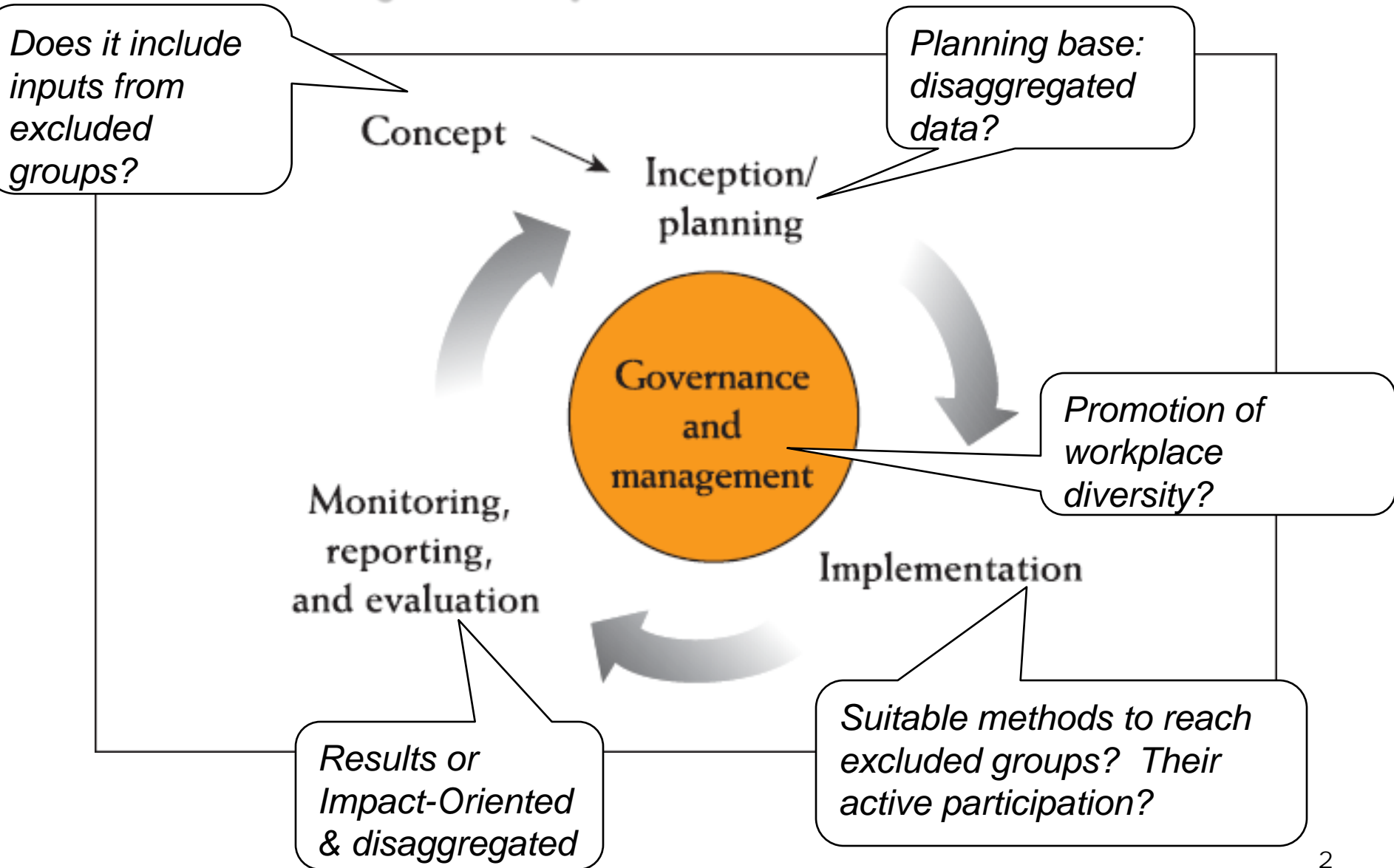




GEED Day 2: Project Cycle Management

The Project Cycle and GEED



The Project Cycle and GEED

- **Managing and steering** the Project Cycle with a diversified workforce! (Part I)
- **Planning:** Ensure disaggregated data available about women's and men's needs and priorities, especially from different ethnic groups and according to different locations. (Part II)
- **Implementation:** Women and men—especially from ethnic groups—actively participate on equal terms. (Part III)
- **Results/benefits** must be created for all, but more emphasis on benefits for those who are poorer and excluded (ex. women of ethnic groups). (Part IV)



Part I

Workplace Diversity

What is Workplace Diversity?

No exclusion of potential staff based on different aspects of their identity (ref. Lao Labour Law)

- Gender
- Ethnicity or Race
- Religion
- Class or Economic Status
- Disability of any kind
- No exclusion of staff for promotions based on identity.
- “Affirmative action” or special measures.
- Capacity building/training for women and ethnic groups to be able to “catch up.”

Workplace Diversity: Survey Results

SDC Results' Summary:*

Table 1: Overall Staff Profile						
Ethnic group	Female (N) **	Male (N)	Total (N)	% of Staff in SDC supported projects	% of Lao Population (2005)	% of Difference (Representation and Lao Population 2005)
Tai-Kadai	301	1104	1405	86.1	64.9	+21.2
Mon-Khmer	33	134	167	10.2	22.6	-12.4
Sino-Tibetan	1	8	9	0.6	2.9	-2.3
Hmong-Mien	6	45	51	3.1	8.5	-5.4
Others	0	0	0	0.0	1.1	-1.1
Total	341	1291	1632	100.0	100	--

*Note: Tai-Kadai ethno-linguistic group more usually referred to as Lao-Tai (non-Lao-Tai groups = 14% of total/ non-Lao-Tai women = 2.4%)

**Female staff (50% of Lao population, 21% in SDC-supported projects)

Workplace Diversity: Survey Results

JVC Unofficial Results' Summary: (names of organisations removed, as unofficial)

Name/ Acronym	Hmong- Mien	Lao-Tai	Mon- Khmer	no data	Sino- Tibetan	Grand Total	% non-Lao-Tai Groups
International Non-Governmental Organizations (INGOs)							
1	3	69	18		1	91	24.2%
2		10			4	14	28.6%
3		6				6	0.0%
4		16		1		17	0.0%
5		3	6			9	66.7%
6	11	28	3		2	44	36.4%
7	2	59	4			65	9.2%
8		6	4			10	40.0%
9		18	1			19	5.3%
10		53	1		3	57	7.0%
11	16	24	3		4	47	48.9%
12	9	65	3		1	78	16.7%
13	2	35	4			41	14.6%
Sub-Total:	43	392	47	1	15	498	21%
Percentage	8.6%	78.7%	9.4%	0.2%	3.0%	38% = women 6% = non-Lao-Tai Women	
Civil Society Organizations (CSOs)							
1		39	2			41	4.9%
2	1					1	100.0%
3	2	8				10	20.0%
4		10	1			11	9.1%
Sub-total:	3	57	3			63	9.5%
Percentage:	4.8%	90.5%	4.8%				
Grand Total	46	449	50	1	15	561	

GEED and Workplace Diversity

Plenary Discussion and Brainstorming:

1. Is GE easier to promote than ED in the Workplace?
Why? Why not??
2. Are there different measures to promote GE and ED in the workplace? Same measures?



Instruments/Tools and GEED: Through the Project Cycle with a Practical Case Study

Ban Sayhouylad Health Centre DDF Case Study for GEED

A new Health Centre!

Very good achievement!

Let's assess this case study based on
GEED and Social Inclusion . . .



Instruments/Tools and GEED: Part II

PLANNING

Planning takes place at different levels and with different time scales:

- National Strategic plans (5 years);
- Ministerial Strategic plans (5 years with longterm vision);
- Sector and Master Plans;
- Action and Annual Plans (ex. Gender Action Plan);
- Budgeting.

Planning is based on policies & information:

- Baselines (primary and secondary data);
- Quantitative and Qualitative data from special studies;
- Large scale statistical data sets (ex. Census).

GEED Planning: SWOT Analysis

	HELPFUL (for your objective)	HARMFUL (for your objective)
INTERNAL (within organisation)	Strengths • • • • • • • S	Weaknesses • • • • • • • W
EXTERNAL (outside organisation)	Opportunities • • • • • • • O	Threats • • • • • • • T

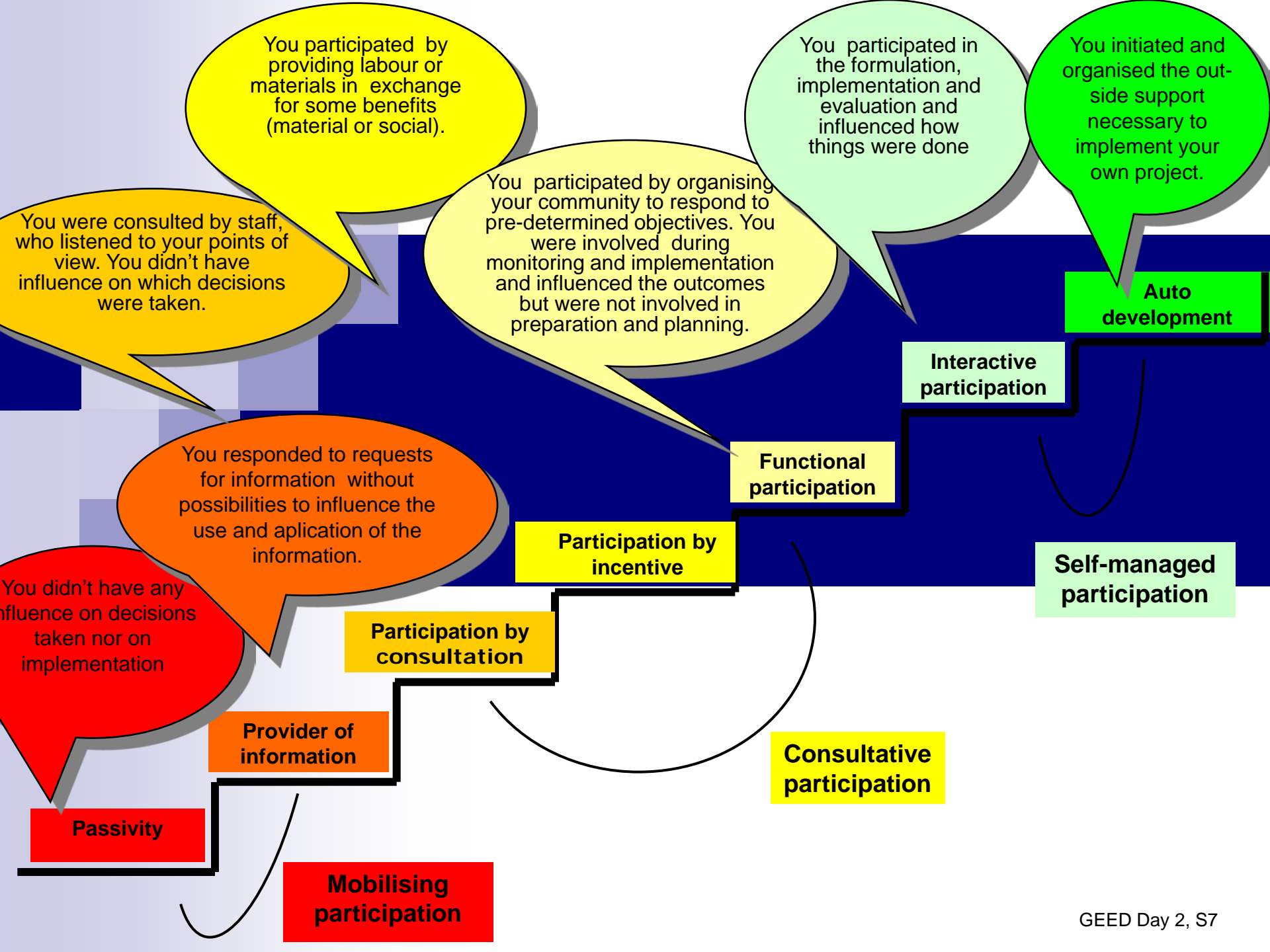
Instruments/Tools and GEED: Part III

IMPLEMENTATION

- "Implementation" encompasses many aspects of project and service delivery (depending on the project type);
- Focus on Participation: *"Participation is a process through which women and men of all socio-economic and cultural groups influence and share control over development initiatives, decisions and resources which affect them."*

This means:

Women's and men's active participation must be facilitated and supported, no matter what group they are from.



You participated by providing labour or materials in exchange for some benefits (material or social).

You were consulted by staff, who listened to your points of view. You didn't have influence on which decisions were taken.

You participated by organising your community to respond to pre-determined objectives. You were involved during monitoring and implementation and influenced the outcomes but were not involved in preparation and planning.

You participated in the formulation, implementation and evaluation and influenced how things were done.

You initiated and organised the outside support necessary to implement your own project.

You responded to requests for information without possibilities to influence the use and application of the information.

You didn't have any influence on decisions taken nor on implementation.

Auto development

Interactive participation

Functional participation

Participation by incentive

Self-managed participation

Participation by consultation

Provider of information

Consultative participation

Passivity

Mobilising participation

Instruments/Tools and GEED: Part III IMPLEMENTATION cont'd.

Plenary Discussion & Brainstorming:

What methods can we use to conduct more participatory and inclusive consultations?

How can we assist local level authorities (district and below) to consider and represent all the diversity of the areas?

Instruments/Tools and GEED: Part IV

RESULTS/IMPACT-Oriented M&E

Plenary Discussion & Brainstorming:

Let's return to Ban Sayhouylad HC!

If we wanted to conduct a more GEED-specific and Results-Based Monitoring, what would we need to know?

Followed by Groupwork on similar question:

"What type of monitoring should we do to know in our sector or project(s) *how* people of *different* groups are accessing *and* benefiting from services?"