategy* (2016) recognise that gender equality and disability inclusion are two priorities of Australia's aid investment globally. Pursuing gender equality and inclusive development ensures sustainable and equitable impacts of aid investments.

Definitions of terms used in this paper are guided by DFAT's policy definitions and these are:

² The Basic Education Quality and Access in Lao PDR Program (**BEQUAL**); The Laos Australia Institute (**LAI**); The Making Access to Finance More Inclusive for Poor People Program (**MAFIPP**); the Access to Finance for the Poor Program (**AFP**); The Trade Development Facility II (**TDF II**); The Greater Mekong Water Resources Program (**GMWRP**); The Human Rights Technical Co-operation Program (**HRTCP**); The Laos Australia Development Learning Facility (**LADLF**); and The Standing Up Speaking Out Program (**SUSO**).

³ The sourced documents include: independent evaluations, assessments and analysis; design documents, M&E framework, implementing partner progress and monitoring reports; program monitoring data; media releases; and communication materials. Programs are in various scope, coverage, investment value and stage of implementation. Their documentation reflects the program maturity.

- **Gender** is a determinant of power relationships. Gender inequality is a result of unequal power (resources, access and participation) distribution between women and men. Gender equality aims to address rights, responsibilities and benefits for women, men, girls and boys. Gender equality contributes to growth, development and stability (DFAT 2016, pp3-4).
- **Equality** is defined as equal access to opportunities, rights and responsibilities for all people. The definition recognises that girls, women and people with a disability face different challenges and have specific needs from boys, men and people without a disability. Therefore an equality objective is not only about achieving parity in access and participation. It is also about facilitating stages of change from simple equity to developing enabling environments to shifting formal and informal practices that ensures equality for girls, women and people with a disability (DFAT 2016).⁴
- **Empowerment** involves processes that facilitate and enable women, girls, and people with a disability to use their agency to change their circumstances.⁵ This can range from basic improvements in material circumstances to transformative change in policies affecting gender relations, shifts in social attitudes and institutional responses. Empowerment of people with a disability provides opportunities to participate on an equal basis to others and realise their full potential (DFAT 2015). Empowerment, in this paper is conceptualised as change that is multidimensional (access, agency, participation) and multilevel (individual, collective and environment).
- **People with disabilities** refer to those who have episodic or long-term physical, mental, intellectual or sensory impairments which, in interaction with various barriers, can hinder their full participation in society on an equal basis with others (DFAT 2015, p 7). The full inclusion of people with a disability can be inhibited by social attitudes, physical barriers, and policy and/or systemic barriers.
- **Inclusion:** The concept is used here to refer to development and growth coupled with equal opportunities. This means creating economic and social opportunities and making them accessible to all, particularly to disadvantaged groups (girls, women, people with a disability and poor).⁶ Inclusive development in this paper refers to an approach that equally values and incorporates the contributions of all stakeholders - including girls, women and people with a disability - in addressing development issues. Inclusive development should address multiple dimensions of inclusion such as: economic, social (health, education, welfare) and institutional (Oxfam).⁷

⁴ Definition aligns with DFAT *Gender Equality and Women's Empowerment Strategy* (2016).

⁵ This definition recognises gender as an important factor in power relationships which is manifested in social norms, systems and cultural and economic institutions. Transformative change through empowerment of individuals and groups requires understanding of power relations and addressing the barriers to access, agency and longer term change. In this pragmatic definition, there is less emphasis on empowerment to achieve social justice and political reform, which are appropriate in other contexts.

⁶ In general, economic growth as indicated by GDP and per capita income can lead to poverty reduction. However economic growth alone does not ensure a trickle-down redistribution of national wealth and may in fact deepen inequality for already marginalised groups.

⁷ Oxfam https://www.oxfam.org/sites/www.oxfam.org/files/inclusive_development.pdf

DFAT has committed to have globally 80% of its aid investments effectively addressing gender equality in implementation, regardless of their objectives. In Lao PDR, Australia's AIP focuses on three strategic objectives: basic education; human resource development; and a stronger trade regime and more competitive private sector.⁸ In addition to this, Australia contributes to cross cutting programs and regional programs.

2.3 Methodology

The synthesis aims to answer three key questions:

1. To what extent do Australia's investments promote gender equality and disability inclusion?
2. What information and data is available on Australia's investment in gender equality and disability inclusion in Lao PDR?
3. What is the evidence of achievements in the area of gender equality and disability inclusion from Australia's investment in Lao PDR?

This synthesis was conducted between November and December 2017 by LADLF with support from DFAT Post Focal Points. See Annex 2 for the study concept note. The main method used in this synthesis for data collection and analysis is a document review. Where possible, LADLF consulted with implementing agencies about available reports and to verify reported information about program activities and results. A qualitative analysis of documents was used to synthesised secondary data from reports and files. To reduce bias in the analysis, the synthesis took the approach of: 1) applying systematic steps of data identification, results interpretation and results verification; and 2) a multidimensional conceptual framework to analyse information from program documents (Figure 1).

Activities and results (from Jan 2015-Dec 2017) were identified and categorised against the following gender and disability domains drawn from DFAT's *Gender Equality and Women's Empowerment Strategy* (2016) and DFAT's *Development for All Strategy* (2015).

Gender equality domains:⁹

1. Women and girls have agency (decision-making, ownership, control and representation)
2. Women and girls leadership (roles and engagement)
3. Ending violence against women

Disability inclusion domains (DFAT, 2015, p.3):¹⁰

1. Participation and empowerment of persons with disabilities, as contributors, leaders and decision makers
2. Reducing poverty among people with disabilities
3. Improving equality for persons with disabilities in all areas of public life including service provision, education and employment

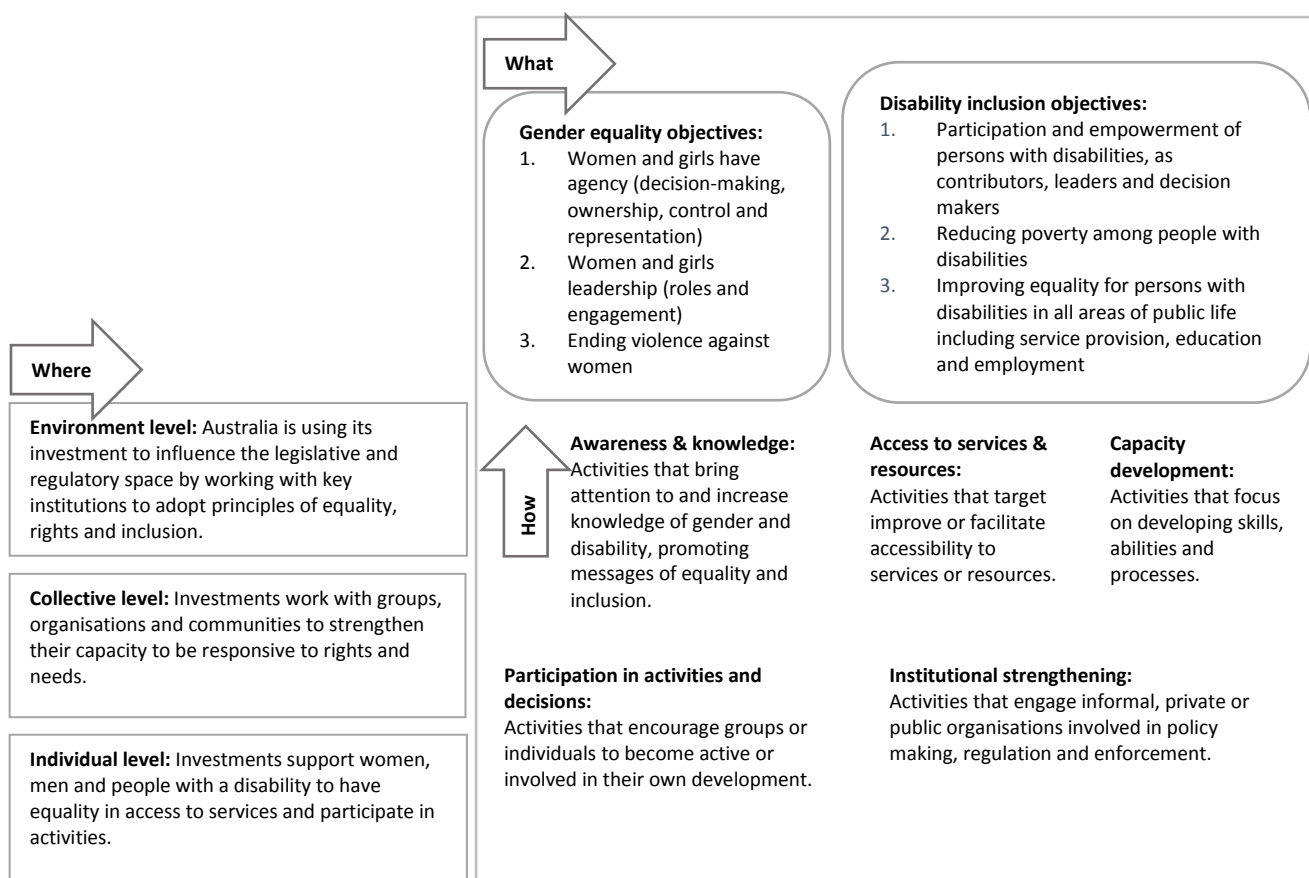
⁸ AIP objectives: (1) more disadvantaged girls and boys complete a quality basic education; (2) improving Lao PDRs' human resources through scholarships, training and organisational capacity building; (3) a stronger trade regime and more competitive private sector.

⁹ These domains have been appropriated from the DFAT Gender Equality and Women's Empowerment Strategy (2016) to suit the Lao PDR context. 'Economic empowerment' in the Strategy has been interpreted as 'agency' to better suit analysis of the portfolio.

¹⁰ These domains are drawn from the DFAT *Development for All Strategy* (2015-2020) objectives.

Figure 1 below presents a visual summary of the study’s analytical framework. As illustrated, the information reviewed was categorised across three levels, five themes and gender and disability objectives.

Figure 1 GEDI Analytical Matrix



Note: ‘Activities’ in this Paper refer to sets of coherent interventions used to achieve an objective or outcome. For example, in the BEQUAL program, the NGO Consortium is defined as an activity. In the LAI program, the Australia Award Scholarships is an activity. See Annex 2 for full details.

2.4 Assumptions and caveats

It is not within the scope of the current review to independently assess the accuracy of the information produced by programs. The review assumes the accuracy of information on activities and results drawn from investments. Similarly, the review assumes that documents provided by DFAT Post and implementing partners are current for the review period from Jan 2015 to Dec 2017.

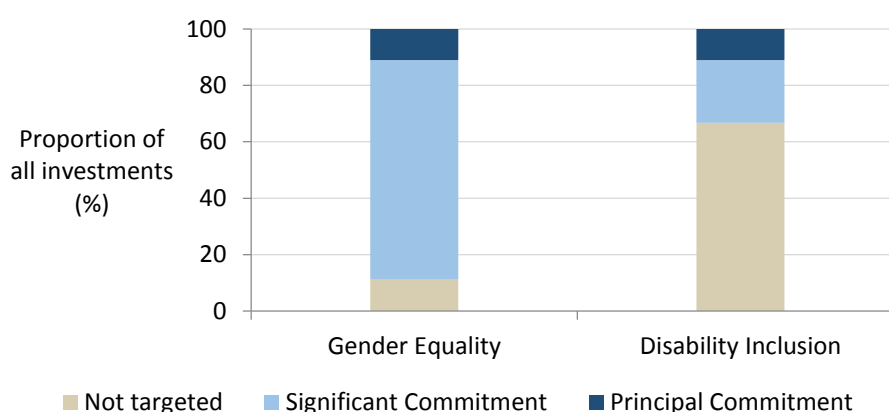
The findings about GEDI activities and results presented in this paper provide a picture of the reported reality. It is recognised that much more effort and progress is occurring on the ground which is not captured in programs’ monitoring and evaluation processes. The synthesis cannot provide all the answers about the performance of individual investments; rather it is intended to illustrate the breadth of Australia’s investment to achieve gender equality and disability inclusion in Lao PDR. Future GEDI Paper Series might provide an independent evaluative assessment of individual investments.

3. Overview of GEDI Activities

3.1 Commitment of Australia's investments to GEDI

Over 80% of Australia's aid investments in Lao PDR have a commitment to gender equality. Specifically, of the nine investments, 89% (8) have a significant or principal commitment to gender equality and 33% (3) have a significant or principal commitment to disability inclusion (Figure 2).¹¹ The Standing Up Speaking Out (SUSO) program principally targets the prevention of violence against women. The Human Rights Technical Cooperation Program (HRTCP) has as one of its primary objectives, strengthening Lao PDRs' commitment to the *Convention of the Rights of Persons with Disabilities* (CRPD).¹²

Figure 2 Investment Commitment to Gender Equality and Disability Inclusion, 2017



Source: Author's analysis of investment objectives and outcomes using the OECD-DAC Gender Marker

Of all the investments reviewed, 67% have to varying degrees a gender mainstreaming approach and 22% of investments have a twin track approach of mainstreaming and targeting gender equality and disability inclusion (Annex 4, Table 1). BEQUAL, HRTCP and LAI investments contribute to important commitments to gender equality *and* disability inclusion (Annex 3). Within these programs there is a commitment to respond to gender and disability inclusion. For example, the Disability Inclusion Development for English Program (DIDP) in LAI, strengthening the *Convention of the Rights of Persons with Disabilities* using a gender-sensitive approach in the HRTCP and the BEQUAL NGO Consortium (BNC) targets disadvantaged girls and boys, including children with a disability.

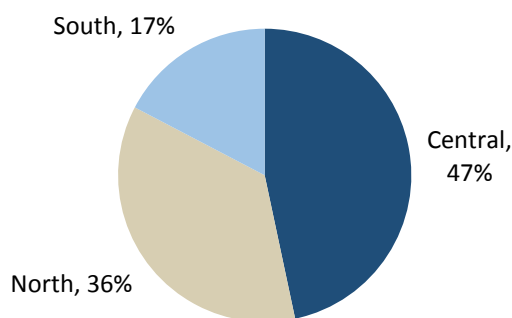
¹¹ 'Significant' commitment refers to investments that have a gender equality or disability inclusion objective but these are not the principal reason for undertaking the program. This criterion is derived from the OECD-DAC Gender Equality Policy Marker (2016), <http://www.oecd.org/dac/gender-development/Minimum-recommended-criteria-for-DAC-gender-marker.pdf>. Investments with a significant commitment include: AFP, BEQUAL, GMWRP, HRTCP, LAI, MAFIPP and TDF II. Both BEQUAL and LAI have a significant commitment to disability inclusion.

¹² 'Principal' commitment refers to investments that have gender equality or disability inclusion as the main objective and is fundamental to the design and results. The program would not have been undertaken without the gender or disability objective. This criterion is derived from the OECD-DAC Gender Equality Policy Marker (2016). SUSO is an investment with a principal commitment to gender equality. The HRTCP has a principal commitment to disability inclusion.

3.2 Geographical distribution of GEDI activities

Almost half of activities relevant to GEDI are being implemented in the central region of Lao PDR (Figure 3). Of this, just over 40% of activities in the central region occur in Vientiane capital and province.¹³ GEDI activities are being implemented country wide. The distribution of activities reflects the investment scope, size, resource and focus (Annex 3, Table 3).

Figure 3 Distribution of GEDI Activities by Regions in Lao PDR, 2015-2017



Source: Author's analysis of investment documents

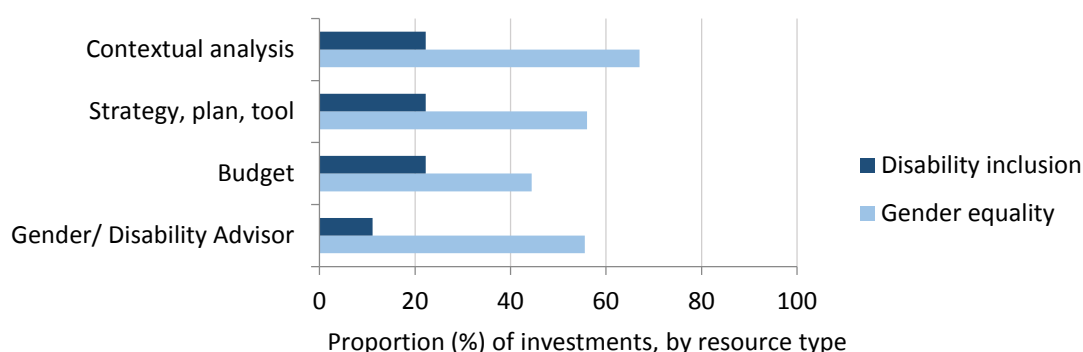
3.3 Resources of Australia's investments for GEDI

On the whole, **approximately half of investments have resources dedicated to support achieving GEDI objectives** (Figure 4). BEQUAL and LAI, by comparison, access a wider range of resources to achieve their GEDI objectives (Annex 3). Resources include: a gender or disability advisor on a short term basis; budget for gender or disability specific activities; a gender and disability strategy and plan for the program; and commissioned studies about gender or disability to inform programming.¹⁴

¹³ 59% of GEDI activities occurring in the central region are in Xiengkhouang, Bolikhamxay, Khammouane and Savannakhet provinces. Xiengkhouang province is included in the central region in line with GoL classification. Individual investments have different regional classifications.

¹⁴ The BEQUAL MTR report identified that the resources to support gender, disability and social inclusion is inadequate to achieve its GEDSI strategy (Crawford, Atkins, Urbano and Nanthanavone, 2017). The mid-term review of MAFIPP concluded that women and girls are recognised as a priority group however there is not a strategy for women's financial inclusion, a weak system to monitor and track the implementation of consumer protection initiatives in the program and the program lacks dedicated resources to support the provision of financial education for women, ethnic minority groups and youth (Microfinanza, 2016, p.72). LADLF has a Gender Equality and Inclusive Development Strategy (2014), however there is no evidence this is being implemented. See Annex 3 for a summary of resources to support GEDI in each investment.

Figure 4 Resources to Support Investment to Achieve GEDI Results 2015-2017

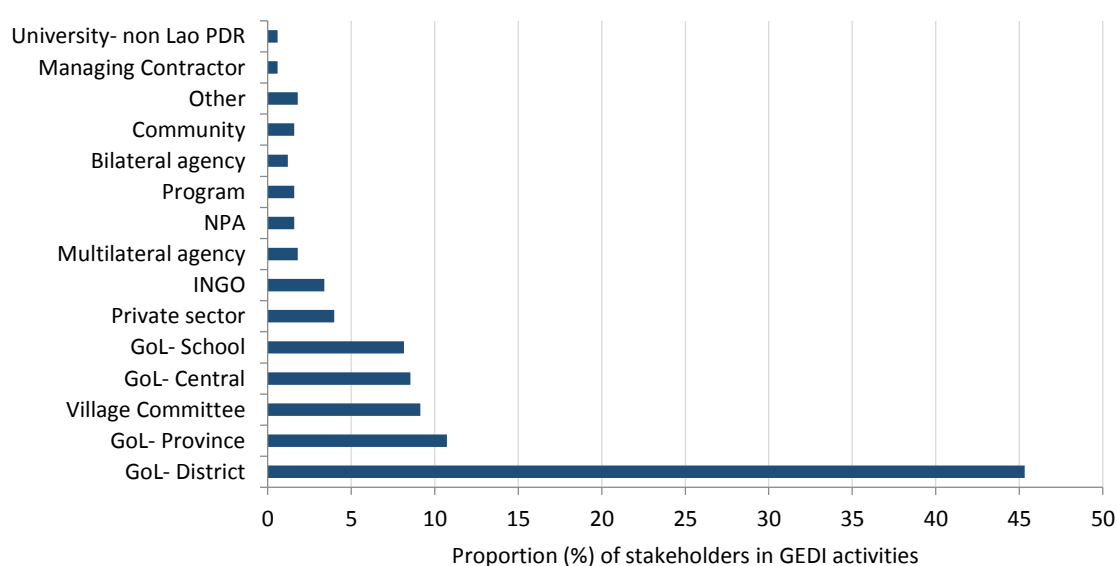


Source: Author's analysis of investment documents

3.4 Stakeholders engaged in GEDI activities

The stakeholder groups engaged in GEDI activities most widely and frequently are district government authorities (Figure 5). Investment engagement with stakeholders ranged from consultation, participation, implementation to co-funding. BEQUAL, GMWRP, LADLF and AFP often work with government agencies at the district level. There is limited engagement across programs with women specific and disability organisations within government or not-for profit groups. The exceptions are: The SUSO program is one initiative that partners with the Lao Women's Union and the Committee for the Advancement of Women. The BEQUAL NGO Consortium and LAI collaborate with the Lao Gender Development Association, Lao Person's Disabled Association and Disabled Person's Organisation. Both BEQUAL and LAI work with Inclusive Education units within the Ministry of Education and Sports, the National University of Laos and Souphanouvong University in Luang Prabang.

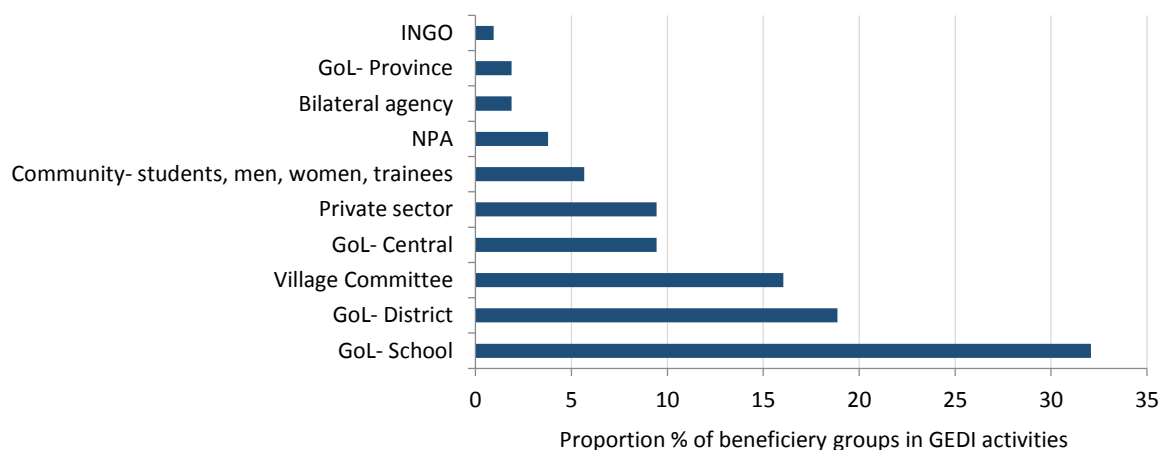
Figure 5 Stakeholders Engaged in GEDI Activities



Source: Author's analysis of investment documents

Stakeholders who are beneficiaries of GEDI activities are school staff (32%); district governments (19%); village level committees for banking, development or education (16%); central government ministries (9%); private sector such as finance service providers (9%) and community members (6%) (Figure 6). These beneficiary groups reflect the significant investment in primary education, financial inclusion and human resource development.

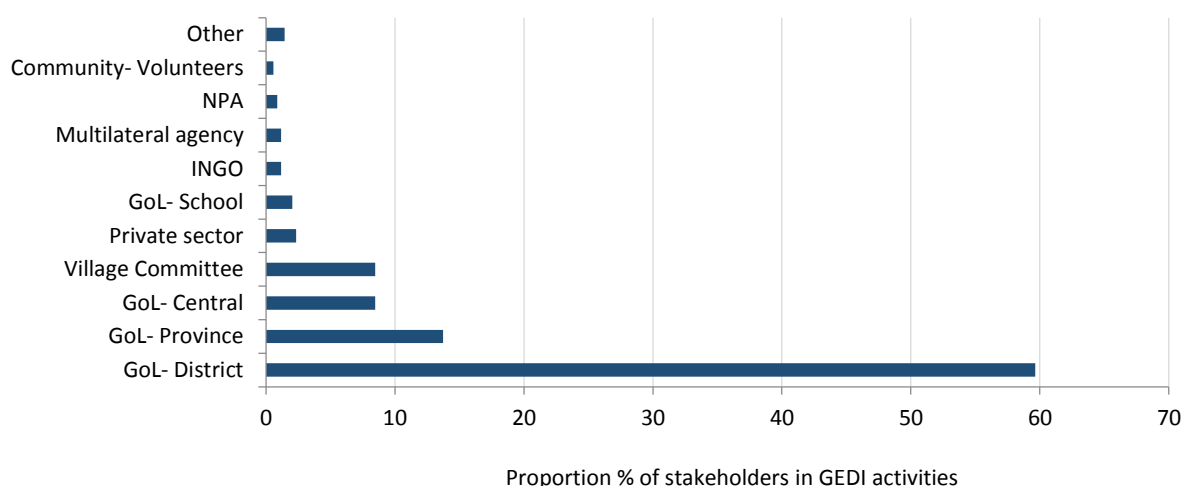
Figure 6 Beneficiaries of GEDI Activities, by Stakeholder Groups



Source: Author's analysis of investment documents

District government agencies make up a significant beneficiary group, they are also an important implementing counterpart in activities (Figure 7). Investment activities most frequently engage with beneficiaries and implementing counterparts at the sub national level. These include government agencies at the provincial and district levels, school staff, community members and village committees.

Figure 7 Implementing Counterpart in GEDI Activities, by Stakeholder Groups



Source: Author's analysis of investment documents

4. Achievements of GEDI Activities

4.1 Responsiveness of Australia's investments to GEDI

Investments use a variety of interventions and modalities to improve gender equality and disability inclusion. In this synthesis, a standard set of criteria was used to determine the level of responsiveness of each investment.¹⁵ The levels of responsiveness are: harmful; neutral, sensitive, responsive and transformative. The four criteria to determine an investment's level are:

1. analysis informs the intervention or modality
2. investment activities adapt to meet the needs of girls, women and people with a disability
3. meaningful participation of beneficiaries and
4. monitoring and evaluation systems supports analysis and change

Most investments have a responsive or sensitive approach to gender equality and disability inclusion. Of the nine investments:

- 56% (5) are responsive¹⁶ to gender equality and 11% (1) are sensitive¹⁷ (Figure 8).
- 33% (3) of investments have a neutral¹⁸ response to gender equality as they meet at least two of the above criteria on the lower scale.

Of the three investments that have a commitment to disability inclusion, 67% (2) are sensitive and 33% (1) is responsive to addressing disability.¹⁹ None of the investment intervention or modalities could be described as being 'harmful' or 'transformative' using these criteria. See Figure 9.

¹⁵ The *Care Gender Marker* criteria are used to assess investments against categories of: analysis; activities; beneficiary participation in program/ project processes; monitoring and evaluation systems. The Care Gender Marker criteria have been appropriated to apply to disability inclusion for this review. More information on the marker available on <http://gender.care2share.wikispaces.net/file/view/CARE+Gender+Marker+Vetting+Form.pdf>

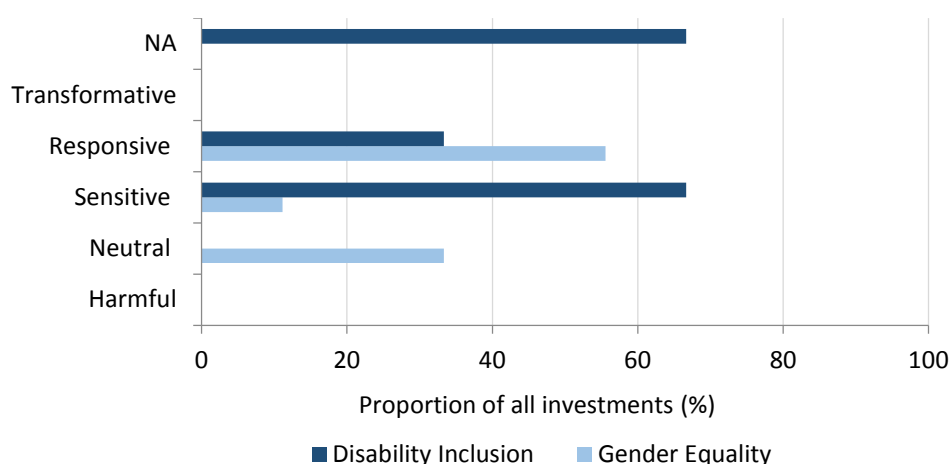
¹⁶ Gender responsive investments include: BEQUAL, LAI, MAFIPP, AFP and SUSO.

¹⁷ A gender sensitive investment includes the GMWRMP.

¹⁸ Gender neutral investments include: TDF II, HRTCP and LADLF.

¹⁹ LAI has a responsive approach to disability inclusion. BEQUAL and HRTCP have a sensitive approach to disability inclusion.

Figure 8 Responsiveness of Investment to Gender Equality and Disability Inclusion, 2017



Source: Author's analysis of investment documents using the Care Gender Marker

Sensitive and responsive investments include BEQUAL, LAI, MAFIPP, AFP, GMWRP, HRTCP and SUSO (Annex 3). These investments integrate some form of analysis of gender and/or disability into their program and, to a varying degree, activities are adapted to the specific needs of girls, women and people with a disability. There are monitoring and evaluation (M&E) processes in place to collect and analyse sex and / or disability disaggregated data. Although, M&E systems in each investment vary significantly due to their resources (budget and technical capacity) which affects the consistency and comprehensiveness of disaggregated data for gender and disability.

Figure 9 Gender and disability responsiveness by investments, 2017

Objective	Investment	Not Applicable	Harmful (score 0)	Neutral (score 1)	Sensitive (score 2)	Responsive (score 3)	Transformative (score 4)
1	BEQUAL				D	G	
2	LAI					D and G	
3	MAFIPP	D				G	
3	AFP	D				G	
3	TDFII	D		G			
R	GMWRP	D			G		
CC	HRTCP			G	D		
CC	SUSO	D				G	
CC	LADLF	D		G			

Note: D = disability inclusion; G = gender equality; R = regional objective; CC = cross cutting objective. HRTCP and SUSO scores are based on information in the design document. At the time of this Paper, activities have yet to commence.

4.2 Results and progress of gender equality

Investments results (from Jan 2015-Dec 2017) are concentrated in the area of improving women and girls' agency to: make decisions; have ownership and control; and representation (Figure 9).²⁰ **Results for improving girls and women's agency was most often reported for all three levels: environment, collective and individual.** For example, 78% of results were reported at the individual level, 92% of results for this domain was reported at the collective level and 75% of results reported at the environment level. The regional GMWRP's results are focused on improving the conditions that support women's agency through gender mainstreaming in the private sector and government institutions.

Figure 9 Results (Jan 2015-Dec 2017) reported for gender equality, by level

Level	Gender equality domains	Number of reported results for activities	% of reported results
Individual	Women & girls' have agency (decision-making, ownership, control and representation)	36	78
	Women & girls' leadership (roles and engagement)	10	22
	Ending VAW	0	0
Collective	Women & girls' have agency (decision-making, ownership, control and representation)	35	92
	Women & girls' leadership (roles and engagement)	3	8
	Ending VAW	0	0
Environment	Women & girls' have agency (decision-making, ownership, control and representation)	30	75
	Women & girls' leadership (roles and engagement)	9	23
	Ending VAW	1	3
Total number of reported results		124	

Source: Author's analysis of program reports and documents.

Most of the nine investments are making important contributions towards improving women and girls' agency, these include: BEQUAL, LAI, AFP, MAFIPP, LADLF and the GMWRP (Annex 3).²¹ Activities include:

- BEQUAL NGO Consortium skilling male and female volunteers to support literacy and reading in their communities and increasing access to schooling for disadvantage girls and children with a disability;
- LAI providing education and training to women through the scholarship programs;
- The AFP is increasing access to village banks for rural women and skilling them to be financially literate.

²⁰ **At the individual level**, investments support women, men and people with a disability to have equality in access to services (e.g. education and finance) and to participate in activities and decisions that affect their lives. **At the collective level**, DFAT investments work with groups, organisations and communities to strengthen their capacity to be responsive to the rights and needs of girls, women and people with a disability. **At the environment level**, Australia is using its investment to influence the legislative and regulatory environment by working with key institutions to adopt principles of equality, rights and inclusion.

²¹ Results for the HRTCP and SUSO were not reported as these investments have not commenced implementation at the time of writing this paper. Within the 9 investments, results from 35 activities are analysed.

- MAFIPP facilitating access to formal banking for young women in secondary school and women in rural areas;
- The GMWRP's Oxfam Inclusion project skilling women and not-for-profit organisations to participate in hydropower project development.

4.3 Results and progress of disability inclusion

Most of the reported results for activities relevant to disability inclusion are focused on enhancing participation and empowerment of persons with a disability (Annex 3). Three of the nine investments have a significant commitment to disability inclusion; these include BEQUAL, LAI and HRTCP.²²

Results reported demonstrate that much of this effort is improving participation by people with a disability at the individual level (Figure 10). Results contributing to improving inclusion of people with a disability have achieved this mainly through increasing individual capacity; participation; and access (Figure 11). For example, BEQUAL is concentrating its efforts to develop institutional frameworks and awareness of inclusive education in preparation for the roll out of nation-wide primary education reforms. The NGO Consortium component is focused on reducing barriers for children with a disability to participate in learning by working closely with schools, Village Education Development Committees and community members. Results from LAI illustrate the program's focus on increasing access to higher education and skilling for the purpose of assisting people with a disability to transition to employment. See Annex 3 for individual investment results.

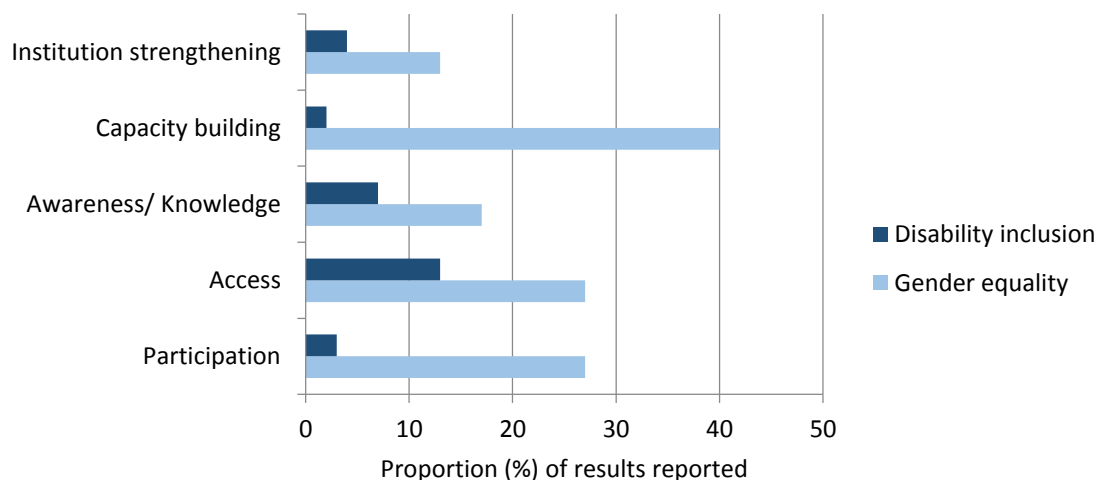
Figure 10 Results (Jan 2015 - Dec 2017) reported for disability inclusion, by level

Level	Disability inclusion domains	Number of reported results for activities	% of reported results
Individual	Participation and empowerment of persons with disabilities	7	64
	Reducing poverty among persons with disabilities	1	9
	Improving equality for persons with disabilities	3	27
Collective	Participation and empowerment of persons with disabilities	0	0
	Reducing poverty among persons with disabilities	0	0
	Improving equality for persons with disabilities	11	100
Environment	Participation and empowerment of persons with disabilities	0	0
	Reducing poverty among persons with disabilities	0	0
	Improving equality for persons with disabilities	7	100
Total		29	

Source: Author's analysis of program reports and documents

²² Although, LADLF does not target disability inclusion, the program has contributed to equality for people with a disability by enhancing awareness of disability issues in Lao PDR through a contextual study.

Figure 101 Number of results reported for activities relevant to gender equality and disability inclusion, by themes



Taken as a whole, the reported results indicate that **investment efforts are mostly concerned with increasing access, participation and capacity building of individuals, some groups and organisations.** Programs are working at various intensities to ensure policy, regulation and systems enhance equality and inclusion. However, results for activities at the environment level are often not disaggregated or the gender/disability dimensions are not clearly articulated.

4.4 Aggregate results and progress

To understand aggregate progress across investments achieved to date, GEDI results are assessed against five criteria and on a scale of 1 to 6.²³ Results from investments are considered in terms of: achievement of results for equality and inclusion; development and implementation of a gender/disability strategy based on relevant analysis; adequate resources; M&E system to monitor GEDI; and stakeholders demonstrated engagement and ownership.²⁴

Of seven investments:²⁵

- **57% are achieving moderately satisfactory results for gender equality. 50% of investments are achieving moderately satisfactory results for disability inclusion.** In this way, results are adequate because the program does not fail in any major way to achieve its intended results; adequate strategies and analysis are being used; minimum resources; M&E processes to collect disaggregated data and partners/beneficiaries demonstrated engagement. Investments in this group include: BEQUAL, LAI, AFP and MAFIPP (Figure 12).
- **43% of gender equality results and 50% of disability inclusion results are moderately unsatisfactory.** Due to investment results for equality and inclusion being somewhat weak; a

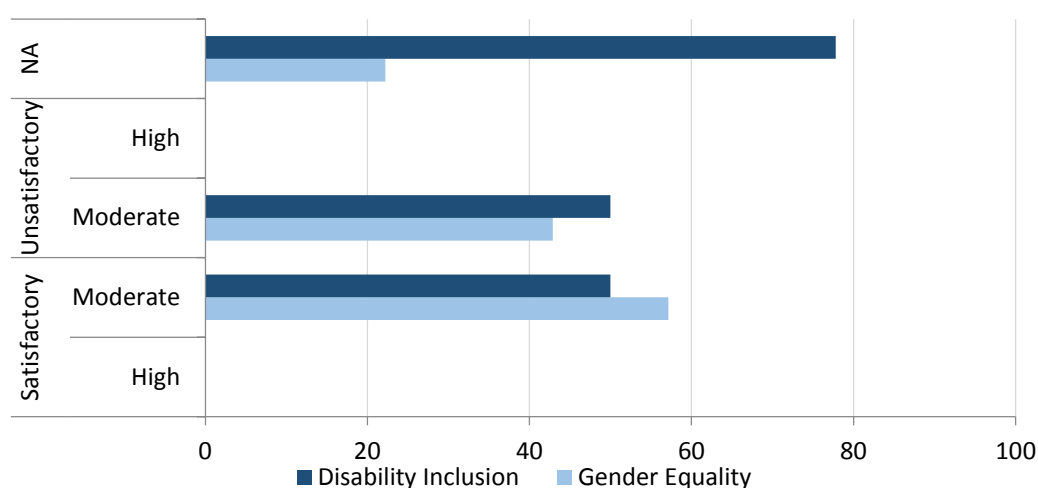
²³ The scale of 1 to 6 is derived from the DFAT Aid Quality Checks (AQC). 1 and 2 = high unsatisfactory, 3= moderate unsatisfactory; 4= moderate satisfactory; 5 and 6= high satisfactory.

²⁴ The criteria is drawn from the DFAT AQC for gender equality matrix, this is being applied to gender equality and disability inclusion. See Annex 4 for full details.

²⁵ Two investments, the HRTCP and SUSO have not yet commenced so no results were available for this review. Six investments do not have a disability inclusion target so were excluded.

strategy/action plan is not adequately implemented or absent, activities appear to lack coherence; resources and the M&E system does not consistently produce disaggregated results; and limited demonstration of stakeholder's engagement in equality and inclusive activities. Some caution should be used in interpreting this as failure to achieve results. A weak program M&E system may be a contributing factor. Investments in this group are: TDF II; GMWRP and LADLF (Annex 3,).

Figure 12 Investments Achieving Results in Gender Equality and Disability Inclusion, 2015-2017



Source: Author's analysis of program reports and documents.

An important factor of explanation is the lack of investment strategy to target and sequence activities to achieve gender and/or disability outcomes. For instance, the concentration of reported results is at individual access, participation and capacity building. Although, BEQUAL and LAI have a gender and disability strategy, there is limited demonstration by investments of how they plan to stage activities aimed at improving access, participation, capacity building and institutional strengthening.²⁶ Besides disaggregated data for outputs results, there are few indicators for measuring results achieved for capacity building and institutional strengthening. LADLF also has a gender equality and inclusive development strategy, however this has not been implemented. No investment reported unintended results or changes and risks associated with unachieved objectives for gender and/or disability inclusion.

More broadly is the absence of an AIP strategy for GEDI to direct and guide investments in their focus. At present, investments with a gender and disability strategy draw on the global DFAT Gender Equality and Women's Empowerment Strategy and Development for All Strategy. While these provide an overarching framework for gender equality and disability inclusion in Australian investments, there is a lack of a localised GEDI strategy with set contextualised agenda, standard and direction for DFAT investments in Lao PDR.

²⁶ MAFIPP, AFP and GMWRP recognise women as a priority group however there is a lack of program strategy to articulate approaches for achieving its gender equality commitment.

5. Evidence of GEDI Results

This section reviews the types and sources of data or information which form the basis of evidence for investment results. From this, an assessment of the strength of current evidence for progress and achievements is made.

5.1 Disaggregation of data

Among the nine investments, there are 35 activities identified for the purpose of this review (see Annex 2 for a full list).²⁷ Of the 35 activities, **38% committed to gender equality are consistently reporting sex-disaggregated data and 42% are reporting sex-disaggregated data either partially or inconsistently.** An example of partial reporting is the BEQUAL teacher education activities where training for MoES staff identified sex-disaggregated data, however sex-disaggregated data was not reported for school students participating in the ASLO Grade 3 assessment.

Of concern is that 5 or **19% of activities do not report sex-disaggregated data.** These include activities in BEQUAL (infrastructure); LAI (policy dialogue and technical assistance to MoHA); AFP (policy & regulation); and GMWRP (IFC and MRC) (see Annex 3).

5.2 Baseline studies and analysis

Baseline studies and analysis of the specific gender and disability challenges provide the basis for understanding expected changes that will occur as a result of the investment. Of the 35 activities identified, 5 or **19% of activities have conducted a baseline to enable tracking of change over time.** Baselines are available for three activities in BEQUAL (BNC, DOGs and infrastructure) and AFP (village banks and financial literacy). Only half, **50% or 13 activities with a significant or principal commitment to gender have conducted a gender specific analysis to inform their program.** Investments do not consistently update their situational analysis of gender or disability with each evaluation, design and planning phases. The exception is LAI, which conducted an analysis of women's leadership and disability in Lao PDR, following its mid-term evaluation and preparation for phase 2 design.

5.3 Source of GEDI information

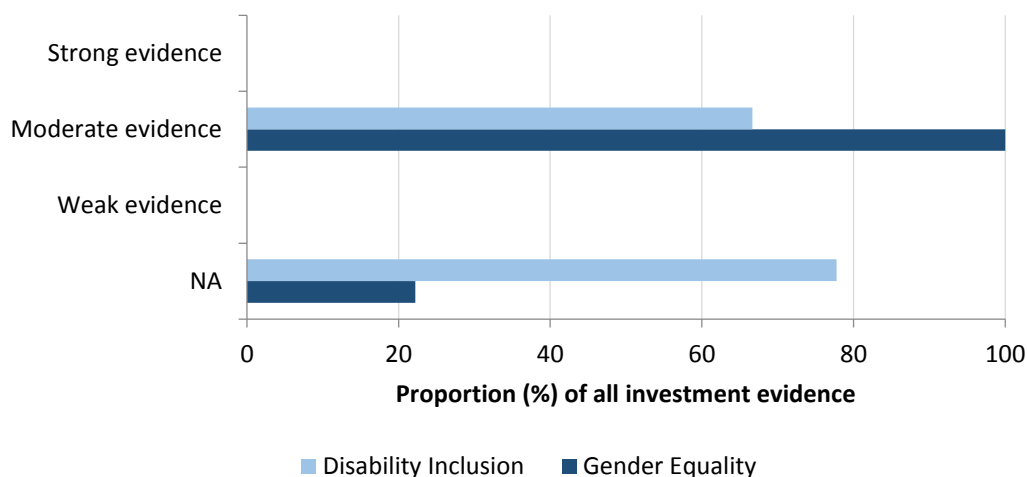
To further assess the strength of evidence for results achieved in GEDI, reported information from investments was also examined by source. Multiple sources of information derived from independent assessment and program monitoring enhance the reliability, coherence and validity of results.²⁸ **All of the investments are providing a moderate level of evidence for gender equality and 67% of investments relevant to disability inclusion are demonstrating moderate evidence** (Figure 13). This means that evidence of investments results in these areas are derived largely from implementation agency reports, records of

²⁷ For this GEDI review, an 'activity' is a set of coherent interventions used to achieve an objective or outcome. Investments vary in scope, size, value and stage of implementation, therefore, the number of activities in each investment reflects this variation.

²⁸ The criteria for evidence is drawn from the DFAT AQC matrix, this is being applied to gender equality and disability inclusion. See Annex 4 for full details.

monitoring visits, routine monitoring data and media communication.²⁹ The majority of sources that support the evidence for gender and disability achievements rely significantly on disaggregated monitoring data. At minimum this is a good start, however, more qualitative analysis of the responses to meet the differentiated needs of girls, women and people with a disability is needed to complement the disaggregated outputs results and to strengthen the evidence base.

Figure 11 Strength of Evidence for GEDI Results, 2015-2017



Source: Author's analysis criteria adapted from DFAT AQC

5.4 GEDI sensitive monitoring and evaluation

Benefits and costs that accrue from activities are not always disaggregated by sex and disability, consequently, it is difficult to understand the effects of activities for girls, women and people with a disability. A monitoring and evaluation process that is gender or disability sensitive and involves men, women and people with a disability, not as informants but as participants, will result in a better understanding of who benefits, who bears the risks and what motivates different groups to act. Furthermore, a monitoring process that involves men, women and people with a disability ensures that monitoring becomes a management tool rather than an audit instrument which can enhance implementation.

Additionally, the following issues cannot be measured or monitored without gender-sensitive indicators:

- The effectiveness of activities targeted to address women's or men's practical gender needs i.e., new skills, knowledge, resources, opportunities or services in the context of their existing gender roles;

²⁹ The HRTCP and SUSO are not included as they have not commenced phase two implementation activities.

- The effectiveness of activities designed to increase gender equality of opportunity, influence or benefit e.g., targeted actions to increase women's contribution to decision making; opening up new opportunities for women/men in non-traditional skill areas;
- The effectiveness of activities designed to develop gender awareness and skills among policy-makers, management and implementation staff;
- The effectiveness of activities to promote greater gender equality within the staffing and organisational culture in government agencies e.g. the socialisation of inclusive strategies and mainstreaming gender and disability.

6. Conclusion

6.1 GEDI activities and achievements

Most of Australia's aid investments in Lao PDR from Jan 2015 to Dec 2017 have emphasised efforts to achieve gender equality. By contrast, only a select number of investments (BEQUAL, LAI, and HRTCP) have focused on disability inclusion and endeavour to adapt activities to the specific challenges faced by people with a disability and even in these investments there is limited articulation of a clear strategy for achieving inclusion beyond basic access. Careful targeting of resources to achieve GEDI objectives is also less evident.

Activities are concentrated at the individual and group level, mostly around improvement of access and participation. Capacity building activities have also been implemented during this period, raising the awareness, knowledge and skills of stakeholders such as GoL partners and community level stakeholders. If subnational stakeholders are frequently engaged as implementing partners and/or beneficiaries across investments, only LAI has updated its analysis of gender and disability context to inform its implementation and strategy since the design stage.

In terms of achievements, results at the individual and group level are noticeable. Demonstration of changes at systemic or organisational levels among beneficiary groups and institutions is limited. For instance, results on policy and reform initiatives which promote equality and empowerment, especially for girls, women and people with a disability are limited.

Investments reviewed are of different magnitude and at various stages of their lifecycle and, as such, it is reasonable to have varying degrees of GEDI performance. However more established or significant investments do not appear to take a more transformative approach to equality and inclusion.³⁰ This might be partly due to a lack of strategy to identify how activities can incrementally improve their GEDI performance, for example, through building on and linking increased individual participation to shifts in behaviours, practices and norms at the collective and institutional levels.

A small proportion of Australian aid investments in Lao PDR have a gender and disability strategy.³¹ However, the lack of an AIP-wide GEDI strategy means there is limited guidance for programs to focus their action plans, and cross-learning from evaluations and analysis on gender and disability is limited between investments.

³⁰ For example, investments in phase 2 include: LAI, LADLF, HRTCP, SUSO and TDF II.

³¹ Investments that have a gender, disability or inclusion strategy are: BEQUAL and LAI.

6.2 Strength of GEDI evidence

The strength of evidence for GEDI change is moderate. Investments are meeting the minimum GEDI reporting required by DFAT, with all DFAT investments collecting and reporting sex-disaggregated data.

Investments which have a GEDI strategy, such as BEQUAL and LAI, tend to also collect and report on quantitative and qualitative GEDI progress and provide more consistent and coherent evidence of achieved GEDI outputs.

However, the analysis shows that current DFAT investments have limited ability to demonstrate their GEDI impact. Besides the absence of specific GEDI strategies, this might be explained by a number of factors:

- Few investments conduct GEDI analysis recurrently to understand changes in their context and adapt their objectives and/or activities accordingly. Only half of investments with a significant or principal commitment to gender have conducted a gender specific analysis to inform their program.
- Investments' M&E systems rarely capture and report disaggregated data *and* qualitative changes in roles, behaviour, relations and unintended consequences. There is, for instance, limited disaggregated data to illustrate the meaningful participation by beneficiaries in program planning, decisions, activities and feedback.
- Investments' M&E processes are not aligned with, or support the investment to achieve its gender equality or disability inclusion objectives. As a result, information generated by investments provide at best, a moderate level of evidence of results for gender equality and disability inclusion.
- Few investments conduct a baseline that includes meaningful gender and disability performance information to enable tracking of change over time. Less than 20% of investment activities carry out a baseline.

7. Recommendations

Recommendations put forward below recognise the competing priorities and policy requirements at Post. For this reason, these recommendations are aimed at clarifying the key priority for GEDI and enhancing performance and reporting within existing resources available to Post. Improvements of the GEDI performance of Australia's aid investment in Lao PDR can be suggested on two fronts.

7.1 At the program level

1. Develop an Embassy-wide GEDI strategy for Australia's aid investments in Lao PDR, including an action plan, drawing on the experience of neighbouring Posts.
2. Resource the GEDI action plan appropriately, taking into consideration the findings of the upcoming review of the GEDI Focal Point System.
3. Post to hold learning events across investments to share lessons for the purpose of improving performance. For example, LAI could present their lessons about increasing their programming focus on disability inclusion with DFAT teams and implementing partners.

7.2 At the investment level

4. Encourage all investments to develop a GEDI strategy that is multidimensional (i.e. considers change across levels) and incremental (i.e. consider increasing intensity over time) to integrate gender equality and disability inclusion objectives.
5. Investment design and plan should meet DFAT gender and disability standards with adequate resources attached to GEDI priorities. For example, gender and disability elements and resources should be included in the designs of DFAT's new private sector development investments; the upcoming social protection pilot (ECAP); and the upcoming GMWRP phase II.
6. Require all investment's annual planning and performance reports to articulate how activities are responding to gender equality and/or disability inclusion.
7. Reported progress on GEDI results should identify beneficiaries' participation in investment planning, consultation, implementation and feedback processes.
8. Ensure at minimum that indicators are disaggregated by sex and/or disability status and qualitative indicators for change at individual, collective and environment levels are reported for all investments by June 2019.
9. Encourage all investments to conduct periodic contextual analysis of gender and disability in Lao PDR, with particular attention to the following dimensions: decision-making; institutional practices, policy and regulation; social norms; access to and control over resources; service delivery.



ANNEXES

Annexes

Annex 1 - Information about Australian aid investments

Objective	Investment	Activities	Sector/ Sub sector	Total investment AUD	Funding Partners	Start	End	Current Phase & timeframe
1	BEQUAL	BNC; BEIF; DOGs; Infrastructure; Policy & co-ordination; Teacher education; Teaching resources	Primary Education	\$32,036,801	EU, USAID	2015	2019	Phase 1
2	LAI	AAS; LANS; DIDP; Women's Leadership; CBT; Policy Dialogue; TA to MoHA	Human Resource Development	\$20,482,000		2012	2021	Phase 2
3	TDF II	Trade policy and regulations; diversification and competitiveness; mainstreaming aid-for-trade	Private Sector	\$12,426,638	World Bank	2013	2019	Phase 2
3	MAFIPP	Finance inclusion fund; Technical assistance; Digital finance services; regulation & policy	Financial Inclusion	\$USD6.1 mil	UNCDF	2013	2018	Phase 1
3	AFP	Village banks, financial literacy; policy and regulation	Financial Inclusion	\$7.43 mil		2013	2018	Phase 1
Cross cutting	LADLF	Performance assessment; context analysis; strategy and design	Performance Assessment	\$10,621,158		2014	2020	Phase 2
Cross cutting	HRTCP	Reporting (UPR & ICPPED; Strengthen engagement; Capacity building)	Human Rights	\$814,988		2016	2020	Phase 2
Cross cutting	SUSO	Change agents and campaign	VAW Prevention	\$800,000		2017	2019	Phase 2
Regional	GMWRM	MRC Support	Water Governance	\$6,000,000		2016	2020	Phase 1
		Water, Land & Ecosystems	Water Management	\$6,100,000		2014	2018	Phase 1
		Oxfam Inclusion Project	Inclusive	\$9,000,000		2013	2020	Phase 1
		IFC Environmental and Social Standards in Hydropower	Water Governance	\$8,000,000		2013	2019	Phase 1

Annex 2 - Investments and activities covered by GEDI review

Objectives	Investments	Activities
1	BEQUAL	BEQUAL NGO Consortium (BNC)
		BEQUAL Education Innovation Fund (BEIF)
		District Operating Grants (DOGs)
		Infrastructure
		Policy and coordination
		Teacher education
		Teacher resources
2	LAI	Australian Awards Scholarship (AAS)
		Laos Australian National Scholarship (LANS)
		Disability Inclusive Development English Program (DIDP)
		Competency Based Training (CBT)
		Women's Leadership program
		Technical Assistance to MoHA
		Policy Dialogue
3	AFP	Village banks
		Financial literacy
		Policy & regulation
	MAFIPP	Finance for financial inclusion
		Digital finance service
		Policy & regulation
	TDF II	Policy & regulation
		Diversity and competition
		Aid for trade
Regional	GMWRP	International Finance Cooperation (IFC) Water governance
		Mekong River Commission (MRC) Water management
		Oxfam Inclusion project
		Water, Land and Ecosystem (WLE) program
Other	HRTCP	Commitment to international conventions
		Reporting on international conventions
		Institutional capacity
	LADLF	Contextual analysis
		Performance assessment
		Strategy and design
	SUSO	Community campaign
		Change agents

Annex 3 - Results Tables by Investment

Source: Author's analysis of investment documents

BEQUAL

1 Approach to GEDI

AIP Objective	Investment	Mainstream	Targeted	Both
1	BEQUAL	■		

2 Commitment to Gender Equality and Disability Inclusion, 2017

AIP Objective	Investment	Not targeted	Significant commitment	Principal commitment
1	BEQUAL		D and G	

Note: G = gender equality, D = disability inclusion

3 Distribution of GEDI Activities in Regions

AIP Objective	Investment	North	Central	South
1	BEQUAL	39%	44%	16%

4 Resources to Support GEDI Results

Investment	Gender				Disability			
	Advisor	Dedicated Budget	Strategy, Plan, Tool	Analysis	Advisor	Dedicated Budget	Strategy, Plan, Tool	Analysis
BEQUAL	✓	✓	✓	x	x	✓	✓	✓

5 Gender Equality and Disability Inclusion Responsiveness, 2017

AIP Objective	Investment	Not Applicable	Harmful (score 0)	Neutral (score 1)	Sensitive (score 2)	Responsive (score 3)	Transformative (score 4)
1	BEQUAL				D	G	

Note: G = gender equality, D = disability inclusion

6 Number of Results Reported for Activities Relevant to DFAT Gender Equality Objectives

Gender equality objectives	No. of results
Women & girls' agency - decision making, ownership, control, representation	27
Women & girls' leadership - roles, organisation, political engagement	2
Ending VAW	0

7 Number of Results Reported for Activities Relevant to DFAT Disability Inclusion Objectives

Disability inclusion objectives	No. of results
Participation & empowerment of persons with disabilities	1
Reducing poverty among persons with disabilities	0
Improving equality for persons with disabilities	6

8 Number of Results Reported for Activities Relevant to GEDI by Levels

Levels	Gender Equality	Disability Inclusion
Individual	14	1
Collective	9	2
Environment	6	4

9 Number of Results Reported for Activities Relevant to GEDI by Themes

Themes	Gender Equality	Disability Inclusion
Participation	5	1
Access	4	2
Awareness/ knowledge	4	2
Institution	3	2
Capacity	13	0

10 GEDI Results Score, 2015-2017

		Satisfactory			Unsatisfactory			
		High		Moderate	Moderate	High		
AIP Objective	Strategy	6	5	4	3	2	1	0
1	Gender equality			✓				
	Disability inclusion				✓			

11 Information to Inform Gender Equality and/or Disability Inclusion Results

Strategy	Significant or principal commitment	Disaggregated results reported for activities		Part disaggregated results reported for activities		Baseline available		GEDI analysis informs activities	
		No. of activities	%	No. of activities	%	No. of activities	%	No. of activities	%
Gender equality	6	1	17	5	83	3	50	3	50
Disability inclusion	6	0	0	1	17	0	0	1	17

1 Investment Approach to GEDI

AIP Objective	Investment	Mainstream	Targeted	Both
2	LAI			■

2 Commitments to Gender Equality and Disability Inclusion, 2017

AIP Objective	Investment	Not targeted	Significant commitment	Principal commitment
2	LAI		D and G	

Note: G = gender equality, D = disability inclusion

3 Distribution of GEDI Activities in Regions

AIP Objective	Investment	North	Central	South
2	LAI	13%	88%	0%

4 Resources to Support GEDI Results

Investment	Gender				Disability			
	Advisor	Dedicated Budget	Strategy, Plan, Tool	Analysis	Advisor	Dedicated Budget	Strategy, Plan, Tool	Analysis
LAI	✓	✓	✓	✓	✓	✓	✓	✓

5 Gender Equality and Disability Inclusion Responsiveness, 2017

AIP Objective	Investment	Not Applicable	Harmful (score 0)	Neutral (score 1)	Sensitive (score 2)	Responsive (score 3)	Transformative (score 4)
2	LAI					D and G	

Note: G = gender equality, D = disability inclusion

6 Number of Results Reported for Activities relevant to DFAT Gender Equality Objectives

Gender equality objectives	No. of results
Women & girls' agency - decision making, ownership, control, representation	18
Women & girls' leadership - roles, organisation, political engagement	8
Ending VAW	0

7 Number of Results Reported for Activities Relevant to DFAT Disability Inclusion Objectives

Disability Inclusion objectives	No. of results
Participation & empowerment of persons with disabilities	6
Reducing poverty among persons with disabilities	1
Improving equality for persons with disabilities	14

8 Number of Results Reported for Activities Relevant to GEDI by Levels

Levels	Gender Equality	Disability Inclusion
Individual	16	10
Collective	4	9
Environment	6	2

9 Number of Results Reported for Activities Relevant to GEDI by Themes

Themes	Gender Equality	Disability Inclusion
Participation	7	2
Access	8	11
Awareness/ knowledge	2	4
Institution	1	0
Capacity	8	4

10 GEDI Results Score, 2015-2017

		Satisfactory			Unsatisfactory			
		High		Moderate	Moderate	High		
AIP Objective	Strategy	6	5	4	3	2	1	0
2	Gender equality			✓				
	Disability inclusion			✓				

11 Information to Inform Gender Equality Results

Strategy	Significant or principal commitment	Disaggregated results reported for activities		Part disaggregated results reported for activities		Baseline available		GEDI analysis informs activities	
	No. of activities	No. of activities	%	No. of activities	%	No. of activities	%	No. of activities	%
Gender equality	2	2	29	0	0	0	0	3	43
Disability inclusion	1	1	14	0	0	0	0	1	14
Both	4	2	29	2	29	-	0	-	0
Total	7	5		2		0		4	

AFP

1 Approach to GEDI

AIP Objective	Investment	Mainstream	Targeted	Both
3	AFP	■		

2 Commitments to Gender Equality and Disability Inclusion, 2017

AIP Objective	Investment	Not targeted	Significant commitment	Principal commitment
3	AFP	D	G	

Note: G = gender equality, D = disability inclusion

3 Distribution of GEDI Activities in Regions

AIP Objective	Investment	North	Central	South
3	AFP	0%	33%	67%

4 Resources to Support GEDI Results

Investment	Gender				Disability			
	Advisor	Dedicated Budget	Strategy, Plan, Tool	Analysis	Advisor	Dedicated Budget	Strategy, Plan, Tool	Analysis
AFP	x	x	x	✓	NA	NA	NA	NA

5 Gender Equality and Disability Inclusion Responsiveness, 2017

AIP Objective	Investment	Not Applicable	Harmful (score 0)	Neutral (score 1)	Sensitive (score 2)	Responsive (score 3)	Transformative (score 4)
3	AFP	D				G	

Note: G = gender equality, D = disability inclusion

6 Number of Results Reported for Activities Relevant to DFAT Gender Equality Objectives

Gender equality objectives	No. of results
Women & girls' agency - decision making, ownership, control, representation	4
Women & girls' leadership - roles, organisation, political engagement	1
Ending VAW	0

7 Number of Results Reported for Activities Relevant to Disability Inclusion by DFAT Disability Inclusion Objectives

Disability Inclusion Objectives	No. of results
Participation & empowerment of persons with disabilities	NA
Reducing poverty among persons with disabilities	NA
Improving equality for persons with disabilities	NA

8 Number of Results Reported for Activities Relevant to GEDI by Levels

Levels	Gender Equality	Disability Inclusion
Individual	3	NA
Collective	1	NA
Environment	1	NA

9 Number of Results Reported for Activities Relevant to GEDI by Themes

Themes	Gender Equality	Disability Inclusion
Participation	1	NA
Access	2	NA
Awareness/ knowledge	0	NA
Institution	0	NA
Capacity	2	NA

10 GEDI Results Score, 2015-2017

		Satisfactory			Unsatisfactory			
		High		Moderate	Moderate	High		
AIP Objective	Strategy	6	5	4	3	2	1	0
3	Gender equality			✓				
	Disability inclusion							✓

11 Information to Inform Gender Equality and/ or Disability Results

Strategy	Significant or principal commitment	Disaggregated results reported for activities		Part disaggregated results reported for activities		Baseline available		GEDI analysis informs activities	
	No. of activities	No. of activities	%	No. of activities	%	No. of activities	%	No. of activities	%
Gender equality	3	2	67	0	0	2	67	2	67
Disability inclusion	NA	NA	-	NA	-	NA	-	NA	-

MAFIPP

1 Approach to GEDI

AIP Objective	Investment	Mainstream	Targeted	Both
3	MAFIPP	■		

2 Commitments to Gender Equality and Disability Inclusion, 2017

AIP Objective	Investment	Not targeted	Significant commitment	Principal commitment
3	MAFIPP	D	G	

Note: G = gender equality, D = disability inclusion

3 Distribution of GEDI Activities in Regions

AIP Objective	Investment	North	Central	South
3	MAFIPP	41%	53%	6%

4 Resources to Support GEDI Results

Investment	Gender				Disability			
	Advisor	Dedicated Budget	Strategy, Plan, Tool	Analysis	Advisor	Dedicated Budget	Strategy, Plan, Tool	Analysis
MAFIPP	x	x	x	x	NA	NA	NA	NA

5 Gender Equality and Disability Inclusion Responsiveness, 2017

AIP Objective	Investment	Not Applicable	Harmful (score 0)	Neutral (score 1)	Sensitive (score 2)	Responsive (score 3)	Transformative (score 4)
3	MAFIPP	D				G	

Note: G = gender equality, D = disability inclusion

6 Number of Results Reported for Activities Relevant to DFAT Gender Equality Objectives

Gender equality objectives	No. of results
Women & girls' agency - decision making, ownership, control, representation	16
Women & girls' leadership - roles, organisation, political engagement	3
Ending VAW	0

7 Number of Results Reported for Activities Relevant to DFAT Disability Inclusion Objectives

Disability inclusion objectives	No. of results
Participation & empowerment of persons with disabilities	NA
Reducing poverty among persons with disabilities	NA
Improving equality for persons with disabilities	NA

8 Number of Results Reported for Activities Relevant to GEDI by Levels

Levels	Gender Equality	Disability Inclusion
Individuals	7	NA
Collective	6	NA
Environment	6	NA

9 Number of Results Reported for Activities Relevant to GEDI by Themes

Themes	Gender Equality	Disability Inclusion
Participation	2	NA
Access	8	NA
Awareness/ knowledge	0	NA
Institution	1	NA
Capacity	8	NA

10 GEDI Results Score, 2015-2017

		Satisfactory			Unsatisfactory			
		High		Moderate	Moderate	High		
AIP Objective	Strategy	6	5	4	3	2	1	0
3	Gender equality			✓				
	Disability inclusion							✓

11 Information to Inform Gender Equality Results

Strategy	Significant or principal commitment	Disaggregated results reported for activities		Part disaggregated results reported for activities		Baseline available		GEDI analysis informs activities	
	No. of activities	No. of activities	%	No. of activities	%	No. of activities	%	No. of activities	%
Gender equality	3	2	67	1	33	0	0	2	67
Disability inclusion	NA	NA	-	NA	-	NA	-	NA	-

TDF II

1 Approach to GEDI

AIP Objective	Investment	Mainstream	Targeted	Both
3	TDFII	■		

2 Commitments to Gender Equality and Disability Inclusion, 2017

AIP Objective	Investment	Not targeted	Significant commitment	Principal commitment
3	TDFII	D	G	

Note: G = gender equality, D = disability inclusion

3 Distribution of GEDI Activities in Regions

AIP Objective	Investment	North	Central	South
4	TDF II	8%	85%	8%

4 Resources to Support GEDI Results

Investment	Gender				Disability			
	Advisor	Dedicated Budget	Strategy, Plan, Tool	Analysis	Advisor	Dedicated Budget	Strategy, Plan, Tool	Analysis
TDF II	✓	x	x	x	NA	NA	NA	NA

5 Gender Equality and Disability Inclusion Responsiveness, 2017

AIP Objective	Investment	Not Applicable	Harmful (score 0)	Neutral (score 1)	Sensitive (score 2)	Responsive (score 3)	Transformative (score 4)
3	TDFII	D		G			

Note: G = gender equality, D = disability inclusion

6 Number of Results Reported for Activities relevant to DFAT Gender Equality Objectives

Gender equality objectives	No. of results
Women & girls' agency - decision making, ownership, control, representation	2
Women & girls' leadership - roles, organisation, political engagement	3
Ending VAW	0

7 Number of Results Reported for Activities Relevant to Disability inclusion by DFAT Disability Inclusion Objectives

Disability inclusion objectives	No. of results
Participation & empowerment of persons with disabilities	NA
Reducing poverty among persons with disabilities	NA
Improving equality for persons with disabilities	NA

8 Number of Results Reported for Activities Relevant to GEDI by Levels

Levels	Gender Equality	Disability Inclusion
Individual	3	NA
Collective	1	NA
Environment	1	NA

9 Number of Results Reported for Activities Relevant to GEDI by Themes

Themes	Gender Equality	Disability Inclusion
Participation	3	NA
Access	2	NA
Awareness/ knowledge	0	NA
Institution	0	NA
Capacity	0	NA

10 GEDI Results Score, 2015-2017

		Satisfactory			Unsatisfactory			
		High		Moderate	Moderate	High		
AIP Objective	Strategy	6	5	4	3	2	1	0
3	Gender equality				✓			
	Disability inclusion							✓

11 Information to Inform Gender Equality Results

Strategy	Significant or principal commitment	Disaggregated results reported for activities		Part disaggregated results reported for activities		Baseline available		GEDI analysis informs activities	
	No. of activities	No. of activities	%	No. of activities	%	No. of activities	%	No. of activities	%
Gender equality	1	0	0	1	100	0	0	1	0
Disability inclusion	NA	NA	-	NA	-	NA	-	NA	-

GMWRP

1 Approach to GEDI

AIP Objective	Investment	Mainstream	Targeted	Both
Regional (R)	GMWRP			■

2 Commitments to Gender Equality and Disability Inclusion, 2017

AIP Objective	Investment	Not targeted	Significant commitment	Principal commitment
R	GMWRP	D	G	

Note: G = gender equality, D = disability inclusion. R = regional objective

3 Distribution of GEDI Activities in Regions

AIP Objective	Investment	North	Central	South
R	GMWRP	19%	54%	27%

4 Resources to Support GEDI Results

Investment	Gender				Disability			
	Advisor	Dedicated Budget	Strategy, Plan, Tool	Analysis	Advisor	Dedicated Budget	Strategy, Plan, Tool	Analysis
GMWRP	✓	✓	✓	✓	NA	NA	NA	NA

Note: resources for gender equality are derived from the Oxfam Inclusion project

5 Gender Equality and Disability Inclusion Responsiveness, 2017

AIP Objective	Investment	Not Applicable	Harmful (score 0)	Neutral (score 1)	Sensitive (score 2)	Responsive (score 3)	Transformative (score 4)
R	GMWRP	D			G		

Note: G = gender equality, D = disability inclusion. R = regional objective

6 Number of Results Reported for Activities Relevant to DFAT Gender Equality Objectives

Gender equality objectives	No. of results
Women & girls' agency - decision making, ownership, control, representation	25
Women & girls' leadership - roles, organisation, political engagement	3
Ending VAW	0

7 Number of Results Reported for Activities Relevant to DFAT Disability Inclusion Objectives

Disability Inclusion Objectives	No. of results
Participation & empowerment of persons with disabilities	NA
Reducing poverty among persons with disabilities	NA
Improving equality for persons with disabilities	NA

8 Number of Results Reported for Activities Relevant to GEDI by Levels

Levels	Gender Equality	Disability Inclusion
Individual	2	NA
Collective	12	NA
Environment	14	NA

9 Number of Results Reported for Activities Relevant to GEDI by Themes

Themes	Gender Equality	Disability Inclusion
Participation	9	NA
Access	3	NA
Awareness/ knowledge	6	NA
Institution	7	NA
Capacity	3	NA

10 GEDI Results Score, 2015-2017

		Satisfactory			Unsatisfactory			
		High		Moderate	Moderate	High		
AIP Objective	Strategy	6	5	4	3	2	1	0
R	Gender equality				✓			
	Disability Inclusion							✓

11 Information to Inform Gender Equality results

Strategy	Significant or principal commitment	Disaggregated results reported for activities		Part disaggregated results reported for activities		Baseline available		GEDI analysis informs activities	
	No. of activities	No. of activities	%	No. of activities	%	No. of activities	%	No. of activities	%
Gender equality	3	0	0	1	33	0	0	1	33
Disability Inclusion	NA	NA	-	NA	-	NA	-	NA	-

HRTCP

1 Approach to GEDI

AIP Objective	Investment	Mainstream	Targeted	Both
CC	HRTCP	■		

Note: CC = Cross-cutting objective. Implementation was yet to commence at the time of this review.

2 Commitments to Gender Equality and Disability Inclusion, 2017

AIP Objective	Investment	Not targeted	Significant commitment	Principal commitment
CC	HRTCP		G	D

Note: G = gender equality, D = disability inclusion

3 Distribution of GEDI Activities in Regions

AIP Objective	Investment	North	Central	South
CC	HRTCP	0%	100%	0%

4 Resources to Support GEDI Results

Investment	Gender				Disability			
	Advisor	Dedicated Budget	Strategy, Plan, Tool	Analysis	Advisor	Dedicated Budget	Strategy, Plan, Tool	Analysis
HRTCP	✓	x	x	x	✓	x	x	x

5 Gender Equality and Disability Inclusion Responsiveness, 2017

AIP Objective	Investment	Not Applicable	Harmful (score 0)	Neutral (score 1)	Sensitive (score 2)	Responsive (score 3)	Transformative (score 4)
CC	HRTCP			G	D		

6 Number of Results Reported for Activities Relevant to DFAT Gender Equality Objectives

Gender equality objectives	No. of results
Women & girls' agency - decision making, ownership, control, representation	0
Women & girls' leadership - roles, organisation, political engagement	0
Ending VAW	0

Note: Implementation was yet to commence at the time of this review.

7 Number of Results Reported for Activities Relevant to DFAT Disability Inclusion Objectives

Disability Inclusion Objectives	No. of results
Participation & empowerment of persons with disabilities	0
Reducing poverty among persons with disabilities	0
Improving equality for persons with disabilities	0

Note: Implementation was yet to commence at the time of this review.

8 Number of Results Reported for Activities Relevant to GEDI by Levels

Levels	Gender Equality	Disability Inclusion
Individual	0	0
Collective	0	0
Environment	0	0

Note: Implementation yet to commence at the time of this review.

9 Number of Results Reported for Activities Relevant to GEDI by Themes

Themes	Gender Equality	Disability Inclusion
Participation	0	0
Access	0	0
Awareness/ knowledge	0	0
Institution	0	0
Capacity	0	0

Note: Implementation yet to commence at the time of this review.

10 GEDI Results Score, 2015-2017

		Satisfactory			Unsatisfactory			
		High		Moderate	Moderate	High		
AIP Objective	Strategy	6	5	4	3	2	1	0
CC	Gender equality							✓
	Disability inclusion							✓

Note: Implementation yet to commence at the time of this review.

11 Information to Inform Gender Equality Results

Strategy	Significant or principal commitment	Disaggregated results reported for activities		Part disaggregated results reported for activities		Baseline available		GEDI analysis informs activities	
	No. of activities	No. of activities	%	No. of activities	%	No. of activities	%	No. of activities	%
Gender equality	1	NA	-	NA	-	NA	-	NA	-
Disability inclusion	1	NA	-	NA	-	NA	-	NA	-

Note: Implementation yet to commence at the time of this review.

LADLF

1 Investment Approach to GEDI

AIP Objective	Investment	Mainstream	Targeted	Both
CC	LADLF	■		

Note: CC = Cross-cutting objective

2 Commitments to Gender Equality and Disability Inclusion, 2017

AIP Objective	Investment	Not targeted	Significant commitment	Principal commitment
CC	LADLF	D and G		

Note: G = gender equality, D = disability inclusion, CC = Cross-cutting objective

3 Distribution of GEDI Activities in Regions

AIP Objective	Investment	North	Central	South
CC	LADLF	0%	100%	0%

4 Resources to Support GEDI Results

Investment	Gender				Disability			
	Advisor	Dedicated Budget	Strategy, Plan, Tool	Analysis	Advisor	Dedicated Budget	Strategy, Plan, Tool	Analysis
LADLF	x	x	■	x	NA	NA	NA	NA

5 Gender Equality and Disability Inclusion Responsiveness, 2017

AIP Objective	Investment	Not Applicable	Harmful (score 0)	Neutral (score 1)	Sensitive (score 2)	Responsive (score 3)	Transformative (score 4)
CC	LADLF	D		G			

Note: G = gender equality, D = disability inclusion

6 Number of Results Reported for Activities Relevant to DFAT Gender Equality Objectives

Gender equality objectives	No. of results
Women & girls' agency - decision making, ownership, control, representation	9
Women & girls' leadership - roles, organisation, political engagement	2
Ending VAW	0

7 Number of Results Reported for Activities Relevant to DFAT Disability Inclusion Objectives

Disability Inclusion Objectives	No. of results
Participation & empowerment of persons with disabilities	NA
Reducing poverty among persons with disabilities	NA
Improving equality for persons with disabilities	1

8 Number of Results Reported for Activities Relevant to GEDI by Levels

Levels	Gender Equality	Disability Inclusion
Individual	1	NA
Collective	5	NA
Environment	5	1

9 Number of Results Reported for Activities Relevant to GEDI by Themes

Themes	Gender Equality	Disability Inclusion
Participation	0	NA
Access	0	NA
Awareness/ knowledge	4	1
Institution	1	NA
Capacity	6	NA

10 GEDI results score, 2015-2017

		Satisfactory			Unsatisfactory			
		High		Moderate	Moderate	High		
AIP Objective	Strategy	6	5	4	3	2	1	0
CC	Gender equality				✓			
	Disability inclusion							✓

11 Information to Inform gender Equality Results

Strategy	Significant or principal commitment	Disaggregated results reported for activities		Part disaggregated results reported for activities		Baseline available		GEDI analysis informs activities	
	No. of activities	No. of activities	%	No. of activities	%	No. of activities	%	No. of activities	%
Gender equality	0	0	0	3	0	0	0	0	0
Disability inclusion	NA	NA	-	NA	-	NA	-	NA	-

SUSO

1 Approach to GEDI

AIP Objective	Investment	Mainstream	Targeted	Both
CC	SUSO		■	

Note: CC = Cross-cutting objective. Implementation of phase 2 was yet to commence at the time of this review.

2 Commitments to Gender Equality and Disability Inclusion, 2017

AIP Objective	Investment	Not targeted	Significant commitment	Principal commitment
CC	SUSO	D		G

Note: G = gender equality, D = disability inclusion, CC = Cross-cutting objective

3 Distribution of GEDI Activities in Regions

AIP Objective	Investment	North	Central	South
CC	SUSO	50%	25%	25%

4 Resources to Support GEDI Results

Investment	Gender				Disability			
	Advisor	Dedicated Budget	Strategy, Plan, Tool	Analysis	Advisor	Dedicated Budget	Strategy, Plan, Tool	Analysis
SUSO	✓	✓	✓	✓	NA	NA	NA	NA

Note: CC = Cross-cutting objective. Implementation of phase 2 was yet to commence at the time of this review.

5 Gender Equality and Disability Inclusion Responsiveness, 2017

AIP Objective	Investment	Not Applicable	Harmful (score 0)	Neutral (score 1)	Sensitive (score 2)	Responsive (score 3)	Transformative (score 4)
CC	SUSO	D				G	

Note: G = gender equality, D = disability inclusion, CC = Cross-cutting objective

6 Number of Results Reported for Activities Relevant to DFAT Gender Equality Objectives

Gender equality objectives	No. of results
Women & girls' agency - decision making, ownership, control, representation	0
Women & girls' leadership - roles, organisation, political engagement	0
Ending VAW	0

Note: Implementation of phase 2 was yet to commence at the time of this review.

7 Number of Results Reported for Activities Relevant to DFAT Disability Inclusion Objectives

Disability inclusion objectives	No. of results
Participation & empowerment of persons with disabilities	NA
Reducing poverty among persons with disabilities	NA
Improving equality for persons with disabilities	NA

8 Number of Results Reported for Activities Relevant to GEDI by Levels

Levels	Gender Equality	Disability Inclusion
Individual	0	NA
Collective	0	NA
Environment	1	NA

Note: Implementation of phase 2 was yet to commence at the time of this review. Result is derived from project social media (Facebook) posts.

9 Number of Results Reported for Activities Relevant to GEDI by Themes

Themes	Gender Equality	Disability Inclusion
Participation	0	NA
Access	0	NA
Awareness/ knowledge	1	NA
Institution	0	NA
Capacity	0	NA

Note: Implementation of phase 2 was yet to commence at the time of this review. Result is derived from project social media (Facebook) posts.

10 GEDI Results Score, 2015-2017

		Satisfactory			Unsatisfactory			NA
		High	Moderate		Moderate	High		
AIP Objective	Strategy	6	5	4	3	2	1	0
CC	Gender equality							✓
	Disability inclusion							✓

11 Information to Inform gender Equality Results

Strategy	Significant or principal commitment	Disaggregated results reported for activities		Part disaggregated results reported for activities		Baseline available		GEDI analysis informs activities	
	No. of activities	No. of activities	%	No. of activities	%	No. of activities	%	No. of activities	%
Gender equality	2	0	0	0	0	0	0	0	0
Disability inclusion	NA	NA	-	NA	-	NA	-	NA	-

Annex 4 – Analytical Tools

Gender equality and disability inclusion commitment: definitions and criteria

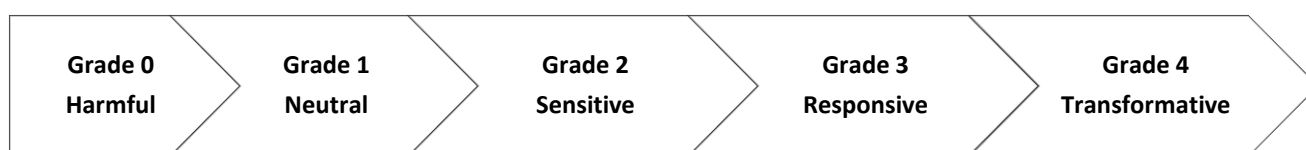
Definition	Criteria
Not targeted (score 0):	<p>The project/program has been screened but has not been found to target gender equality/disability inclusion.</p> <p>This score cannot be used as a default value. Project/program that has not been screened should be left unmarked. This ensures that there is no confusion around activities that do not target gender equality (score 0) and activities for the answer is not known (empty field).</p> <p>It is mandatory that a gender/disability analysis is conducted for all project/program. Findings from this analysis should be used to ensure at minimum that the project/program does not harm and does not reinforce gender/disability inequalities.</p>
Significant (Score 1):	<p>Gender equality/disability inclusion is an important and deliberate objective but not the principal reason for undertaking the project/program.</p> <p>The gender equality/disability inclusion objective must be explicit in the project/program documentation and cannot be implicit or assumed. The project/program, in addition to other objectives, is designed to have a positive impact on the advancing equality and/or the empowerment of women and girls/people with a disability, reducing discrimination or inequalities, or meeting gender/disability-specific needs. Minimum criteria:</p> <ul style="list-style-type: none"> ♦ A gender/disability analysis of project/program has been conducted. ♦ Findings from this analysis have informed the design of the project/program and the intervention adopts a 'do no harm' approach. ♦ Presence of at least one explicit gender/disability equality objective backed by at least one gender/disability-specific indicator (or a firm commitment to do this if the results framework has not been elaborated). ♦ Data and indicators are disaggregated by sex/disability status where applicable. ♦ Commitment to monitor and report on the gender equality/disability inclusion results achieved by the project in the evaluation phase.
Principal (score 2):	<p>Gender equality/disability inclusion is a main objective of the project/program and is fundamental in its design and expected results. The project/program would not have been undertaken without this gender equality/disability inclusion objective.</p> <p>The project/program is designed with the principal intention of advancing equality and/or the empowerment of women and girls/people with a disability, reducing discrimination or inequality, or meeting gender/disability-specific needs. Minimum criteria:</p> <ul style="list-style-type: none"> ♦ A gender/disability analysis of project/program has been conducted. ♦ Findings from this analysis have informed the design of the project/program and the intervention adopts a 'do no harm' approach. ♦ The top-level ambition of the project/program is to advance equality and/or empowerment. ♦ The result framework measures progress towards the project/program's equality/inclusion objectives through gender/disability-specific indicators to track outcome/impact. ♦ Data and indicators are disaggregated by sex/disability status where applicable. ♦ Commitment to monitor and report on the gender equality/disability inclusion results achieved by the project in the evaluation phase.

Source: Adapted from OECD gender equality policy marker: <http://www.oecd.org/dac/gender-development/dac-gender-equality-marker.htm>

Gender equality and disability inclusion program responsiveness: scale and criteria

Criteria A	Or	Criteria B
Project/program works with existing gender roles and relations		Project/program challenges existing gender roles and relations
Analysis: Is this intervention informed by some analysis of gender/disability?		Analysis: Is this intervention informed by an in-depth, project specific gender/disability analysis of the specific needs, roles, relationships, protection risks and power dynamics?
Activities: Are project activities adapted to meet the distinct needs of women, men, boys and girls/people with a disability as identified in the analysis?		Activities: Are project activities adapted to meet the distinct needs women, men, boys and girls/people with a disability through specific activities to advance equality/inclusion on all three levels (individual, collective, and environment)?
Participation in Project Processes: Does the intervention ensure meaningful participation of women, men, boys and girls/people with a disability in at least one of the following: transparent information sharing; decision-making; responsive feedback mechanisms?		Participation in Project Processes: Does the intervention ensure meaningful participation of women, men, boys and girls/people with a disability in all three of the following: transparent information sharing; decision-making; responsive feedback mechanisms?
Monitoring and Evaluation Systems: Are monitoring systems collecting and analysing: sex/disability disaggregated data, and responding to protection risks and needs?		Monitoring and Evaluation Systems: Are monitoring systems collecting, analysing, and addressing all four of the following: changes in social roles and relations, sex and disability disaggregated data, unintended consequences and responding to protection risks and needs?
<i>In column A</i> 0-1 Yes = Grade 0 2-3 Yes = Grade 1 4 Yes = Grade 2		<i>In Column B</i> 0-1 Yes = Complete column A 2-3 Yes = Grade 3 4 Yes = Grade 4

Scores:



Source: Adapted from Care International Gender Marker Vetting Form

<http://gender.care2share.wikispaces.net/file/view/CARE+Gender+Marker+Vetting+Form.pdf>

Criteria for achievement of GEDI results

GEDI	Satisfactory		Unsatisfactory	
	High (rating 5-6)	Satisfactory (rating 4)	Unsatisfactory (rating 3)	Low (rating 3)
Achievement of results on equality, inclusion and empowerment	There is robust evidence that the investment has fully achieved the result on equality and/or inclusion and is achieving expected indirect results for women and girls/people with a disability.	The investment has largely achieved the results on equality and/or inclusion expected at this point in time and the investment does not fail in any major areas.	Result on gender equality and/or disability inclusion is weak or the investment fails in at least one major area.	No result on gender equality and/or disability inclusion or the investment fails in several/all major areas.
Development and implement of a gender/ disability strategy based on analysis	Appropriate strategies for gender equality and/or disability inclusion are clearly stated in the program's implementation plan and evidence of good progress in implementation is as expected at this point in time.	Strategies for gender equality and/or disability inclusion are appropriate and being implemented but could be improved. Any deficiencies are not in the major areas.	Activities on equality and/or inclusion implemented without targeting. Activities are isolated or not linked to a coherent gender/disability strategy. Alternatively, the strategy is not being implemented.	There is no strategy for gender/disability and no evidence of programming for equality/inclusion results.
Adequate resources	There is optimal budget for gender equality/disability inclusion and staff/partners effectively utilise substantial gender/disability expertise.	There is adequate budget for gender equality/disability inclusion and staff/partners make satisfactory use of gender/disability expertise.	Inadequate budget is devoted to gender equality/disability inclusion or staff/partners make insufficient use of gender/disability expertise.	There is no budget to resource gender equality/disability inclusion priorities or commitments.
M&E system monitors performance on equality and inclusion	The M&E system collects comprehensive sex/disability disaggregated data, analyses this data to drive continuous improvement. There is regular progress reporting on: gender/disability indicators across all investment outcomes; measurement of indirect results and reporting on risks.	The M&E system collects sex/disability disaggregated data, analyses this data and use it to guide implementation. However, the gender/disability indicators and reporting could be improved.	The M&E system collects some sex/disability disaggregated data but the investment does not analyse this data nor act upon the result. There is room for significant improvement in gender/disability indicators and reporting.	The M&E system does not collect sex/disability disaggregated data, and/or does not report on gender equality/disability inclusion.
Partners demonstrate commitment and ownership	Partners and beneficiaries increasingly prioritise gender equality/disability inclusion in their own policies and practices.	Partners and/or beneficiaries demonstrated improved awareness, capacity or ownership and have taken some action on gender equality/disability inclusion.	Partners or beneficiaries do not demonstrate commitment or capacity for gender equality/disability inclusion outcome as expected.	There is no evidence that partners or beneficiaries have been influenced positively on gender equality/disability inclusion.

Source: Adapted from DFAT AQC rating matrix, Annex C

Criteria for evidence of gender equality/disability inclusion in investments

Result Definition	Unsatisfactory level of evidence			Satisfactory level of evidence		
	Weak evidence: Includes information that has not been analysed and validated such as units of monitoring data, assertions, opinions and anecdotes.	Moderate evidence: Evidence derived from a more limited range of sources e.g. implementing agency reports, records of monitoring visits, records of discussions, monitoring data, activity summary			Strong evidence: Evidence is derived from multiple reliable sources, e.g. independent reviews/evaluations, quality assured monitoring data, implementing agency reports validated by monitoring trips, baseline study and independent research/analysis.	
Score Criteria	Score 1	Score 2	Score 3	Score 4	Score 5	Score 6
	Very poor, does not satisfy the definition for satisfactory evidence in any area.	Poor, does not satisfy the definition of satisfactory evidence in several major areas.	Less than adequate. On balance does not satisfy the definition and/or fails in at least one major area.	Adequate, on balance satisfies the definition of satisfactory evidence, does not fail in any major area.	Good, satisfies the definition of satisfactory evidence in almost all areas.	Very good, satisfies the definition of satisfactory evidence in all areas.

Source: Adapted from DFAT AQC rating matrix, Annex C

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