

# Final Evaluation of the project “More inclusive and equitable social protection for informal workers in Lao ”



**Implemented By:**



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## Acronyms

<b>ASEAN</b>	Association of Southeast Asian Nations
<b>CAMKID</b>	Community Association for Knowledge In Development
<b>CSO</b>	Civil Society Organization
<b>DGD</b>	Directorate-general Development Cooperation and Humanitarian Aid of Belgium
<b>ECCDA</b>	Environment Conservation and Community Development Association
<b>GALS</b>	Gender Action Learning System
<b>GO</b>	Grassroots Organizations
<b>HNL</b>	HomeNet Lao
<b>HNSEA</b>	HomeNet Southeast Asia
<b>ILO</b>	International Labor Organization
<b>IWAA</b>	Informal Worker Advancement Association
<b>LFTU</b>	Lao Federation of Trade Unions
<b>LSW</b>	Labor and Social Welfare
<b>LWU</b>	Lao Women's Union
<b>NGO</b>	Non-Government Organization
<b>NSPS</b>	National Social Protection Strategy
<b>OBS</b>	Oxfam Solidarity Belgium
<b>OH</b>	Outcome Harvesting
<b>SP</b>	Social Protection
<b>TOC</b>	Theory of Change

This report was prepared by:

Steeve Daviau and Chinda Milayvong  
Address: P. O. Box 2840, Vientiane, Laos  
Telephone/Mobile: (+856) 20 5566 9100  
Email: [daviausteeve@gmail.com](mailto:daviausteeve@gmail.com)

For more details about the report or the project, please contact:

Oxfam Solidarity Belgium (OSB)  
98/8 Sithong Road, Ban Nongdeuang Tai, Sicottabong district, Vientiane Capital  
Telephone +856-21 264224, Fax: +856-21 264225; Mobile No: 020 55530550  
E-mail: [kathy.richards@oxfam.org](mailto:kathy.richards@oxfam.org)

Front page picture : Screen capture of the validation workshop with project partners

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## Executive summary

### Background

The main objective of the evaluation is to explore to what extent the project has achieved the set objectives in term of Effectiveness, Sustainability, and Impact.

Overall, it seeks to assess to what extent did the programme achieve the planned outcomes and results; do the outcomes show that the benefits of the programme will last; what are the unexpected outcomes of the programme; do the outcomes demonstrate changes for gender justice in which social actors has the project influenced change and what are the main characteristics of these changes; and finally, what are the main learnings and recommendations for further programmes?

### Methodology

The evaluators used the Outcome Harvesting approach to assess how the project contributed to outcomes in terms of changes in the behavior of the social actors that the project interacted with. Outcome Harvesting is a method that is suitable to evaluate complex processes like policy dialogue and allows to capture unanticipated results. We harvested a total of 34 outcomes. The six-steps process extended from September 2021 to March 2022.

### Relevance

This program strongly promoted social protection for formal and informal workers is extremely relevant, and well aligned with the national policies and strategies since Laos had committed to the ASEAN declaration to provide "social protection for all". The project is in line with International Labor Organization Guidelines R202 (implementation of social protection) and R204 (protection of informal workers) endorsed by ASEAN and the Government of Lao PDR to promote social protection in each member country.

### Effectiveness

In regards to the project intended results, the project effectiveness is striking as 16 of the outcomes (47% of the outcomes) contributed

to all 4 expected results and ten outcomes (29%) contributed to 3 results, 4 outcomes (12%) contributed to 4 results and 4 outcomes (12%) to only one result.

### Efficiency

Outcome Harvesting is a method that cannot be used to measure efficiency of the project's activities. Nevertheless, the TOR mentioned that the evaluators should cover all DAC standard criteria for evaluation. Therefore, we relied on project reports and literature provided by Oxfam to extract the relevant material for this section.

All project activities were completed on time and there were some activities delayed but it did not adversely affect the project. All planned activities have been implemented and positively contributed to the project's goals, which drove the expansion of social protection work in the future.

The project budget and implementation appear to be really cost efficiency and taking into account the positive impacts and the large number beneficiaries 97% of the total budget was spent reaching more than 17,156 beneficiaries (more than the expected number of 12,5000 people).

### Evaluation question 1: In which social actors has the project influenced change and what are the main characteristics of these changes?

The project was able to influence 9 types of actors through its interventions from the grassroots (, to government, private sector up to the international level. All the outcomes were categorized according to the social actors they triggered changes in their behavior, practices, policies, etc. This allowed us to get an overview of who the project was able to influence. A total of 34 outcomes were harvested. The majority of outcomes – 94% – represent changes in Worker groups, 88% change in Project partners and 85% changes in communities. The remaining outcomes induced changes in the Government (62%) General public and

Companies (29%), Grass roots Union (24%), CSOs (21%), and International allies (7%).

The type of changes is directly linked with the program Theory of Change (TOC) and were extracted from the Social Protection Programme 2017-2021. This Theory of Change elaborates on how the results can be achieved (within the spheres of control and direct influence), on how this programme can contribute to the Specific Objective, namely bring benefits to the beneficiaries and impact policies, practices, attitudes and beliefs (in the indirect sphere of influence). It also shows how those 3 spheres are inter-connected.

The “Grassroot Organizations” (GO) can formulate and defend proposals for transformative changes” appears to be the most important change as it was triggered by 9 outcomes (26%). “Partners have good gender analysis on Social Protection (SP)” and “More organized workers willing to act” both comes second and was triggered by 6 outcomes each (18%). The table below displays the details of the changes.

#### **Evaluation question 2: What was the project's contribution to the outcomes?**

The outcomes were categorized according to the project interventions that contributed to the outcomes. The project implemented 9 main types of interventions. Capacity building involving direct beneficiaries, group leaders and local partners contributed to 50% and meeting with external actor and lobby to 44% of the outcomes. Designing tools for advocacy and policy review both contributed to 35% of the outcomes.

#### **Evaluation Question 3: To what extent do the outcomes represent progress towards the project's overall and specific objectives as stated in the logframe?**

From a diachronic perspective, 12% of the outcomes took place in 2018, 21% in 2019, 41% in 2020 and 26% in 2021.

#### **Evaluation Question 4: To what extent do the outcomes demonstrate the potential for**

#### **continued multi-stakeholder engagement in policy-making**

Many of the outcomes harvested, due to their positive results and their recognition by local government authorities, especially District and Provincial Trade Unions have a strong potential for replication. Many worker groups have been empowered and are now enabled to negotiate with government, private sector, etc. Agreement reached between worker groups and companies are also likely to pave the way for other companies to adopt the same standards and engage with larger scope of stakeholders.

The fact that the tripartite committee made social protection a priority by promoting social protection for informal workers in 13 provinces will ensure that social protection becomes a critical issue in the government agenda at national level.

#### **Sustainability**

Our analysis provide details of 5 distinct and complementary criteria for sustainability including technical, financial, social, environmental and institutional. 100% of the outcomes were reported as been sustainable by the Oxfam team. 91% of the outcomes harvested are socially sustainable, 79% appear to be technically sustainable and 62% appear to be sustainable from an institutional perspective. 44% are sustainable from a financial perspective while 29% are environmentally sustainable.

#### **Gender**

All of the 34 outcomes contributed to two or several criteria of gender justice and 88% of the outcomes contributed to the increase women power of influence.

#### **Impacts**

82% of the outcome produced expected impacts while 18% were generated unexpected impacts. None of the outcome harvested are thought to generate any negative impacts.

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## 1. Background

The Equitable and Equal Social Protection Project to help vulnerable workers in Laos has been implemented by Oxfam, in partnership with the LFTU, CAMKID, ECCDA, IWAA and with financial support from the Director General of Development Cooperation and Humanitarian Aid, Belgium (DGD).

This programme builds on the 2014-16 programme in the ASEAN region to promote social protection for an increasingly vulnerable group in Cambodia, Vietnam and Laos, namely marginalized workers. At local level the programme obtained encouraging successes.

The project is in line with International Labor Organization Guidelines R202 (implementation of social protection) and R204 (protection of informal workers) endorsed by ASEAN and the Government of Lao PDR to promote social protection in each member country. After successful implementation of Phase II of the project (2014–2016) at the local level, the current project (2017–2021) is being implemented to promote social protection for informal workers in Lao PDR, with the aim to scale up to the national level.

### Project objective

The “More inclusive and equitable social protection for informal workers” project – funded by the Directorate-general Development Cooperation and Humanitarian Aid of Belgium (DGD) – is the extension of the 2014-2016 programme in the ASEAN region to promote social protection for an increasingly vulnerable group in Cambodia, Vietnam and Laos, namely marginalized workers.

The specific objective of the programme is: “Organized marginalized workers in Cambodia, Vietnam and Laos, in particular women, can exert their rights and increase their economic and social resilience by influencing the relevant decision makers to expand, finance and deliver social protection more effectively and equitably.”

### Objective of the evaluation

Oxfam in Laos (OiL) wish to conduct a final evaluation to assess the achievements of the project, and to document key lessons learnt from the project. In addition, the evaluation is aimed to assess what strategies and approaches OiL and partners have undertaken to effectively influence social and labor protection policies in Laos in favor of marginalized workers and their families, and for effectiveness, how these strategies and approaches might be implemented differently in the similar project / context. The evaluation will also assess how these improved policies (if any) contribute to progressing universal social protection and reducing inequality in the society economically, socially and politically.

In line with Oxfam’s contractual obligation with the donor, the evaluation will be an accountability tool to demonstrate to the donor, OiL and other relevant stakeholders what effects on the end beneficiaries were achieved with the project funding.



## Scope

In the final year of implementation, Oxfam in Laos (OIL) wishes to conduct a final evaluation to assess the

1. Achievements of the project,
2. Document key lessons learnt from the project.
3. Assess what strategies and approaches OIL and partners have undertaken to effectively influence social and labor protection policies in Laos in favor of marginalized workers and their families,
4. Effectiveness, how these strategies and approaches might be implemented differently in the similar project / context.
5. Assess how these improved policies (if any) contribute to progressing universal social protection and reducing inequality in the society economically, socially and politically.
6. An accountability tool to demonstrate to the donor, OIL and other relevant stakeholders what effects on the end beneficiaries were achieved with the project funding

The main objective of the evaluation is to explore to what extent the project has achieved the set objectives in term of Effectiveness, Sustainability, and Impact. Overall, it seeks to assess:

1. To what extent did the programme achieve the planned Outcome and results? (effectiveness)
2. Do the outcomes show that the benefits of the programme will last? How and why? (sustainability)
3. What are the unexpected outcomes of the programme? (Impact)
4. Do the Outcomes demonstrate changes for gender justice? Have gender and power relations changed as a result of the intervention?
5. In which social actors has the project influenced change and what are the main characteristics of these changes?
6. What kind of unexpected outcomes are produced by the program?
7. What are the main learnings and recommendations for further programmes?

The audiences of the final report are Oxfam's senior management and front-line program officers, implementing partner staff, beneficiaries, DGD and other stakeholders.

## Evaluation questions

The evaluation addresses the following key questions:

### Relevance:

- How relevant has the project been to target groups', partner organizations and donor's needs and priorities?
- To what extent has the project been aligned with the policies and strategies of the province and the country?
- How effective & relevant the Theory of Change of the project proven to be?

### Effectiveness

- To what extent and how the identified specific objective and expected results have been achieved, and how these achievements have contributed to the overall objective of the project.



- How has the project's approach and technique contributed to the success or challenges of the project?
- Gender mainstreaming: How gender issues are undertaken and integrated into the program activities? What are the advantages & disadvantages in gender mainstreaming and what improvements should be done for the coming time?

#### Efficiency:

- Were the resources and inputs converted to outputs in a timely and cost-effective manner? – Was the management, coordination and monitoring efficient and appropriate for project implementation?
- Was the partnership appropriate? How did the partners work together to contribute to results?

#### Impacts:

- What kinds of and how social protection have been changed/improved based on people's participation? How these improvements have benefited to people/citizens?

#### Sustainability:

- How have the project results/models been adopted/institutionalized/taken over by relevant stake holders (CBOs, CSOs, mass organizations, private sector, governmental bodies) at the project provinces, other provinces and national level ?
- What are the opportunities and/or threats to the dissemination and replication of "the project results/models in other provinces and/or nationwide?
- What are labor and social protection policies' changes because of project influencing?

### General context

In Laos, the policy framework remains very fragmented with subsidy provisions for disabled persons, orphans, elderly..., the National School Meal Programme, the Maternity, Newborn and Child Health policy (MNCH). A health insurance system was piloted in a number of districts and is now extended into the MNCH. In all, few people in Laos are covered, and many policy gaps remain in terms of coverage, health care and geographical coverage.

This programme is designed to more effectively influence social protection policies in favor of workers in precarious situations and their families. It aims to contribute to progress towards universal social protection and to a reduced inequality in these societies: economically, socially but also politically.

#### The More inclusive and equitable social protection for informal workers project

The "More inclusive and equitable social protection for informal workers" project – funded by the Directorate-general Development Cooperation and Humanitarian Aid of Belgium (DGD) – is the extension of the 2014-2016 programme in the ASEAN region to promote social protection for an increasingly vulnerable group in Cambodia, Vietnam and Laos, namely marginalized workers.

The specific objective of the programme is: "Organized marginalized workers in Cambodia, Vietnam and Laos, in particular women, can exert their rights and increase their economic and social resilience by influencing the relevant decision makers to expand, finance and deliver social protection more effectively and equitably."

At local level the programme obtained encouraging successes. Now the focus will also be put on increased effectiveness of national advocacy for more inclusive social protection frameworks, implemented by capacitated citizens who will exert their rights.

With financial support by the DGD, Oxfam in Laos, in partnership with the Lao Federation of Trade

Unions (LFTU), Community Association for Mobilizing Knowledge In Development (CAMKID), Environment Conservation and Community Development Association (ECCDA), and Informal Worker Advancement Association (IWWA), have implemented the Social Protection Project to support vulnerable workers in Lao PDR, particularly informal workers.

The project is in line with International Labor Organization Guidelines R202 (implementation of social protection) and R204 (protection of informal workers) endorsed by ASEAN and the Government of Lao PDR to promote social protection in each member country.

To achieve the success, the project employs integrated strategies such as:

- Empowering formal worker groups and LFTU units,
- Offers enabling environment and opportunities to the worker groups so that they can learn and share lessons on equal social protection,
- Ensure that the representative LFTU bodies and informal worker groups have chances to upgrade their knowledge, receiving valid information and obtaining support from the members in order to participate in discussions on their own problems with pertinent parties at local and central levels,
- Expand health education in aspects of regulations, policies and legislation on worker protection widely through media, conference, and training, cooperating with concerned parties locally and nationwide,
- Cooperate with regional partners to monitor the implementation of the ASEAN Social Protection Action Plan,
- Increase focus on three key areas including regional-international cooperation; reduce gaps and enhance gender equality, especially role and leadership of women, and increase the availability of financial resources for development of social protection in a more widely and accessible manner.

Specific issues addressed by the program include wage, Pension for elderly. Maternity benefits, Better coverage of social insurance for informal workers. Health & OHS in workplace. Adapt TU law to cover informal economy.

**In Laos, the programme aims to achieve 3 key results:**

1. Local groups of marginalized workers are better organized, demonstrate democratic leadership, have better knowledge of their rights and have the capacity to develop gender-sensitive proposals for changes in policies or practices that improve their working and living conditions.
  - a. Number of trade union and group established
  - b. Informal group can lead the team and organize workers
  - c. Capacity to deliver knowledge and manage team. Number of leaders.
  - d. Recognition by ministries or authorities, business plan authorized
2. Partners and their local leaders have developed a better knowledge of Social Protection standards, including the identification of proposals for policy and practice changes at the national or local level, and can generate support from other civil society actors and external stakeholders as allies for their cause.
  - a. Number of demanding social protection by worker groups (70 groups) to local authorities or employers

- b. Demand for social protection by national stakeholders
  - c. Three additional demands among 13 provinces social security fund – policy paper, social protection law
- 3. Partners, their local leaders and their coalitions have increased influencing capacity towards external actors regarding proposals for policy and practice changes regarding better social protection at both local and national level.
  - a. Success achievements-local level number of specific issues adopted or employers or authorities. 10 cases of SP demanded previously
  - b. Number of policies endorsed or implemented and documented at national level. 5 demands

**Furthermore, the programme also targets Organizational Capacity Building (OCD):**

- 4. Partners have increased organizational strength in terms of capacity to liaise with others, to efficiently carry out their work and to support local groups to increase their bargaining power.
  - a. Capacity building for partners, organizational strengths

The project is being implemented in 13 provinces: Bokeo, Luang Namtha, Oudomxay, Luang Prabang, Vientiane Province, Vientiane Capital, Bolikhamxay, Khammouane, Savannakhet, Saravan, Champassack, Sekong and Attapeu.

**Target beneficiaries or actors of change**

The chosen actors for change in this programme reflect the generic description in the Joint Context Analysis of the Asia region. For more details we refer to the partnership strategy. Here a short overview:

Grassroots organizations (membership- based local groups of marginalized workers and community-based organizations) (women, informal, internal migrants, (formal), farmers, self-employed...) and their (women) leaders. They form the 774 target groups of this programme and can be unions, associations, community-based groups.

National partner organizations, supporting the above local groups and their leaders and who are accountable to these groups: national union federations, associations, networks, NGOs. They can be sector-based, or work across sectors.

Regional partner organizations, networks or regional NGOs, are crucial to link the national partners to regional level initiatives, as well as to actors in other ASEAN member states or beyond. These linkages provide opportunities for exchange of crucial information, joint learning, joint analysis, monitoring and advocacy.

Stakeholder organizations will take responsibility for certain elements throughout the programme strategy as agreed with the Partner Organizations, such as Capacity Building. They can be both national and international organizations (NGOs, networks, institutions) and have a specific expertise.

National and International Allies, are other organizations, friendly to the cause of SP and joining local, national or regional advocacy efforts. These can be research organizations (universities, research NGOs, ...), other national or international NGOs or networks or institutions.

National and regional supportive media (mainstream media and social media) are crucial to mobilize workers' and public support for this cause. They also play a role in putting these

issues on the political agenda, at least to a certain extent in the political context in which we work.

The general public, more in particular people that are concerned about these issues, will be invited to support the policy claims through campaigning initiatives. It contributes to leverage change and in particular youth will be targeted, especially regarding their ability to use social media and digital campaigning.

### Key implementing partners

1. LFTU is the only national trade union in Laos across all sectors. LFTU will organize the grassroots workers into unions and build the capacity of their leaders, both in formal and informal economic sectors and will advocate for improved policies for better protection of marginalized workers, this in line with their national mandate in the tripartite dialogue. LFTU is active in 13 provinces.
2. Environment Conservation and Community Development Association - ECCDA is a local NGO providing services and rights' support to own-account workers in urban, suburban and rural areas. ECCDA will organize informal worker groups and build the capacity of the leaders. They will also support HomeNet Lao (HNL) to improve their organizational capacity, to create a network of home-based workers and to link them a national network (HNL) and the regional network HomeNet-Southeast Asia, and to advocate for policy improvements such as better access to health care, social security and local markets. ECCDA works in Vientiane Capital and Luang Prabang Province.
3. HomeNet Lao - HNL is an informal network of mainly women home-based workers. HNL was established in 2004; it has links with HomeNet Southeast Asia (HNSA), and is supported by ECCDA and other local NGOs. Currently they apply for an official registration as a home-based workers' cooperative and is active in Vientiane Capital.
4. HNL will expand its membership base, increase workers' knowledge on their right to social protection, play a representative role for grassroots networks to advocate for better services on health, social security, gender and development of the informal economy. They will also connect with national and regional networks for learning and advocacy work.
5. CAMKID is a local NGO providing services and supporting the rights of own-account workers in ethnic minority areas in Northern Laos where many, especially women, are affected by the use of chemicals in banana plantations. CAMKID will focus on workers in the banana plantations, by creating workers' groups, working on health education programmes and collaborating with local and national authorities, as well as with LFTU, to advocate for a better implementation of workers' rights and the protection of their interests, focusing on healthcare, income security, as well as child protection. CAMKID is based in and work in Bokeo Province.

## 2. Evaluation questions

1. In which social actors has the project influenced change and what are the main characteristics of these changes?
2. What was the project's contribution to the outcomes?
3. To what extent do the outcomes represent progress towards the project's overall and specific objectives as stated in the log frame?
4. To what extent do outcomes demonstrate the potential for continued multi-stakeholder engagement in policy-making (formulation, implementation and/or monitoring and evaluation)?

### 3. Characteristics of the outcome harvested

34 outcomes were harvested during the process. From a geographic perspective, 9 outcomes were harvested in Bokeo province by CAMKID, 5 outcomes apply to the national level and 5 also to Vientiane Capital. Three outcomes come from the Southern provinces (2 in Champassack and one in Attapeu) and two were harvested in the North (Louangnamtha and Louangprabang).

### 4. Methodology

The harvesters conducted the final evaluation through six steps of Outcome Harvesting process between September 2021 and March 2022. It exceeded the initial timeframe initially agreed upon basically because during the engagement step with stakeholders, many of the LFTU representatives at central level as well as in some provinces who did not actively participated in previous workshops realized that their achievements were not recorded in the process. Therefore, Oxfam agreed to extend the harvesting period and organize another workshop in order to allow them to formulate their outcomes. This extra work allowed to further harvest 9 outcomes contributing to broaden the geographic scope and diversify the stakeholders involved in the process.

From a geographic perspective, the key partners are located in different location and activities directly shaped the type of outcome that will be harvested by these sources: HomeNet Lao - HNL is active in Vientiane Capital, ECCDA works in Vientiane Capital and Luang Prabang Province, CAMKID is based in and work in Bokeo Province and LFTU is active in 13 provinces, which will enlarge the geographic scope at the national level. They will provide outcomes associate to the work in their respective areas and also contribute when relevant, to the national level outcomes.

#### 6 steps of the Outcome Harvesting process



Table 1: 6 steps of the Outcome Harvesting process

Steps	Activity	Process/source of information
<b>First step</b>	Design the outcome harvest	Harvester and harvest users develop questions/determine the process
<b>Second step</b>	Gather data and draft the descriptions	1. The review will ensure to work with exiting material and avoid duplicating efforts, provide insights of how to engage with sources and get familiar with the intervention 2. reviewing existing documentation for evidence of potential outcomes to which the change agents may have contributed 3. Draft descriptions of each outcome
<b>Third step</b>	Engage with the Sources to review the draft outcome descriptions.	1. Conduct an online workshop with project implementing partners (LFTU, CAMKID, IWAA and HNL) to validate and agree upon the outcome statements 2. Empower stakeholders to produce OH statement (including unexpected outcomes, significance, contribution, substantiation) (The source provide name of 3 informants or document to support the statement)  The harvesters examines: 1. Outcomes are specific and coherent

		2. Plausible relation between the outcome and 3. contribution 4. Acceptable rational supporting the significance
<b>Fourth step</b>	Substantiate the outcomes	1. Review the outcome descriptions, and select a sample to verify them in order to increase the accuracy and credibility of the findings 2. Identify the substantiators (social actors) a) Central level: Ministry level & other organizations (LFTU, MLSW), ILO, NA, social actors, etc. b) Provincial and district level: Members of Provincial People Assembly (PPA), Provincial Tripartite Committee (PTU, PLSW, and Chamber of Commerce), Provincial Agriculture and Forestry Office, Provincial Health Office, Provincial Social Security Office, Provincial Home Affairs, Provincial Foreign Affairs c) Community level: Worker groups representatives 3. Rely on project documents and key informants to support the statements: 4. Analyze the substantiation data, and revise the outcome descriptions (where needed).
<b>Fifth step</b>	Analyse and interpret the outcomes	1. Compile the OH statement into the excel spreadsheet for analysis 2. Organize collected outcome statements into different categories 3. Identify trends and patterns to answer the evaluation questions. 4. Workshop for harvest users and source to acknowledge the results and interpret the results and try to answer the evaluation questions.
<b>Sixth step</b>	Support the use of the findings	Produce report on agreed template based on the findings, including the outcomes, contributions of the project to the outcomes, and OECD standard project evaluation criteria The harvesters will set up a meeting with the harvest users to discuss an action plan on the finding

## Limitations

Outcome Harvesting as proven to be a useful methodology to identify project expected, unexpected and even negative outcomes. One of the main challenges in conducting the harvest is that the decision to rely on Outcome Harvesting to evaluate the program was even not mentioned in the Social Protection Programme 2017-2021. This means that there was no previous work on which the evaluators could have relied on or previous process of capitalization on a yearly basis and the main project stakeholders were even not aware of the process making the work even more difficult as the evaluation team had to build their capacity along the way.

The mid-term review report on the Systematization of Experiences on the Worker Group Organization in Social Protection Project took place in Houayxay District, Bokeo Province. This method aimed at improving practice based on critical reflection and interpretation of lessons learned from that practice. It utilized the systematization of experiences approach to assess the achievements or best practices of informal workers but only on Bokeo province. The selection of Bokeo was relevant because due to its geographical location, neighboring Thailand, and Burma, and being on the trade route to China, Bokeo Province is a special economic zone. But this means that the project failed to assess the situation in other target areas and did not rely on the standard evaluation criteria (relevance, effectiveness, efficiency, impact, sustainability) that could have provide evidence on the level of achievements at mid-term.

The Covid 19 pandemic is doubtlessly one of the most striking challenge faced by the evaluation team in conducting this harvest. The whole process; workshops, coaching sessions, exchanges took place remotely and many stakeholders in various provinces lacked the relevant computer skills to actively contribute to the online sessions.

Even if the online workshop allowed to identify and describe project outcomes, substantial amount of time was spent to refine the descriptions of some outcomes after the workshop and countless one-to-one coaching sessions in order to make them SMART.

Finally, during the validation workshop, many representatives from the LFTU at central level and also in some of the 13 provinces targeted by the project who did not actively participated in the harvest realized that there were no outcomes in their respective area. To fill those gaps, it was agreed to conduct an extra workshop to allow identifying outcomes with those actors who did not previously contribute despite the initial workshop conducted in early October and several one-to-one coaching sessions. The evaluation team supported by Oxfam for coordination and in facilitation organized a final online workshop with selected LFTU representatives from selected areas. This was followed by a cycle of one-to-one coaching sessions to improve the statements, contributions and significance. Unfortunately, despite commitment and dedication, 5 outcomes were discarded.

In terms of substantiation, we initially agreed to substantiate 20% of the outcomes (7 outcomes). The problem is that some of the phone numbers and references provided were inaccurate or not available despite several attempts to contact them.

This evaluation sought to identify not only achievements but also any negative outcomes of the Project that can be important for learning, but unfortunately, this harvest could not identify any negative outcomes.

Finally, the lack of clear directives, the delay in getting feedback, misleading advices and the difficulty to tract evidences of the project achievement toward goals and the theory of change contributed to further challenge the harvesting process and analysis of the results.



## Findings

The evaluators harvested in total 34 outcomes and as per initially agreed in the Lao context, 20% of the national outcomes should be substantiated. For the first batch (25 outcomes), the references provided consisted mostly in reports and documents and only few had people as references and some of them were not reachable. We mostly substantiate outcomes harvested during the second batch (9 outcomes) as phone numbers and contacts name were provided.

Criteria for selecting outcomes to be substantiated included importance of the outcomes, highest contribution, doubtful ones, gender and power relationship change, sustainably and unintended outcomes.

It was planned to harvest 7 outcomes but one of the substantiator initially contacted decided then not to cooperate. The table below presents the total number of outcomes actually harvested and substantiated. Three outcomes were substantiated by 2 substantiator and three outcomes were substantiated by 2 substantiators.

*Table 2: Total number of outcomes and outcomes substantiated*

<b>Total number of outcomes harvested</b>	<b>34</b>
<b>Total number of outcomes substantiated</b>	<b>6</b>
by 1 substantiator	3
by 2 substantiators	3
by 3 substantiators	0
<b>Rejected by evaluators</b>	<b>0</b>

This substantiation of an outcome can lead to one of the following conclusions:

- The outcome is fully substantiated and there is no need to make any change in the outcome statement (Category 1 in the Table below).
- The outcome is mainly substantiated if the substantiator indicated they only 'partially' agreed with the outcome, significance or contribution or their comments indicate that one or more minor details need to be adapted. These minor details did not touch or change the core of the outcome or the contribution (Category 2 and 3 in the Table below).
- The outcome is not substantiated if core elements of either the outcome itself and/or of the contribution are not confirmed and/or require adaptation (Category 4 and 5 in the Table below).

The substantiated outcomes belong to the first and second categories; meaning that they were fully or partially agreed.

Table 3:: Categories of outcome substantiated

1. Full agreement on outcome statement	3
2. Partial agreement on element(s) of outcome statement combined with full agreement on the outcome statement by another substantiator	3
3. Partial agreement on element(s) of outcome statement combined by all substantiators of the outcome	0
4. Disagreement with the significance and/or contribution combined with full agreement on outcome statement by another substantiator	0
5. Disagreement with the outcome statement by all substantiators	0

## 5. Relevance

This program is extremely relevant, since Laos had committed to the ASEAN declaration to provide "social protection for all", current national decent work frame work, Local partners and international development partners such as ILO, APHEDA, CARE, and Oxfam strongly promoted social protection for formal and informal workers well aligned with the national policies and strategies.

The project is in line with International Labor Organization Guidelines R202 (implementation of social protection) and R204 (protection of informal workers) endorsed by ASEAN and the Government of Lao PDR to promote social protection in each member country.

The evaluators harvested in total 34 outcomes. The relevance of the outcomes in regards to the project intended results, is striking as 16 of the outcomes (47% of the outcomes) contributed to all 4 expected results and ten outcomes (29%) contributed to 3 results, 4 outcomes (12%) contributed to 2 results and 4 outcomes (12%) to only one result. 88% of the outcomes contributed to the component 1, 85% to the component 2, 74% to the outcome 3 and 65% too the component 4 (see the details under the section 8.3 page 20).

## 6. Effectiveness

**R1. Local groups of marginalized workers are better organized, demonstrate democratic leadership, have better knowledge of their rights, and have the capacity to develop gender-sensitive proposals for changes in policies or practices that improve their working and living conditions.**

Formal and informal economic sectors expanded new membership to 1,585 members (first half of 2021), revised groups' strategy, increased daily wages, and improved access to OSH and NSS. These developments are due to increased collaboration between CSOs and Trade Union partners, strengthening local groups organization, providing sufficient information to local groups, facilitating dialogues and collective bargaining between groups representatives, employers, and government authorities.

More than 17,156 worker group members who participated in the project activities are aware of social protection and their rights to be protected and benefited from improved living conditions, they received fair wages and accessed a safe working environment. In total, 88% of the outcomes harvested contributed to the expected result 1.

**R2. Partners and their local leaders have developed a better understanding of Social Protection standards, including the identification of proposals for policy and practice changes at the national or local level, and can generate support from other civil society actors and external stakeholders as allies for their cause.**

Increased alliance and support from multi stakeholders, including government agencies, CSOs and across worker groups representatives allowed workers from the formal and informal sectors increased understanding of worker rights and national social protection standards. Dissemination sessions were organized for partners, worker groups, and local government stakeholders, 11 proposals identified by local groups for policy and practices changes.

More than 79 informal worker's groups have been trained on social protection, national labour law, Trade Union Laos, working standards, international conventions that are related to labour rights and 8 labor groups at Bokeo have developed and established working safety standards and advocated their local employers and related government departments.

More than 50 times and issues/demands were raised by worker groups during the project period. Social protection information sharing has been innovated through the social media platforms and offline since 2019 that reached out bigger audiences or more than 3 million people/views reached out the posting via social media platforms, and the program has been prioritized for promoting informal workers to have access social protection, and NSSF. 85% of the outcomes harvested directed contributed to the result 2.

**R3. Partners and their coalitions, supported by their constituencies, have increased influencing capacity towards external stakeholders who play a role in Social Protection policy frameworks.**

Policy advocacy and influencing of worker groups increased at the district and provincial levels through different offline and online interventions (tripartite meeting, training, seminar, workshop, social media, research, documentation and sharing good practices), and simplifying the good practices to public and also Oxfam's affiliates.

The project appear considerably progressive on policy advocacy and benefited from strong support by partners and stakeholders at the local, national as well as regional levels to obtain substantial achievements including: 8 policies of labour groups on social protection in Bokeo approved by district authorities, 2 policies on setting standards and daily wages in Bokeo and Luangnamtha, 106 CBAs recognized by the trade union, etc. 74% of the outcomes harvested contributed to the result 3.

**R4: Partners have increased organizational strength in terms of capacity to liaise with others, to efficiently carry out their work and to support local groups to increase their bargaining power.**

Oxfam initially realized that many stakeholders did not understand social protection and therefore provided training and support to 28 people including partners, government staff, community members, etc. Their protection works can carry out the local activities.

The project adapted well to the COVID-19 lock down restrictions by changing its way of working to have effective remote partnerships. Oxfam supported partners to build their capacity for online working, online communication, monitoring, and organisation of meetings.

CSO partners (IWAA, CAMKID and ECCDA) increased their knowledge on social protections through their practical works on the program and networking with outside stakeholders. They were appointed by the Lao CSO network to lead the capacity building of Lao CSOs and their

strategy on advocate for social protections. 65% of the outcomes harvested directly contributed to the result 4.

Table 4: Classification of outcomes contribution to the project expected results

Outcomes	R1. Local groups of marginalized workers are better organized, demonstrate democratic leadership, have better knowledge of their rights, and have the capacity to develop gender-sensitive proposals for changes in policies or practices that improve their working and living conditions.	R2. Partners and their local leaders have developed a better understanding of Social Protection standards, including the identification of proposals for policy and practice changes at the national or local level, and can generate support from other civil society actors and external stakeholders as allies for their cause.	R3. Partners and their coalitions, supported by their constituencies, have increased influencing capacity towards external stakeholders who play a role in Social Protection policy frameworks.	R4: Partners have increased organizational strength in terms of capacity to liaise with others, to efficiently carry out their work and to support local groups to increase their bargaining power.	Number of R achieved	Total
5	1	1	1	1	4	16
6	1	1	1	1	4	
9	1	1	1	1	4	
10	1	1	1	1	4	
11	1	1	1	1	4	
13	1	1	1	1	4	
17	1	1	1	1	4	
18	1	1	1	1	4	
20	1	1	1	1	4	
21	1	1	1	1	4	
23	1	1	1	1	4	
25	1	1	1	1	4	
28	1	1	1	1	4	
31	1	1	1	1	4	
33	1	1	1	1	4	
34	1	1	1	1	4	
1	1	1		1	3	10
7	1	1	1		3	
8		1	1	1	3	
12	1	1	1		3	
15	1	1	1		3	
19	1	1		1	3	
26		1	1	1	3	
29	1	1		1	3	
30	1	1	1		3	
32	1	1		1	3	
2	1	1			2	4
3	1		1		2	
16	1	1			2	
27		1	1		2	
4	1				1	4
14			1		1	
22	1				1	
24	1				1	
<b>Total</b>	<b>30</b>	<b>29</b>	<b>25</b>	<b>22</b>		
	<b>88%</b>	<b>85%</b>	<b>74%</b>	<b>65%</b>		

## 7. Efficiency

Outcome Harvesting is a method that cannot be used to measure efficiency of the project's activities. Nevertheless, the TOR mentioned that the evaluators should cover all DAC standard criteria for evaluation. Therefore, we relied on project reports and literature provided by Oxfam to extract the relevant material for this section.

All project activities were completed on time and there were some activities delayed but it did not adversely affect the project. All planned activities have been implemented and positively contributed to the project's goals, which drove the expansion of social protection work in the future. Conducting research on access to social security for informal workers, and policy recommendations have also led to several positive changes.

In 2018, all planned activities were achieved and the overall goals were reached as planned. In 2019, the program faced huge challenges in implementing activities due to the Covid 19 pandemic lockdown. The implementation of the first six months was largely affected by the lockdown measures (March to May) that prohibited all the fieldwork activities such as new organizing informal worker, crosses sector exchange/ workshop/meeting, capacity building/training have been postponed.

After the COVID outbreak in March 2020, activities were required to pause and some activities were postponed indefinitely. Some partners were able to cope better than others. Several activities were delayed and have low burn rates. Oxfam provided support through weekly meetings with the LFTU, and the reallocation of activities and budget to identify where and when safe implantation can take place despite the pandemic. At the same time, Oxfam assisted in organizing activities and supported their field work as required.

Following a review conducted in 2019 highlighting the partners weak financial management capacity, Oxfam managed to considerably improve partners capacity to manage the budget coherently by providing training in 2020.

The capacity of project partners capacity remained unequal and ECCDA initially faced issues in this regard, as the allocation of tasks remained complicated despite plans to monitor the project budget. They suffer from poor management due to frequent staff changes, unclear coordination between the associations and its partners, including in the organization of events and in preparing the events' contents.

In terms of performance, in 2019, the implementation was slightly delayed in the first quarter due to the partners' late submission of their annual workplans and budgets. However, activity implementation proceeded on schedule. The number of beneficiaries reached exceed the initial targets, and the overall budget was 68% spent by the end of the year. A total of 139 activities out of approximately 150 activities were completed during the reporting period of 2019. A few activities were postponed due to unforeseen circumstances such as flooding in the central and southern parts of Laos which impacted on organizing some of the worker's groups as they could not access certain areas to carryout planned activities.

In 2020, the outbreak of the coronavirus (March to May) made a delayed in implementing the activities but by December, In the first and second quarter there was slow progress, while in the third and fourth quarters most physical activities were implemented, including trainings and meetings. The implementation this year can be considered efficient in terms of budget utilization, time-consumption, and planning. Total burn rate this year was around 68 percent with over 2 million indirect beneficiaries reached through public campaigns such as the Maternal Protection Campaign, and Social Protection (NSSF for informal workers) activities.

Oxfam revised the Budget Follow Up plan (BFU) with individual partners, and the BFU helped partners on monitoring their activities that linkage to the budget utilize and the balance. In 2021, all expected activities have been implemented in the time envisaged, with a 3-month postponement for physical activities due to the COVID-19 lockdown, and implementation of all other activities through social media and internet.

2021 faced slow progress in implementation, especially activities under the LFTU, due to COVID lockdown restrictions. The other three CSO partners were more on track in terms of project implementation. However, it is considered efficient in terms of budget utilization compared to the number of beneficiaries reached: 100,000 people through both offline and online public campaigns such as the Maternal Protection Campaign, Time to care, and Social Protection strategy training and dissemination. The total burn rate this year was around 28% of the annual budget for 2021. All expected activities have not been implemented due to the COVID lockdown since the beginning of the second quarter. Multiple activities, especially under the LFTU, have been postponed to quarter three and four, however, some activities were done through online, and social media.

The project budget and implementation appear to be really cost efficiency and taking into account the positive impacts and the large number beneficiaries 97% of the total budget was spent reaching more than 17,156 beneficiaries (more than the expected number of 12,500 people).

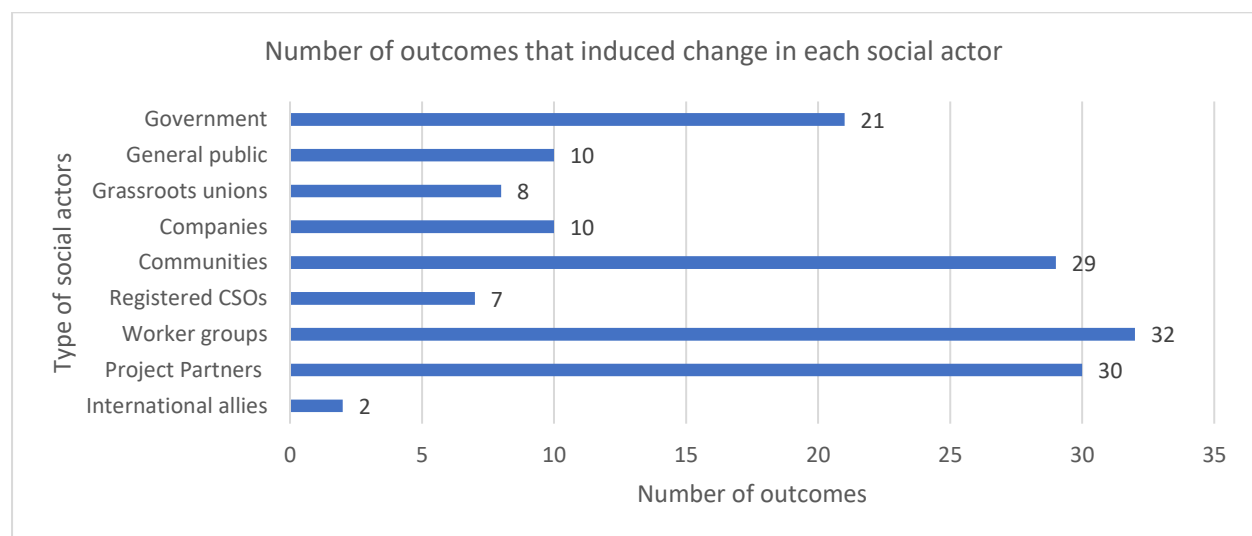
## 8. Evaluation Questions 1 and 2

### Evaluation question 1: In which social actors has the project influenced change and what are the main characteristics of these changes?

#### 8.1. Typology of social actors who changed their behavior, practices and policies

The project was able to influence 9 types of actors through its interventions from the grassroots (general public, grassroots organizations), to government, private sector up to the international level. All the outcomes were categorized according to the social actors they triggered changes in their behavior, practices, policies, etc. This allowed us to get an overview of who the project was able to influence.

Table 5: Number of outcomes that induced change in each social actor



A total of 34 outcomes were harvested. The majority of outcomes – 94% – represent changes in Worker groups, 88% change in Project partners and 85% changes in communities. The remaining outcomes induced changes in the Government (62%) General public and Companies (29%), Grass roots Union (24%), CSOs (21%), and International allies (7%).

#### 8.2. Types of changes

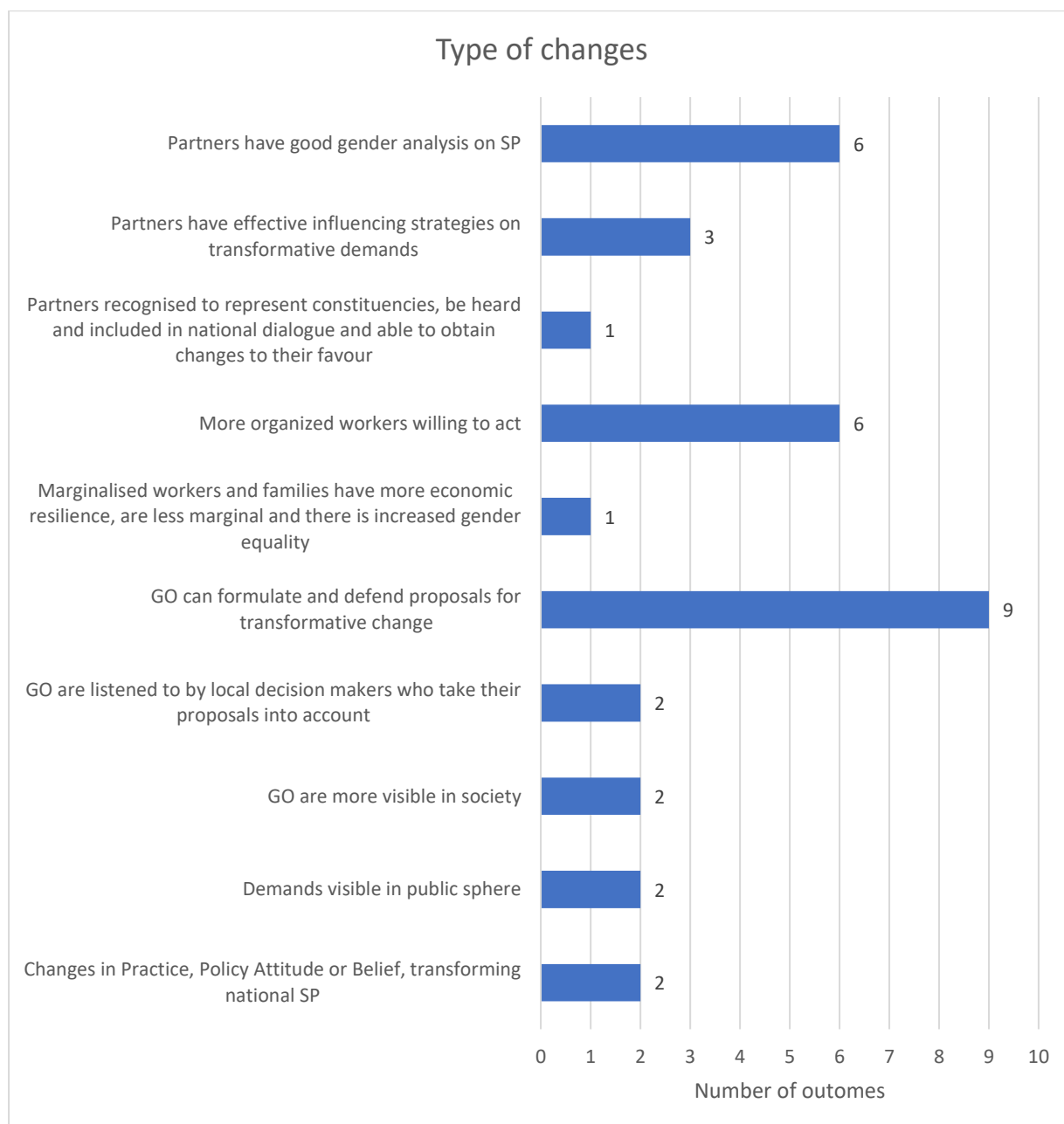
The type of changes is directly linked with the program Theory of Change (TOC) and were extracted from the Social Protection Programme 2017-2021. This Theory of Change elaborates on how the results can be achieved (within the spheres of control and direct influence), on how this programme can contribute to the Specific Objective, namely bring benefits to the beneficiaries and impact policies, practices, attitudes and beliefs (in the indirect sphere of influence). It also shows how those 3 spheres are inter-connected.

The “Grassroot Organizations” (GO) can formulate and defend proposals for transformative changes<sup>1</sup> appears to be the most important change as it was triggered by 9 outcomes (26%). “Partners have good gender analysis on Social Protection (SP)” and “More organized workers willing to act” both comes second and was triggered by 6 outcomes each (18%). The table below displays the details of the changes.

<sup>1</sup> GO: Grassroot Organizations is a category of social actors extracted from the Social Protection Programme 2017-2021.



Table 6: Type of changes



### 8.3. Project's contribution to the outcomes

#### Evaluation question 2: What was the project's contribution to the outcomes?

##### Types of intervention used by the project

To answer these evaluation questions, the outcomes were categorized according to the project interventions that contributed to the outcomes. The project implemented 9 main types of interventions. Capacity building involving direct beneficiaries, group leaders and local partners contributed to 50% and meeting with eternal actor and lobby to 44% of the outcomes. Designing tools for advocacy and policy review both contributed to 35% of the outcomes. The table below displays the project contributions to the outcomes.

Figure 1: Brainstorming with project partners to inventory outcomes

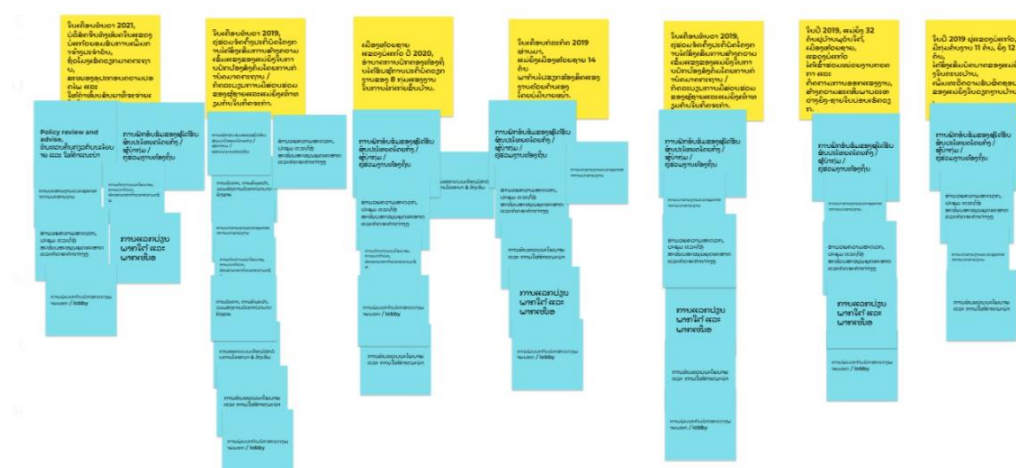
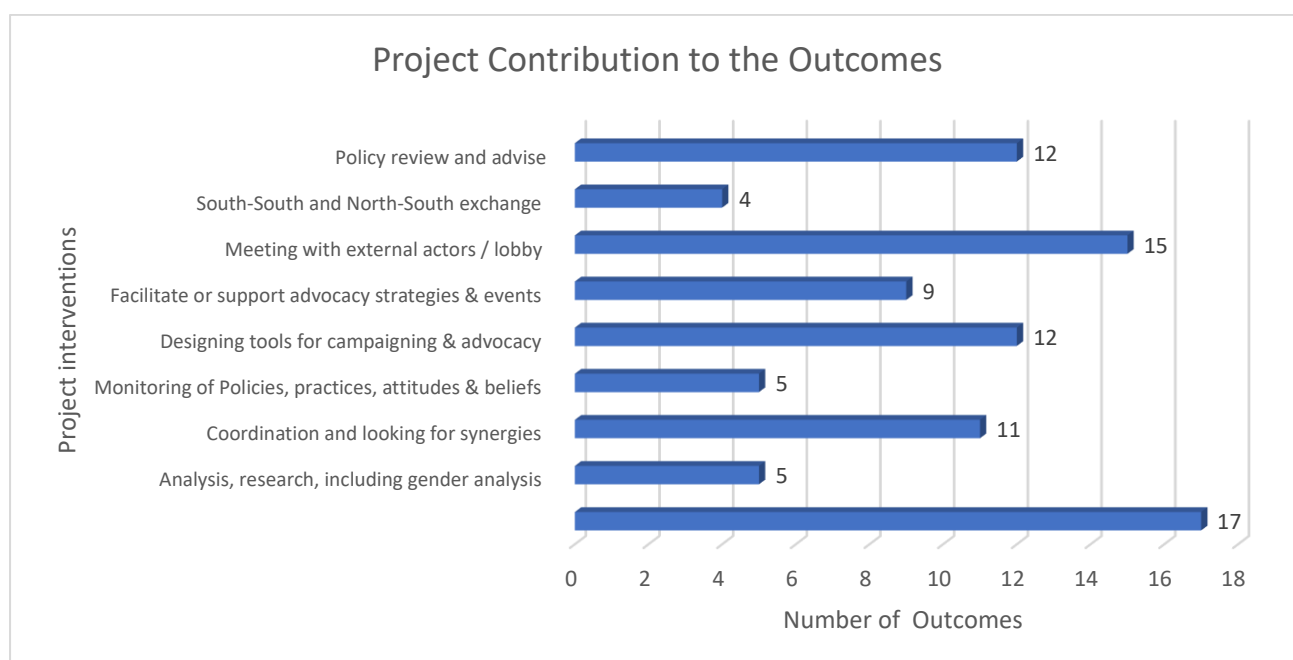


Figure 2: Project Contribution to the Outcomes



## 8.5. Importance of the significance and of the contribution

82% of the significance are considered very important and 18% important. Comparatively, 85% of the contributions were ranked very important and 15% important.

Table 7: Importance of the significance and of the contribution

Outcomes	Significance		Contribution	
	Very important	Important	Very important	Important
1	1		1	
2	1		1	
3		1		1
4		1		1
5	1		1	
6	1		1	
7	1		1	
8	1		1	
9	1		1	
10	1		1	
11	1		1	
12	1		1	
13	1		1	
14	1		1	
15	1		1	
16		1	1	
17	1		1	
18	1		1	
19	1		1	
20	1		1	
21	1		1	
22		1		1
23	1		1	
24		1		1
25	1		1	
26	1		1	
27	1		1	
28	1		1	
29		1		1
30	1		1	
31	1		1	
32	1		1	
33	1		1	
34	1		1	
<b>Grand Total</b>	<b>28</b>	<b>6</b>	<b>29</b>	<b>5</b>

## 9. Findings: Evaluation Question 3

Evaluation question 3: To what extent do the outcomes represent progress towards the project's overall and specific objectives as stated in the logframe?

### 9.1. Relationship of the outcomes according to the different phases

From a diachronic perspective, 12% of the outcomes took place in 2018, 21% in 2019, 41% in 2020 and 26% in 2021.

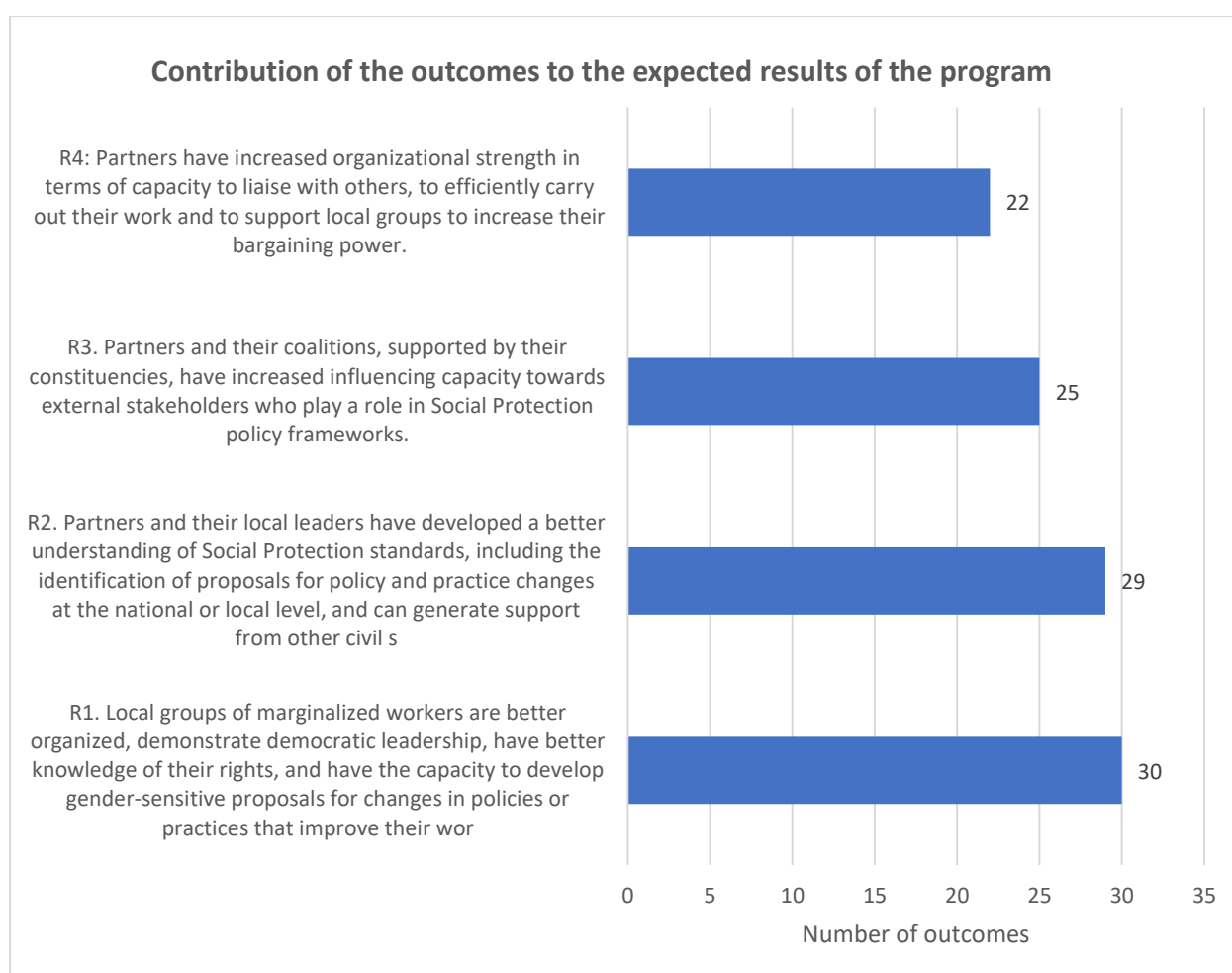
Table 8: Diachronic view of the outcome per geographic area from 2018-2021

Location	2018	2019	2020	2021	Total
13 provinces				1	1
Attapeu	1		1		2
Bokeo		4	4	1	9
Champassack	1	1			2
Louangprabang and Vientiane			1		1
Luangnamtha				1	1
Luangnamtha and Khammouane				1	1
Luangnamtha province		1			1
National level	2		4	2	8
Oudomxay			1		1
Savannakhet				1	1
Sekong				1	1
Vientiane Capital		1	3	1	5
<b>Grand Total</b>	<b>4</b>	<b>7</b>	<b>14</b>	<b>9</b>	<b>34</b>

### 9.2 Contribution of the outcomes to the expected results of the program

As clearly mentioned above, 88% of the outcomes contributed to the component 1, 85% to the component 2, 74% to the outcome 3 and 65% too the component 4. 16 of the outcomes (47% of the outcomes) contributed to all 4 expected results and ten outcomes (29%) contributed to 3 results. 4 outcomes (12%) contributed to 4 results and 4 outcomes (12%) to only one result.

Table 9: Contribution of the outcomes to the expected results of the program



## 10. Findings: Evaluation Question 4

Evaluation question 4: To what extent do the outcomes demonstrate the potential for continued multi-stakeholder engagement in policy-making (formulation, implementation and/or monitoring and evaluation)?

### 10.1. Potential for continued multi-stakeholder engagement in the change and institutionalization

Many of the outcomes harvested, due to their positive results and their recognition by local government authorities, especially District and Provincial Trade Unions have a strong potential for replication. Many worker groups have been empowered and are now enabled to negotiate with government , private sector, etc. Agreement reached between worker groups and companies (#9) are also likely to pave the way for other companied to adopt the same standards and engage with larger scope of stakeholders.

The fact that the tripartite committee made social protection a priority by promoting social protection for informal workers in 13 provinces (#10) will ensure that social protection becomes a critical issue in the government agenda at national level.

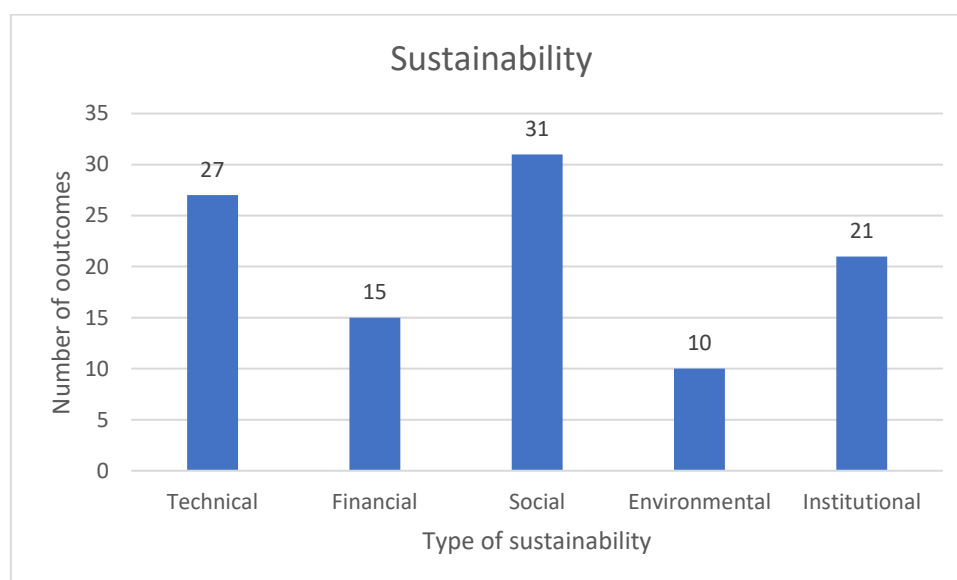
The involvement of CSO partners (IWAA, CAMKID and ECCDA) in the 9th national socio-economic development plan (9th NSEDP) and in the SDG implementation reports (#11) provides an exceptional opportunity and opened the door for civil society actors to bring their concerns and share good practices with broader stakeholders, decision makers as well as regional and international networks.

The champion partners (both LFTU and CSOs) will share their good practices and engage with multi stakeholders to influence NSSF's expending in to broader target groups, especially for voluntary scheme (#26).

## 10.2. Sustainability

Our analysis provide details of 5 distinct and complementary criterions for sustainability including technical, financial, social, environmental and institutional. 100% of the outcomes were reported as been sustainable by the Oxfam team. 91% of the outcomes harvested are socially sustainable, 79% appear to be technically sustainable and 62% appear to be sustainable from an institutional perspective. 44% are sustainable from a financial perspective while 29% are environmentally sustainable.

Table 10: Sustainability typology



Some outcome appear to be more sustainable than other and only one single outcome harvested by CAMKID in Bokeo is sustainable in all 5 categories: #5: "In 25th August 2020, 8 groups of banana plantation workers in Houayxay finished the second revision of their group strategy, which was endorsed by Houayxay district authorities". Comparatively, the harvested outcome that appear to be the least sustainable with only one type of sustainability (environmental) also took place in Bokeo: #20.

Nine outcomes are sustainable in 4 criterions (#1, #3, #6, #7, #9, #17, #18, #27 and #34) and 16 outcomes have been ranked sustainable on 3 criterions (#2, #4, #8, #10, #13, #19, #21, #22, #23, #24, #25, #28, #30, #31, #32 and #33). 7 outcomes were ranked sustainable on 2 criterions (#11, #12, #14, #15, #16, #26 and #29).

Table 11: Ranking outcome and criterions of sustainability

Outcome	Technical	Financial	Social	Environmental	Institutional	Total	%
1	1		1	1	1	4	80%
2	1		1		1	3	60%
3	1	1	1		1	4	80%
4		1	1		1	3	60%
5	1	1	1	1	1	5	100%
6	1		1	1	1	4	80%
7	1		1	1	1	4	80%
8	1	1	1			3	60%
9	1	1	1	1		4	80%
10			1	1	1	3	60%
11			1		1	2	40%
12	1		1			2	40%
13	1		1		1	3	60%
14	1				1	2	40%
15		1	1			2	40%
16			1	1		2	40%
17	1		1	1	1	4	80%
18	1		1	1	1	4	80%
19	1		1		1	3	60%
20			1			1	20%
21	1		1		1	3	60%
22	1	1			1	3	60%
23	1		1		1	3	60%
24	1	1	1			3	60%
25	1		1	1		3	60%
26	1		1			2	40%
27	1	1	1		1	4	80%
28	1	1			1	3	60%
29			1		1	2	40%
30	1	1	1			3	60%
31	1	1	1			3	60%
32	1	1	1			3	60%
33	1	1	1			3	60%
34	1	1	1		1	4	80%
Total	27	15	31	10	21		61%

### 10.3. Will the benefits last, how and why

The benefits will last for 100% of the outcome. From a financial perspective, for instance, #5: Chinese companies in Bokeo accepted increasing daily wages, standard working hours, etc.



and there is no turning back; #22: village fund will continue to increase in Lak35 village in Pakxong district in Champassack due to proper financial management; #3: production group promote handicraft and have signed long term agreement with domestic and foreign market, ensuring long term financial sustainability.

Institutional sustainability appear to be extremely solid as it refers to systematic management regulations #1; and structures #2; worker group strategy #6; #10 or social protection becoming a priority by the tripartite committee in 13 provinces; #11 government involves CSOs in NSEPD, etc.

## 11. Expected, unexpected and negative impact

82% of the outcome produced expected impacts while 18% were generated unexpected impacts (outcome #4 and #8 in Vientiane Capital, and outcome #22 and #24 in Champassack province, #26 at national level and #30 in Savannakhet). None of the outcome harvested are thought to generate any negative impacts.

Table 12: Unexpected impacts

No	Outcome Statement	Timeframe	Geographic location
4	In 2020, 9 informal groups developed their own small welfare fund to support the group members with low-interest loans that attracted new joiners.	2020	Vientiane Capital
8	On October 26, 2020, the authorities of Xieng Da village, Xaysetha district, mediated for seven female migrant workers from Houaphan province to demand an eight-month low wage for 100,000,000 kip from several employers.	2020	Vientiane Capital
22	In 2019, the main village fund committee of Lak35 village in Pakxong district, Champassack province managed and almost double the village fund.	2019	Champassack
24	In 2018, 10 families in Phong Kham village in Champassack district in Champassack Province improved their occupation from migrant workers in neighboring Thailand to a stable agricultural occupation and produce rice for export.	2018	Champassack
26	In 2020, the LSSO endorsed and implemented an unemployment COVID-19 compensation policy for workers, 17,000 workers were entitled to compensation from this policy.	2020	National level
30	In November 2021, the Local Trade union of the Mitphon Company and the Hongta Tobacco Factory, realized the bargaining process and recognized the rights and benefits of collective bargaining	2021	Savannakhet

## 12. Gender justice

### Gender mainstreaming: How gender issues are undertaken and integrated into the program activities?

The program focused on gender mainstreaming and gender empowerment by using the Gender Action Learning System (GALS) methodology, empowering both men and women workers. Worker groups' strategies integrated gender sensitivity. Oxfam organized a national

campaign on maternal protections, time to care and gender equality that reached very large number of people as mentioned above.

In December 2019, project implementing partners promoted women's empowerment in social protection by setting up a standard/rule of equal numbers of men and women participation in the activities. Following these requirements, women participation in program interventions reached 50% women participation in all activities, such as trainings and meetings. The partners also organized a dissemination on women's leadership and provided gender training to worker groups and local stakeholders.

IWAA developed a video on social protection for informal workers to inspire women informal workers on accessing social security. The video reached more than 4,700 people.

At grassroots level, more women participated community consultation meeting, and working closely with men, opened discussions, and expressed their views as well as were active in joint in decision making, regarding group management and working collaboration with stakeholders.

Five main criteria were defined to measure the project impact or contribution to gender justice: (1) new role and responsibility; (2) structural changes; (3) capacity building and GALS; (4) increased financial powers and (5) increased power of influence. All of the 34 outcomes contributed to two or several criteria of gender justice. Four outcomes harvested (#3, #5, #9 and #32) contributed to all 5 criteria promoting gender justice.

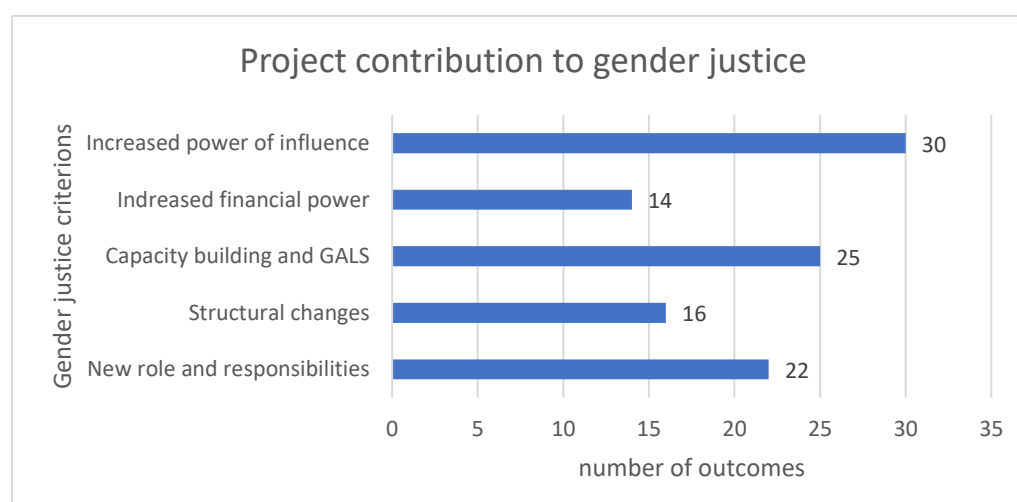
*#3 “In February 2018, informal workers created their own 5 production groups that can promote local handicrafts and agricultural products to the market and can generate more income for families.”*

*#5 “In December 2021, all Chinese companies in Bokeo province accepted increasing the daily wage, standard working hours, provide safety equipment and commitment to pay wages on time.”*

*#9 “In 2019, the worker group in Luangnamtha province completed the negotiation of labor contracts and the establishment of collective labor agreements to implement the minimum wage and labor protection conditions with 2 companies.”*

*#32 “At the beginning of 2020, 47 families in three informal labor groups (Samxay, Sanxay, Xaysetha districts) in Attapeu province, emerged from poor and strong families to produce goods for income.”*

Table 13: Project contribution to gender justice



88% of the outcome contributed to the Increased power of influence criterion and 74% to the Capacity building and GALS criterion.

11 outcomes contributed to 4 of the 5 gender justice criteria (#1, #2, #4, #6, #7, #8, #18, #19, #21, #23 and #29). 8 outcomes only contributed to 3 gender justice criteria (#10, #11, #3, #16, #20, #25 and #26).

Table 14: Ranking outcomes contribution to gender justice criteria

Outcomes	New role and responsibilities	Structural changes	Capacity building and GALS	Increased financial power	Increased power of influence	Total	%
1	1	1	1		1	4	80%
2	1	1	1		1	4	80%
3	1	1	1	1	1	5	100%
4	1	1	1	1		4	80%
5	1	1	1	1	1	5	100%
6	1	1	1		1	4	80%
7	1	1	1		1	4	80%
8	1		1	1	1	4	80%
9	1	1	1	1	1	5	100%
10		1	1		1	3	60%
11	1		1		1	3	60%
12			1		1	2	40%
13		1	1		1	3	60%
14					1	1	20%
15					1	1	20%
16	1		1		1	3	60%
17			1		1	2	40%
18	1	1	1		1	4	80%
19	1	1	1		1	4	80%
20	1		1		1	3	60%
21	1	1	1		1	4	80%
22			1	1		2	40%
23	1	1	1		1	4	80%
24			1			1	20%
25	1		1		1	3	60%
26	1			1	1	3	60%
27	1				1	2	40%
28	1			1	1	3	60%
29	1	1	1	1		4	80%
30				1	1	2	40%
31				1	1	2	40%
32	1	1	1	1	1	5	100%
33				1	1	2	40%
34				1	1	2	40%
<b>Total</b>	<b>22</b>	<b>16</b>	<b>25</b>	<b>14</b>	<b>30</b>		<b>63%</b>
<b>Percentage</b>	<b>65%</b>	<b>47%</b>	<b>74%</b>	<b>41%</b>	<b>88%</b>		

## 13. Lessons learned and Recommendations formulated by Oxfam team

This section summarizes the main lessons learned and recommendations formulated by the Oxfam team.

#4 Saving and group welfare remains a short term and an informal mechanism. Groups need broader demand for their rights to access public social protection schemes which are more permanent and sustainable.

#5 some great achievements resulted from the combined efforts between CSO partners (CAMKID) and local Trade Union ( District and Provincial) partners, building capacity to groups leaders, sufficient technical inputs and provided knowledge on collective bargaining, labor law, labor rights, rights to social

&7 Group need to develop long term engagement with local government authorities to make sure the regular reporting mechanism from groups to local authorities are need to be in place, etc.

#8 localize labor dispute solutions through village mediation units is good strategy, however LFTU need more collaboration with wide stakeholder, especially the Ministry of justice who line management of mediation units for joining on how provide technical capacity to village mediation units on labor dispute and solution

#9 Collective bargaining agreement (CBA) is a critical mechanism and working well in Lao context, however its request stronger leadership of Grassroot Trade Union (GTU) and worker groups who are key actors to voice concerns and collective negotiate on behalf of worker at the workplace.

#11 CSO partners need improve their critical analysis and their public speaking skills to ensure that the evidence base advocacy are well facilitated, when an opportunity come, especially when government and stakeholder invite for national agenda or platform.

#13, #16, #18 GALS have proven to be a great too for empowerment and to raise awareness about worker rights and for increasing access to information ( labor law, working standard, etc.) that help these women worker confident to claim rights. Training and annually reflection on GALS adaptation in social protection is one more key factor to includes women and empowerment in social protection. Output on gender behavior change is a good tool to encourage the social in improving gender inequality in the sociality. Social medial and digital technology can decuple and speed impact and changes.

#15 National partners (LFTU) has increased their knowledge and skill on advocacy, they become a champion of program, breakthrough many constraints on engaging and promoting informal worker rights in Laos , and their active participation on research and regular met / visit marginalized workers were help them better understanding demand and need of workers.

## Appendix

### Annex 1: List of participants for the meeting pre-Final evaluation of the project LAODG093, 3rd Feb 2022

#### Vientiane Capital and provinces

No.	Name in Lao	Name in English	Organization
1	ນາງ ສິດາ ວົງບົວຜັນ	SYDAR VONGBOAPHANH MRS	LFTU
2	ນາງ ລັດສະໝີ ແສງສະຫງ່າ	LADSAMI SENGSAANGA MRS	LFTU
3	ນາງ ແກ້ວສົມຫວັງ ຈັນດາວົງ	Keosomvang Chandavong	LFTU
4	ທ່ານ ບຸນຖົມ ຈິດດຳລົງ	BOUNTHOM CHITDAMLONG MR	LFTU
5	ທ່ານ ຄຳແພງ ສຸລິວົງສາ	KHAMPHENG SOLIVONGSA MR	LFTU
6	ນາງ ດາລາວອນ ຢູຍາບຸດ	Dalavone Youyabout	LFTU
7	ບຸນລວຍ ສີໂພໄຊ	Bounlouy Siphoxay	LFTU
8	ທ່ານ ວົງນະຄອນ ແສງໄຊຍະວົງ	VONGNAKHONE SAENGXAIYAVONG MR	LFTU
9	ທ່ານ ແສງທອງ ມະນີຊັບ	Saengthong Manixab	LFTU
10	ທ່ານ ບຸນຍົມ ບຸດບຸນມີ	BOUNYOM BOUTBOUNMY MR	LFTU
11	ທ່ານ ຂັນທອນ ພະເມືອງ	KHANTHONG PHAMUANG MR	ECCDA
12	ທ່ານ ສຸກສາຄອນ ນັນທະມິໄຊ	SOUKSAKHONE NANTHAMESAY MR	ECCDA
13	ວິລະວົງ ວິລະປັນຍາ	Vilavong Vilapanya	LFTU
14	ຟຸດສະດີ ບົວທອງ	Phousady Bouathong	LFTU
15	ບຸດສະດາ ມະນີວົງ	Boudsana Manivong	LFTU
16	ຄຳຫຼ້າ ຈັນທະວິສຸກ	Khamla Chanthavisouk	LFTU
17	ນ. ມົນລະດີ ສຸວັນລາສີ	Monlady souvalasy MS	HNL

#### In LFTU central level

No.	Name in Lao	Name in English	
1	ທ່ານ ວິໄລ ວົງຂະເສີມ	Vilay vongkhaseum	LFTU
2	ທ່ານ ອາທິລັດ ອຸດົມເດດ	Atilad Oudomdeth	LFTU
3	ທ່ານ ຄຳຈັນ ສີວັນທອງ	Khamchanh Sivanthong	LFTU
4	ທ່ານ ນ ພອນແກ້ວ ສຸວັນນະພົມ	Phonekeo Souvannaphoum	LFTU
5	ທ່ານ ນ ລຳປຽນ ໄຊອຸດົມ	Lamphien Xayhodom	LFTU
6	ທ່ານ ສອນໄຊ ຄຸນມະນີວັນ	Sonxay Kouangmanivanh	LFTU

Annex 2: Meeting pre-Final evaluation of the project LAODG093, 2/16/2022

Vientiane Capital and provinces

No.	Name in Lao	Name in English	
1	ທ່ານ ນ. ລຳພຽນ ໄຊອຸດົມ	LAMPHIEN SAIUDOM MS	LFTU
2	ທ່ານ ວິລາວົງ ວິລະປັນຍາ	VILAVONG VILAPANYA MR	LFTU
3	ທ່ານ ຄຳຫຼ້າ ຈັນທະວິສຸກ	KHAMLA CHANTHAVISOUK MR	LFTU
4	ທ່ານ ບຸນຖິມ ຈິດດຳລົງ	BOUNTHOM CHITDAMLONG MR	LFTU
5	ທ່ານ ພອນຄິດ ບຸນພາມາ	PHONEKHIT BOUNPHAMA MR	LFTU
6	ນາງ ດາລາວອນ ຢູຍາບຸດ	Dalavone Youyabout	LFTU
7	ທ່ານ ວົງນະຄອນ ແສງໄຊຍະວົງ	VONGNAKHONE SAENGXAIYAVONG MR	LFTU
8	ທ່ານ ບຸນຍົມ ບຸດບຸນມີ	BOUNYOM BOUTBOUNMY MR	LFTU
9	ນ. ມົນລະດີ ສຸວັນລາສີ	Monlady souvalasy MS	LFTU
10	Chik Khamthavong	Chik Khamthavong	HNL

LFTU Luangnamtha

No.	Name in Lao	Name in English	
1	ທ່ານ ບຸນເລັດ ດວງເງິນ	Bounleut Douangngeun	LFTU
2	ທ່ານ ຫລ້າ ທອງສິງ	Lar Thongsing	LFTU
3	ທ່ານ ພອນຄິດ ບອນພາມາ	Phonkhith Bonphama	LFTU
4	ທ່ານ ຄຳມາ ລໍບັງແກ້ວ	Khammar Lorbankeo	LFTU

### Annex 3: List of outcomes harvested

No	Outcome Statement	Significance	Contribution	Substantiation
1	In 2020, village authority and labor committee has established the systematic labor management to support the investment company and reducing the labor conflict in Ban Phu Wan Tai, Ban Siphoxay, and Ban Huay Xai Noi villages in Houayxay district, Bokeo Province.	The worker group in Ban Phu Wan Tai, Ban Siphoxay, Ban Huay Xai Noi established labor management database and this establishment was acknowledged by the labors and investment company. This helped to support the labor demand periodically and also to reduce internal conflict among worker group members, protect the labor rights and benefit. Furthermore, group committees can resolve disputes with workers and the company itself; in this case, the company did paid a fee according to the labor law. There are 8 worker groups with 35 committees including 12 women.	The project provided and facilitated training, to village authorities and 15 group leaders including 5 women about exchange of lessons, advice on how to mediate labor shortages, and bargaining negotiations with companies during 2018 and 2019. The committee frequently followed up the labor and negotiated with the company and did not allow to bring the labor from outside of the village that might have caused insecurity and oversupply of labor. The company also provided the labor fee and did not take advantage.	<ul style="list-style-type: none"> <li>• Mediation document</li> <li>• Labor list/database (total 285, 123 women included)</li> <li>• Minute of exchange and training report</li> </ul>
2	In (Month) 2019, 20 worker groups out of 200 in Bokeo, Louangprabang, and Vientiane Capital established and strengthened group management structure by having regular meeting/ discussion about social protection and coordination in community, developing working plan and regulation has identified allies with worker protection policies, improved coordination and their working relationship within the group and with LFTU, village authorities. They coordinated and exchanged lessons to standardize and improve performance and to ensure social protection management systems are in line with	The social protection network in Houayxay was initially not so robust and scattered across the whole district, many villages could not access social protection, working overtime and no standardize of labor fee, and cannot claiming After the project intervention from 2017 to 2019, workers increased their knowledge of social protection and the need to developed s to protect the rights of members, bring benefits and reduce exploitation. Workers group know how to applies the workers group policy that helps them on monitor/inspection in banana plantation areas, to monitors on working condition, working hour, conflict and any issue that may cause to the issue	From the project intervention during 2017–2019, for working group development and empowerment process: collecting data and establishing, learning process and group function, and lessons learned from groups and improving regulations. The outstanding intervention is about exchanged learning among 8 workers group regularly has make them learnt and adapted new methods and way of working	2019 annual report or 2020.



	labor laws and worker management.			
3	In February 2018, informal workers created their own 5 production groups that can promote local handicrafts and agricultural products to the market and can generate more income for families.	<p>In the past, informal workers were not yet members of the group. They didn't have the permanent job, they only used their labor for agriculture production. Almost all farmers were working in their agriculture field and involved in subsistence production. They count not increase the quality and quantity of their products for sale.</p> <p>Later in 2018, they have established the worker groups, each family increased their knowledge, were active and developed worker group and formed a production group and set up a production plan building upon support from partners and technical advice from the district and the province. Currently, there are 5 production groups and each group is important and represents the workers in negotiating with traders, enabling workers to earn a living.</p>	<p>The LFTU at provincial level (Project Coordinator and Chairman of the Steering Committee), in cooperated with LFTU of 5 districts, the relevant government departments</p> <p>Started by established the worker group, approved and announce the group structure, regulation and benefit in each villager.</p> <p>Later in 2018-2019, the LFTU has provided the training on product value-added and sales support as unified and , emphasized on developing new products and re-set value chain that helps them accessing to general market and sustain marketing</p>	The minutes of the election of each group were signed by the village authority, signed by the village chief, and approved by the district chief.

4	<p>In 2020, 9 informal groups developed their own small welfare fund to support the group members with low-interest loans that attracted new joiners.</p>	<p>In the past workers could not rely on any financial support at the end of their contract with the company and the production group borrowed informal money to buy raw materials with high interest rates, the debt covered long period, that effected to livelihood. After the worker group formed, 9 worker groups in IWAA project areas developed the welfare fund that currently reaches 865,822,000 LAK. It can ensure solidarity among members as well as sustainability of the group providing support to the group member in terms of loan with low-interest (1-2%) for emergency cases and for starting their small business. It's functioning well with more and more interest of new group members</p>	<p>In 2018-2019, the worker group was established with group structure and clear regulations in collaboration with IWAA and LFTU</p> <ul style="list-style-type: none"> <li>- Project supported training in fund management, accounting, monitoring for the group members</li> <li>- Provided support on advisory for the group</li> <li>- Introduce welfare -cash support to their members</li> </ul> <p>IWAA had introduced this idea as aimed to reduce the issue in accessing to funding opportunity, therefore, established a small welfare fund have introduced to 9 workers group. Before establishing the welfare fund, project are planned to have a compulsory training such as welfare fund and managing, accountant, monthly monitor and reporting, these kinds of training were delivered to those 9 groups during 2018-2019</p>	<p>Group regulation Monthly report that certified by village authority</p>
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5	<p>In December 2021, all Chinese companies in Bokeo province accepted increasing the daily wage, standard working hours, provide safety equipment and commitment to pay wages on time.</p>	<p>As of 2018, there is no policy to help workers who work in scattering areas they did not receive health care, working overtime and low welfare.</p> <p>By 2020, worker groups could have regulations to protect their rights, the worker committees of 8 groups (285 people, 123 women) were able to successfully negotiate with 8 investment companies of banana plantations, watermelon plantations, and soybean plantations in Bokeo province by applied knowledge and application. They can make workers safer, working hours base to labor law and received equipment for the risk protection during working hours</p> <p>The worker group is increasingly knowledgeable about labor rules and regulations.</p> <p>Companies accepted and are more concerned in providing fair salary and working hours to labors. This can increase social protection for labors and informal labors</p> <p>Currently, the company follows the labor law and is happy to pay daily wage from 50,000 to 70,000 LAK and agreed to pay wages on time</p>	<p>The project has facilitated and provided the technical coordination with government and villagers, as well as provided legal knowledge, working principles to group committees and worker group members, provided training on labor law, trade union law, labor safety, negotiation skill, social protection to members of informal worker groups. The used their knowledge and information to negotiate and talk with companies (8 companies) for 2 years 2020-2021.</p> <p>- Provincial-district partnerships</p> <p>Consultation meetings were held on issues working conditions (wages, contracts, daily wage of workers) suitable for 8 companies.</p> <p>LFTU has good coordination with village authority, worker committees as consistency.</p> <p>February 2019, workers group participated exchange learning with informal workers in Attapeu province, where inspired them on establishment of the labor contract as it reached to the developing of the workers group policy that mandatory about working hour, daily wage, safety and health policy.</p> <p>Through supportive by Oxfam, we conducted a meeting with district federation of trade union, labor and social welfare and CAMKID in July 2019, setting work plan for negotiation with Chinses company after finished developed the draft of workers group policy and set the daily wage from 40,000/day to 70,000/day</p> <p>October 2019, first consultation workshop was conducted in Bokeo, participated by FLTU, Provincial assembly representative, related department and the representative from Chinese company. In the event, achieved initiative consensus to this new increase of daily wage.</p> <p>In 15 Dec 2021, official agreement was endorsed by the Chinese company that affective from 15 Dec 2021, agreed to comply to the requirement such fixed the daily wage to minimum 70.000/day, standard of working hours, provide safety equipment and etc.</p>	<p>Agreement to certify the Group rules by the District Governor</p> <ul style="list-style-type: none"> <li>- There are group rules</li> <li>- Record in group negotiations.</li> </ul>
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6	In 25th August 2020, 8 groups of banana plantation workers in Houayxay finished the second revision of their group strategy, which was endorsed by Houayxay district authorities.	<p>The worker group worked together to recognize and understand the group's problems and create a plan for the group's activities that will continue for the next 5 years. The plan has become a basis for implementing activities and promoting social protection for members in each period, giving the group ownership and better ability to monitor or report to stakeholders.</p> <p>At present, the worker group regulation of eight worker groups under the CAMKID have been approved by the districts, and the content of the rules has been revised and more ensure that labors can access social protection e.g. employers need to ensure that workers receive social security contributions fund, women should be protected and has welfare during illness and childbirth, etc.</p> <p>The labor law provides details of employment standard; 8 hours/day, and migrant workers come from other villages, districts, and provinces have right to select the safe place to work that avoids health safety and there is a need to negotiate the wages as appropriate and base on an employment contract.</p>	<p>Village authorities, group leaders, and members worked together to develop a plan.</p> <p>The project provided assistance by inviting experts to participate in planning, with the participation of the LFTU VTE, provincial, district, union, village authorities, group leaders, and members.</p> <p>The project also compiled relevant information to ensure that the implementation of the protection policy makes everyone aware of their rights.</p>	<p>Lao Women Union</p> <p>There are worker group rules Have a strategic plan</p>
7	In Houayxay district, Bokeo province 2020, the local authorities recognized the performance of 8 worker groups in village mediation.	<p>Since many years, the labor working with the company faced a lot of conflicts, causing workers to lose benefits.</p> <p>In 2020, the committees then represented the worker group and, together with the village council, mediated issues related to labor disputes.</p> <p>After the group was formed, the group committee received capacity building and promoted to join mediation work related to labor conflict to protect the rights and interests of the workers with agreement of company. Group members are subsequently better able to mediate between employers and employees</p> <p>-Currently the village authority and company</p>	<p>The program facilitates the of legal training on labor rights to a group of 8 villages, 3 people from each village. Worker group also leant from the real practice on mediation in Banana plantation site</p> <p>This is an indirect way that support village mediation work as the group leaders is the organization that separated from the village mediation committee, since the group leaders were trained on this particular skill, theirs've contributed to the mediation work in directed way as many of groups members consulted and received advices from the group leaders, some cases, the group leaders also taken lead on labor issue and encounter the issue by using workers group' policy to be their reference.</p>	<p>The mediator's minute with an assistant committee</p>

		both recognize and respect the role of Labor committees		
8	On October 26, 2020, the authorities of Xieng Da village, Xaysetha district, mediated for seven female migrant workers from Houaphan province to demand an eight-month low wage for 100,000,000 kip from several employers. (This is an unexpected outcome)	In 2020, seven female workers from Houaphan province had a dispute with their employer over unpaid wages. But then, during October 2020, the village authorities mediated and demanded the rights of the workers, the workers were able to get back about 50,000,000 kip, the rest will be paid to each person 500,000 kip per month.	Mr. Dao Huong, Deputy Mayor of Xieng Da Village, is a consultant to the Xieng Da Village Housewives Group, who has received social protection and leadership training from the project, and has used the lessons learned to help seven workers negotiate wages with their employers. The Xaysetha District Trade Union Federation and the Nava Union, SPO, provided guidance in the negotiations.	There is a report of village mediation in 2 times There are pictures

9	<p>In 2019, the worker group in Luangnamtha province completed the negotiation of labor contracts and the establishment of collective labor agreements to implement the minimum wage and labor protection conditions with 2 companies.</p>	<p>The worker group can negotiate with the company to sign a joint venture agreement in accordance with the rules and regulations with the Khammouane Cement Industry Company and SCG Muang Mahaxay Company, Nam Theun 2 Power Company.</p> <p>There are currently 37 participants, 13 of whom are female, following the following conditions:</p> <ul style="list-style-type: none"> <li>- Implement the minimum salary of 1,000,000 kip.</li> <li>Work 8 hours a day.</li> <li>- the company ensure safety labor conditions</li> <li>- Employees have become members of the Social Security Organizations</li> </ul> <p>There is an annual check-up.</p> <ul style="list-style-type: none"> <li>- There are various policies when sick.</li> <li>- There is an annual holiday.</li> <li>- How can there be a better change for the workers? And groups</li> </ul>	<p>The LFTU at provincial has cooperated with the district level to disseminate the principles of labor protection and labor laws.</p> <p>This an official notification endorsed by the local authority , therefore, this labor protection standard was disseminated to all business sectors, labor unit and others companies in Viengphukha district.</p> <p>The LFTU facilitated those meetings and conducted regular monitoring and reporting. The tripartite committees have been working together to monitor, inspect and encourage the dissemination of roles, rights and responsibilities to employers and workers in order to strictly implement the Party-State rules and regulations. LFTU at district level facilitate the negotiation between the worker group and companies Tripartite Committee member (Provincial Federation of Trade Unions, Department of Social Welfare, Provincial Chamber of Commerce and Industry) have unanimously launched a movement to disseminate their roles, rights and responsibilities. The committee also disseminated union laws, labor laws, and higher-level laws from time to time.</p> <p>All three members summarized the implementation of the work according to their roles, rights and responsibilities, as well as setting the direction of the joint action plan in the future.</p>	<p>A labor contract in accordance with the law, Minutes of Field work.</p>
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10	<p>In 2021, the tripartite committee made social protection a priority by promoting social protection for informal workers in 13 provinces</p>	<p>The tripartite committee is increasingly active and present in the protection of labor, if labor dispute happens, the tripartite must jointly monitor, inspect and resolve disputes. The tripartite commission can strengthen the role of LFTU in protection of labor in investment areas, can make the company and the workers understand the three parties and simultaneously implement the rules and regulations well.</p> <p>The tripartite committee is mostly working for formal sector and unrecognized the informal workers sector, otherwise, their priority work most link to big business/investment as well as their role and responsibility are not identify in responding workers issues related to informal business.</p> <p>The project taken role as connection to both side informal workers and informal group where in 2018-2019 the first activity was to invited the tripartite representative joined some activity conducted by the project partners as to make them understand about worker' issues and how difficult life face by informal workers' group.</p> <p>In 2020, the dissemination on NSPS aimed to have a face to face discussion between the provincial tripartite and the worker' group, to discussed about way to support informal workers accessing to social protection as referenced to NSPS where the tripartite in 13 increased their visible to the workers' issue and recognized the informal worker group, and committed to support the informal groups.</p>	<p>Tripartite Committee member (Provincial Federation of Trade Unions, Department of Social Welfare, Provincial Chamber of Commerce and Industry) have unanimously launched a movement to disseminate their roles, rights and responsibilities. The committee also disseminated union laws, labor laws, and higher-level laws from time to time.</p> <p>All three members summarized the implementation of the work according to their roles, rights and responsibilities, as well as setting the direction of the joint action plan in the future.</p>	<p>The law on trade unions.</p> <ul style="list-style-type: none"> <li>- Law on Labor.</li> <li>- Law on Social Security.</li> </ul> <p>Governor's Decision No. 32</p> <p>On the appointment of a tripartite commission. With labor-related lines.</p>
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11	<p>In 2021, the government involved CSO partners (IWAA, CAMKID and ECCDA) in the 9th national socio-economic development plan (9th NSEDP) and in SDG implementation reports.</p>	<p>In the past, the role and involvement of CSOs has not been widely recognized by the government. Associations have been strengthened and have had the opportunity to attend meetings with the government, where they have had the opportunity to present ideas on social protection</p> <p>This platform made the public more aware of CSOs work, such as the contribution of social organizations to the socio-economic development of the nation, including the recognition of the role of social organizations under the social protection project. This contributed to the social protection activities and contribute to the development with other Lao CSOs in order to support the national socio-economic development.</p>	<p>CSO partners (IWAA, CAMKID and ECCDA) attended meetings with government organizations and social organizations in 2020. They participated in the 9th meeting on the draft socio-economic development plan hosted by the Ministry of Planning and Investment and participate in the SDG implementation report.</p>	<p>Annual report of the association submitted to the Ministry of Interior and photos.</p>
12	<p>In 2017-2021, worker groups in Vientiane, particularly informal groups working at home, exercised their rights by accessing the National Social Security Policy (NSSF).</p>	<p>In the past, informal worker group members did not have access to social protection information, and did not recognize their rights to social protection, thus depriving them of this rights.</p> <p>IWAA conducted outreach training on social protection measures to group members, and most members are now aware of, understand and have a desire to access social protection because it will help reduce poverty in the event of an emergency.</p> <p>At present, 66 members of the group have become members of the social security system, and there are two village chiefs in Ban Nam Kieng and in Pao Phai village who are also a member of the social security system.</p> <p>A sanitation company in Vientiane, agreed to allow 11 employees to access NSSF with the support of the Trade Union. The company agreed to provide social security contribution for 11 members with social security according to the law</p>	<p>IWAA collaborated with Vientiane Capital and District Councils, disseminated and conducted social protection training for group members in 10 target groups. A public relations team from the Social Security Office disseminated the social security work to the members, recognizing the social security policy and training on social protection to see the problems and needs of social protection of the group members.</p>	<p>66 members of informal worker groups receive social protection and can join Social Security in 2020-2021</p>



13	In July 2019, Houayxay District 14 women leaders lead to claim worker rights by themselves without brokers	After the group has been formed for a while, in 2019, 14 women can guide the contracting of the members with the company. It was fully demonstrated the rights of the workers. They can reduce the cost for the brokers and spare more money to make a living	The project organized consultative meetings with the provincial steering committee to promote the labor law. CAMKID strengthened the group to design a draft contract to guide the formation of the group so that the group has more time to practice so that the group can do it themselves.	There is a memorandum file of the worker group board
14	In 2020, vulnerable groups in Luang Prabang and Vientiane, especially in banana plantations, exercised their rights by accessing the National Welfare Fund (NSSF). And the provincial government welfare fund	Previously, members did not understand social protection through training. There were 83 people who understood and volunteered to become members of social security, including 13 in Vientiane and 70 in Luang Prabang. Thirty members of the provincial council social welfare fund, especially in banana plantations, can use the card to access treatment and other benefits they have never received from their employer	LFTU at all levels had promoted about the benefit of social security member, with the contribution of village, district authorities.  LFTU and group leaders also encouraging labor to get the opportunity on labor protection and funding.	Annual report of LFTU  Each people have a social security card and a membership card of the provincial welfare fund.
15	In 2020, following the LFTU request to the national tripartite committee, NSSF gave to 3,272 workers 3 months compensation during unemployment (COVID pandemic)	398 workers successfully negotiated with the KOLAO company and received their compensation for the period of 3 months, two demands to national level such a need to access to NSSF of the informal workers and need for OHS of the informal workers particular for the banana plantation workers, HNL: have identified their needs to access to NSSF.	LFTU is one of the tripartite committee, where March 2019, a situation of the COVID pandemic, the LFTU received a lot feedback/complain from the labor who was suspended from the work during lockdown, to claim about compensate fund because the employers are not able to pay those allowances during lock down, therefore, LFTU undertake a role as one of the tripartite committee, introduced a concept of compensation fund to the national social security fund, to response the issue through utilizing the NSSF fund to be a compensation to the workers who are a member of NSSF.  The tripartite committee to pay that compensate as the requirement by LFTU, to reduce the impacted by the COVID and commenced in April 2019 until now.	<a href="https://oxfam.box.com/s/3czm9vy9ij8wi7kl8nwuykxgl2lz6sy">https://oxfam.box.com/s/3czm9vy9ij8wi7kl8nwuykxgl2lz6sy</a>  <a href="#">Annual report Laos 2020</a>

16	In March 2020, 800 people nationwide shared their ideas on social media about sharing tasks in the family and gender equality in the community	The VDOs considerably increased public awareness on good practices on leadership and challenge of informal workers, on gender equality and related issues in the family. There was a case study on the impact of informal worker during COVID pandemic or lock down, and engaging with youth for an ongoing campaign on women's unpaid care work such as two videos on promoting maternal protection and unpaid care work viewers/audience, and more than 800 viewer provided comments such as it's the real life of Lao women. There is much inequality in the society and family, and some comments displayed behavior change in their family as well as in their community. Inspired from first initiative, the project launched a 2nd initiative on campaigning for gender equality and women unpaid care work with youth.	The association-created video on gender, design and plan the video dissemination with guidance and follow-up from the OXFAM project director throughout the planning and filming process	<a href="https://www.facebook.com/watch/?v=250047322659501">https://www.facebook.com/watch/?v=250047322659501</a> <a href="https://www.facebook.com/watch/?v=942040632878460">https://www.facebook.com/watch/?v=942040632878460</a> Annual report Laos 2020 Social Protection Programmed 2017-2021
17	By March 2021, the program reflected the importance of social security and in September 2020, the IWAA created a video on the real lives of traffickers, and in June 2021, another video was created on the needs of members of the group which helped policymakers to see the need to improve social security so that informal workers have greater access to protection from video reflecting problems and the need for access to social protection.	<p>In September 2020, the IWAA created a video on the real lives of traffickers, and in June 2021, another video was created on the needs of members of the group seeking access to social protection.</p> <p>This video was disseminated to the target members the association and to the general public who could learn about the risks in their daily lives. It highlighted the importance of having collateral to prevent further poverty in the event of an emergency.</p> <p>The general public realized that the services of the social security system are not as good as they should be. This made the public concerned about the situation.</p> <p>Videos on the needs of informal workers can be used in stakeholder meetings to discuss and inform stakeholders about the needs of informal workers and to promote policies to improve access to social protection for disadvantaged workers.</p>	The association created, designed and planned the video, with guidance and follow-up from the OXFAM project director throughout the planning and filming process. In July 2021, Oxfam program officer took role and directing the story board together with TAKSA team (supplier) through presenting the research result on informal workers' access to social security fund to be the main ideas of the story, The recommendations in the research report was presented by the informal women workers who faced and shared the issues in accessing to NSSF and recommended to NSSF or national committee considering their demands/recommendations	Real life videos of informal workers and videos of problems and needs of informal workers who need access to social protection.

18	<p>In December 2019, project implementing partners promoted women's empowerment in social protection by setting up a standard/rule of equal numbers of men and women participation in the activities</p>	<p>As a result of promoting gender equality in participation in labor activities, worker groups have also promoted gender equality by revising labor regulations with the approval of the district governor.</p> <p>Women have the right to work in accordance with the law, to have the right to choose their job and work place with the same benefits as men.</p> <p>Women participation in project activities doubled following the project mandatory equal number of men from 4,806 women in 2018 to 10,069 women in 2019.</p>	<p>In December 2019, the partner offices focused on improving the standards for promoting gender equality in outreach activities, training, and worker groups to review the rules and regulations. The worker group learned about the 9 articles in the rules, each of which has a comprehensive content and has been revised.</p> <p>The project revised the regulatory body and the worker groups added sub-topics with a total of 45 topics, another article is specific to women. At that time, CAMKID jointly contributed to facilitate, for all parties to participate in providing ideas to be in line with the policy and to be able to implement it locally. They consulted, designed and then created a joint resolution through the mayor.</p>	<p>Final Report _ SE process_LAO_Phetvilay -Clean version 2017-2019</p> <p>Working group rules document</p> <p>Siphoxay Village</p> <p>Worker group, South Phuan Village.</p>
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19	<p>In 2019, 32 Women in Phuwan Tai village, Houayxay district, Bokeo Province, joined the labor inspection and monitoring unit, that built gender equality in their workplace</p>	<p>In 2019-2020, women in four villages in Houayxay District, Bokeo Province, played a role as spokespersons for women in the village in the workforce monitoring at the banana and soybean plantations.</p> <p>In Phu Vantai, Siphoxay, Namkor, and Nam Pong village in Houayxay district, Bokeo province, 32 women are included as members of the inspection team and conduct monthly inspections of workers at their workplaces (in banana and soybeans plantations).</p>	<p>CAMKID, the Lao Women's Union and LFTU organized gender training using GALS tools in 2019. The group committee, in collaborated with the village authority, continued to rise gender awareness in village meeting as well as other related law including Labor Law, Trade Union Law, Occupational Security, Negotiation, Social Protection Work.</p> <p>The group supported both individuals and families to play a role in joint ventures, and promoted and advocated for women's rights to contribute to the work and for men to give women access to all the work they need.</p> <p>The group clearly divided the roles and responsibilities of each person and the committee monitored the work of the workers each week at the company site (banana and watermelon plantations).</p> <p>The IWAA, in cooperation with the LFTU in Vientiane Capital and at district level provided training using GALS tools and monitored behavioral changes in families with problems.</p> <p>Participation for guidance and facilitation and there is a contribution to the organization of labor.</p>	Monitoring minute
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20	In Vientiane Capital women have the opportunity to voice their ideas and participate in village work following gender empowerment activities	<p>In the past, both the communities and the families still discriminated women based on traditional beliefs and practices.</p> <p>After the participation in gender empowerment activities, gender perspective and behavior changed at household level, IWAA observed improvement of labor division and men increasingly contributed to household chores by helping more in cooking and child care. Moreover, women received more opportunity to share their ideas and participate in village work.</p> <p>Gender balance in worker group committee has also recently improved.</p>	<p>The IWAA, in cooperation with the LFTU in Vientiane Capital and at district level provided training using GALS tools and monitored behavioral changes in families with problems.</p> <p>Participation for guidance and facilitation and there is a contribution to the organization of labor.</p>	<p>The video is being edited as a video Tool image Each tool is created by a member</p> <p>Members of 10 families in Paktab village and 1 family in The Sommor village (Mr. Bounchan and Mrs. Vanna Luenglit 0309521053 clearly changed.</p> <p>Head of Paktab Kumban: Ms. Nui Phommala 020 55303457</p> <p>Huapha, a group of goods for sale in Thasommor village: Chandy Thong O 020 55181949.</p>
21	In 2019 in Bokeo province, 11 worker groups, including 12 women, promoted women's role in the village committee, and increased women's responsibilities in village work.	<p>In 2019 in Bokeo province has 11 worker groups were formed. 2 groups did not succeed because they were not ready to lead such groups.</p> <p>There are 12 women in the group who attended self-training skills and this capacity increased their self-confidence.</p> <p>The village committee saw the importance of appointed four people who are now fully appointed. Three of them are already fully appointed as Party members, they provide advice to women labor and general issue on gender empowerment.</p> <p>This outcome indicates that the project successfully improved workers organizations and they demonstrate democratic leadership and gender equality.</p>	<p>Project supported capacity building for labor groups, especially women, providing training on Labor law and leadership skills.</p> <p>The village authorities advocated and progressively supported women involvement in village work</p>	<p>Final Report _ SE process_LAO_Phetv ilay -Clean version 2017-2019</p> <p>Mr. Savaen Phanthamith</p>

22	In 2019, the main village fund committee of Lak35 village in Paksong district, Champassack province managed and almost double the village fund.	<p>Before 2015, the fund failed due to many factors within the village, so in 2021, LFTU has started to support the labor group on managing the fund.</p> <p>The labor group fund can help members on livelihood, invest in production, trade, business, agriculture and animal husbandry at 3% interest.</p> <p>Currently, it has increase more than 50 million kip compared with deficit 27 million kip in 2015</p>	LFTU and Oxfam, together with the provincial tripartite committee, worked together to resolve issues with the village organization to restore the trust of fund members, improve the organization of the fund group and organized training on group management and group accounting.	Fund Summary Report for Main Lak35 village in Pakxong District, Champassack Province. Chairman of the Fund Group Mrs. Manikhan Thepbouly 020 5594 8469.
23	In 2020, 16 women leaders in Vientiane Capital mobilized their community and contributed in advocacy on social protection	<p>Sixteen women were able to take on strong leadership roles: they are more capable, more courageous, more outspoken in village meetings and stakeholder meetings in Vientiane</p> <p>In the past, women leaders did not have the courage to speak, did not have leadership skills, and could not manage a group or manage a group fund.</p> <p>They now have good leadership skills in group and community. They have been able to lead members in community fundraising and spread out community outreach.</p> <p>In addition, the group members are respected and accepted, and the village authorities also see their ability to lead the group members to be stronger and more sustainable</p> <p>In 2020, around 2,900 women participated in the social protection dialogue at provincial and district levels in policy review, and in the formulation of the group policies.</p>	<p>The IWAA association provides training on group management, group rules development, leadership training, 6-month or 1-year action plan development for the group as a leader in group activities, training in areas such as speaking skills training, negotiation, teacher training, etc.</p> <p>In addition, the group members have participated in various meetings organized by our association at the capital level with the participation of relevant parties, and other meetings organized by our association</p>	Report on the implementation of activities, group committees in 9 groups

24	In 2018, 10 families in Nong Kham village in Champassack district in Champassack Province improved their occupation from migrant workers in neighboring Thailand to a stable agricultural occupation and produce rice for export.	<p>In the past, people worked as migrant workers in Thailand, especially young people. Some were engaged in agricultural production (growing rice, rice paddies, raising livestock, and subsistence farming).</p> <p>The labor worked in the village in agriculture production but the production lacked added value, the quality of the products was questionable and they faced exploitation by middlemen.</p> <p>The GALS training and the village development fund gave them strength in negotiating for the sale of products and the village fund now reaches 550,000,000 kip.</p>	The Champassack LFTU and Oxfam are working to encourage Nong Kham village to develop leadership skills by using the GALS training method to create a strategic plan for family life development. The tripartite commission and Oxfam took active support to the group of workers and develop as the production group	Mr. Thanorm Chairman of Phong Kham Village Fund 020 9631 5180
25	In 2020, 50 youths/student are engaged with Maternal protection campaign, to promote more protection to women informal workers.	<p>Youth are not targeted group in this programmed and Oxfam are not intended to work or engaged with them.</p> <p>The youth who participated the campaigning are very new to the topic especially the information about maternity leave, maternity benefit and etc.</p> <p>During the campaign, youth volunteer have learn a lot on gender and unpaid care work where they are constructed their own story and presenting the issues related to maternity and unpaid care work into a drama show.</p> <p>The drama show reached more than a million peoples/ audience where top three winner story were selected to showcase their story to Lao women union and EU in the day of EAW day.</p>	<p>Oxfam managed this campaigned through planning and designed concepted.</p> <p>This campaigning cooperated with TAKSA training center who provided presentation skill to youth groups, advisory on story board and confident skill.</p> <p>Oxfam provided the training on Gender equality and maternal protection to the youth group as well as share a real case studies that contributed to their story board and drama.</p>	(7) Facebook #Time to care page

26	In 2020, the LSSO endorsed and implemented an unemployment COVID-19 compensation policy for workers, 17,000 workers were entitled to compensation from this policy.	The previous social security law did not provide for unemployment benefits for workers during the spreading of COVID-19 pandemic, especially factory workers and employees, which increase more unemployment across of country especially, labor families faced difficulties for living. In this situation, employers or company owners cannot provide salaries to the workers.	<p>Through consultation of Tripartite committee, it is clear that this situation needs to be addressed urgently. The LFTU received many requests from worker groups, and that the issue has been brought to the attention of the social security body in that area.</p> <p>The LFTU has actively addressed the issue of labor base to its role and contributing to work with the trade union and reaching out to the project agenda by being the representation of labor groups and addressing issues related to social protection at the central level and raising the issue of labor for social protection.</p>	<p>LFTU's Facebook  <a href="https://www.facebook.com/photo/?fbid=258349072993570&amp;set=a.222611093234035/">https://www.facebook.com/photo/?fbid=258349072993570&amp;set=a.222611093234035/</a></p> <p><a href="https://www.facebook.com/1976528049338518/photos/a.1992288131095843/3068839203440725/">https://www.facebook.com/1976528049338518/photos/a.1992288131095843/3068839203440725/</a></p>
27	The Decree on the Settlement of Labor Disputes was approved on 28/02/2018, increasing the protection of informal workers.	<p>According to the decree, the Village Labor Dispute Resolution Committee can resolve disputes for informal workers with less than 10 workers.</p> <p>This decree makes it easier for us to share responsibilities for resolving labor disputes especially for informal workers that compare with previously, there were unclear division. In case the informal workers had the conflict, the committee can guide and let them go to the village level. With less than 10 workers in the system, the city council can protect and provide assistance. This better improved, in the past process to complicate and many steps. After that, if the worker or employer are not satisfied, they can request to court directly, unnecessary to report that issue to the Labor Administration to resolve it.</p>	<p>LFTU acted as organization of workers' representatives and played the role of labor protection.</p> <p>LFTU had organized the negotiation meeting and using the decree integrated to the training to resolve the labor conflict in local level, It can be seen that the process of negotiating and resolving labor disputes is well done, especially LFTU can resolve various number of labor disputes is mediated more than 16 cases.</p> <p>It can be seen that the work of resolving disputes, negotiations and the role of trade unions are interrelated, which makes this work successful.</p>	Decree on the Settlement of Labor Disputes No.76/Govt, issued 28/2/2018 Project report



28	In 2018, LFTU successfully raises minimum wage from 900,000 kip to 1,100,000 kip / person / month for workers nationwide, and also in the processes of adjust new minimum wage in 2022, that they submitted proposal to governments and waiting for final approval	<p>Improving the minimum wage is considered as a way to improve the living standards of workers by improving incomes accordance with changing economic situation, inflation and living conditions</p> <p>This is one of the project goals to enable the labor force, especially the disadvantaged workers, to receive fair and valuable wages. The increase of minimum wage was extended to the informal labor group and enabled them to identify the group's basic wages, chemical-related work policy, overtime, as well as the wages that cover the welfare of the group. This also improve the local policies that contributed to increase social protection.</p>	The project is supported by provided the budgets, lessons learned and experiences from neighboring countries through training, exchanges and study tours with regional partners, project also provided the training on how to determine the minimum wage, study on the living wage, and how to raise the minimum wage.	The announcement No. 1121 Issued 25 April 2018, The report of increasing the minimum wage, Activity report, comment and Agreement on minimum wage in for Viengphoukha and Long districts
29	In 2021, 212 workers (78 women) in Khammouane province and Luang Namtha Provinces accessed to the social protection and solidarity fund.	<p>In the past there was lack of understanding of social protection work and no group management system, no knowledge on social protection policies are and how important they are to livelihoods, which deprives them of access to welfare, livelihoods and livelihoods. After receiving the relevant training, the labor group became more aware of the social protection work, more aware of the importance of social welfare, so that they can select the appropriate welfare system and what was needed for them e.g: access to social security about 104\40 women in Khammouane and 108 workers / 38 women joined member of a solidarity fund. This shows that we need a social protection system that protects them and is essential for them today. And how important it is for their livelihoods to be deprived of access to welfare, when they have to sell property, which makes their lives difficult.</p>	The LFTU at provincial level has organized a number of trainings on social protection, disseminated labor laws and related policies to the members of the labor group since its inception, and organized intra-group seminars on the formulation of social protection policies.	<p>Head of village, Mr. Boualy, call:020 97672846</p> <p>The Chief of worker group, Mr. Phomma, call: 030 4575571</p> <p>LFTU provincial 051212224 02096256222</p>

30	In November 2021, the Local Trade union of the Mitphon Company and the Hongta Tobacco Factory, realized the bargaining process and recognized the rights and benefits of collective bargaining	<p>Factory management does not have a comprehensive policy, especially social protection policy, there is no labor negotiation or employment negotiations. Therefore, some measures do not comply with the rules or regulations set, such as punctuality, wages, policies and welfare. After the companies recognized the rights and benefit of collective bargaining, this will give more bargaining power for Local Trade unions and workers in right direction as well as to comply with practical of labor laws. Which would lead them to the right to social protection.</p> <p>Currently, the local Trade unions in the two factories are preparing the terms and conditions to be negotiated with the employers, which will give more than 300 workers the rights and social protection.</p>	<p>In 2021, training on negotiation and establishment of collective labor agreements for Local Trade unions and group committees, The project also disseminated the roles, rights and responsibilities of the Lao Trade Union.</p> <p>After that, the Governor of Savannakhet Province issued Agreement no. 1627 on the establishment of labor representatives, establishment of Local labor trade unions and create a collective labor agreement model in short future.</p>	<p>Mr. Phoukhong, the committee of Trade Union, Mitphon Sugar 95293244</p> <p>Mr. Anousin, Trade Union if Hongtha 95874888</p>
31	By the end of 2021, more than 20 labor units operating in the industrial, agricultural and service sectors in Viengphoukha District, Luang Namtha Province will be able to meet labor conditions and safety standards.	<p>This policy has benefit to large number of workers, such as the implementation of the conditions and standards of work in accordance with the law, the implementation of fair and appropriate wages for labor groups that employers must comply with, so that workers are not exploited in-term of labor wages</p> <p>In particular, illiterate and uneducated workers have equal rights to access. This improve the living conditions of workers in the production sector, help business to be better and in line with the growth of the socio-economic, this will benefit to at least 200 people who are permanent workers in the labor units (no labor disputes).</p> <p>The company also takes into account the environmental impacts on the community, which in turn improves the environment and the health of workers. Before, there was no policy and the tripartite committee was not involved in this work.</p>	<p>There is awareness raising campaign though weekly village speaker program and district has the monitoring team to monitor and collects labor statistics every three months / six months.</p> <p>The labor unit is invited to participate in the policy-making process, in consultation and with the sectors.</p>	<p>Khamphao 020 9703 3399</p>

32	At the beginning of 2020, 47 families in three informal labor groups (Samxay, Sanxay, Xaysetha districts) in Attapeu province, emerged from poor and strong families to produce goods for income.	<p>Before 2020, the workers were scattered and lacked unity within the community, lack of good coordination, lack of sales promotion, lack of consultation among the producers on creation a value added to the product. After forming the group of informal workers, they have become more enthusiastic about working in groups and helping each other e.g. co-selling products, designing group plan and products.</p> <p>Group member had knowledge on gender equality, the role/responsibility for finding the raw materials had divided among men and women.</p> <p>Currently, the group has development the product that can be registered as one district one product e.g. organic whiskey that already exported to Japan. The weaving and rice was promoted by the District Agriculture and Forestry Office and District of Commerce, which was one of the reasons for the group's income and production development.</p>	<p>LFTU had disseminated the law on the Lao Trade Union (to make workers love their profession) and the law on the relevant government agencies at the target village.</p> <p>- Provided training on group management, training group committees and group members on group management and the quality of production.</p>	<p>LFTU report about project implementation</p> <p>The decision on project steering committee in each level</p> <p>The decision on group establishment in 5 districts</p>
33	At the end of January 2020, two groups of workers in Xay District, Oudomxay Province completed the negotiation of a collective labor agreement (CBA) on the minimum wage, maternity policy and workers' holidays with two companies.	<p>Collective bargaining agreement is part of the bargaining process between employers and employees. In the past the workers did not recognize on their right in this process, therefore, they received only the salary with no social protection.</p> <p>After the workers were informed about the form of the bargaining and negotiation process, as well as the labor law and regulations on employment, they received a policy that we should have embraced as following benefits: basic salary 1.1 million, 8 hours working hours/day, Safety standard at working place, Health policy and annual leave</p>	The provincial LFTU published the draft labor contract and gave it to the company to study before signing the labor contract. After that LFTU has encouraged companies to follow the labor law by making the agreement with the worker group leader in accordance with the negotiation agreement.	<p>The collective labor agreement. 06/ ຄສສ.ຂ, Issue 31/01/2020 comply with the labor law.</p> <p>The certificate of Provincial LFTU, announcement on collective labor agreement NO159/ ສບຂ, Issued 2 ມີນາ 2020.</p>

34	<p>In 2021, the provincial authorities and the tripartite committee in Sekong became a champion on promoting social protection, and access to social security of rubber plantation workers.</p>	<p>In the past, the government has not much support for the workers group, the informal workers are scattered, the workers are exploited, and the social welfare is not maintained at all. After worker group established and awareness raising on social protection, more workers has more knowledge, The worker committee has outstanding performance in implemented the 5 years and 1 year action plan and Sekong has encouraged worker to enrolled as expected by 1,079 people</p>	<p>After receiving subsidies from the Oxfam project through the central government to organize various activities, a tripartite committee meeting is held every three months to implement the results of such meetings, in particular, to collect information on actual interviews with those who will enter the social security system.</p> <p>The provincial authorities and the provincial tripartite committees in the provinces held a meeting to formulate a strategic plan for social protection, to formulate a five-year, one-year plan to develop the group.</p>	<p>The five-year strategic plan and other relevant documents set of announcements the Champion Tripartite committee of Sekong</p>
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#### Annex 4: Substantiated outcomes

Outcome	Substantiator 1 is social	outcome	significance	contribution	outcome	significance	contribution	# substantiator	level of agreement
		substantiator 1			substantiator 2				
1. In 2019, 32 Women in Phuwan Tai village, Houyxaï district, Bokeo Province, joined the labor inspection and monitoring unit, that built gender equality in their workplace	yes	fully agree	fully agree	fully agree				1	partial only
5. In December 2021, all Chinese companies in Bokeo province accepted increasing the daily wage, standard working hours, provide safety equipment and commitment to pay wages on time.	yes	fully agree	fully agree	fully agree	fully agree	fully agree	fully agree	2	full agreement
20. In Vientiane Capital women have the opportunity to voice their ideas and participate in village work following gender empowerment activities	yes	fully agree	fully agree	fully agree	fully agree	partially agree	fully agree	2	1 partial
24. In 2018, 10 families in Nong Kham village in Champassack district in Champassack Province improved their occupation from migrant workers in neighboring Thailand to a stable agricultural occupation and produce rice for export.	Yes	fully agree	fully agree	fully agree				1	full agreement
30. In November 2021, the Local Trade union of the Mitphon Company and the Hongta Tobacco Factory, realized the bargaining process and recognized the rights and benefits of collective bargaining	yes	fully agree	partially agree	fully agree	fully agree	fully agree	fully agree	2	1 partial only
31. By the end of 2021, more than 20 labor units operating in the industrial, agricultural and service sectors in Viengphoukha District, Luang Namtha Province will be able to meet labor conditions and safety standards.	no	fully agree	fully agree	fully agree				1	full agreement