



## SDC Vientiane's GEED Policy

- ✓ Base on SDC's Policy on Gender Equality, SDC's Human rights policy, and the 7<sup>th</sup> NSEDP 2011-2015 of Lao PDR.
- ✓ To ensure that all SDC interventions increase women's and men's opportunities to exercise their rights and gain benefits from development equally.



# GEED mainstreaming at four levels

- Individual level
- Institutional level
- Policy and Program Level
- Project level



## Individual level

Each staff has a target related to Gender Equality and Ethnic Diversity in her/his performance appraisal.

## Institutional level

- ✓ Promote equal representation and opportunities within the office.
- ✓ Develops annual Gender Equality and Ethnic Diversity action plans for the implementation, monitoring and evaluation.



## **Policy and Program level**

Include Gender Equality and Ethnic Diversity in policy statements and dialogues with partners.

## **Project level**

Ensure that development needs of women, men and ethnic minorities are reflected in the expected results of all SDC's funded projects.