SN	Activity	Person	Days/times	Cost Man/Day	Total	Total USD
1	Training manual and Trainer					
1.1	Training Manual Development	2	8	25000	400000	$ 4,000.00
1.2	Trainer (Consultant)	3	8	25000	600000	$ 4,910.00
	Sub-Total				**1000000**	**$ 8,910.00**
2	**YES Workshop I-II-III (West)**					
2.1	Workshop Cost WS-1	37	3	5000	555000	$ 4,540.00
2.2	Travel	37	1	4000	148000	$ 1,480.00
2.2.1	Airfare (Round trip)	7	1	25000	175000	$ 1,431.00
2.2.2	Local Transportation					
2.3	Supplies, printing etc	35	1	500	17500	$ 143.00
2.4	Venue, projector equipment	1	1	75000	75000	$ 614.00
	Sub-Total				**970500**	**$ 8,208.00**
3	**YES Workshop I-II-III (East)**					
3.1	Workshop Cost WS-1	37	3	5000	555000	$ 4,540.00
3.2	Travel	37	1	4000	148000	$ 1,480.00
3.2.1	Airfare (Round trip)	7	1	22000	154000	$ 1,260.00
3.2.2	Local Transportation					
3.3	Supplies, printing etc	35	1	500	17500	$ 413.00
3.4	Venue, projector equipment	1	1	75000	75000	$ 614.00
	Sub-Total				**949500**	**$ 8,307.00**
4	**Emerging Leaders Academy: International YES Summit**					
	Facilitators	3	3	35000	315000	$ 2,625.00
4.1	Workshop Cost WS-1	48	3	8000	1152000	$ 9,425.00
4.2	Extra Dinner for Nepali leaders	10	1	3000	30000	$ 245.00

4.3	Refreshment/ High-Tea	62	1	1000	62000	$	508.00
4.4	Venue, projector equipment	2	1	25000	50000	$	409.00
4.5	Supplies, printing etc	50	1	500	25000	$	205.00
	Sub-Total				**1634000**	**$**	**13,417.00**
5	**International participants**						
5.1	International Travel (Round Trips)	4	1	216000	864000	$	7,069.00
5.2	Accommodation for int'l Travellers	4	3	15000	180000	$	1,473.00
5.3	Extra dinner for international traveller	4	2	2000	16000	$	100.00
5.4	Incidental Int'l travellers	4	4	6000	96000	$	785.00
	Sub-Total				**1156000**	**$**	**9,427.00**
6	**Domestic Participants**				0		
6.1	Airfare (Round trip)	40	1	20000	800000	$	6,545.00
6.2	Local Transportation	40	2	2000	160000	$	655.00
	Sub-Total				**960000**	**$**	**7,200.00**
7	**YES Projects: Initiating Change!**						
7.1	Subgrants	5	1	300000	1500000	$	10,000.00
7.2	Grant monitoring	5	1	100000	500000	$	4,000.00
	Sub-Total				**2000000**	**$**	**14,000.00**
8	**Final Report**	1	1				**$6,000**
	Grand Total				**8670000**	**$**	**75,469.00**

Direct Job Title:	**Nepal21NED0094**	Rate	2018	2019	2020	2021	2022	2023
Direct Job ID:	**1055-0002-0001-0001**	OHD	0.00%	0.00%	0.00%	18.00%	21.83%	21.83%
Contract Title/Country:	Nepal	Fringe	0.00%	0.00%	0.00%	45.69%	45.69%	45.69%
Billing rule: Funder:	NED	Post Diff	0%	0%	0%	0%	0%	0%
Period of Performance	July 01, 2021 to June 30, 2022							
Pipeline #:	1							

Budget #s	Budget Categories	Project Budget	Actual Spent	Current Remaining	Projected Total	Projected Variance	Average Monthly Spend	Actuals Template Column	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	Closeout	Projections Template Column	Variance
	Year	#N/A	2021	2021	2021	2022	2022	2022	2022	2022	2022	2022	2022	2022	2022	2022	2022	2022	2022	2022	2022	2022	2023	2023	#N/A		
	Months		Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22									
	Fiscal Periods	#N/A	10-2021	11-2021	12-2021	01-2022	02-2022	03-2022	04-2022	05-2022	06-2022	07-2022	08-2022	09-2022	10-2022	11-2022	12-2022	01-2023	02-2023	#N/A								
1	**Personnel**	**51,671.68**	**33,429.52**	**18,242.16**	**75,722.00**	**(24,050.32)**	**0.00**	**0.00**	**1,589.02**	**2,631.51**	**1,834.23**	**3,939.64**	**2,017.80**	**4,831.09**	**5,234.18**	**6,418.82**	**4,933.23**	**3,046.41**	**3,046.41**	**3,046.41**	**3,046.41**	**7,526.71**	**7,526.71**	**7,526.71**	**7,526.71**	**0.00**	**(24,050.32)**
1000	DC & Expat Salaries	51,671.68	33,395.29	18,276.39	75,687.77	(24,016.09)	0.00	0.00	1,587.92	2,631.51	1,834.23	3,939.64	2,013.62	4,807.27	5,229.05	6,418.82	4,933.23	3,046.41	3,046.41	3,046.41	3,046.41	7,526.71	7,526.71	7,526.71	7,526.71		(24,016.09)
1001	Post Differential	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1002	Danger Pay/SMA	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										0.00
1003	In-Country Differential	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										0.00
1004	Compensation Adjustments	0.00	34.23	(34.23)	34.23	(34.23)	0.00	0.00	1.10	0.00	0.00	0.00	4.18	23.82	5.13	0.00	0.00										(34.23)
1105	Other Paid Absences	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										0.00
2120	Expat Dep Education Allowance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										0.00
2124	HQ Severance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										0.00
2	**Fringe Benefits**	**24,197.85**	**15,273.95**	**8,923.90**	**34,597.38**	**(10,399.53)**	**0.00**	**0.00**	**726.02**	**1,202.34**	**838.06**	**1,800.02**	**921.93**	**2,207.33**	**2,391.50**	**2,932.76**	**2,253.99**	**1,391.90**	**1,391.90**	**1,391.90**	**1,391.90**	**3,438.95**	**3,438.95**	**3,438.95**	**3,438.95**	**0.00**	**(10,399.53)**
3	**Space and Utilities**	**4,833.33**	**0.00**	**4,833.33**	**2,400.00**	**2,433.33**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**1,200.00**	**0.00**	**0.00**	**1,200.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**2,433.33**
2100	Rent Expense	4,833.33	0.00	4,833.33	2,400.00	2,433.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,200.00	0.00	0.00	1,200.00	0.00	0.00	0.00	0.00	0.00	2,433.33
2101	Expat Rent Expense	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2102	Rent Deposit	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										0.00
2104	Property Maintenance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										0.00
2105	Property Renovation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										0.00
2106	Storage Fees	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4	**Supplies and Equipment**	**2,380.68**	**388.31**	**1,992.37**	**705.11**	**1,675.57**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**202.42**	**0.00**	**4.53**	**41.67**	**139.69**	**39.60**	**39.60**	**39.60**	**39.60**	**39.60**	**39.60**	**39.60**	**39.60**	**0.00**	**1,675.57**
4000	Equipment - Non Expendable >=5k	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										0.00
4001	Equipment/Vehicle Leasing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										
4002	Seized & Lost Property	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										
4500	Commodity Support	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										
4501	IT Equipment	1,903.60	342.07	1,561.53	342.07	1,561.53	0.00	0.00	0.00	0.00	0.00	0.00	202.42	0.00	0.00	0.00	139.65										1,561.53
4502	Supplies Expense	477.08	46.24	430.84	363.04	114.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.53	41.67	0.04	39.60	39.60	39.60	39.60	39.60	39.60	39.60	39.60		114.04
4503	Non-Expendable Equipment <5k	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										
5	**Communications & Postage**	**0.00**	**264.57**	**(264.57)**	**264.57**	**(264.57)**	**0.00**	**0.00**	**10.35**	**14.91**	**73.96**	**0.29**	**36.23**	**35.02**	**56.62**	**21.86**	**15.33**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**(264.57)**
2000	Telecommunications	0.00	140.06	(140.06)	140.06	(140.06)	0.00	0.00	10.20	14.70	14.42	0.00	12.87	27.87	23.53	21.43	15.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	(140.06)
2001	Postage and Delivery	0.00	122.08	(122.08)	122.08	(122.08)	0.00	0.00	0.00	0.00	59.43	0.00	23.18	6.75	32.72	0.00	0.00										(122.08)
2002	Shipping	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										0.00
2003	Internet	0.00	2.43	(2.43)	2.43	(2.43)	0.00	0.00	0.15	0.21	0.11	0.29	0.18	0.40	0.37	0.43	0.29										(2.43)
6	**Travel**	**37,675.00**	**1.42**	**37,673.58**	**21,605.42**	**16,069.58**	**0.00**	**0.00**	**0.00**	**1.28**	**0.14**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**2,482.50**	**6,999.50**	**1,260.00**	**1,435.00**	**9,427.00**	**0.00**	**0.00**	**16,069.58**
5000	Airfare	13,870.00	0.00	13,870.00	0.00	13,870.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,870.00
5001	PD/Per Diem/Individual Meals	19,235.00	0.00	19,235.00	0.00	19,235.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,235.00
5002	Lodging	3,060.00	0.00	3,060.00	0.00	3,060.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,060.00
5003	Other Travel Costs	210.00	0.00	210.00	0.00	210.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										210.00
5100	Ground Transportation	1,300.00	1.42	1,298.58	1.42	1,298.58	0.00	0.00	0.00	1.28	0.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,298.58
5101	Ground Trans	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										
5102	Travel Voucher Fees	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										
5104	Travel Insurance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										
5106	Moving Expenses	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										
5107	Travel/Flights Deposits	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										
5999	Travel-Historic	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										
7	**Contractual**	**77,305.44**	**1,141.21**	**76,164.23**	**132,955.93**	**(55,650.49)**	**0.00**	**0.00**	**37.69**	**46.19**	**34.44**	**72.39**	**243.88**	**480.28**	**90.95**	**74.76**	**43.95**	**1,820.35**	**4,274.35**	**6,820.35**	**23,155.35**	**20,492.00**	**24,222.00**	**33,447.00**	**17,600.00**	**0.00**	**(55,650.49)**
3000	Security Services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										0.00
3001	Vendor/Service Contracts	35,850.00	726.00	35,124.00	102,076.00	(66,226.00)	0.00	0.00	12.80	8.90	8.17	18.05	203.79	410.99	29.29	16.12	17.89	0.00	2,454.00	5,000.00	21,335.00	14,692.00	18,422.00	27,647.00	11,800.00	0.00	
3002	Legal Fees	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										
3003	Accounting/Audit	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
1005	Field Office Labor	36,067.79	340.73	35,727.06	29,033.94	7,033.85	0.00	0.00	20.43	30.69	23.04	44.84	33.26	62.24	55.21	52.38	18.64	1,373.30	1,373.30	1,373.30	1,373.30	5,800.00	5,800.00	5,800.00	5,800.00		7,033.85
1006	Payroll Taxes	0.00	30.80	(30.80)	30.80	(30.80)	0.00	0.00	1.87	2.81	1.38	4.11	3.05	5.71	5.15	4.84	1.88										(30.80)
1007	Field Vacation Expense	0.00	2.04	(2.04)	2.04	(2.04)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.04										(2.04)
1008	Field Medical Insurance	1,283.89	8.18	1,275.71	436.14	847.75	0.00	0.00	0.51	0.70	0.36	0.98	0.62	1.34	1.30	1.42	0.95	106.99	106.99	106.99	106.99						
1009	Field Officer Severance	3,349.13	25.28	3,323.85	1,133.96	2,215.17	0.00	0.00	1.57	2.39	1.13	3.43	2.54	4.76	4.15	3.71	1.60	277.17	277.17	277.17	277.17						
1008	Field Medical Insurance	754.62	8.18	746.44	259.72	494.90	0.00	0.00	0.51	0.70	0.36	0.98	0.62	1.34	1.30	1.42	0.95	62.89	62.89	62.89	62.89						494.90
3999	Contracts - Historical	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										
8	**Consultants and Trainers**	**67,600.00**	**0.00**	**67,600.00**	**0.00**	**67,600.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**67,600.00**
3100	Consultants/Expert Services	67,600.00	0.00	67,600.00	0.00	67,600.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	67,600.00
9	**Other Direct Costs**	**888.86**	**613.57**	**275.29**	**733.57**	**155.29**	**0.00**	**0.00**	**18.24**	**176.42**	**102.29**	**36.70**	**23.00**	**1.35**	**46.75**	**53.72**	**155.10**	**60.00**	**0.00**	**0.00**	**60.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**155.29**
2107	VAT & Other Use Fees	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										0.00
2108	Equipment Maintenance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										
2109	Printing, Copying & Reproduction	240.00	0.00	240.00	120.00	120.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	60.00			60.00						
2110	Meetings & Seminars	0.00	87.50	(87.50)	87.50	(87.50)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	87.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	(87.50)
2111	Periodicals, Pubs & Subscriptions	216.86	0.21	216.65	0.21	216.65	0.00	0.00	0.00	0.00	0.00	0.05	0.05	0.00	0.00	0.00	0.11										216.65
2112	Memberships, Licenses & Registration	0.00	240.83	(240.83)	240.83	(240.83)	0.00	0.00	17.93	0.00	0.00	35.84	22.31	0.00	45.27	52.58	66.90										(240.83)
2113	Staff Training & Development	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										0.00
2114	Bank Fees	432.00	0.00	432.00	0.00	432.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										432.00
2115	Recruitment Ads	0.00	278.00	(278.00)	278.00	(278.00)	0.00	0.00	0.00	176.00	102.00	0.00	0.00	0.00	0.00	0.00	0.00										(278.00)
2117	Participant Costs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										0.00
2118	Expat Language Training	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										
2119	Software Maint. & Expense	0.00	7.03	(7.03)	7.03	(7.03)	0.00	0.00	0.31	0.42	0.29	0.81	0.64	1.35	1.48	1.14	0.59										(7.03)
2121	Miscellaneous Taxes	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										
2122	MJOB Offset	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										
2123	Equipment Rental	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										
XXXX	Exchange Rate Gain/Loss - COUNTRY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										0.00
2125	Car Insurance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										
2126	DBA Insurance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										
2130	Employee Morale	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										
2999	Other Direct Costs - Historic	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00										
10	**Subawards**	**18,000.00**	**0.00**	**18,000.00**	**10,000.00**	**8,000.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**10,000.00**	**0.00**	**0.00**	**8,000.00**
3200	Subawards over $25K	0.00	0.00	0.00	10,000.00	(10,000.00)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,000.00	0.00	0.00	(10,000.00)
3201	Subawards less than $25k	18,000.00	0.00	18,000.00	0.00	18,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,000.00
11	**Total Direct Costs**	**284,552.84**	**51,112.55**	**233,440.30**	**278,983.98**	**5,568.86**	**0.00**	**0.00**	**2,381.32**	**4,072.65**	**2,883.12**	**5,849.04**	**3,445.26**	**7,555.07**	**7,824.53**	**9,543.59**	**7,541.29**	**7,558.26**	**8,752.26**	**13,780.76**	**35,892.76**	**32,757.26**	**46,662.26**	**53,879.26**	**28,605.26**	**0.00**	**5,568.86**
12	Indirect Costs	65,447.15	10,796.62	54,650.54	25,200.94	40,246.22	0.00	0.00	428.64	733.08	518.96	1,276.85	752.10	1,649.27	1,708.09	2,083.37	1,646.26	1,649.97	1,910.62	3,008.34	7,835.39	7,150.91	10,186.37	11,761.84	6,244.53	0.00	40,246.22
12.1	Indirect Exclusions	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00					0.00	0.00
13	**Total Indirect Costs**	**65,447.15**	**10,796.62**	**54,650.54**	**60,544.59**	**4,902.56**	**0.00**	**0.00**	**428.64**	**733.08**	**518.96**	**1,276.85**	**752.10**	**1,649.27**	**1,708.09**	**2,083.37**	**1,646.26**	**1,649.97**	**1,910.62**	**3,008.34**	**7,835.39**	**7,150.91**	**10,186.37**	**11,761.84**	**6,244.53**	**0.00**	**4,902.56**
14	**Total**	**350,000.00**	**61,909.17**	**288,090.83**	**339,528.57**	**10,471.42**	**0.00**	**0.00**	**2,809.96**	**4,805.72**	**3,402.08**	**7,125.89**	**4,197.36**	**9,204.34**	**9,532.62**	**11,626.95**	**9,187.56**	**9,208.23**	**10,662.88**	**16,789.11**	**43,728.16**	**39,908.17**	**56,848.64**	**65,641.11**	**34,849.79**	**0.00**	**10,471.42**

Source Tab	Projection Category							#N/A	10-2021	11-2021	12-2021	01-2022	02-2022	03-2022	04-2022	05-2022	06-2022	07-2022	08-2022	09-2022	10-2022					#N/A	
1	Salary Projection Scenario																	2	2								
2	Field O. Admin Allocation																										
3	**Trip Type**	**Definition**					**Total Trips Amoun**	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,482.50	6,999.50	1,260.00	1,435.00	9,427.00		0.00	
3.1	1	SPM Travel to HQ	7 days	1 field staff																2,482.50							
3.2	2	HQ trip to Nepal	7 days	1 staff																							
3.3	3	HQ trip to Nepal	7 days	1 staff																							
3.4	4	HQ trip to Nepal	13 days	1 staff																							

3.5	5	HQ trip to Nepal	13 days	1 staff																		6,999.50				9,427.00			
3.6	6	Summit Travel	2 days	4 regional leaders																					360.00					
3.7	7	Staff - East Workshops	2 days	2 staff																						410				
3.8	8	Staff - West Workshops	2 days	2 staff																					900					
3.9	9	Trainers - East Workshops	2 days	5 trainers																						1025				
3.10	10	Trainers - West Workshops	2 days	5 trainers																										
4	**Procurement**																													
4.1	**Subawards under $25k**	**Procurement Number**	**PO number**	**Ceiling**		**Ceiling Check**			**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**					**$ -**	
4.1.1	Small Grant #1	DIVISION20XXCOUNTRYXX		6000	$ 2,000.00				$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -			$ 2,000.00			$ -	
4.1.2	Small Grant #2	DIVISION20XXCOUNTRYXX		6000	$ 2,000.00				$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -			$ 2,000.00			$ -	
4.1.3	Small Grant #3																									$ 2,000.00				
4.1.4	Small Grant #4																									$ 2,000.00				
4.1.5	Small Grant #5	DIVISION20XXCOUNTRYXX		6000	$ 2,000.00				$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -			$ 2,000.00			$ -	
4.2	**Subawards over $25k**	**Procurement Number**	**PO Number**	**Ceiling**		**Ceiling Check**			**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**					**$ 10,000.00**		**$ -**	
4.3	**Contracts**	**Procurement Number**	**PO Number**	**Ceiling**		**Ceiling Check**			**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 2,454.00**	**$ 5,000.00**	**$ 21,335.00**	**$ 14,692.00**	**$ 18,422.00**	**$ 27,647.00**	**$ 11,800.00**	**$ -**	
4.3.1	Legal Services			1700	$ 1,700.00				$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	1700	$ -	$ -					$ -	
4.3.2	Translator #1			1200	$ 1,200.00				$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	-	$ -	$ 1,200.00					$ -	
4.3.3	Translator #2			1200	$ 1,200.00				$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	-	$ -	$ 1,200.00					$ -	
4.3.4	Field Audit and Accounting Service			1000	$ 1,000.00				$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	-	$ 1,000.00	$ -					$ -	
4.3.5	Global Security Team			750																				750							
4.3.6	Barrier Analysis / Youth-Focused Research			30,000																						9,135					
4.3.7	Advocacy Development and Youth Focused Workshops Trainer #1			1200																							$ 615.00	$ 615.00	$ 410.00		
4.3.8	Advocacy Development and Youth Focused Workshops Trainer #2			1200																							$ 615.00	$ 615.00	$ 410.00		
4.3.9	Advocacy Development and Youth Focused Workshops Trainer #3			1200																							$ 615.00	$ 615.00	$ 410.00		
4.3.12	Consultant for Training Content Development			1600																					$ 4,000.00						
4.3.13	Logistical Partner / Local Facilitator for ELA Workshops			60,000														$ -						4		$ 4,000.00	$ 7,047.00	$ 10,777.00	$ 20,617.00	$ 6,000.00	
4.3.14	Local Facilitator 1 (Youba Raj)																									$ 3,000.00	$ 3,000.00	$ 3,000.00	$ 3,000.00	$ 3,000.00	
	Local Facilitator 2 (Prema)																									$ 1,800.00	$ 1,800.00	$ 1,800.00	$ 1,800.00	$ 1,800.00	
4.3.15	Local Accountant (Rojina)	DIVISION20XXCOUNTRYXX			$ 5,000.00				$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	-	$ -	$ 1,000.00	$ 1,000.00	$ 1,000.00	$ 1,000.00	$ 1,000.00	$ -	
5	**Event Types**	**Definition**																													
5.1	1	Event Description																													
5.2	2	Event Description																													
5.3	3	Event Description																													
5.4	4	Event Description																													
5.5	5	Event Description																													

IRI-Nepal

Youth Leaders: Transparent Policies

Barrier analysis of youth participation in politics

Discussion Guide for Youth FGDs:

Notes for Moderator:
The moderator should emphasize that it is important that the participants speak freely and openly. The participants should understand that their comments, both positive and negative, will make a contribution to understanding and addressing the barriers preventing the full participation of youth in politics. Participants will be youth between the ages of 18 and 35, with each session roughly gender balanced and including at least 2 ethnic and/or religious minority members. The youth will be political leaders and activists, including but not limited to youth wings of political parties, politically unaffiliated activists and civil society representatives, as well as youth who are not civically active.

This discussion guide is not a script; rather, the main purpose of this guide is to familiarize the moderator with the questions and issues that we would like to see addressed during the focus groups and to recommend a general order and flow of the topics to be discussed.

The focus groups themselves should be as free and spontaneous as possible. So long as the moderator investigates the issues in this guide, he/she is free to combine questions, change questions, omit questions that do not seem to be working and add questions in response to interesting trends as they become apparent. The moderator may also prompt the participants if they need help getting started. However, the moderator should let the participants respond spontaneously initially.

The moderator should aim to get specific and detailed answers through probing and follow-up questions, and by encouraging a true exchange of views among the participants. It is important that the moderator conduct a group discussion, not a group interview.

Please keep the following study objectives in mind throughout the group and in-depth interview discussions: identify and evaluate the barriers Nepali youth face while engaging in the political process, with a focus on factors such as regulatory frameworks, political culture and the structures of political parties and other institutions, and skills and knowledge deficiencies..

1. Introduction:

Introduction of moderator and participants

- Explanation of purpose of group: We wish to learn about barriers youth face in politics and get ideas how such barriers may be overcome.
- Explanation of the "rules" of the discussion:
  - Speak freely and openly.
  - Be critically-minded – constructive criticism and negative assessments are as important as positive comments and praise.
  - Try not to talk all at once.
  - Be as specific as possible with concrete examples whenever possible.
  - Mobile phones: Turn off or switch to silent

I. Warm-Up: Life for youth in Nepal (approx. 15 minutes)

Aim: Understand how youth in Nepal assess their life in general and opportunities for participating in public life.

To start this off, please tell me a bit about your life as a young person in Nepal. [*Moderator note: First allow for open discussion, then probe with the following*]

- Do you feel respected? [If not respected: Why do you think this is? Who does not respect you? How do they show their lack of respect?]
- Do you feel that, outside of your family, you can achieve your goals, for example for your career? [If not: What stands in the way?]
- Do you think your position is typical for young people in Nepal? Do other youth have more or fewer opportunities, and why?

II. Politics Experience (approx. 30 minutes)

Aim: Understand youth's experiences in politics/political parties

- What does "being in politics" mean to you? (*Moderator: look for if youth narrowly define being active in politics as being party members, or if they have a wider definition. If they narrowly define being in politics as being party member, you can skip the next bullet point*)
- Are you in politics or active in any political party?
  - If yes: For how long? In what form? Why did you go into politics?
  - If no, do you wish to join someday soon?
    - If yes: why do you wish to go into politics?
    - If no: What is the major factor that demotivates you to go into politics?
- Some of you here today are members of political parties.
  - Can you tell me if you are member and why you joined this party? Before joining the party politics, have you previously been involved in political or social activism in any way? Are you considering giving up your profession if you start working full time for party? Has your experience in the party changed over time, and how? Do you feel like a full member? [if not, why not?] Are all opportunities to get engaged, such as

leading or joining committees, running for office etc. are open to you? [if not, why not?]
    - And those of you who are not members of a party, why did you not join one? Might you join one in the future?
- Now a couple of questions for those of you who are active in politics/political parties.
    - Is anyone from your family in active politics?
        - Which role and level?
    - What role in the society/your community paved the way for your entry into politics?
    - What is your profession outside the politics?
    - What are key factors that may keep you engaged in politics?
    - If you quit politics what will be the major factor for that?

III. Types of Barriers (approx. 15 minutes)

Aim: Understand what kinds of barriers prevent youth from fully participating in politics/political parties

- What kinds of barriers do you think you might encounter when you consider joining a political party? Is it difficult to find out how to join?
- Do you believe you need patronage from senior leaders to join a party and sustain in politics?
- Does the political party a young person intends to join actively encourage them to join politics? Do you have any examples?
- What is your community's perception about youths joining politics?
- What do you lose and what do you benefit from joining politics? (*Moderator: probe for economic, social, and other costs if needed*)
- Do joining politics poses security threats to you, costs family reputation?

IV. Overcoming barriers (approx. 15 minutes)

Aim: Get ideas for how barriers can be overcome

- What do you think are the ways to overcome the challenges you just told me about ?
- Do you see increasing influence of youths in major political parties' behaviors?
    - If yes, what do you feel is necessary to increase the influence?
    - If no, what are key steps young people intending to join politics must do? What role can young political leaders in the parties play to encourage more youths to join politics?

V. Youth and Policies (approx. 15 minutes)

Aim: Understand the role of youth in policies developed by political parties

a.

- How do you evaluate the roles youth in political parties in influencing party policies?
- Do you believe youths are taken as major political stakeholders by political parties? What makes a young person be taken serious?
- How do you compare the youths' role in political movements/demonstration with their role in policymaking?
- How do you perceive political party leaders' role in promoting youths in key political processes?

VI. Wrap-up (approx. 5 minutes)

Aim: To elicit open feedback to potentially raise points of importance for participants that were not addressed earlier in the discussion

Today's discussion was meant to look at what barriers young people in Nepal face for political participation, in particular within political parties. I have given you many different aspects of this topic to discuss. But there may be other aspects that I did not think about that may also play a role. Is there anything else that someone who wants to fully understand this issue should know?

Discussion Guide for Expert IDIs:

Interviewer: You will conduct key informant interviews (KII) with stakeholders such as civil society activists and politicians. The interviews should examine the barriers Nepali youth face while engaging in the political process.

Introduction and warm-up:

- Explanation of purpose of interview: We wish to learn about barriers youth face in politics and get ideas how such barriers may be overcome.
- Can you tell me a bit about yourself and your experience with youth in politics in Nepal.

I. Motivations (approx. 10 minutes)

Aim: Understand youth's experiences in politics/political parties

- In general, do you believe youth in Nepal are interested in politics? What makes politics appealing or unappealing to them? Are certain kinds of youth more likely to enter politics than others? If yes, what kinds of youth?
- Now talking more specifically about political parties: do you believe youth in Nepal are interested in joining parties? What makes joining parties appealing or unappealing to them? Are certain kinds of youth more likely to join parties than others? If yes, what kinds of youth?

II. Barriers (approx. 20 minutes)

Aim: Understand barriers youth face in being part of politics/political parties

- Would you say it is easy or difficult for a young person in Nepal to get involved in politics? Why do you think so? Are there certain factor that make things easier or harder for specific people (*interviewer: probe for education, location, socio-economic status, family connections if necessary*)
- How about joining political parties in particular? If it easy or hard, and is it the same for the every young person? As far as you know, is it the same with all parties, or are there differences?
- If a young person enters politics, what does it look like for them? Are they being taken serious or not? Why? Do they get a chance to advance within political parties? Why and how? Do you believe they face special barriers or not? If yes, what are those? If they do face barriers, what do you think the consequences are? As far as you know, do some leave politics because they get frustrated? Are the barriers the same in all parties, or are there differences?

III. Overcoming barriers (approx. 15 minutes)

Aim: Get ideas for how barriers can be overcome

- What do you think are the ways to overcome the challenges you just told me about?
- Do you see increasing influence of youths in major political parties' behaviors?
    - If yes, what do you feel is necessary to increase the influence?
    - If no, what are key steps young people intending to join politics must do? What role can young political leaders in the parties play to encourage more youths to join politics?

IV Youth and Policies (approx. 15 minutes)

Aim: Understand the role of youth in policies developed by political parties

- How do you evaluate the roles youth in political parties in influencing party policies?
- Do you believe youths are taken as major political stakeholders by political parties? What makes a young person be taken serious?
- How do you compare the youths' role in political movements/demonstration with their role in policymaking?
- How do you perceive political party leaders' role in promoting youths in key political processes?

V Wrap-up (approx. 5 minutes)

Aim: To elicit open feedback to potentially raise points of importance for participants that were not addressed earlier in the discussion

Today's discussion was meant to look at what barriers young people in Nepal face for political participation, in particular within political parties. I have given you many different aspects of this topic to discuss. But there may be other aspects that I did not think about that may also play a role. Is there anything else that someone who wants to fully understand this issue should know?

Agenda

INTERNATIONAL REPUBLICAN INSTITUTE

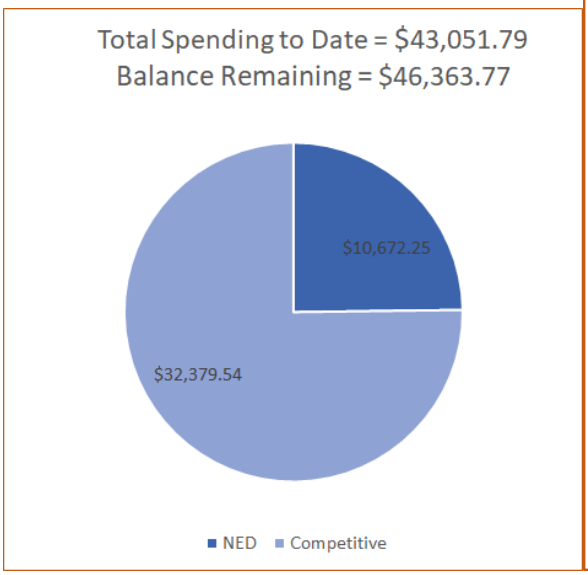
Asia Division
Business Development Priorities and Planning – FY20 Q4 and FY21

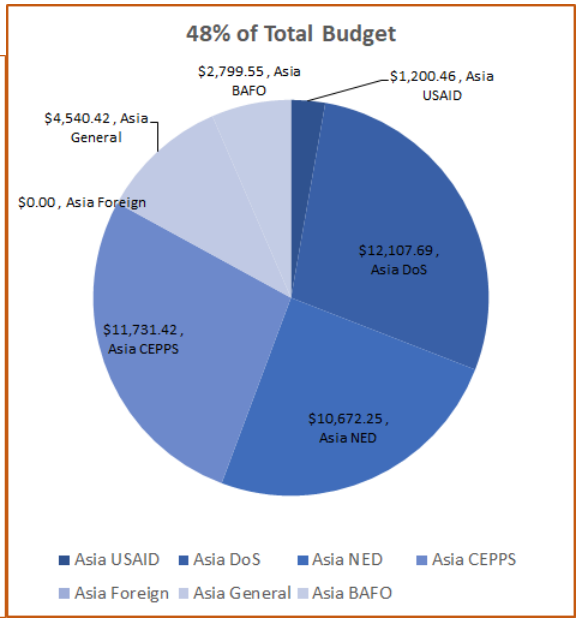
I. Revenue Goal and Progress Summary

- **FY2020 Business Development Goal: $10,000,000**
- **Competitive Secured in FY20 to Date: $24,129,088**
    - **CEPPS Maldives $14,472,800**
    - **CEPPS Sri Lanka $3,178,955**
    - **NED Non-Core Hong Kong Contingency $250,000**
    - **FFF Malaysia $229,000**
    - **CEPPS Mongolia $2,500,000**
    - **CEPPS Pacific Islands $500,000**
    - **PAIRS II Malaysia $500,000**
    - **CEPPS Mongolia $500,000**
    - **CEPPS Mongolia $23,333**
    - **PAIRS II Thailand $500,000**
    - **PAIRS I Laos $700,000**
    - **FFF Mongolia $125,000**
    - **PAIRS I Burma $300,000**
    - **FFF Taiwan $350,000**
- **NED Core Funding Secured in FY20 to Date: $2,500,000**
    - **NED Maldives WDN + up $150,000**
    - **NED Indonesia $700,000**
    - **NED North Korea $300,000**
    - **NED Maldives $300,000**
    - **NED Mongolia $350,000**
    - **NED Pakistan $450,000**
    - **NED Thailand $250,000**
- **Pending: $8,186,370**
    - **DRL Pacific Islands $1,750,000**
    - **DRL Pakistan $2,750,000**
    - **CEPPS Nepal $125,000**
    - **Embassy Vietnam $107,625**
    - **PAIRS II North Korea $500,000**

II. Division BD Overhead Spending Review in FY20

- **Total FY20 BD Budget: $89,415.56**
- **Total Spending to Date: $43,051.79 = 48% of total budget**
- **Balance Remaining: $46,363.77**
    - **Competitive Budget: $46,536.02**
    - **NED Budget: ($172.25)**





III. Next Quarter (BD Priorities / Review of Top New Business Priorities

Priority	Opportunities	Notes/Action Items

IV. Overview of Confirmed NED and PAIRS Funding (For Reference)

NED FY20 Approved
• **Indonesia**: $700,000 • **Pakistan**: $450,000 • **DPRK**: $300,000 • **Philippines**: $400,000 • **Thailand**: $250,000 • **Mongolia**: $350,000 • **Maldives**: $300,000 • **Maldvies (WDN Plus up)**: $150,000 • **Asia Regional**: $700,000 • **HK/Taiwan (contingency)**: $250,000 Sweep-up: • **Cambodia:** $250,000
Total: $3,850,000 (excluding Sweep-up funds)

PAIRS I	PAIRS II	PAIRS III (DRL Solicited)

• Laos - $1,000,000 • Thailand - $500,000 • Malaysia - $850,000 • Burma - $900,000 • Bangladesh - $1,000,000 • Cambodia - $1,000,000 • DPRK - $500,000 • China - $1,115,000 • Burma Add-On - $300,000 • Laos Add-On - $700,000 • Indonesia - $65,000	Proposals: • Burma - $500,000 • Sri Lanka - $1,000,000 • Thailand - $500,000 • Malaysia - $500,000 • DPRK - $500,000 Concepts: • Sri Lanka - $500,000 [in progress]	• Cambodia - $750,000 • Pacific Islands Regional*
Total: $7,930,000	**Total: $3,500,000**	**Total: $750,000**

V. NED 2021 Planning

- Please list and briefly describe each of your division's top NED 2021 wish list project ideas.

Area of Focus	Approximate Amount Desired	Brief Description
e.g., Honduras	*e.g., $500,000*	*e.g., A local governance program intended to strengthen existing mechanisms for public participation/input in local decision-making processes.*

- How does each project reflect your 2020-2021 new BD priorities and/or your Division's overall strategic priorities for FY21?
- Why are *NED* funds necessary for each project (e.g., why not for PAIRS, is there other competitive funding for it, is it a NED priority?)

VI. PAIRS Unsolicited Wishlist /Planning

- Please list and briefly describe any project ideas for which your division may want to pursue unsolicited PAIRS funding.

Area of Focus	Approximate Amount Desired	Brief Description
Nepal	*$500,000*	***Youth Civic Education Project*** *Nepal's strategic geographic location between India and China makes the country core to the US's Indo-Pacific strategy. U.S.'s vision for a free, open and secure Indo-Pacific region involves all nations in the region being independent, strong and prosperous. For Nepal to be resilient and an independent and strong country, strengthening its newly federalized system of governance and ensuring its federal and sub-national governments are responsive to the needs of its citizens, youth in particular, is critical.*

		From IRI's consultations with federal and sub-national lawmakers, and as per IRI's 2019 national public survey results, youth are disengaged from politics. According to IRI's poll of Nepal's youth, 90 percent are not a member of any political party, 83 percent do not participate in an organization with a political agenda, 93 percent have not posted on social media about political issues and 76 percent do not have an intention to run for local or national office. Through IRI's consultation with federal and sub-national lawmakers, IRI learned this general apathy towards politics stems largely from a poor quality of civics education in Nepal's schools. *Nepal's current education system lacks inclusion of constitutional law, federal governance systems, political history and fundamentals of democracy in academic curricula. IRI proposes through NED funding to collaborate with youth focused civil society organizations (CSO) and initiate workshops and awareness campaigns. The workshops would provide Nepali youth participants an opportunity to engage with CSOs, constitutional scholars and youth political party representatives from local governments and learn about the fundamentals of democracy, federalism and Nepal's constitution. IRI would collaborate with CSOs to promote digital content to raise awareness of basic democratic and federalism principles and promote youth engagement in the political process.* *From IRI's extensive consultations with its federal and sub-national stakeholders, IRI has learned youth civic education initiatives are not currently supported and promoted in Nepal. IRI is uniquely prepared to leverage its civil society and political contacts to support this project which would specifically focus on enhancing youth civic education and engagement with the democratic process. Current USAID funding in Nepal does not have a large youth focus and is primarily focused on implementing tailored interventions to enhance federal and sub-national lawmakers' capacities to legislate effectively by enhancing their policy research and dialogue capacities.* *Nepal's youth make up approximately 40 percent of the country's population. It is critical for Nepal's youth to be well educated and civic minded and literate as they represent the country's future. A project focused on youth civic education is critical to support the development of a sustainable strong federalist nation that is vital to the US's Indo-Pacific strategy.*

		Women Political Party Members Capacity Building Project *Nepal's strategic geographic location between India and China makes the country core to the US's Indo-Pacific strategy. U.S.'s vision for a free, open and secure Indo-Pacific region involves all nations in the region being independent, strong and prosperous. For Nepal to be resilient and an independent and strong country, strengthening its newly federalized system of governance and ensuring its federal and sub-national lawmakers are effective legislators that are responsive to the needs of their constituents is critical.* *Following the implementation of a constitutionally mandated quota system, women's participation in politics has significantly increased in Nepal. Currently, women occupy 33 percent of the lower house's seats, 37 percent of the upper house's seats and 40 percent of local government seats. While there has been a surge in the number of female representatives, IRI has learned through its consultations with federal and sub-national officials that most of these women are not prepared to effectively serve in their legislative roles. Most of these women do not serve in key decision-making positions and struggle to move up the ranks in their political parties.* *IRI proposes through NED funding to design a leadership training program for women political party members. IRI would leverage its extensive network and collaborate with women's focused CSOs and its parliamentary contacts to design trainings that would be tailored to enhance newly elected women political party members' legislative capacities. The project would also enhance these women's abilities to network and effectively communicate with party leaders to help them rise through the ranks and challenge the patriarchal nature of Nepali politics.* *From IRI's extensive consultations with its federal and sub-national stakeholders, IRI has learned initiatives focused on enhancing women political party members' leadership and legislative capacities are not currently supported and promoted in Nepal. IRI is uniquely prepared to leverage its civil society and political contacts to support this project. Current USAID funding in Nepal does not have a large focus on women political actors and is primarily focused on implementing tailored interventions to enhance federal and sub-national lawmakers' capacities to legislate effectively through enhancing their policy research and dialogue capacities. A project focused on developing women's capacities to be effective political actors promotes an effective*

		inclusive form of governance structure. This is critical to support the development of a sustainable strong federalist nation that is inclusive and responsive to its constituents' needs and is vital to the US's Indo-Pacific strategy.
Sri Lanka	$500,000	***Strategic Communications Support for Advocacy Campaigns in Underrepresented Communities*** *Sri Lanka's strategic geographic location in South Asia makes the country core to the US's Indo-Pacific strategy. U.S.'s vision for a free, open and secure Indo-Pacific region involves all nations in the region being independent, strong and prosperous. For Sri Lanka to be resilient and an independent and strong country, promoting increased youth engagement in its political processes is critical as youth account for approximately 10 percent of the country's voters and 23 percent of the total population.* *IRI proposes through NED funding to support CSOs that work with disadvantaged young artists and young entrepreneurs in the tourism sector from the Southern, Central, Eastern and Westerns provinces. These CSOs would provide skills training in technology, design, editorial and production to encourage innovative digital content creation for use in advocacy campaigns to counter hate speech and disinformation. IRI's support to CSOs that are already working to support advocacy campaigns will promote increased participation and leadership of underrepresented groups in the political process. Over the course of the program, the young civic advocates trained by these CSOs will be expected to produce both traditional and non-traditional narratives that features the importance of advancing democratic institutions for sustainable development. IRI will connect these participants with IRI's Emerging Leaders Academy members to assist in disseminating these narratives through citizen outreach initiatives.* *From IRI's extensive consultations with its political party and parliamentary stakeholders, IRI has learned initiatives focused on countering hate speech and disinformation through engagement with underrepresented youth artists and young entrepreneurs are not currently supported and promoted in Sri Lanka by USAID or PAIRS funding. Further, IRI has learned these youth groups are*

		largely neglected and IRI is uniquely prepared to leverage its civil society and political contacts to support this project. The promotion of youth from marginalized communities is essential to promoting an inclusive and sustained political environment within Sri Lanka.
South Asia Regional Concept		*IRI proposes through NED funding to support a project that focuses on mitigating the negative effects of disinformation and hate speech. IRI would support social media organizations and influential youth representatives in the region (i.e. Sri Lanka, India, Pakistan, Nepal and Bangladesh) to facilitate an advocacy campaign to bring awareness to disinformation and hate speech. IRI would support social media and youth to create digital content to raise awareness of these issues and advocate for monitoring, identifying and removing hate speech and disinformation on social media.* *IRI would also collaborate with youth wings of political parties to launch forums raising awareness of disinformation and hate speech to political party leaders in the region. IRI would support the forming of a regional task force similar to other regional task forces focused on migration issues and counter-trafficking issues. The task force would enable party leaders from the region to collaborate and collectively gather information to advocate for regulations to mitigate the effects of disinformation and hate speech.*

- How does each project reflect your 2020-2021 new BD priorities and/or your Division's overall strategic priorities for FY21?
- Why are *PAIRS* funds necessary for each project (e.g., is USG competitive funding available?)

VII. PAIRS IV Planning Process – Update

- U.S. National Security Strategy
- Reference: DRL PAIRS III Ops Plan; IRI inputs to inform DRL PAIRS III Ops Plan

VII. Capture/NED PD Opportunities or Trips (FY20 and FY21)

- Anything remaining for FY20? Initial ideas for new countries or new program areas in FY21?

Milestone Schedule

NED Nepal

	Milestone	Description of Milestone	Required Deliverables	Estimated Time to Complete	Amount in USD
1	Training Manuals Completed and Subject Matter Experts Identified	Meet with IRI to discuss training content, design training manuals in consultation with IRI, select subject matter experts for the various modules in consultation with IRI.	• Draft outline of planned topics for trainings. • Final draft of training manuals, with the topics and design finalized in consultation with IRI. • Selection criteria for subject matter experts shared with and approved by IRI • CVs for each chosen expert.	4 weeks	$4,000
2	ELA Participants Selected	Meet with IRI to develop selection criteria for for ELA participants; Select ELA participants in consultation with and with approval of IRI.	• A copy of selection criteria for ELA participants • A list of ELA participants	3 weeks	$4,000
3	YES Workshop I: Changemaking Powers (East and West)	Meet with IRI to develop the workshop agenda and discuss IRI's evaluation questionnaires; In consultation with IRI, conduct a series of three one-day workshops in the East and West; Support IRI in facilitating links between ELA participants from Nepal and ELA participants from Sri Lanka and Indonesia; Ensure that IRI staff are able to attend the workshops virtually.	• Activity report including: o Agenda; o List of participants who attended the workshop, disaggregated by age and gender; o List of ELA participants who attended the workshop, disaggregated by age, gender and political party; o Key quotes; o Lessons learned; o Summary of the training. o Ten pictures (three from each day of the workshop).	8 weeks	$10,000

4	YES Workshop II: Raising Your Voice (East and West)	Meet with IRI to develop the workshop agenda and discuss IRI's evaluation questionnaires; In consultation with IRI, conduct a series of three one-day workshops in the East and West; Support IRI in facilitating links between ELA participants from Nepal and ELA participants from Sri Lanka and Indonesia; Ensure that IRI staff are able to attend the workshops virtually.	• Activity report including: o Agenda; o List of participants who attended workshop, disaggregated by age and gender; o Key quotes; o Lessons learned; o Summary of the training; o Ten pictures (three from each day of the workshop).	8 weeks	$10,000
5	YES Workshop III: Raising Your Voice (East and West)	Meet with IRI to develop the workshop agenda and discuss IRI's evaluation questionnaires; In consultation with IRI, conduct a series of three one-day workshops in the East and West; Support IRI in facilitating links between ELA participants from Nepal and ELA participants from Sri Lanka and Indonesia; Ensure that IRI staff are able to attend the workshops virtually.	• Activity report including: o Agenda; o List of participants who attended workshop, disaggregated by age and gender; o Key quotes; o Lessons learned; o Summary of the training; o Ten pictures (three from each day of the workshop).	8 weeks	$10,000
6	YES Charter	Meet with IRI to develop regional charters. In consultation with IRI, outline methods to maximize ELA members opportunities to advance civic and political participation, representation, leadership at local and national level.	• Copy of Youth Charter in the East • Copy of Youth Charter in the West • Minimum of 6 photos that illustrate the activity • Activity Report: o Agenda; o List of participants who attended the charter, disaggregated by age and gender;	3 weeks	$6,000

			○ Explain what was done by the cohort ○ Key quotes; ○ Lessons learned; ○ Summary of the event; ○ Include common themes that were similar and what was different		
7	YES Projects: Initiating Change!	Meet with IRI to select candidates for YES Projects. Develop a criterion to select 3 YES Projects	• List of Yes Projects • Reports from Yes Projects • Pictures of Candidates conducting YES projects	4 weeks	$18000
8	Emerging Leaders Academy: International YES Summit	In consultation with IRI, to develop two-day summit in Kathmandu which will include round tables and seminars and formal events with Nepali youth activist and leaders, IRI staff, and representatives from Sri Lanka, Pakistan, and Indonesia.	• New and media links being posted online and printed • A minimum of 10 high quality photos or videos of the summit • Post activity interview of at least 4 individuals. IRI will provide the template. • Activity report including: ○ Agenda; ○ List of participants who attended summit, disaggregated by age and gender; ○ Key quotes; ○ Lessons learned; ○ Summary of the training; ○ Ten pictures (five from each day of the workshop).	4 weeks	$10000
9	Final Report	Write a final report summarizing the workshops and roundtables, citing lessons learned and analyzing workshop evaluations results.	• Final report of approximately 10 pages, including summary of the workshops and roundtables, key takeaways and relevant data. • The report should include commentary on key	2 weeks	$ 6000

			outcomes, time management, evolution of ideas and participation levels. The reports should include detailed analysis of the trainings' outputs and outcomes as well as successes and challenges. • Provide tangible recommendations for future programing		

ENGAGING MARGINALIZED YOUTH IN LAOS

IRI INTERNATIONAL REPUBLICAN INSTITUTE
Advancing Democracy Worldwide

ENGAGING MARGINALIZED YOUTH IN LAOS

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Engaging Marginalized Youth in Laos

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info@iri.org

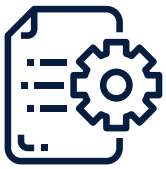
INTRODUCTION

To inform the International Republican Institute's (IRI) targeted effort to empower marginalized community voices, IRI conducted a barrier analysis to determine the barriers marginalized communities face to fully realizing their civil rights. IRI selected marginalized youth as a target group because youth are Laos' largest marginalized community in terms of population and will therefore be a dominant force in the coming decades. Additionally, youth have proven to be a critical source of activity in many sensitive parts of the world, with younger generations possessing significant energy that can be harnessed for positive change. IRI specifically chose to look at intersectionally marginalized youth in Laos, as individuals who face intersecting layers of exclusion in their communities are particularly vulnerable to discrimination and disempowerment.

Throughout the report, IRI outlines the key findings from the Barrier Analysis supported by rigorously collected qualitative and quantitative evidence. Recommendations in this report are meant to act as a guide for international implementers to think through how they can better support youth civic engagement in Laos through new and improved programs, policies and practices.

Civic participation is defined by IRI as when citizens act alone or together to protect public values to make a positive change in their community.

Methodology



Spring 2019

Protocol Development

Summer 2019

Data Collection

Fall 2019

Data Cleaning and Analysis

Winter 2020

Report Development

Between April 2019 and March 2020, IRI conducted a Barrier Analysis to identify the reasons marginalized youth do or do not adopt a behavior. For the purposes of this analysis, IRI identified youth as individuals between the ages of 18 and 30 years old. The inter-sectionally marginalized communities targeted were the Lesbian, Gay, Bi-Sexual and Transgender (LGBTI) community, religious minorities and women. For each community, seven Doers and seven Non-Doers[1] were individually interviewed using a semi-structured interview protocol designed by the IRI Laos team and the Evidence and Learning Practice (ELP).

[1] Doers are classified as people that participate in civic engagement activities. Non-doers do not participate in civic engagement activities.

Based on the Institute's robust experience working with gender focused organizations in Laos, IRI conducted the interviews with young women in Vientiane. Informed by an IRI conducted baseline assessment, IRI determined it would revise the barrier analysis methodology by reducing the number of individuals interviewed. The assessment also confirmed the difficulty in operating in rural areas and conducting interviews with marginalized communities where IRI has limited access. Conducting the barrier analysis with the initial sample number and without the assistance of the selected contractors would have presented logistical challenges in identifying participants and conducting the interviews in a safe and timely manner.

The Behavior Statement
Inter-sectionally marginalized youth in Laos participate in civic engagement activities. Civic engagement is defined as when citizens act alone or together to protect public values and to make a positive change in their community. Activities are defined as any individual or group activity addressing issues of public concern.

42 Interviews
Lao youth between the ages 18 - 30

21 Doers
Doers are classified as people who participate in civic engagement activities

21 Non-Doers
Non-Doers are classified as people who do not participate in civic engagement activities

14 Members of the LGBTI Community
Seven women, including three transgender women

14 Religious Minorities
Three seventh-day adventists, three Lao evangelicals, three catholics, three baha'is and Two animists

14 Women

In conversations with IRI's Evaluation and Learning Practice (ELP), it was determined that the adapted methodology would still allow IRI to capture the data needed to inform the analysis in a rigorous manner. As such, IRI selected two credible and qualified individuals to assist in completing the interviews for the LGBTI community and religious minorities: the director of Proud to Be Us Laos (PTBUL), who is a leading voice for LGBTI rights and advocacy, as well as a Project Manager of the Institute for Global Engagement (IGE), who has unprecedented access to Lao religious minority communities, having conducted "peace-building" workshops throughout the country. IRI decided to work with these partners given the sensitivities surrounding these marginalized communities and the importance of pre-established trust for interviewees to be willing to share accurate information with the research team. After data was collected, each contractor met with IRI staff to discuss interviews prior to IRI coding and analyzing the results.

YOUTH FINDINGS

With over 60 percent of the Lao population under the age of 25, it is inevitable that young people will serve a critical role in Laos' social and economic development.[2] IRI's Barrier Analysis data demonstrated that youth perceive their importance within the development process, with assessment participants expressing that it would be a serious problem if youth were excluded from civic engagement activities. Participants identified the importance of youth voices in the development process to ensure new perspectives are being heard and applied to develop innovative solutions. Participants also noted that it is important that youth are civically engaged so they can understand their rights. According to an LGBTI Doer: "If young people are not aware of civic issues, how can they become a leader when they grow older?"

What makes it difficult for you to participate in civic engagement activities?

38%

of Non-Doers say a lack of time

"My time is constrained because I study full time."

— LGBTI Non-Doer

"Work makes it hard to be involved."

— Female Non-Doer

"I am busy with kids and family."

— Catholic Non-Doer

29%

of Non-Doers say they are too young

"My age is barrier – there are not a lot of opportunities for youth in my village."

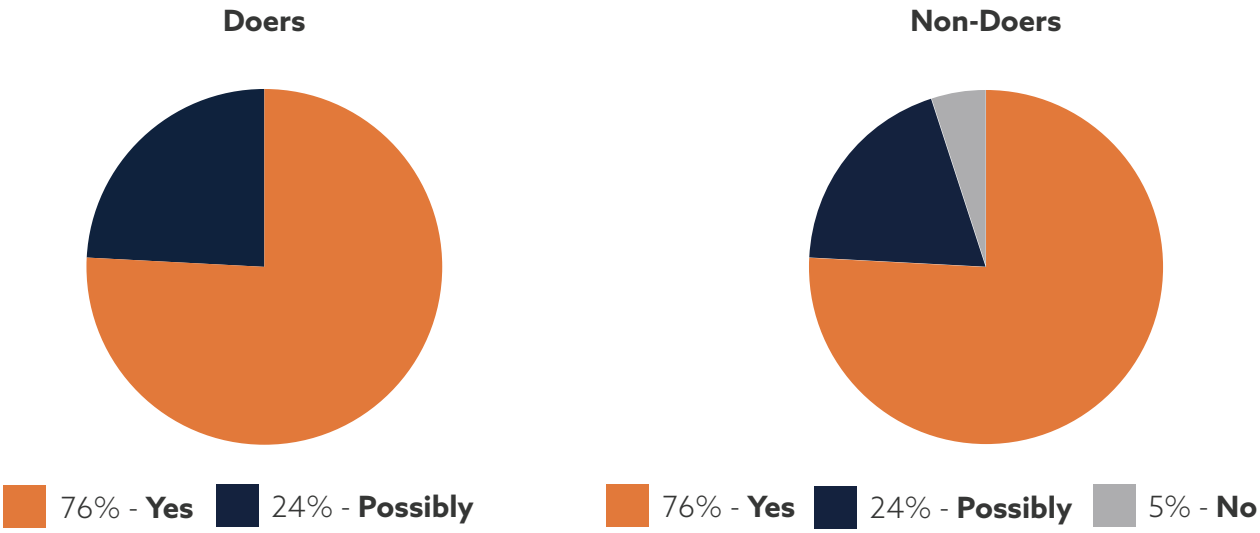
— Catholic Non-Doer

"My family does not want me to, as I am still young."

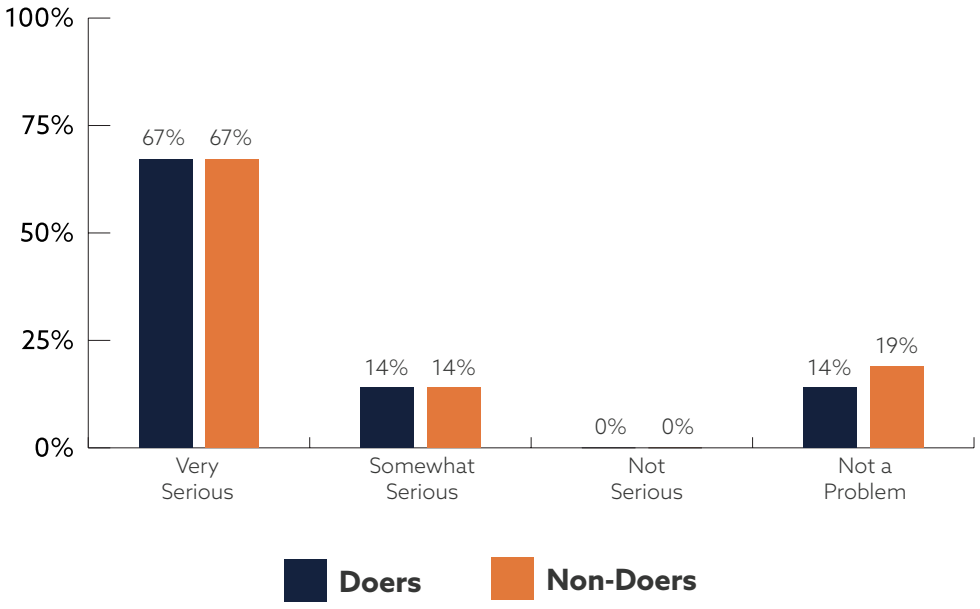
— LGBTI Non-Doer

[2] Lao Statistics Bureau. "Results of Population and Housing Census 2015 (English Version)." UNFPA Lao People's Democratic Republic, 12 March, 2017, lao.unfpa.org/en/publications/results-population-and-housing-census-2015-english-version.

With your present knowledge, resources and skills, do you think you are capable of being involved in civic engagement activities?



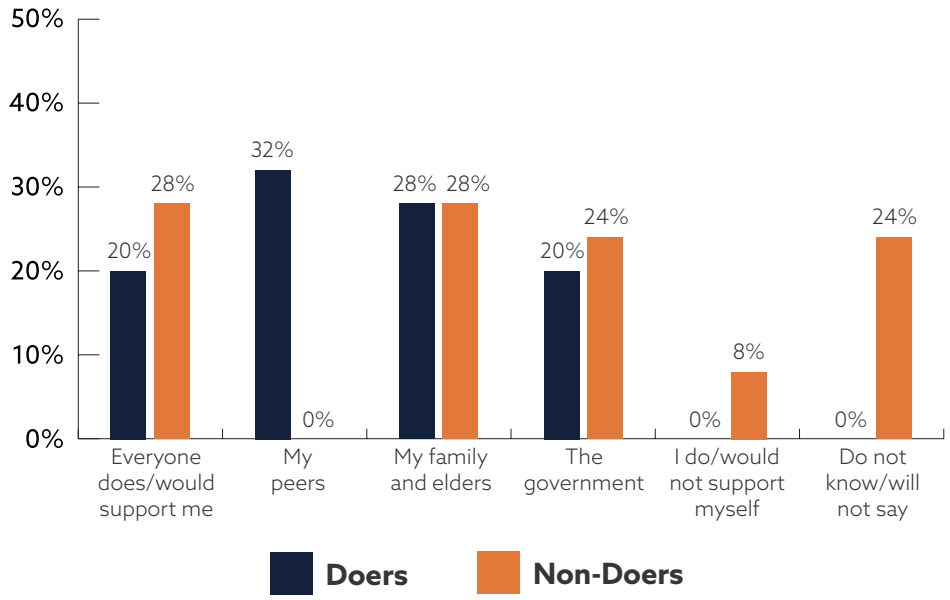
With your present knowledge, resources and skills, do you think you are capable of being involved in civic engagement activities?



The Barrier Analysis indicated that Lao youth believe they have the knowledge and skills to be involved in civic engagement activities. In particular, Doers identified leadership and communication skills as enabling factors for their participation. Despite believing in their own capabilities, Non-Doers indicated that there are two main challenges that prevent them from putting their perceived skills into practice:

1. They lack the necessary time to commit to civic engagement activities due to work, school and familial obligations; and
2. They are too young to be given opportunities to, or effectively participate in, civic engagement activities.

Who, if anyone, does/would not support your decision to participate in civic engagement activities?



Both Doers and Non-Doers claimed that if their family, government officials and/or peers supported their efforts, they would be more likely to participate in civic engagement activities. In terms of government support, the Government of Laos (GoL) has demonstrated support for the youth population; however, there is no official government framework in place to increase youth civic engagement. For example, the Lao People's Revolutionary Youth Union (LYU) – the youth wing of the Lao People's Revolutionary Party (LPRP) – states that their main objective is to organize youth to implement national development goals.[3] Regardless of LYU's stated objective, in actuality, the LYU activities focus on increasing "patriotism and revolutionary values," rather than promoting youth involvement civic engagement activities.

Recommendation

In Laos, programs should aim to support youth Doers to protect and increase civic space at the local and national level. International implementers should financially and technically support youth Doers to develop and engage in peer education networks that include Non-Doers. Activities should help youth Non-Doers develop a better understanding of the importance of civic engagement, as well as value of young people in Laos' development process.

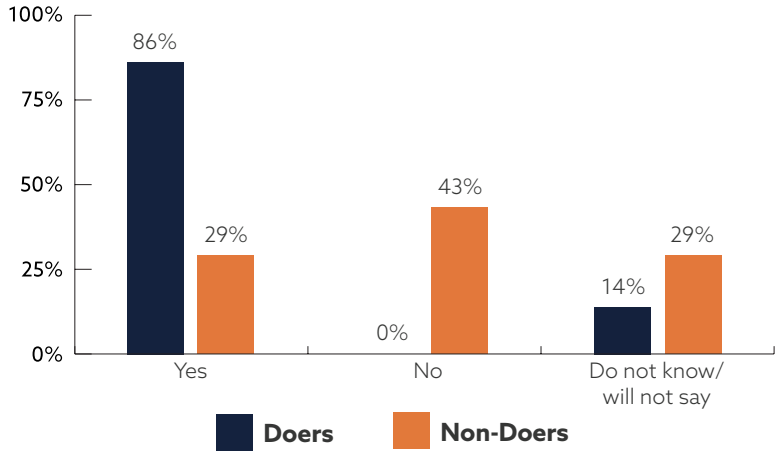
[3] Nielsen, Anne and Vanhmany Chanhsomphou. "Needs and Potential for Rural Youth Development in Lao PDR." Food and Agriculture Organization of the United Nations, 2006, www.fao.org/3/a-ag106e.pdf

LGBTI FINDINGS

The Lao LGBTI community is afforded little domestic legal protections.[4] According to Article 35 of the Lao constitution, there are no comprehensive protections against the discrimination of the LGBTI community. In particular, the Constitution only recognizes two genders, leaving intersex individuals with no legal protections.[5] In a July 2019 interview with IRI staff, Anan Bouapha, a leader of the LBGT movement in Laos, stated that acceptance is the highest priority for the community. His organization, PTBUL, has focused on educating the general public on LGBTI issues, stressing that there must be social acceptance of the LGBTI community before their organization can advocate for legal protections.[6]

Stigmatization of the LGBTI community was clearly reflected in the Barrier Analysis findings, with the overwhelming majority of LGBTI respondents associating taboos with their sexuality. Although both Doers and Non-Doers perceive stigmatization, Non-Doers perceived it to be less severe. Based on the Barrier Analysis interview data, IRI estimates that the reasons Non-Doers perceive less taboos related to their sexuality is because they are not involved in activities that publicly support LGBTI rights, therefore, they are less aware of the pervasiveness of LGBTI stigmatization. Anan Bouapha of PTBUL elaborated: "The big difference between Doers and Non-Doers is that Non-Doers do not know what civic engagement is."

Are there any cultural rules or taboos that are for or against LGBTI peoples participating in civic engagement activities?



For LGBTI Non-Doers, a lack of either national or local level government support was cited as one of the main reasons they are not civically engaged. For example, an LGBTI Non-Doer stated: "I think we are still living in a traditional society with a backward mindset... From my personal view, I might get backlash from the local authority if I participate in civic engagement because there is a cultural issue when it comes to sexual orientation and gender identity." LGBTI Doers agreed, with one respondent saying that the government is "very traditional and not willing to talk about [LGBTI] issues openly." Additionally, another Doer stated that the LGBTI community must be "logical in terms of claiming rights protections and understand the cultural politics of Laos by engaging in subtle way."

[4] Adam Bemma with Anan Bouapha. "Southeast Dispatches – Episode 10." (New Natarif, 14 Jan., 2019).

[5] Bernando de Souza Dantas Fico and Kseniya Kirichenko. UN Human Rights Committee: 123rd Session, (ILGA's UN Programme, 31 August, 2018).

[6] Llewellyn, Aisyah. "Southeast Asia Dispatches - Episode 10." New Naratif , 14 Jan., 2019, newnaratif.com/podcast/southeast-asia-dispatches-episode-10/?fbclid=IwAR2p1wMW4zR38_sPcvKU1txMJyhA1ZOxtBKpo_g6Gd8BX8ZQGH4JZs0IKaQ.

In Their Own Words: LGBTI Doers

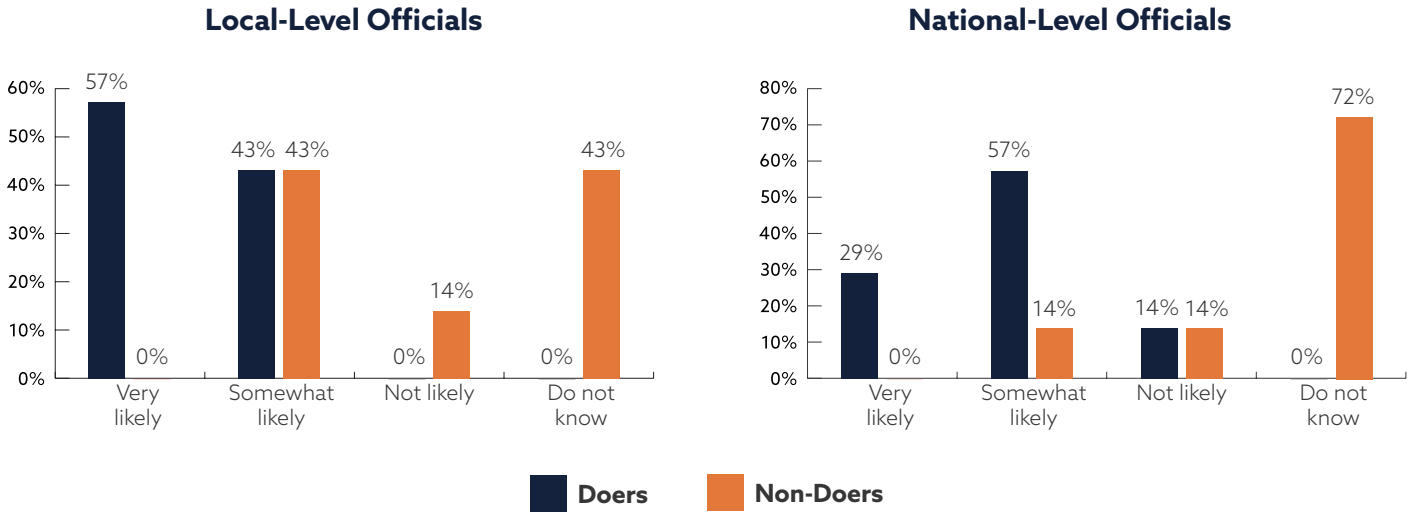
"When it comes to a big gathering or celebration led by a civically engaged member of the LGBTI community, people are likely to think it is a way to convert or persuade young people to become LGBTI."

"When it comes to cultural rules, freedom of dressing can be problematic. For instance, a man must dress like a man, and vice versa for women."

"Some activities or projects discriminate based on gender identity and expression. There are many youth scholarships that I want to take part in, but I am never selected even though I am qualified."

"Being gender queer is not acceptable if you want a leadership position in your career."

If a large number of LGBTI people participate in civic engagement activities, how likely are government officials to acknowledge and address the needs of the LGBTI community?



Despite the aforementioned taboos associated with their sexuality, LGBTI Doers overall remain confident that their needs will be represented and listened to by the government officials due to the strong civil society presence representing the LGBTI community. Noteably, in the Lao context, the civil society representatives who act as the voice of the LGBTI community have an acute understanding of ways to access policymakers that allows them to push forward their agenda. In this regard, an LGBTI Doer stated: "Local NPAs like Proud to be Us Laos will be the ones who can make a change. They are able to coordinate with many partners – Civil Society Organizations (CSOs), international groups and the government – to talk about the inclusion of LGBTI people in the community."

Recommendation

The LGBTI community in Laos has become a growing voice in the human rights sector, advocating for a positive environment in which LGBTI persons can participate in civic engagement activities. Capacity development experts, particularly those with lived experience implementing youth and LGBTI-sensitive programming, should provide support to Lao non-profit associations (NPAs)[7] and CSOs to represent LGBTI needs to the government in a context-specific and effective way. Moreover, these youth champions should be given the financial and technical resources to implement programs that reduce societal stigmas surrounding the LGBTI community through public education efforts.

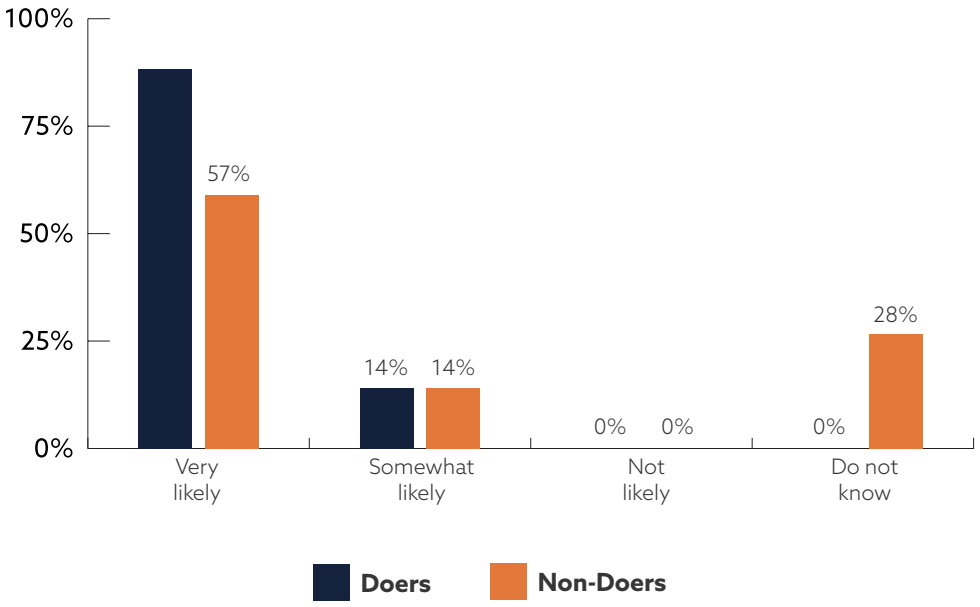
RELIGIOUS MINORITY FINDINGS

Lao law provides equal rights for all members of national, racial and ethnic groups. Nonetheless, societal discrimination persists. In some parts of the country, Lao citizens are generally free to practice their chosen religion, especially for the majority Buddhist community. In other areas, local authorities harass and discriminate against religious and ethnic minorities, inconsistently interpreting religious regulations. Decree 315 of the Lao Constitution states: "Lao citizens have the right and freedom to believe or not believe in religions"; however, it also requires religious organizations to register with the government, as well as seek government approval to print religious literature, build religious facilities and travel internationally for religious meetings. Although these measures are not explicitly meant to limit freedom of religion, the Barrier Analysis demonstrated that religious minorities feel a deep sense of marginalization. For example, a Ba'hai Non-Doer stated: "There are many steps of approval process to engage in religious activities [which leads us to have] no control or freedom of religion."

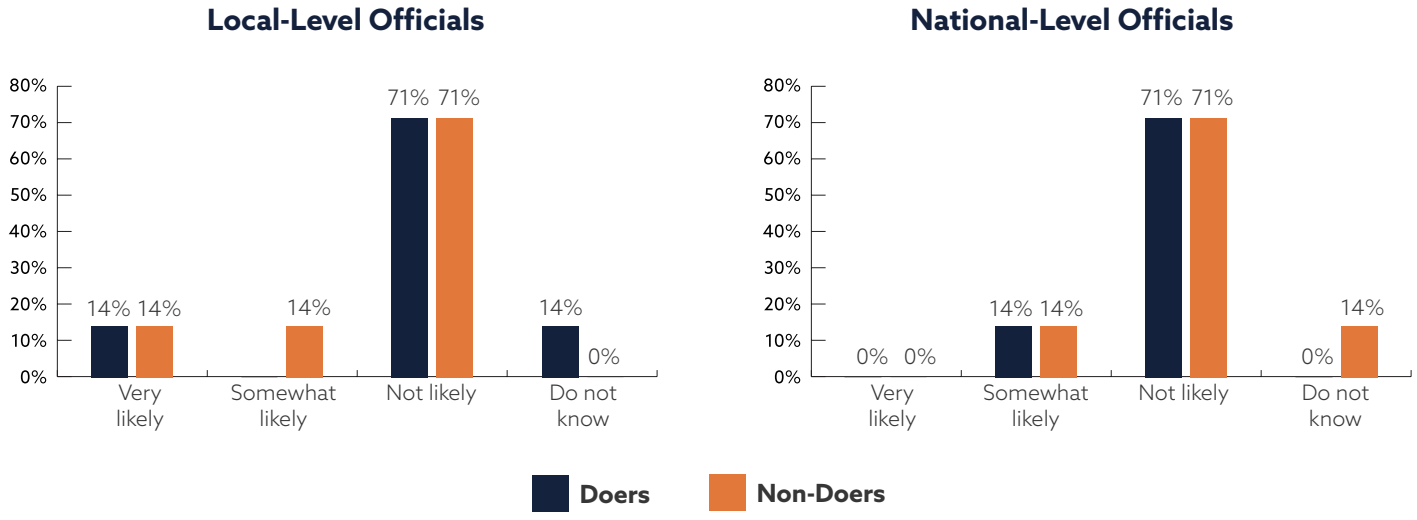
Barrier Analysis data indicated that a lack of government or institutional support, as well as a fear of legal or societal repercussions, prevents religious minority youth from being civically engaged. In particular, religious minority Doers and Non-Doers feel that if they were to participate in civic engagement activities, local and national-level officials would still be unlikely to acknowledge and address their needs. Moreover, the data clearly pointed toward a feeling that those who are not of the Buddhist faith have less opportunities for civic engagement due to religious stigmatization.

[7] **In Laos, NPAs is the official term for civil society organization (CSO).**

As a religious minority, do you think you would be discouraged from participating in civic engagement activities?

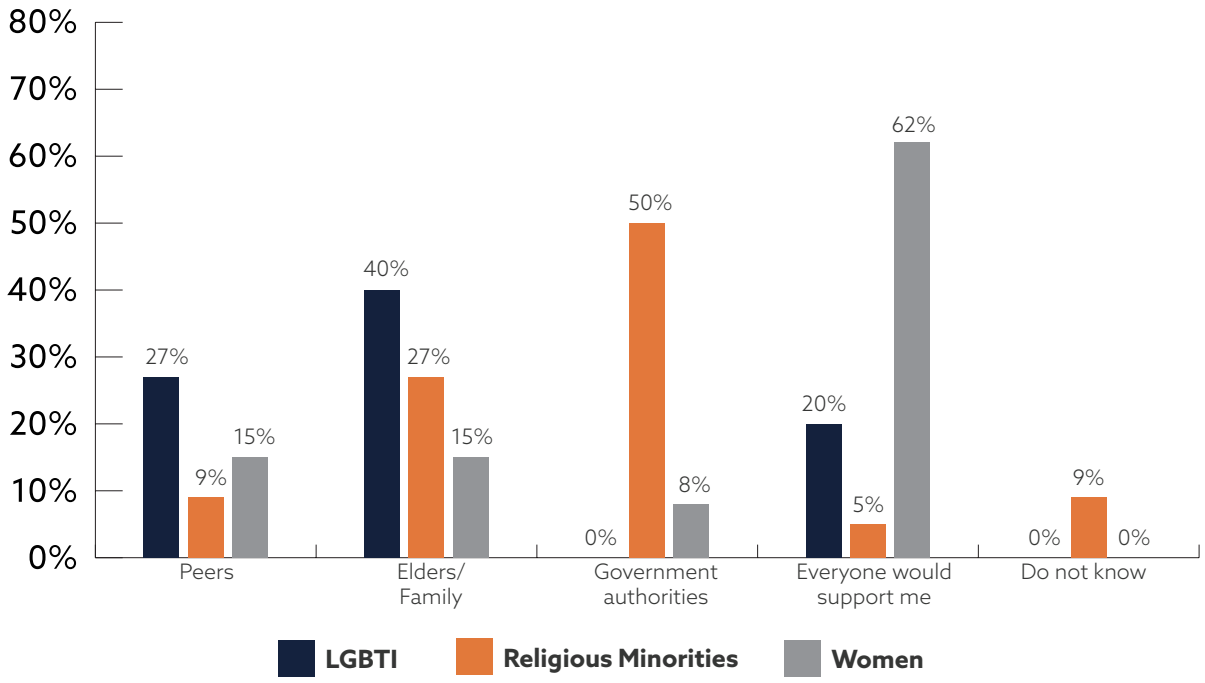


If a large number of people in a religious minority participate in civic engagement activities, how likely are government officials to acknowledge and address the needs of the community?



Notably, unlike other marginalized groups featured in the Barrier Analysis, there are no civil society or government institutions that represent religious minorities interests. As seen in the figure below, religious minorities feel that they would specifically not be supported by the government – drastically more so than other groups. In addition, religious minorities were the group with lowest percentage of respondents that feel that everyone would support them if they were to participate in civic engagement activities.

Who, if anyone, would not support that decision to participate in civic engagement activities?



In Their Own Words: Religious Minorities

"Because society does not accept my religion, I do not have opportunities like other groups of people."

— Seven Day Adventist, Doer

"Animism is not considered a religion and people are not interested to learn or to respect our beliefs."

— Animist, Non-Doer

"I do not have opportunities like people do in other religious groups."

— Lao Evangelical Church, Doer

"My religion does not have the chances afforded to other groups, I especially do not have the chance to participate in village politics or law making."

— Catholic Non-Doer

Religious minorities indicated a deep sense of marginalization – they are not supported or encouraged to participate in civic engagement specifically because of a stigma associated with their religious beliefs. With no civil society organizations or governance institutions representing religious minority interests, religious minority Doers should be encouraged to develop mechanisms – such as NPAs – to help garner government support for issues that matter to their community.

Recommendation

Religious minorities indicated a deep sense of marginalization – they are not supported or encouraged to participate in civic engagement specifically because of a stigma associated with their religious beliefs. With no civil society organizations or governance institutions representing religious minority interests, religious minority Doers should be encouraged to develop mechanisms – such as NPAs – to help garner government support for issues that matter to their community.

Given the sensitivity of discussing issues faced by religious minorities, all support efforts to advocate for the freedom of religion should be framed by promoting a narrative of inclusion through non-sensitive vehicles. For example, one way to ensure religious minority interests are understood by the community and represented to officials is through "soft advocacy" measures. Religious minorities could also engage in advocacy and awareness raising within the existing civil society sector by identifying human rights champions that could raise relevant issues as part of their broader rights awareness work.

"Soft advocacy" uses the term "soft" in a way that mimics the definition of soft power – the ability to shape the preferences of others through appeal and attraction. Soft advocacy is therefore defined as advocacy that uses appeal and attraction to garner support for rights-based interventions. IRI has demonstrated the efficacy of "soft advocacy" in Laos through its September 2019 Digital Story Telling Camp. In order to preserve the camp's emphasis on advocating for minority populations, IRI emphasized that digital stories should not be negative, but rather demonstrate how diversity makes Laos beautiful and unique. With the government observing this training and providing numerous accolades to IRI in response, the camp demonstrated that IRI's tactic of "soft advocacy" can be effective and safe.

WOMEN FINDINGS

More so than other marginalized communities featured in the Barrier Analysis, women interviewees indicated that they feel represented by their government. Barrier Analysis participants felt that the space for female participation in civic engagement is widening within their communities. This was, for example, indicated by a majority of women answering that they believe they would not be discouraged from participating in civic engagement activities because of their gender. Supporting these claims, a women Doer stated: "I am surprised how open society has become to women participating in any kind of civic engagement activities. A good example is that the current president, or the Speaker of, the National Assembly, is female. There are also a few high-ranking women in the National Assembly and a few female ministers as well."

The barrier analysis demonstrated that women see their worth in political decision making process.

86%

of Doers and Non-Doers

Believe it would be a major problem if women were not included in government decision making.

93%

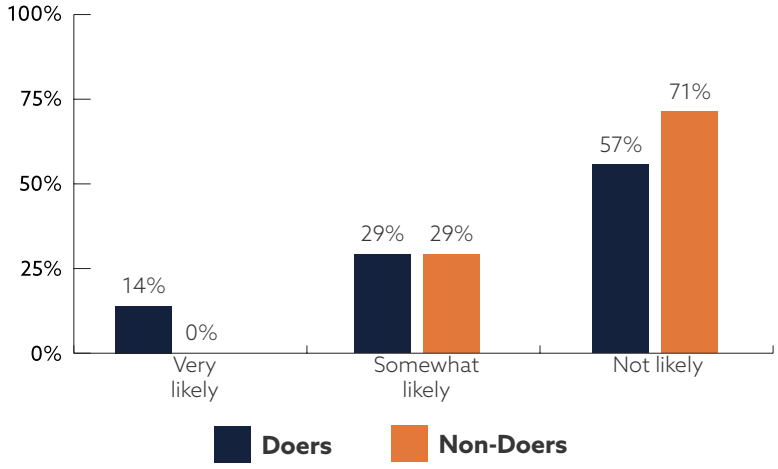
of Doers and Non-Doers

Believe they have the knowledge and skills to participate in civic engagement activities.

Those who indicated that women are "somewhat likely" or "very likely" to be discouraged from participating in civic engagement activities indicated that this results from a stigmatization surrounding women being divorced or re-married. For example, one respondent noted: "If you are female and you want to be promoted to the head of a department or a government leadership position, if you are not married or you are divorced, it would be difficult for you." Additionally, some activities are considered to be "for men" only; however, notably those activities are not related to the civic or political sphere, but rather sports and manual labor. Respondents also noted that stigmatization is more prevalent in ethnic and rural communities.

Similar to the LGBTI community, one reason for the increased space for women's civic engagement is the presence of CSOs that promote gender-equality to the government, such as IRI's current and previous partners, the Association for the Development of Women's Legal Education (ADWLE) and the Lao Disabled Women's Development Center. A women Doer stated that at the national level, "the Lao Women's Union [which represents female interests in policy making], the Ministry of Peace and the Ministry of Justice have learned about women's equality through many trainings and consultations with NPAs." On the sub-national level, a women Non-Doer stated: "Because the local officials attend many trainings with associations on gender-related laws, village authorities are very likely to support women to participate in all activities organized in the community."

Do you believe that you would be discouraged from participating in civic engagement activities because of your gender?



Despite the positive Barrier Analysis findings, the UN Special Rapporteur on Extreme Poverty and Human Rights reported in his public statement that a woman's presence in government leadership and policy making is often tokenistic and meant to fill quotas.[8] According to a World Bank report, local women are excluded from talks and decision making processes on identifying and managing environmental risks, despite their responsibility in the household for water supply and energy.[9] IRI notes that all of the women interviewed in the Barrier Analysis for the gender portion of the assessment were living in Vientiane, which according to IRI's desk research, likely has more liberal standards for women's civic engagement.

Recommendation

International development organizations (INGOs) should continue to support NPA engagement with Lao government institutions focused on gender equality, as well as provide technical and financial assistance to NPAs to facilitate trainings on women's rights. In these interventions, organizations should employ gender-mainstreaming approaches to ensure women are not just "filling quotas." Moreover, in order to move past the tokenism of women in high-level leadership positions, IRI recommends INGOs support the development of a large cadre of strong and capable Lao women leaders to act as a support network for young women Doers. The cadre's mentor-level participants should engage young women in leadership trainings and mentorship activities to enhance their confidence and leadership skills. In IRI's extensive experience engaging young women leaders across Southeast Asia,[10] building young women's self-confidence and skills can be the first step to inspire and equip them to take on greater leadership roles in the government and civil society.

IRI additionally recommends that a Barrier Analysis be conducted in rural Laos to determine barriers to female civic engagement in that context, which is likely significantly more stigmatized based on traditional perceptions of gender norms.

[8] Maud de Boer-Buquicchio. "UN Special Rapporteur reports on child protection in Lao PDR." UN News and Features, (United Nations in Lao PDR, 20 Nov., 2017).

[9] World Bank Group. "Country Assessment for Lao PDR: Key Findings." (The World Bank, 1 March, 2013).

[10] IRI facilitates young women leadership trainings in Burma, Indonesia and in the Pacific Islands, amongst other locations.

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