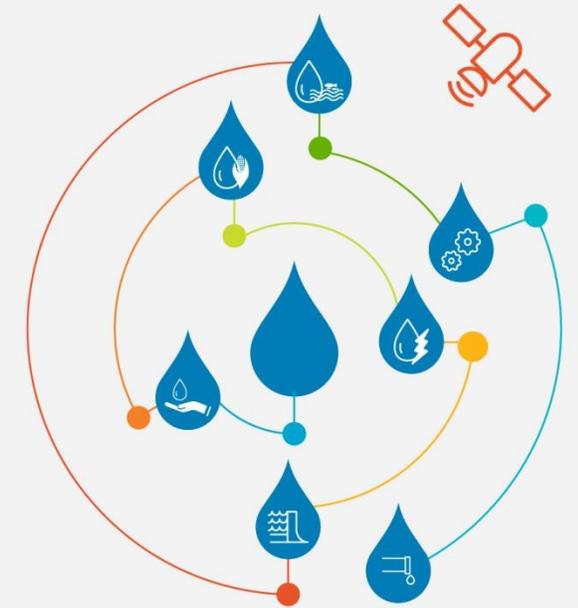


ASIA WATER FORUM 2018

INFORMATION, INNOVATION AND TECHNOLOGY



Tomorrow's Women Water Leaders of Lao PDR and the GDCF Fund

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Ministry of Public Works and Transport
October 2018



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2–4 October • ADB HQ, Manila, Philippines

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General description of the innovation and how does it work

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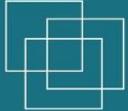


ກອງທຶນຮ່ວມມືພັດທະນາດ້ານບົດບາດຍິງ-ຊາຍ ຢູ່ໃນ ສ.ປ.ປ. ລາວ
Gender Development Cooperation Fund (GDCF) in Lao PDR

ອະນາຄົດຂອງແມ່ຍິງໃນຂະແໜງນໍ້າປະປາ
Tomorrow's Women Water Leaders

ບົດລາຍງານສະບັບສຸດທ້າຍ

Final Report



ເດືອນ ທັນວາ ປີ 2016

December 2016

GENERAL DESCRIPTION

Innovation targets

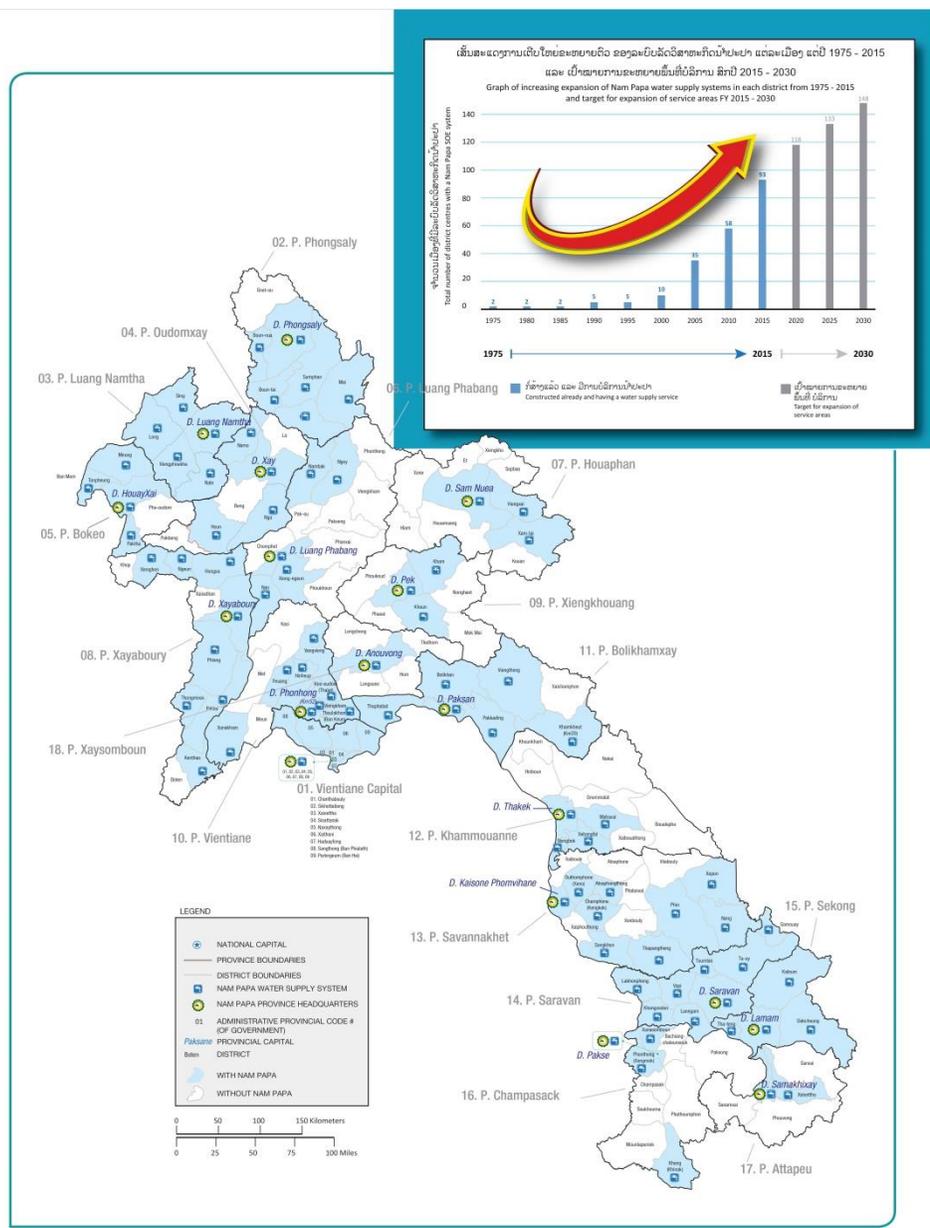
- developing a sector HR strategy,
- incorporating training budget into PNP corporate plans,
- gender targets, and,
- increasing the pool of qualified women in the sector through the various activities supported by ADB and the Gender and Development Cooperation Fund (GDCF).

Budget

- US\$500,000



Map: Status of urban water utility supply in Lao PDR



ແຜນທີ່ ສະພາບການບໍລິການນໍ້າປະປາ ຢູ່ ສປປ ລາວ MAP: STATUS OF URBAN WATER SUPPLY SERVICES IN LAO PDR (UPDATED VERSION, APRIL 2016) (ສະບັບປັບປຸງ ເດືອນ ເມສາ 2016)

GDCF in Lao PDR

- Output 1:* Special scholarships for female students to study environmental engineering
- Output 2:* Gender mainstreaming in provincial water utilities
- Output 3:* Knowledge Management



How does it work

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The grant assistance to the water supply sector in Lao PDR from GDCF was designed to address the gender gaps in the water and sanitation; and contribute to women empowerment and gender equality. It had three integrated outputs:

- (i) improved access of female high school graduates to educational opportunities in water supply and sanitation engineering;
- (ii) enhanced gender awareness in provincial Nam Papas (PNPs) (the provincial public water utilities); and
- (iii) improved knowledge management of gender in the urban water and sanitation sector

How does it work

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Outcome of this grant assistance:

- Gender equity in access to development and promotion opportunities for women and men in the urban water and sanitation sector in Lao PDR.
- The Urban Water Supply Sector Human Resource Development Strategy 2012-2020 revealed that over the past decade, the human resource levels in the water supply sector have increased by about 6% annually (80 persons/annum) and now stand around 1,700, of whom 201 are female at both central and provincial levels. This is because of ongoing expansion of urban water supply across the country (see Map, slide 4)
- Department of Water Supply (DWS) requires staff with the skills in corporate planning to support PNPs in the development of their corporate plans.



ການປຶກສາຫາລື ກ່ຽວກັບ ບົດບາດຍິງ-ຊາຍ
Discussing gender equity



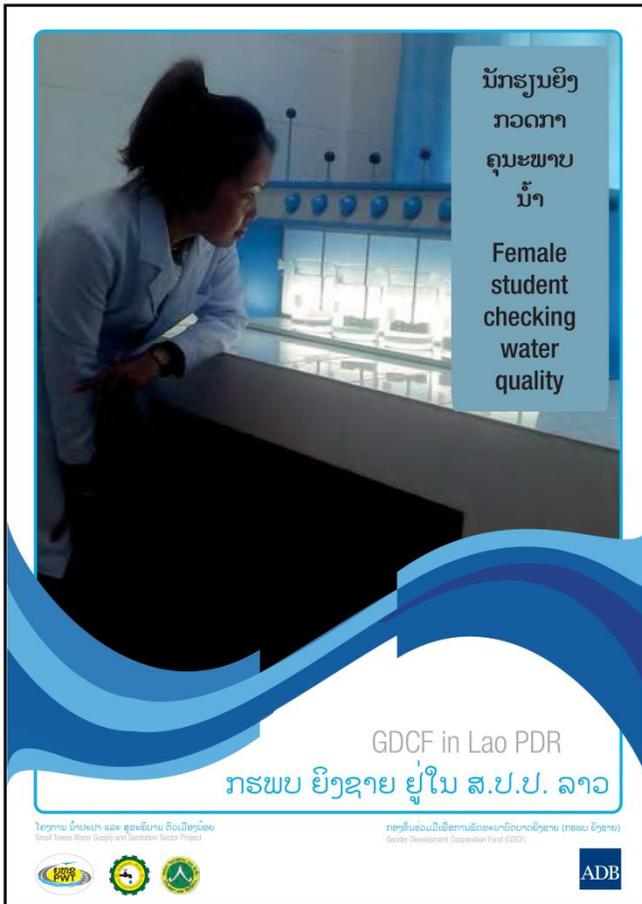
GDCF in Lao PDR

ກຮພບ ຍິງຊາຍ ຢູ່ໃນ ສ.ປ.ປ. ລາວ



How does it work

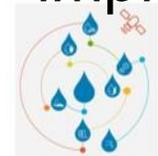
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Key issues and constraints of the water supply sector mentioned in the HR Development Strategy include

- i) low remuneration and lack of merit-based career paths in the public sector that undermines effort to recruit and retain good staff,
- ii) lack of structures, long-term Government-funded investment programs that undermines skill development in public sector following training.

Gender inequality within PNPs is not really an issue, because the gender balance is about 60/40 to 50/50, but females are largely in administrative roles with lack of representation in leadership positions. Hence improved equity in PNP operations remains a challenge.



Why is it relevant?

What are the benefits and for whom?

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ການແລກປ່ຽນຖອດຖອນບົດຮຽນໃນກອງປະຊຸມ
Sharing of lessons learned in workshops



GDCF in Lao PDR
ກຮວບ ຍິງຊາຍ ຢູ່ໃນ ສ.ປ.ປ. ລາວ

ໂຄງການ ນໍ້າປະປາ ແລະ ສຸຂະພິບານ ຕົວເມັດອ່ອນ
Small Towns Water Supply and Sanitation Sector Project

ກອງກຳລັງຮ່ວມມືເພື່ອການພັດທະນາບົດບາດຍິງຊາຍ (ກຮວບ ຍິງຊາຍ)
Gender Development Cooperation Fund (GDCF)

Benefits

Promoting women's leadership includes the following:

- Quota/targets in water policy/law
- Situation analysis—sex-disaggregated data of water staff
- Leadership & management training
- Mentoring, coaching, networking for women employees



Why is it relevant?

What are the benefits and for whom?

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Benefits

- More women studying areas relevant to water professions, e.g., engineering, science & technical areas (via scholarships, stipends, career guidance, social marketing)
- Apprenticeship, internships, short-term job placements
- Water-TVET partnership
- Skills upgrading for women community water leaders and higher training opportunities.



Examples of actual application of the innovation or activity

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ການຊຸກຍູ້ ແລະ ໃຫ້ຄໍາແນະນໍາ ຕໍ່ນັກຮຽນຍິງ
ທີ່ໄດ້ຮັບທຶນການສຶກສາ ກ່ອນຮຽນຈົບ
Scholarships: counselling support before graduation



GDCF in Lao PDR
ກຮພບ ຍິງຊາຍ ຢູ່ໃນ ສ.ປ.ປ. ລາວ

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Gender Development Cooperation Fund (GDCF)

The innovation has been successfully applied in Lao PDR.
How long did it take ?

- The GDCF started in 2011 and continued for 5 years until 2016. the activities are continuing within the new Water Supply and Sanitation Project (WSSP) from ADB

Who developed it ?

- The GDCF programme was jointly developed by MPWT, ADB and its GDCF resources team



What are the required enabling conditions for the innovation or activity to be applied and effective?

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"During 4 years of my study I have been empowered to fulfil my dream to be a female engineer. I hope to be able to contribute to the development of the water and sanitation sector in Oudomxay Province. I am grateful to the support from GDCF as well as from all teachers at my school, the management team and staff members of STWSSP. I would like to see other young girls from disadvantaged families to have the same opportunity as me."

Ms. Champa Kayengmua

Enabling conditions

- Supportive water supply departments at ministry and provincial levels;
- Incentives to encourage women to join the water utilities, and promotion opportunities within the water utilities at senior management and Board levels;
- Child care facilities at work to enable women to pursue both career and family paths.

What are the required enabling conditions for the innovation or activity to be applied and effective?

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Ms. Champa Kayengmua

Difficulties met to develop innovation (resistance to change ?)

- The female working mentors tried to establish a training centre for the professional development of the young women graduates but the licence couldn't be obtained;
- Urban women with access to better education were able to win the student scholarships; rural young women were less likely to be able to pass the entrance examinations for the university.



What is needed to scale-up application of the innovation or activity in the Asia and Pacific Region?

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What is needed?

- Policy dialogue across ADB member countries to support and expand the approach for HRD Plans and incentive packages for women and men to retain well-qualified staff.
- Women as water leaders and engineers.



Short Video



THANK YOU FOR YOUR ATTENTION

