



Assessment of Gender Perspectives in UXO Action in the Lao PDR



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TABLE OF ABBREVIATIONS

CA	Community Awareness
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CL	Community Liaison
CoC	Code of Conduct
EC	European Commission
ERW	Explosive remnants of war
EOD	Explosive ordnance disposal
FGD	Focus group discussions
FSD	Swiss Federation for Demining
GoL	Government of Lao PDR
GRID	Gender Resource Information and Development Centre
HIB	Handicap International Belgium
HMA	Humanitarian Mine Action
INGO	International Non Government Organisation
LaoNCAW	Lao National Commission for the Advancement of Women
Lao PDR	Lao People's Democratic Republic
LWU	Lao Women's Union
MAG	Mines Advisory Group
MDG	Millennium development goals
MRE	Mine risk education
NGPES	National Growth and Poverty Eradication Strategy
NPA	Norwegian People's Aid
NRA	National Regulatory Authority
PCA	Post Clearance Assessment
SOP	Standard operating procedures
UN	United Nations
UNDP	United Nations Development Programme
UXO	Unexploded ordnance
UXO Lao	Lao National Unexploded Ordnance Programme
VA	Victim Assistance
WFP	World Food Programme

Executive Summary

A vast majority of the world's poor are women and it is now widely acknowledged that women play an essential role in the economic, social and environmental development process (EC, 2004). The correlation between landmine/Unexploded Ordnances (UXO) contamination and protracted poverty is also well documented (Goodhand, 2001; Sardesai et al., 2005). In Lao People's Democratic Republic (Lao PDR), for example, UXO pollution continues to cause injury and pose a significant barrier to poverty reduction and development. The United Nations Development Programme (UNDP) and the Government of the Lao PDR (GoL) recognize UXO pollution as cross cutting issue in reducing poverty and achieving the Millennium Development Goals (MDGs)

Given the link between UXO pollution and poverty, UXO action in the Lao PDR is increasingly being linked to national poverty eradication and long-term development goals with most Humanitarian Mine Action (HMA) operators linking their work with broader development initiatives. Reframing UXO action within the broader development discourse and linking UXO action to development however, also requires HMA operators to include a gender analysis into their work. Achieving a degree of gender balance within the HMA workforce is also fundamental in mainstreaming gender in the UXO sector.

Recognizing the linkages between UXO contamination and poverty and that if UXO action is to link its work to poverty alleviation in any meaningful way, a critical examination of how gender roles and relationships interact with UXO processes must be undertaken, the UNDP—with funding from Irish Aid—commissioned this UXO Sector Gender Assessment with support from Mines Advisory Group (MAG). The assessment aimed to undertake an analysis of gender equity in Lao PDR and how gender perspectives can be mainstreamed into UXO action. While recognizing that in order to truly mainstream gender into the sector, gender must be central to national policy and strategies, this assessment was undertaken primarily from an operators perspective with a view to providing practical recommendations that operators can implement to enhance their work if gender mainstreaming is seen as a priority.

The assessment grew out of a smaller assessment undertaken by MAG in 2007 and subsequent discussions between MAG and UXO Lao/UNDP. Both MAG and UXO Lao explicitly link their work with poverty alleviation efforts and in doing so, increasingly recognize the importance incorporating gender perspectives into account in their program implementation. Further discussions with the National Regulatory Authority (NRA) for the UXO sector and other stakeholders indicated strong support for the assessment and it was therefore broadened to include other HMA operators. The assessment aims to provide recommendations which can be used to further develop the UNDP's country gender action plan for the UXO sector and can be used as a platform for developing policy and reviewing draft national standards.

The assessment has been mainly exploratory in nature and has attempted to answer to what extent gender is taken into consideration in the HMA UXO action processes with specific reference to:

- Gender impact of UXO contamination
- Gender in clearance prioritization
- Gendered MRE
- Gendered Survivor assistance issues
- Clearance personnel, employment

This assessment has shown that to a large degree female voices are currently absent from the UXO action process and rarely do current approaches actively support and create an enabling environment for equitable participation or transfer of knowledge. While attempts have been made to make the delivery mode of MRE messages more community based and inclusive, MRE messages themselves continue to be generic, rather than targeting specific gender based risk behaviors with an emphasis risk avoidance and so unlikely to reach the most at risk. Access medical care for UXO survivors does not appear to be determined by sex

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or age. However, there may be a gendered aspect to post accident stress and issues related to changed gender roles which needs further exploration and may need gender specific interventions.

While a significant number of women are employed within the sector and no specific barriers to their employment were identified, women are on the whole young and unmarried. As the assessment only interviewed women employed by a HMA operator it is possible that there are barriers for older women/women with children that were not identified by the assessment. Crucially, few women are employed in leadership roles,

The UNDP and the GoL both recognize continued UXO contamination as a cross cutting issue in reducing poverty and achieving the MDGs contributing to poverty alleviation is often an overarching goal of UXO action. If the sector is to contribute to poverty reduction in any meaningful way, HMA operators need deliberately promote an inclusive approach to UXO action. The recommendations in the following section aim to go some way to assisting operators with this.

The recommendations have been aimed mostly at operators who were the impetus and focus of this assessment. The assessment also recognizes that currently it is not possible to hold each operator accountable and the extent to which each operator implements these recommendations will depend on individual agency policies, goals, strategies, resources that underpin their work. . In order for the sector as a whole to contribute to poverty eradication in a meaningful way, it is crucial that the NRA set the agenda through the national strategy and national standards. The recommendations of this report provide practical ways forward.

Existing GoL policies and development plans also provide a basis for incorporating gender perspectives into UXO action. The EC gender guidelines also provide useful recommendations against which existing strategies, standards and practices can be reviewed. As applied to the NRA, these could include: statistics provided are disaggregated by sex and combined with qualitative information on the situation of women and men for the target population; reviewing proposals and reports to ensure gender considerations have been taken into account; including gender in monitoring and evaluation systems, including gender indicators in the UXO strategy for the sector; and continuing to engage donors and operators in an on-going dialogue to ensure that gender is integrated into UXO action.

Introduction

A vast majority of the world's poor are women and it is now widely acknowledged that women play an essential role in the economic, social and environmental development process (EC, 2004). The correlation between post conflict landmine/Unexploded Ordnances (UXO) contamination and protracted poverty is also well documented (Goodhand, 2001; Sardesai et al., 2005). In Lao People's Democratic Republic (Lao PDR), where the conflict ended over 30 years ago UXO pollution continues to cause injury and pose a significant barrier to poverty reduction and development—UXO are the most common contaminant in Lao PDR. The United Nations Development Programme (UNDP) and the Government of the Lao PDR (GoL) recognize UXO pollution as cross cutting issue in reducing poverty and achieving the Millennium Development Goals (MDGs)



Woman with intact bombie, Khammouane province

Since the late eighties, Humanitarian Mine Action (HMA) has been the international community's response to the usually long term, on-going hazard posed by landmines/UXO. HMA aims to recreate an environment in which people can live without landmines/UXO and in which mine survivors are fully integrated into their societies (United Nations, 2003). Initially implemented under the auspices of peace keeping missions, HMA has tended to be dominated by male ex-military personnel with low female representation, underpinned by military principles and activities frequently being implemented in isolation from other rehabilitation efforts (Horwood, 2000).

Increasingly there has been greater recognition that in order to fulfill its objectives, HMA must be integrated into broader emergency, rehabilitation and development assistance and poverty alleviation strategies (Horwood, 2000). Others have also called for HMA to be framed within a rights based approach to HMA which seeks to analyze and address the inequities which underpin development problems (DANIDA). In the Lao PDR, where HMA activities have been implemented since the late nineties, the strategy for the sector, 'the Safe Path Forwards' specifically links UXO clearance with poverty eradication efforts. There are however, many outstanding questions with regards to how HMA contributes to poverty eradication and broader development processes. The role of gender equity and gender mainstreaming in landmine/UXO action is being examined with in this context.

The importance of promoting gender equity is an essential component of development processes and ensuring that the rights of those involved in such processes are fulfilled. Promoting an environment where women can actively participate is also central to achieving the overarching goal of the MDGs to poverty reduction by 2015. The GoL also recognizes that it will not be able to attain the MDG goals without the active participation of all women, particularly poor and ethnic minority women

The UNDP—with funding from Irish Aid—has commissioned this UXO Sector Gender Assessment with support from Mines Advisory Group (MAG) in order to undertake an analysis of gender equity in Lao PDR and how gender perspectives can be mainstreamed into UXO action.

The assessment grew out of a smaller assessment undertaken by MAG in 2007 and subsequent discussions between MAG and UXO Lao/UNDP. Both MAG and UXO Lao explicitly link their work with poverty alleviation efforts and in doing so, increasingly recognize

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the importance incorporating gender perspectives into account their program implementation. Further discussions with the National Regulatory Authority (NRA) for the UXO sector and other stakeholders indicated strong support for the assessment and it was therefore broadened to include other HMA operators.

The assessment focused primarily on HMA operators activities and has been mainly exploratory in nature and has attempted to answer to what extent gender is taken into consideration in the HMA UXO action processes with specific reference to:

- Gender impact of UXO contamination
- Gender in clearance prioritization
- Gendered MRE
- Gendered Survivor assistance issues
- Clearance personnel, employment

The assessment aims primarily to provide practical recommendations as to how HMA operators can better incorporate gender perspectives into their work. The assessment also however, hopes to provide recommendations which can be used to further develop the UNDP's country gender action plan for the UXO sector and can be used as a platform for developing policy and reviewing draft national standards.

The remainder of the report is divided into the following sections: 1) The literature review, which provides an overview of the current literature on gender mainstreaming and humanitarian mine action, and was used to inform the assessment; 2) The methodology, this section outlines methods used for sampling, data gathering and analysis; 3) Finding and discussion; and 4) Recommendations and concluding remarks.

1. Literature Review

The literature review was used to provide a basis of the study and to help develop the necessary tools needed. This paper will present an overview of gender mainstreaming in development and aims to provide a global and historical context to the importance of gender mainstreaming. The literature review then considers gender mainstreaming in Lao PDR and more specifically at the humanitarian mine action sector looking at the main products of UXO action; clearance, mine risk education (MRE) and the victim assistance (VA).

1.1. Global Overview of Gender Mainstreaming in Development

The importance of ensuring equitable gender participation and ensuring the rights of all those affected are involve in the decision making processes in development process has become central theme in the field of sustainable development. Much of this work has been influenced by Moser's (1989, 1993) analysis of women's triple roles of reproductive, productive and community management work, and women's strategic needs and interests and is also informed by rights based approaches to development. The United Nations Fourth World Conference on Women in Beijing in 1995 and the Beijing Platform for Action are also key proponents, championing the importance of achieving gender equity and empowerment for women in order to reach broader development goals. The goal of the Beijing Platform for Action is achieving gender equity, with mainstreaming gender being the strategy.

Gender mainstreaming is underpinned by recognizing that the differing roles and needs of men and women in society have to be addressed in the development process. As such, gender mainstreaming attempts to place gender equity issues at the centre of broad policy decisions, institutional structures and resource allocation (Mikkelsen, 2005). There have been two dominant approaches to gender mainstreaming: 1) mainstreaming gender perspectives into the core program business; and 2) developing specific strategies which aim to create conditions under which women and men can challenge conventional patterns of inequity (Anderson, 1991). A more recent perspective however, takes a dual approach of

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mainstreaming gender into all activities and at the same time applies affirmative action to support women or men as deemed necessary.

While there is no standard definition of a mainstreaming strategy towards gender equity, it is generally recognized to including the following (Mikkelsen, 2005):

- A level of gender analysis specific to an intervention including an analysis of gender needs and interests, women and men's roles and responsibilities, access to and control of resources and decision making processes, potentials and opportunities;
- Clear goals relating to changes in gender equity;
- Ways of monitoring changes in gender equity;
- Dialogue between partners.

The European Commission (EC) in its strategy for gender mainstreaming outline a number of steps which are essential in reaching gender equality—both at macro and micro levels that include (EC, 2007):

- Statistics disaggregated by sex and qualitative information on the situation of women and men must be obtained for the population in question;
- A gender analysis should be conducted with regard to the gendered division of labor, access to and control over material and non-material resources, the legal basis for gender equality/inequality; political commitments with respect to gender equality; and the culture, attitudes and stereotypes which affect all preceding issues;
- Gender analysis of a programme or project concept should reveal whether gender equality objectives are articulated in the initial idea, whether or not the planned activity will contribute to or challenge existing inequalities, and whether there are any gender issues that have not been addressed;
- During the identification and formulation phases, gender analysis contributes to the identification of entry points for actions that will be needed in order to meet gender equality objectives;
- A gender-sensitive monitoring and evaluation system should also be in place from the design phase onwards, including the establishment of indicators to measure the extent to which gender equality objectives are met and changes in gender relations achieved.

1.2. Frameworks for Analyzing Gender

Different frameworks have been proposed for analyzing gender equity and while developed primarily based on developed county contexts, these structures have also been adapted and utilized in developing countries. Current approaches to gender in development have shifted from the individual women and the household to socially and ethnically distinct groups of women and men and the relations between them. There are many differing frameworks that deal with gender analysis with one of the most widely methods utilized being the Harvard Analytical Framework outline below.

1.2.1 Harvard Analytical Framework

The Hayward Analytical Framework looks at gender equity in two different approaches:

- A) Access and Control Profile** approach emphasizes that when considering the way in which resources are allocated between men and women it is important to look at the difference between access to resources and control over them. Whereas **access** is defined as the opportunity to make use of a resource and **control** as the power to decide how a resource is used, and who has access to it.

B) Activity Profile approach highlights that in all societies, men and women are assigned tasks, activities and responsibilities according to their sex. The gender division of labor varies from one society and culture to another, and within each culture, it also changes with external circumstances and over time. Because in most societies, gender power relations are skewed in favor of men, different values are ascribed to men's tasks and women's tasks (March, 1999).

The activity profile tool is used to collate information about men and women, their daily activities and division of labor, in the area such as productive activities, reproductive activities and community activities.

- **Productive activities:** This includes the production of goods and services for income or subsistence. It is this work which is mainly recognized and valued as work by individuals and societies, and which is most commonly included in national economic statistics (March, 1999)
- **Reproductive activities:** This encompasses the care and maintenance of the household and its members, such as cooking, washing, cleaning, nursing, bearing children and looking after them, building and maintaining shelter. This work is necessary, yet is it rarely considered of the same value as productive work. It is normally unpaid and is not counted in conventional economic statistics (March, 1999).
- **Community activities:** This encompasses activities conducted for the community and includes attendance at weddings, funeral, preparation and attendance at community ceremonies and activities involving building of community resources such as schools or roads. This work is predominately voluntary and benefits the whole community.

1.3. Gender Mainstreaming in the Lao PDR

The GoL is committed to the promotion of equality between men and women. This viewpoint has been articulated this in the country goals and priorities set forth in the National Growth Poverty Eradication Strategy (NGPES) and in its commitment to the achievement of the MDGs. The GoL has also ratified various international Conventions including the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW 1981) and the Beijing Platform for Action (1995).



Lao PDR allows for an enabling environment to increase gender equity supported by laws, international conventions, policies and institutions that favor and promote the enhancement of women's status (GRID, 2006). The current national framework consists of:

The Constitution (Articles 22 and 24): States '*Lao citizens of both sexes shall enjoy equal rights in political, economic, cultural, social and family affairs*';

Law on Women Development and Protection (2004): This law defines principles, rules and measures relating to the development and protection of women so as to promote their knowledge and capabilities; to promote gender equality; to combat trafficking; to combat domestic violence and uphold women's status in society (GRID, 2006).

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A number of additional Lao laws also have key sections in dealing with gender issues and the rights of men and women, some of which include:

- The Family Law
- The Property Law
- The Land Law
- The Labour Law – from which HMA agencies have based their own human resource policies on, including such factors as maternity leave.

In addition, the following two organizations are mandated to promote gender equity:

Lao Women’s Union (LWU): One of the key roles of the LWU is to represent Lao women of all ethnic groups and to “protect women’s rights and interests”. It promotes and monitors the implementation of women development programmes consistent with the Constitution and the laws of the country; as well as monitoring the implementation of equal rights between women and men (GRID, 2006).

The LWU also plays a key role in improving the awareness of the importance of gender mainstreaming through workshops which aim to make general linkages between gender mainstreaming and development (GRID, 2006).

Lao National Committee for the Advancement of Women (LaoNCAW): The main duty of the LaoNCAW is to monitor and report against the GoL achievements towards promoting gender equity. All government ministries are expected to develop strategies and action plans to promote gender equality at all levels (GRID, 2006)¹, which then the LaoNCAW monitors and tracks against objectives set out.

As in other developing countries, while progress has been made towards achieving gender equity there are still gaps between policies and practice. For example, the level of legal awareness among men and women remains low; particularly concerning laws that affect women. The implementation of laws is also weak; especially at the district and provincial level, where such action will bear the greatest improvements in poverty reduction. The capacity within ministries to follow-through on policies needs strengthening in order to have any significant impact (GRID, 2006).

The LWU also faces a number of challenges in implementing its mandate including:

- Lack of human capacity to effectively carry out gender mainstreaming within programs and through training exercises for ministry staff;
- Lack of accurate sex-disaggregated and relevant gender data to support policy-making;
- Limited budget and resources to support the gender mainstreaming process;
- Poor coordination of gender mainstreaming activities among Government ministries, international donors and INGOs (GRID, 2006).

1.4. Mainstreaming Gender into Mine Action

It is increasingly recognized for the need to integrate HMA within the long-term development process, so that greater impacts of clearance can be reached. Within this ideology is a growing recognition of the importance of gender equity/mainstreaming within HMA processes. The United Nations has been playing a central role in this movement and has recently developed Gender Guidelines for Mine Action (2005). These guidelines are intended to help ensure that gender perspectives are incorporated into mine action programs and highlight a range of considerations that should be taken into account in four of the five main “pillars” of mine action:

¹ Annex 1, attached to this paper, provides a summary of gender mainstreaming initiatives in Lao PDR, giving the contextual setting in which the UXO sector operates and begins a Gender Profile Summary for Lao PDR. Annex 2 shows progress against the MDG goal of achieving gender equity.

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- Mine clearance;
- Mine risk education;
- Victim assistance;
- Advocacy.

While the fifth pillar—stockpile destruction, might offer opportunities to advance the goal of gender balance, no relevant gender considerations have yet emerged for inclusion in the guidelines (UN, 2005).

Gender perspectives, however, have generally been absent from the discourse of HMA with limited critical analysis of gender dynamics. In the Lao PDR specifically, despite being linked to poverty eradication efforts, neither the strategy for the sector ‘the Safe Path Forwards’, nor the current draft National Standards (NRA, 2007) explicitly take into account or refer to the UN Gender Guidelines; although, in the pillars of MRE and victim assistance it is expected that information will be collected and disaggregated by gender. An exception is the National Regulatory Authority’s (NRA) MRE strategy which does include as an enabling objective mainstreaming gender into MRE activities.

If the sector is to contribute to poverty alleviation in any meaningful way, it is crucial that deliberate steps are taken to develop strategies which aim to engage men and women equally, but possibly differently. In this regards, it is necessary to increase understanding of the implications of differences such as age, social composition, class and social status. This assessment, which aims to analyze gender from a UXO/mine action perspective, is an important step in developing a framework for mainstreaming gender into UXO action in the Lao PDR.

Goetz (1998) suggested that to understand gender perspectives a useful starting point is to examine the outcomes or products of an organization and explore how these affect men and women differently. It will then be possible to find out the reasons for a specific outcome and might expose assumptions within an organization, such as who in the organization is making those assumptions and how organizations are gendered. Therefore, examining the outcomes of HMA processes will help to better understand how HMA is gendered.

The next section looks more specifically at the outcomes or products of HMA based on current literature available in the Lao PDR. It should be noted however, that the importance of gender in HMA is only just being recognized and the available literature is scarce. For the purpose of this paper and in relation to HMA as currently practiced within the Lao PDR, HMA products are defined as UXO clearance, Mine Risk Education (MRE) and Victim Assistance (VA) and HMA processes as the activities through which these products are achieved.

1.5. UXO clearance

1.5.1 Community Participation in the UXO Clearance Process

In order to plan and prioritize UXO clearance it is first necessary to understand the scope of the problem. The term survey is used to describe the processes and activities which aim to gain a better understanding of the situation in a given location (Rhodes, 2005). Survey activities in HMA were initially limited to reconnaissance in support of clearance activities. Survey projects in HMA have now evolved to include emergency surveys aimed at making broader geographic assessments as well as analyzing socio-economic impacts. The 1997 Handicap International Belgium (HIB) survey in the Lao PDR is an early example of the socio-economic aspect of ERW pollution incorporated as part of the



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assessment. This HIB survey is also recognized as having broken new ground in making impact surveys more community focused (Rhodes, 2005).

Since the late nineties, most HMA operators incorporate social indicators into mine/UXO surveys. Moreover, it has become the norm to utilize community participation to undertake surveys. As examples, MAG and Norwegian Peoples Aid (NPA) have been gathering socio-economic information as well hazard data from communities in order to identify and prioritize land for clearance efforts. This shift in focus from purely technical surveys to more community based socio-economic surveys has also been influenced by the emphasis now being placed on impacts and linkages between ERW contamination, poverty alleviation and development.

Methods of promoting community participation may vary but are often based on theories and approaches such as participatory rural appraisals (Chambers, 1997). It is key to highlight that participatory rural appraisal approaches include a focus on gender, and promote the participation of men and women in community processes. This type of approach incorporates community members taking an active role in village mapping, transect walks, group discussions and so forth in survey operations. Implicit in these practices is generally the notion that community consensus can be reached with regards to what the priority problems are and which strategies should be employed to address them (Hunt, 2003).

Nevertheless, it is also important to note that communities are not necessarily homogenous and consensual. In this regards, participatory processes may unintentionally create a sense of false consensus where the voices of the marginalized may still go unheard (Hunt, 2003). It is therefore important for practitioners to be gender aware and to include strategies which strengthen marginalized people's opportunities to participate and to realize their rights (Cornwall, 2001).

One main component of inclusive community participation in order to ensure that gender equity is reached is to implement 'rights based approaches to development'. A human rights-based approach is a conceptual framework for the process of human development that is normatively based on international human rights standards and operationally directed to promoting and protecting human rights. It seeks to analyze inequalities which lie at the heart of development problems and redress discriminatory practices and unjust distributions of power that impede development progress (UN, 2006).

The growing acceptance of the relevance of human rights-based approaches to development not only 'empowers' the beneficiaries of development, by purporting to make them the active participants of the development process, and by giving greater legitimacy and moral force to their demands. It also fundamentally requires greater accountability from all actors in the development process (DIFID/ODI, 2002).

Also central to notions of community participation are gender equity and the right to participate in decision making processes which in turn are intrinsically linked to, and influenced by, cultural and social attitudes. Studies in the Lao PDR, have found that prevailing cultural values tend to disadvantage women in terms of their participation in politics and decision-making processes (GRID, 2006). An assessment of the decision making processes in a Gender and Forestry Management and Conservation Project found that despite the importance of an irrigation system to women, women were primarily absent from the decision making processes. The reasons given for this includes; women's household chores, traditional roles, responsibility in taking care of the family, the lack of time and opportunity to participate in meetings and the fact that women are expected to be neither leaders nor household heads (GRID, 2005).

In the HMA sector in the Lao PDR, the processes used to facilitate community participation and decision making to identify land to be prioritized for clearance may vary from agency to agency. However, methods are often based on existing and established methods of decision making in the community. Therefore, unless special representation is sought from women, it is highly likely that women are underrepresented or even absent, from decision making with regards to UXO clearance activities.

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UXO free land is the most important product of HMA and a necessary precursor in poverty reduction and long-term development. The use and management of land is heavily influenced by gender relations and, therefore, any discussion on gender and HMA processes and products must also include a discussion of land ownership or access to land and rights. Under the laws of the Lao PDR, both men and women enjoy equal access to land. Nevertheless, customary practices—principally through inheritance—often over-ride official laws. This situation is predominately determined by the matrilineal or partilineal practices as shown below.

	Line of Descent / Surname	Post-Marriage Residence Pattern	Inheritance Rights
Matrilineal System	Children can get mother's or father's name	Husband goes to house of wife after marriage (matrilocality)	(Youngest) daughter inherits house and land (matrilineal)
Patrilineal System	Children get only name of father's family, clan, lineage	Wife goes to house of husband after marriage (patrilocality)	Son inherits house and land (patrilineal)
Bilateral System	Name of children can be father's or mother's	Depends on the composition of the family of bride and groom	Son and daughter can inherit the land and house (bi-lineal)

Recent trends however, show that communal and traditional land tenure is being transformed to individual ownership and use. Through this process and partly as a result of a complex mix of; traditional gender divisions of labor, representation of men in public life and generally lower education levels within the adult female population, land which traditionally would have been inherited by women has been put in the name of the head of the household, which is often a man (Shenk-Sandbergen, 1998). It is important to note however, that while this might signify a worrying trend, a key issue is whether men and women have equal access to land rather than equal ownership.

The extent to which the UXO sector in the Lao PDR takes land ownership or access to land into consideration in the prioritization process or the impact of not doing so is not clear, nor are land tenure issues included in the draft national standards. What may be more relevant to HMA agencies, however as noted above, may not be ownership of land, but access to land as this bears greater impact on the direct benefits.

1.6. Mine Risk Education (MRE)

Mine risk education (MRE) refers to activities aimed at raising awareness and promoting behavioral change among community members affected by mines and ERW in order to reduce risk of injury from such devices (UN, 2005). In order to achieve this objective, it is generally recognized that gender should be taken into account and that different gender roles may result in different risk behaviors and levels of exposure to UXO (Bottomley, 2003, Moyes, 2005, Durham et al. 2005).

The first Lao National Unexploded Ordnance Program (UXO Lao) community education teams were trained by personnel from a military psychological operations unit (Wheatley, 2005). The program was based primarily on the premise that by providing information and increasing knowledge, targeted individuals would adopt low-risk behaviors. Mobile community education teams visit villages in contaminated districts disseminating safety messages through a range of multi-media techniques. Where possible, this activity was followed by survey and roving surface clearance teams that conduct marking and surface clearance operations.

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A set of centrally generated messages is also disseminated through the Ministry of Information and Culture and the Ministry of Education. Messages aim to promote safe practice and include messages such as 'don't touch UXO', 'report UXO finds to authorities' and advice and safety precautions to follow when undertaking routine activities. In common with the predominant discourse of risk avoidance within the HMA sector, messages tend to emphasize individual agency and the non-negotiability of the dangers of all UXO despite anecdotal history and experience (Durham and M. Ali, 2007). Furthermore, while efforts may be made to deliver MRE sessions to men, women, boys and girls in separate groups, messages are frequently generic rather than targeted to specific groups or based on a critical analysis of gender roles and attendant risks (MAG/UNICEF, 2006).

In 2006 UNICEF commissioned MAG to undertake a Mine Risk Education assessment which identified a number of high risk behaviours and high risk groups. This assessment showed that while men, women, boys and girls living and working in UXO contaminated areas routinely interact with live ordnance, men and male adolescents are more likely to engage in voluntarily high risk activities, despite the known risks (MAG/UNICEF, 2006). Available UXO related accident data also suggests that men and male adolescents are more at risk of sustaining a UXO injury than women and girls (UXO LAO, 2006). Underlying reasons for high risk behaviour are complex and multi causal but related primarily to economics rather than lack of awareness (MAG/UNICEF, 2006)

The assessment identified the following groups of people who, for a variety of predisposing, enabling and reinforcing factors, were considered high risk groups, with men accounting for the majority in each category:

Adults who actively collect scrap metal

31% percent of adults surveyed had collected scrap metal in the previous 12 months; 60% were men, 40% women.

Adults who move UXO out of farming land

10% of the adults surveyed had previously moved UXO to then be able to use the land, 80% of these people were men, 20% women. This land was predominately used for farming (41%) and home gardens (32%). The primary reason for moving UXO was to make it 'safer' to farm in that area and to reduce the risk the farmers face when digging their land and home garden areas.

Scrap metal dealers

There is no data available on the ratio of men and women working as scrap metal dealers, however a GICHID (2005) study found the inputs required for this business are minimal – an area to store metal, and cash liquidity to purchase metal when it is brought in by the collectors, it could therefore be assumed that both men and women are involved in this activity.

Adults who deliberately destroy or dismantle UXO

In the 12 months prior to the survey 2% of the adults had destroyed or dismantled UXO, again predominately men at 88.8% and women at 11.2%.

Children who opportunistically and actively collect scrap metal

Fifty two percent of the children surveyed had collected scrap metal., 76.2% were boys, and 23.8% were girls.

Children who play or tamper with UXO

3.6% of children surveyed had previously played or tampered with a UXO, of these children boys were the more likely to tamper or play with UXOs (77%) than girls (23%).

Adults and children who work on agricultural land

Twenty nine percent of all adults surveyed reported finding UXO in their farming land in the last 12 months, 59% of the adults were men, with 41% women, both men and women are at risk when working in agricultural land as are children who are often working in farming land with family members.

Children under 8 years of age

Children of this age group are particularly at risk as they are too young to comprehend the risk they face from UXO. Younger children generally under the age of 6 are at a very high risk of inadvertently playing or tampering with UXO as they have not yet developed a level of awareness or an understanding of the highly dangerous nature of UXO.

1.7. Victim Assistance

Victim Assistance (VA) comprises of activities undertaken to help those who have been injured by mines/ERW as well as the collection of data on casualties, injuries and/or access to services (UN, 2005). Any discussion of VA must therefore, begin with an understanding of the extent of the problem. A review of the available UXO accident data within the Lao PDR—while generally recognised as being incomplete—suggests that male adults and adolescents are more likely to suffer a UXO injury than their female counterparts. This is a common trend and has been reported elsewhere (Maslen 2004, GICHD, 2003). Since the end of the war, the number of reported disabilities/accidents has understandably reduced. A Labor Social Welfare Report (2006) found that of the 4282 people identified, 93% were men and 7% were female with the majority of injured continue to live at and be cared for at home.

The actual number of UXO injuries disaggregated by sex and age is uncertain. However, the Labor Social Welfare Report (2006) analyzed the current situation of disabled people from the war and UXO accidents occurring after the war from one special zone and seven provinces. This report gave the biggest group of the disabled war veterans is in their 50s, followed by their 40s. About 30% of the disabled war veterans are 50 years and older with most people being injured during the war years.

The main policy responses and options for people with disabilities in Lao PDR includes:

- Medical Treatment;
- Prosthetic fitting;
- Physical rehabilitation.

In a survey conducted in eight urban villages with 243 people with disabilities, just over 45% stated that they had received no support to assist them with their daily lives. Of the families that did receive support this came from other villagers (28%), relatives (13%) and international NGOs (16%). The report highlighted one of the issues in access to medical treatment and support is that people with disabilities are not aware of their rights and services available.

While the impact of UXO injury from a gender perspective in the Lao PDR has not been well documented or understood, field work in Thua Thien Hue Province in Vietnam, suggests a need to specifically address the gendered aspect of UXO/mine injuries (Mitchell, 2003, Ognjanovic, 2003). The field work highlights the stigma many women feel in relation to their injuries with a common sentiment amongst unmarried female survivors being “no man would want a wife like me”. Female survivors and particularly single female survivors were also reported as experiencing stigma and isolation. This exclusion also makes it difficult for women to participate in broader community development projects (Ognjanovic, 2003). A study in Sri Lanka has revealed that female mine victims are unlikely to marry (Gunaratnan, Gunaratnan and Somasundaram, 2003)

Following a disability of a family member, female care givers often have the added burden of looking after the disabled survivor while also seeking opportunities to economically supporting the family. This reality hinders their ability to attend training and workshops designed to improve livelihood and income generating opportunities (Mitchell, 2003). In the majority of mine affected countries, disabled men rely on wives for support; whereas, disabled women are often abandoned by their husbands or have difficulty finding a husband and face difficulties in finding employment and caring for children (Berthiaume 2003). Child survivors place an additional burden on women as they are normally the primary careers (Rehn, Sirleaf, 2002).

Narayan et al (2000) found that men disabled by an accident, (not a UXO accident specifically) that are then unable to adequately contribute to the family income often express feelings of redundancy and feeling burdensome. They experience disorienting challenges to their perception of themselves as providers and heads of the families, often resulting in frustration and anger. Women on the other hand tend to continue to care for their families and gain a new confidence; although, their income earning opportunities remain tenuous.

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In the Lao PDR context, the National Survey on the Socio-Economic Impact of UXO (HIB, 1997) analyzed qualitative data which indicated that disabled people are accepted in Lao families and that almost all people that are disabled by UXO marry at the same rate as the non-disabled people. However, it should be noted that an overwhelming 93% of survivors are men and therefore the high marriage rates are to be somewhat expected as available research seems to suggest that most male survivors marry and tend to live normal lives, unlike female survivors who are less likely to marry.

1.8. Conclusion

As HMA has over the last decade shifted in focus from being primarily an intervention underpinned by military principles and implemented largely in isolation to other relief efforts, to one that is increasingly linked to national post-conflict poverty eradication and long-term development goals mainstreaming gender is crucial in this process. This reality is in part a response to increased donor scrutiny with regards to the use of resources versus real impacts and direct long-term benefits to populations as well as recognition of the correlation between ERW pollution and poverty in post-conflict environments.

There is a great need to incorporate gender perspectives and to recognize the right to equitable participation into any discussion of poverty alleviation in the development processes. To date, gender perspectives have largely been absent from the HMA literature. Reframing HMA within the broader development discourse will require a critical analysis of gender dynamics and their influence on HMA processes and products. Central to this process will be to understand who controls the process of information gathering and analyses, as well as searching for solutions in reducing UXO risk and contributing to development efforts. Achieving a degree of gender balance within the HMA workforce will also be a fundamental component of mainstreaming gender in the UXO sector.

2. Methodology

The assessment took an eclectic approach and consisted of the following components:

- A literature review;
- A qualitative assessment;
- Development and administration of a quantitative questionnaire;
- Data analysis;
- A review of Human Resource Policy documents; and
- Questionnaire to HMA operators.

The qualitative data gathering targeted both men and women in the following groups:

- Humanitarian Mine Action staff;
- Community Members;
- Provincial, District and Village authorities;
- Widows and widowers resulting from a UXO accident;
- Survivors of UXO accidents; and
- Caregivers of UXO survivors.

Triangulation was ensured through the collection of qualitative data using different tools, for example, semi-structured interviews, focus group discussions and collecting information from different sources. Neither quantitative nor qualitative data collection tools required participants to be able to read or write ensuring that illiterate people were not excluded from the assessment, which was particularly important for the participation of women and older people who have higher rates of illiteracy.

2.1. UXO Clearance Operators and Assessment Location

The following HMA operators participated in the UXO Sector Gender Assessment, in the associated provinces of Lao PDR.

- **UXO Lao:** Houaphan, Khammouane, Sekong
- **MAG:** Xieng Khouang and Khammouane
- **FSD:** Savanakhet
- **HI:** Savanakhet

2.2. Village Selection

Villages were selected based on clearance teams having worked in the village during the period of August 06 – November 07.

- Clearance operations having taken at least 2 weeks²
- Access.

Ethnicity was also taken into account to ensure information was collected from an ethnically diverse sample.

² For FSD, the time spent in villages was generally shorter than 2 weeks due to the nature of the clearance requests; therefore the assessment team worked with FSD to identify villages where the team had spent more time working, and to identify where FSD worked in support of various activities, for example in support of road and dam construction and paddy field extension.

2.3. Sampling

2.3.1 Humanitarian Mine Action Staff

The employees questionnaire was administered to 30% of the staff from each participating agency in their participating provinces and were selected randomly. In total 133 staff, 104 men and 29 women completed the questionnaires. As well as the questionnaire Focus Group Discussions (FGDs) were held with male and female employees, in total 8 men's FGD were held and 5 women's FGD.

2.3.2 Community Level Data Collection

At the community level the sample size for each village was determined by the population of the village, with the sample size based on 10% of the adult males and adult women in the village surveyed. Quantitative data was gathered from 34 villages³ in five (5) provinces.

Participants were randomly selected with the survey team starting from the centre of the village, and randomly choosing the first household. Following this, subsequent households were selected by adding the sampling interval until the total number of adult males and females, were obtained. In cases where there were no people in the selected household, the next house was chosen and where there were insufficient households in one direction, the researchers returned to the centre and started working in another direction.

Occasionally, due to the timing of the assessment and farmers being away from their house working in the rice fields, it was not possible for the selection of sampling units to be completely random. Nevertheless, it is felt that the results are generally representative of the community and it is possible to make generalisations based on the data collected.

Community members, survivors of UXO accidents, their caregivers and widows and widowers were purposefully selected to participate in the semi-structured interviews. Households were identified using key informants such as the Village Authorities, and HMA operators. The following number of people participated in the qualitative phase of the data gathering:

- 31 community group discussions, (16 men, 15 women).
- 37 survivors of UXO accidents were interviewed (28 men, 9 women)
- 30 caregivers of UXO accident survivors (8 men, 22 women)
- 9 widows were interviewed⁴

2.3.3 Government Authorities

To better assist in the understanding the prioritisation process of the government authorities, Village, District and Provincial authorities were interviewed:

- 14 Village Authority interviews
- 2 District Authority interviews
- 5 Provincial Authority interviews

2.4. Data Analysis

The results of the quantitative questionnaire were analyzed through using standard software: Statistical Package for the Social Sciences. Content analysis was used to analyse the qualitative data and to verify or explore further trends or anomalies identified in the quantitative results. The results of the data analysis have been used to identify appropriate strategies for the mainstreaming of gender in mine action and improved mechanisms for communities' involvement in the UXO clearance process.

³ See annex 4 for complete listing of villages involved in quantitative data collection.

⁴ No UXO widowers could be located by the assessment team to interview, this may be that men who's wife had been killed by a UXO accident remarried and were not considered widowers anymore.

2.5. Ethics

Prior to each focus group discussion, semi-structured interview or questionnaire being completed the data gather explained the purpose and nature of the data collection, how the information would be used and the right of informants to withdraw at any stage in the assessment process without incident.

2.6. Training of Data Gatherers

The Lao Women' Union provided four (4) data gathers in each Province to work with the Gender Assessment National Researcher. Two days of training were given to the data gathers by the National Researcher to ensure the questionnaires were fully understood and could be completed competently.

Training was also provided in the areas of confidentiality which included interviewing individuals in places where as much as possible they would not be overheard and appropriate storing of information, with questionnaires remaining anonymous. No names or identifying features were marked on completed questionnaires.

2.7. Quality Control

In addition to the training, the International Team Leader and the National Researchers provided day to day quality control and monitoring of the data gathering, with the National Researcher reviewing the MAG Lao staff and community questionnaires as they were completed to identify any anomalies with the data collection and a National Researcher in each Province to provide quality control.

2.8. Limitations of the Assessment

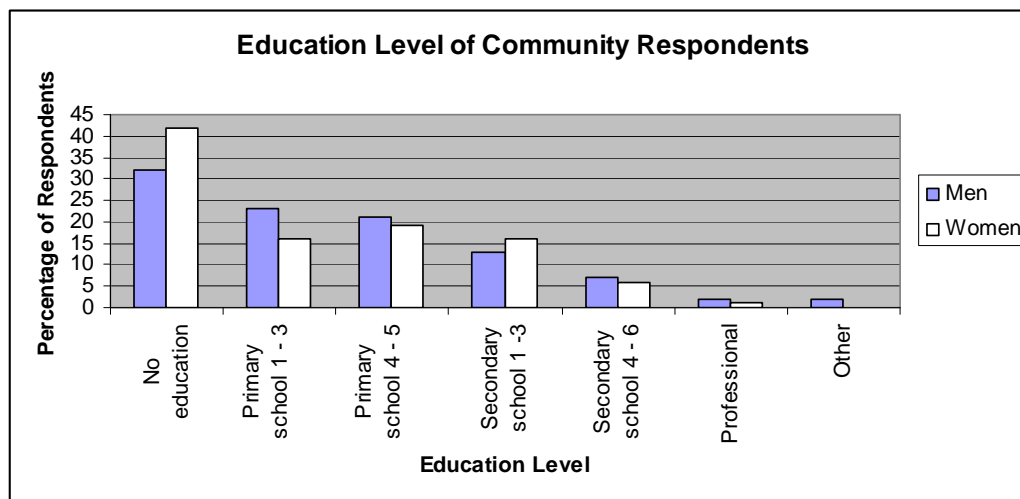
While the literature review was used to inform the assessment, there were few available tools that had already been tested available to the research team. Further, although the assessment has attempted to include an ethnically diverse sample, ethnicity was not a specific variable included in the assessment. While this assessment provides an insight into gender issues within the field of HMA, further more detailed research is needed to gain a fuller picture of gender and the way in which gender issues interface with HMA processes.

3. Findings

3.1. Demography– Community Questionnaire

A total of 567 people were interviewed, 257 men (45%) and 310 women (55%). The interviewees came from all age groups with; 8% from the 18-21 age group, 14% from the 22 – 26 age group, 24% from the 27-35% age group, 27% from the 36-45 age group and 27% over 46 years of age. The majority of respondents (91%) were married with 5% single and 2% of respondents were widows. The remaining small percentage (2%) was split between divorced and separated. 88% (in total 94.5% of men and 83.5% of women in the target group) of the target group identified a male as being the head of the household.

Women are represented in a higher proportion of having received no education at 42% compared to 32% of the men, which may be particularly relevant when looking at the ways in which HMA communicate and work with the communities, for example are tools are being used that do not require people to be able to read and write.



The main occupation of the community respondents was that of farmers at 91%. Five (5) percent of the respondents were government officials, with the remaining four (4) percent listed as unemployed, owning a small business or working as a laborer. Interestingly 5.48% of women interviewed reported being government officials, this seems particularly high for rural Laos and not necessarily representative of women's occupations in Lao PDR, where more women are usually found engaged in small business/trading rather than government work. This percentage can perhaps be attributed to the fact that one of the villages surveyed was located near the district centre where a high percentage of district officials live; in addition, this could also be due to LWU employees looking at them-selves as government officials.

Eighty eight per cent (88%) of the respondents' households reported owning land, with 48.3% of respondents reporting being aware of equal rights in land ownership (52.5% of men, 44.8% of women) although paternal/maternal land inheritance patterns varied depending on regional and ethnic differences. Just over half of the households that received UXO clearance had either formal or informal landownership documents, most of which (71.8%) were held in the male head of household's name. The high percentage of men's names on land documents could be that rather than land titles, respondents may have been referring to survey, documents, land tax documents, or land and forest allocation certificates which are temporary and used before a land title is issued. It is also unclear from the findings to what extent if any, at the community level, having these documents in men's names impacts on the delivery of a just and equitable UXO clearance process. Further, as noted in the literature review, access

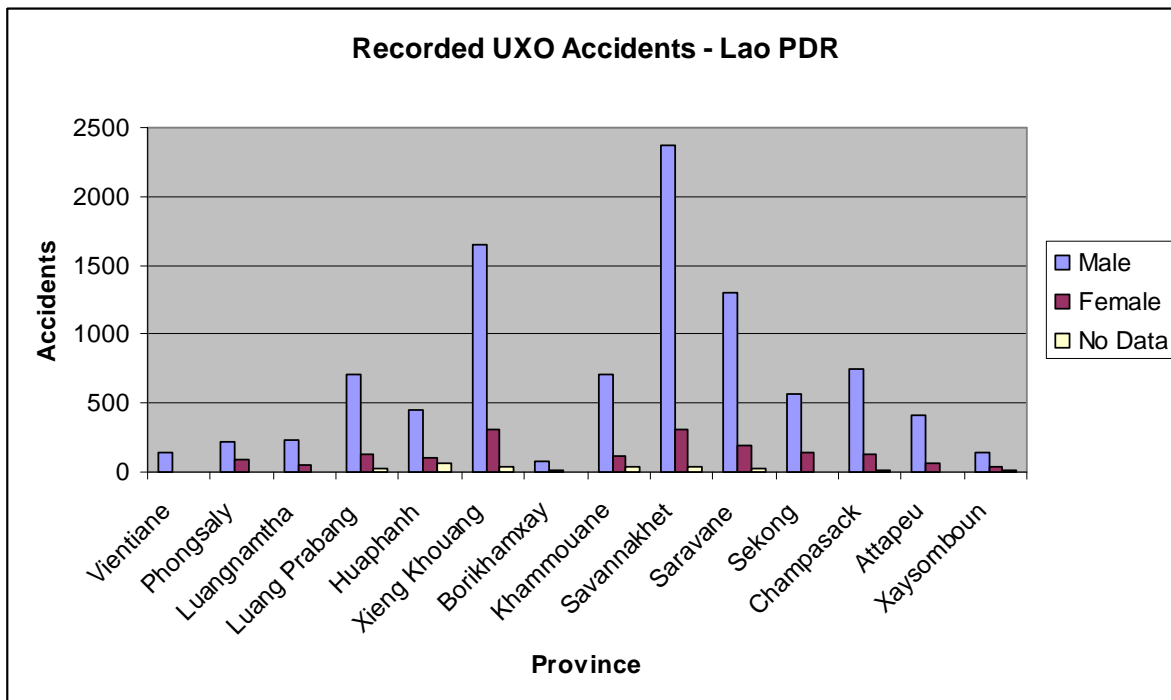
to land may be a more important variable when considering UXO clearance and its impacts than land ownership.

3.2. Gendered Impact of UXO Contamination and Post Clearance Impacts

The assessment viewed the gendered impact of UXO contamination and post clearance impact as two separate questions; this report will firstly look at the gendered impact of UXO contamination. The second section looks at the gendered impact of clearance.

3.2.1 Gendered Impact of UXO Contamination

From the available datasets the National Regulatory Authority has established an UXO accident database, which includes UXO Lao accident data, and data from the Handicap International Survey conducted in 1997. From this data there were a total of 11,862 recorded UXO accidents, of which 9,710 (83%) involved men, 1,682 (14%) involved women and 290 (3%) no data was available.⁵ At this stage a break down of accidents by age is not possible.



From the available data it can be concluded that there is gendered impact of UXO contamination in Lao PDR, with 83% of the known UXO accident victims being men and 14% being women. Clearly, men are more likely to suffer injury or death as a result of the UXO contamination. This was supported by the MAG/UNICEF UXO risk education needs assessment which identified high risk populations, with men and boys being more likely to report deliberate high risk UXO behaviors.

The activity profiles of men and women highlight that one of the key high risk activities - that of tilling and cultivating the land in preparation for the rice planting - is predominately carried out by men,. While it was predominately reported as being the male in the households

⁵ Stats previously mentioned in the literature review with 93% men and 7% women was from a different.

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responsibility, the assessment highlighted that there was an increase number of women that reported conducting this activity where there was a male UXO survivor in the household.

Another gendered impact of UXO contamination is the impact of the loss of a life resulting from a UXO accident on the surviving family members. Although men account for the greatest percentage of UXO related deaths, it is all family members, both men and women as well as children, that face increased burden due to the loss of their husband or father. It is also worth noting here that while women and men reported sharing the burden after a UXO-related death, within the family this burden may fall differently on women, men, adults and children..

3.2.2 Gender and Post Clearance Impacts

The survey teams worked in villages where a range of clearance activities had taken place, including clearance for road construction, bridge construction, well construction and paddy field extension. The assessment findings suggest that clearance activities do have a gendered impact with men and women benefiting differently from different activities.



Looking at villages where wells had been constructed the benefit was perceived to have been greater for women and girls. While the benefit for females in providing accessible water supplies have been documented elsewhere; specifically in this assessment, according to one participant, “before the well we would get the water from the river which is around 1km away”. It was reported that it is primarily the girls and women in the village that are responsible for water collection and have therefore benefited from the work. This was a common theme which was described, “I would need to do 4 trips per day to get enough water for my family, 2 trips in the morning and 2 trips in the afternoon, each trip would take around 40 minutes”. The water was used for a variety of household uses, “we collect the water to shower with, for washing clothes and households dishes and for drinking”. There were also negative health impacts from drinking the river water, the men reported that “people did get sick from drinking the un-boiled river water and had diarrhea”.

The time women and girls save on collecting water is now used for other activities, for example, according to one respondent, “we have more time to do other things like finding food, watering vegetables, collecting firewood and going to the farm”. There has also been a benefit for children that from the age of 7-8 would also be responsible for the collection of water. “For families with no daughters the boys in the family would have to collect water, but mainly it is the girls” this can also free up time for girls for to attend school.

Road and bridge construction allowing for all year round access appeared to have a gender dynamic, while men and women reported benefiting equally to improved access to the health clinic all year round, the economic opportunities for men and women were different. Men reported increased opportunities in laboring, “it is much easier to go to work as a laborer, we go and do construction work.... and sometimes we will buy clothes to then come back and sell them in the village”. Whereas women are deriving income from improved access to the market, “every Wednesday we go to the market in the town, we sell vegetables, chickens, onions and eggs”. The women reported that this money remained in their possession and was used for buying bicycles for their children, medicine, rice to eat, using the money to fix their house or buying clothes for the family.

Clearance for the opening of new farm land appears to benefit the whole family as it was reported by both men and women that “more rice benefits the whole family when there is enough to eat”. Both men and women also reported an increase in their workloads, yet this was seen as a positive, “it is normal to have an increase in work with more rice fields, we are happy for more rice so this is OK”.

Given that gender is known to be an important variable in poverty alleviation and that there does appear to be differing gendered impacts of UXO clearance, greater inclusions of what the likely post clearance impact will be and who this will benefit should be included more in pre-clearance data gathering. However, this study is limited in scope and a detailed analysis of this area was not possible to be carried out. Given most HMA agencies have been operating for approximately two (2) years at this stage post clearance impact data is relatively limited and deserves further study.

3.3. Gender in Clearance Prioritization

3.3.1 Participation in Meetings

Based on the assessment findings, the extent in which participation in the prioritization of land for UXO clearance is equitable is limited and tends to reflect perceived gender roles in interacting and relating to 'government' or bureaucracy. Interestingly, in almost all cases (80%) a meeting had been held to inform the community that clearance would take place. Over half (53%) reported that the requests for clearance in specific villages was initiated by the local authorities not the community, only 9% identified that the UXO clearance was requested by the community, and 37% not knowing who the clearance was requested by—for this category interestingly in MAG villages the percentage was only 76% in comparison with UXO Lao at 39.5%, FSD at 56.5% and HIB at 45%.

Fifty one percent (51%) of the study group said that they had attended a UXO clearance prioritization meeting; however, more men than women reported attending such meetings (63.5% of men, compared to 39.5% of women). Even less women reported attending a meeting in ethnic minority villages, especially in cases where women were not confident in speaking Lao. The exception was in villages cleared by MAG where 80.2% of the villages (85.1% men, 75% women) reported attending the prioritization meeting. In villages cleared by other agencies the participation in prioritization was much lower. In UXO Lao villages the participation was 42.3% of villagers (50% men, 35.5% women), in FSD villages 50% of the villagers participated (70% men, 30% women) and in HIB villages 46.3% of the villages (67.3% men, 24.5% women) reported attending the prioritization meeting. While all respondents felt that there were no difficulties in men and women attending meetings together or women attending local government meetings, it is generally perceived that the head of the household would attend such meetings.

Women who did not attend prioritization meetings (65.3%) stated that another family member—usually a male—attended the meeting as the household representative. When the husband/head of household is unable to attend a village meeting, it was found that his son or father is almost as likely to attend (42.31%) as his wife (50%). Only 28% of women thought their opinion had been put forward at village meetings they did not attend. 12% reported their opinions had not been put forward, and a significant 60% of women do not know if their opinion was put forward. This has major implications for UXO clearance agencies wanting to gauge the views of all community members as part of their planning processes.

While an almost equal percentage of women and men (82.9% of women and 80.5% of men) reported preferring to be consulted in a joint meeting with women and men present, 53.6% of women reported not feeling comfortable and confident talking in a joint meeting. In addition, when women do attend, they tend to be less likely to contribute to the decision making process than men. Confidence and fear of not being 'right' were common themes in women's non participation in meetings, the following quote from a female respondent in Khammouane reflects the general feeling of many, "we want to speak but are not confident to share our opinion".

Perceived gender roles also impact on women's ability to actively contribute to meetings and decision making processes. In a female focus group discussion in Houaphan one participant stated, "we don't understand about the prioritization of clearance of land as we have never

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seen a village meeting and if there was one it should be only our husbands that join the meeting, especially if it relates to making a decision". The women went on to explain that while they were able to make small day to day decisions about the running of their household and small animals, it would not be possible for them to give an opinion or make a decision in meeting forum such as a UXO prioritization meeting. They also noted that they would like be more involved in such processes but it would need a female chair to enable them to contribute their ideas.

In villages where a language other than Lao is the norm, poor Lao linguistic skills hinder participation as the following helps to highlight, "it is not that we are shy, but sometimes we don't know the Lao language so we don't understand what is being said". This may not only be true in the demography described above, but also reflect the realities of un/undereducated women that are not confident with the Lao language. Cultural patterns of discourse may also influence whether a woman feels confident to speak or not especially in mixed sex groups, for example some ethnic groups noted that normally women have to be specifically asked a question to respond, "it is our tradition that women will answer if they were asked to or they will not talk".

Women expressed their preference to be consulted in mixed groups; however, findings indicate that a joint meeting may not be the most effective way for UXO clearance agencies to find out what women really think and ensure their full participation in the decision making process. While the assessments findings do not highlight clear reasons for women's preference for mixed sex meetings. Possible explanations for this outlook may include joint meetings being perceived as offering more safety when meeting outsiders and for example, reducing the chance of women being put on the spot by outsiders or official visitors, or being asked to answer questions or give opinions on which they may feel they do not know.

In cases where several villages have been merged into one administrative unit with meetings held in a central location for all village sub-units, distance and women's unfamiliarity with the area outside of their immediate 'sub-village' area emerged as an issue. As one person explained, "5 villages are now 1 village so it is now very difficult, we have to go to individual villages, if you want all 5 villages to come together you will only see the men. The women don't go to meetings outside of their own village". If the current trend to consolidate villages continues, the findings from this assessment suggest that the likelihood of women attending meetings at a central location can be expected to go down. In this scenario, HMA operators will have to increase their efforts to reach women to ensure an inclusive approach.

If men attended the meeting they were not able to seek the opinion of their wives prior to the meeting as was stated, "we didn't know what the meeting was about so we didn't know what to talk about" or 'my husband didn't know what the purpose of the meeting was, just that the project was coming and there was a meeting". This theme which was raised in many of the FGDs suggests that if HMA agencies wish to encourage greater informed participation informing villagers in advance of the purpose of the meeting could facilitate inter-household discussion. To ensure that information of an upcoming meeting is disseminated with the wider community the HMA agency may need to hold an information meeting first, or series of meetings with the primary objective to inform the community of the reason for an upcoming meeting.

This was reinforced by the quantitative data where 85% of the villagers (a total 87.1% of men and, 83.2% of women in the target group) would prefer to know the topic of a meeting in advance; primarily so they can discuss the proposed content of the meeting with their family members (52%), to decide whether or not to attend a meeting (32.3%), or to discuss the proposed meeting with other community members (8%).

Only 25% of the women reported that their opinion was asked by that family member prior to attending the meeting. As with the men only a small percentage (19.2%) were asked for their opinion prior to attending the meeting. The reason for the smaller percentage of men not being asked can be attributed to the fact that they are younger men in the family and do not take much part in the family decision making process.

3.3.2 Understanding of Selection Criteria and Involvement Selection Process

One reason for community meetings is to help ensure that villagers are aware of the selection criteria to enable them to contribute in an informed way to the prioritization process and ensure their rights to information are fulfilled. Only 64.2% (in total 67.5% of men and 59.1% of women in the target group) reported understanding the selection criteria. There are variations between the HMA agencies, in MAG villages a significant 91% of respondents reported understanding the selection criteria (93.9% women) compared with 57.3% (53.5% women) in UXO LAO villages, 53.3% (22.2% of women) in FSD villages and 44% (15.4% of women) in HIB villages.

Understanding the criteria does not necessarily mean that villagers were actively involved in the selection of land to be cleared or that it was done in a participatory manner. According to one person, “understood (selection criteria) because we attended village meeting and then the village chief and other village committee members made decision” (male FGD, Khammouane) or “the District told the village leader that 10 households needed to be selected to be a model or example. 10 families were chosen as they volunteered and requested. The first 10 families who put their names on the list, and then they wouldn’t take more requests” (male FGD, Savanakhet).

In villages where UXO operators are primarily being tasked by local government (e.g UXO Lao and where operators view themselves as acting in a purely service provision role to downstream development partners), at the village level participation in the selection process is often limited for both men and women with the local authorities being responsible for selection based on knowledge of the war and local government plans. For example, in one village in Savanakhet, the selection process was described as the following, “we were told from the District that 10 families are needed to be a model for the village. The District didn’t say anything other than to select 10 families for land to be cleared... the District only gave us the option of paddy fields, we were told to clear the vegetation and they would come, we were never asked about other activities”.

A significant 91.7% of respondents (in total 94.5% of men and 89.1% of women in the target group) reported being satisfied with the final selection of land identified for clearance. This seems to be particularly high and it may be that people felt it would be inappropriate here to disagree and a number of people noted that had they been consulted they would have prioritized slightly differently. For women the main priorities appear to be increasing the amount of safe agricultural land available and ensuring safety within the immediate vicinity of the home. Men, on the other hand, also requested more of a focus on clearing agricultural land but also tended to be more in agreement with the need for broader local government priorities which often include local infrastructure projects.

Another village reported that, “the village leader asked us to clear the road, but the agricultural land is more important than the road” according to the villagers. However, the agricultural land was not put forward to the authorities as an option, as “the ‘authorities’ needed the road cleared to get to the other village so they wanted us to clear and dig the drainage for the road”, they concluded, “we have not got what we wanted, but we are happy with the road, but we if we had a choice we would want paddy field and house areas to be cleared” (women FGD, Savanakhet).

Semi-structured interviews were held with village leaders and many highlighted areas where improvements could be made in prioritization process. As one person stated, “there should be more consultation with the community, they didn’t consult with us about the clearance. Our village has new land to open but we are too afraid to open and we wanted these areas to be cleared also have fish ponds for the community. The main thing is that there should be more discussion about the work in our village. We want the ‘project’ to focus more on making the community understand the work of the project, as you see today the women don’t understand. The women are slow learners and don’t know the Lao language so things need to be explained slowly to them so they understand” (Male village leader, Savanakhet).

3.3.3 Provincial / District Officials Prioritization Process

The assessment found that there was Provincial and District level coordination in the selection of areas to be cleared. This coordination generally occurred with the various government departments which may also include the Lao Women's Union with the Department of Labour and Social Welfare (DoLSW) taking a lead role, "the District Labour and Social Welfare select the villages, they hand this list over to UXO Lao and then UXO Lao go and inform the villages" (Sekong District Authorities).

When planning for clearance activities, the authorities knowledge of areas in which there was likely to be UXO contamination was primarily based on recollection of war time history; "no maps or any other information are used, we use our own knowledge where we know conflict occurred, where there were transport routes" (District official, Khammouane) or "information relating to the war time regarding the battle field and the heavy bombed areas" (Provincial authorities, Houaphan). Some District authorities reported consultation with UXO Lao and one key provincial informant consulted with other stakeholders, "there was consultation with internal and external NGOs that are concerning like: UXO Lao, IRD, ADB, WFP and Poverty Reduction Fund. These agencies have to ask UXO Lao to clear UXO first before they can operate activities like: irrigation, school, road, and others because the development areas are the bombing areas during the war. Otherwise, a project cannot operate".

As shown above, often, once a development intervention has been agreed upon, the UXO assessment is based primarily on assumed UXO contamination based on war history and past accidents rather than an assessment by a UXO operator. In the case of WFP, if it felt there is a potential risk based on war history, the community is denied the intervention until an operator can respond.

In a village in Savankhet the group reported that in 2004 they decided together as a community on a project to build a dam. This request was submitted to the District authorities and finally approved in 2007 when the village was told they had been selected as a village for WFP inputs but in order to build the dam there would first have to be UXO clearance. The clearance request was then submitted by the District. However, the villagers were not asked whether they had any other clearance requests nor does it appear an assessment of the site was done before hand to ascertain if clearance was necessary. While the villagers reported being very happy with the outcome saying "the dam is important as for the short term we get rice and fish from the 'project' [WFP] and in the long term we can use the water for vegetable gardens" and noted without the clearance they too would have been afraid of undertaking the project. Furthermore, if they had been asked they would also have requested paddy extension as this was seen as important for the food security in the village.

While post clearance impact specifically was not mentioned as a criteria by local authorities for prioritizing UXO clearance, consistent with broader GOL policies, main priorities for the District authorities tended to be to "expand agricultural land for communities, building roads and infrastructure and clearing schools and for health clinics" (Mahaxay District Authorities) with an emphasis on agricultural land. Villages selected for UXO clearance or other interventions are generally informed through a letter to the village head that then has the responsibility of informing the rest of the community.

3.3.4 Official Site Hand Over

As well as being involved in the selection process, it is also important that once cleared end users are aware of the work that has been undertaken and of any residual risk. While the actual process may vary from operator to operator, this is usually undertaken in some form of handover ceremony. More than half (60.3%) of the land cleared had been officially handed back to the end land user. The means by which men and women are made aware of the hand over ceremony are very similar, with the village leader (54.6%) taking the primary role of informing the villages, followed by the UXO clearance staff (25.6%) then the unit head at (6.1%), husband (4.4%), and with 5.5% not being able to recall who informed them.

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Where a handover ceremony had taken place it was mainly attended by the male head of the household (51.2%), some occasions the husband and wife attend together (15%) with the wife or a female family member attending by themselves very rarely (3.8%). Of the families who had land cleared, 20.4% stated that no one from the family had attended the hand over ceremony. 54% (in total 58.9% of men and 48.5% of women of the target group) that had land cleared stated that the UXO clearance agency had taken them to the site to clearly explain the depth at to which UXO clearance had taken place.

As one man explained, “the head of the family went and they took us to the site and explained the markers, one side you can dig, the other side you can’t work safely”. For respondents who had land cleared but that did not attend the hand over ceremony, 36.9% reported that someone had explained to them which area had been cleared of UXO, while 46.7% reported that no one had explained this to them and 16.4% could not recall.

While there were variations in the information provided between agencies, generally men and women reported being aware of the boundaries, and possessed an understanding of the marking system, but had limited knowledge of possible residual risk. Examples given included, “cleared is marked white, un-cleared is marked red’ and ‘we can work safely if we work at 20 – 50cm”, or “up to 50cm is safe it is safe, but deeper may not be safe”. More men than women however, reported having this knowledge (89.2% men, 68.1% women).

Did the UXO clearance staff take you to the site and clearly show you the boundary of the site and explain the depth at which UXO clearance had taken place?

	UXO Lao	HIB	FSD	MAG
Yes	39.3	58.4	45.7	84.5
No	53.6	39.0	54.3	12.0
Don’t recall	7.1	2.6	0	3.5

If a person had not attended the ceremony themselves this information seems to be passed on by the person who did attend, a common theme is illustrated by the following quote, “our husbands said you can dig the areas that was cleared but don’t dig where it is not cleared as this is dangerous”. According to one woman, “no one explained, the village leader said don’t be afraid it has been cleared of UXO, don’t dig in un-cleared land”, this group of women also through it was safe to dig to 5m. The lack of women, boys and girls in the handover process and mixed messages that seem to be passed down to household members that do not attend the handover ceremony is concerning and has implications for end user understandings of any residual risk which would enable informed decisions about post clearance land use.

In summary, the extent to which women’s rights to participation and information in decisions that may affect them in both the identification and prioritization of land for clearance and handover processes is limited. Nor do women feel that men are necessarily putting forward their view in meetings. MAG through its community liaison process has the most demonstrated success of including women in UXO processes, nevertheless, even where women do attend UXO related meetings, their ability to actively participate may be limited. Given men’s role as head of household, their traditional gender role in representing the household in official meetings and dealing with government bureaucracy, higher education and literacy levels and their role in making decisions about land use, it is perhaps not surprising that they are also more involved than women in decisions related to UXO clearance. If HMA agencies wish to promote gender equity in UXO action processes, it is clear a more inclusive approach is needed.

The assessment has highlighted a number of ways in which a more inclusive approach could be implemented. For example, at the household level, there appears to be a level of consultation and joint decision making and informing families in advance of the nature of meetings and expected outcomes could enable greater discussion within the household prior to the meeting and so help to ensure that women’s voices are heard. When working with

international and local partners, operators could also cast themselves as active players with a stake in the outcome rather than in a more passive service provision role. If inclusively is a priority for operators, they could also take more of a partnership approach with the district authorities by working with them in the planning and prioritization process, making capacity building of local authorities to plan and prioritize UXO clearance a specific programme objective. In this scenario, operators would work more closely with partners from the outset in task setting and prioritization, hold separate male/female discussion groups, collect, disaggregate, analyze and report on data by sex and include a gender dimension to needs analysis and monitoring and evaluation processes. Such processes could be incorporated into Standard Operating Procedures (SOP).

3.4. Gendered Perspectives in MRE Messages and Approaches and Participation in MRE and CL Activities

A majority of respondents (69.1%) reported that MRE sessions at the village level are attended by men, women, boys and girls alike. The following quote which reflects many of the respondents' answers helps to highlight this reality, "the whole village attends, men, women and children. Everyone attends, as everyone was asked to attend so everyone attended as asked". From the data it appears that generally MRE sessions are mixed and include both male and female participants. Few people reported attending a single sex session; in the structured questionnaire 70.5% of respondents replied that there had been men and women at the MRE meeting they attended. This is somewhat concerning when a large percentage of women have reported not feeling comfortable and confident talking in a joint meeting.

MRE messages reported by respondents tended to be generic, focus on risk avoidance rather than minimisation, with little consideration of gender perspectives and have targeted primarily mid to low risk groups as shown in comments in the FGDs where, participants repeated the messages commonly seen in the posters. For example, "they came and discussed with everyone in the village, don't touch, don't remove, don't break open, when make a fire check clearly and if we see UXOs we are to report them" (male, Savanakhet) or "there was meeting that the UXO clearance staff educated people about not to touch or move if UXO are found. Villagers should report to the authorities or staff. In the meeting, there were answering questions activities, the right answer got reward as shirt, hat or bag" (Women, Sekong) or "villagers are asked to be careful when going to the farm, garden or cutting farm vegetations because UXO is danger" (Women, Houaphan).

UXO Lao and HIB both utilise village volunteers for Community Awareness (CA). It is hoped that through this approach local communities will be encouraged to take on responsibility for UXO awareness and reporting and that can provide ongoing MRE in local communities. The use of village volunteers is also expected to be a more cost-effective and sustainable option to the current mobile team structure and can help to address some of the language problems that the CA teams sometimes encounter, as the volunteers are able to pass on risk reduction messages in their own local language. Very few of the volunteers are female and this may have implications for targeting women, while not necessarily a population with high risk behaviours, may be influential in promoting change in their roles as wives, mothers and daughters.

The assessment found that the use of volunteers was viewed as useful in terms of a regular delivery of UXO awareness messages, as villages that had village volunteers reported, "the deputy village leader is the volunteer, once every month he organises village meetings and explains not to touch UXOs, but anytime when we have a meeting he uses this opportunity to share with the villagers". In another case it was stated, "the village leader's son is the village volunteer, he holds community meeting and explains don't touch or pick up UXOs. Once a month he explains this, it is interesting to hear". In one village, FGD with men it was reported that the village volunteers had tried to target the messages "after training, they educated the villagers especially targeting the boys and girls".

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Interestingly, while a review of the UXO accident data as well as the MAG/UNICEF risk assessment, suggest that there is a gendered perspective to UXO injury and high risk taking behaviour with men and male adolescents being the most at risk, villagers themselves tended to identify children as being the primary at risk group. This was generally because children “don’t know” as one person stated, when asked who messages and MRE activities should target put it, “children, as they don’t know that it is dangerous, all afraid that their children might die if touch UXO”.

In Khammouane particularly, both men and women mentioned the participation of children in the scrap metal trade and recognized the danger this posed, according to one men’s group, “it (MRE) is important for everyone in the village because everyone is at risk of accident especially when farming and cutting farm vegetation. Boys and girls is the risk group because they are naughty, like to break UXO to get the scrap metal”. In general boys were recognised as being more at risk and this is also supported by available accident data, according to an interviewee, “Children... boys are keener to learn about UXO”. While boys being keener to learn about UXO was a common theme, it is unclear if boys are more interested due to their natural curiosity about UXO and their tendency to be more involved in the scrap metal trade or whether they feel they are more at risk.

There was recognition that as children get older and take on different roles and responsibilities, males may be more at risk than females. This reality was in part seen to do with their different roles and responsibilities. According to one female focus group discussion in Savanakhet, when discussing targeting of MRE messages, “Boys, better to target the message at boys as the girls get married earlier in the village so have other responsibilities”. Another group in Khammouane also felt that boys should be targeted more in MRE sessions saying “The education should target boys because they are naughty... they like to find foods in the forest” and “they [boys] go hunting and are naughty when they see UXO, they want to play or touch them, sometimes they throw it and dismantle it for scrap metal” (male, Savanakhet).

Many respondents reported that both their male and female children attended school and received MRE messages which seemed to reflect those delivered in community based MRE sessions; for example, “The children come home and tell parents, they tell us what the teacher has told them, that they shouldn’t touch or remove UXOs as it is dangerous”, or the teacher told them not to touch UXOs, “if you do it will explode and you will die”. Another common message passed to children in school is to keep away from UXO and if found to tell their parents.

Within the household to a large extent passing on MRE messages to children was seen as a joint responsibility, for example, “both, husband and wife (tell children about the dangers of UXO), it is important for everyone to warn the children”.

3.5. Victim/Survivor Assistance and Gender Related Issues in Relation to Treatment and Post-treatment Opportunities and Burden of Care

The semi-structured interviews with survivors of UXO accidents and their caregivers explored the circumstances regarding the UXO accident, whether the victim had received UXO awareness education prior to the accident occurring, decision making processes to seek medical care, support to families for medical care and rehabilitation services, changes in primary earners and decision making processes within the household, UXO survivors participation in community processes and stigma within the community associated with UXO injuries.

3.5.1 Access to Emergency Medical Care

There does not appear to be any gender disparity in access to emergency medical services. Men and women both appear to have equal access to both emergency and longer term care;

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the decision whether or not to seek care appears to be determined by socio-economic status rather than gender. Economics seems to play a particularly significant role in people's ability to seek longer term health care.

Delays in receiving medical treatment can generally be attributed to the availability of transportation in taking accident victims to hospital, typical responses included, "I did not receive medical treatment immediately as my village is far away from the hospital" and "my niece found a local bus in the centre of the market and it came and picked everyone up" (male survivor, Xieng Khouang). In some more remote villages, no transportation was available which resulted in people having to walk to access medical care, "from my village to the district is around 27km and there was no transport so we had to walk to the district hospital, we spent one day and one night before we arrived at the hospital, during that time I felt pain and coldness and lost a lot of blood" (male survivor, Houaphan).

Final decisions regarding whether to seek emergency and long-term medical care are made by a variety of people from within the family unit and the village. One factor contributing to who makes the decision regarding access to medical care is the age of the person who has been injured, with parents playing an important role if a child is injured, and wives or husbands primary decision makers if their partner is injured. Some form of consultative decision-making process is followed in order to make the final decision about access to medical care.

3.5.2 Shifts in Income Earner Status

It was beyond the scope of this assessment however, to collect definitive economic data on income earner status within the household pre and post a UXO injury. Instead the assessment explored perceptions of income earner status.

In cases where a survivor of a UXO accident reported being the primary income earner prior to their accident, they generally reported ceasing to be the primary income earner after the accident. Generally, women survivors did not see themselves as the primary income earner either before or after the accident whereas men tended to see themselves as the primary income earner before the accident with a shift in this status after the accident. Only one woman interviewed identified herself as the main income earner both before and after the accident.

For men, the age at which the UXO accident occurred depends if they were the primary income earner or if their parents were seen as the primary income earner. Many of the men interviewed did not consider themselves as the primary income earners pre-injury. This viewpoint is consistent with injury data which demonstrates that most men interviewed had been injured as children or young adolescents and considered the primary income earner to be their parents.

Of the men who were considered primary income earners prior to the accident after the accident the primary income status had shifted to that of their wives and children. In some instances, men considered that they now had joint status as primary income earner with their wives and other family members acknowledging that after the accidents their role as income earners had decreased. This joint status may be linked to men's self-esteem and wanting



UXO accident survivor

to maintain their income earner status; albeit, only in name and not in practice.

3.5.3 Traditional Gender Role Shifts

Both men and women stated experiencing shifts in their gender roles as a result of either caring for a UXO survivor or as a result of being a survivor themselves. In one case, where the head of household is a woman, the son assumed the role of caregiver. In another case where the survivor is a son, he has actually fulfilled the traditionally female gender role of looking after the house. This survivor noted that he is the first man in his family's history to do this type of work; this indicates that this shift in gender role has a considerable impact on him. Another survivor faces a similar situation in that he stays at home to look after his sibling as his mother has had to assume his workload as his injury has rendered him incapable of doing strenuous work. This survivor was also forced to withdraw from school. The man mentioned above who cares for his mother who is a survivor fulfils both gender roles: he is the primary income earner for himself and his mother, and he cares for her. He was also forced to leave school in order to manage this workload.

Many women who had only done reproductive (care giving, maintenance of family) work prior to their child, husband or father's involvement in an accident are performing productive tasks traditionally performed by men, such as tilling fields. These women have also increased their productive workload, as they must also care for their relatives.

3.5.4 UXO Survivors Self Esteem and Changes in Lives of Family Members

Of the women interviewed, all but one reported changes in their lives due to the UXO accident. These changes generally fell into two categories; 1) changes related to the household and ability to work and 2) changes relating to the women's confidence and feelings. Changes related to household incomes that were expressed included:

- More household spending on medicines and not enough labour for the farming;
- Had to sell cattle to cover the medical expenses;
- I am now disabled and unable to work;
- Reduced workforce for productive activities.

Of the men interviewed the responses fell into two main categories, changes related to the household and ability to work and changes relating to the men's confidence and feelings. Changes related to household income and labour force were common, for example according to one male survivor that were expressed included, "it makes it difficult as I am unable to work properly" or as another survivor put it "I can't provide assistance for rice production". Other male respondents also noted the debt their family was now facing. The following quote helps to illustrate a loss of self confidence expressed by many male survivors, "I feel discouraged and without confidence as I am the head of the family" or "I have no confidence as I am blind in one eye". One man worried about being a burden to his family, "I don't have confidence anymore and I am afraid that I am a burden to my family".

Adolescent and child survivors also reporting having had to leave school as a result of their accidents although there did not seem to be a gender bias in this.

Although we can assume that almost all survivors suffer emotional stress as a result of losing their ability to function fully, the loss of status as primary income earner appears to have a more severe impact on men. "Lao theung, we believe that the husband should be the person they [the family] can depend their life on and hope with. The husband has to protect and earn for the wife". A higher proportion of male survivors than female survivors, reported that they had suffered low self-esteem. While it cannot be assumed that women do not suffer reduced self-esteem as a result of their injuries, as reported elsewhere (for example, Narayan et al, 2000), there appears to be link for men particularly, between reduced self-esteem and a reduced ability to fulfil their traditional gender role of primary income earner.

3.5.5 UXO Survivors and Stigma within the Community

The majority of both men and women stated there was no stigma regarding their UXO injury from the communities in which they were living even in cases where the injuries sustained had left permanent disabilities. However, a few people did speak of feelings of being stigmatised, one a 25 year old man whose accident occurred in July 2006, and resulted in hand and leg injuries after a sack of scrap metal he was unloading exploded explained; “my friends are not interested in being with me anymore”. He was not married before his accident occurred and felt that it would be difficult to find a partner as he is now disabled.

A 40 year old man who had an accident in 1985 also reported a stigma in the community and felt that “society looks down on people like me... it shows when I am working in a group because I can not do fully as a normal person. Some friends say that a disabled person can not complete things as others can. it hurt when I heard that”. A 17 year old boy, who had an accident six (6) years ago while digging and cutting vegetation on the family’s farming plot and suffered particularly severe and long term injuries, also felt there is a stigma attached to his UXO injuries. In this case it seemed the severity of his injuries and the perceived and real limits this then placed on his ability to fulfil his traditional gender role that affected his confidence.

One woman reported feeling a stigma attached to her UXO injury and felt that because of this some people in the village did not speak to her. During one of the interviews with the male UXO survivor, his daughter⁶, who was also injured during the accident, was present. Her father explained that he felt no stigma associated with his injuries but felt there was a stigma associated with his daughter’s injuries, particularly from other school children. His daughter went on to explain that the other children tell her “you are a disabled person we don’t want you to sit at the same table as us”. She went on to explain that she doesn’t want to attend school anymore. The 1997 Handicap international Survey also found that younger people felt more stigma following a UXO injury than older people.

3.5.6 Assistance for Survivors and Families

There are no evident gender disparities in access to assistance as men and women are equally likely to succeed in gaining access to assistance. Assistance was either provided by what was often referred to as the ‘rehabilitation organisation’ and in a few cases by local authorities (‘the District’) or family members. The families who have received reported that without this assistance family members may have died or the families would be in debt for the hospital bills to receive initial treatment.

The assessment provided a valuable insight into the situation of these families. The following discussions with the widows of UXO victims highlight the plight of the families.

“The accident happened in March 2007. My husband and I went to burn our land in the early morning. In the morning, we cut some vegetation and put them together to burn in the center of the farm. At around two o’clock, I went to the forest to find food for dinner. On my way to the forest I heard a sound of a bomb exploding in the farm. I ran from the forest to the farm and saw my husband was lying on the ground, bleeding all over his body. I did not know how to help my husband. I ran to the village and asked them to help take my husband to the hospital. When we arrived in the farm, my husband was already dead” (widow, Savanakhet).

⁶ The young girl was approximately 10 years of age, who as a result of the UXO injury had a deformed lower arm.

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“Since my husband died there have been many changes in my family if I compare to the past as I now lack of the main labor in the family. After the death of my husband my family faced difficulty in doing upland and lowland farming and I couldn’t catch up with the season. This has made my family have inadequate rice and no one is giving us help as before. I am not so confident to do work every day” (widow, Khammouane).

“Before the accident, my husband was the key person to prepare the rice field, now it is my son and daughter in law who prepare the rice field (widow, Savanakhet). It was also reported children dropped out of school as the result of increased labor pressure ‘after my husband died, my family faced a lot of difficulties because I have 7 children and children had to drop out school” (widow, Houaphan).

The support which has been provided to the families has primarily been in the form of short term support from relatives; however, it was often noted that the relatives themselves often suffered rice shortages so their support was limited. “Relatives provide help when I do not have rice to eat, they gave me some rice” (widow, Khammouane). “I received 200 Kilograms of rice after my husband died for the first two years. After my husband died I received money one time in 2005, before that, the village solidarity unit provided me help during sickness and other times such as when farming, harvesting because my children were young at the time. That is why they gave me labor. The support brought me short term benefit, but because it is not regular support, it could not help my living conditions” (widow, Houaphan).

In summary, there appears to be little gender based differences in access to emergency or post trauma rehabilitation services. There also appears to be little stigma attached to UXO survivors based on gender but rather stigma seems to be related more to the extent and severity of an injury. Both male and female school aged children reported dropping out of school due to some form of embarrassment as a result of their injury. These situations can also be attributed to the age of the children—both survivors and the ones stigmatizing. Both survivors and caregivers reported changes in traditional gender roles and male survivors reported greater feelings of loss of self-esteem as a result of their injury.

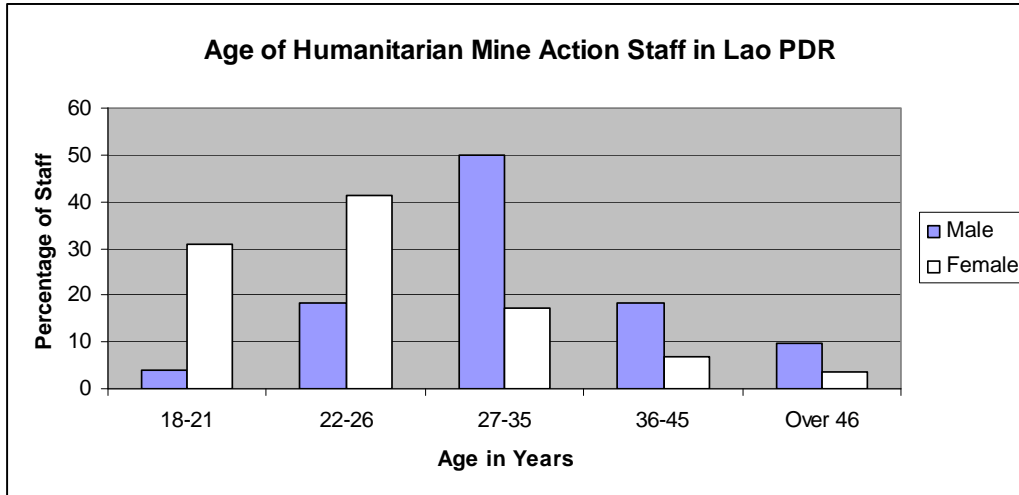
As shown in the literature review however, widowed men are more likely to remarry than widowed women. This has significant gender implications as women may be less likely than men to regain the labour, financial and emotional support of a family network which would come with remarriage and female survivors may require longer term support. Further, the assessment has not looked at different ethnic customs related to marriage and remarriage which would also inform an inclusive approach to longer term survivor assistance. . .

3.6. Clearance Personnel, Employment Opportunities and Gender

3.6.1 HMA Clearance Staff

Questionnaire - General Findings

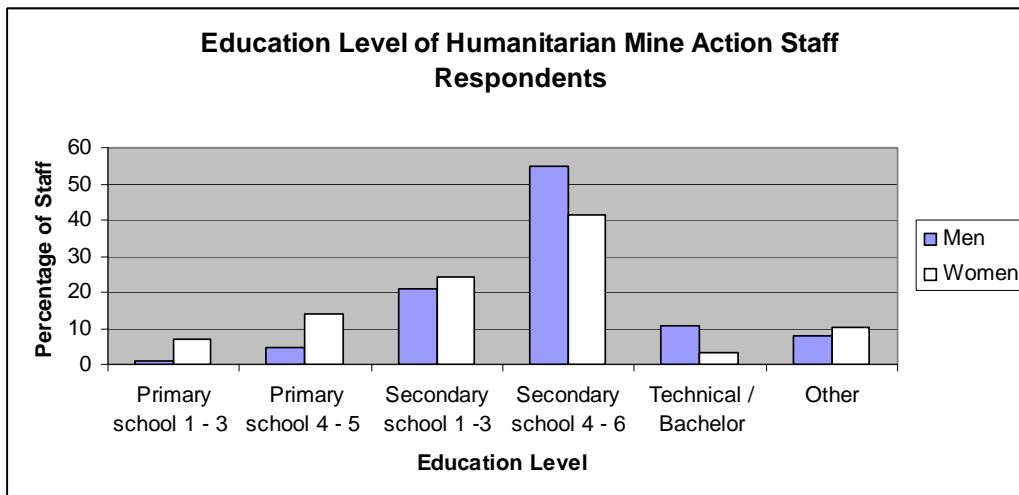
A total of 133 provincial based staff took part in the HMA staff questionnaire, of which 78.2% were men and 21.8% were women. UXO Lao staff accounted for 54.9% of the respondents, MAG for 27.1%, HIB for 8.3% and FSD for 9.7%. Of the staff respondents 81.7% men were married compared to 31% of women. Women respondents were predominately single, 62%, compared to 16.3% of men. This may be accounted for as women were more strongly represented in the 18-26 years of age group, with men dominating the 27-35 year age group.



Variations in the age structures of the different organization also emerged; UXO Lao had the smallest percentage of staff in the 18-26 year old bracket with 12.33% of their staff compared to FSD with 27.2%, MAG with 61.1% and HIB with 76.9%.

Education levels of the staff are similar between that of men and women, although women are represented in a higher proportion of having a primary school level of education. Three key issues to emerge from this and that are important to bear in mind when interpreting the data. Firstly, most female staff are young, unmarried (and given the Lao social context, childless), while most male staff are older and married (and in the Lao social context, have children). Secondly, there is a markedly higher percentage of women staff with low education that is primary school (20.69% women staff compared to 5.77% men). Thirdly, on average female staff have worked for a UXO operator for a shorter time than men. The first and second of these points is likely to affect women's ability to progress to management levels within the sector and perhaps not surprisingly, there are significantly more men than women in management roles.

The low level of women staff answering that husbands (or husbands and wives) make decisions about household spending is also explained by the low percentage of female staff who are married (31% married compared to 62.1% single). Instead, most women indicate that their mother, father or parents jointly make these decisions (55.2%), which is indicative of their unmarried status.



3.6.2 Operator Perspectives of Gender Including Gender Policies, Indicators and Recruitment



Female clearance personnel of MAG's All-female team in Xieng Khouang

A. Recruitment

From the sample there appear to be few barriers to men or women applying for jobs within the sector, 45.7% of the respondents (48% men, 37.8% women) saw an advertisement, interestingly for women, friends (21.6% for women and 6.4% for men) and people who currently work in the HMA sector (16.2% for women, 10.4% for men) featured more strongly in how they were informed that the HMA agency was recruiting staff. As noted earlier, most women in the sector are young and unmarried and this may be the main factor as to why there were few reported barriers to women applying. There was a lack of applicants or employees that were married and with children. It may be that married women and married with children do have barriers to applying due to the working conditions and being away from home which were not picked up in this assessment as only women employed in UXO action were included in the sample.

Both men and women almost uniformly reported that they discussed their application with their family and received family support in both their decision to apply and the in organizing allocation of their household chores to other family members while they were working. The theme of family consultation and joint decision making during the application process also came out strongly when staff were asked about the impact their being away from home had on other family members. Most people reported that while it meant many chores and particularly women's household chores had to be shared by other family members, the impact was minimal impact because it had been agreed before hand and the family recognized the contribution the person working away from home was making to the household economy. Generally, for male staff, it is their wives on whom the responsibility falls (78.35%) whereas for female staff the responsibility falls on parents (50%), as opposed to only 19.23% reporting that it falls on husbands, again reflective of the low married rate of female staff.

Specifically including 'women applicants are encouraged to apply' was also very positive for women and often was reported as contributing to them deciding to apply. During the recruitment process the 67.4% of the staff reported that their interview panel was made up solely of men, a further 19.7% reported that the interview panel had more men than women on it, 7.6% of staff reported an equal number of men and women on the interview panel.

While for some having a women on the interview panel was viewed as positive and confidence building, for example, "It is good and makes me less afraid if there are males and

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females on the interview panel. It can make you not to feel frightened because there are women too” no general trend was identified and this seems to be based on personal preference or expected norms, which in themselves are likely to be gendered.

While the radio did not factor in how men and women heard that the HMA agency was recruiting staff, 34.3% of staff felt this was the best way to advertise recruitment was taking place. This was followed by advertisement in the Lao language papers (13.7%), advertisements through the District office (11.3%), advertisements through the village leader (11.3%) or a written advertisement in the HMA office (10.5%). The preferences of how to best advertise new positions was very similar between then men and women. However, women staff were twice as likely to recommend advertising through the Lao Women’s Union (21.1% vs. 12.8%) and also more likely to suggest advertising through village heads (23.7% vs 15.9%), whereas men consistently favored radio (38.22% men/26.32% women). This may suggest that men have more access to radio than women.

While all operators have equal and non discriminatory employment policies, not surprisingly given the profile of women in the sector most management positions are currently held by men. There were some perceived disadvantages of employing women including pregnancies and physical strength required in moving large bombs for example. Again, given the profile of women working in the sector, not surprisingly to date there are few examples of nursing mothers returning to work although this could be an issue later if the current high percentage of young women remain within the sector. Further, while operators often identified pregnancy and child care as a reason for poor retention of female staff, this was rarely mentioned by women themselves. In addition, while the ability to move large bombs was presented as a potential difficulty for women the assessment able to ascertain the frequency of having to move large bombs and no specific examples of where this had been an issue, were given in the FGDs.

B. Gender Shifts Due to Employment

Generally strong family support was noted for both men and women working in the sector although some gender shifts were reported this was not seen as a general trend. One person from Sekong for example, explained that her husband had complained about doing the household tasks while she is working away from home. Women however were more likely than men to report they missed a certain ‘warmness’ or closeness with their family by living away from home.

For both men and women the main advantages to working in the sector included the salary and its contribution to the household economy, ability to save money to buy land, supporting local communities and working to move UXO which was seen as a major barrier to development in affected areas. Women were more likely than men to mention additional advantages such as having increased ability to provide better food and clothes for the family, developing mutually supportive relationships with colleagues, learning to adapt to new experiences and living with different people and gaining new skills. The theme of friendship, cooperation and mutual support were particularly strong themes in women’s commentaries but less prevalent in men’s where the focus was more on skills and decision making abilities.

Almost everyone reported seeing their work in the sector as being long term. When asked about what would influence a person’s decision to stay or leave an organization most people reported salary levels, over work or poor personal relations with colleagues or managers. Some women’s groups also noted that immediately after maternity leave they might prefer light duties prior to going back to the field. Lack of a close family member to look after a new born child was also given as a reason for some women not going back to work after a pregnancy.

C. Teams and Gender

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In terms of a gender balance within organizations, men tend to dominate in all levels of management.⁷ One female MAG staff member explained, “Most of the team leaders and deputy team leaders are men. If it is possible this needs to be improved to make half of the team leaders men and half women. This will make the work function better and give equal rights”. When asked about preferences for working on mixed or single sexed teams, 64.6% of the staff (in total 72.4% of women and 62.5% of men in the target group) reported a preference for working on mixed teams; there were considerable variations between the agencies; 92.3% of HIB staff, 90.9% of FSD staff, 63% of UXO Lao staff and 50% of MAG staff preferred to work on a mixed team. These figures should be interpreted with some caution however, as not all of the people interviewed had worked in both mixed and single sex teams.

Women and men equally felt that there are gender differences between the ways in which men and women lead and manage teams; generally women were perceived as being more consultative and approachable, paying more attention to detail but also less decisive. As explained by a male employee, “if it is a male manager, he can make faster decisions than a female does because females are more detailed than male. Females spend many days to think, and cannot make quick decisions”. Women frequently noted that they found it easier to approach and talk to their female colleagues when compared with their male colleagues. Generally these were not presented as negative perceptions of women’s roles as leaders but more as a real or perceived recognition that there are differences between women and men. Attributes such as attention to detail are for example, often seen as essential in a UXO environment.

When staff were asked if men behaved differently when working in a mixed team, 75.9% of the staff (in total 70.2% of men and 96.6% of women in the target group) reported that there were differences in behavior. The differences in work behavior when men work on a mixed team was primarily improved team work (78%), working faster (7.9%), working slower (7.9%). The differences highlighted when men work on a mixed team were similar between the men’s and women’s responses and included;

- Dress more neatly – 28.8% / Dress not neatly – 11.3%
- Not as noisy – 19.2% / More noisy – 7.3%
- Less drinking – 20.3% / More drinking – 6.2%

When staff were asked if women behaved differently when working in a mixed team, 66.9% of the staff (in total 61.5% of men and 86.2% of women in the target group) reported that there were difference in behavior. These differences were similar as expressed above; the primary difference in work behavior was that of improved team work, 82%.

When asked about the advantages and disadvantages mixed and single sex teams the following were noted: men and women both noted that in mixed sex teams men are more likely to the heavier work while women may take on lighter duties including food preparation. Again men as leaders and decision makers was a key theme as was the role of women as good communicators with women being seen as better able to work with and interact with communities. Men and women were both aware of the potential negative outsider perceptions of men and women living in camp style accommodation with shared facilities and women were concerned that some people would see them as ‘bad’ or ‘untraditional’. Again these findings need to be interpreted with some caution as not all respondents had had experiences of working in mixed teams or all female teams.

D. CoC / Harassment

When questioned about Codes of Conduct (CoC), 99.2% of the staff responded that their HMA organization had a CoC with 99.2% stated having been fully briefed on the CoC. Having a code was seen as useful and provided clear guidelines which people followed and understood.

⁷ Please see Annex 6: Employee Summary

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The assessment also explored if staff had experience harassment or bullying⁸ during their employment, while the majority of staff reporting having good relationships with their other team members, 16.5% of staff, of which 72.7% were men and 27.3% were women, reported having experience some form of harassment. The reported incidents of harassment occurred only within two of the HMA, UXO Lao and MAG. The harassment predominately occurring from another male staff member in a similar position (31.8%), a male staff member in a senior position (27.3%) a female staff member in a similar position (18.2%) or a local member of the community (22.7%).

Half of the staff (50%) who had experienced some form of harassment reported this to their manager and 81.8% reported that their manager took action to seek a solution to the incident. The remaining 50% who didn't report the incident didn't do so as they were afraid to report the incident (54.5%), were worried what might happen if they reported the incident (18.2%), didn't know who to report the incident to (9.1%) or didn't feel there were any appropriate staff member to report to (18.2%). Significantly, all three (3) women who reported harassment in the workplace were afraid to report it. This may reflect male management practices, or common socially accepted ideas of appropriate behavior. In addition, this also highlights the need for clear documented and understood systems for reporting harassment and confidence on follow up actions.

The only incidents that were raised in the men's FGD was by a staff member in Sekong stating, "sometimes villagers say negative words to us when we request the villagers' labor or cooperation. They say we receive a good salary and we should do this work". In instances where the cooperation for the villages was not forthcoming, this was reported to the more senior managers for assistance in dealing with the matter. This may be attributed to the confidentiality of the questionnaires and male staff and the fact that for men the harassment was primarily from another male staff member in a similar position, and therefore in the FGD they may not have felt comfortable in discussing this.

In the FGD, women were more forthcoming in describing their experiences of harassment, which in one women's FGD was described as 'major and minor', going on to give an example for the 'minor incidents'. "Minor is from verbal conversations, for example, when I come back from home to the office the men make comments to me. The comments are not appropriate and they make me feel uncomfortable". Another woman explained what she considered more major harassment as "Sometimes there are arguments about my job description. I work in an environment of men with two (2) men in my office, and between the three (3) of us we have arguments. The men are sometimes verbal or aggressive in their actions which makes me feel very uncomfortable. Sometimes I do a lot of the work as all the tasks are connected and if the men don't do their work I need to do the work to keep the tasks going. Some things are not in my job description but I need to do them anyway otherwise the work stops". This particular woman reported the problems to a senior manager; however, "there was no action from him and I am told to be patient and things will get better by themselves. I don't think this is an appropriate response, sometimes I can be patient, I am not always at fault and sometimes this isn't a good response from my manager".

The assessment has been shown that promoting gender equity is an essential component of reducing poverty, achieving development goals and ensuring that the rights of those involved in development processes are fulfilled. Within this context, gender mainstreaming is seen as a means to ensuring gender equity. Central to gender mainstreaming is understanding and taking into consideration the impact of all stages of an intervention on women, men, girls and boys as well as searching for solutions to address gender inequities.

Increasingly, HMA is also being linked to national poverty eradication and long-term development goals. Reframing HMA within the broader development discourse and linking UXO action to poverty eradication strategies therefore requires focusing the analytical lens

⁸ Harassment occurs when someone engages in unwanted conduct which has the purpose or effect of violating someone else's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment. It may be related to age, gender, sexual orientation, race, disability, religion, nationality or any personal characteristic of the individual. See Annex 5 for full definition and examples.

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on gender to better understand how gender roles and relationships interact with, and are impacted by, UXO action processes. Achieving a degree of gender balance within the HMA workforce is also fundamental in mainstreaming gender in the UXO sector.

The assessment has shown that to a large degree female voices are currently absent from the UXO action process and rarely do current approaches actively support and create an enabling environment for equitable participation or transfer of knowledge. While attempts have been made to make the delivery mode of MRE messages more community based and inclusive, MRE messages themselves continue to be generic, rather than targeting specific gender based risk behaviors with an emphasis risk avoidance and so unlikely to reach the most at risk. Access medical care for UXO survivors does not appear to be determined by sex or age. However, there may be a gendered aspect to post accident stress and issues related to changed gender roles which needs further exploration and may need gender specific interventions.

While a significant number of women are employed within the sector and no specific barriers to their employment were identified, women are on the whole young and unmarried. As the assessment only interviewed women employed by a HMA operator it is possible that there are barriers for older women/women with children that were not identified by the assessment. Crucially, few women are employed in leadership roles

The UNDP and the GoL both recognize continued UXO contamination as a cross cutting issue in reducing poverty and achieving the MDGs. Indeed, contributing to poverty alleviation is often given as an overarching goal of UXO action and many HMA agencies attempt to link their interventions with downstream development partners. If the sector is to contribute to poverty reduction in any meaningful way however, HMA operators should be held accountable and take steps towards deliberately promoting an inclusive approach to UXO action. The recommendations in the following section aim to go some way to assisting operators with this.

4. Recommendations

The assessment has focused primarily on current operator practices and the recommendations presented here are intended to be both practical and feasible within the current UXO operator environment. It is also hoped the recommendations will contribute to a review of the UNDP's gender action plan for the sector. The recommendations intend to take a dual approach to gender – that is, mainstreaming gender perspectives into UXO action and where required specific targeted activities. It is hoped that if implemented, these recommendations will allow operators to create an enabling environment in which the voices of men, women, boys and girls can be heard and their rights to participate in the development process fulfilled.

Operators have been the focus of this report and most of the recommendations have focused at the operator level. Nevertheless, in order to ensure gender mainstreaming within UXO action it is crucial that the NRA take a lead role. A number of recommendations therefore are also resented for the consideration of the NRA:

- Existing GOL policies and development plans should be used as a basis for reviewing the national UXO strategy and draft standards.
- Gender indicators should be included in the UXO strategy for the sector
- Translate and disseminate the UN gender guidelines. The guidelines could be disseminated through a series of workshops.
- Hold operators and their management teams accountable to developing and achieving gender related objectives
- The EC gender guidelines provide useful recommendations against which existing strategies, standards and practices can be reviewed. As applied to the NRA, these should include:
 - Requesting operators provide statistics disaggregated by sex and combined with qualitative information on the situation of women and men for the target population;
 - Reviewing proposals and reports to ensure gender considerations have been taken into account; including gender in monitoring and evaluation systems;
 - Continuing to engage donors and operators in an on-going dialogue to ensure that gender is integrated into UXO action;.

4.1. Gendered Impacts of UXO Contamination and Post Clearance Impacts

This was addressed in two parts in the assessment: risk behaviors/injuries and post clearance impacts. Risk behaviors and activities carried out mainly by men/male adolescents leading to their high percentage of UXO incidents involving men/male adolescents will be addressed in the MRE recommendations section.

4.1.1 Community teams must have a gender balanced to enable male to male and female to female interaction and be trained in gender awareness and specific techniques of interviewing women, men, girls and boys of differing linguistic groups. Given that gender mainstreaming is relatively new in HMA, this gender awareness training would be best outsourced to local gender specialists.

- SOPs and ToRs for community team members for example, must specifically state that they are required to carry out their work as per the prescribed recommendations listed below.

4.1.2 Operators⁹ must carry out both pre and post clearance assessments which deliberately aim to incorporate gender perspectives and promote an inclusive approach

⁹ Operators refers to UXO clearance and/or development agencies

- It is essential for operators to carry out pre clearance assessments in order to better understand the post clearance gendered impacts to ensure that benefits are equitable.¹⁰
- For pre clearance impact assessments the questions must be able to elicit specific impacts for women, men, girls and boys.
- For post clearance assessments the questions must be designed to gauge the benefits (and possible negative impacts) the clearance has had on women, men, girls and boys.
- Gender analysis frameworks such as the access and control and activity profile highlighted in the literature review, can also be used to understand the gendered impacts of UXO contamination and post clearance

4.1.3 Data Gathered—as with pre and post clearance assessments—must be disaggregated by sex and age as also recommended by the EC gender guidelines.

4.2. Gender in the clearance process

4.2.1 Participation in any community meetings must be carried out in either groups of women, groups of men, individual women, or individual men.

- To ensure that illiterate or people with poor linguistic skills can participate, meetings must be carried out in simple verbal dialogue (with interpretation into local languages where possible)
- Operators must ensure that the participants are from a broad sector of the community, including the poorest sectors, and not only the educated or members of higher status families.

4.2.2 Male and female staff of UXO operators must visit the village to physically inform households of an upcoming meeting and its topic and clearly disseminate information with regards to the purpose of the meeting and work with community members to select the best time and day for the meeting to take place. Delivery of a letter to the village chief is not considered sufficient prior notification of the topic of the meeting as it is likely that the information will not be disseminated fully when provided in this way.

- For any meeting it is essential that the audience is fully aware of and informed about the meetings objectives and processes—as for the prioritization process meetings it is imperative that the audience is aware of the process and the selection criteria, etc.
- Special efforts must be made to include a cross section of women in villages that have been merged into larger administrative units and staff need to understand the potential challenges in achieving equitable participation in such cases. This could include holding a series of meetings in the village in different locations, for example, sub units of the village. It may also be possible to offer to transport people to the meeting location.

4.2.3 Organizations must work closely and help build the capacity of District/Provincial staff to manage plans and understand UXO action and development incorporating gendered impacts.

- Monthly District/Provincial meetings between all operators, development agencies and Authorities to plan and coordinate activities. Planning should also include an analysis of the different situations and impacts of activities on men, women, boys and girls.
- Build the capacity of District/Provincial staff to monitor activities—collect, analyze, and use data which is disaggregated by sex and age.

¹⁰ Pre clearance assessments should ideally be carried out as close to the clearance action and follow the national standards

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4.2.4 Organizations when handing over cleared land must ensure that the landowner and the family (e.g. wife, boys and girls and other family members) as well as other female and male community members are present and a full explanation is given of what has been cleared and for what type of land-use (this will depend on the depth of clearance).

- All cleared land being handed over must be clearly marked and explained to community members.

4.3. MRE

4.3.1 MRE Needs Assessments should gather data, disaggregated by sex, age and ethnicity, so that the knowledge, practices and attitudes of the different risk groups are clearly defined.

4.3.1 All MRE materials should take into account gender, culture and language, activities and relevant risk behaviors depicted.

4.3.2 MRE messages and activities should target high risk groups defined by sex, age, behavior and livelihood activities.

4.3.3 Participation in any MRE sessions must be carried out in either groups of women, groups of men, individual women, individual men or together (as in individual household groups or groups of scrap metal collectors, for example).

4.3.4 Risk education teams should comprise of female and male team members to allow for male to male and female to female interaction.

4.3.5 Risk education teams should comprise of members with abilities to deliver messages in the languages of linguistic groups of the target populations or train local communicators that will be able to deliver the messages in the local language. This can increase the engagement with and understanding of women as well as men, girls as well as boys who are speakers of languages other than Lao..

4.3.6 Local communicators (e.g volunteers, CA/MRE teams) must be trained to address gender issues and needs when delivering MRE sessions; for example in environments such as peer-to-peer, adult to child, child to adult, village volunteers, etc. This training could be sourced locally from practitioners in other areas of risk reduction, e.g. STI/HIV awareness

4.4. Victim/Survivor Assistance and Gender Related Issues

4.4.1 Gender balanced community teams must be trained in what services are available for victims/survivors at the local, district, provincial and national level and be able to communicate these services to affected people, both men and women”.

4.4.2 VA providers need to both understand and address issues of self esteem and confidence and not only focus on the physical injuries (for example men generally suffer more loss of self-esteem than women).

- Information should be disaggregated by sex and age.

4.4.3 VA providers should provide follow up services to men,women, boys and girls being mindful that females may need longer term support and be less likely to remarry

4.5. Clearance Personnel, Employment Opportunities and Gender

- 4.4.1 Operators must build long term strategies to train and promote (based on merit) female staff into leadership and management roles.
- 4.4.2 Organizations must include “Women Applicants are Encourage to Apply”, in all job opening advertisements regardless of position and a range of media should be used to advertise; especially radio.
 - Selection criteria must not be too narrowly defined to exclude potential female applicants.
- 4.4.3 Organizations must ensure that both women and men on interview panels—if no women are available from within the organization then arrangements should be made with organizations such as LWU or development partners to take part in the interview process. Having a women on the panle can increase a female candidates confidence and enable her to show her potential.
- 4.4.4 The NRA should develop a database of the trained female and male mine action staff in Lao PDR which should include, clearance staff, survey, community liaison staff, risk educators / community awareness staff. This would also allow women who leave the sector for child bearing to return at a later date.
- 4.4.5 Operators must be required to monitor application, selection and acceptance of personnel with relation to women vs. men. This will help to ensure operators are equally accessing men and women from the labour pool.
- 4.4.6 Operators must monitor retention of female/male staff and carry out exit interviews in order to find out why the employee is leaving. This will enable a better understanding of retnetsion and enable operators to develop solutions.
- 4.4.7 Operators must have leave policies so that women/men can take compassionate leave for childcare and maternal/paternal leave policies.
- 4.4.8 Operators must provide separate sleeping/bathing facilities for female and male staff, where possible in a separate location.
- 4.4.9 Operators must disseminate information on procedures with regards to reporting harassment—lines of communication must be clearly defined as well as plans for taking action, in this regards it is imperative that female staff can report to a woman. A female is more likely to report harassment from a male colleague to a woman than a man.

These recommendations have been aimed mostly at operators that were the impetus and focus of this assessment. The assessment also recognizes that in the absence of a centrally driven policy and national standards, it is not possible to hold each operator accountable in ensuring a gender equitable approach to UXO action. The extent to which each operator implements these recommendations therefore, will depend on individual agency policies, goals, strategies and the resources that underpin their work.

In order for the sector as a whole to contribute to poverty eradication and development goals in a meaningful way however, it is crucial that the NRA take the lead by making deliberate steps to mainstream gender into UXO action across the sector. The recommendations of this report provide practical ways forward.

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Annex 1: Gender Profile Summary – Lao PDR

	1980	1990	1995	2004
GNP per capita (US\$)	..	200	280	390
Population				
Total (millions)	3.2	4.1	5.3	5.8
Female (% of total)	49.7	50.3	50.1	50
Life expectancy at birth (years)				
Male	44	49	52	54
Female	46	51	55	57
Adult literacy rate (% of people aged 15+)				
Male	..	70	..	77
Female	..	43	..	61
LABOR FORCE PARTICIPATION				
Total labour force (millions)	1	2	2	2
Labour force, female (% of total labour force)	39	41	41	41
EDUCATION ACCESS AND ATTAINMENT				
Net primary school enrolment rate				
Male	..	67	85	87
Female	..	58	78	82
Progression to grade 5 (% of cohort)				
Male	..	..	53	62
Female	..	..	54	63
Primary completion rates (% of relevant age group)				
Male	..	48	77	78
Female	..	38	65	70
Youth literacy Rate (% of people aged 15-24)				
Male	..	79	..	83
Female	..	61	..	75
HEALTH				
Total fertility rate (births per woman)	6.7	6	5	4.6
Contraceptive prevalence (% of women aged 15-49)	..	..	32	..
Births attended by skilled health staff (% of total births)	..	..	19	..
Maternal mortality ratio (per 100,000 live births)	..	..	650	..
Child malnutrition prevalence, weight for age (% of children under 5)	..	..	40	..
Note: Data in italics refer to the most recent data available within the two years of the year indicated				

Source: World Bank GenderStats

Annex 2: Lao PDR's progress in achieving the MDGs third goal of promoting gender equality and empowerment of women

	Base line for Lao PDR	Most Recent Status	2015 Target for Lao PDR
Target 4: Eliminate gender disparity in primary and secondary education, preferably by 2005, and to all levels of education by no later than 2015			
Ration of girls to boys in primary, secondary and tertiary education	1991 Primary 77% Lower Secondary 66% Upper Secondary 56% Tertiary 49%	2002 Primary 84% Lower Secondary 74% Upper Secondary 68% Tertiary 58%	100%
Ration of literate men to women, 15-24 year olds	81% (1995)	90% (2001)	100%
Share of women in employment in non-agricultural sector	38%	38%	
Proportion of seats held by women in the National Parliament	6.3% (1990)	23% (2003)	

Annex 3: Quantitative Data Gathering

Khammouane Province:

- Na Than, Mahaxay District – MAG village
- Ta Chon, Gnommalath District – MAG village
- Nong Boua, Boulapha District – MAG village
- Khilek, Gnommalath District – MAG village
- Nong Khioe, Gnomalath District – MAG village
- Phonesaat, Mahaxay District – UXO Lao village
- Phone Toum, Gnommalath District – UXO Lao village
- Sang, Xebangfay District – UXO Lao
- Phasong, Xaybouathong District – UXO Lao

Savanakhet Province:

- Dongngai, Xepone District – HIB village
- Phounmakmee Nong – HIB village
- Paloy, Nong District – HIB village
- Sadingai, Nong District – HIB village
- Nolongmai, Nong District – HIB
- Houay Ton, Xepone District – FSD village
- Keang Luang Ngai, Xepone District - FSD village
- Phounhinhong, Nong District - FSD village
- Nong Sung, Villabury District – FSD village

Sekong Province:

- Phone Kham, Lamarn District – UXO Lao village
- Mai Hua Meuang, Lamarn District – UXO Lao village
- Don Chan, Lamarn District – UXO Lao village
- Dane Dak, Cheung District – UXO Lao village
- Thet Sa Ban, Kaleum District – UXO Lao village
- Kolphoung Neua, Tha Teng District – UXO Lao village
- Meun Mai, Tha Teng District – UXO Lao village

Houaphan Province:

Xieng Khouang Province:

- Houay Dok Kham Village, Kham District – MAG village
- Nong Khieo Village, Nong Het District, - MAG village
- Din Dam Village, Nong Het District – MAG village
- Phai Village, Khoun District, - MAG village
- Nam Hom Village, Kham District – MAG village

Annex 4: Definition of Harassment and Bullying

Harassment

Harassment occurs when someone engages in unwanted conduct which has the purpose or effect of violating someone else's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment. It may be related to age, gender, sexual orientation, race, disability, religion, nationality or any personal characteristic of the individual. The behaviour may be persistent or an isolated event and may be directed towards one or more individuals. It does not have to be face to face but can involve e-mail or other forms of communication. The key to defining harassment is that the actions or comments are viewed as demeaning or unacceptable to the recipient.

Harassment can take many forms and may include:

- Unnecessary and unwanted physical contact ranging from touching to serious sexual or physical assault;
- Verbal conduct such as sexist, racist and homophobic comments or innuendo, derogatory remarks about disability or age, insults, comments of a personal nature, suggestive remarks, inappropriate jokes or language;
- Unwanted non-verbal conduct including sexually suggestive gestures, staring and leering;
- Unwanted sexual attention or advances;
- Unfair treatment, which might include deliberate exclusion from conversations or events at work for reasons based on characteristics such as age, culture, disability, ethnic origin, gender, race, religion or sexuality.

Bullying

Bullying may be characterised as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means intended to undermine, humiliate or denigrate the recipient. It is not based on any one clearly identifiable aspect of the person concerned. It is usually persistent and makes the recipient feel upset, threatened, humiliated or vulnerable and undermines self confidence. Bullying behaviour is largely identified not so much by what has actually been done, but rather by the effect that it has on the recipient.

Bullying can take many forms and may include:

- Persistently criticising unnecessarily;
- Taking credit for other's work but never taking responsibility when things go wrong;
- Setting objectives with impossible deadlines with the deliberate intention of undermining an individual;
- Preventing progress by, for example, blocking promotion for no good reason;
- Withholding information or removing areas of responsibility without justification;
- Excessive or under supervision;
- Shouting at colleagues in public or private;
- Deliberate isolation by ignoring or excluding a person;
- Spreading malicious rumours;
- Making inappropriate personal comments;
- At its most extreme, bullying can be physical e.g. hitting, pushing, damaging or stealing personal possessions.

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Annex 5: Employee Summary

UXO Sector Gender Assessment - Employee Summary					
Operators: FSD, UXO Lao, MAG, HIB					
Position Held	Male	%	Female	%	Total staff
Provincial Co-ordinators / Deputy PC / Provincial Programme Managers	24	100	0	0	24
Senior EDO / Operation Managers	18	90.0	2	10.0	20
Administrative Support Staff - Field Based*	20	55.6	16	44.4	36
Operational Support Staff - Field Based**	52	92.9	4	7.1	56
Team Leaders	83	95.4	4	4.6	87
Deputy Team Leaders / Section Commanders	13	86.7	2	13.3	15
Technician / Deminer	506	82.4	108	17.6	614
Community Liaison / Survey / Community Awareness / Risk Education Supervisor	109	83.8	21	16.2	130
Medic	62	55.9	49	44.1	111
Driver	121	99.2	1	0.8	122
Administrative Support Staff - VTE Based*	27	65.9	14	34.1	41
Operational Support Staff - VTE Based**	10	83.3	2	16.7	12
Cooks/Cleaner	0	0	32	100	32
Guards	42	100	0	0	42
International Staff - Operations	10	83.3	2	16.7	12
International Staff - Administrative Support	8	72.7	3	27.3	11
Total	1105	81.0	260	19.0	1365
* Administrative Support Staff includes positions such as: administrative officer, finance, office managers, translators for office staff					
** Operational Support Staff includes positions such as: logistics, mechanics, vehicle mangers, stores assistants, database officers, translators for field staff					

Annex 6: Community - General

SECTION 1: PERSONAL INFORMATION

No	Variable name	N	%
Q1.1	Sex of interviewee		
1	Male	257	45.33
2	Female	310	54.67
	Total	567	100.00
Q1.2	Age of interviewee		
1	18 - 21 yrs	46	8.11
2	22 - 26 yrs	79	13.93
3	27 - 35 yrs	135	23.81
4	36 - 45 yrs	152	26.81
5	Over 46 yrs	155	27.34
	Total	567	100.00
Q1.3	Marital status		
1	Single	30	5.29
2	Married	516	91.01
3	Separate	1	0.18
4	Divorce	4	0.71
5	Widow	13	2.29
6	Widower	3	0.53
	Total	567	100.00
Q1.4	Level of Education level		
1	No education	213	37.57
2	Completed grade primary school 1-3 / Adult literacy training	110	19.40
3	Completed grade primary school 4-5	114	20.11
4	Completed grade secondary school 1-3	80	14.11
5	Completed grade secondary school 4-6	37	6.53
6	Professional	9	1.59
7	Others	4	0.71
	Total	567	100.00
Q1.5	Main Occupation		
1	Farmer	516	91.01
2	Labourer	5	0.88
3	Small business	10	1.76
4	Unemployed	6	1.06
5	Government official	26	4.59
6	NGO	2	0.35
7	Others	2	0.35

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	Total	567	100.00
Q1.6	Ethnic Group of individual		
1	Lao Loum	288	50.79
2	Lao Therng	278	49.03
3	Lao Soung	1	0.18
	Total	567	100.00

SECTION 2: UXO CLEARANCE AGENCY WORKING IN THE VILLAGE

No	Variables name	N	%
Q2.1	Which UXO clearance agency is working or has worked in the village in the last 1.5 years?		
1	UXO Lao	304	53.62
2	MAG	92	16.23
3	FSD	62	10.93
4	HIB	109	19.22
	Total	567	100.00
Q2.2	Who was the UXO clearance requested by?		
1	Lao Government (District / Provincial priority)	299	52.73
2	Local community	50	8.82
3	World Food Programme	4	0.71
4	International Relief and Development	2	0.35
5	Other	1	0.18
6	Don't know	211	37.21
	Total	567	100.00

SECTION: 3 LAND OWNERSHIP

No	Variable name	N	%
Q3.1	How land is usually inherited in your village?		
1	Through the male side of family	302	53.26
2	Through the female side of the family	54	9.52
3	Both male and female	135	23.81
4	Other	23	4.06
5	Don't know	23	4.06
6	Given to who is living with parents	30	5.29
	Total	567	100.00
Q3.2	Does your household own land?		
1	Yes	486	85.71
2	No	81	14.29
	Total	567	100.00
Q3.3	Are you aware of land ownership rights?		

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1	Yes	274	48.32
2	No	293	51.68
	Total	567	100.00
Q3.4	Who informed you of land ownership rights?		
1	Village authorities	167	60.95
2	District / Provincial authorities	50	18.25
3	Female family members	4	1.46
4	Male family members	27	9.85
5	Others	20	7.30
6	Not sure/can't recall	6	2.19
	Total	274	100.00
Q3.5	Have you had land cleared by the UXO clearance agency?		
1	Yes	231	40.74
2	No	336	59.26
	Total	567	100.00
Q3.6	Do you have a landownership documents?		
1	Yes - formal	103	44.59
2	Yes - informal	46	19.91
3	No	71	30.74
4	Don't know	11	4.76
	Total	231	100.00
Q3.7	Whose name(s) is on the landownership documents?		
1	Husband	103	64.38
2	Wife	8	5.00
3	Both husband and wife	24	15.00
4	Other male family member	12	7.50
5	Other female family member	1	0.63
6	Other	1	0.63
7	Don't know	11	6.88
	Total	160	100.00

SECTION 4: COMMUNITY CONSULTATION

No	Variable name	N	%
Q4.1	If there is going to be a community meeting in the village, are you informed that a village meeting is going to be held?		
1	Yes	501	88.36

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2	No	35	6.17
3	Sometimes	25	4.41
4	Don't know	6	1.06
	Total	567	100.00
Q4.2	(if female respondent) How are you informed that a village meeting is going to be held?		
1	From Village Authorities	128	44.91
2	From Unit Head	130	45.61
3	From husband	10	3.51
4	From other family members	4	1.40
5	From other friends	1	0.35
6	Other	3	1.05
7	Don't know	2	0.70
8	Village Women's Union	7	2.46
	Total	285	100.00
Q4.3	(if male respondent) How are you informed that a village meeting is going to be held?		
1	From Village authorities	125	50.61
2	From Unit Head	115	46.56
3	From wife	4	1.62
4	Other	2	0.81
5	Don't know	1	0.40
	Total	247	100.00
Q4.4	Should men and women be consulted in your village together or separately in order to make the best/fairest decisions for your village?		
1	Together	464	81.83
2	Separately	60	10.58
3	It depends on the topic	36	6.35
4	No opinion/don't know	7	1.23
	Total	567	100.00
Q4.5	What is the best way to consult with people in the village?		
1	In a large village meeting	447	78.84
2	Meeting in unit groups	49	8.64
3	Small group of 10 people	29	5.11
4	In separate male and female groups	20	3.53
5	Individually	16	2.82
6	Other	6	1.06
	Total	567	100.00
Q4.6	What is the best time to schedule a meeting so you can attend?		
1	Early in the morning (5am - 8am)	138	24.34

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2	Morning time (8am - Noon)	223	39.33
3	Lunch time (Noon – 2pm)	5	0.88
4	Early afternoon (2pm - 5pm)	3	0.53
5	Early evening (6pm - 8pm)	116	20.46
6	Late evening (after 8pm)	82	14.46
	Total	567	100.00
Q4.7	Do you feel comfortable and confident in talking in a meeting with men/women?		
1	Yes	218	38.45
2	No	230	40.56
3	Sometime	119	20.99
	Total	567	100.00
Q4.8	In your village who attends meetings when discussing UXO clearance and prioritization processes with your village?		
1	Men only	212	37.39
2	Women only	5	0.88
3	Men and Women in equal numbers	91	16.05
4	Men and women together but more men than women	200	35.27
5	Men and women together but more women than men	46	8.11
6	Unknown	13	2.29
	Total	567	100.00
Q4.9	Would you prefer to know in advance the topic of meetings that will be held in your village?		
1	Yes	482	85.01
2	No	69	12.17
3	Sometime	16	2.82
	Total	567	100.00
Q4.10	Why do you prefer to know the meeting topic in advance?		
1	To decide if I will attend the meeting	163	32.73
2	To discuss the proposed meeting content with family	259	52.01
3	To discuss the proposed meeting content with others in the community	40	8.03
4	Want to know what is meeting will be about	35	7.03
5	Other	1	0.20
6	Total	498	100.00

SECTION 5: DECISION MAKING PROCESS

No	Variable name	N	%
Q5.1	Who is considered the head of your household?		
1	A man	502	88.54

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2	A woman	30	5.29
3	Men and women equally	35	6.17
4	Total	567	100.00
Q5.2	Do men and women in your household have equal decision making power on how household income is spent?		
1	Yes	460	81.13
2	No	65	11.46
3	Sometime	42	7.41
	Total	567	100.00
Q5.3	Who is more involved in the decision making processes in you household relating to household income?		
1	Men	274	48.32
2	Women	93	16.40
3	Men and Women are equal	200	35.27
	Total	567	100.00
Q5.4	If the men (ie: your husband or father) makes most decisions, does he/they discuss with you and consider your views?		
1	Yes	222	81.02
2	No	13	4.74
3	Sometime	39	14.23
	Total	274	100.00
Q5.5	If the women (ie: your wife or mother) makes most decisions, does she/they discuss with you and consider your views?		
1	Yes	50	53.76
2	No	9	9.68
3	Sometime	34	36.56
	Total	93	100.00

SECTION 6: UXO CLEARANCE PROCESS IN THE VILLAGE

No	Variable name	N	%
Q6.1	Has a UXO clearance agency recently (within the last 1.5 years) cleared UXO from your village?		
1	Yes	486	85.71
2	No	60	10.58
3	Unsure	21	3.70
	Total	567	100.00
Q6.2	Was a community meeting held to inform you of the UXO activities that would be taking place in your village?		
1	Yes	388	79.84
2	No	76	15.64
3	Unsure	22	4.53

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	Total	486	100.00
Q6.3	Were you involved in a community meeting to discuss the selection of land to be cleared of UXO?		
1	Yes	249	51.23
2	No	237	48.77
	Total	486	100.00
Q6.4	Did you fully understand the criteria that the UXO clearance agency would use to select which families or areas of land would be cleared of UXO?		
1	Wasn't inform what the criteria was	13	5.22
2	Yes, understood	160	64.26
3	No, didn't understand	41	16.47
4	Understood some parts but not others	23	9.24
5	Don't recall	12	4.82
	Total	249	100.00
Q6.5	Did you agree with the families / land that was chosen to be cleared?		
1	Yes	446	91.77
2	No	3	0.62
3	No opinion	37	7.61
	Total	486	100.00

For WOMEN ONLY Who Were NOT involved in the [UXO] community meeting

No	Variable name	N	%
Q6.6	Did someone else from your family attend the meeting?		
1	Yes	98	65.33
2	No	52	34.67
	Total	150	100
Q6.7	Who attended the community meeting from your family?		
1	Husband	81	82.65
2	Son	4	4.08
3	Father	7	7.14
4	Mother	4	4.08
5	Other	2	2.04
	Total	98	100.00
Q6.8	Did this person ask you for your opinion prior to attending the meeting?		
	Yes	25	25.51
	No	73	74.49
	Total	98	100.00
Q6.9	Did you feel your opinion was put forward at the meeting by the family member?		
1	Yes	7	28.00

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2	No	3	12.00
3	Unsure	15	60.00
	Total	25	100.00

For MEN ONLY Who Were NOT involved in the [UXO] community meeting

No	Variable name	N	%
Q6.10	Did someone else from your family attend the meeting?		
1	Yes	26	29.89
2	No	61	70.11
	Total	87	100.00
Q6.11	Who attended the community meeting from your family?		
1	Wife	13	50.00
2	Son	6	23.08
3	Father	5	19.23
4	Mother	1	3.85
5	Other	1	3.85
	Total	26	100.00
Q6.12	Did this person ask you for your opinion prior to attending the meeting?		
1	Yes	5	19.23
2	No	21	80.77
	Total	26	100.00
Q6.13	Did you feel your opinion was put forward at the meeting by the family member?		
1	Yes	2	40.00
2	Unsure	3	60.00
	Total	5	100.00

SECTION 7: HANDOVER CEREMONY

No	Variable name	N	%
Q7.1	Has land cleared by the UXO clearance agency been handed back to your community / family?		
1	Yes	293	60.29
2	No	78	16.05
3	Don't know/not sure	115	23.66
	Total	486	100.00
Q7.2	Who informed you the handover ceremony was going to take place?		
1	Village Leader	160	54.61
2	Unit Head	18	6.14
3	UXO clearance agency staff	75	25.60
4	Husband	13	4.44
5	Other family member	3	1.02

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6	Other community members	8	2.73
7	Can't recall	16	5.46
	Total	293	100.00
Q7.3	When the land was handed over to your family / community who attended the ceremony?		
1	Husband	150	51.19
2	Wife	11	3.75
3	Husband and wife together	44	15.02
4	Other family member	28	9.56
5	No one from the family attended the hand over ceremony	60	20.48
	Total	293	100.00
Q7.4	Did the UXO clearance agency staff take you to the site and clearly show you the boundary of the site and explain the depth at which UXO clearance had taken place?		
1	Yes	159	54.27
2	No	122	41.64
3	Don't recall	12	4.10
	Total	293	100.00
Q7.5	If yes, do you understand what activities you can do safely according to the depth the land has been cleared to?		
1	Yes	138	80.70
2	No	20	11.70
3	Understand some activities but not others	13	7.60
	Total	171	100.00
Q7.6	If you did not attend the handover ceremony of the land, did someone explain to you which area had been cleared of UXO and explain the depth to which clearance had taken place?		
1	Yes	45	36.89
2	No	57	46.72
3	Don't recall	20	16.39
	Total	122	100.00

SECTION 8: MINE RISK EDUCATION / COMMUNITY AWARENESS ACTIVITIES

No	Variable name	N	%
Q8.1	Is there a UXO Lao or HIB village volunteer for UXO community awareness in your village?		
1	Yes	336	59.26
2	No	231	40.74
	Total	567	100.00
Q8.2	Are they male / female / or both male and female?		
1	Male	78	23.21
2	Female	7	2.08

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3	Both male and female	251	74.70
	Total	336	100.00
Q8.3	Has there been UXO community awareness activities conducted in your village in the previous 2 years?		
1	Yes	424	74.78
2	No	111	19.58
3	Unsure	32	5.64
	Total	567	100.00
Q8.4	Who attended the UXO community awareness sessions in your village?		
1	All village, including children	293	69.10
2	Men only	6	1.42
3	Women only	2	0.47
4	Men and Women in equal numbers	28	6.60
5	Men and women together but more men than women	68	16.04
6	Men and women together but more men than women	27	6.37
	Total	424	100.00
Q8.5	Where separate meetings held for men / women / children?		
	Yes	78	18.40
	No	299	70.52
	Sometime	47	11.08
	Total	424	100.00
Q8.6	Did the UXO community awareness messages highlight the dangers for activities that are conducted by men, women and children in the community?		
1	Yes	410	96.70
2	No	14	3.30
	Total	424	100.00
Q8.7	Who did the community awareness messages mainly target?		
1	Men	48	11.32
2	Women	3	0.71
3	Children-boy	118	27.83
4	Children-girl	34	8.02
5	All members of the community	97	22.88
6	All children	111	26.18
7	All Adult	13	3.07
	Total	424	100.00
Q8.8	What time are UXO community awareness sessions normally held in your village?(Multiple answers)		
1	Early morning (8-10 am)	248	47.51
2	Late morning (10 am-12 pm)	46	8.81
3	Early afternoon (12-2 pm)	15	2.87

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4	Mid-afternoon (2-4 pm)	19	3.64
5	Later afternoon (4-6 pm)	45	8.62
6	Evening (6-8 pm)	149	28.54
	Total	522	100.00
Q8.9	Was the UXO community awareness session held at an appropriate time for you and your family to attend?		
1	Yes	413	97.41
2	No	11	2.59
	Total	424	100.00
Q8.10	If no, what time would be more appropriate for the UXO community awareness sessions?		
1	Early morning (8am – 10am)	4	26.67
2	Late morning (10 am - 12 pm)	0	0.00
3	Early afternoon (12 - 2 pm)	1	6.67
4	Mid-afternoon (2 - 4 pm)	1	6.67
5	Later afternoon (4 - 6 pm)	1	6.67
6	Evening (6 - 8 pm)	8	53.33
	Total	15	100.00
Q8.11	Was the community awareness session held at an appropriate time of year? (eg during dry season, during wet season)		
1	Yes	385	90.80
2	No	27	6.37
3	Unsure	12	2.83
	Total	424	100.00
Q8.12	If no, when would be the best time of the year to have a community awareness session in your community		
1	Dry season	23	85.19
2	After finished farming	4	14.81
	Total	27	100.00

SECTION 9: UXO CLEARANCE / COMMUNITY AWARENESS AGENCIES WORKING IN YOUR VILLAGE

No	Variable name	N	%
Q9.1	What the was the sex of the team that worked in your village?		
1	All male team	149	26.28
2	All female team	2	0.35
3	Mixed team-both men and women	416	73.37
	Total	567	100.00
Q9.2	Has any behavior of UXO clearance personnel working in your village been inappropriate		
1	Yes	6	1.06
2	No	561	98.94

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	Total	567	100.00
Q9.3	What was the inappropriate behavior? (multiple answers)		
1	Being loud and noisy	1	9.09
2	Drinking too much in the village	1	9.09
3	Gambling	1	9.09
4	Inappropriate relationships with village girls	1	9.09
5	Stealing	4	36.36
6	Borrowing money and not repaying it	1	9.09
7	Other	2	18.18
	Total	11	100.00
Q9.4	Was this behavior reported to anyone?		
1	Yes	2	33.33
2	No	4	66.67
	Total	6	100.00
Q9.5	Why was this behavior not reported to anyone?		
1	Wasn't aware of who to report the behavior to	1	25.00
2	The behavior wasn't serious enough to warrant reporting	2	50.00
3	Other	1	25.00
	Total	4	100.00
Q9.6	Who was the behavior reported to?		
1	Team Leader of clearance team	2	0.35
	Total	567	100.00
Q9.7	To your knowledge was the incident followed up on by the UXO clearance agency?		
1	Yes	1	50.00
2	No	1	50.00
3	Unsure	0	0.00
	Total	2	100.00

Annex 7: Community - Sex

SECTION 1: PERSONAL INFORMATION

No	Variable name	Male		Female		Total	
		N	%	N	%	N	%
Q1.2	Age of interviewee						
1	18 - 21 yrs	18	7.00	28	9.03	46	8.11
2	22 - 26 yrs	26	10.12	53	17.10	79	13.93
3	27 - 35 yrs	56	21.79	79	25.48	135	23.81
4	36 - 45 yrs	63	24.51	89	28.71	152	26.81
5	Over 46 yrs	94	36.58	61	19.68	155	27.34
	Total	257	100.00	310	100.00	567	100.00
Q1.3	Marital status						
1	Single	16	6.23	14	4.52	30	5.29
2	Married	238	92.61	278	89.68	516	91.01
3	Separate	1	0.39	0	0.00	1	0.18
4	Divorce	0	0.00	4	1.29	4	0.71
5	Widow	0	0.00	13	4.19	13	2.29
6	Widower	2	0.78	1	0.32	3	0.53
	Total	257	100.00	310	100.00	567	100.00
Q1.4	Level of Education level						
1	No education	83	32.30	130	41.94	213	37.57
2	Completed grade primary school 1-3 / Adult literacy training	60	23.35	50	16.13	110	19.40
3	Completed grade primary school 4-5	55	21.40	59	19.03	114	20.11
4	Completed grade secondary school 1-3	32	12.45	48	15.48	80	14.11
5	Completed grade secondary school 4-6	18	7.00	19	6.13	37	6.53
6	Professional	5	1.95	4	1.29	9	1.59
7	Others	4	1.56	0	0.00	4	0.71
	Total	257	100.00	310	100.00	567	100.00
Q1.5	Main Occupation						
1	Farmer	239	93.00	277	89.35	516	91.01
2	Laborer	4	1.56	1	0.32	5	0.88
3	Small business	1	0.39	9	2.90	10	1.76
4	Unemployed	2	0.78	4	1.29	6	1.06
5	Government official	9	3.50	17	5.48	26	4.59
6	NGO	1	0.39	1	0.32	2	0.35
7	Others	1	0.39	1	0.32	2	0.35
	Total	257	100.00	310	100.00	567	100.00
Q1.6	Ethnic Group of individual						
1	Lao Loum	117	45.53	171	55.16	288	50.79
2	Lao Therng	140	54.47	138	44.52	278	49.03
3	Lao Soung	0	0.00	1	0.32	1	0.18

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	Total	257	100.00	310	100.00	567	100.00
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SECTION 2: UXO CLEARANCE AGENCY WORKING IN THE VILLAGE

No	Variable name	Male		Female		Total	
		N	%	N	%	N	%
Q2.1	Which UXO clearance agency is working or has worked in the village in the last 1.5 years?						
1	UXO Lao	121	47.08	183	59.03	304	53.62
2	MAG	48	18.68	44	14.19	92	16.23
3	FSD	32	12.45	30	9.68	62	10.93
4	HIB	56	21.79	53	17.10	109	19.22
	Total	257	100.00	310	100.00	567	100.00
Q2.2	Who was the UXO clearance requested by?						
1	Lao Government (District / Provincial priority)	153	59.53	146	47.10	299	52.73
2	Local community	22	8.56	28	9.03	50	8.82
3	World Food Programme	3	1.17	1	0.32	4	0.71
4	International Relief and Development	2	0.78	0	0.00	2	0.35
5	Other	1	0.39	0	0.00	1	0.18
6	Don't know	76	29.57	135	43.55	211	37.21
	Total	257	100.00	310	100.00	567	100.00

SECTION: 3 LAND OWNERSHIP

No	Variable name	Male		Female		Total	
		N	%	N	%	N	%
Q3.1	How land is usually inherited in your village?						
1	Through the male side of family	153	59.53	149	48.06	302	53.26
2	Through the female side of the family	12	4.67	42	13.55	54	9.52
3	Both Male and female	65	25.29	70	22.58	135	23.81
4	Other	5	1.95	18	5.81	23	4.06
5	Don't know	9	3.50	14	4.52	23	4.06
6	Given to who is living with parents	13	5.06	17	5.48	30	5.29
	Total	257	100.00	310	100.00	567	100.00
Q3.2	Does your household own land?						
1	Yes	226	87.94	260	83.87	486	85.71
2	No	31	12.06	50	16.13	81	14.29
	Total	257	100.00	310	100.00	567	100.00
Q3.3	Are you aware of land ownership rights?						
1	Yes	135	52.53	139	44.84	274	48.32
2	No	122	47.47	171	55.16	293	51.68
	Total	257	100.00	310	100.00	567	100.00
Q3.4	Who informed you of land ownership rights?						

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1	Village authorities	88	65.19	79	56.83	167	60.95
2	District / Provincial authorities	30	22.22	20	14.39	50	18.25
3	Female family members	1	0.74	3	2.16	4	1.46
4	Male family members	7	5.19	20	14.39	27	9.85
5	Others	7	5.19	13	9.35	20	7.30
6	Not sure/can't recall	2	1.48	4	2.88	6	2.19
	Total	135	100.00	139	100.00	274	100.00
Q3.5 Have you had land cleared by the UXO clearance agency?							
1	Yes	115	44.75	116	37.42	231	40.74
2	No	142	55.25	194	62.58	336	59.26
	Total	257	100.00	310	100.00	567	100.00
Q3.6 Do you have a landownership documents?							
1	Yes - formal	52	45.22	51	43.97	103	44.59
2	Yes - informal	23	20.00	23	19.83	46	19.91
3	No	39	33.91	32	27.59	71	30.74
4	Don't know	1	0.87	10	8.62	11	4.76
	Total	115	100.00	116	100.00	231	100.00
Q3.7 Whose name(s) is on the landownership documents?							
1	Husband	54	71.05	49	58.33	103	64.38
2	Wife	5	6.58	3	3.57	8	5.00
3	Both husband and wife	10	13.16	14	16.67	24	15.00
4	Other male family member	6	7.89	6	7.14	12	7.50
5	Other female family member	0	0.00	1	1.19	1	0.63
6	Other	0	0.00	1	1.19	1	0.63
7	Don't know	1	1.32	10	11.90	11	6.88
	Total	76	100.00	84	100.00	160	100.00

SECTION 4: COMMUNITY CONSULTATION

No	Variable name	Male		Female		Total	
		N	%	N	%	N	%
Q4.1	If there is going to be a community meeting in the village, are you informed that a village meeting is going to be held?						
1	Yes	230	89.49	271	87.42	501	88.36
2	No	11	4.28	24	7.74	35	6.17
3	Sometimes	13	5.06	12	3.87	25	4.41

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4	Don't know	3	1.17	3	0.97	6	1.06
	Total	257	100.00	310	100.00	567	100.00
Q4.2	(if female respondent) How are you informed that a village meeting is going to be held?						
1	From Village Authorities			129	45.10		
2	From Unit Head			130	45.45		
3	From husband			10	3.50		
4	From other family members			4	1.40		
5	From other friends			1	0.35		
6	Other			3	1.05		
7	Don't know			2	0.70		
8	Village Women's Union			7	2.45		
	Total			286	100.00		
Q4.3	(if male respondent) How are you informed that a village meeting is going to be held?						
1	From Village Authorities	124	50.41				
2	From Unit Head	115	46.75				
3	From wife	4	1.63				
4	Other	2	0.81				
5	Don't know	1	0.41				
	Total	246	100.00				
Q4.4	Should men and women be consulted in your village together or separately in order to make the best/fairest decisions for your village?						
1	Together	207	80.54	257	82.90	464	81.83
2	Separately	33	12.84	27	8.71	60	10.58
3	It depends on the type of topic	15	5.84	21	6.77	36	6.35
4	No opinion/don't know	2	0.78	5	1.61	7	1.23
	Total	257	100.00	310	100.00	567	100.00
Q4.5	What is the best way to consult with people in the village?						
1	In a large village meeting	198	77.04	249	80.32	447	78.84
2	Meeting in unit groups	24	9.34	25	8.06	49	8.64
3	Small group of 10 people	15	5.84	14	4.52	29	5.11
4	In separate male and female groups	10	3.89	10	3.23	20	3.53
5	Individually	7	2.72	9	2.90	16	2.82
6	Other	3	1.17	3	0.97	6	1.06
	Total	257	100.00	310	100.00	567	100.00
Q4.6	What is the best time to schedule a meeting so you can attend?						
1	Early in the morning (5am - 8am)	53	20.62	85	27.42	138	24.34
2	Morning time (8am-Noon)	87	33.85	136	43.87	223	39.33
3	Lunch time (Noon - 2pm)	3	1.17	2	0.65	5	0.88
4	Early afternoon (2pm - 5pm)	1	0.39	2	0.65	3	0.53

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5	Early evening (6pm - 8pm)	59	22.96	57	18.39	116	20.46
6	Late evening (after 8pm)	54	21.01	28	9.03	82	14.46
	Total	257	100.00	310	100.00	567	100.00
Q4.7	Do you feel comfortable and confident in talking in a meeting with men/women?						
1	Yes	143	55.64	75	24.19	218	38.45
2	No	64	24.90	166	53.55	230	40.56
3	Sometime	50	19.46	69	22.26	119	20.99
	Total	257	100.00	310	100.00	567	100.00
Q4.8	In your village who attends meetings when discussing UXO clearance and prioritization processes with your village?						
1	Men only	78	30.35	134	43.23	212	37.39
2	Women only	1	0.39	4	1.29	5	0.88
3	Men and women in equal numbers	44	17.12	47	15.16	91	16.05
4	Men and women together but more men than women	100	38.91	100	32.26	200	35.27
5	Men and women together but more women than men	27	10.51	19	6.13	46	8.11
6	Unknown	7	2.72	6	1.94	13	2.29
	Total	257	100.00	310	100.00	567	100.00
Q4.9	Would you prefer to know in advance the topic of meetings that will be held in your village?						
1	Yes	224	87.16	258	83.23	482	85.01
2	No	28	10.89	41	13.23	69	12.17
3	Sometime	5	1.95	11	3.55	16	2.82
	Total	257	100.00	310	100.00	567	100.00
Q4.10	Why do you prefer to know the meeting topic in advance?						
1	To decide if I will attend the meeting	67	29.26	96	35.69	163	32.73
2	To discuss the proposed meeting content with family?	124	54.15	135	50.19	259	52.01
3	To discuss the proposed meeting content with others in the community	20	8.73	20	7.43	40	8.03
4	Want to know what meeting will be about	18	7.86	17	6.32	35	7.03
5	Other	0	0.00	1	0.37	1	0.20
	Total	229	100.00	269	100.00	498	100.00

SECTION 5: DECISION MAKING PROCESS

No	Variable name	Male		Female		Total	
		N	%	N	%	N	%
Q5.1	Who is considered the head of your household?						
1	A man	243	94.55	259	83.55	502	88.54
2	A woman	4	1.56	26	8.39	30	5.29
3	Men and women equally	10	3.89	25	8.06	35	6.17

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	Total	257	100.00	310	100.00	567	100.00
Q5.2	Do men and women in your household have equal decision making power on how household income is spent?						
1	Yes	222	86.38	238	76.77	460	81.13
2	No	20	7.78	45	14.52	65	11.46
3	Sometime	15	5.84	27	8.71	42	7.41
	Total	257	100.00	310	100.00	567	100.00
Q5.3	Who is more involved in the decision making processes in you household relating to household income?						
1	Men	146	56.81	128	41.29	274	48.32
2	Women	22	8.56	71	22.90	93	16.40
3	Men and Women are equal	89	34.63	111	35.81	200	35.27
	Total	257	100.00	310	100.00	567	100.00
Q5.4	If the men (ie: your husband or father) makes most decisions, does he/they discuss with you and consider your views?						
1	Yes	123	84.25	99	77.34	222	81.02
2	No	8	5.48	5	3.91	13	4.74
3	Sometime	15	10.27	24	18.75	39	14.23
	Total	146	100.00	128	100.00	274	100.00
Q5.5	If the women (ie: your wife or mother) makes most decisions, does she/they discuss with you and consider your views?						
1	Yes	11	50.00	39	54.93	50	53.76
2	No	2	9.09	7	9.86	9	9.68
3	Sometime	9	40.91	25	35.21	34	36.56
	Total	22	100.00	71	100.00	93	100.00

SECTION 6: UXO CLEARANCE PROCESS IN THE VILLAGE

No	Variable name	Male		Female		Total	
		N	%	N	%	N	%
Q6.1	Has a UXO clearance agency recently (within the last 1.5 years) cleared UXO from your village?						
1	Yes	238	92.61	248	80.00	486	85.71
2	No	15	5.84	45	14.52	60	10.58
3	Unsure	4	1.56	17	5.48	21	3.70
	Total	257	100.00	310	100.00	567	100.00
Q6.2	Was a community meeting held to inform you of the UXO activities that would be taking place in your village?						
1	Yes	197	82.77	191	77.02	388	79.84
2	No	30	12.61	46	18.55	76	15.64
3	Unsure	11	4.62	11	4.44	22	4.53
	Total	238	100.00	248	100.00	486	100.00

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Q6.3	Were you involved in a community meeting to discuss the selection of land to be cleared of UXO?						
1	Yes	151	63.45	98	39.52	249	51.23
2	No	87	36.55	150	60.48	237	48.77
	Total	238	100.00	248	100.00	486	100.00
Q6.4	Did you fully understand the criteria that the UXO clearance agency would use to select which families or areas of land would be cleared of UXO?						
1	Wasn't inform what the criteria was	9	5.96	4	4.08	13	5.22
2	Yes, understood	102	67.55	58	59.18	160	64.26
3	No, didn't understand	22	14.57	19	19.39	41	16.47
4	Understood some parts but not others	12	7.95	11	11.22	23	9.24
5	Don't recall	6	3.97	6	6.12	12	4.82
	Total	151	100.00	98	100.00	249	100.00
Q6.5	Did you agree with the families / land that were chosen to be cleared?						
1	Yes	225	94.54	221	89.11	446	91.77
2	No	3	1.26		0.00	3	0.62
3	No opinion	10	4.20	27	10.89	37	7.61
	Total	238	100.00	248	100.00	486	100.00

For WOMEN ONLY Who Were NOT involved in the [UXO] community meeting

No	Variable name	Male		Female		Total	
		N	%	N	%	N	%
Q6.6	Did someone else from your family attend the meeting?						
1	Yes			98	65.33		
2	No			52	34.67		
	Total			150	100.00		
Q6.7	Who attended the community meeting from your family?						
1	Husband			81	82.65		
2	Son			4	4.08		
3	Father			7	7.14		
4	Mother			4	4.08		
5	Other			2	2.04		
	Total			98	100.00		
Q6.8	Did this person ask you for your opinion prior to attending the meeting?						
1	Yes			25	25.51		
2	No			73	74.49		
	Total			98	100.00		

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Q6.9		Did you feel your opinion was put forward at the meeting by the family member?					
1	Yes			7	28.00		
2	No			3	12.00		
3	Unsure			15	60.00		
	Total			25	100.00		

For MEN ONLY Who Were NOT involved in the [UXO] community meeting

No	Variable name	Male		Female		Total	
		N	%	N	%	N	%
Q6.10		Did someone else from your family attend the meeting?					
1	Yes	26	29.89				
2	No	61	70.11				
	Total	87	100.00				
Q6.11		Who attended the community meeting from your family?					
1	Wife	13	50.00				
2	Son	6	23.08				
3	Father	5	19.23				
4	Mother	1	3.85				
5	Other	1	3.85				
	Total	26	100.00				
Q6.12		Did this person ask you for your opinion prior to attending the meeting?					
1	Yes	5	19.23				
2	No	21	80.77				
	Total	26	100.00				
Q6.13		Did you feel your opinion was put forward at the meeting by the family member?					
1	Yes	2	40.00				
2	Unsure	3	60.00				
	Total	5	100.00				

SECTION 7: HANDOVER CEREMONY

No	Variable name	Male		Female		Total	
		N	%	N	%	N	%
Q7.1		Has land cleared by the UXO clearance agency been handed back to your community / family?					
1	Yes	163	68.49	130	52.42	293	60.29
2	No	40	16.81	38	15.32	78	16.05
3	Don't know/not sure	35	14.71	80	32.26	115	23.66
	Total	238	100.00	248	100.00	486	100.00
Q7.2		Who informed you the handover ceremony was going to take place?					
1	Village Leader	94	57.67	66	50.77	160	54.61

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2	Unit Head	9	5.52	9	6.92	18	6.14
3	UXO clearance agency staff	45	27.61	30	23.08	75	25.60
4	Husband	1	0.61	12	9.23	13	4.44
5	Other family member	0	0.00	3	2.31	3	1.02
6	Other community members	4	2.45	4	3.08	8	2.73
7	Can't recall	10	6.13	6	4.62	16	5.46
	Total	163	100.00	130	100.00	293	100.00
Q7.3	When the land was handed over to your family / community who attended the ceremony?						
1	Husband	81	49.69	69	53.08	150	51.19
2	Wife	3	1.84	8	6.15	11	3.75
3	Husband and wife together	28	17.18	16	12.31	44	15.02
4	Other family member	11	6.75	17	13.08	28	9.56
5	No one from the family attended the hand over ceremony	40	24.54	20	15.38	60	20.48
	Total	163	100.00	130	100.00	293	100.00
Q7.4	Did the UXO clearance agency staff take you to the site and clearly show you the boundary of the site and explain the depth at which UXO clearance had taken place?						
1	Yes	96	58.90	63	48.46	159	54.27
2	No	61	37.42	61	46.92	122	41.64
3	Don't recall	6	3.68	6	4.62	12	4.10
	Total	163	100.00	130	100.00	293	100.00
Q7.5	If yes, do you understand what activities you can do safely according to the depth the land has been cleared to?						
1	Yes	91	89.22	47	68.12	138	80.70
2	No	6	5.88	14	20.29	20	11.70
3	Understand some activities but not others	5	4.90	8	11.59	13	7.60
	Total	102	100.00	69	100.00	171	100.00
Q7.6	If you did not attend the handover ceremony of the land, did someone explain to you which area had been cleared of UXO and explain the depth to which clearance had taken place?						
1	Yes	18	29.51	27	44.26	45	36.89
2	No	33	54.10	24	39.34	57	46.72
3	Don't recall	10	16.39	10	16.39	20	16.39
	Total	61	100.00	61	100.00	122	100.00

SECTION 8: MINE RISK EDUCATION / COMMUNITY AWARENESS ACTIVITIES

No	Variable name	Male		Female		Total	
		N	%	N	%	N	%

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Q8.1	Is there a UXO Lao or HI village volunteer for UXO community awareness in your village?						
1	Yes	164	63.81	172	55.48	336	59.26
2	No	93	36.19	138	44.52	231	40.74
	Total	257	100.00	310	100.00	567	100.00
Q8.2	Are they male / female / or both male and female?						
1	Male	38	23.17	40	23.26	78	23.21
2	Female	1	0.61	6	3.49	7	2.08
3	Both male and female	125	76.22	126	73.26	251	74.70
	Total	164	100.00	172	100.00	336	100.00
Q8.3	Has there been UXO community awareness activities conducted in your village in the previous 2 years?						
1	Yes	205	79.77	219	70.65	424	74.78
2	No	42	16.34	69	22.26	111	19.58
3	Unsure	10	3.89	22	7.10	32	5.64
	Total	257	100.00	310	100.00	567	100.00
Q8.4	Who attended the UXO community awareness sessions in your village?						
1	All village, including children	145	70.73	148	67.58	293	69.10
2	Men only	0	0.00	6	2.74	6	1.42
3	Women only	1	0.49	1	0.46	2	0.47
4	Men and Women in equal numbers	13	6.34	15	6.85	28	6.60
5	Men and women together but more men than women	33	16.10	35	15.98	68	16.04
6	Men and women together but more men than women	13	6.34	14	6.39	27	6.37
	Total	205	100.00	219	100.00	424	100.00
Q8.5	Where separate meetings held for men / women / children?						
1	Yes	39	19.02	39	17.81	78	18.40
2	No	136	66.34	163	74.43	299	70.52
3	Sometime	30	14.63	17	7.76	47	11.08
	Total	205	100.00	219	100.00	424	100.00
Q8.6	Did the UXO community awareness messages highlight the dangers for activities that are conducted by men, women and children in the community?						
1	Yes	199	97.07	211	96.35	410	96.70
2	No	6	2.93	8	3.65	14	3.30
	Total	205	100.00	219	100.00	424	100.00
Q8.7	Who did the community awareness messages mainly target?						
1	Men	21	10.24	27	12.33	48	11.32
2	Women	1	0.49	2	0.91	3	0.71
3	Children-boy	61	29.76	57	26.03	118	27.83
4	Children-girl	24	11.71	10	4.57	34	8.02
5	All members of the community	44	21.46	53	24.20	97	22.88
6	All children	50	24.39	61	27.85	111	26.18

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7	All Adult	4	1.95	9	4.11	13	3.07
	Total	205	100.00	219	100.00	424	100.00
Q8.8	What time are UXO community awareness sessions normally held in your village?(Multiple answers)						
1	Early morning (8-10 am)	124	48.06	124	46.97	248	47.51
2	Late morning (10 am-12 pm)	25	9.69	21	7.95	46	8.81
3	Early afternoon (12-2 pm)	7	2.71	8	3.03	15	2.87
4	Mid-afternoon (2-4 pm)	10	3.88	9	3.41	19	3.64
5	Later afternoon (4-6 pm)	19	7.36	26	9.85	45	8.62
6	Evening (6-8 pm)	73	28.29	76	28.79	149	28.54
	Total	258	100.00	264	100.00	522	100.00
Q8.9	Was the UXO community awareness session held at an appropriate time for you and your family to attend?						
1	Yes	199	97.07	214	97.72	413	97.41
2	No	6	2.93	5	2.28	11	2.59
	Total	205	100.00	219	100.00	424	100.00
Q8.10	If no, what time would be more appropriate for the UXO community awareness sessions?						
1	Early morning (8am – 10am)	3	37.50	1	14.29	4	26.67
2	Late morning (10 am - 12 pm)	0	0.00	0	0.00	0	0.00
3	Early afternoon (12 - 2 pm)	0	0.00	1	14.29	1	6.67
4	Mid-afternoon (2 - 4 pm)	0	0.00	1	14.29	1	6.67
5	Later afternoon (4 - 6 pm)	0	0.00	1	14.29	1	6.67
6	Evening (6 - 8 pm)	5	62.50	3	42.86	8	53.33
	Total	8	100.00	7	100.00	15	100.00
Q8.11	Was the community awareness session held at an appropriate time of year? (eg during dry season, during wet season)						
1	Yes	187	91.22	198	90.41	385	90.80
2	No	13	6.34	14	6.39	27	6.37
3	Unsure	5	2.44	7	3.20	12	2.83
	Total	205	100.00	219	100.00	424	100.00
Q8.12	If no, when would be the best time of the year to have a community awareness session in your community						
1	Dry season	10	76.92	13	92.86	23	85.19
2	Finish farming	3	23.08	1	7.14	4	14.81
	Total	13	100.00	14	100.00	27	100.00

SECTION 9: UXO CLEARANCE / COMMUNITY AWARENESS AGENCIES WORKING IN YOUR VILLAGE

No	Variable name	Male		Female		Total	
		N	%	N	%	N	%

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Q9.1	What the was the sex of the team that worked in your village?						
1	All male team	60	23.35	89	28.71	149	26.28
2	All female team	1	0.39	1	0.32	2	0.35
3	Mixed team-both men and women	196	76.26	220	70.97	416	73.37
	Total	257	100.00	310	100.00	567	100.00
Q9.2	Has any behavior of UXO clearance personnel working in your village been inappropriate						
1	Yes	3	1.17	3	0.97	6	1.06
2	No	254	98.83	307	99.03	561	98.94
	Total	257	100.00	310	100.00	567	100.00
Q9.3	What was the inappropriate behavior? (multiple answers)						
1	Being loud and noisy	0	0.00	1	12.50	1	9.09
2	Drinking too much in the village	0	0.00	1	12.50	1	9.09
3	Gambling	0	0.00	1	12.50	1	9.09
4	Inappropriate relationships with village girls	0	0.00	1	12.50	1	9.09
5	Stealing	2	66.67	2	25.00	4	36.36
6	Borrowing money and not repaying it	0	0.00	1	12.50	1	9.09
7	Other	1	33.33	1	12.50	2	18.18
	Total	3	100.00	8	100.00	11	100.00
Q9.4	Was this behavior reported to anyone?						
1	Yes	2	66.67	0	0.00	2	33.33
2	No	1	33.33	3	100.00	4	66.67
	Total	3	100.00	3	100.00	6	100.00
Q9.5	Why was this behavior not reported to anyone?						
1	Wasn't aware of who to report the behavior to	0	0.00	1	33.33	1	25.00
2	The behavior wasn't serious enough to warrant reporting	1	100.00	1	33.33	2	50.00
3	Other		0.00	1	33.33	1	25.00
	Total	1	100.00	3	100.00	4	100.00
Q9.6	Who was the behavior reported to?						
1	Team Leader of clearance team	2	100.00	0	0.00	2	100.00
	Total	2	100.00	0	0.00	2	100.00
Q9.7	To your knowledge was the incident followed up on by the UXO clearance agency?						
1	Yes	1	100.00	0	0.00	1	50.00
2	No	0	0.00	1	100.00	1	50.00
3	Unsure	0	0.00	0	0.00	0	0.00
	Total	1	100.00	1	100.00	2	100.00

Annex 8: Community - Agency

SECTION 1: PERSONAL INFORMATION

No	Variable name	UXO Lao		MAG		FSD		HIB		Total	
		N	%	N	%	N	%	N	%	N	%
Q1.1	Sex of interviewee										
1	Male	121	39.80	48	52.17	32	51.61	56	51.38	257	45.33
2	Female	183	60.20	44	47.83	30	48.39	53	48.62	310	54.67
	Total	304	100.00	92	100.00	62	100.00	109	100.00	567	100.00
Q1.2	Age of interviewee										
1	18 - 21 yrs	16	5.26	13	14.13	8	12.90	9	8.26	46	8.11
2	22 - 26 yrs	35	11.51	12	13.04	14	22.58	18	16.51	79	13.93
3	27 - 35 yrs	71	23.36	17	18.48	19	30.65	28	25.69	135	23.81
4	36 - 45 yrs	85	27.96	26	28.26	10	16.13	31	28.44	152	26.81
5	Over 46yrs	97	31.91	24	26.09	11	17.74	23	21.10	155	27.34
	Total	304	100.00	92	100.00	62	100.00	109	100.00	567	100
Q1.3	Marital status										
1	Single	12	3.95	14	15.22	3	4.84	1	0.92	30	5.29
2	Married	282	92.76	75	81.52	56	90.32	103	94.50	516	91.01
3	Separate	1	0.33	0	0.00	0	0.00	0	0.00	1	0.18
4	Divorce	1	0.33	1	1.09	1	1.61	1	0.92	4	0.71
5	Widow	7	2.30	2	2.17	2	3.23	2	1.83	13	2.29
6	Widower	1	0.33	0	0.00	0	0.00	2	1.83	3	0.53
	Total	304	100.00	92	100.00	62	100.00	109	100.00	567	100.00

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Q1.4	Level of Education level										
1	No education	48	15.79	45	48.91	42	67.74	78	71.56	213	37.57
2	Completed grade primary school 1-3 / Adult literacy training	52	17.11	23	25.00	18	29.03	17	15.60	110	19.40
3	Completed grade primary school 4-5	89	29.28	14	15.22	2	3.23	9	8.26	114	20.11
4	Completed grade secondary school 1-3	70	23.03	9	9.78	0	0.00	1	0.92	80	14.11
5	Completed grade secondary school 4-6	35	11.51	1	1.09	0	0.00	1	0.92	37	6.53
6	Professional	8	2.63	0	0.00	0	0.00	1	0.92	9	1.59
7	Others	2	0.66	0	0.00	0	0.00	2	1.83	4	0.71
	Total	304	100.00	92	100.00	62	100.00	109	100.00	567	100.00
Q1.5	Main Occupation										
1	Farmer	255	83.88	92	100.00	62	100.00	107	98.17	516	91.01
2	Labourer	5	1.64	0	0.00	0	0.00	0	0.00	5	0.88
3	Small business	10	3.29	0	0.00	0	0.00	0	0.00	10	1.76
4	Unemployed	5	1.64	0	0.00	0	0.00	1	0.92	6	1.06
5	Government official	25	8.22	0	0.00	0	0.00	1	0.92	26	4.59
6	NGO	2	0.66	0	0.00	0	0.00	0	0.00	2	0.35
7	Others	2	0.66	0	0.00	0	0.00	0	0.00	2	0.35
	Total	304	100.00	92	100.00	62	100.00	109	100.00	567	100.00
Q1.6	Ethnic Group of individual										
1	Lao Loum	205	67.43	52	56.52	2	3.23	29	26.61	288	50.79
2	Lao Therng	98	32.24	40	43.48	60	96.77	80	73.39	278	49.03
3	Lao Soung	1	0.33	0	0.00	0	0.00	0	0.00	1	0.18

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Total	304	100.00	92	100.00	62	100.00	109	100.00	567	100.00
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SECTION 2: UXO CLEARANCE AGENCY WORKING IN THE VILLAGE

No	Variable name	UXO Lao		MAG		FSD		HIB		Total	
		N	%	N	%	N	%	N	%	N	%
Q2.2	Who was the UXO clearance requested by?										
1	Lao Government (District / Provincial priority)	148	48.68	75	81.52	23	37.10	53	48.62	299	52.73
2	Local community	35	11.51	5	5.43	3	4.84	7	6.42	50	8.82
3	World Food Programme	0	0.00	3	3.26	1	1.61	0	0.00	4	0.71
4	International Relief and Development	0	0.00	2	2.17	0	0.00	0	0.00	2	0.35
5	Other	1	0.33	0	0.00	0	0.00	0	0.00	1	0.18
6	Don't know	120	39.47	7	7.61	35	56.45	49	44.95	211	37.21
	Total	304	100.00	92	100.00	62	100.00	109	100.00	567	100.00

SECTION: 3 LAND OWNERSHIP

No	Variable name	UXO Lao		MAG		FSD		HIB		Total	
		N	%	N	%	N	%	N	%	N	%
Q3.1	How is land usually inherited in your village?										
1	Through the male side of family	104	34.21	53	57.61	54	87.10	91	83.49	302	53.26
2	Through the female side of the family	38	12.50	11	11.96	2	3.23	3	2.75	54	9.52
3	Both male and female	104	34.21	17	18.48	1	1.61	13	11.93	135	23.81
4	Other	16	5.26	0	0.00	5	8.06	2	1.83	23	4.06
5	Don't know	14	4.61	9	9.78	0	0.00	0	0.00	23	4.06
6	Given to who is living with parents	28	9.21	2	2.17	0	0.00	0	0.00	30	5.29
	Total	304	100.00	92	100.00	62	100.00	109	100.00	567	100.00

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Q3.2	Does your household own land?										
1	Yes	257	84.54	86	93.48	51	82.26	92	84.40	486	85.71
2	No	47	15.46	6	6.52	11	17.74	17	15.60	81	14.29
	Total	304	100.00	92	100.00	62	100.00	109	100.00	567	100.00
Q3.3	Are you aware of land ownership rights?										
1	Yes	141	46.38	68	73.91	16	25.81	49	44.95	274	48.32
2	No	163	53.62	24	26.09	46	74.19	60	55.05	293	51.68
	Total	304	100.00	92	100.00	62	100.00	109	100.00	567	100.00
Q3.4	Who informed you of land ownership rights?										
1	Village authorities	83	58.87	44	64.71	9	56.25	31	63.27	167	60.95
2	District / Provincial authorities	32	22.70	1	1.47	6	37.50	11	22.45	50	18.25
3	Female family members	0	0.00	1	1.47	0	0.00	3	6.12	4	1.46
4	Male family members	5	3.55	17	25.00	1	6.25	4	8.16	27	9.85
5	Others	19	13.48	1	1.47	0	0.00	0	0.00	20	7.30
6	Not sure/can't recall	2	1.42	4	5.88	0	0.00	0	0.00	6	2.19
	Total	141	100.00	68	100.00	16	100.00	49	100.00	274	100.00
Q3.5	Have you had land cleared by the UXO clearance agency?										
1	Yes	120	39.47	53	57.61	18	29.03	40	36.70	231	40.74
2	No	184	60.53	39	42.39	44	70.97	69	63.30	336	59.26
	Total	304	100.00	92	100.00	62	100.00	109	100.00	567	100.00
Q3.6	Do you have a landownership documents?										
1	Yes - formal	36	30.00	38	71.70	4	22.22	25	62.50	103	44.59
2	Yes - informal	29	24.17	7	13.21	6	33.33	4	10.00	46	19.91
3	No	51	42.50	6	11.32	3	16.67	11	27.50	71	30.74
4	Don't know	4	3.33	2	3.77	5	27.78	0	0.00	11	4.76
	Total	120	100.00	53	100.00	18	100.00	40	100.00	231	100.00
Q3.7	Whose name(s) is on the landownership documents?										

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1	Husband	38	55.07	37	78.72	5	33.33	23	79.31	103	64.38
2	Wife	4	5.80	3	6.38	1	6.67	0	0.00	8	5.00
3	Both husband and wife	21	30.43	1	2.13	1	6.67	1	3.45	24	15.00
4	Other male family member	2	2.90	3	6.38	2	13.33	5	17.24	12	7.50
5	Other female family member	1	1.45	0	0.00	0	0.00	0	0.00	1	0.63
6	Other	1	1.45	0	0.00	0	0.00	0	0.00	1	0.63
7	Don't know	2	2.90	3	6.38	6	40.00	0	0.00	11	6.88
	Total	69	100.00	47	100.00	15	100.00	29	100.00	160	100.00

SECTION 4: COMMUNITY CONSULTATION

No	Variable name	UXO Lao		MAG		FSD		HIB		Total	
		N	%	N	%	N	%	N	%	N	%
Q4.1	If there is going to be a community meeting in the village, are you informed that a village meeting is going to be held?										
1	Yes	252	82.89	87	94.57	58	93.55	104	95.41	501	88.36
2	No	29	9.54	2	2.17	1	1.61	3	2.75	35	6.17
3	Sometimes	19	6.25	2	2.17	2	3.23	2	1.83	25	4.41
4	Don't know	4	1.32	1	1.09	1	1.61	0	0.00	6	1.06
	Total	304	100.00	92	100.00	62	100.00	109	100.00	567	100.00
Q4.2	(if female respondent) How are you informed that a village meeting is going to be held?										
1	From Village Authorities	68	42.24	23	52.27	21	72.41	17	32.69	129	45.10
2	From Unit Head	82	50.93	14	31.82	4	13.79	30	57.69	130	45.45
3	From husband	3	1.86	6	13.64	0	0.00	1	1.92	10	3.50
4	From other family members	3	1.86	1	2.27	0	0.00	0	0.00	4	1.40
5	From other friends	1	0.62	0	0.00	0	0.00	0	0.00	1	0.35
6	Other	3	1.86	0	0.00	0	0.00	0	0.00	3	1.05
7	Don't know	1	0.62	0	0.00	1	3.45	0	0.00	2	0.70

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8	Village Women's Union	0	0.00	0	0.00	3	10.34	4	7.69	7	2.45
	Total	161	100.00	44	100.00	29	100.00	52	100.00	286	100.00
Q4.3	(if male respondent) How are you informed that a village meeting is going to be held?										
1	From Village Authorities	47	41.23	21	45.65	31	96.88	25	46.30	124	50.41
2	From Unit Head	62	54.39	24	52.17	1	3.13	28	51.85	115	46.75
3	From wife	4	3.51	0	0.00	0	0.00	0	0.00	4	1.63
4	Other	1	0.88	0	0.00	0	0.00	1	1.85	2	0.81
5	Don't know	0	0.00	1	2.17	0	0.00	0	0.00	1	0.41
	Total	114	100.00	46	100.00	32	100.00	54	100.00	246	100.00
Q4.4	Should men and women be consulted in your village together or separately in order to make the best/fairest decisions for your village?										
1	Together	235	77.30	80	86.96	51	82.26	98	89.91	464	81.83
2	Separately	43	14.14	2	2.17	6	9.68	9	8.26	60	10.58
3	It depends on the topic	22	7.24	8	8.70	4	6.45	2	1.83	36	6.35
4	No opinion/don't know	4	1.32	2	2.17	1	1.61	0	0.00	7	1.23
	Total	304	100.00	92	100.00	62	100.00	109	100.00	567	100.00
Q4.5	What is the best way to consult with people in the village?										
1	In a large village meeting	225	74.01	88	95.65	54	87.10	80	73.39	447	78.84
2	Meeting in unit groups	39	12.83	0	0.00	4	6.45	6	5.50	49	8.64
3	Small group of 10 people	14	4.61	1	1.09	0	0.00	14	12.84	29	5.11
4	In separate male and female groups	14	4.61	2	2.17	2	3.23	2	1.83	20	3.53
5	Individually	8	2.63	1	1.09	1	1.61	6	5.50	16	2.82
6	Other	4	1.32	0	0.00	1	1.61	1	0.92	6	1.06
	Total	304	100.00	92	100.00	62	100.00	109	100.00	567	100.00
Q4.6	What is the best time to schedule a meeting so you can attend?										
1	Early in the morning (5am - 8am)	87	28.62	8	8.70	25	40.32	18	16.51	138	24.34
2	Morning time (8am-Noon)	131	43.09	28	30.43	27	43.55	37	33.94	223	39.33

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3	Lunch time (Noon - 2pm)	4	1.32	0	0.00	0	0.00	1	0.92	5	0.88
4	Early afternoon (2pm-5pm)	2	0.66	0	0.00	0	0.00	1	0.92	3	0.53
5	Early evening (6pm- 8pm)	27	8.88	36	39.13	10	16.13	43	39.45	116	20.46
6	Late evening (after 8pm)	53	17.43	20	21.74	0	0.00	9	8.26	82	14.46
	Total	304	100.00	92	100.00	62	100.00	109	100.00	567	100.00
Q4.7	Do you feel comfortable and confident in talking in a meeting with men/women?										
1	Yes	132	43.42	56	60.87	13	20.97	17	15.60	218	38.45
2	No	107	35.20	17	18.48	39	62.90	67	61.47	230	40.56
3	Sometime	65	21.38	19	20.65	10	16.13	25	22.94	119	20.99
	Total	304	100.00	92	100.00	62	100.00	109	100.00	567	100.00
Q4.8	In your village who attends meetings when discussing UXO clearance and prioritization processes with your village?										
1	Men only	107	35.20	6	6.52	33	53.23	66	60.55	212	37.39
2	Women only	3	0.99	0	-	2	3.23	0	-	5	0.88
3	Men and Women in equal numbers	52	17.11	8	8.70	20	32.26	11	10.09	91	16.05
4	Men and women together but more men than women	106	34.87	55	59.78	7	11.29	32	29.36	200	35.27
5	Men and women together but more women than men	26	8.55	20	21.74	0	0.00	0	0.00	46	8.11
6	Unknow	10	3.29	3	3.26	0	0.00	0	0.00	13	2.29
	Total	304	100.00	92	100.00	62	100.00	109	100.00	567	100.00
Q4.9	Would you prefer to know in advance the topic of meetings that will be held in your village?										
1	Yes	255	83.88	88	95.65	50	80.65	89	81.65	482	85.01
2	No	35	11.51	4	4.35	10	16.13	20	18.35	69	12.17
3	Sometime	14	4.61	0	0.00	2	3.23	0	0.00	16	2.82
	Total	304	100.00	92	100.00	62	100.00	109	100.00	567	100.00
Q4.10	Why do you prefer to know the meeting topic in advance?										
1	To decide if I will attend the meeting	104	38.66	22	25.00	10	19.23	27	30.34	163	32.73
2	To discuss the proposed meeting content with family	137	50.93	61	69.32	25	48.08	36	40.45	259	52.01

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3	To discuss the proposed meeting content with others in the community	14	5.20	5	5.68	13	25.00	8	8.99	40	8.03
4	Want to know what meeting will be about	14	5.20	0	0.00	4	7.69	17	19.10	35	7.03
5	Other	0	0.00	0	0.00	0	0.00	1	1.12	1	0.20
	Total	269	100.00	88	100.00	52	100.00	89	100.00	498	100.00

SECTION 5: DECISION MAKING PROCESS

No	Variable name	UXO Lao		MAG		FSD		HIB		Total	
		N	%	N	%	N	%	N	%	N	%
Q5.1	Who is considered the head of your household?										
1	A man	272	89.47	71	77.17	57	91.94	102	93.58	502	88.54
2	A woman	19	6.25	8	8.70	2	3.23	1	0.92	30	5.29
3	Men and women equally	13	4.28	13	14.13	3	4.84	6	5.50	35	6.17
	Total	304	100.00	92	100.00	62	100.00	109	100.00	567	100.00
Q5.2	Do men and women in your household have equal decision making power on how household income is spent?										
1	Yes	229	75.33	84	91.30	62	100.00	85	77.98	460	81.13
2	No	38	12.50	6	6.52	0	0.00	21	19.27	65	11.46
3	Sometime	37	12.17	2	2.17	0	0.00	3	2.75	42	7.41
	Total	304	100.00	92	100.00	62	100.00	109	100.00	567	100.00
Q5.3	Who is more involved in the decision making processes in you household relating to household income?										
1	Men	131	43.09	57	61.96	20	32.26	66	60.55	274	48.32
2	Women	61	20.07	16	17.39	7	11.29	9	8.26	93	16.40
3	Men and Women are equal	112	36.84	19	20.65	35	56.45	34	31.19	200	35.27
	Total	304	100.00	92	100.00	62	100.00	109	100.00	567	100.00
Q5.4	If the men (ie: your husband or father) makes most decisions, does he/they discuss with you and consider your views?										
1	Yes	99	75.57	51	89.47	18	90.00	54	81.82	222	81.02

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2	No	6	4.58	2	3.51	0	0.00	5	7.58	13	4.74
3	Sometime	26	19.85	4	7.02	2	10.00	7	10.61	39	14.23
	Total	131	100.00	57	100.00	20	100	66	100.00	274	100.00
Q5.5	If the women (ie: your wife or mother) makes most decisions, does she/they discuss with you and consider your views?										
1	Yes	34	55.74	12	75.00	0	0.00	4	44.44	50	53.76
2	No	5	8.20	2	12.50	0	0.00	2	22.22	9	9.68
3	Sometime	22	36.07	2	12.50	7	100.00	3	33.33	34	36.56
	Total	61	100.00	16	100.00	7	100.00	9	100.00	93	100.00

SECTION 6: UXO CLEARANCE PROCESS IN THE VILLAGE

No	Variable name	UXO Lao		MAG		FSD		HIB		Total	
		N	%	N	%	N	%	N	%	N	%
Q6.1	Has a UXO clearance agency recently (within the last 1.5 years) cleared UXO from your village?										
1	Yes	227	74.67	91	98.91	60	96.77	108	99.08	486	85.71
2	No	57	18.75	1	1.09	2	3.23	0	0.00	60	10.58
3	Unsure	20	6.58	0	0.00	0	0.00	1	0.92	21	3.70
	Total	304	100.00	92	100.00	62	100.00	109	100.00	567	100.00
Q6.2	Was a community meeting held to inform you of the UXO activities that would be taking place in your village?										
1	Yes	170	74.89	91	100.00	43	71.67	84	77.78	388	79.84
2	No	38	16.74	0	0.00	16	26.67	22	20.37	76	15.64
3	Unsure	19	8.37	0	0.00	1	1.67	2	1.85	22	4.53
	Total	227	100.00	91	100.00	60	100.00	108	100.00	486	100.00
Q6.3	Were you involved in a community meeting to discuss the selection of land to be cleared of UXO?										
1	Yes	96	42.29	73	80.22	30	50.00	50	46.30	249	51.23
2	No	131	57.71	18	19.78	30	50.00	58	53.70	237	48.77

DRAFT FOR COMMENT

	Total	227	100.00	91	100.00	60	100.00	108	100.00	486	100.00
Q6.4	Did you fully understand the criteria that the UXO clearance agency would use to select which families or areas of land would be cleared of UXO?										
1	Wasn't inform what the criteria was	8	8.33	0	0.00	1	3.33	4	8.00	13	5.22
2	Yes, understood	55	57.29	67	91.78	16	53.33	22	44.00	160	64.26
3	No, didn't understand	8	8.33	0	0.00	12	40.00	21	42.00	41	16.47
4	Understood some parts but not others	15	15.63	5	6.85	0	0.00	3	6.00	23	9.24
5	Don't recall	10	10.42	1	1.37	1	3.33	0	0.00	12	4.82
	Total	96	100.00	73	100.00	30	100.00	50	100.00	249	100.00
Q6.5	Did you agree with the families / land that was chosen to be cleared?										
1	Yes	191	84.14	91	100.00	58	96.67	106	98.15	446	91.77
2	No	1	0.44	0	0.00	1	1.67	1	0.93	3	0.62
3	No opinion	35	15.42	0	0.00	1	1.67	1	0.93	37	7.61
	Total	227	100.00	91	100.00	60	100.00	108	100.00	486	100.00

For WOMEN ONLY Who Were NOT involved in the [UXO] community meeting

No	Variable name	Male		Female		Total		Total		Total	
		N	%	N	%	N	%	N	%	N	%
Q6.6	Did someone else from your family attend the meeting?										
1	Yes	46	58.97	9	81.82	15	71.43	28	70.00	98	65.33
2	No	32	41.03	2	18.18	6	28.57	12	30.00	52	34.67
	Total	78	100.00	11	100.00	21	100.00	40	100.00	150	100.00
Q6.7	Who attended the community meeting from your family?										
1	Husband	36	78.26	7	77.78	13	86.67	25	89.29	81	82.65
2	Son	2	4.35	0	0.00	2	13.33	0	0.00	4	4.08
3	Father	3	6.52	2	22.22	0	0.00	2	7.14	7	7.14

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4	Mother	4	8.70	0	0.00	0	0.00	0	0.00	4	4.08
5	Other	1	2.17	0	0.00	0	0.00	1	3.57	2	2.04
	Total	46	100.00	9	100.00	15	100.00	28	100.00	98	100.00
Q6.8	Did this person ask you for your opinion prior to attending the meeting?										
1	Yes	13	28.26	2	22.22	2	13.33	8	28.57	25	25.51
2	No	33	71.74	7	77.78	13	86.67	20	71.43	73	74.49
	Total	46	100.00	9	100.00	15	100.00	28	100.00	98	100.00
Q6.9	Did you feel your opinion was put forward at the meeting by the family member?										
1	Yes	6	46.15	1	50.00	0	0.00	0	0.00	7	28.00
2	No	1	7.69	0	0.00	0	0.00	2	25.00	3	12.00
3	Unsure	6	46.15	1	50.00	2	100.00	6	75.00	15	60.00
	Total	13	100.00	2	100.00	2	100.00	8	100.00	25	100.00

For MEN ONLY Who Were NOT involved in the [UXO] community meeting

No	Variable name	UXO Lao		MAG		FSD		HIB		Total	
		N	%	N	%	N	%	N	%	N	%
Q6.10	Did someone else from your family attend the meeting?										
1	Yes	18	33.96	1	14.29	2	22.22	5	27.78	26	29.89
2	No	35	66.04	6	85.71	7	77.78	13	72.22	61	70.11
	Total	53	100.00	7	100.00	9	100.00	18	100.00	87	100.00
Q6.11	Who attended the community meeting from your family?										
1	Wife	10	55.56	0	0.00	1	50.00	2	40.00	13	50.00
2	Son	4	22.22	0	0.00	0	0.00	2	40.00	6	23.08
3	Father	3	16.67	0	0.00	1	50.00	1	20.00	5	19.23
4	Mother	0	0.00	1	100.00	0	0.00	0	0.00	1	3.85
5	Other	1	5.56	0	0.00	0	0.00	0	0.00	1	3.85

DRAFT FOR COMMENT

	Total	18	100.00	1	100.00	2	100.00	5	100.00	26	100.00
Q6.12	Did this person ask you for your opinion prior to attending the meeting?										
1	Yes	3	16.67	0	0.00	1	50.00	1	20.00	5	19.23
2	No	15	83.33	1	100.00	1	50.00	4	80.00	21	80.77
	Total	18	100.00	1	100.00	2	100.00	5	100.00	26	100.00
Q6.13	Did you feel your opinion was put forward at the meeting by the family member?										
1	Yes	1	33.33	0	0.00	0	0.00	1	100.00	2	40.00
2	No	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
3	Unsure	2	66.67	0	0.00	1	100.00	0	0.00	3	60.00
	Total	3	100.00	0	0.00	1	100.00	1	100.00	5	100.00

SECTION 7: HANDOVER CEREMONY

No	Variable name	UXO Lao		MAG		FSD		HIB		Total	
		N	%	N	%	N	%	N	%	N	%
Q7.1	Has land cleared by the UXO clearance agency been handed back to your community / family?										
1	Yes	112	49.34	58	63.74	46	76.67	77	71.30	293	60.29
2	No	48	21.15	17	18.68	0	0.00	13	12.04	78	16.05
3	Don't know/not sure	67	29.52	16	17.58	14	23.33	18	16.67	115	23.66
	Total	227	100.00	91	100.00	60	100.00	108	100.00	486	100.00
Q7.2	Who informed you the handover ceremony was going to take place?										
1	Village Leader	61	54.46	22	37.93	20	43.48	57	74.03	160	54.61
2	Unit Head	3	2.68	12	20.69	0	0.00	3	3.90	18	6.14
3	UXO clearance agency staff	28	25.00	15	25.86	25	54.35	7	9.09	75	25.60
4	Husband	1	0.89	5	8.62	0	0.00	7	9.09	13	4.44
5	Other family member	0	0.00	3	5.17	0	0.00	0	0.00	3	1.02

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6	Other community members	4	3.57	1	1.72	0	0.00	3	3.90	8	2.73
7	Can't recall	15	13.39	0	0.00	1	2.17	0	0.00	16	5.46
	Total	112	100.00	58	100.00	46	100.00	77	100.00	293	100.00
Q7.3	When the land was handed over to your family / community who attended the ceremony?										
1	Husband	24	21.43	40	68.97	27	58.70	59	76.62	150	51.19
2	Wife	5	4.46	4	6.90	0	0.00	2	2.60	11	3.75
3	Husband and wife together	24	21.43	6	10.34	10	21.74	4	5.19	44	15.02
4	Other family member	9	8.04	7	12.07	6	13.04	6	7.79	28	9.56
5	No one from the family attended the hand over ceremony	50	44.64	1	1.72	3	6.52	6	7.79	60	20.48
	Total	112	100.00	58	100.00	46	100.00	77	100.00	293	100.00
Q7.4	Did the UXO clearance agency staff take you to the site and clearly show you the boundary of the site and explain the depth at which UXO clearance had taken place?										
1	Yes	44	39.29	49	84.48	21	45.65	45	58.44	159	54.27
2	No	60	53.57	7	12.07	25	54.35	30	38.96	122	41.64
3	Don't recall	8	7.14	2	3.45	0	0.00	2	2.60	12	4.10
	Total	112	100.00	58	100.00	46	100.00	77	100.00	293	100.00
Q7.5	If yes, do you understand what activities you can do safely according to the depth the land has been cleared to?										
1	Yes	38	73.08	49	96.08	17	80.95	34	72.34	138	80.70
2	No	4	7.69	0	0.00	4	19.05	12	25.53	20	11.70
3	Understand some activities but not others	10	19.23	2	3.92	0	0.00	1	2.13	13	7.60
	Total	52	100.00	51	100.00	21	100.00	47	100.00	171	100.00
Q7.6	If you did not attend the handover ceremony of the land, did someone explain to you which area had been cleared of UXO and explain the depth to which clearance had taken place?										
1	Yes	10	16.67	5	71.43	17	68.00	13	43.33	45	36.89

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2	No	36	60.00	2	28.57	8	32.00	11	36.67	57	46.72
3	Don't recall	14	23.33	0	0.00	0	0.00	6	20.00	20	16.39
	Total	60	100.00	7	100.00	25	100.00	30	100.00	122	100.00

SECTION 8: MINE RISK EDUCATION / COMMUNITY AWARENESS ACTIVITIES

No	Variable name	UXO Lao		MAG		FSD		HI		Total	
		N	%	N	%	N	%	N	%	N	%
Q8.1	Is there a UXO Lao or HI village volunteer for UXO community awareness in your village?										
1	Yes	123	40.46	74	80.43	40	64.52	99	90.83	336	59.26
2	No	181	59.54	18	19.57	22	35.48	10	9.17	231	40.74
	Total	304	100.00	92	100.00	62	100.00	109	100.00	567	100.00
Q8.2	Are they male / female / or both male and female?										
1	Male	35	28.46	10	13.51	10	25.00	23	23.23	78	23.21
2	Female	1	0.81	0	0.00	0	0.00	6	6.06	7	2.08
3	Both male and female	87	70.73	64	86.49	30	75.00	70	70.71	251	74.70
4	Total	123	100.00	74	100.00	40	100.00	99	100.00	336	100.00
Q8.3	Has there been UXO community awareness activities conducted in your village in the previous 2 years?										
1	Yes	194	63.82	88	95.65	56	90.32	86	78.90	424	74.78
2	No	88	28.95	3	3.26	1	1.61	19	17.43	111	19.58
3	Unsure	22	7.24	1	1.09	5	8.06	4	3.67	32	5.64
4	Total	304	100.00	92	100.00	62	100.00	109	100.00	567	100.00
Q8.4	Who attended the UXO community awareness sessions in your village?										
1	All village, including children	141	72.68	33	37.50	56	100.00	63	73.26	293	69.10
2	Men only	5	2.58	1	1.14	0	0.00	0	0.00	6	1.42
3	Women only	1	0.52	1	1.14	0	0.00	0	0.00	2	0.47
4	Men and Women in equal numbers	8	4.12	1	1.14	0	0.00	19	22.09	28	6.60

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5	Men and women together but more men than women	29	14.95	36	40.91	0	0.00	3	3.49	68	16.04
6	Men and women together but more men than women	10	5.15	16	18.18	0	0.00	1	1.16	27	6.37
	Total	194	100.00	88	100.00	56	100.00	86	100.00	424	100.00
Q8.5	Where separate meetings held for men / women / children?										
1	Yes	26	13.40	20	22.73	7	12.50	25	29.07	78	18.40
2	No	159	81.96	33	37.50	49	87.50	58	67.44	299	70.52
3	Sometime	9	4.64	35	39.77	0	0.00	3	3.49	47	11.08
	Total	194	100.00	88	100.00	56	100.00	86	100.00	424	100.00
Q8.6	Did the UXO community awareness messages highlight the dangers for activities that are conducted by men, women and children in the community?										
1	Yes	182	93.81	88	100.00	56	100.00	84	97.67	410	96.70
2	No	12	6.19	0	0.00	0	0.00	2	2.33	14	3.30
	Total	194	100.00	88	100.00	56	100.00	86	100.00	424	100.00
Q8.7	Who did the community awareness messages mainly target?										
1	Men	17	8.76	17	19.32	2	3.57	12	13.95	48	11.32
2	Women	1	0.52	0	0.00	0	0.00	2	2.33	3	0.71
3	Children-boy	35	18.04	55	62.50	11	19.64	17	19.77	118	27.83
4	Children-girl	3	1.55	0	0.00	0	0.00	31	36.05	34	8.02
5	All members of the community	59	30.41	2	2.27	28	50.00	8	9.30	97	22.88
6	All children	72	37.11	14	15.91	14	25.00	11	12.79	111	26.18
7	All Adult	7	3.61	0	0.00	1	1.79	5	5.81	13	3.07
	Total	194	100.00	88	100.00	56	100.00	86	100.00	424	100.00
Q8.8	What time are UXO community awareness sessions normally held in your village?(Multiple answers)										
1	Early morning (8-10 am)	131	53.47	43	44.79	35	47.30	39	36.45	248	47.51
2	Late morning (10 am-12 pm)	20	8.16	21	21.88	3	4.05	2	1.87	46	8.81

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3	Early afternoon (12-2 pm)	4	1.63	2	2.08	1	1.35	8	7.48	15	2.87
4	Mid-afternoon (2-4 pm)	11	4.49	5	5.21	3	4.05	0	0.00	19	3.64
5	Later afternoon (4-6 pm)	15	6.12	16	16.67	2	2.70	12	11.21	45	8.62
6	Evening (6-8 pm)	64	26.12	9	9.38	30	40.54	46	42.99	149	28.54
	Total	245	100.00	96	100.00	74	100.00	107	100.00	522	100.00
Q8.9	Was the UXO community awareness session held at an appropriate time for you and your family to attend?										
1	Yes	185	95.36	86	97.73	56	100.00	86	100.00	413	97.41
2	No	9	4.64	2	2.27	0	0.00	0	0.00	11	2.59
	Total	194	100.00	88	100.00	56	100.00	86	100.00	424	100.00
Q8.10	If no, what time would be more appropriate for the UXO community awareness sessions?(Multiple answers)										
1	Early morning (8am – 10am)	4	28.57	0	0.00	0	0.00	0	0.00	4	25.00
2	Late morning (10 am - 12 pm)	1	7.14	0	0.00	0	0.00	0	0.00	1	6.25
3	Early afternoon (12 - 2 pm)	1	7.14	0	0.00	0	0.00	0	0.00	1	6.25
4	Mid-afternoon (2 - 4 pm)	1	7.14	0	0.00	0	0.00	0	0.00	1	6.25
5	Later afternoon (4 - 6 pm)	1	7.14	0	0.00	0	0.00	0	0.00	1	6.25
6	Evening (6 - 8 pm)	6	42.86	2	100.00	0	0.00	0	0.00	8	50.00
	Total	14	100.00	2	100.00	0	0.00	0	0.00	16	100.00
Q8.11	Was the community awareness session held at an appropriate time of year? (eg during dry season, during wet season)										
1	Yes	161	82.99	86	97.73	52	92.86	86	100.00	385	90.80
2	No	23	11.86	0	0.00	4	7.14	0	0.00	27	6.37
3	Unsure	10	5.15	2	2.27	0	0.00	0	0.00	12	2.83
	Total	194	100.00	88	100.00	56	100.00	86	100.00	424	100.00
Q8.12	If no, when would be the best time of the year to have a community awareness session in your community										
1	Dry season	23	100.00	0	0.00	0	0.00	0	0.00	23	85.19
2	Finish farming	0	0.00	0	0.00	4	100.00	0	0.00	4	14.81
	Total	23	100.00	0	0.00	4	100.00	0	0.00	27	100.00

SECTION 9: UXO CLEARANCE / COMMUNITY AWARENESS AGENCIES WORKING IN YOUR VILLAGE

No	Variable name	UXO Lao		MAG		FSD		HIB		Total	
		N	%	N	%	N	%	N	%	N	%
Q9.1	What the was the sex of the team that worked in your village?										
1	All male team	145	47.70	0	0.00	4	6.45	0	0.00	149	26.28
2	All female team	0	0.00	0	0.00	0	0.00	2	1.83	2	0.35
3	Mixed team-both men and women	159	52.30	92	100.00	58	93.55	107	98.17	416	73.37
	Total	304	100.00	92	100.00	62	100.00	109	100.00	567	100.00
Q9.2	Has any behavior of UXO clearance personnel working in your village been inappropriate										
1	Yes	6	1.97	0	0.00	0	0.00	0	0.00	6	1.06
2	No	298	98.03	92	100.00	62	100.00	109	100.00	561	98.94
	Total	304	100.00	92	100.00	62	100.00	109	100.00	567	100.00
Q9.3	What was the inappropriate behavior? (multiple answers)										
1	Being loud and noisy	1	9.09	0	0.00	0	0.00	0	0.00	1	9.09
2	Drinking too much in the village	1	9.09	0	0.00	0	0.00	0	0.00	1	9.09
3	Gambling	1	9.09	0	0.00	0	0.00	0	0.00	1	9.09
4	Inappropriate relationships with village girls	1	9.09	0	0.00	0	0.00	0	0.00	1	9.09
5	Stealing	4	36.36	0	0.00	0	0.00	0	0.00	4	36.36
6	Borrowing money and not repaying it	1	9.09	0	0.00	0	0.00	0	0.00	1	9.09
7	Other	2	18.18	0	0.00	0	0.00	0	0.00	2	18.18
	Total	11	100.00	0	0.00	0	0.00	0	0.00	11	100.00
Q9.4	Was this behavior reported to anyone?										
1	Yes	2	33.33	0	0.00	0	0.00	0	0.00	2	33.33
2	No	4	66.67	0	0.00	0	0.00	0	0.00	4	66.67

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	Total	6	100.00	0	0.00	0	0.00	0	0.00	6	100.00
Q9.5	Why was this behavior not reported to anyone?										
1	Wasn't aware of who to report the behavior to	1	25.00	0	0.00	0	0.00	0	0.00	1	25.00
2	The behavior wasn't serious enough to warrant reporting	2	50.00	0	0.00	0	0.00	0	0.00	2	50.00
3	Other	1	25.00	0	0.00	0	0.00	0	0.00	1	25.00
	Total	4	100.00	0	0.00	0	0.00	0	0.00	4	100.00
Q9.6	Who was the behavior reported to?										
1	Team Leader of clearance team	2	100.00	0	0.00	0	0.00	0	0.00	2	100.00
	Total	2	100.00	0	0.00	0	0.00	0	0.00	2	100.00
Q9.7	To your knowledge was the incident followed up on by the UXO clearance agency?										
1	Yes	1	50.00	0	0.00	0	0.00	0	0.00	1	50.00
2	No	1	50.00	0	0.00	0	0.00	0	0.00	1	50.00
3	Unsure	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
	Total	2	100.00	0	0.00	0	0.00	0	0.00	2	100.00

Annex 9: Land ownership / UXO Clearance Process in Village – Agency – Sex

SECTION: 3 LAND OWNERSHIP

No	Variable name	UXO Lao		MAG		FSD		HI		Total	
		%Male	%Female	%Male	%Female	%Male	%Female	%Male	%Female	%Male	%Female
Q3.5	Have you had land cleared by the UXO clearance agency?										
1	Yes	46.3	35.0	54.2	61.4	3,434.0	23.3	39.3	34.0	44.7	37.4
2	No	53.7	65.0	45.8	38.6	65.6	76.7	60.7	66.0	55.3	62.6
	Total	100.0	100.0	100.0	100.0	3,499.6	100.0	100.0	100.0	100.0	100.0
Q3.6	Do you have a landownership documents?										
1	Yes - formal	28.6	31.3	76.9	66.7	27.3	14.3	59.1	66.7	45.2	44.0
2	Yes - informal	21.4	26.6	11.5	14.8	54.5	0.0	9.1	11.1	20.0	19.8
3	No	48.2	37.4	11.5	11.1	18.2	14.3	31.8	22.2	33.9	27.6
4	Don't know	1.8	4.7	0.0	7.4	0.0	71.4	0.0	0.0	0.9	8.6
	Total	100.0	100.0	99.9	100.0	100.0	100.0	100.0	100.0	100.0	100.0

SECTION 6: UXO CLEARANCE PROCESS IN THE VILLAGE

No	Variable name	UXO Lao		MAG		FSD		HI		Total	
		%Male	%Female	%Male	%Female	%Male	%Female	%Male	%Female	%Male	%Female
Q6.3	Were you involved in a community meeting to discuss the selection of land to be cleared of UXO?										
1	Yes	50.0	35.5	85.1	75.0	70.0	30.0	67.3	24.5	63.4	39.5
Q6.4	Did you fully understand the criteria that the UXO clearance agency would use to select which families or areas of land would be cleared of UXO?										
1	Wasn't inform what the criteria was	11.3	4.7	0.0	0.0	0.0	11.1	8.1	7.7	6.0	4.1
2	Yes, understood	60.4	53.5	90.0	93.9	66.7	22.2	54.1	15.4	67.5	59.2
3	No, didn't	3.8	14.0	0.0	0.0	33.3	55.6	35.1	61.5	14.6	19.4

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	understand										
4	Understood some parts but not others	15.1	16.3	7.5	6.1	0.0	0.0	2.7	15.4	7.9	11.2
5	Don't recall	9.4	11.6	2.5	0.0	0.0	11.1	0.0	0.0	4.0	6.1
	Total	100.0	100.1	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Q6.5	Did you agree with the families / land that was chosen to be cleared?										
1	Yes	89.6	79.3	100.0	100.0	96.7	96.7	98.2	98.1	94.5	89.1

Annex 10: UXO Clearance Staff - General

SECTION 1: PERSONAL INFORMATION

No	Variable name	N	%
Q1.1	Sex of interviewee		
1	Male	104	78.20
2	Female	29	21.80
	Total	133	100.00
Q1.2	Age of interviewee		
1	18 - 21 yrs	13	9.77
2	22 - 26 yrs	31	23.31
3	27 - 35 yrs	57	42.86
4	36 - 45 yrs	21	15.79
5	Over 46 yrs	11	8.27
	Total	133	100.00
Q1.3	Marital status		
1	Single	35	26.32
2	Married	94	70.68
3	Divorce	3	2.26
4	Widow	1	0.75
	Total	133	100.00
Q1.4	Level of Education level		
1	Completed grade primary school 1-3 / Adult literacy training	3	2.26
2	Completed grade primary school 4-5	9	6.77
3	Completed grade secondary school 1-3	29	21.80
4	Completed grade secondary school 4-6	69	51.88
5	Technical/Higher/Bachelor	12	9.02
6	Others	11	8.27
	Total	133	100.00
Q1.4	Level of Education level (Others)		
1	Nurse	4	36.36
2	Teacher	1	9.09
3	Vocational	3	27.27
4	Driver	2	18.18
5	Police	1	9.09
	Total	11	100.00
Q1.5	What organisation do you work for?		
1	Lao UXO	73	54.89
2	MAG	36	27.07
3	HIB	11	8.27
4	FSD	13	9.77
	Total	133	100.00
Q1.6	How long have you worked for your organisation?		
1	0-1 yr	18	13.50
2	1-2 yrs	34	25.60

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3	2-4 yrs	20	15.00
4	4-6 yrs	8	6.00
5	6-8 yrs	22	16.50
6	8-10 yrs	24	18.00
7	> 10 yrs	7	5.30
	Total	133	100.00
Q1.7	What is your position?		
1	Provincial Coordinator / Deputy Provincial Coordinator / Provincial Manager	4	3.00
2	Senior EOD / Field Supervisors	56	42.10
3	Team Leader	13	9.80
4	Deputy Team Leader / Section Commanders	4	3.00
5	Technician / De-miner	11	8.30
6	Medic	11	8.30
7	Community Liaison / Community Awareness / Survey / Risk Education	15	11.30
8	Administrative Support Staff (office managers, finance)	9	6.80
9	Operational Support Staff (drivers, logistics, stores)	7	5.30
10	Guard	2	1.50
11	Cook / cleaner	1	0.80
	Total	133	100.00

SECTION 2 : DECISION MAKING

No	Variable name	N	%
Q2.1	Did your decision making authority regarding income expenditure and decisions affecting your family increase after you began working for your UXO organization?		
1	Yes	114	85.70
2	No	19	14.30
	Total	133	100.00
Q2.2	Before you began working for your organization who was the final decision maker in your family regarding household spending?		
1	Husband	31	23.30
2	Wife	18	13.50
3	Husband with wife but husband makes final decision	3	2.30
4	Husband and wife equally make the decision	29	21.80
5	Mother	10	7.50
6	Father	14	10.50
7	Father consults with mother but father makes final decision	5	3.80
8	Mother and father equally make the decision	11	8.30
9	You and your parents consult together	7	5.30
10	Other	5	3.80
	Total	133	100.00

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Q2.2	Before you began working for your organization who was the final decision maker in your family regarding household spending (Other)?		
1	Self	2	40.00
2	Relative	3	60.00
	Total	5	100.00
Q2.3	Since beginning employment with your organization has this changed how decision making regarding household spending is made in your family?		
1	Yes	114	85.70
2	No	19	14.30
	Total	133	100.00
Q2.4	If yes, who is the final decision maker in your family regarding household spending now?		
1	Husband	23	20.18
2	Wife	15	13.16
3	Husband consults with wife but husband makes final decision	13	11.40
4	Wife consults with husband but wife makes final decision	3	2.63
5	Husband and wife equally make the decision	26	22.81
6	Mother	4	3.51
7	Father	8	7.02
8	Father consults with mother but father makes final decision	2	1.75
9	Mother consults with father but mother makes final decision	1	0.88
10	Mother and father equally make the decision	4	3.51
11	You and your parents consult together	9	7.89
12	By self	6	5.26
	Total	114	100.00
Q2.5	Has being away from home for your work place increased responsibilities on other members of your family		
1	Yes	123	92.50
2	No	10	7.50
	Total	133	100.00
Q2.6	Which family members have been most affected by this increased responsibility?		
1	Husband	6	4.88
2	Wife	77	62.60
3	Mother	15	12.20
4	Father	10	8.13
5	Daughter	1	0.81
6	Other relatives	13	10.57
7	Other	1	0.81
	Total	123	100.00

SECTION 3: HOUSEHOLD SPENDING AND SAVING

No	Variable name	N	%
Q3.1	Who was the primary income earner in your family before you began working for your agency?		
1	Self	65	48.90
2	Wife	14	10.50
3	Husband	13	9.80
4	Mother	7	5.30
5	Father	28	21.10
6	Other	6	4.50
	Total	133	100.00
Q3.2	Who is the primary income earner in your family now?		
1	Self	90	67.70
2	Wife	14	10.50
3	Husband	15	11.30
4	Father	7	5.30
5	Other	7	5.30
	Total	133	100.00
Q3.3	Approximately how much of your salary do you save each month?		
1	None	21	15.80
2	10-20 %	36	27.10
3	20-40 %	28	21.10
4	40-60 %	29	21.80
5	60-80 %	16	12.00
6	80-100 %	3	2.30
	Total	133	100.00
Q3.4	3.4 What do you normally spend most of your salary on each month? (multiple answers possible)		
1	Food	109	33.96
2	Healthcare	39	12.15
3	Education/education supplies for children	53	16.51
4	Agricultural inputs (tools, seeds, etc.)	10	3.12
5	Supporting other family member/s	58	18.07
6	Business opportunities	8	2.49
7	Buying land	13	4.05
8	Other	31	9.66
	Total	321	100.00
Q3.5	How do you receive your salary payment?		
1	Cash	71	53.40
2	Cheque	3	2.30
3	Salary transferred into bank account	59	44.40

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	Total	133	100.00
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SECTION 4: EXPERIENCE WORKING IN HUMANITARIAN MINE ACTION

No	Variable name	N	%
Q4.1	Have you been given an opportunity to improve your skills through training and development activities within the organization?		
1	Yes	95	71.40
2	No	38	28.60
	Total	133	100.00
Q4.2	Do you find the accommodation (toilets, sleeping arrangements and kitchen facilities) your organization provides are adequate for the needs of men/women?		
1	Yes	68	51.10
2	No	46	34.60
3	Sometime	19	14.30
	Total	133	100.00
Q4.3	If no, where do improvements need to be made? (multiple answers possible)		
1	More toilets (or separate toilets, male and female toilets located at a distance from one another)	8	10.81
2	More showering facilities (or separate toilets, male and female toilets located at a distance from one another)	3	4.05
3	Improvements in sleeping facilities and bedding provided	37	50.00
4	Improved issue of utensils for cooking / cleaning	13	17.57
5	Better security	2	2.70
6	Other	11	14.86
	Total	74	100.00
Q4.3	If no, where do improvements need to be made(Other)		
1	Car	1	9.09
2	Food	5	45.45
3	House	2	18.18
4	Install GPS	1	9.09
5	less income	1	9.09
6	Sleeping beds	1	9.09
	Total	11	100.00
Q4.4	Have you experienced any form of harassment during your employment with your organization?		
1	Yes	22	16.54
2	No	103	77.44
3	No Answer	8	6.02
	Total	133	100.00
Q4.5	Who was this harassment from?		
1	Male staff member in similar position	7	31.82
2	Female staff member in similar position	4	18.18

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3	Male staff member in senior position	6	27.27
4	Male local community member	4	18.18
5	Female local community member	1	4.55
	Total	22	100.00
Q4.6	Did you report this incident to you manager?		
1	Yes	11	50.00
2	No	11	50.00
	Total	22	100.00
Q4.7	If yes, to your knowledge did you manager take action and seek a solution on the incident?		
1	Yes	9	81.82
2	No	1	9.09
3	Unsure	1	9.09
	Total	11	100.00
Q4.8	If no, what prevented you from reporting the incident?		
1	Was afraid to report the incident	6	54.55
2	Didn't know who to report incident to	1	9.09
3	Was worried what might happen if I reported incident	2	18.18
4	I didn't feel their were any appropriate staff members I	2	18.18
	Total	11	100.00
Q4.9	If you were to experience some form of harassment* whilst working for your organization do you know who to report this incident to?		
1	Yes	51	38.30
2	No	4	3.00
3	Unsure	6	4.50
4	No answer	72	54.10
	Total	133	100.00
Q4.10	Does your organization have a Code of Conduct or behavior guidelines for all staff living in villages ?		
1	Yes	132	99.20
2	Unsure	1	0.80
	Total	133	100.00
Q4.11	Have you been fully briefed by your organization on what the Code of Conduct or behavior guidelines are and what disciplinary procedures will be taken if the Code of Conduct or behavior guidelines is broken?		
1	Yes	132	99.20
2	Unsure	1	0.80
	Total	133	100.00

Section 5: Team Composition

No	Variable name	N	%
Q5.1	What team do you currently work in?		
1	Single sexed team (all men or all women)	65	48.90
2	Mixed sex team	68	51.10
	Total	133	100.00
Q5.2	Would you prefer to work on a team that is a single sex team or a mixed sex team?		

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1	Single sexed team (all men or all women)	47	35.30
2	Mixed sex team	86	64.70
	Total	133	100.00
Q5.3	Do you think that men behave differently when they work on mixed-sex team than they do when they work on all male teams?		
1	Yes	101	75.90
2	No	32	24.10
	Total	133	100.00
Q5.4	What differences have you observed in men's social behavior when men and women work together? (multiple answers possible)		
1	Less drinking	36	20.34
2	More drinking	11	6.21
3	Less gambling	7	3.95
4	More gambling	1	0.56
5	Not as noisy	34	19.21
6	More Noisy	13	7.34
7	Stay in the camp at night more	4	2.26
8	Dress better/more neatly	51	28.81
9	Dress worse/not neatly	20	11.30
	Total	177	100.00
Q5.5	What differences have you observed in men's work behavior when men and women work together?		
1	Improved team work	79	78.22
2	Reduced team work	3	2.97
3	Working faster	8	7.92
4	Working slower	8	7.92
5	Men take the lead in making the decision	2	1.98
6	Women take the lead in making decision	1	0.99
	Total	101	100.00
Q5.6	Do you think that women behave differently when they work on mixed-sex teams than they do when they work on all-female teams?		
1	Yes	89	66.90
2	No	44	33.10
	Total	133	100.00
Q5.7	What differences have you observed in women's social behavior when men and women work together? (multiple answers possible)		
1	Less drinking	24	18.18
2	More drinking	2	1.52
3	Less gambling	1	0.76
4	More gambling	0	0.00
5	Not as noisy	25	18.94
6	More Noisy	12	9.09
7	Stay in the camp at night more	3	2.27
8	Dress differently	47	35.61
9	Other	18	13.64

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	Total	132	100.00
Q5.7	What differences have you observed in men's social behavior when men and women work together (Other)?		
1	Be careful about house	1	5.56
2	Cooking	1	5.56
3	Good work	2	11.11
4	Involve to work	1	5.56
5	Respect	11	61.11
6	Stay in the camp	1	5.56
7	Use male to work	1	5.56
	Total	18	100.00
Q5.8	What differences have you observed in women's work behavior when men and women work together?		
1	Improved team work	73	82.02
2	Reduced team work	3	3.37
3	Working faster	6	6.74
4	Working slower	6	6.74
5	Men take the lead in making the decision	1	1.12
	Total	89	100.00

Section 6: Recruitment

No	Variable name	N	%
Q6.1	How did you hear first that your organization was recruiting for new staff? (multiple answers)		
1	Through a family member	13	8.02
2	Through someone who works with my organization	19	11.73
3	Through a friend	16	9.88
4	Through the district office	8	4.94
5	Through village head	13	8.02
6	Through unit head	2	1.23
7	Saw the advertisement	74	45.68
8	Other	17	10.49
	Total	162	100.00
Q6.2	When you were interviewed for work with your organization what was the sex of the people on the interview panel?		
1	All men	89	67.42
2	All women	6	4.55
3	More men than women	26	19.70
4	More women than men	1	0.76
5	Equal number of men and women	10	7.58
	Total	132	100.00
Q6.3	Where is it best to advertise so that men and women know that recruitment of new staff is going to take place? (multiple answers possible)		
1	Through the district office	28	11.29
2	Through village head	28	11.29
3	Through unit heads	6	2.42

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4	Advertise on the radio	85	34.27
5	Written advertisement in the Lao papers	34	13.71
6	Written advertisement in mine action office	26	10.48
7	Through the Lao Women's Union [at district or village level]	6	2.42
8	Through the Lao Youth Union [at district or village level]	9	3.63
9	Other	26	10.48
	Total	248	100.00
Q6.4	How should your organization let women specifically know that it is recruiting? (multiple answers possible)		
1	Through village heads	34	17.44
2	Through unit heads	2	1.03
3	Advertise on the radio	70	35.90
4	Written advertisement in the Lao papers	16	8.21
5	Written advertisement in the UXO Lao / MAG / FSD / HIB office	22	11.28
6	Through the Lao Women's Union [at district or village level]	28	14.36
7	Through the Lao Youth Union [at district or village level]	6	3.08
8	Other	17	8.72
	Total	195	100.00
Q6.4	How should your organization let women specifically know that it is recruiting? (Other)		
1	Board news	1	5.88
2	TV	15	88.24
3	Up to you	1	5.88
	Total	17	100.00

Section 7: Leave Entitlements

No	Variable name	N	%
Q7.1	Have you taken any sick leave in the last year?		
1	Yes	77	58.33
2	No	55	41.67
	Total	132	100.00
Q7.2	What was the reason you took sick leave?		
1	You were sick and needed time off	50	64.94
2	An adult family member was sick and needed caring for	16	20.78
3	An child family member was sick and needed caring for	8	10.39
4	To attend a family / community event (wedding / festival)	3	3.90
	Total	77	100.00
Q7.3	Have you taken compassionate leave in the last year?		
1	Yes	52	39.39
2	No	80	60.61
	Total	132	100.00
Q7.4	What was the reason you took compassionate leave?		
1	To care for a sick adult family member	6	11.54

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2	Adult of family	2	3.85
3	To care for a sick child family member	21	40.38
4	To prepare for and/or attend a funeral	6	11.54
5	To prepare for and/or attend a wedding	5	9.62
6	To prepare for and /or attend a festival	2	3.85
7	Other	10	19.23
	Total	52	100.00
Q7.4	What was the reason you took compassionate leave?(Other)		
1	Get married	1	10.00
2	Important day	1	10.00
3	OT	1	10.00
4	Product rice	1	10.00
5	Relax	4	40.00
6	Take care myself	2	20.00
	Total	10	100.00

Annex 11: UXO Clearance Staff - Agency

SECTION 1: PERSONAL INFORMATION

No	Variable name	UXO Lao		MAG		FSD		HIB		Total	
		N	%	N	%	N	%	N	%	N	%
Q1.2	Age of interviewee										
1	18 - 21 yrs	2	2.74	6	16.67	2	18.18	3	23.08	13	9.77
2	22 - 26 yrs	7	9.59	16	44.44	1	9.09	7	53.85	31	23.31
3	27 - 35 yrs	40	54.79	9	25.00	5	45.45	3	23.08	57	42.86
4	36 - 45 yrs	17	23.29	2	5.56	1	9.09	0	0.00	20	15.04
5	Over 46 yrs	7	9.59	3	8.33	2	18.18	0	0.00	12	9.02
	Total	73	100.00	36	100.00	11	100.00	13	100.00	133	100.00
Q1.3	Marital status										
1	Single	7	9.59	14	38.89	5	45.45	9	69.23	35	26.32
2	Married	65	89.04	19	52.78	6	54.55	4	30.77	94	70.68
3	Divorced	0	0.00	3	8.33	0	0.00	0	0.00	3	2.26
4	Widow	1	1.37	0	0.00	0	0.00	0	0.00	1	0.75
	Total	73	100.00	36	100.00	11	100.00	13	100.00	133	100.00
Q1.4	Level of Education level										
1	Completed grade primary school 1-3 / Adult literacy trai	1	1.37	2	5.56	0	0.00	0	0.00	3	2.26
2	Completed grade primary school 4-5	1	1.37	7	19.44	1	9.09	0	0.00	9	6.77
3	Completed grade secondary school 1-3	16	21.92	8	22.22	1	9.09	4	30.77	29	21.80
4	Completed grade secondary school 4-6	40	54.79	14	38.89	9	81.82	6	46.15	69	51.88
5	Technic/Higher/Bachelor	5	6.85	5	13.89	0	0.00	2	15.38	12	9.02
6	Others	10	13.70	0	0.00	0	0.00	1	7.69	11	8.27

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	Total	73	100.00	36	100.00	11	100.00	13	100.00	133	100.00
Q1.4	Level of Education level (Others)										
1	Nurse	3	30.00	0	0.00	1	100.00	0	0.00	4	36.36
2	Teacher	1	10.00	0	0.00	0	0.00	0	0.00	1	9.09
3	Vocational	3	30.00	0	0.00	0	0.00	0	0.00	3	27.27
4	Driver	2	20.00	0	0.00	0	0.00	0	0.00	2	18.18
5	Police	1	10.00	0	0.00	0	0.00	0	0.00	1	9.09
	Total	10	100.00	0	0.00	1	100.00	0	0.00	11	100.00
Q1.6	How long have you been employed by your organisation?										
1	0-1 yr	0	0.00	13	36.11	2	18.18	3	23.08	18	13.53
2	1-2 yrs	1	1.37	15	41.67	8	72.73	10	76.92	34	25.56
3	2-4 yrs	11	15.07	8	22.22	1	9.09	0	0.00	20	15.04
4	4-6 yrs	8	10.96	0	0.00	0	0.00	0	0.00	8	6.02
5	6-8 yrs	22	30.14	0	0.00	0	0.00	0	0.00	22	16.54
6	8-10 yrs	24	32.88	0	0.00	0	0.00	0	0.00	24	18.05
7	> 10 yrs	7	9.59	0	0.00	0	0.00	0	0.00	7	5.26
	Total	73	100.00	36	100.00	11	100.00	13	100.00	133	100.00
Q1.7	What is your position?										
1	Provincial Coordinator / Deputy Provincial Coordinator /	1	1.37	2	5.56	1	9.09	0	0.00	4	3.01
2	Senior EOD / Field Supervisors	29	39.73	16	44.44	4	36.36	7	53.85	56	42.11
3	Team Leader	8	10.96	3	8.33	1	9.09	1	7.69	13	9.77
4	Deputy Team Leader / Section Commanders	3	4.11	0	0.00	1	9.09	0	0.00	4	3.01
5	Technician / De-miner	9	12.33	1	2.78	1	9.09	0	0.00	11	8.27
6	Medic	3	4.11	5	13.89	1	9.09	2	15.38	11	8.27

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7	Community Liaison / Community Awareness / Survey / Risk Education	12	16.44	2	5.56	0	0.00	1	7.69	15	11.28
8	Administrative Support Staff (office managers, finance)	4	5.48	4	11.11	1	9.09	0	0.00	9	6.77
9	Operational Support Staff (drivers, logistics, stores,)	4	5.48	1	2.78	0	0.00	2	15.38	7	5.26
10	Guard	0	0.00	1	2.78	1	9.09	0	0.00	2	1.50
11	Cook / cleaner	0	0.00	1	2.78	0	0.00	0	0.00	1	0.75
	Total	73	100.00	36	100.00	11	100.00	13	100.00	133	100.00

Qu 1.6 How long have you worked with your agency? Agency / Sex

No. of years	UXO Lao		MAG		FSD		HI		Total	
	% Male	% Female	% Male	% Female	% Male	% Female	% Male	% Female	% Male	% Female
0-1 yr	0.00	0.00	13.60	71.40	22.20	25.00	22.20	0.00	6.70	37.90
1-2 yrs	1.50	0.00	50.00	28.60	77.80	75.00	77.80	100.00	23.20	34.50
2-4 yrs	12.30	37.50	36.40	0.00	0.00	0.00	0.00	0.00	16.30	10.40
4-6 yrs	10.80	12.50	0.00	0.00	0.00	0.00	0.00	0.00	6.70	3.40
6-8 yrs	29.20	37.50	0.00	0.00	0.00	0.00	0.00	0.00	18.30	10.40
8-10 yrs	35.40	12.50	0.00	0.00	0.00	0.00	0.00	0.00	22.10	3.40
> 10 yrs	10.80	0.0	0.00	0.00	0.00	0.00	0.00	0.00	6.70	0.00
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

SECTION 2 : DECISION MAKING

No	Variable name	UXO Lao		MAG		FSD		HIB		Total	
		N	%	N	%	N	%	N	%	N	%
Q2.1	Did your decision making authority regarding income expenditure and decisions affecting your family increase after you began working for your UXO organisation?										
1	Yes	63	86.30	31	86.11	10	90.91	10	76.92	114	85.71
2	No	10	13.70	5	13.89	1	9.09	3	23.08	19	14.29
	Total	73	100.00	36	100.00	11	100.00	13	100.00	133	100.00

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Q2.2	Before you began working for your organisation who was the final decision maker in your family regarding household spending?										
1	Husband	22	30.14	6	16.67	3	27.27	0	0.00	31	23.31
2	Wife	12	16.44	4	11.11	1	9.09	1	7.69	18	13.53
3	Husband with wife but husband makes final decision	2	2.74	1	2.78	0	0.00	0	0.00	3	2.26
4	Husband and wife equally make the decision	20	27.40	7	19.44	0	0.00	2	15.38	29	21.80
5	Mother	1	1.37	5	13.89	3	27.27	1	7.69	10	7.52
6	Father	4	5.48	6	16.67	1	9.09	3	23.08	14	10.53
7	Father consults with mother but father makes final decision	3	4.11	1	2.78	0	0.00	1	7.69	5	3.76
8	Mother and father equally make the decision	5	6.85	2	5.56	0	0.00	4	30.77	11	8.27
9	You and your parents consult together	2	2.74	1	2.78	3	27.27	1	7.69	7	5.26
10	Other	2	2.74	3	8.33	0	0.00	0	0.00	5	3.76
	Total	73	100.00	36	100.00	11	100.00	13	100.00	133	100.00
Q2.2	Before you began working for your organisation who was the final decision maker in your family regarding household spending?(Other)										
1	Self	0	0.00	2	66.67	0	0.00	0	0.00	2	40.00
2	Relative	2	100.00	1	33.33	0	0.00	0	0.00	3	60.00
	Total	2	100.00	3	100.00	0	0.00	0	0.00	5	100.00
Q2.3	Since beginning employment with your organisation has this changed how decision making regarding household spending is made in your family?										
1	Yes	61	83.56	31	86.11	10	90.91	12	92.31	114	85.71
2	No	12	16.44	5	13.89	1	9.09	1	7.69	19	14.29

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	Total	73	100.00	36	100.00	11	100.00	13	100.00	133	100.00
Q2.4	If yes, who is the final decision maker in your family regarding household spending now?										
1	Husband	17	27.87	4	12.90	2	20.00	0	0.00	23	20.18
2	Wife	11	18.03	2	6.45	1	10.00	1	8.33	15	13.16
3	Husband consults with wife but husband makes final decision	10	16.39	2	6.45	1	10.00	0	0.00	13	11.40
4	Wife consults with husband but wife makes final decision	1	1.64	1	3.23	1	10.00	0	0.00	3	2.63
5	Husband and wife equally make the decision	17	27.87	8	25.81	0	0.00	1	8.33	26	22.81
6	Mother	0	0.00	2	6.45	2	20.00	0	0.00	4	3.51
7	Father	1	1.64	4	12.90	0	0.00	3	25.00	8	7.02
8	Father consults with mother but father makes final decision	0	0.00	1	3.23	1	10.00	0	0.00	2	1.75
9	Mother consults with father but mother makes final decision	0	0.00	0	0.00	0	0.00	1	8.33	1	0.88
10	Mother and father equally make the decision	1	1.64	2	6.45	0	0.00	1	8.33	4	3.51
11	You and your parents consult together	1	1.64	1	3.23	2	20.00	5	41.67	9	7.89
12	By self	2	3.28	4	12.90	0	0.00	0	0.00	6	5.26
	Total	61	100.00	31	100.00	10	100.00	12	100.00	114	100.00
Q2.5	Has being away from home for your work place increased responsibilities on other members of your family										
1	Yes	65	89.04	34	94.44	11	100.00	13	100.00	123	92.48
2	No	8	10.96	2	5.56	0	0.00	0	0.00	10	7.52
	Total	73	100.00	36	100.00	11	100.00	13	100.00	133	100.00

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Q2.6 Which family members have been most affected by this increased responsibility?											
1	Husband	2	3.08	4	11.76	0	0.00	0	0.00	6	4.88
2	Wife	58	89.23	13	38.24	4	36.36	2	15.38	77	62.60
3	Mother	3	4.62	7	20.59	2	18.18	3	23.08	15	12.20
4	Father	1	1.54	5	14.71	0	0.00	4	30.77	10	8.13
5	Daughter	1	1.54	0	0.00	0	0.00	0	0.00	1	0.81
6	Other relatives	0	0.00	5	14.71	5	45.45	3	23.08	13	10.57
7	Other	0	0.00	0	0.00	0	0.00	1	7.69	1	0.81
	Total	65	100.00	34	100.00	11	100.00	13	100.00	123	100.00

SECTION 3: HOUSEHOLD SPENDING AND SAVING

No	Variable name	UXO Lao		MAG		FSD		HIB		Total	
		N	%	N	%	N	%	N	%	N	%
Q3.1 Who was the primary income earner in your family before you began working for your agency?											
1	Self	40	54.79	18	50.00	6	54.55	1	7.69	65	48.87
2	Wife	8	10.96	5	13.89	0	0.00	1	7.69	14	10.53
3	Husband	9	12.33	2	5.56	1	9.09	1	7.69	13	9.77
4	Mother	1	1.37	2	5.56	2	18.18	2	15.38	7	5.26
5	Father	11	15.07	8	22.22	2	18.18	7	53.85	28	21.05
6	Other	4	5.48	1	2.78	0	0.00	1	7.69	6	4.51
	Total	73	100.00	36	100.00	11	100.00	13	100.00	133	100.00
Q3.2 Who is the primary income earner in your family now?											
1	Self	43	58.90	29	80.56	11	100.00	7	53.85	90	67.67
2	Wife	12	16.44	2	5.56	0	0.00	0	0.00	14	10.53
3	Husband	13	17.81	2	5.56	0	0.00	0	0.00	15	11.28
4	Father	1	1.37	3	8.33	0	0.00	3	23.08	7	5.26

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5	Other	4	5.48	0	0.00	0	0.00	3	23.08	7	5.26
	Total	73	100.00	36	100.00	11	100.00	13	100.00	133	100.00
Q3.3	Approximately how much of your salary do you save each month?										
1	None	10	13.70	5	13.89	2	18.18	4	30.77	21	15.79
2	10-20 %	23	31.51	11	30.56	1	9.09	1	7.69	36	27.07
3	20-40 %	19	26.03	6	16.67	2	18.18	1	7.69	28	21.05
4	40-60 %	13	17.81	6	16.67	5	45.45	5	38.46	29	21.80
5	60-80 %	7	9.59	6	16.67	1	9.09	2	15.38	16	12.03
6	80-100 %	1	1.37	2	5.56	0	0.00	0	0.00	3	2.26
	Total	73	100.00	36	100.00	11	100.00	13	100.00	133	100.00
Q3.4	What do you normally spend most of your salary on each month? (multiple answers possible)										
1	Food	65	29.28	32	48.48	3	27.27	9	40.91	109	33.96
2	Healthcare	33	14.86	6	9.09	0	0.00	0	0.00	39	12.15
3	Education/education supplies for children	45	20.27	7	10.61	0	0.00	1	4.55	53	16.51
4	Agricultural inputs (tools, seeds, etc.)	9	4.05	1	1.52	0	0.00	0	0.00	10	3.12
5	Supporting other family member/s	28	12.61	17	25.76	7	63.64	6	27.27	58	18.07
6	Business opportunities	6	2.70	1	1.52	0	0.00	1	4.55	8	2.49
7	Buying land	12	5.41	0	0.00	1	9.09	0	0.00	13	4.05
8	Other	24	10.81	2	3.03	0	0.00	5	22.73	31	9.66
	Total	222	100.00	66	100.00	11	100.00	22	100.00	321	100.00
Q3.5	How do you receive your salary payment?										
1	Cash	48	65.75	0	0.00	11	100.00	12	92.31	71	53.38
2	Cheque	1	1.37	2	5.56	0	0.00	0	0.00	3	2.26
3	Salary transferred into bank account	24	32.88	34	94.44	0	0.00	1	7.69	59	44.36
	Total	73	100.00	36	100.00	11	100.00	13	100.00	133	100.00

SECTION 4: EXPERIENCE WORKING IN HUMANITARIAN MINE ACTION

No	Variable name	UXO Lao		MAG		FSD		HIB		Total	
		N	%	N	%	N	%	N	%	N	%
Q4.1	Have you been given an opportunity to improve your skills through training and development activities within the organisation?										
1	Yes	51	69.86	23	63.89	11	100.00	10	76.92	95	71.43
2	No	22	30.14	13	36.11	0	0.00	3	23.08	38	28.57
	Total	73	100.00	36	100.00	11	100.00	13	100.00	133	100.00
Q4.2	Do you find the accommodation (toilets, sleeping arrangements and kitchen facilities) your organisation provides are adequate for the needs of men/women?										
1	Yes	32	43.84	22	61.11	10	90.91	4	30.77	68	51.13
2	No	22	30.14	14	38.89	1	9.09	9	69.23	46	34.59
3	Sometime	19	26.03	0	0.00	0	0.00	0	0.00	19	14.29
	Total	73	100.00	36	100.00	11	100.00	13	100.00	133	100.00
Q4.3	If no, where do improvements need to be made? (multiple answers possible)										
1	More toilets (or separate toilets, male and female toilets located at a distance from one another)	3	8.57	3	11.54	0	0.00	2	16.67	8	10.81
2	More showering facilities (or separate toilets, male and female toilets located at a distance from one another)	0	0.00	3	11.54	0	0.00	0	0.00	3	4.05
3	Improvements in sleeping facilities and bedding provided	19	54.29	10	38.46	0	0.00	8	66.67	37	50.00
4	Improved issue of utensils for cooking / cleaning	4	11.43	7	26.92	1	100.00	1	8.33	13	17.57

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5	Better security	0	-	2	7.69	0	0.00	0	0.00	2	2.70
6	Other	9	25.71	1	3.85	0	0.00	1	8.33	11	14.86
	Total	35	100.00	26	100.00	1	100.00	12	100.00	74	100.00
Q4.3	If no, where do improvements need to be made(Other)										
1	Car	1	11.11	0	0.00	0	0.00	0	0.00	1	9.09
2	Food	5	55.56	0	0.00	0	0.00	0	0.00	5	45.45
3	House	0	0.00	1	100.00	0	0.00	1	100.00	2	18.18
4	Install GPS	1	11.11	0	0.00	0	0.00	0	0.00	1	9.09
5	Sleeping bed	1	11.11	0	0.00	0	0.00	0	0.00	1	9.09
6	less income	1	11.11	0	0.00	0	0.00	0	0.00	1	9.09
	Total	9	100.00	1	100.00	0.00	0.00	1	100.00	11	100.00
Q4.4	Have you experienced any form of harassment during your employment with your organization?										
1	Yes	10	13.70	12	33.33	0	0.00	0	0.00	22	16.54
2	No	55	75.34	24	66.67	11	100.00	13	100.00	103	77.44
3	No answer	8	10.96	0	0.00	0	0.00	0	0.00	8	6.02
	Total	65	100.00	36	100.00	11	100.00	13	100.00	125	100.00
Q4.5	Who was this harassment from?										
1	Male staff member in similar position	3	30.00	4	33.33	0	0.00	0	0.00	7	31.82
2	Female staff member in similar position	1	10.00	3	25.00	0	0.00	0	0.00	4	18.18
3	Male staff member in senior position	4	40.00	2	16.67	0	0.00	0	0.00	6	27.27
4	Male local community member	2	20.00	2	16.67	0	0.00	0	0.00	4	18.18
5	Female local community member	0	0.00	1	8.33	0	0.00	0	0.00	1	4.55
	Total	10	100.00	12	100.00	0	0.00	0	0.00	22	100.00
Q4.6	Did you report this incident to you manager?										
1	Yes	4	40.00	7	58.33	0	0.00	0	0.00	11	50.00

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2	No	6	60.00	5	41.67	0	0.00	0	0.00	11	50.00
	Total	10	100.00	12	100.00	0	0.00	0	0.00	22	100.00
Q4.7	If yes, to your knowledge did you manager take action and seek a solution on the incident?										
1	Yes	3	75.00	6	85.71	0	0.00	0	0.00	9	81.82
2	No	0	0.00	1	14.29	0	0.00	0	0.00	1	9.09
3	Unsure	1	25.00	0	0.00	0	0.00	0	0.00	1	9.09
	Total	4	100.00	7	100.00	0	0.00	0	0.00	11	100.00
Q4.8	If no, what prevented you from reporting the incident?										
1	Was afraid to report the incident	2	33.33	4	80.00	0	0.00	0	0.00	6	54.55
2	Didn't know who to report incident to	1	16.67	0	0.00	0	0.00	0	0.00	1	9.09
3	Was worried what might happen if I reported incident	1	16.67	1	20.00	0	0.00	0	0.00	2	18.18
4	I didn't feel their were any appropriate staff members I	2	33.33	0	0.00	0	0.00	0	0.00	2	18.18
	Total	6	100.00	5	100.00	0	0.00	0	0.00	11	100.00
Q4.9	If you were to experience some form of harassment* whilst working for your organisation do you know who to report this incident to?										
1	Yes	11	15.07	29	80.56	0	0.00	11	84.62	51	38.35
2	No	2	2.74	2	5.56	0	0.00	0	0.00	4	3.01
3	Unsure	5	6.85	0	0.00	0	0.00	1	7.69	6	4.51
4	No answer	55	75.34	5	13.89	11	100.00	1	7.69	72	54.14
	Total	73	100.00	36	100.00	11	100.00	13	100.00	133	100.00
Q4.10	Does your organisation have a Code of Conduct or behaviour guidelines for all staff living in villages?										
1	Yes	72	98.63	36	100.00	11	100.00	13	100.00	132	99.25

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2	Unsure	1	1.37	0	0.00	0	0.00	0	0.00	1	0.75
	Total	73	100.00	36	100.00	11	100.00	13	100.00	133	100.00
Q4.11	Have you been fully briefed by your organisation on what the Code of Conduct or behaviour guidelines are and what disciplinary procedures will be taken if the Code of Conduct or behaviour guidelines are broken?										
1	Yes	72	98.63	36	100.00	11	100.00	13	100.00	132	99.25
2	Unsure	1	1.37	0	0.00	0	0.00	0	0.00	1	0.75
	Total	73	100	36	100	11	100.00	13	100.00	133	100.00

Section 5: Team Composition

No	Variable name	UXO Lao		MAG		FSD		HIB		Total	
		N	%	N	%	N	%	N	%	N	%
Q5.1	What team do you currently work in?										
1	Single sexed team (all men or all women)	43	58.90	21	58.33	0	0.00	1	7.69	65	48.87
2	Mixed sex team	30	41.10	15	41.67	11	100.00	12	92.31	68	51.13
	Total	73	100.00	36	100.00	11	100.00	13	100.00	133	100.00
Q5.2	Would you prefer to work on a team that is a single sex team or a mixed sex team?										
1	Single sexed team (all men or all women)	27	36.99	18	50.00	1	9.09	1	7.69	47	35.34
2	Mixed sex team	46	63.01	18	50.00	10	90.91	12	92.31	86	64.66
	Total	73	100.00	36	100.00	11	100.00	13	100.00	133	100.00
Q5.3	Do you think that men behave differently when they work on mixed-sex team than they do when they work on all male teams?										
	Yes	48	65.75	33	91.67	11	100.00	9	69.23	101	75.94
	No	25	34.25	3	8.33	0	0.00	4	30.77	32	24.06
	Total	73	100.00	36	100.00	11	100.00	13	100.00	133	100.00

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Q5.4	What differences have you observed in men's social behaviour when men and women work together? (multiple answers possible)										
1	Less drinking	22	24.72	12	19.67	0	0.00	2	12.50	36	20.34
2	More drinking	1	1.12	9	14.75	0	0.00	1	6.25	11	6.21
3	Less gambling	5	5.62	2	3.28	0	0.00	0	0.00	7	3.95
4	More gambling	1	1.12	0	0.00	0	0.00	0	0.00	1	0.56
5	Not as noisy	25	28.09	5	8.20	0	0.00	4	25.00	34	19.21
6	More Noisy	2	2.25	10	16.39	0	0.00	1	6.25	13	7.34
7	Stay in the camp at night more	2	2.25	2	3.28	0	0.00	0	0.00	4	2.26
8	Dress better/more neatly	19	21.35	15	24.59	11	100.00	6	37.50	51	28.81
9	Dress worse/not neatly	12	13.48	6	9.84	0	0.00	2	12.50	20	11.30
	Total	89	100.00	61	100.00	11	100.00	16	100.00	177	100.00
Q5.5	What differences have you observed in men's work behaviour when men and women work together?										
1	Improved team work	39	81.25	25	75.76	11	100.00	4	44.44	79	78.22
2	Reduced team work	2	4.17	1	3.03	0	0.00	0	0.00	3	2.97
3	Working faster	4	8.33	0	0.00	0	0.00	4	44.44	8	7.92
4	Working slower	3	6.25	4	12.12	0	0.00	1	11.11	8	7.92
5	Men take the lead in making the decision	0	0.00	2	6.06	0	0.00	0	0.00	2	1.98
6	Women take the lead in making decision	0	0.00	1	3.03	0	0.00	0	0.00	1	0.99
	Total	48	100.00	33	100.00	11	100.00	9	100.00	101	100.00
Q5.6	Do you think that women behave differently when they work on mixed-sex teams than they do when they work on all-female teams?										
1	Yes	38	52.05	31	86.11	10	90.91	10	76.92	89	66.92
2	No	35	47.95	5	13.89	1	9.09	3	23.08	44	33.08
	Total	73	100.00	36	100.00	11	100.00	13	100.00	133	100.00

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Q5.7	What differences have you observed in women's social behaviour when men and women work together? (multiple answers possible)										
1	Less drinking	11	18.64	12	25.53	1	10.00	0	0.00	24	18.18
2	More drinking	0	0.00	1	2.13	0	0.00	1	6.25	2	1.52
3	Less gambling	1	1.69	0	0.00	0	0.00	0	0.00	1	0.76
4	More gambling	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
5	Not as noisy	14	23.73	6	12.77	0	0.00	5	31.25	25	18.94
6	More Noisy	2	3.39	9	19.15	0	0.00	1	6.25	12	9.09
7	Stay in the camp at night more	2	3.39	1	2.13	0	0.00	0	0.00	3	2.27
8	Dress differently	15	25.42	16	34.04	9	90.00	7	43.75	47	35.61
9	Other	14	23.73	2	4.26	0	0.00	2	12.50	18	13.64
	Total	59	100.00	47	100.00	10	100.00	16	100.00	132	100.00
Q5.7	What differences have you observed in men's social behaviour when men and women work together(Other)?										
1	Be careful about house	0	0.00	0	0.00	0	0.00	1	50.00	1	5.56
2	Cooking	1	7.14	0	0.00	0	0.00	0	0.00	1	5.56
3	Good work	1	7.14	1	50.00	0	0.00	0	0.00	2	11.11
4	Involve in work	1	7.14	0	0.00	0	0.00	0	0.00	1	5.56
5	Respect	10	71.43	0	0.00	0	0.00	1	50.00	11	61.11
6	Stay in the camp	1	7.14	0	0.00	0	0.00	0	0.00	1	5.56
7	Use male to work	0	0.00	1	50.00	0	0.00	0	0.00	1	5.56
	Total	14	100.00	2	100.00	0	0.00	2	100.00	18	100.00
Q5.8	What differences have you observed in women's work behaviour when men and women work together?										
1	Improved team work	29	76.32	27	87.10	10	100.00	7	70.00	73	82.02
2	Reduced team work	1	2.63	1	3.23	0	0.00	1	10.00	3	3.37
3	Working faster	3	7.89	1	3.23	0	0.00	2	20.00	6	6.74
4	Working slower	4	10.53	2	6.45	0	0.00	0	0.00	6	6.74

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5	Men take the lead in making the decision	1	2.63	0	0.00	0	0.00	0	0.00	1	1.12
	Total	38	100.00	31	100.00	10	100.00	10	100.00	89	100.00

Section 6: Recruitment

No	Variable name	UXO Lao		MAG		FSD		HIB		Total	
		N	%	N	%	N	%	N	%	N	%
Q6.1	How did you hear first that your organisation was recruiting for new staff? (multiple answers)										
1	Through a family member	6	6.59	3	6.67	0	0.00	4	26.67	13	8.02
2	Through someone who works with my organisation	11	12.09	7	15.56	1	9.09	0	0.00	19	11.73
3	Through a friend	6	6.59	8	17.78	2	18.18	0	0.00	16	9.88
4	Through the district office	4	4.40	0	0.00	2	18.18	2	13.33	8	4.94
5	Through village head	2	2.20	8	17.78	1	9.09	2	13.33	13	8.02
6	Through unit head	1	1.10	0	0.00	0	0.00	1	6.67	2	1.23
7	Saw the advertisement	48	52.75	19	42.22	5	45.45	2	13.33	74	45.68
8	Other	13	14.29	0	0.00	0	0.00	4	26.67	17	10.49
	Total	91	100.00	45	100.00	11	100.00	15	100.00	162	100.00
Q6.2	When you were interviewed for work with your organisation what was the sex of the people on the interview panel?										
1	All men	38	52.78	31	86.11	10	90.91	10	76.92	89	67.42
2	All women	3	4.17	1	2.78	0	0.00	2	15.38	6	4.55
3	More men than women	23	31.94	2	5.56	0	0.00	1	7.69	26	19.70

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4	More women than men	1	1.39	0	0.00	0	0.00	0	0.00	1	0.76
5	Equal number of men and women	7	9.72	2	5.56	1	9.09	0	0.00	10	7.58
	Total	72	100.00	36	100.00	11	100.00	13	100.00	132	100.00
Q6.3	Where is it best to advertise so that men and women know that recruitment of new staff is going to take place? (multiple answers possible)										
1	Through the district office	6	3.95	6	9.38	9	75.00	7	35.00	28	11.29
2	Through village heads	7	4.61	18	28.13	1	8.33	2	10.00	28	11.29
3	Through unit heads	4	2.63	2	3.13	0	0.00	0	0.00	6	2.42
4	Advertise on the radio	64	42.11	12	18.75	1	8.33	8	40.00	85	34.27
5	Written advertisement in the Lao papers	16	10.53	17	26.56	0	0.00	1	5.00	34	13.71
6	Written advertisement in mine action office	16	10.53	9	14.06	0	0.00	1	5.00	26	10.48
7	Through the Lao Women's Union [at district or village level]	5	3.29	0	0.00	1	8.33	0	0.00	6	2.42
8	Through the Lao Youth Union [at district or village level]	9	5.92	0	0.00	0	0.00	0	0.00	9	3.63
9	Other	25	16.45	0	0.00	0	0.00	1	5.00	26	10.48
	Total	152	100.00	64	100.00	12	100.00	20	100.00	248	100.00
Q6.4	How should your organisation let women specifically know that it is recruiting? (multiple answers possible)										
1	Through village heads	5	4.39	19	35.19	5	41.67	5	33.33	34	17.44
2	Through unit heads	2	1.75	0	0.00	0	0.00	0	0.00	2	1.03
3	Advertise on the radio	57	50.00	9	16.67	1	8.33	3	20.00	70	35.90
4	Written advertisement in the Lao papers	6	5.26	10	18.52	0	0.00	0	0.00	16	8.21
5	Written advertisement in the UXO Lao / MAG / FSD / HIB office	9	7.89	9	16.67	2	16.67	2	13.33	22	11.28

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6	Through the Lao Women's Union [at district or village level]	15	13.16	5	9.26	3	25.00	5	33.33	28	14.36
7	Through the Lao Youth Union [at district or village level]	4	3.51	1	1.85	1	8.33	0	0.00	6	3.08
8	Other	16	14.04	1	1.85	0	0.00	0	0.00	17	8.72
	Total	114	100.00	54	100.00	12	100.00	15	100.00	195	100.00
Q6.4	How should your organisation let women specifically know that it is recruiting? (Specify)										
1	Broad news	0	0.00	1	0.00	0	0.00	0	0.00	1	5.88
2	TV	15	93.75	0	0.00	0	0.00	0	0.00	15	88.24
3	Up to you	1	6.25	0	0.00	0	0.00	0	0.00	1	5.88
	Total	16	100.00	1	0.00	0	0.00	0	0.00	17	100.00

Section 7: Leave Entitlements

No	Variable name	UXO Lao		MAG		FSD		HIB		Total	
		N	%	N	%	N	%	N	%	N	%
Q7.1	Have you taken any sick leave in the last year?										
1	Yes	49	68.06	15	41.67	8	72.73	5	38.46	77	58.33
2	No	23	31.94	21	58.33	3	27.27	8	61.54	55	41.67
	Total	72	100.00	36	100.00	11	100.00	13	100.00	132	100.00
Q7.2	What was the reason you took sick leave?										
1	You were sick and needed time off	33	67.35	8	53.33	6	75.00	3	60.00	50	64.94
2	An adult family member was sick and needed caring for	8	16.33	5	33.33	1	12.50	2	40.00	16	20.78
3	An child family member was sick and needed caring for	6	12.24	1	6.67	1	12.50	0	0.00	8	10.39

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4	To attend a family / community event (wedding / festival)	2	4.08	1	6.67	0	0.00	0	0.00	3	3.90
	Total	49	100.00	15	100.00	8	100.00	5	100.00	77	100.00
Q7.3	Have you taken compassionate leave in the last year?										
1	Yes	37	51.39	15	41.67	0	0.00	0	0.00	52	39.39
2	No	35	48.61	21	58.33	11	100.00	13	100.00	80	60.61
	Total	72	100.00	36	100.00	11	100.00	13	100.00	132	100.00
Q7.4	What was the reason you took compassionate leave?										
1	To care for a sick adult family member	2	5.41	4	26.67	0	0.00	0	0.00	6	11.54
2	Adult of family	1	2.70	1	6.67	0	0.00	0	0.00	2	3.85
3	To care for a sick child family member	15	40.54	6	40.00	0	0.00	0	0.00	21	40.38
4	To prepare for and/or attend a funeral	6	16.22	0	-	0	0.00	0	0.00	6	11.54
5	To prepare for and/or attend a wedding	3	8.11	2	13.33	0	0.00	0	0.00	5	9.62
6	To prepare for and /or attend a festival	2	5.41	0	0.00	0	0.00	0	0.00	2	3.85
7	Other	8	21.62	2	13.33	0	0.00	0	0.00	10	19.23
	Total	37	100.00	15	100.00	0	0.00	0	0.00	52	100.00
Q7.4	What was the reason you took compassionate leave?(Other)										
1	Get married	0	0.00	1	50.00	0	0.00	0	0.00	1	10.00
2	Important day	1	12.50	0	0.00	0	0.00	0	0.00	1	10.00
3	OT	1	12.50	0	0.00	0	0.00	0	0.00	1	10.00
4	Produce rice	1	12.50	0	0.00	0	0.00	0	0.00	1	10.00
5	Relax	4	50.00	0	0.00	0	0.00	0	0.00	4	40.00
6	Take care my self	1	12.50	1	50.00	0	0.00	0	0.00	2	20.00
	Total	8	100.00	2	100.00	0	0.00	0	0.00	10	100.00

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