Attachment - 6

Databases of the Staffs of the Target PAFOs and DAFOs

Attachment 6-1

Luangnamtha PAFO

Name of Office:	PAFO Lunagnamtha
Date of data update:	2004/6/18

ID of Question:

A-2: Position

A-3

A-6

A-7: Educational Attainment

A-5: Specialty

ID of C	Question:		A-2: Position				A-3	A-6	A-7: Education	nal Attainment		4-5: Specialty
No.	Section	Name	Position	Submission (04)	Sex	Age	Post <1	Length (yr)	Education <2	Major	Year	Specialty<3
1	Admn (PAFO)	Mr. Thongsai HAKVANHNAPHENG	Director	No	M	59	P					
2	Admn (PAFO)	Mr . Khammuan LOHKAMJEUA	Deputy Director	No	M	48	P					
3	Admn (PAFO)	Mr. Somchanh MIDUANGCHANH	Deputy Director	No	M	52	P					
4	Admin	Mr. Duangde KALIKHAM	Head of Section	Yes	M	44	P	24	4	Agriculture mechanic	n.a.	n.a.
5	Admin	Mr. Sonphet OUNTHALA	Deputy Head of Section	Yes	M	30	P	3	4	Irrigation	n.a.	С
6	Admin	Mrs. Dong	Staff	Yes	F	40	P	22	n.a.	n.a.	n.a.	n.a.
7	Admin	Mrs. Inkham HUKVANNAPHANG	Technical staff	Yes	F	44	P	18	first stage	Typing	n.a.	n.a.
8	Admin	Mrs. Sengla SIKUNNAM	Computer Staff	Yes	F	42	P	25	n.a.	n.a.	n.a.	n.a.
9	Admin	Mrs. Bouasavanh	Financial staff	Yes	M	37	P	14	n.a.	Accounting	1990	n.a.
10	Admin	Mrs. Chansy KHIMMAHONG	Incoming-outgoing journey	Yes	F	n.a.	С	6	5	n.a.	n.a.	h
11	Admin	Mr. Khamfeuan KINGSADA	Typist	No	M	53	n.a.					
12	Admin	Mr. Khamsouk PHUNVISAI	n.a.	No	M	48	n.a.					
	Admin	Mr. Thouang NAMVONGSA	n.a.	No	M	44	n.a.					
	Admin	Mr. Xaysongkam PHIMMASONE	n.a.	No	M	42	n.a.					
15	Admin	Mr. Thongxay ATPASOUK	n.a.	No	M	36	n.a.					
	Admin	Mr. Vilasak VONGXAYYALAT	n.a.	No	M	33	n.a.					
	Crop	Mr. Som KEOBOUNSAK	Head of Section	Yes	M	44	P	12	4	Cropping	1995	a
	Crop	Mr. Padith CHANTHANOUVONG	Deputy head	Yes	M	32	P	7	4	Cropping	1996	b
	Crop	Mrs.Loun MANIVAN	Technical staff	Yes	F	38	P	2	4	Cropping	2002	n.a.
	Crop	Mr. Chanthone DOYSIPASERT	Technical staff	Yes	M	42	P	2	4	Cropping	2001	С
	Crop	Mr. Aasy	Technical staff	Yes	M	n.a.	C	1.5	4	Cropping	n.a.	b
	Crop	Mr. Bouaphanh NAMMAVONG	n a	No	M	30	n.a.					
	Livestock	Mr. Suphavanh KEOVILAI	Head of Section	Yes	M	36	P	5	3	Veterinarian	1993	d
	Livestock	Mrs.Bouathong INTHONGXAI	Deputy head	Yes	F	38	P	21	4	Livestock and fishery	1984	d
	Livestock	Mr. Khammerng SIPASERT	Technical staff	Yes	M	51	P	21	4	Livestock and fishery	1983	d
	Livestock	Mrs. Chamnakhone PHAICHIT	Technical staff	Yes	F	33	P	4	4	Cropping	1999	$\frac{d}{d}$
	Livestock	Mr. Xaiveuly BIAHUA	Technical staff	Yes	M	29	P	9	3	Agriculture	2002	f
	Livestock	Mr. Bouakham NAMMAVONG	Technical staff	Yes	M	33	P	2	4	Livestock and fishery	2002	d
	Livestock	Mr. Phonephachan KEOVILAI	Technical staff	Yes	M	30	P	3	3	Livestock and fishery	1999	d
	Livestock	Mrs. Semon CHAMSAVAT	Technical staff	Yes	F	n.a.	C	n.a.	3	Livestock and fishery	2002	d
	Livestock	Mr. Somsanith KEOMANIVONG	Technical staff	Yes	M	n.a.	C	1	4	Livestock	2002	d
	Livestock	Mr. Mithuna VANNANYUT	Technical staff	Yes	M	n.a.	C	2	4	Livestock	2001	d
	Livestock	Mr. Kunthong KEOVILAICHIT	Technical staff	Yes	M	n.a.	C	2	5	n.a.	n.a.	d
	Livestock	Mr. Xaysavat KAMMAVONG	Technical staff	Yes	M	n.a.	C	n.a.	5	n.a.	n.a.	f
	Livestock	Mr. Vanxay SUOHANHNASAK	reclinical stari	No	M	27	n.a.	n.a.		n.a.	11.4.	1
	Forestry	Mrs. Phetsavanh SEPHANDON	Technical staff	Yes	F	33	P.a.	13	4	General Forestry	1995	n.a.
	Forestry	Mr. Khammy THAMMAVONG	Technical staff	Yes	M	32	p	8	4	General Forestry	1993	g g
	Forestry	Mr. Viengxai SOHSENGIN	Technical staff	Yes	M	30	P	3	4	Forestry	1997	g
	Forestry	Mr. Phothisak PHAPHUAMPHANG	Technical staff	Yes	M	30	P	5	4	Forestry management	1997	
	Forestry	Mrs. Kongchan BOUNMICHITPHANYONG	Technical staff	Yes	F	25	P	4	4	Forestry	1992	g 0
	Forestry	Mr. Singphone LUANGLEUXAY	Technical staff	Yes	M	n.a.	C	2	4	General Forestry	2001	g
	Forestry				M		C	2	4	·	2001	
	Forestry	Mr. Lithphone LETTHANA Mr. Nohkeo SOHSENGIN	Technical staff	Yes No	M	n.a. 46	n.a.		4	General Forestry	2001	g
	Forestry	Mr. Sitan	n.a.	No No	M	46						
	Forestry	Mr. Lerng LOHVANKHAM	n.a.	No No	M	40	n.a.					
	Forestry	Mr. Khammerng DENGMANY	n.a.	No No	M	37	n.a.					
		č	n.a.				n.a.					
	Forestry Forestry	Mr. Sothvixay PHOULAVONG	n.a.	No No	M	36 35	n.a.					1
	Forestry	Mr. Tuy KNIGMALA	n.a.	No No	M M	35	n.a.					1
		Mr. Nunkeo XAPAKDY	n.a.				n.a.					
	Forestry	Mr. Phimkeo THAMLASIN	n.a.	No	M	35	n.a.					
51	Forestry	Mr. Souksan PHONPADITH	n.a.	No	M	32	n.a.					

Name of Office: PAFO Lunagnamtha
Date of data update: 2004/6/18

ID of Question:

A-2: Position

A-3

A-6

A-7: Educational Attainment

A-5: Specialty

No. Section	Name	Position	Submission (04)	Sex	Age	Post <1	Length (yr)	Education <2		Year	Specialty<3
52 Irrigation	Mr. Sonexay UDOM	Head of Section	Yes	M	34	P	11	4	Irrigation	1992	С
53 Irrigation	Mr. Khamphou VOHLASAN	Deputy head	Yes	M	35	P	12	4	Irrigation	1996	С
54 Irrigation	Mr. Sohsingphone LEUANGLINYASAK	Deputy head	Yes	M	n.a.	P	13	4	Irrigation	2000	С
55 Irrigation	Mr. Chansai BOUNXAITHIP	Technical staff	Yes	M	48	P	21	4	Irrigation	1983	С
56 Irrigation	Mr. Bounmy PHONPASERT	Technical staff	Yes	M	38	P	15	5	Irrigation	1989	С
57 Irrigation	Mrs. Bouavanh CHANTHAPADIT	Technical staff	Yes	F	33	P	11	4	Irrigation	1993	С
58 Irrigation	Mr. Thongsone VILAIPHONE	Technical staff	Yes	M	32	P	8	4	Irrigation	1995	С
59 Irrigation	Mr. Phetsawanh MIDUANGCHAN	Technical staff	Yes	M	26	P	3	4	Irrigation	2001	c
60 Irrigation	Mr. Vila PHUTSAVAT	Technical staff	Yes	M	n.a.	C	1	4	Geography	2002	с
61 Irrigation	Mr. Phetmany SOHSENGVANH	n.a.	No	M	46	n.a.					
62 Meteo	Mr. Som SIHATHEP	Head of Section	Yes	M	46	P	23	3	Meteorology	1990	h
63 Meteo	Mr. Somchit VILAI	Deputy head	Yes	M	28	P	11	n.a.	Meteorology	n.a.	h
64 Meteo	Mr. Khamphou SIHATHEP	Technical staff	Yes	M	27	P	2	4	Meteorology	2000	h
65 Extension	Mr. Khampheng PHANAVAN	Head of Section	Yes	M	42	P	3	4	Livestock and fishery	2000	d
66 Extension	Mr. Phanhthachone SUVANNAPHONXAY	Deputy head	Yes	M	33	P	2	4	irrigation design	1994	с
67 Extension	Mr. Sunthone UNTHALA	Deputy head	Yes	M	32	P	3	5	Forestry	1997	b
68 Extension	Mr. Chay PHANDY	Head of Unit	Yes	M	37	P	20	4	Forestry	1991	I
69 Extension	Mr. Bounkong DUANGVONGSA	Technical staff	Yes	M	55	P	3	4	Livestock and Veterinary	1966	d
70 Extension	Mr. Ku LOHVANKEO	Deputy head	Yes	M	42	P	n.a.	4	Forestry	1990	g
71 Extension	Mr. Bouaing NYOTKUNTHONG	Technical staff	Yes	M	47	P	4	4	Agriculture and forestry	2000	g
72 Extension	Mrs. Manida SANSUTHAM	Technical staff	Yes	F	33	P	7	4	Agriculture school	2002	d
73 Extension	Mr. Singkeo PHOMMACHAN	Technical staff	Yes	M	32	P	2	5	Forestry	2002	g
74 Extension	Mrs. Chanphang KEODUANGCHAN	Technical staff	Yes	F	28	P	6	4	Agriculture	1997	b
75 Extension	Mr. Khamphanh INTHADASY	Technical staff	Yes	M	34	P	n.a.	4	Livestock	1994	d
76 Extension	Mr. Chansanom SAMSANNAM	Technical staff	Yes	M	29	P	1	4	Architecture	2003	c
77 Extension	Mr. Hom SENGLA	Technical staff	Yes	M	44	P	3	4	Agriculture (Nabong)	1982	b
78 Extension	Mr. Saykham UDTHACHAK	Technical staff	Yes	M	26	P	3	4	Agriculture (Nabong)	2000	a
79 Extension	Mr. Bounthone SISAVANH	Technical staff	Yes	M	n.a.	C	16	4	Forestry	2002	g
80 Extension	Mrs.Sotthamaly SISAVAT	Technical staff	Yes	F	25	P	4	4	Agriculture	2000	a
81 Lao-IRRI	Mr. Songkam BANLEUSAK	Technical staff	Yes	M	35	P	12	4	Agriculture school	n.a.	a
82 Lao-IRRI	Mr. Ngeum SINGKALUK	Technical staff	Yes	M	26	P	2	4	Cropping	2000	a
83 Lao-IRRI	Mrs.Phouthone AONKEO	Technical staff	Yes	F	25	P	3	4	Cropping	2001	a
84 Lao-IRRI	Mr. Suthikone SOHSOMLA	Technical staff	Yes	M	n.a.	C	1	4	Cropping	2002	a
85 Lao-IRRI	Mr. Sonekham PHAMIXAY	n.a.	No	M	38	n.a.					
86 Lao-IRRI	Mr. Manith SENGTHONGHAK	n.a.	No	M	29	n.a.					
87 Lao-IRRI	Mrs. Viengmany MANY	n.a.	No	F	28	n.a.					
88 Lao-IRRI	Mrs. Viengkham KHIANVISAK	n.a.	No	F	28	n.a.					

Note: <1 The symbols used for "Post" indicate "P: Permanent" and "C: Contractual", respectively.

<2: The numbers indicate the level of educational attainment of the staff, namely, 1= Dr, 2=MSc, 3=Bs, 4=Diploma, 5=High school, 6=Others.

<3: The specialty of the staff is categorized and symbolized as follows:

a= crop (rice), b= crop (others), c=irrigation, d= livestock, e= fishery, g= forestry, h= meteorology, i= community organization,

j= fruits/trees/NTFPs, k= rural finance, l= marketing, m= natural resource management

Date of data update:	2004/6/18	_																
ID of Question:	Te.	A-14 Please identify five (5) major tra			1	T	1-			1		T 1 - 1	. 1		1			
No. Section	Name	Training 1	Organization	Mo/Year Day	ys Effect on work	Training 2	Organization	Mo/Year	Days Effect on work	Training 3	Organization	Mo/Year Days Effect on wo	rk Training 4	Organization	Mo/Year Days Effect on w	ork Training 5	Organization Mo/Y	Year Days Effect on work
1 Admn (PAFO)	Mr. Thongsai HAKVANHNAPHENG																	
2 Admn (PAFO) 3 Admn (PAFO)	Mr. Khammuan LOHKAMJEUA Mr. Somchanh MIDUANGCHANH							_									-	
4 Admin	Mr. Duangde KALIKHAM	D	Myanmar	Aug-00 2	T-i	Fish raising in rice fields	China	I1 02	28 Fairs	Data collection for fish raising	JICA	2003 7 Understood						
5 Admin	Mr. Sonphet OUNTHALA	Breeding fish	iviyannai	Aug-00 2	raiis	Fish faising in fice fields	Cillia	Jui-02	26 Falls	Data collection for fish faising	JICA	2003 / Understood						
6 Admin		No.																
7 Admin	Mrs. Dong Mrs. Inkham HUKVANNAPHANG	No.						+										
8 Admin	Mrs. Sengla SIKUNNAM	No						+										
	Mrs. Bouasavanh	No.																
9 Admin 10 Admin	Mrs. Chansy KHIMMAHONG	News report	GTZ	Mar-03 2				-										
11 Admin 12 Admin 13 Admin 14 Admin 15 Admin 16 Admin	Mr. Khamfeuan KINGSADA	ivews report	GIZ	Mar-03 2	n.u.													
12 Admin	Mr. Khamsouk PHUNVISAI							+										
13 Admin	Mr. Thouang NAMVONGSA																	
14 Admin	Mr. Xaysongkam PHIMMASONE																	
15 Admin	Mr. Thongxay ATPASOUK																	
16 Admin	Mr. Vilasak VONGXAYYALAT							1										
17 Crop	Mr. Som KEOBOUNSAK	No																
18 Crop	Mr. Padith CHANTHANOUVONG	Administration and planning	Political Institution	Jul-99 701	rs Good	English language	WCS	Aug-01	30 Good	Basic computer skill	EU	Feb-98 60 Good	Disease and pest control	Saitama city	Aug-02 120 Good	Integrated Pest Management	IRRI Nov	v-03 14 Good
19 Crop	Mrs.Loun MANIVAN	No													-	-		
20 Crop	Mr. Chanthone DOYSIPASERT	No						i –										
21 Crop	Mr. Aasy	No																
17 Crop 18 Crop 19 Crop 20 Crop 21 Crop 22 Crop 23 Livestock 24 Livestock	Mr. Bouaphanh NAMMAVONG																	
23 Livestock	Mr. Suphavanh KEOVILAI	Hog raising	Vietnam	Feb-02 14	High	Management of pest and disease of animals	China	Sep-03	14 High	Veterinarian	Ministry of Agriculture (Thai)	Jun-98 30 High	Veterinary serice	Malaysia	Aug-02 30 High	Management of project	Lao-EU Project Dec-	c-03 7 High
24 Livestock	Mrs.Bouathong INTHONGXAI	Animal raising	Australia) Knowledge more	Fishery	Luangphabang	Jun-95	7 Need more knowledge	Animal diagnostics	China	Nov-03 15 Not enough	Accounting	Finance section	May-90 90 Not enough			
25 Livestock	Mr. Khammerng SIPASERT	No																
26 Livestock 27 Livestock	Mrs. Chamnakhone PHAICHIT	No																
27 Livestock	Mr. Xaiveuly BIAHUA	Fingerling production	Extension Project	May-98 5	Good	Technology of fingerling production	Development and Extension Project	May-03	4 Good									
28 Livestock	Mr. Bouakham NAMMAVONG	Research on diseases	MTCP (Malaysia)	Aug-03 30) Fairs			1										
28 Livestock 29 Livestock 30 Livestock 31 Livestock	Mr. Phonephachan KEOVILAI	Techniques of Extension	EU	Jan-02 7	Good	Techniques of Extension	EU	May-02	7 Good	Supervision and management	China	Nov-02 14 n.a.	Management of project	EU	Dec-03 7 n.a.			
30 Livestock	Mrs. Semon CHAMSAVAT	No																
31 Livestock	Mr. Somsanith KEOMANIVONG	No																
32 Livestock 33 Livestock	Mr. Mithuna VANNANYUT	No																
33 Livestock	Mr. Kunthong KEOVILAICHIT	No																
34 Livestock	Mr. Xaysavat KAMMAVONG	No																
35 Livestock	Mr. Vanxay SUOHANHNASAK																	
56 Forestry 37 Forestry 38 Forestry 39 Forestry 40 Forestry 41 Forestry 42 Forestry 43 Forestry 44 Forestry 45 Forestry 46 Forestry 47 Forestry 47 Forestry 48 Forestry 49 Forestry	Mrs. Phetsavanh SEPHANDON	Extension on forestry	Forestry school	Jun-95 5	Good	Village volunteer	Health raising project	Apr-99	2 Good	Techniques of Forestry	Nam Ha Conservation Project	Oct-99 11 Fairs						
37 Forestry	Mr. Khammy THAMMAVONG	No																
38 Forestry	Mr. Viengxai SOHSENGIN	No																
39 Forestry	Mr. Phothisak PHAPHUAMPHANG	English language	WCS	2000 30		Computer	WCS	2000	30 Fairs	Information dissemination	WCS	2002 30 Fairs	Using map and GPS	WCS	2002 14 Fairs	Tourisum	NTA 200	000 90 Fairs
40 Forestry	Mrs. Kongchan BOUNMICHITPHANYONG	Researching of Cropping	EC Project		Understood but did not use													
41 Forestry	Mr. Singphone LUANGLEUXAY	Forestry inspection	WCS	2001 7	n.a.	Using to GPS	WCS	2001	14 n.a.									
42 Forestry	Mr. Lithphone LETTHANA	No																
43 Forestry	Mr. Nohkeo SOHSENGIN																	
44 Forestry	Mr. Sitan																$\overline{}$	\rightarrow
45 Forestry	Mr. Lerng LOHVANKHAM																$\overline{}$	$\overline{}$
46 Forestry	Mr. Khammerng DENGMANY																	
4/ Forestry	Mr. Sothvixay PHOULAVONG																	
48 Forestry	Mr. Tuy KNIGMALA																	
49 Forestry	Mr. Nunkeo XAPAKDY							_									-	
50 Forestry	Mr. Phimkeo THAMLASIN																	
51 Forestry	Mr. Souksan PHONPADITH	v																
52 Irrigation	Mr. Sonexay UDOM	NO																
25 Irrigation 54 Irrigation 55 Irrigation 56 Irrigation 57 Irrigation 58 Irrigation 59 Irrigation 60 Irrigation 61 Irrigation	Mr. Khamphou VOHLASAN Mr. Sohsingphone LEUANGLINYASAK	Farmer's training	FIAT EDI		ars Knowledge more	A description	A seisstess sestion	I.u. 02	14 Frie	Data Hasting of imination day 1	Inication costing	A == 02 21 E=-					\rightarrow	
34 Irrigation	Mr. Sohsingphone LEUANGLINYASAK Mr. Chansai BOUNXAITHIP	Designing	EOT	Feb-90 14 1992 2		Administration	Agriculture section		14 Fairs 10 n.a.	Data collection of irrigation development	Irrigation section	Apr-93 21 Fairs 2000 14 n.a.						
55 Irrigation		Survey and design	GTE			Management	EC1	1996		Survey and design	LINIDGE		S		E-1-02 00 C 1			
50 Irrigation	Mr. Bounny PHONPASERT	Survey map	GIE	May-93 30	Good	Designing	EL.	Jui-95	14 Good	Survey and construction	UNDCP	Jan-90 30 Good	Supervision of construction	n.a.	Feb-02 90 Good			
57 Irrigation	Mrs. Bouavanh CHANTHAPADIT Mr. Thongsone VILAIPHONE	No Survey and design	EC	Aug 00 2	Knowledge more			+									+	
50 Irrigation	Mr. Phetsawanh MIDUANGCHAN	No.	EC.	Aug-00 2	Knowledge more			+										
60 Irrigation	Mr. Vila PHUTSAVAT	No.			_			+										
60 Irrigation	Mr. Phetmany SOHSENGVANH	NO																
or irrigation	MI. FIICHIANY SUHSENGVANH																	

Name of Office: PAFO Lunagnamtha
Date of data update: 2004/6/18

Date of data update:	2004/6/18	₫																			
ID of Question:		A-14 Please identify five (5) major training	courses that you have ever p	participated.																	
No. Section	Name	Training 1	Organization	Mo/Year	Days Effect on work	Training 2	Organization	Mo/Year	Days Effect on work	Training 3	Organization	Mo/Year	Days Effect on w	ork Training 4	Organization	Mo/Year Dr	ays Effect on work	Training 5	Organization	Mo/Year	Days Effect on wo
62 Meteo	Mr. Som SIHATHEP	Meteorology	GMSARN	2002	5 Fairs	Management of irrigation systems	JICA	1998	4 Good	Meteorology	FAO	1993	5 Good	Computer	EU	Jun-00 9	00 Fairs	Management and administration	MOA	2003	3 Good
63 Meteo	Mr. Somehit VILAI	Meteorological	Government	Sep-90 10	month Understood	Agriculture Meteorology	Government	2002	5 Fairs												
64 Meteo	Mr. Khamphou SIHATHEP	No																			
65 Extension	Mr. Khampheng PHANAVAN	Fish raisingin the rice field	China	Feb-03	15 n.a.	English language	Section	Nov-03	90 n.a.												
66 Extension	Mr. Phanhthachone SUVANNAPHONXAY	Development and method work	FIAT	Nov-97	10 Good	Method of training of farmers	FIAT	Nov-98	10 Good	Community organization	FIAT	Nov-98	5 Fairs	Evaluation of farmers training	FIAT	Apr-99 5	5 Good	Extension of agricultural production	on FIAT	Jun-02	14 Good
67 Extension	Mr. Sunthone UNTHALA	Permanent farming	IN Went		30 Fairs	Natural resource management	WCS	n.a.	14 Fairs												
68 Extension	Mr. Chay PHANDY	Tree planting	China	Apr-97	15 Very good																
69 Extension	Mr. Bounkong DUANGVONGSA	No																			
70 Extension	Mr. Ku LOHVANKEO	No																			
71 Extension	Mr. Bouaing NYOTKUNTHONG	No																			
72 Extension	Mrs. Manida SANSUTHAM	Utilization of budget for planting	National extension	Apr-03	5 Good																
73 Extension	Mr. Singkeo PHOMMACHAN	Cutting and grafting	CTZ	Oct-97	30 Fairs																
74 Extension	Mrs. Chanphang KEODUANGCHAN	Utilization of budget for planting	National extension	Apr-03	3 Good																
75 Extension	Mr. Khamphanh INTHADASY	Improved livestock at countryside	Lao-EU	Sep-99	3 Fairs	Trainer for village veterinary volunteers	Lao-EU	Nov-99	13 Fairs	Improvement of veterinary techniques	Lao-EU	Sep-01	12 Fairs	Pest control at border Laos-China	China	Nov-03 1	6 Fairs	Livestock and veterinary service	FAO	Mar-04	n.a. n.a.
76 Extension	Mr. Chansanom SAMSANNAM	Participatory agriculture development	JICA	Mar-04	1 Good																
77 Extension	Mr. Hom SENGLA	Participatory method	n.a.	Nov-95	90 Good	Tea tree planting	Luangnamtha	Jul-87	60 Good	Planting of coffee trees	GTZ	Oct-97	14 Good	Soil management	IWMI	2002 1	4 Good	Community planning	GTZ	Feb-96	60 Fairs
78 Extension	Mr. Saykham UDTHACHAK	Agricultural development	JICA	Mar-04	1 Good for development	Techniques of planting	China	Apr-04	5 Good												
79 Extension	Mr. Bounthone SISAVANH	Training on IPM	Lao-IRRI	Nov-03	15 Good	Techniques of planting	China	Apr-04	5 Good												
80 Extension	Mrs.Sotthamaly SISAVAT	English language	Lao-IRRI	Nov-01	42 Know to many words	Participatory evaluation	EDI	Jun-00	7 Good	Participatory planning	Lao-IRRI	Jan-02	7 Good								
81 Lao-IRRI	Mr. Songkam BANLEUSAK	Experiment on rice	Lao-IRRI	Dec-02	7 n.a.																
82 Lao-IRRI	Mr. Ngeum SINGKALUK	Storage of seeds of rice	Lao-IRRI	Sep-03	4 Good	Improvement of seeds of rice	Lao-IRRI	Jun-03	3 Good												
83 Lao-IRRI	Mrs.Phouthone AONKEO	English language	Lao-IRRI	Sep-02	30 Good	Information of research results	Lao-IRRI	Mar-02	7 Good	Gender	Lao-IRRI	Nov-03	7 Good	Nursery operation of rice	Lao-IRRI	Jan-04 3	3 Good				
84 Lao-IRRI	Mr. Suthikone SOHSOMLA	No																			
85 Lao-IRRI	Mr. Sonekham PHAMIXAY																			7	
86 Lao-IRRI	Mr. Manith SENGTHONGHAK																			/	
87 Lao-IRRI	Mrs. Viengmany MANY																				
90 I IDDI	M- Mi																				

Name of Office: PAFO Lunagnamtha

Date of data update: 2004/6/18

ID of Question:

ID of Que				1		_	1	I			_		<u></u>	T			
No. Sec		Name	Training 3	Organization	Mo/Year	Days	Effect on work	Training 4	Organization	Mo/Year	Days	Effect on work	Training 5	Organization	Mo/Year	Days E	Effect on work
1 Adn	nn (PAFO)	Mr. Thongsai HAKVANHNAPHENG														/ //	
2 Adn	nn (PAFO)	Mr . Khammuan LOHKAMJEUA															
		Mr. Somchanh MIDUANGCHANH															
4 Adn		Mr. Duangde KALIKHAM	Data collection for fish raising	JICA	2003	7	Understood										
5 Adn		Mr. Sonphet OUNTHALA	Data concetion for fish raising	31071	2003		Chacistooa										
6 Adn		Mrs. Dong															
7 Adn		Mrs. Inkham HUKVANNAPHANG															
8 Adn		Mrs. Sengla SIKUNNAM															
9 Adn		Mrs. Bouasavanh															
10 Adn	min	Mrs. Chansy KHIMMAHONG															
11 Adn	nin	Mr. Khamfeuan KINGSADA														/ /	
12 Adn	nin	Mr. Khamsouk PHUNVISAI															
13 Adn		Mr. Thouang NAMVONGSA														7	
14 Adn		Mr. Xaysongkam PHIMMASONE															
15 Adn		Mr. Thongxay ATPASOUK															
16 Adn		Mr. Vilasak VONGXAYYALAT														+	
17 Cro		Mr. Som KEOBOUNSAK	70.		P			5.	a		100		7 15	vn n v	NY 00		~ .
18 Cro		Mr. Padith CHANTHANOUVONG	Basic computer skill	EU	Feb-98	60	Good	Disease and pest control	Saitama city	Aug-02	120	Good	Integrated Pest Management	IRRI	Nov-03	14 G	jood
19 Cro	p	Mrs.Loun MANIVAN															
20 Cro		Mr. Chanthone DOYSIPASERT															
21 Crop	р	Mr. Aasy															
22 Cro	р	Mr. Bouaphanh NAMMAVONG															
23 Live		Mr. Suphavanh KEOVILAI	Veterinarian	Ministry of Agriculture (Thai)	Jun-98	30	High	Veterinary serice	Malaysia	Aug-02	30	High	Management of project	Lao-EU Project	Dec-03	7 H	High
24 Live		Mrs.Bouathong INTHONGXAI	Animal diagnostics	China	Nov-03		Not enough	Accounting	Finance section	May-90		Not enough	Project				-0"
25 Live		Mr. Khammerng SIPASERT	Annua diagnostics	Cima	1404-03	13	140t chough	recounting	T mance section	iviay-50	70	110t chough					
26 Live		Mrs. Chamnakhone PHAICHIT															
27 Live		Mr. Xaiveuly BIAHUA															
28 Live		Mr. Bouakham NAMMAVONG															
29 Live		Mr. Phonephachan KEOVILAI	Supervision and management	China	Nov-02	14	n.a.	Management of project	EU	Dec-03	7	n.a.					
30 Live	estock	Mrs. Semon CHAMSAVAT															
		Mr. Somsanith KEOMANIVONG															
32 Live		Mr. Mithuna VANNANYUT															
33 Live		Mr. Kunthong KEOVILAICHIT															
34 Live		Mr. Xaysavat KAMMAVONG														+	
35 Live		Mr. Vanxay SUOHANHNASAK														_	
		•	T 1 CF /	N. H. C	000	- 11	г.										
36 Fore	•		Techniques of Forestry	Nam Ha Conservation Project	Oct-99	11	Fairs										
37 Fore		Mr. Khammy THAMMAVONG															
38 Fore		Mr. Viengxai SOHSENGIN															
39 Fore	•	Mr. Phothisak PHAPHUAMPHANG	Information dissemination	WCS	2002	30	Fairs	Using map and GPS	WCS	2002	14	Fairs	Tourisum	NTA	2000	90 F	airs
40 Fore		Mrs. Kongchan BOUNMICHITPHANYONG															
41 Fore	estry	Mr. Singphone LUANGLEUXAY															
42 Fore		Mr. Lithphone LETTHANA															
43 Fore		Mr. Nohkeo SOHSENGIN															
44 Fore	,	Mr. Sitan															
45 Fore		Mr. Lerng LOHVANKHAM															
46 Fore		Mr. Khammerng DENGMANY															
45.5		Mr. Sothvixay PHOULAVONG															
4/ Fore																	
48 Fore		Mr. Tuy KNIGMALA															
49 Fore	estry	Mr. Nunkeo XAPAKDY															
50 Fore		Mr. Phimkeo THAMLASIN															
51 Fore		Mr. Souksan PHONPADITH															
52 Irri	gation	Mr. Sonexay UDOM													T		
53 Irri		Mr. Khamphou VOHLASAN															
54 Irri		Mr. Sohsingphone LEUANGLINYASAK	Data collection of irrigation development	Irrigation section	Apr-93	21	Fairs										
55 Irri			Survey and design	EC EC	2000	14								_		+	
56 Irri			Survey and construction	UNDCP	Jan-90	30		Supervision of construction	n.a.	Feb-02	90	Good		+			
50 IIII	gauon		Survey and construction	UNDCF	Jail-90	30	GOOG	Supervision of construction	n.a.	1.60-02	90	GOOG		-	+		
57 Irri		Mrs. Bouavanh CHANTHAPADIT												_	1		
58 Irri		Mr. Thongsone VILAIPHONE												_			
59 Irri		Mr. Phetsawanh MIDUANGCHAN															
60 Irri	gation	Mr. Vila PHUTSAVAT															
61 Irrig	gation	Mr. Phetmany SOHSENGVANH															

Name of Office: PAFO Lunagnamtha
Date of data update: 2004/6/18

ID of Question:

	Section:	Name	Training 3	Organization Mo/Yea	ır Day	s Effect on work	Training 4	Organization	Mo/Year	Days	Effect on work	Training 5	Organization	Mo/Year	Days	Effect on work
62	Meteo	Mr. Som SIHATHEP	Meteorology	FAO 1993	5	Good	Computer	EU	Jun-00	90	Fairs	Management and administration	MOA	2003	3	Good
63	Meteo	Mr. Somchit VILAI														
64	Meteo	Mr. Khamphou SIHATHEP														
65	Extension	Mr. Khampheng PHANAVAN														
66	Extension	Mr. Phanhthachone SUVANNAPHONXAY	Community organization	FIAT Nov-99	3 5	Fairs	Evaluation of farmers training	FIAT	Apr-99	5	Good	Extension of agricultural productio	n FIAT	Jun-02	14	Good
67	Extension	Mr. Sunthone UNTHALA														
68	Extension	Mr. Chay PHANDY														
69	Extension	Mr. Bounkong DUANGVONGSA														
70	Extension	Mr. Ku LOHVANKEO														
71	Extension	Mr. Bouaing NYOTKUNTHONG														
72	Extension	Mrs. Manida SANSUTHAM														
73	Extension	Mr. Singkeo PHOMMACHAN														
74	Extension	Mrs. Chanphang KEODUANGCHAN														
75	Extension	Mr. Khamphanh INTHADASY	Improvement of veterinary techniques	Lao-EU Sep-01	12	Fairs	Pest control at border Laos-China	China	Nov-03	16	Fairs	Livestock and veterinary service	FAO	Mar-04	n.a.	n.a.
76	Extension	Mr. Chansanom SAMSANNAM														
77	Extension	Mr. Hom SENGLA	Planting of coffee trees	GTZ Oct-97	14	Good	Soil management	IWMI	2002	14	Good	Community planning	GTZ	Feb-96	60	Fairs
78	Extension	Mr. Saykham UDTHACHAK														
79	Extension	Mr. Bounthone SISAVANH														
80	Extension	Mrs.Sotthamaly SISAVAT	Participatory planning	Lao-IRRI Jan-02	. 7	Good										
81	Lao-IRRI	Mr. Songkam BANLEUSAK														
82	Lao-IRRI	Mr. Ngeum SINGKALUK														
83	Lao-IRRI	Mrs.Phouthone AONKEO	Gender	Lao-IRRI Nov-0	3 7	Good	Nursery operation of rice	Lao-IRRI	Jan-04	3	Good					
84	Lao-IRRI	Mr. Suthikone SOHSOMLA														
85	Lao-IRRI	Mr. Sonekham PHAMIXAY														
86	Lao-IRRI	Mr. Manith SENGTHONGHAK														
87	Lao-IRRI	Mrs. Viengmany MANY														
88	Lao-IRRI	Mrs. Viengkham KHIANVISAK														

Data Sheet 3: Duties of the Staff

Name of Office: PAFO Lunagnamtha
Date of data update: 2004/6/18

ID of Question:		A-10: What are your actual duties / responsibili	ities ?			
No. Section	Name	Duty 1	Duty 2	Duty 3	Duty 4	Duty 5
1 Admn (PAFO)	Mr. Thongsai HAKVANHNAPHENG					
2 Admn (PAFO)	Mr . Khammuan LOHKAMJEUA					
3 Admn (PAFO)	Mr. Somchanh MIDUANGCHANH					
4 Admin	Mr. Duangde KALIKHAM	Management of agricultural machine				
5 Admin	Mr. Sonphet OUNTHALA	Finance	Statistics	Planning	Reporting and evaluation	Assistance
6 Admin	Mrs. Dong	Cashier	Statistics	1 mining	reporting and evaluation	11333turee
	Š					
7 Admin	Mrs. Inkham HUKVANNAPHANG	Computer operator				
8 Admin	Mrs. Sengla SIKUNNAM	Computer operator				
9 Admin	Mrs. Bouasavanh	Accounting of section				
10 Admin	Mrs. Chansy KHIMMAHONG	Secretariat	Put stamp on documents			
11 Admin	Mr. Khamfeuan KINGSADA					
12 Admin	Mr. Khamsouk PHUNVISAI					
13 Admin	Mr. Thouang NAMVONGSA					
14 Admin	Mr. Xaysongkam PHIMMASONE					
15 Admin	Mr. Thongxay ATPASOUK					
16 Admin	Mr. Vilasak VONGXAYYALAT					
17 Crop	Mr. Som KEOBOUNSAK	Management of cropping system	Manage for data collection of cropping	Management of organization	Responsible for reporting on production	
18 Crop	Mr. Padith CHANTHANOUVONG	Management of crops	Research on technologies	Coordination with Project	Organization of training	
19 Crop	Mrs.Loun MANIVAN	Management of section	Supervision of section		2-8	
20 Crop	Mr. Chanthone DOYSIPASERT	Management and supervision of section				
21 C		n a				
21 Crop	Mr. Aasy	n.a.				
22 Crop	Mr. Bouaphanh NAMMAVONG	W	0 1 1			
23 Livestock	Mr. Suphavanh KEOVILAI	Management and supervision of section	Coordination with project			
24 Livestock	Mrs.Bouathong INTHONGXAI	Management of fishery activities	Administration management	Responsible for accounting	Responsible for production	
25 Livestock	Mr. Khammerng SIPASERT	Management and control of animal (hog) diseases	Training of villagers on animal feeding			
26 Livestock	Mrs. Chamnakhone PHAICHIT	Treatment for fish diseases	Unclear (Provision)			
27 Livestock	Mr. Xaiveuly BIAHUA	Fishery development	Fingerling production			
28 Livestock	Mr. Bouakham NAMMAVONG	Research of animal diseases	Sampling for disease examination	Care for animal in villages		
29 Livestock	Mr. Phonephachan KEOVILAI	Preparation of report	Secretaial work (Note information)	Supervise of section		
30 Livestock	Mrs. Semon CHAMSAVAT	Management of chicken raising	Reproduction of chicken	Sell Reproduction of chicken	Training to trainers (Villagers)	
31 Livestock	Mr. Somsanith KEOMANIVONG	Reproduction of hogs	Care / Control of health of pig	1		
32 Livestock	Mr. Mithuna VANNANYUT	Forage production	Provision of forage to other sections			
		Management and supervision of diseases of hog	Monitoring of health condition of small pigs			
33 Livestock	Mr. Kunthong KEOVILAICHIT					
34 Livestock	Mr. Xaysavat KAMMAVONG	Fishery development	Reproduction small fish			
35 Livestock	Mr. Vanxay SUOHANHNASAK					
36 Forestry	Mrs. Phetsavanh SEPHANDON	Finance	Unclear (Technical matters)			
37 Forestry	Mr. Khammy THAMMAVONG	Inspection of forests	Timber harvesting			
38 Forestry	Mr. Viengxai SOHSENGIN	Harvesting of timbers				
39 Forestry	Mr. Phothisak PHAPHUAMPHANG	Promotion of wildlife protection / conservation				
40 Forestry	Mrs. Kongchan BOUNMICHITPHANYONG	Accounting of section	Typing and computer			
41 Forestry	Mr. Singphone LUANGLEUXAY	Office management	Supervision of the area			
42 Forestry	Mr. Lithphone LETTHANA	Inspection of forests	Timber harvesting			
43 Forestry	Mr. Nohkeo SOHSENGIN					
AA Forester	Mr. Sitan					
45 Forestry	Mr. Lerng LOHVANKHAM					
	Mr. Khammerng DENGMANY					
46 Forestry						
47 Forestry	Mr. Sothvixay PHOULAVONG					
48 Forestry	Mr. Tuy KNIGMALA					
49 Forestry	Mr. Nunkeo XAPAKDY					
50 Forestry	Mr. Phimkeo THAMLASIN					
51 Forestry	Mr. Souksan PHONPADITH					
52 Irrigation	Mr. Sonexay UDOM	Supervision of construction works				
53 Irrigation	Mr. Khamphou VOHLASAN	Management of section	Supervision of construction works			
54 Irrigation	Mr. Sohsingphone LEUANGLINYASAK	Office management				
55 Irrigation	Mr. Chansai BOUNXAITHIP	Administration	Responsible for finance			
56 Irrigation	Mr. Bounmy PHONPASERT	Technical matters related to irrigation	Irrigation management	Survey and planning of irrigation	Supervision of construction works	
57 Irrigation	Mrs. Bouavanh CHANTHAPADIT	Accounting-Finance	Statistics Statistics	Document management	5-5	
58 Irrigation		Survey and design of irrigation systems	Supervision and inspection of construction	Document management		
	Mr. Thongsone VILAIPHONE					
migation	Mr. Phetsawanh MIDUANGCHAN	Data collection	Monitoring of irrigation management	77 1 77 77 77		
60 Irrigation	Mr. Vila PHUTSAVAT	Unclear (Operation)	Unclear (Supervision)	Unclear (Inspection)		
61 Irrigation	Mr. Phetmany SOHSENGVANH					

Data Sheet 3: Duties of the Staff

PAFO Lunagnamtha 2004/6/18 Name of Office: Date of data update:

ID of Question:

A-10: What are your actual duties / responsibilities ?

No. Section	Name	Duty 1	Duty 2	Duty 3	Duty 4	Duty 5
62 Meteo	Mr. Som SIHATHEP	Management and supervision	Administration			
63 Meteo	Mr. Somchit VILAI	Observation and meteorological data collection	Unclear (Waters to central)	Information of meteorology	Administration management as head	
64 Meteo	Mr. Khamphou SIHATHEP	Collection of rainfall data	Sending data collected to the central office	Monitoring of a rain gauge every week	Observation of weather and taking notes	Management of materials
65 Extension	Mr. Khampheng PHANAVAN	Responsible for leading the section	Livestock and fishery development			
66 Extension	Mr. Phanhthachone SUVANNAPHONXAY	Community organization for irrigation management	Training of villagers on irrigation management	Supervise, support and orientation	Coordination with special project	Supervision to trainers
67 Extension	Mr. Sunthone UNTHALA	Management of section as a deputy head				
68 Extension	Mr. Chay PHANDY	Management of section as a head	Statistics of plan	Provision of financial support		
69 Extension	Mr. Bounkong DUANGVONGSA	Extension on livestock and fishery matters	Orientation to villager	Community facilitation	Training to Villagers	
70 Extension	Mr. Ku LOHVANKEO	Management of section as a deputy head	Development of country side			
71 Extension	Mr. Bouaing NYOTKUNTHONG	Work as a technician	Responsible for administration			
72 Extension	Mrs. Manida SANSUTHAM	Accounting	Responsible for sell seeds and fertilizer			
73 Extension	Mr. Singkeo PHOMMACHAN	Responsible for give capital money to villager	Rehabilitation of gorestys			
74 Extension	Mrs. Chanphang KEODUANGCHAN	Provision of technical service (extension)	Treasurer			
75 Extension	Mr. Khamphanh INTHADASY	Extension on livestock matters	Training of villagers			
76 Extension	Mr. Chansanom SAMSANNAM	Operate	Supervision			
77 Extension	Mr. Hom SENGLA	Pest-disease management	Unclear (operation for villagers)	Community facilitation	Training to Villagers	
78 Extension	Mr. Saykham UDTHACHAK	Responsible for Plant work	Responsible for extension	Unclear (follow assign from high level)		
79 Extension	Mr. Bounthone SISAVANH	Production of seeds garden	Assisting PAFO			
80 Extension	Mrs.Sotthamaly SISAVAT	Research & experiment and accounting				
81 Lao-IRRI	Mr. Songkam BANLEUSAK	Research and experiment about rice				
82 Lao-IRRI	Mr. Ngeum SINGKALUK	Research and experiment about rice	Administration management of the office	Coordination with other section		
83 Lao-IRRI	Mrs.Phouthone AONKEO	Research & experiment and accounting				
84 Lao-IRRI	Mr. Suthikone SOHSOMLA	Research and experiment about rice	Provision of seeds to farmers			
85 Lao-IRRI	Mr. Sonekham PHAMIXAY					
86 Lao-IRRI	Mr. Manith SENGTHONGHAK					
87 Lao-IRRI	Mrs. Viengmany MANY					
88 Lao-IRRI	Mrs. Viengkham KHIANVISAK					

Note: <1 The symbols used for "Post" indicate "P: Permanent" and "C: Contractual", respectively.

<2: The numbers indicate the level of educational attainment of the staff, namely, 1= Dr, 2=MSc, 3=Bs, 4=Diploma, 5=High school, 6=Others.

<3: The specialty of the staff is categorized and symbolized as follows:

a= crop (rice), b= crop (others), c=irrigation, d= livestock, e= fishery, g= forestry, h= meteorology, i= community organization, j= fruits/trees/NTFPs, k= rural finance, l= marketing, m= natural resource management

Data Sheet 4: Needed Skills suggested by the Staff

Name of Office: Date of data update: PAFO Lunagnamtha 2004/6/18

	estion:				es to comply with your duties? And			
No.	Section	Name	GAP <1	Needed skill 1	Needed skill 2	Needed skill 3	Needed skill 4	Needed skill 5
1	Admn (PAFO)	Mr. Thongsai HAKVANHNAPHENG						
2	Admn (PAFO)	Mr . Khammuan LOHKAMJEUA						
3	Admn (PAFO)	Mr. Somchanh MIDUANGCHANH						
4	Admin	Mr. Duangde KALIKHAM	3	English Language	Computer	Management	Fishery	
5	Admin	Mr. Sonphet OUNTHALA	3	Administration	Finance	Evaluation	Planning	Subject matters
6	Admin	Mrs. Dong	4	Subject matters				
7	Admin	Mrs. Inkham HUKVANNAPHANG	4	Improvement of knowledge				
8	Admin	Mrs. Sengla SIKUNNAM	3	Computer				
9	Admin	Mrs. Bouasavanh	2	n.a.				
10	Admin	Mrs. Chansy KHIMMAHONG	3	Improve	Finish work			
1	Admin	Mr. Khamfeuan KINGSADA						
2	Admin	Mr. Khamsouk PHUNVISAI						
3	Admin	Mr. Thouang NAMVONGSA						
4	Admin	Mr. Xaysongkam PHIMMASONE						
5	Admin	Mr. Thongxay ATPASOUK						
6	Admin	Mr. Vilasak VONGXAYYALAT						
.7	Crop	Mr. Som KEOBOUNSAK	3	English Language	Pest-disease research			
8	Crop	Mr. Padith CHANTHANOUVONG	3	Management	English language	Communication	Computer	
9	Crop	Mrs.Loun MANIVAN	3	Training of agriiculture	Continuous to study		*	
20	Crop	Mr. Chanthone DOYSIPASERT	2	n.a.				
21	Crop	Mr. Aasy		Research disease				
22	Crop	Mr. Bouaphanh NAMMAVONG						
23	Livestock	Mr. Suphavanh KEOVILAI	3	English language	Management of the office	Farm management	Fish raising in mountain	
24	Livestock	Mrs.Bouathong INTHONGXAI	2	Fishery	Administration	Accounting	Production of forage	
25	Livestock	Mr. Khammerng SIPASERT	3	English language	7 Kummistration	recounting	Troduction of forage	
26	Livestock	Mrs. Chamnakhone PHAICHIT	3	English language	Computer			
27	Livestock	Mr. Xaiveuly BIAHUA	3	Feeding fish	Nursery Operation fish			
28	Livestock	Mr. Bouakham NAMMAVONG	3	Research on diseases	Research on virus			
						0 141 ::		
29	Livestock	Mr. Phonephachan KEOVILAI	3	Computer	English and Chinese language	General Administration		
30	Livestock	Mrs. Semon CHAMSAVAT		English language	Computer			
31	Livestock	Mr. Somsanith KEOMANIVONG	3	Computer				
32	Livestock	Mr. Mithuna VANNANYUT	3	Mixed forage	Preservation / storgae of forage			
33	Livestock	Mr. Kunthong KEOVILAICHIT	3	English language	Computer			
4	Livestock	Mr. Xaysavat KAMMAVONG	3	Computer	English language			
35	Livestock	Mr. Vanxay SUOHANHNASAK						
36	Forestry	Mrs. Phetsavanh SEPHANDON	3	Forestry extension	English language	Computer	Study tour	
37	Forestry	Mr. Khammy THAMMAVONG		n.a.				
88	Forestry	Mr. Viengxai SOHSENGIN	3	Some foreign language	Continuous studying			
39	Forestry	Mr. Phothisak PHAPHUAMPHANG	3	English language	Computer	Phylosophy	Master degree	
40	Forestry	Mrs. Kongchan BOUNMICHITPHANYON	3	Accounting and Finance	Computer			
11	Forestry	Mr. Singphone LUANGLEUXAY	3	English language	Accounting computer			
12	Forestry	Mr. Lithphone LETTHANA	3	Subject matters	Foreign language	Accounting in computer		
13	Forestry	Mr. Nohkeo SOHSENGIN						
14	Forestry	Mr. Sitan						
15	Forestry	Mr. Lerng LOHVANKHAM						
46	Forestry	Mr. Khammerng DENGMANY						
17	Forestry	Mr. Sothvixay PHOULAVONG						
48	Forestry	Mr. Tuy KNIGMALA						
49	Forestry	Mr. Nunkeo XAPAKDY						
50	Forestry	Mr. Phimkeo THAMLASIN						
51	Forestry	Mr. Souksan PHONPADITH						

Data Sheet 4: Needed Skills suggested by the Staff

Name of Office: PAFO Lunagnamtha

Date of data update: 2004/6/18

ID of Question:

A-13: How do you assess your capabilities to comply with your duties? And What kind of skills do you need to strengthen in case your capabilities are inadequate?

No.	Section	Name	GAP <1	Needed skill 1	Needed skill 2	Needed skill 3	Needed skill 4	Needed skill 5
52	Irrigation	Mr. Sonexay UDOM	3	English language	Computer			
53	Irrigation	Mr. Khamphou VOHLASAN	3	Computer	English language			
54	Irrigation	Mr. Sohsingphone LEUANGLINYASAK	3	Improvement of knowledge	Computer for designing			
55	Irrigation	Mr. Chansai BOUNXAITHIP	3	Subject matters	Administration	Financial management		
56	Irrigation	Mr. Bounmy PHONPASERT	3	Management of irrigation	Transfer of systems			
57	Irrigation	Mrs. Bouavanh CHANTHAPADIT	2	n.a.				
58	Irrigation	Mr. Thongsone VILAIPHONE	3	Computer	English language			
59	Irrigation	Mr. Phetsawanh MIDUANGCHAN	2	n.a.				
60	Irrigation	Mr. Vila PHUTSAVAT	3	Geology	Laboratory	Preparation of documents		
61	Irrigation	Mr. Phetmany SOHSENGVANH						
62	Meteo	Mr. Som SIHATHEP	3	Administration	Computer	English language		
63	Meteo	Mr. Somchit VILAI	3	English Language	Computer	Planning	Politics	Academic
64	Meteo	Mr. Khamphou SIHATHEP	3	Technical	Improve the work			
65	Extension	Mr. Khampheng PHANAVAN	2	n.a.				
66	Extension	Mr. Phanhthachone SUVANNAPHONXAY	3	Planning	Management and Evaluation	English language	Computer	
67	Extension	Mr. Sunthone UNTHALA	3	Management	English language and computer	Experience		
68	Extension	Mr. Chay PHANDY	3	English Language	Computer	Community development		
69	Extension	Mr. Bounkong DUANGVONGSA	3	English Language				
70	Extension	Mr. Ku LOHVANKEO	2	n.a.				
71	Extension	Mr. Bouaing NYOTKUNTHONG	3	Accounting in computer	Extension to villager for foods	Research on animal diseases		
72	Extension	Mrs. Manida SANSUTHAM	3	Accounting in computer	Extension to Agriculture	Research on animal diseases	English language	
73	Extension	Mr. Singkeo PHOMMACHAN	3	Computer				
74	Extension	Mrs. Chanphang KEODUANGCHAN	3	Computer and Accounting	Pest-disease management	Farming practice of fruits		
75	Extension	Mr. Khamphanh INTHADASY	3	Computer				
76	Extension	Mr. Chansanom SAMSANNAM	3	Computer	English language			
77	Extension	Mr. Hom SENGLA	2	English language	Computer			
78	Extension	Mr. Saykham UDTHACHAK	3	English language	Community development			
79	Extension	Mr. Bounthone SISAVANH	2	n.a.				
80	Extension	Mrs.Sotthamaly SISAVAT	3	English language	Computer	Subject matters	Administration	
81	Lao-IRRI	Mr. Songkam BANLEUSAK	3	Academic studying				
82	Lao-IRRI	Mr. Ngeum SINGKALUK	3	Academic studying	English language			
83	Lao-IRRI	Mrs.Phouthone AONKEO	3	English language	Academic	Computer		
84	Lao-IRRI	Mr. Suthikone SOHSOMLA	3	Computer	English language			
85	Lao-IRRI	Mr. Sonekham PHAMIXAY						
86	Lao-IRRI	Mr. Manith SENGTHONGHAK						
87	Lao-IRRI	Mrs. Viengmany MANY						
88	Lao-IRRI	Mrs. Viengkham KHIANVISAK						

Note: <1: The numbers indicate the level of skills / capabilities of the staff in comparison with the duties and responsibilities, namely,

- 1 = More than enough;
- 2 = Just enough;
- 3 = Nit inadequate;
- 4 = Poor; and
- 5 =Very poor.

Data Sheet 5: Training Courses suggested

Name of Office: PAFO Lunagnamtha

Date of data update: 2004/6/18

ID of	Question:		C-22: Please identify any training that wou	ld help you in meetin the operational goals of yo	ur office / section.		
No.	Section	Name	Training 1	Training 2	Training 3	Training 4	Training 5
1	Admn (PAFO)	Mr. Thongsai HAKVANHNAPHENG					
2	Admn (PAFO)	Mr . Khammuan LOHKAMJEUA					
3	Admn (PAFO)	Mr. Somchanh MIDUANGCHANH					
4	Admin	Mr. Duangde KALIKHAM	Engineering	Management	Finance	Computer	English language
5	Admin	Mr. Sonphet OUNTHALA	Administration	Planning and Assessment	Data collection & reporting system	Unclear (Solution)	Financial management
6	Admin	Mrs. Dong	Accounting and Finance	Agriculture			
7	Admin	Mrs. Inkham HUKVANNAPHANG	Computer				
8	Admin	Mrs. Sengla SIKUNNAM	Not applicable (Have enough budget)	Unclear (Have staffs skill)	Community organization	Unclear (Adequate time)	Document management
9	Admin	Mrs. Bouasavanh	Accounting and Finance	Agriculture			
10	Admin	Mrs. Chansy KHIMMAHONG	Not applicable (Feedback from friends)	Responsibility of the organization			
11	Admin	Mr. Khamfeuan KINGSADA					
12	Admin	Mr. Khamsouk PHUNVISAI					
13	Admin	Mr. Thouang NAMVONGSA					
14	Admin	Mr. Xaysongkam PHIMMASONE					
15	Admin	Mr. Thongxay ATPASOUK					
16	Admin	Mr. Vilasak VONGXAYYALAT					
17	Crop	Mr. Som KEOBOUNSAK	Maintenance of quality of fruits	Pest and disease management	Project M&E	English and Chinese language	Computer
18	Crop	Mr. Padith CHANTHANOUVONG	Management	English language	Computer		
19	Crop	Mrs.Loun MANIVAN	English language	Computer	Academic		
20	Crop	Mr. Chanthone DOYSIPASERT	Academic	Computer	English language	Use of equipment	
21	Crop	Mr. Aasy	Pest and disease management	Academic	Administration	English and Chinese	Computer
22	Crop	Mr. Bouaphanh NAMMAVONG					
23	Livestock	Mr. Suphavanh KEOVILAI	Livestock raising	Production of fishes	Forage production	Farm management	
24	Livestock	Mrs.Bouathong INTHONGXAI	Administration of the office	Livestock raising			
25	Livestock	Mr. Khammerng SIPASERT	English language	Academic of livestock raising			
26	Livestock	Mrs. Chamnakhone PHAICHIT	Academic	Computer			
27	Livestock	Mr. Xaiveuly BIAHUA	Fish raising	Fingerling production	Administration		
28	Livestock	Mr. Bouakham NAMMAVONG	Research on diseases	Fingerling production	Information management		
29	Livestock	Mr. Phonephachan KEOVILAI	Technical	Monitoring and evaluation	General Administration	Strategic planning	
30	Livestock	Mrs. Semon CHAMSAVAT	Technical	Strategic planning			
31	Livestock	Mr. Somsanith KEOMANIVONG	Insemination of hogs	Control of animal diseases			
32	Livestock	Mr. Mithuna VANNANYUT	Research on diseases	Breeding of fishes	Forage production	General animal feeding	Care of animals
33	Livestock	Mr. Kunthong KEOVILAICHIT	Breeding of hogs	Research on excrement of animal	Breeding fish (new method)		
34	Livestock	Mr. Xaysavat KAMMAVONG	Breeding	English language	Computer	Academic	
35	Livestock	Mr. Vanxay SUOHANHNASAK					
36	Forestry	Mrs. Phetsavanh SEPHANDON	Administration	Techniques of forestry extension			
37	Forestry	Mr. Khammy THAMMAVONG	Working in fields				
38	Forestry	Mr. Viengxai SOHSENGIN	Technical				
	Forestry	Mr. Phothisak PHAPHUAMPHANG	English language	Computer	Forestry		
40	Forestry	Mrs. Kongchan BOUNMICHITPHANYONG	Forestry inspection	Administration and management	Computer		
41	Forestry	Mr. Singphone LUANGLEUXAY	English language	Computer	Academic		
42	Forestry	Mr. Lithphone LETTHANA	Working in fields				
43	Forestry	Mr. Nohkeo SOHSENGIN					
44	Forestry	Mr. Sitan					
	Forestry	Mr. Lerng LOHVANKHAM					
46	Forestry	Mr. Khammerng DENGMANY					
	Forestry	Mr. Sothvixay PHOULAVONG					
	Forestry	Mr. Tuy KNIGMALA					
	Forestry	Mr. Nunkeo XAPAKDY					
50	Forestry	Mr. Phimkeo THAMLASIN					
51	Forestry	Mr. Souksan PHONPADITH					

Data Sheet 5: Training Courses suggested

Name of Office: PAFO Lunagnamtha

Date of data update: 2004/6/18

ID of Question:

C-22: Please identify any training that would help you in meetin the operational goals of your office / section.

ID of Question:		C-22: Please identify any training that would	help you in meetin the operational goals of you	r office / section.		
lo. Section	Name	Training 1	Training 2	Training 3	Training 4	Training 5
52 Irrigation	Mr. Sonexay UDOM	Soil analysis	Computer for design	English language	Project management	Project analysis
53 Irrigation	Mr. Khamphou VOHLASAN	English language	Computer for design	Management		
54 Irrigation	Mr. Sohsingphone LEUANGLINYASAK	Technical	Computer and English language	Management		
55 Irrigation	Mr. Chansai BOUNXAITHIP	Working in fields	Administration of office	Academic of irrigation		
56 Irrigation	Mr. Bounmy PHONPASERT	Provide and Manage water	Unclear (Give irrigation big project)			
57 Irrigation	Mrs. Bouavanh CHANTHAPADIT	Computer for designing	English language	Project management		
58 Irrigation	Mr. Thongsone VILAIPHONE	Computer for designing	English language	Project management		
59 Irrigation	Mr. Phetsawanh MIDUANGCHAN	Computer	Training of villagers on irrigation work			
60 Irrigation	Mr. Vila PHUTSAVAT	Computer for designing	English language	Project management		
61 Irrigation	Mr. Phetmany SOHSENGVANH					
62 Meteo	Mr. Som SIHATHEP	Management and planning	Computer	English language	Academic	
63 Meteo	Mr. Somchit VILAI	Computer-English	Political	Planning	Academic	Management
64 Meteo	Mr. Khamphou SIHATHEP	n.a.				
65 Extension	Mr. Khampheng PHANAVAN	Management	Farming in dry and rainy seasons			
66 Extension	Mr. Phanhthachone SUVANNAPHONXAY	Administration of office	Agriculture and irrigation management	English language	Computer	M&E
67 Extension	Mr. Sunthone UNTHALA	Planning of extension	Cropping	Problem identification	Participatory planning	Sloping agriculture
68 Extension	Mr. Chay PHANDY	Administration of office	Statistics and planning			
69 Extension	Mr. Bounkong DUANGVONGSA	n.a.				
70 Extension	Mr. Ku LOHVANKEO	Accounting and Finance system	English language	Computer		
71 Extension	Mr. Bouaing NYOTKUNTHONG	n.a.				
72 Extension	Mrs. Manida SANSUTHAM	Accounting	Method of extension work	Disease analysis	English language	
73 Extension	Mr. Singkeo PHOMMACHAN	Planting / Cropping	Forestry work			
74 Extension	Mrs. Chanphang KEODUANGCHAN	Rice farming in both seasons	Cultural practice of fruit trees	Accounting and computer		
75 Extension	Mr. Khamphanh INTHADASY	Computer	Extension of livestock	Management		
76 Extension	Mr. Chansanom SAMSANNAM	Community organization	Computer	English language		
77 Extension	Mr. Hom SENGLA	English language	Computer			
78 Extension	Mr. Saykham UDTHACHAK	Planning	Techniques of cropping / planting	Community development		
79 Extension	Mr. Bounthone SISAVANH	Production of seeds in dry season	Farm management	English language	Computer	
80 Extension	Mrs.Sotthamaly SISAVAT	Storage of seeds (rice)	Improvement of seeds (rice)	Unclear (Accumulation planting)	Flower inducing of fruits	Reporting
81 Lao-IRRI	Mr. Songkam BANLEUSAK	Improvement of seeds (rice)	English language			
82 Lao-IRRI	Mr. Ngeum SINGKALUK	Unclear (Research information of experiment)	Improvement of seeds (rice)	Nursery operation of rice	Soil analysis	Pest and disease management
83 Lao-IRRI	Mrs.Phouthone AONKEO	Improvement of seeds (rice)	Storage of seeds (rice)	Unclear (Accumulation planting)	Participation of the villager	Project planning
84 Lao-IRRI	Mr. Suthikone SOHSOMLA	Computer	English language			
85 Lao-IRRI	Mr. Sonekham PHAMIXAY					
86 Lao-IRRI	Mr. Manith SENGTHONGHAK					
87 Lao-IRRI	Mrs. Viengmany MANY					
88 Lao-IRRI	Mrs. Viengkham KHIANVISAK					

Attachment 6-2

Bokeo PAFO

Name of Office: PAFO Bokeo
Date of data update: 2004/6/18

ID of Question: A-2: Position A-7: Educational Attainment A-5: Specialty A-3 A-6 Submission of Section Position Post<1 Education <2 No. Name Sex Age Length (yr) Major Year Specialty<3 questionnaire Mr. khemphet SATI Director of PAFO 49 P Finance 1978 k Admin Yes M Admin Mr. khamxone KEOPASEUT Deputy Director of PAFO Yes M 42 Р 13 Irrigation 1991 С Admin Mr. Khammanh CHANTHAKEO Head of section M Р 2 Forestry science 1989 Yes 45 g Admin Mrs. Manivone BOUNTHAVY Deputy head of section Yes F 34 P 6 Forestry 1993 g Admin Mr. Somsanith ONECHANH Deputy head of section М 33 Р Chemistry 1996 Yes Admin Mr. Viengkeo TAMMAVONG desk officer M P 3 Faculty of forestry 2001 Yes 37 g Mr. Amone KAMLATHANOM desk officer Μ 37 Р Forestry 1990 Admin Yes g Admin Mr. Mainov VIDAVON desk officer Yes М 40 Р General forestry 1985 g Mr. Khampheng JAIYASAK desk officer P 1995 Admin Yes M 32 2 4 Forestry g 10 Admin Mr. Phonsai SISAVAT Technical staff Yes M 28 Р 4 Accounting-finance 1998 k Mr. Oune HOMDUANGCHAL 11 Admin Contract staff C 1.2 h Yes Μ 38 n.a.n.a. n.a.12 Admin Mr. Srisongkham KOMMANIVANH Deputy Director of PAFO No M 45 P 13 Admin Mr. Amnad PHEWVANNA Р Director of construction company No M 44 14 Admin Miss. Souphaphone SITHIPHONE Yes F 23 C 3 4 2001 k Contract staff Accounting 15 Admin Mr. Khemphet SOUKSOMKHAM Contract staff Yes Μ 34 C n.a. 6 Accounting 1997 k 16 Admin Miss. Vienglai THONGBANH Contract staff Yes 23 C 3 Accounting-finance 2001 k Miss. Chommani C 2003 b Admin Contract staff Yes F 22 4 Cropping 18 Admin Miss. Seokham VILAISANH Contract staff No F 23 C Mr. Palami XONBOUTASAN Р 1997 Μ 35 4 Cropping Agriculture Head of section Yes Mrs. Mounli KEOPANYA Р 19 1985 b 20 Agriculture Deputy head of section Yes F 40 4 Agriculture 21 Agriculture Mr. Chanpheng INTAVONG M 29 C 1.5 Livestock-fishery 2002 d Technical staff Yes 22 Agriculture Miss. Chanti PHOMMACHAK Technical staff Yes 35 Р 4 Cropping 1990 a 23 Agriculture Mr. Bounkone SIXONGFA Technical staff Μ Р 2 4 Agriculture 1996 b Yes 31 24 Agriculture Mr. Chitaphong SILIPANYA M 25 C 0.5 Agriculture 2001 b Contract staff Yes Mr. Chanpheng INTACHAK С 0.5 2003 b 25 Agriculture M 22 Cropping Contract staff Yes 26 Agriculture Mr. Siphone VONGPASEAD Technical staff Yes Μ 26 P 4 4 Cropping 2000 b 27 Livestock Mr. Bouali PHOMMACHAK 37 Р 1993 d Head of section Yes M 4 Cropping 28 Livestock Mr. khammy PHILAPHONE Deputy head of section Yes Μ 36 Р 4 Forestry 1996 g 29 Livestock Mrs. Phouvieng SAINAPHA P 1997 Technical staff Yes F 29 4 4 Agriculture d ivestock Mr. Bounpone PHOMMALAD Technical staff Yes M 31 Р 4 Livestock-fishery 2000 d 31 Livestock Mrs. Khonsavanh SAIYALAD C 2003 d Contract staff 23 4 Livestock-fishery Yes F 32 Livestock Mr. Ai Contract staff No M 28 C Mr. Sibounheung PHANTULUCK 33 Forestry Head of section Yes M 40 Ρ 13 4 Forestry 1991 g Mr. Kongkham PHOMVILAI 34 Forestry Deputy head of section Yes Μ 43 P 4 Forestry 1997 g 35 Forestry Mr. Chanpheng LOMISAY Р 3 4 Forestry 1990 M 42 Technical staff Yes g 36 Forestry Mr. Inthanom SAYVITHOUN Technical staff Yes Μ 41 General forestry 1991 g Mr. Chansamone HOMDUANGCHAI 14 37 Forestry Technical staff M 36 Ρ 4 General forestry 1995 Yes g 38 Forestry Р Mr. Phouvieng PHONSAI Technical staff Yes M 34 4 Forestry 1997 39 Forestry Mrs. Sengthong CHAIYASUPHA Technical staff 33 Ρ 2 General forestry 1995 Yes g 40 Forestry Mr. Sombath BOUNMASENG Technical staff Yes Μ 33 Р 4 Forestry 1995 g Р 41 orestry Mr. Dakhom VILAIVANH Technical staff Yes M 26 4 4 Forestry 1999 42 Forestry Mr. Pone VONGSAWAD Technical staff M 24 P General forestry 2001 Yes g 43 Forestry Mr. Bounmi CHANTHAVONG P 2000 Technical staff Yes M 36 Forestry g 44 Forestry Mr. Eadsi LOUANGLATH Technical staff Yes Μ 38 P 13 Forestry 1991 g Mr. Bounsi PHOMMACHANH 45 Forestry P 1997 Technical staff Yes M 30 4 General forestry g Mr. Somsai THIPPHAVANH 34 46 Forestry Technical staff Yes Μ Р General forestry 1992

Name of Office:	PAFO Bokeo
Date of data update:	2004/6/18

of Qu	estion:		A-2: Position				A-3	A-6	A-7: Educationa	l Attainment		A-5: Specia
No.	Section	Name	Position	Submission of questionnaire	Sex	Age	Post<1	Length (yr)	Education <2	Major	Year	Specialty<3
47	Irrigation	Mr. Kheuanphet VONGCHANH	Head of section	Yes	M	40	P	15	4	Irrigation	1993	c
48	Irrigation	Mr. Bouali KHATIYA	Deputy head of section	Yes	M	38	P	10	4	Irrigation	1994	c
49	Irrigation	Mr. Khamvilai VONGSA	Technical staff	Yes	M	35	P	13	4	Irrigation	1990	c
50	Irrigation	Mr. Somphamith SENE SAI	Technical staff	Yes	M	32	P	8	4	Irrigation	2002	c
51	Irrigation	Mr. Siviengkham CHANSAWANG	Technical staff	Yes	M	29	P	5	4	Irrigation	1999	c
52	Irrigation	Mr. Bounpone OUDOMPHONH	Technical staff	Yes	M	39	P	2	4	Irrigation	1995	c
53	Irrigation	Mr. Bounliep OUDYASAI	Technical staff	Yes	M	34	P	1	4	Irrigation	2003	c
54	Irrigation	Mr. Thongchanh PHENGPHOMCHANH	Technical staff	Yes	M	33	P	12	4	Irrigation	1993	c
55	Irrigation	Mr. Khambang PHACHOMPHONH	Technical staff	Yes	M	28	P	6	4	Irrigation	1998	c
56	Irrigation	Mr. Phonsavan OUDOMLIT	Technical staff	Yes	M	26	P	5	4	Irrigation	1999	c
57	Irrigation	Mr. Thongkham	Technical staff	Yes	M	27	C	3	4	Irrigation	2001	c
58	Irrigation	Mr. Thadsakhonh CHANTHASOMPBONH	Contract staff	Yes	M	25	C	2	4	Irrigation	2002	c
59	Irrigation	Mr. Somphet ANANTAKOUN	Contract staff	Yes	M	26	C	1	4	Irrigation	2003	c
60	Irrigation	Mrs. Kongkeo INTASENh	Contract staff	Yes	F	25	C	4	5	n.a.	n.a.	n.a.
61	Irrigation	Mr. Phongsavanh AMPHAISAVANH	Contract staff	Yes	M	22	C	1	5	n.a.	n.a.	h
62	Irrigation	Mr. Sisawad INTAVONG	Contract staff	Yes	M	22	С	1	4	Meteorology	2001	h
63	Irrigation	Mr. Sisouphanh VILAISAK	Contract staff	Yes	M	22	С	2	5	n.a.	n.a.	d
	Irrigation	Mr. Viengthong SENGHOY	Contract staff	Yes	M	n.a.	С	0.3	5	n.a.	n.a.	d
65	Irrigation	Mr. Yangleng VANGMA	Technical staff	No	M	29	P					
	Irrigation	Mrs. Souphalak PHONSAONA	Contract staff	Yes	F	24	С	4	4	Accounting	2000	k
	Meteo	Mr. La one CHANTHAVONG	Head of section	Yes	M	40	P	17	1	Architecture	1987	h
	Meteo	Mr. Sompaseut SENGMANI	Technical staff	Yes	M	29	P	9	4	Meteorology	1996	h
	Extension	Mr. Somjai VONGPANYA	Head of section	Yes	M	40	P	2	4	Forestry science	1992	g
	Extension	Mr. Amphanh LEUANGSAVONH	Deputy head of section	Yes	M	32	P	1	4	General forestry	1992	g
	Extension	Mr. Phonkeo SATI	Technical staff	Yes	M	32	P	1	4	Forestry	1997	g
	Extension	Mr. Humpeng PHONSAI	Technical staff	Yes	M	31	P	1	4	Cropping	1998	b
73	Extension	Mr. Khemsouk PHEWLA	Technical staff	Yes	M	28	P	1	4	Livestock-fishery	1998	d
74	Extension	Miss. Thongchanh CHANTHALAVONGSAI	Technical staff	Yes	F	27	P	2	4	Cropping	2001	b
75	Extension	Mr. Vongsawanh	Technical staff	Yes	M	37	P	3	4	Forestry	1995	g
76	Extension	Mr. Houmphanh DOUANGVILAI	Technical staff	Yes	M	42	P	15	4	Economy and finance	1989	n.a.
	Tonpheung center	Mr. Bounphoph VONGKHAMCHANH	Director of center	Yes	M	37	P	3	3	Land allocation	1992	b
	Tonpheung center	Mr. Khamtan KOUMPHONH	Deputy Director center	Yes	M	58	P	n.a.	4	Architecture	1967	b
	Tonpheung center	Mr. Chanthachone OUDOMSOUK	Technical staff	Yes	M	28	P	0.2	4	Crop and soil analysis	1998	a
	Tonpheung center	Mrs. Vanhni	Technical staff	Yes	F	30	P	n.a.	4	Livestock-fishery	2002	d
	Tonpheung center	Mr. Sengphet VONNAPHONH	Technical staff	Yes	M	33	P	0.5	4	Forestry	1994	g
	Tonpheung center	Mr. Khamsao SENGPANE	Technical staff	Yes	M	30	P	13	n.a.	None	n.a.	n.a.
	Tonpheung center	Mr. Khonpasit KIDSALADE	Contract staff	Yes	M	23	С	n.a.	4	Forestry	2002	g
	Tonpheung center	Mr. Visai VONNACHOMCHANH	Contract staff	Yes	M	25	C	3	4	Forestry	2001	g
	Tonpheung center	Mr. Inpanh VILAISANH	Contract staff	Yes	M	24	C	1	5	Agriculture	2003	d
	Tonpheung center	Mr. Khampheng KUMPHONH	Contract staff	Yes	M	24	C	1	4	Cropping	2002	a
	Tonpheung center	Mr. Sauey CHITAKOUN	Technical staff	No	M	65	P	•	·	rr.mg	2002	
	Tonpheung center	Miss. Sengchanh CHITAKOUN	Technical staff	No	F	44	P					
89	2 on pricting center	Mr. Songkane OUNANAN	Contract staff	No	M	25	C					
90		Mr. Phanousit KITIMANOULAK	Contract staff Contract staff	No No	M M	23	C					

Note: <1 The symbols used for "Post" indicate "P: Permanent" and "C: Contractual", respectively.

 $<\!2: The numbers indicate the level of educational attainment of the staff, namely, 1=Dr, 2=MSc, 3=Bs, 4=Diploma, 5=High school, 6=Others.$

<3: The specialty of the staff is categorized and symbolized as follows:

PAFO Bokeo Name of Office: Date of data update: 2004/6/18

A-14 Please identify five (5) major training courses that you have ever participated.

ID of	Question:		A-14 Please identify five (5) major training	courses that you have ever	r participated	d.						
No.	Section	Name	Training 1	Organization	Mo/Year	Days	Effect on work	Training 2	Organization	Mo/Year	Days	Effect on work
1	Admin	Mr. khemphet SATI	No									
2	Admin	Mr. khamxone KEOPASEUT	Survey and design of irrigation	Consion	Jun-93	20	Good	Administration management and socio-economic surv	e Ministry of A&F	Mar-95	20	Fair
3	Admin	Mr. Khammanh CHANTHAKEO	Management of agriculture and forestry	KOICA	2001	20	Good	Project management	NCA	1999	3	Good
4	Admin	Mrs. Manivone BOUNTHAVY	Management of organization and staff	Ministry of A&F	Dec-99	4	Good	Typing and Computer	Organization department	Jul-01	5	Good
5	Admin	Mr. Somsanith ONECHANH	Planning and management	Ministry of A&F	2000	26	n.a.	Use of a data base	Office of ministry	2000	15	
6	Admin	Mr. Viengkeo TAMMAVONG	Extension on forestry sector	Forestry department	Feb-95	30	Very good					
7	Admin	Mr. Amone KAMLATHANOM	Accounting and financial management	IFAD	Oct-98	5	Good	Project management	GTZ	Jan-02	7	Good
8	Admin	Mr. Mainoy VIDAVON	Protection of forests from clearing for farming	Ministry of A&F	Feb-00	14	Good					
9	Admin	Mr. Khampheng JAIYASAK	Seeds of fruits	GTZ	Apr-98	15	Good	Computer	GTZ	Nov-98	25	Fair
10	Admin	Mr. Phonsai SISAVAT	None									
11	Admin	Mr. Oune HOMDUANGCHAI	None									
12	Admin	Mr. Srisongkham KOMMANIVANH										
	Admin	Mr. Amnad PHEWVANNA										
_	Admin	Miss. Souphaphone SITHIPHONE	None									
	Admin	Mr. Khemphet SOUKSOMKHAM	Computer programming	Planning section	n.a.	3	Useful for the work					
	Admin	Miss. Vienglai THONGBANH	None									
	Admin	Miss. Chommani	None									
	Admin	Miss. Seokham VILAISANH					_					
	Agriculture	Mr. Palami XONBOUTASAN	Land use management	Ministry of A&F	Apr-90	3	Important	Basic computer skill	GTZ	Apr-00	14	important for reporting
	Agriculture	Mrs. Mounli KEOPANYA	Mushroom production	GTZ	Nov-97	12	Fair	English language	VECO	Sep-03		Fair
	Agriculture	Mr. Chanpheng INTAVONG	Project management	VECO	Dec-03	5	Good	Computer	VECO	Oct-03	30	Fair
	Agriculture	Miss. Chanti PHOMMACHAK	Basics of research and experiment	IRRI	Apr-95	30	Need more knowledge	Research and experiment on a production system	IRRI	1996/2/1	30	Enhanced knowledge
	Agriculture	Mr. Bounkone SIXONGFA	Peanut production	Government	Nov-99	120	Have knowledge	Participatory extension	GTZ	Jul-02	10	Knowledge of extension
	Agriculture	Mr. Chitaphong SILIPANYA	None	COTTO		100	YY 0.10 d	m · · · · · · · · · · · · · · · · · · ·	CM7		-	
	Agriculture	Mr. Chanpheng INTACHAK	Unclear	GTZ	Apr-03	120	Useful for the work	Training on IPM	GTZ	Jan-04	3	
_	Agriculture	Mr. Siphone VONGPASEAD	Farmer-gardener school	VECO	Nov-03	n.a.	Using land					
	Livestock	Mr. Bouali PHOMMACHAK	None		F1.02							
	Livestock	Mr. khammy PHILAPHONE	Using program	Section	Feb-02	7	Easy for action to work	5: 1: 1: 1:	CITIZ.	37.04	20	G 1
	Livestock	Mrs. Phouvieng SAINAPHA	Data collection of livestock	EU	Jul-00	15	Good	Disease analysis and researching	GTZ	Mar-04		Good
	Livestock	Mr. Bounpone PHOMMALAD	Project management	Lao-EU	Dec-03	5	Good	Training of trainer (Village veterinary workers:)	Lao-EU	Jul-01	10	Good
	Livestock	Mrs. Khonsavanh SAIYALAD	None									
_	Livestock	Mr. Ai Mr. Sibounheung PHANTULUCK	F1:-1-1	GTZ	1007 1000	1		W:141:6	DOF	2001	1.5	Conservation of wildlife
	Forestry	Mr. Kongkham PHOMVILAI	English language None	GIZ	1997-1998	1 year	n.a.	Wildlife conservation	DOF	2001	15	Conservation of wilding
	Forestry Forestry	Mr. Chanpheng LOMISAY	Planning	Planning section	Jan-00	4	Good					
	Forestry	Mr. Inthanom SAYVITHOUN	Techniques of industrial tree planting	ADB	1997	15	Knew advantage					
	Forestry	Mr. Chansamone HOMDUANGCHAI	Land use planning	n a	Dec-00	20	Good	Reduction of clearing forest for farming	n a	Jan-02	15	Good
	Forestry	Mr. Phouvieng PHONSAI	Provision of services	MOC	n.a.	7	Need more knowledge	English language	Training north canter	n.a.	150	Could read documents
	Forestry	Mrs. Sengthong CHAIYASUPHA	Computer	GTZ	Sep-96	28	Good	English language	Training north canter	n.u.	130	Could read documents
	Forestry	Mr. Sombath BOUNMASENG	Community forestry	GTZ	1997-1998	20	Use it for work	Technology of tree planting	ADB	1997-1998	n.a.	Use it for work
	Forestry	Mr. Dakhom VILAIVANH	None	GIE	1997 1990		CSC II IOI WOIK	reciniology of the planting	TIDB	1))// 1))0	71.41.	CSC R TOT WORK
	Forestry	Mr. Pone VONGSAWAD	Saving seeds of indeginous trees	DANIDA	Jan-04	5	Need more knowledge	Training of trainers	Food security	Jun-02	13	Knew villagers orgnization
	Forestry	Mr. Bounmi CHANTHAVONG	Development planning	GTZ	Nov-03	12	Provided knowledge to villager	Survey of opium farms	Care International	Jan-04		Good
	Forestry	Mr. Eadsi LOUANGLATH	Teak planting	FAO	May-96		Fair	Political science	Bokeo Province	Aug-03		Fair
	Forestry	Mr. Bounsi PHOMMACHANH	None							- 200 00	7,100	
	Forestry	Mr. Somsai THIPPHAVANH	Saving seeds of indeginous trees	DANIDA	Jan-04	5	Need more knowledge					
	Irrigation	Mr. Kheuanphet VONGCHANH	None		Jun 07	-	and mode	<u> </u>				
48	Irrigation	Mr. Bouali KHATIYA	O&M of irrigation project	Irrigation department	Nov-02	n.a.	Effective on work	Foods for work	FAO	Sep-03	5	Know how to manage foods
	Irrigation	Mr. Khamvilai VONGSA	English	GTZ	1996-1998	n.a.	Can read but no conversation	English	NCA	Jul-00		Improved conversation skill
	Irrigation	Mr. Somphamith SENE SAI	Soft desk for survey	GTZ	Oct-03	14	Very good	~				
	Irrigation	Mr. Siviengkham CHANSAWANG	Irrigation by pumping	CMC	Nov-99	28	Good					
	Irrigation	Mr. Bounpone OUDOMPHONH	None									
	Irrigation	Mr. Bounliep OUDYASAI	None									
	Irrigation	Mr. Thongchanh PHENGPHOMCHANH	Soft desk for survey	GTZ	Oct-03	14	Working clearly	Financial management	INWENT	Nov-03	5	No action
	Irrigation	Mr. Khambang PHACHOMPHONH	None					_				
	Irrigation	Mr. Phonsavan OUDOMLIT	Soft desk for survey	GTZ	Oct-03	14	Very good					
	Irrigation	Mr. Thongkham	None									
	Irrigation	Mr. Thadsakhonh CHANTHASOMPBONH	Soft desk for survey	GTZ	Oct-03	14	Very good					
	Irrigation	Mr. Somphet ANANTAKOUN	None				-					
	Irrigation	Mrs. Kongkeo INTASENh	None									
	Irrigation	Mr. Phongsavanh AMPHAISAVANH	Inspection of meat	EU	Dec-03	7	Good	Meteorology	n.a.	Nov-03	7	Need more knowledge
	Irrigation	Mr. Sisawad INTAVONG	Meteorology		Nov-03	7	Fair	Mushroom CULTURE	n.a.	Apr-03		No action
	Irrigation	Mr. Sisouphanh VILAISAK	None							-		
	Irrigation	Mr. Viengthong SENGHOY	Veterinarian of village	VICO	Mar-03	10	Good	Administration of village	NCA	May-03	6	Can not use
	Irrigation	Mr. Yangleng VANGMA										
	Irrigation	Mrs. Souphalak PHONSAONA	None									
			-		-		•	•	•	•		·

Name of Office:	PAFO Bokeo
Date of data update:	2004/6/18

ID of Question:

A-14 Please identify five (5) major training courses that you have ever participated.

o. Section	Name	Training 1	Organization	Mo/Year	Days	Effect on work	Training 2	Organization	Mo/Year	Days	Effect on work
67 Meteo	Mr. La one CHANTHAVONG	Meteorology and pumping form Mekong	JICA	Feb-98	3	Knew a water system	Meteorology	UN	Sep-93	4	Know how to use data
8 Meteo	Mr. Sompaseut SENGMANI	None				,					
9 Extension	Mr. Somjai VONGPANYA	Irrigation development	Forestry school	1992	21	Good	English language	Wungynang Training center	1994	1 year	Good
0 Extension	Mr. Amphanh LEUANGSAVONH	None								-	
1 Extension	Mr. Phonkeo SATI	None									
2 Extension	Mr. Humpeng PHONSAI	Vietnamese language	Education	Oct-02	9 months	Not acquired	Agroforestry	GTZ	Feb-00	7	Delivered information
3 Extension	Mr. Khemsouk PHEWLA	Training of veterinarian in village	EU	Feb-02	15	Good	Project management	EU	Dec-03	7	Good
Extension	Miss. Thongchanh CHANTHALAVONGSAI	Participatory data collection	VICO	Oct-02	4	Need more knowledge	Financing and planning	Extension center	Apr-03	7	Need more knowledge
5 Extension	Mr. Vongsawanh	Land management	GTZ	Aug-03	21	Used it for project					
5 Extension	Mr. Houmphanh DOUANGVILAI	Extension on planting rice	Lao-IRRI	Oct-97	25	Took an action for work	Seedling production of fruits	n.a.	May-94	15	Yet to use it for work
Tonpheung center	Mr. Bounphoph VONGKHAMCHANH	Agroforestry	NCA	Mar-94	28	Knew a new technique	Rice farming	Lao-IRRI	Oct-97	49	Imrpoved knowledge
Tonpheung center	Mr. Khamtan KOUMPHONH	Survey and design for construction	IFAD	n.a.	15	Good	Project management	GTZ		7	Good
9 Tonpheung center	Mr. Chanthachone OUDOMSOUK	Seed management	FAO	1998	20	Fair	Formulation of seed management	Thailand	1998	20	Fair
0 Tonpheung center	Mrs. Vanhni	Research on animal diseases	Agriculture school	Feb-96	120	n.a.	Prevention and treatment of diseases	Veterinarian Organization	1998	7	
1 Tonpheung center	Mr. Sengphet VONNAPHONH	Saving seeds of indeginous trees	DANIDA	Jan-04	6	Fair					
2 Tonpheung center	Mr. Khamsao SENGPANE	Technology of planting trees	ADB	1997-1998	n.a.	Took an action for work					
Tonpheung center	Mr. Khonpasit KIDSALADE	None									
Tonpheung center	Mr. Visai VONNACHOMCHANH	None									
5 Tonpheung center	Mr. Inpanh VILAISANH	Fish breeding	Dongkamxang School	Feb-03	120	Need more knowledge					
6 Tonpheung center	Mr. Khampheng KUMPHONH	Rice field	Lao-IRRI	Sep-02	4	Effective in working	Fish and frog breeding	Faculty of agriculture (Nabong)	May-01	90	Could use it for extension
7 Tonpheung center	Mr. Sauey CHITAKOUN										
Tonpheung center	Miss. Sengchanh CHITAKOUN										
9	Mr. Songkane OUNANAN										
90	Mr. Phanousit KITIMANOULAK										

Name of Office: PAFO Bokeo
Date of data update: 2004/6/18

ID of Question:

ID of 0	Question:																
No. S	ection	Name	Training 3	Organization	Mo/Year	Days	Effect on work	Training 4	Organization	Mo/Year	Days	Effect on work	Training 5	Organization	Mo/Year	Days Effect	ct on work
1 A	dmin	Mr. khemphet SATI															
2 A	dmin	Mr. khamxone KEOPASEUT															
3 A	dmin	Mr. Khammanh CHANTHAKEO	Management and administration of office	Political institute	1998	5	Good	Community forestry	SIDA	1993	10	Good	Project analysis	National planning	1997	5 Good	
4 A	dmin	Mrs. Manivone BOUNTHAVY															
5 A	dmin	Mr. Somsanith ONECHANH	Participatory planning	INWENT	2003	7		English language	GTZ	2002	180						-
6 A	dmin	Mr. Viengkeo TAMMAVONG	1 31 0					0 0 0									
	dmin	Mr. Amone KAMLATHANOM	Evaluation	GTZ+IFAD	Dec-00	5	Good	Extension	GTZ	Jan-00	5	Good	Planning	GTZ	Mar-00	5 Good	
-		Mr. Mainoy VIDAVON															
		Mr. Khampheng JAIYASAK												+			
10 A		Mr. Phonsai SISAVAT												+			
11 A		Mr. Oune HOMDUANGCHAI															
12 A		Mr. Srisongkham KOMMANIVANH															
13 A		Mr. Amnad PHEWVANNA															
14 A		Miss. Souphaphone SITHIPHONE															
15 A		Mr. Khemphet SOUKSOMKHAM												+			
16 A		Miss. Vienglai THONGBANH												+			
17 A		Miss. Chommani															-
	dmin	Miss. Seokham VILAISANH															
			C-:1	M	0-4-00	00	Hardon (Company)	n: fi	M	A 02	00	Hardon (Common descion)	D-14:1:	Dalaa Daaria	A 02	14	
		Mr. Palami XONBOUTASAN	Soil management / improvement	Myanmar	Oct-99	90	Unclear (for cropping)	Rice farming	Myanmarr	Aug-02		Unclear (for production)	Political science	Bokeo Province	Aug-03	14 Unclear (for	i supervise)
-		Mrs. Mounli KEOPANYA	Management and control of drugs	MDN	Aug-99		Fair	Political science	Government	Aug-93		Fair	n cit cit i	ALCO.	7 04	15 0 1	
		Mr. Chanpheng INTAVONG	Training of trainer (VVW)	VECO	Apr-03		Fair	Sampling of meat	GTZ	Nov-03		Good	Participatory planning	VECO	Jan-04	15 Good	
	C .	Miss. Chanti PHOMMACHAK	Accounting	Finance section	May-97		Budget planning	Making a research report	IRRI	Jan-03	24	Usefulf for international reporting	Storage of seeds	IRRI	Oct-98	7 Fair	
-		Mr. Bounkone SIXONGFA	Agricultural extension	Extension section	Jun-98	10	Knew techniques of agriculture	Vietnamese language	Government	Oct-03	210	Fair					
		Mr. Chitaphong SILIPANYA															
		Mr. Chanpheng INTACHAK											_	-			
		Mr. Siphone VONGPASEAD	Upland farming / sloping agriculture	VECO		5	Unclear (Project development)	Participatory planting	INWENT	n.a.	15	Unclear (Knows participatory)	Management of staff	Agriculture section	n.a.	30 <i>n.a.</i>	
		Mr. Bouali PHOMMACHAK															
28 L	ivestock	Mr. khammy PHILAPHONE															
		Mrs. Phouvieng SAINAPHA															
30 L	ivestock	Mr. Bounpone PHOMMALAD	English language	GTZ	Aug-98	1 year	Fair	Training of trainers (TOT)	NCA	Apr-97	5	Good	Political science	Bokeo Province	Aug-03	14 Fair	
31 L	ivestock	Mrs. Khonsavanh SAIYALAD															
32 L	ivestock	Mr. Ai															
33 F	orestry	Mr. Sibounheung PHANTULUCK															
34 F	orestry	Mr. Kongkham PHOMVILAI															
35 F	orestry	Mr. Chanpheng LOMISAY															
36 F	orestry	Mr. Inthanom SAYVITHOUN															
37 F	orestry	Mr. Chansamone HOMDUANGCHAI															
38 F	orestry	Mr. Phouvieng PHONSAI	Political science	Provincial office	n.a.	15	Unclear (decision of problem)										
39 F	orestry	Mrs. Sengthong CHAIYASUPHA															-
40 F	orestry	Mr. Sombath BOUNMASENG	Land management	GTZ	Aug-03	n.a.	Used it for work										-
41 F	orestry	Mr. Dakhom VILAIVANH															
42 F	orestry	Mr. Pone VONGSAWAD															
43 F	orestry	Mr. Bounmi CHANTHAVONG															-
		Mr. Eadsi LOUANGLATH															
45 F	orestry	Mr. Bounsi PHOMMACHANH															
	·	Mr. Somsai THIPPHAVANH															
		Mr. Kheuanphet VONGCHANH															
		Mr. Bouali KHATIYA															
		Mr. Khamvilai VONGSA	Training on rural development	NCA	Jan-01	7	could explain it										
		Mr. Somphamith SENE SAI	, F - 7 - 7														
		Mr. Siviengkham CHANSAWANG															
	-	Mr. Bounpone OUDOMPHONH															
		Mr. Bounliep OUDYASAI															
	·	Mr. Thongchanh PHENGPHOMCHANH															
		Mr. Khambang PHACHOMPHONH			1												
	-	Mr. Phonsavan OUDOMLIT															
	ŭ	Mr. Thongkham												+			
		Mr. Thadsakhonh CHANTHASOMPBONH			1												
	-	Mr. Somphet ANANTAKOUN			+			+						+			
50 1		Mrs. Kongkeo INTASENh			+			+						+			
		Mr. Phongsavanh AMPHAISAVANH			+			+						+			
	-	Mr. Sisawad INTAVONG			+			+						+			
	-	Mr. Sisawad INTAVONG Mr. Sisouphanh VILAISAK												+			
			Matagralagy	A omiousterms :	D 02	_	Lluclogu	Davaluing for 1	EII	Inc. 02		Could radioo for the court	Daduation -f t	A ami and territoria	A== 02	4 011	
	-	Mr. Viengthong SENGHOY	Meteorology	Agriculture section	Dec-03	6	Unclear	Revolving fund	EU	Jun-03	n.a.	Could reduce forest cutting	Reduction of tree cutting	Agriculture section	Apr-03	4 Could get co	ooperation
	-	Mr. Yangleng VANGMA															
 6611 	rigation	Mrs. Souphalak PHONSAONA											1				

Name of Office: PAFO Bokeo
Date of data update: 2004/6/18

ID of Question:

Section	Name	Training 3	Organization	Mo/Year	Days	Effect on work	Training 4	Organization	Mo/Year	Days	Effect on work	Training 5	Organization	Mo/Year	Days Effect on wor
Meteo	Mr. La one CHANTHAVONG														
Meteo	Mr. Sompaseut SENGMANI														
Extension	Mr. Somjai VONGPANYA	Project management	UNDP	1996	7 Goo	d	Water management users	Myanmar	1999	21	Good	Planning	Bokeo Province	2000	7 Good
0 Extension	Mr. Amphanh LEUANGSAVONH														
1 Extension	Mr. Phonkeo SATI														
2 Extension	Mr. Humpeng PHONSAI	Planting	GTZ	Feb-01	7 Supp	port villages in planting									
3 Extension	Mr. Khemsouk PHEWLA														
4 Extension	Miss. Thongchanh CHANTHALAVONGSAI														
5 Extension	Mr. Vongsawanh														
6 Extension	Mr. Houmphanh DOUANGVILAI	Upland development	Chiengmai University	Aug-96	31 Used	d it for work	TOT for agriculture	n.a.	Aug-98	20	Not used it on work	Management	INWEST	Mar-04	20 Not used it on work
7 Tonpheung center	Mr. Bounphoph VONGKHAMCHANH	Permanent agriculture	JICA	Jan-99	42 Kno	w how to use farmland	Rural development	Government	Jul-99	14	Useful for villagers	Project management	Government	Aug-02	90 Usefuld for manage
8 Tonpheung center	Mr. Khamtan KOUMPHONH	Training of trainers	GTZ	n.a.	7 Goo	d	Rural finance	n.a.	n.a.	5	Good	Sdling production of fruits	n.a.	n.a.	3 Good
9 Tonpheung center	Mr. Chanthachone OUDOMSOUK	Formulation of seed storage	Myanmar	1999	90 Fair										
O Tonpheung center	Mrs. Vanhni														
1 Tonpheung center	Mr. Sengphet VONNAPHONH														
2 Tonpheung center	Mr. Khamsao SENGPANE														
3 Tonpheung center	Mr. Khonpasit KIDSALADE														
4 Tonpheung center	Mr. Visai VONNACHOMCHANH														
5 Tonpheung center	Mr. Inpanh VILAISANH														
6 Tonpheung center	Mr. Khampheng KUMPHONH	Computer	Private	Jun-02	60 <i>Unc</i>	lear (Working system)	Volunteer for drug control	GTZ	Nov-03	4	Could help communities	Political science	Government	Feb-04	n.a. Understood the wor
7 Tonpheung center	Mr. Sauey CHITAKOUN														
8 Tonpheung center	Miss. Sengchanh CHITAKOUN														
9	Mr. Songkane OUNANAN														
0	Mr. Phanousit KITIMANOULAK														

Data Sheet 3: Duties of the Staff

Name of Office: PAFO Bokeo
Date of data update: 2004/6/18

A-10 What are your actual duties / responsibilities ?

Name Mr. khemphet SATI Mr. khamxone KEOPASEUT Mr. Khammanh CHANTHAKEO Mrs. Manivone BOUNTHAVY Mr. Somsanith ONECHANH	Duty 1 General leading of agriculture and forestry sectors Management and administration Administration and organizational management Personal affiars	Duty 2 Implementation of the policy	Duty 3	Duty 4	Duty 5
Mr. khamxone KEOPASEUT Mr. Khammanh CHANTHAKEO Mrs. Manivone BOUNTHAVY	Management and administration Administration and organizational management	Implementation of the policy			
Mr. Khammanh CHANTHAKEO Mrs. Manivone BOUNTHAVY	Administration and organizational management				
Mrs. Manivone BOUNTHAVY					
	Damagnal affices	Research and reporting	Document management	Management of machines and property of the office	Data collection and provision of statistics
Mr. Somsanith ONECHANH	Personal annars				
	General administration	Data collection and planning	Suprvision of projects	Delivery of agricultural information	
Mr. Viengkeo TAMMAVONG	Management of furniture factories	Management and registration of businesses	Data collection and statistics of agriculture and forestry		
Mr. Amone KAMLATHANOM	Project coordination	Preparation of work plans	Management of machines and materials	Unclear (leading coordinators)	
Mr. Mainoy VIDAVON	Working as representative in working with companies	A A			
Mr. Khampheng JAIYASAK		Supervision of furniture factories	Evaluation of products		
	1	Accounting	1		
Mr. Oune HOMDUANGCHAI			Provision of information to airport		
Mr. Srisongkham KOMMANIVANH	,	,	•		
Miss. Souphaphone SITHIPHONE	Payment of salary	Accounting			
• •		~	Secretarial work (incoming-outgoing journey work)		
	1				
	meshing outgoing journey (secretarian work)				
	Promoting agricultural production	Extension and information dissemination to villagers	Coordination for GTZ project with district offices	Facilitation of coordination among sections	Annual planning
			22222 Annual Tot O 12 project with district offices		
		*	-		
			-		
			+		
			Described Constanting in the state of the st		
	* *		Promotion of production in rainy and dry season cropping		
	* *		n d		
*		Planning and coordination with villager,DAFO, and VECO	Reporting		
*	** *			Coordination with other project	
	Supply and maintenance of veterinary medicine (vaccines)	Secretarial work (Incoming-outgoing journey)	Accounting		
	· ·		Management of harvesting timbers	Research on short and long-term plans of forestry sector	Permission of forest transfer
		Planning and statistics			
		Management of natural resources			
	Secretariat (Incoming-outgoing journey of the section)	Secretarial work (management of incoming documents)		Preparation of documents and other information	Manage forestry
	Research	Coordination with project	Technical work		
	Forestry resource management				
Mr. Pone VONGSAWAD	Reduction of forest clearing and supporting permanent farming	Forest plantation	Forest resource management		
Mr. Bounmi CHANTHAVONG	Reporting and information management of section	Management and monitoring of forestry work			
Mr. Eadsi LOUANGLATH	Forestry resource management	Reduction of frest clearing for farming	Promotion of tree planting	Conservation of wildlife	Permanent farming
Mr. Bounsi PHOMMACHANH	Forestry resource management				
Mr. Somsai THIPPHAVANH	Permanent agriculture management	Operation and management of a seed garden	Forest resource management		
Mr. Kheuanphet VONGCHANH	Supervision of irrigation works	Preparation of irrigation development plans	Supervise and evaluation of irrigation work	Coordination with project	
Mr. Bouali KHATIYA	Preparation of plans	Data collection and statistics	Supervision of technical work	Management	Evaluation
Mr. Khamvilai VONGSA	Coordination with NCA for irrigation development	Supervision of construction works			
Mr. Somphamith SENE SAI	Supervision of construction works	Topo-survey for irrigation development	Designing		
Mr. Siviengkham CHANSAWANG	Survey and design	Topo-survey for irrigation development			
Mr. Bounpone OUDOMPHONH	Implementation of irrigation projects	Supervision of construction works			
Mr. Bounliep OUDYASAI	Training and information dissemination on irrigation projects	Survey and design and supervision of construction works			
Mr. Thongchanh PHENGPHOMCHANH	Survey and design				
Mr. Khambang PHACHOMPHONH	Supervision of construction works				
Mr. Phonsavan OUDOMLIT	Topo-survey	Construction management	O&M of irrigation system		
Mr. Thongkham	Supervision of construction works				
	Monitoring				
Mr. Thadsakhonh CHANTHASOMPBONH		Topo-survey			
Mr. Thadsakhonh CHANTHASOMPBONH Mr. Somphet ANANTAKOUN	Supervisision of irrigation construction works		<u> </u>	1	
	Supervisision of irrigation construction works Administration of the office	Treasurer			
Mr. Somphet ANANTAKOUN		Treasurer Technical assistance in livestock matters	Unclear (Supporting general work of center)		
Mr. Somphet ANANTAKOUN Mrs. Kongkeo INTASENh	Administration of the office		Unclear (Supporting general work of center) Unclear (Supporting accademic of livestock section)		
Mr. Somphet ANANTAKOUN Mrs. Kongkeo INTASENh Mr. Phongsavanh AMPHAISAVANH	Administration of the office Data collection regarding meteorology	Technical assistance in livestock matters	Unclear (Supporting accademic of livestock section)		
Mr. Somphet ANANTAKOUN Mrs. Kongkeo INTASENh Mr. Phongsavanh AMPHAISAVANH Mr. Sisawad INTAVONG	Administration of the office Data collection regarding meteorology Reporting	Technical assistance in livestock matters Observation of weather			
Mr. Somphet ANANTAKOUN Mrs. Kongkeo INTASENh Mr. Phongsavanh AMPHAISAVANH Mr. Sisawad INTAVONG Mr. Sisouphanh VILAISAK	Administration of the office Data collection regarding meteorology Reporting Data collection of machine and materials	Technical assistance in livestock matters Observation of weather	Unclear (Supporting accademic of livestock section)		
	Mr. Khampheng JAIYASAK Mr. Phonsai SISAVAT Mr. Oune HOMDUANGCHAI Mr. Srisongkham KOMMANIVANH Mr. Amnad PHEWVANNA Miss. Souphaphone SITHIPHONE Mr. Khemphet SOUKSOMKHAM Miss. Vienglai THONGBANH Miss. Chommani Miss. Seokham VILAISANH Mr. Palami XONBOUTASAN Mrs. Mounli KEOPANYA Mr. Chanpheng INTAVONG Miss. Chanti PHOMMACHAK Mr. Bounkone SIXONGFA Mr. Chitaphong SILIPANYA Mr. Chanpheng INTACHAK Mr. Siphone VONGPASEAD Mr. Bouali PHOMMACHAK Mr. Siphone VONGPASEAD Mr. Bounip PHOMMACHAK Mr. Sibounheung PHANTULUCK Mr. Ai Mr. Sibounheung PHANTULUCK Mr. Kongkham PHOMVILAI Mr. Chanpheng LOMISAY Mr. Inthanom SAYVITHOUN Mr. Chansamone HOMDUANGCHAI Mr. Phouvieng PHONSAI Mr. Sombath BOUNMASENG Mr. Dakhom VILAIVANH Mr. Bounni CHANTHAVONG Mr. Eadsi LOUANGLATH Mr. Bounsi PHOMMACHANH Mr. Somsai THIPPHAVANH Mr. Kompamith SENE SAI Mr. Somphamith SENE SAI Mr. Somphamith SENE SAI Mr. Rounpone OUDOMPHONH Mr. Bounpie OUDYASAI Mr. Rounpone OUDOMPHONH Mr. Bounliep OUDYASAI Mr. Thongchanh PHENGPHOMCHANH Mr. Rounliep OUDYASAI Mr. Thongchanh PHENGPHOMCHANH Mr. Rounliep OUDYASAI Mr. Thongchanh PHENGPHOMCHANH Mr. Khamvilai VONGSA Mr. Thongchanh PHENGPHOMCHANH Mr. Rounliep OUDYASAI Mr. Thongchanh PHENGPHOMCHANH Mr. Khambang PHACHOMPHONH	Mr. Rhampheng JAIYASAK Mr. Phonsai SISAVAT Financial management Mr. Onen GNDMUANGCHAI Observation of weather and daily data collection Mr. Srisongkham KOMMANIVANH Mr. Annad PHEWVANNA Miss. Souphaphone SITHIPHONE Payment of salary Mr. Khemphet SOUKSOMKHAM Typing documents Mriss. Vienglai THONGBANH Treasurer Mriss. Chandra Phalami XONBOUTASAN Mrs. Soekham VILAISANH Mr. Palami XONBOUTASAN Mr. Alami KEPANYA Mr. Chanpheng INTAVONG Mrs. Chantipheng INTAVONG Mr. Bounkone SIXONGFA Mr. Chanphong SILIPANYA Tree planting Mr. Chanphong SILIPANYA Tree planting Mr. Chanphong SILIPANYA Tree planting Mr. Chanphong INTACHAK Coordination with GTZ project Mr. Bounkone SIXONGFA Mr. Siphone VONGPASEAD Mr. Shoneavanh SAIYALAD Mrs. Phouvieng SAINAPHA Mrs. Phouvieng SAINAPHA Mrs. Bounge PHOMMACHAK Mrs. Siboundeung PHANTULUCK Control and reduction of forest cutting Mrs. Rhousavanh SAIYALAD Mrs. Siboundeung PHANTULUCK Control and reduction of forest cutting Mrs. Chanpheng LOMISAY Mrs. Indianom SAYVITHOUN Control and management of forest resources and wildlife Mrs. Phouvieng SAINAPHA Mrs. Sengthong CHAITYASUPHA Mrs. Bounpire PHONSAIA Mrs. Bounpire PHONSAIA Mrs. Bounpire With Chaity Preparation of plans Mrs. Bounpire With	Mr. Champheng JAYASAK Management and registeration of furniture factories Mr. Promotal SEAVAT Fromed SEAVAT Innecial management Mr. Come HOMDUANGCHAI Observation of weather and daily data collection Delivery of meteorological data to DOM Mr. Strongsham KOMMANIVANI Mr. Samphaphone STHIPPIONE Mr. Amand PIEWAVNANA Mrs. Samphaphone STHIPPIONE Payment of salary Accounting Mr. Samphaphone STHIPPIONE Mrs. Scotteration In Control of Seasy and Commonities Mrs. Commani Mrs. Commani In Comming Accounting A	N. Promas ISSAVAT Planacid management of registeration of infrastruct factories Supervision of formative factories Columning Process (SAVATE) Planacid management Accounting Process of vendors of weather and clairly data collection Dollvery of menoerological data to DOM Provision of information to airprot. Nr. Annual PREWVANNA Process of vendors of weather and clairly data collection Process of vendors	Mean SEANCE Sourced interpretation of futures factories According Acco

Data Sheet 3: Duties of the Staff

Name of Office:	PAFO Bokeo
Date of data update:	2004/6/18

ID of Ouestion:

A-10 What are your actual duties / responsibilities?

ID oj	f Question:		A-10 What are your actual duties / responsibilities?				
No.	Section	Name	Duty 1	Duty 2	Duty 3	Duty 4	Duty 5
67	Meteo	Mr. La one CHANTHAVONG	Supervision of activities of the section	Monitoring of activities of staff	Management of the office	Monitoing of information	Provision of weather information
68	Meteo	Mr. Sompaseut SENGMANI	Observation of meteorological data	Monthly reporting of meteorological data to DOM			
69	Extension	Mr. Somjai VONGPANYA	Management				
70	Extension	Mr. Amphanh LEUANGSAVONH	Supervision of technical work and preparation of plans	Monitoring of activities of the section	Unclear (Employees, document and other material)	Unclear (organizing work for technical & villages)	Promotion of forest plantation
71	Extension	Mr. Phonkeo SATI	Production of seeds and forest rehabilitation	Propaganda of organization activities			
72	Extension	Mr. Humpeng PHONSAI	Supply of seeds and promotion of tree plantation	Selling seeds to villagers			
73	Extension	Mr. Khemsouk PHEWLA	Supervision	Management	Unclear (Provision)	Extension	
74	Extension	Miss. Thongchanh CHANTHALAVONGSAI	Accounting of the section	Secretarial work (incoming-outgoing journey)			
75	Extension	Mr. Vongsawanh	Technical support of the section	Coordination with project			
76	Extension	Mr. Houmphanh DOUANGVILAI	Management	Management and share of water among communities	Promotion of permanent farming	Expansion of farm lands	Responsible for general work
77	Tonpheung center	Mr. Bounphoph VONGKHAMCHANH	Supervision and management	Policy research	Public relations	Monitor and evaluation	Public relations
78	Tonpheung center	Mr. Khamtan KOUMPHONH	Supervision of technical matters as deputy director	Supervision	Supervision and M&E	Management	Provision
79	Tonpheung center	Mr. Chanthachone OUDOMSOUK	Supervision of general matters	Planning	Public relations	Report	Statistics
80	Tonpheung center	Mrs. Vanhni	Treasurer	Administration of the office			
81	Tonpheung center	Mr. Sengphet VONNAPHONH	Administration of tongpheung development center	Management of property of the center	Organizational management and administration		
82	Tonpheung center	Mr. Khamsao SENGPANE	Field work with villagers				
83	Tonpheung center	Mr. Khonpasit KIDSALADE	Production of seeds	Promotion of tree planting	General work		
84	Tonpheung center	Mr. Visai VONNACHOMCHANH	Management of forest fruit garden	Supervision of dry season rice farming	Protection of forests / wildlife from exploitation	Irrigation service	Sanitation
85	Tonpheung center	Mr. Inpanh VILAISANH	Supervision of livestock matters	Statistics data collection	Planning	Public relations	Evaluation of reports
86	Tonpheung center	Mr. Khampheng KUMPHONH	Responsible for production at the field	Supervision and monitoring of report			
87	Tonpheung center	Mr. Sauey CHITAKOUN					
88	Tonpheung center	Miss. Sengchanh CHITAKOUN					
89		Mr. Songkane OUNANAN					
90		Mr. Phanousit KITIMANOULAK					

Data Sheet 4: Present Gap and Needed Skills to be strengthened

Name of Office:	PAFO Bokeo
Date of data update:	2004/6/18

lo. Section	Name	GAP <2	needed skill 1	needed skill 2	nt kind of skills do you need to strengthen in case needed skill 3	needed skill 4	needed skill 5
1 Admin	Mr. khemphet SATI	2	n.a.	modada sixii 2		1100000 01411 1	Hooded Grain C
2 Admin	Mr. khamxone KEOPASEUT	3	Administration	English language	Computer		
3 Admin	Mr. Khammanh CHANTHAKEO	2	n.a.	0 1 0 0 0 0	F		
4 Admin	Mrs. Manivone BOUNTHAVY	3	Administration / management of staff	Computer	Administration of the office		
5 Admin	Mr. Somsanith ONECHANH	3	Project management	Strategic planning	- raministration of the office		
6 Admin	Mr. Viengkeo TAMMAVONG	2	English language	Computer	Not applicable (Study tour)		
	Mr. Amone KAMLATHANOM	3			ivoi applicable (Sitta y tour)		
7 Admin			Language	Project management	F 11.1		
8 Admin	Mr. Mainoy VIDAVON	3	Project management and planning	Computer	English language		
9 Admin	Mr. Khampheng JAIYASAK	3	Technical and academic	New technology	Foreign language	Planning	
0 Admin	Mr. Phonsai SISAVAT	3	English language	Computer	Political science	Not applicable (Long term training)	
1 Admin	Mr. Oune HOMDUANGCHAI	3	Academic	English language	Preparation of work plans	Using of updated materials	
2 Admin	Mr. Srisongkham KOMMANIVANH						
13 Admin	Mr. Amnad PHEWVANNA						
14 Admin	Miss. Souphaphone SITHIPHONE	3	Accounting	English language	Computer		
15 Admin	Mr. Khemphet SOUKSOMKHAM	3	Computer	English language	Accounting and financial management	Soil analysis	
6 Admin	Miss. Vienglai THONGBANH	3	long term training	Computer	English language	Political science	
7 Admin	Miss. Chommani	3	English language	Computer	Business administration	Secretarial work	
8 Admin	Miss. Seokham VILAISANH						
9 Agriculture	Mr. Palami XONBOUTASAN	3	Supervision and management	Research and development	Statistical planning of agriculture	English language	Computer
20 Agriculture	Mrs. Mounli KEOPANYA	3	English language	Computer	1 0 0	C C C C C C C C C C C C C C C C C C C	*
1 Agriculture	Mr. Chanpheng INTAVONG	3	n.a.				
2 Agriculture	Miss. Chanti PHOMMACHAK	3	English language	Not applicable(Continuous studying)	Research on information		
	Mr. Bounkone SIXONGFA	2			Academic Academic		+
23 Agriculture		3	English language	Computer	Picaucinic		
24 Agriculture	Mr. Chitaphong SILIPANYA	3	English language	Community development	A 6 4		
25 Agriculture	Mr. Chanpheng INTACHAK	3	English language	Computer	Agroforestry		
26 Agriculture	Mr. Siphone VONGPASEAD	3	English language	Unclear (Lecturer)	Computer (power point and internet)	Management	Evaluation of project
7 Livestock	Mr. Bouali PHOMMACHAK	3	Computer	English language			
8 Livestock	Mr. khammy PHILAPHONE	3	Academic	English language			
29 Livestock	Mrs. Phouvieng SAINAPHA	3	Computer	English language			
30 Livestock	Mr. Bounpone PHOMMALAD	3	Planning	Designing of project	Project management	Problem identification	Evaluation
31 Livestock	Mrs. Khonsavanh SAIYALAD	3	Vaccination	English language	Computer		
32 Livestock	Mr. Ai						
33 Forestry	Mr. Sibounheung PHANTULUCK	3	Management system of forestry resources	Preparation of shor-and long-term plans	Computer	English language	Not applicable (Study tour)
34 Forestry	Mr. Kongkham PHOMVILAI	3	Work planning		•		
35 Forestry	Mr. Chanpheng LOMISAY	2	n.a.				
36 Forestry	Mr. Inthanom SAYVITHOUN	3	English language	Computer	Not applicable (Long term training)		
37 Forestry	Mr. Chansamone HOMDUANGCHAI	3	Foreign language	Computer	Tot appreciate (2018 term training)		
38 Forestry	Mr. Phouvieng PHONSAI	3	long term training	English language	Politics and law		
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39 Forestry	Mrs. Sengthong CHAIYASUPHA	3	Administration	Computer	English language	Academic	Not applicable(Continuous studying)
40 Forestry	Mr. Sombath BOUNMASENG	3	long term training	Computer English language	English language Management of the office	Academic	Not applicable(Continuous studying)
40 Forestry 41 Forestry	Mr. Sombath BOUNMASENG Mr. Dakhom VILAIVANH	3		English language	Management of the office		Not applicable(Continuous studying)
40 Forestry	Mr. Sombath BOUNMASENG Mr. Dakhom VILAIVANH Mr. Pone VONGSAWAD	3	long term training English language Computer	English language English language		Academic Conservation of wildlife	Not applicable(Continuous studying)
40 Forestry 41 Forestry	Mr. Sombath BOUNMASENG Mr. Dakhom VILAIVANH	3	long term training English language	English language	Management of the office		Not applicable(Continuous studying)
10 Forestry 11 Forestry 12 Forestry 13 Forestry 14 Forestry	Mr. Sombath BOUNMASENG Mr. Dakhom VILAIVANH Mr. Pone VONGSAWAD	3 3 n.a.	long term training English language Computer	English language English language	Management of the office		Not applicable(Continuous studying)
10 Forestry 11 Forestry 12 Forestry 13 Forestry 14 Forestry	Mr. Sombath BOUNMASENG Mr. Dakhom VILAIVANH Mr. Pone VONGSAWAD Mr. Bounmi CHANTHAVONG	3 3 n.a. 3	long term training English language Computer English language	English language English language Planning	Management of the office Forest management planning		Not applicable(Continuous studying)
10 Forestry 11 Forestry 12 Forestry 13 Forestry 14 Forestry 15 Forestry	Mr. Sombath BOUNMASENG Mr. Dakhom VILAIVANH Mr. Pone VONGSAWAD Mr. Bounmi CHANTHAVONG Mr. Eadsi LOUANGLATH	3 3 n.a. 3 n.a.	long term training English language Computer English language Not applicable (Study tour)	English language English language Planning Administration	Management of the office Forest management planning Unclear (Information - news)		Not applicable(Continuous studying)
0 Forestry 1 Forestry 12 Forestry 13 Forestry 14 Forestry 15 Forestry 16 Forestry	Mr. Sombath BOUNMASENG Mr. Dakhom VILAIVANH Mr. Pone VONGSAWAD Mr. Bounmi CHANTHAVONG Mr. Eadsi LOUANGLATH Mr. Bounsi PHOMMACHANH	3 3 n.a. 3 3 n.a. 3	long term training English language Computer English language Not applicable (Study tour) English language	English language English language Planning Administration Computer	Management of the office Forest management planning Unclear (Information - news) Forest management planning	Conservation of wildlife	Not applicable(Continuous studying)
0 Forestry 1 Forestry 12 Forestry 13 Forestry 14 Forestry 15 Forestry 16 Forestry 17 Irrigation	Mr. Sombath BOUNMASENG Mr. Dakhom VILAIVANH Mr. Pone VONGSAWAD Mr. Bounmi CHANTHAVONG Mr. Eadsi LOUANGLATH Mr. Bounsi PHOMMACHANH Mr. Somsai THIPPHAVANH	3 3 n.a. 3 3 n.a. 3	long term training English language Computer English language Not applicable (Study tour) English language Computer	English language English language Planning Administration Computer English language	Management of the office Forest management planning Unclear (Information - news) Forest management planning Planning	Conservation of wildlife	Not applicable(Continuous studying)
10 Forestry 11 Forestry 12 Forestry 13 Forestry 14 Forestry 15 Forestry 16 Forestry 17 Irrigation 18 Irrigation	Mr. Sombath BOUNMASENG Mr. Dakhom VILAIVANH Mr. Pone VONGSAWAD Mr. Bounmi CHANTHAVONG Mr. Eadsi LOUANGLATH Mr. Bounsi PHOMMACHANH Mr. Somsai THIPPHAVANH Mr. Kheuanphet VONGCHANH	3 3 n.a. 3 n.a. 3 3 n.a. 3 3 3 3 3	long term training English language Computer English language Not applicable (Study tour) English language Computer English language Planning	English language English language Planning Administration Computer English language Computer Administration	Management of the office Forest management planning Unclear (Information - news) Forest management planning Planning Not applicable (Long term training)	Conservation of wildlife	Not applicable(Continuous studying)
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10 Forestry 11 Forestry 12 Forestry 13 Forestry 14 Forestry 15 Forestry 16 Forestry 17 Irrigation 18 Irrigation 19 Irrigation 10 Irrigation	Mr. Sombath BOUNMASENG Mr. Dakhom VILAIVANH Mr. Pone VONGSAWAD Mr. Bounmi CHANTHAVONG Mr. Eadsi LOUANGLATH Mr. Bounsi PHOMMACHANH Mr. Somsai THIPPHAVANH Mr. Kheuanphet VONGCHANH Mr. Bouali KHATIYA Mr. Khamvilai VONGSA Mr. Somphamith SENE SAI	3 3 n.a. 3 n.a. 3 3 n.a. 3 3 3 3 3	long term training English language Computer English language Not applicable (Study tour) English language Computer English language Planning English language English language English language	English language English language Planning Administration Computer English language Computer Administration Computer Softest	Management of the office Forest management planning Unclear (Information - news) Forest management planning Planning Not applicable (Long term training)	Conservation of wildlife	Not applicable(Continuous studying)
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0 Forestry 1 Forestry 2 Forestry 3 Forestry 4 Forestry 5 Forestry 6 Forestry 7 Irrigation 8 Irrigation 9 Irrigation 0 Irrigation 1 Irrigation 2 Irrigation 2 Irrigation 3 Irrigation	Mr. Sombath BOUNMASENG Mr. Dakhom VILAIVANH Mr. Pone VONGSAWAD Mr. Bounmi CHANTHAVONG Mr. Eadsi LOUANGLATH Mr. Bounsi PHOMMACHANH Mr. Somsai THIPPHAVANH Mr. Kheuanphet VONGCHANH Mr. Bouali KHATIYA Mr. Khamvilai VONGSA Mr. Somphamith SENE SAI Mr. Siviengkham CHANSAWANG Mr. Bounliep OUDOMPHONH Mr. Bounliep OUDYASAI	3 3 n.a. 3 n.a. 3 n.a. 3 3 2 3 3 3 3 3 3 3 3 3 3 3 3 3	long term training English language Computer English language Not applicable (Study tour) English language Computer English language Planning English language Planning English language English language English language English language Language English language English language	English language English language Planning Administration Computer English language Computer Administration Computer Administration Computer Softest Computer for designing Computer Computer	Management of the office Forest management planning Unclear (Information - news) Forest management planning Planning Not applicable (Long term training) English language Technology of construction works O&M of irrigation project	Conservation of wildlife	Not applicable(Continuous studying)
0 Forestry 1 Forestry 2 Forestry 3 Forestry 4 Forestry 5 Forestry 6 Forestry 7 Irrigation 8 Irrigation 9 Irrigation 1 Irrigation 2 Irrigation 2 Irrigation 3 Irrigation 4 Irrigation	Mr. Sombath BOUNMASENG Mr. Dakhom VILAIVANH Mr. Pone VONGSAWAD Mr. Bounmi CHANTHAVONG Mr. Eadsi LOUANGLATH Mr. Bounsi PHOMMACHANH Mr. Somsai THIPPHAVANH Mr. Kheuanphet VONGCHANH Mr. Bouali KHATIYA Mr. Khamvilai VONGSA Mr. Somphamith SENE SAI Mr. Siviengkham CHANSAWANG Mr. Bounliep OUDOMPHONH Mr. Bounliep OUDYASAI Mr. Thongchanh PHENGPHOMCHANH	3 3 n.a. 3 n.a. 3 n.a. 3 3 3 3 3 3 4	long term training English language Computer English language Not applicable (Study tour) English language Computer English language Planning English language Planning English language English language English language Foreign language Language English language Foreign language	English language English language Planning Administration Computer English language Computer Administration Computer Administration Computer Softest Computer for designing Computer Computer Computer	Management of the office Forest management planning Unclear (Information - news) Forest management planning Planning Not applicable (Long term training) English language Technology of construction works	Conservation of wildlife	Not applicable(Continuous studying)
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Data Sheet 4: Present Gap and Needed Skills to be strengthened

PAFO Bokeo Name of Office: Date of data update: 2004/6/18

. Section	Name	GAP <2	needed skill 1	needed skill 2	needed skill 3	needed skill 4	needed skill 5
67 Meteo	Mr. La one CHANTHAVONG	4	English language and computer	Unclear (New technology)	Technical	Unclear (Development by feedback)	Administration / management of organization
68 Meteo	Mr. Sompaseut SENGMANI	3	Computer	English language	Planning of projects		
69 Extension	Mr. Somjai VONGPANYA	2	n.a.				
70 Extension	Mr. Amphanh LEUANGSAVONH	3	Management	Foreign language	Computer	M&E	Community development
71 Extension	Mr. Phonkeo SATI	3	Community development	M&E	Management		
72 Extension	Mr. Humpeng PHONSAI	3	English language and computer	Techniques of extension			
73 Extension	Mr. Khemsouk PHEWLA	3	English language	Unclear (Technical)			
74 Extension	Miss. Thongchanh CHANTHALAVONGSAI	3	Accounting	English language	Computer		
75 Extension	Mr. Vongsawanh	n.a.	Long term training	English language	Supervision and evaluation of project		
76 Extension	Mr. Houmphanh DOUANGVILAI	4	Extension on community development	Upland agriculture development			
77 Tonpheung center	Mr. Bounphoph VONGKHAMCHANH	3	long term training	Supervision and management of staff	Exchange of lessons	Participatory method	English language and computer
78 Tonpheung center	Mr. Khamtan KOUMPHONH	2	Management				
79 Tonpheung center	Mr. Chanthachone OUDOMSOUK	3	English language	Management	Computer		
80 Tonpheung center	Mrs. Vanhni	4	Management and administration	English language and computer	Accounting / financial management		
81 Tonpheung center	Mr. Sengphet VONNAPHONH	3	Administration, finance-accounting	Computer	English language	Not applicable (Study tour)	Unclear (Action work)
82 Tonpheung center	Mr. Khamsao SENGPANE	4	Community organization	Evaluation and management			
83 Tonpheung center	Mr. Khonpasit KIDSALADE	2	Experience in supervision	Foreign language			
84 Tonpheung center	Mr. Visai VONNACHOMCHANH	n.a.	long term training	Unclear (Training on some subjects)	Research and technology	Not applicable (Study tour)	Financial management
85 Tonpheung center	Mr. Inpanh VILAISANH	3	Unclear (Knowledge more)	Unclear (Experience)			
86 Tonpheung center	Mr. Khampheng KUMPHONH	3	Academic	Foreign language	Computer	Training of trainers	Political economic
87 Tonpheung center	Mr. Sauey CHITAKOUN						
88 Tonpheung center	Miss. Sengchanh CHITAKOUN						
89	Mr. Songkane OUNANAN						
90	Mr. Phanousit KITIMANOULAK						

<1: The numbers indicate the level of skills / capabilities of the staff in comparison with the duties and responsibilities, namely, 1 = More than enough; 2 = Just enough;</p>

- 3 = Nit inadequate; 4 = Poor ;and 5 = Very poor.

Data Sheet 5: Training Courses suggested

PAFO Bokeo Name of Office: Date of data update: 2004/6/18

Admin	Name	Training 1	Training 2	Training 3	Training 4	Training 5
MIIIIII	Mr. khemphet SATI	Academic	Study visit / tour	3		3
dmin	Mr. khamxone KEOPASEUT	Administration	English language	Computer		
lmin	Mr. Khammanh CHANTHAKEO	Administration	English language and computer skills	Project planning	Analysis / assessment of project	Management of investment
dmin	Mrs. Manivone BOUNTHAVY	Administration	0 00 1	· · · ·	Analysis / assessment of project	Management of investment
			Computer	Financial management	E 11.1	
Admin	Mr. Somsanith ONECHANH	Planning	Project management	Monitoring and evaluation	English language	
Admin	Mr. Viengkeo TAMMAVONG	Management of factories				
Admin	Mr. Amone KAMLATHANOM	Project management	English language and computer skills	Evaluation of project		
Admin	Mr. Mainoy VIDAVON	Management	Computer	English language	Statistics and planning	
Admin	Mr. Khampheng JAIYASAK	English language	Soil analysis	Planning for development		
Admin	Mr. Phonsai SISAVAT	English language	Political science	Computer	Academic	
Admin	Mr. Oune HOMDUANGCHAI	Observation and data collection	Basic English skill	Updated equipment	Not applicable (Machine)	Not applicable (Budget)
Admin	Mr. Srisongkham KOMMANIVANH			- T	The state of the s	
Admin	Mr. Amnad PHEWVANNA					
Admin		Communication	A	English language		
	Miss. Souphaphone SITHIPHONE	Computer	Accounting and financial management	English language		
Admin	Mr. Khemphet SOUKSOMKHAM	Accounting / financial management	English language	Computer	Soil analysis	
Admin	Miss. Vienglai THONGBANH	Computer	Accounting and financial management	English language		
Admin	Miss. Chommani	Machine	Computer			
Admin	Miss. Seokham VILAISANH					
Agriculture	Mr. Palami XONBOUTASAN	Community development	Mangement and planning	Data collection of agricultural statistics	Evaluation and organization	English language and computer skills
Agriculture	Mrs. Mounli KEOPANYA	Administration	Computer	English language	Statistics and planning	
Agriculture	Mr. Chanpheng INTAVONG	Planning and administration	Humand resource development	Unclear (Coordination)	Evaluation of work	Project management
Agriculture	Miss. Chanti PHOMMACHAK		Information analysis	Study visit / touur for feedback	Distribution of work	- roject management
~		English language	*			
Agriculture	Mr. Bounkone SIXONGFA	English language	Computer	Cropping / farming		
Agriculture	Mr. Chitaphong SILIPANYA	English language and computer skills	Community development	Prevention of pests and diseases		
Agriculture	Mr. Chanpheng INTACHAK	English language	Computer	Vegetable farming in dry and rainy seasons	Seedling production and planting of fruits	
Agriculture	Mr. Siphone VONGPASEAD	English language	Unclear (Lecturer)	Computer (Power point and internet)	Management	Evaluation of project
Livestock	Mr. Bouali PHOMMACHAK	New technology	Management and administration of work	Foreign language	Study visit / tour and exchange of experience	
Livestock	Mr. khammy PHILAPHONE	Academic	Foreign language	Computer		
Livestock	Mrs. Phouvieng SAINAPHA	Vaccines (other medicines)	Computer	Reporting of information and news	Coordination	
Livestock	Mr. Bounpone PHOMMALAD	Work planning	Humand resource development	Coordination	Evaluation of work	Designing of project
	*	1				Designing of project
Livestock	Mrs. Khonsavanh SAIYALAD	Vccinatation	Computer	English language	Accounting	
Livestock	Mr. Ai					
Forestry	Mr. Sibounheung PHANTULUCK	Method to solve with villagers	Planning	Monitoring and evaluation	English language	Computer
Forestry	Mr. Kongkham PHOMVILAI	English language and computer skills	Data collection and planning (report writing)	Survey and using equipment		
Forestry	Mr. Chanpheng LOMISAY	Study visit for forest inspection	Academic			
Forestry	Mr. Inthanom SAYVITHOUN	English language	Computer	Unclear (Technical matters)		
Forestry	Mr. Chansamone HOMDUANGCHAI	Forest resource management	Rehabilitation of forests			
Forestry	Mr. Phouvieng PHONSAI	Academic	Study visit / tour to other provinces	Political science		
Forestry	Mrs. Sengthong CHAIYASUPHA			Academic		
rolesity		Managamant	English language			
1		Management	English language		Y	
	Mr. Sombath BOUNMASENG	Academic	English language Foreign language	Office management	New techniques / technologies	Study visit and exchange of experience
					New techniques / technologies	Study visit and exchange of experience
Forestry	Mr. Sombath BOUNMASENG	Academic			New techniques / technologies Forest resource management	Study visit and exchange of experience
Forestry Forestry	Mr. Sombath BOUNMASENG Mr. Dakhom VILAIVANH	Academic Foreign language	Foreign language	Office management		Study visit and exchange of experience
Forestry Forestry	Mr. Sombath BOUNMASENG Mr. Dakhom VILAIVANH Mr. Pone VONGSAWAD	Academic Foreign language Computer	Foreign language Planning of forestry work	Office management English language		Study visit and exchange of experience Unclear (Technology)
Forestry Forestry Forestry	Mr. Sombath BOUNMASENG Mr. Dakhom VILAIVANH Mr. Pone VONGSAWAD Mr. Bounmi CHANTHAVONG Mr. Eadsi LOUANGLATH	Academic Foreign language Computer English language Administration	Foreign language Planning of forestry work Planning of forestry work Unclear (Technical matters)	Office management English language Computer Information and news	Forest resource management	
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Forestry Forestry Forestry Forestry Forestry Forestry Irrigation	Mr. Sombath BOUNMASENG Mr. Dakhom VILAIVANH Mr. Pone VONGSAWAD Mr. Bounmi CHANTHAVONG Mr. Eadsi LOUANGLATH Mr. Bounsi PHOMMACHANH Mr. Somsai THIPPHAVANH Mr. Kheuanphet VONGCHANH Mr. Bouali KHATIYA Mr. Khamvilai VONGSA Mr. Somphamith SENE SAI Mr. Siviengkham CHANSAWANG Mr. Bounliep OUDYASAI Mr. Thongchanh PHENGPHOMCHANH Mr. Khambang PHACHOMPHONH	Academic Foreign language Computer English language Administration English language Computer English language Computer English language and computer skills Writing project proposals Foreign language Design of irrigation systems Foreign language English language English language English language Foreign language	Foreign language Planning of forestry work Planning of forestry work Unclear (Technical matters) Computer Planning of job assignment Planning on irrigation development Planning Community development Irrigation management Designing of irrigation systems in computer Computer Computer Computer Computer Planning on irrigation development	Office management English language Computer Information and news Planning of forestry work Sustainable forest management Survey and designing English language Long-term study English language Planning of irrigation project O&M of irrigation project Designing of irrigation systems in computer Program for design and cost estimation Designing of irrigation systems in computer	Forest resource management Foreign language English language Water users organizing Project management Exchange of experiecne Softest Use of pumps Irrigation management Supervision of construction works Irrigation development Use of pumps	Unclear (Technology) M&E and supervision Computer Irrigation system management
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Forestry Forestry Forestry Forestry Forestry Forestry Forestry Forestry Irrigation	Mr. Sombath BOUNMASENG Mr. Dakhom VILAIVANH Mr. Pone VONGSAWAD Mr. Bounmi CHANTHAVONG Mr. Eadsi LOUANGLATH Mr. Bounsi PHOMMACHANH Mr. Somsai THIPPHAVANH Mr. Kheuanphet VONGCHANH Mr. Bouali KHATIYA Mr. Khamvilai VONGSA Mr. Somphamith SENE SAI Mr. Siviengkham CHANSAWANG Mr. Bounliep OUDYASAI Mr. Thongchanh PHENGPHOMCHANH Mr. Khambang PHACHOMPHONH Mr. Phonsavan OUDOMLIT Mr. Thongkham Mr. Thodsakhonh CHANTHASOMPBONH Mr. Somphet ANANTAKOUN Mrs. Kongkeo INTASENh Mr. Phongsavanh AMPHAISAVANH	Academic Foreign language Computer English language Administration English language Computer English language Computer English language and computer skills Writing project proposals Foreign language Design of irrigation systems Foreign language English language English language English language English language Foreign language Foreign language Foreign language Design of irrigation systems Foreign language Design of irrigation systems Foreign language English language Management Foreign language English language English language Uncelar (Technical training)	Foreign language Planning of forestry work Planning of forestry work Unclear (Technical matters) Computer Planning of job assignment Planning on irrigation development Planning Community development Irrigation management Designing of irrigation systems in computer Computer Computer Computer Planning on irrigation development O&M of irrigation project Computer English language Designing of irrigation systems in computer Computer Computer Computer Computer Computer Computer Computer English language Designing of irrigation systems in computer Computer Computer	Office management English language Computer Information and news Planning of forestry work Sustainable forest management Survey and designing English language Long-term study English language Planning of irrigation project O&M of irrigation project Designing of irrigation systems in computer Program for design and cost estimation Designing of irrigation systems in computer Irrigation management Management Softest Planning and coordination	Forest resource management Foreign language English language Water users organizing Project management Exchange of experiecne Softest Use of pumps Irrigation management Supervision of construction works Irrigation development Use of pumps English language	Unclear (Technology) M&E and supervision Computer Irrigation system management Irrigation development
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Forestry Irrigation	Mr. Sombath BOUNMASENG Mr. Dakhom VILAIVANH Mr. Pone VONGSAWAD Mr. Bounmi CHANTHAVONG Mr. Eadsi LOUANGLATH Mr. Bounsi PHOMMACHANH Mr. Somsai THIPPHAVANH Mr. Kheuanphet VONGCHANH Mr. Bouali KHATIYA Mr. Khamvilai VONGSA Mr. Somphamith SENE SAI Mr. Siviengkham CHANSAWANG Mr. Bounpone OUDOMPHONH Mr. Bounliep OUDYASAI Mr. Thongchanh PHENGPHOMCHANH Mr. Khambang PHACHOMPHONH Mr. Thongsham Mr. Thongkham Mr. Thongsham Mr. Thongsham Mr. Somphet ANANTAKOUN Mrs. Kongkeo INTASENh Mr. Phongsavanh AMPHAISAVANH Mr. Sisawad INTAVONG Mr. Sisouphanh VILAISAK	Academic Foreign language Computer English language Administration English language Computer English language Computer English language Computer English language and computer skills Writing project proposals Foreign language Design of irrigation systems Foreign language English language English language English language English language English language Foreign language Foreign language Design of irrigation systems Foreign language Design of irrigation systems Foreign language Uncelar (Technical training) Uncelar (Technical training) Uncelar (Technical training) Uncelar (Rnowledge of technology)	Foreign language Planning of forestry work Planning of forestry work Unclear (Technical matters) Computer Planning of job assignment Planning on irrigation development Planning Community development Irrigation management Designing of irrigation systems in computer Computer Computer Computer Planning on irrigation development O&M of irrigation project Computer English language Designing of irrigation systems in computer Computer Computer Uncelar (Improvement of knowledge) Work planning Knowledge in working	Office management English language Computer Information and news Planning of forestry work Sustainable forest management Survey and designing English language Long-term study English language Planning of irrigation project O&M of irrigation project Designing of irrigation systems in computer Program for design and cost estimation Designing of irrigation systems in computer Irrigation management Management Softest Planning and coordination Planning and implementation	Forest resource management Foreign language English language Water users organizing Project management Exchange of experiecne Softest Use of pumps Irrigation management Supervision of construction works Irrigation development Use of pumps English language Planting	Unclear (Technology) M&E and supervision Computer Irrigation system management Irrigation development Irrigation system management
Forestry Forestry Forestry Forestry Forestry Forestry Forestry Forestry Forestry Irrigation	Mr. Sombath BOUNMASENG Mr. Dakhom VILAIVANH Mr. Pone VONGSAWAD Mr. Bounmi CHANTHAVONG Mr. Eadsi LOUANGLATH Mr. Bounsi PHOMMACHANH Mr. Somsai THIPPHAVANH Mr. Kheuanphet VONGCHANH Mr. Bouali KHATIYA Mr. Khamvilai VONGSA Mr. Somphamith SENE SAI Mr. Siviengkham CHANSAWANG Mr. Bounpone OUDOMPHONH Mr. Bounliep OUDYASAI Mr. Thongchanh PHENGPHOMCHANH Mr. Khambang PHACHOMPHONH Mr. Thongkham Mr. Thongkham Mr. Thongkham Mr. Thongkham Mr. Somphet ANANTAKOUN Mrs. Kongkeo INTASENh Mr. Phongsavanh AMPHAISAVANH Mr. Sisawad INTAVONG	Academic Foreign language Computer English language Administration English language Computer English language Computer English language Computer English language and computer skills Writing project proposals Foreign language Design of irrigation systems Foreign language English language English language English language English language Foreign language Foreign language Foreign language Design of irrigation systems Foreign language Design of irrigation systems Foreign language Design of irrigation systems Foreign language Uncelar (Technical training) Uncelar (Technical training)	Foreign language Planning of forestry work Planning of forestry work Unclear (Technical matters) Computer Planning of job assignment Planning on irrigation development Planning Community development Irrigation management Designing of irrigation systems in computer Computer Computer Computer Computer Computer English language Designing of irrigation systems in computer Computer Computer Computer Computer Computer Uncelar (Improvement of knowledge) Work planning	Office management English language Computer Information and news Planning of forestry work Sustainable forest management Survey and designing English language Long-term study English language Planning of irrigation project O&M of irrigation project Designing of irrigation systems in computer Program for design and cost estimation Designing of irrigation systems in computer Irrigation management Management Softest Planning and coordination	Forest resource management Foreign language English language Water users organizing Project management Exchange of experiecne Softest Use of pumps Irrigation management Supervision of construction works Irrigation development Use of pumps English language	Unclear (Technology) M&E and supervision Computer Irrigation system management Irrigation development

Data Sheet 5: Training Courses suggested

Name of Office:	PAFO Bokeo
Date of data update:	2004/6/18

ID of Question:

C-22: Please identify any training that would help you in meetin the operational goals of your office / section.

No. Sec	ction	Name	Training 1	Training 2	Training 3	Training 4	Training 5
67 Mete	teo	Mr. La one CHANTHAVONG	Unclear (need training to staff)	Unclear (Technical matters)	Meteorology	Management of meteorological stations	English language and computer skills
68 Mete	teo	Mr. Sompaseut SENGMANI	English language	Computer	Project planning		
69 Exte	ension	Mr. Somjai VONGPANYA	Extension of agriculture and forestry	English and computer skills	Project management	Livelihood development	Community development
70 Exte	ension	Mr. Amphanh LEUANGSAVONH	Management	Foreign language	Computer	Sustainable forest resource management	M&E and S/V
71 Exte	ension	Mr. Phonkeo SATI	Sustainable resource management	Monitor and evaluation	Management	Foreign language	
72 Exte	ension	Mr. Humpeng PHONSAI	English language	Computer	Farming techniques / technologies		
73 Exte	ension	Mr. Khemsouk PHEWLA	English language	Techniques of extension work			
74 Exte	ension	Miss. Thongchanh CHANTHALAVONGSAI	Management	Computer	English language	Study visit / tour	
75 Exte	ension	Mr. Vongsawanh	Academic	English language	Management and M&E of project	Study visit / tour	
76 Exte	ension	Mr. Houmphanh DOUANGVILAI	Community development	Upland farming / sloping agriculture	Unclear (Provision of the priority area)	Participatory planting	Writing a project plan
77 Tonj	pheung center	Mr. Bounphoph VONGKHAMCHANH	Project management	Community development	Management of staffs	English language	Computer
78 Tonj	pheung center	Mr. Khamtan KOUMPHONH	Management				
79 Tonj	pheung center	Mr. Chanthachone OUDOMSOUK	Management and administration of project	Unclear (Technical skills)	English language		
80 Tonj	pheung center	Mrs. Vanhni	Management and accounting	Unclear (Technical skills)	English language and computer skills		
81 Tonj	pheung center	Mr. Sengphet VONNAPHONH	Long term training	Medium term training	Short term training	Study out / in side country	Evaluation and feedback
82 Tonj	pheung center	Mr. Khamsao SENGPANE	Academic	New techniques	Study visit / tour for feedback		
83 Tonj	pheung center	Mr. Khonpasit KIDSALADE	Organizational management	Academic	Supervision of staff		
84 Tonj	pheung center	Mr. Visai VONNACHOMCHANH	Livelihood development	Management	Foreign language	Computer	M&E and S/V
85 Tonj	pheung center	Mr. Inpanh VILAISANH	Training of trainers	Unclear (feedback)			
86 Tonj	pheung center	Mr. Khampheng KUMPHONH	Academic	English language	Computer	Training of trainers for extension	Economic and political
87 Tonj	pheung center	Mr. Sauey CHITAKOUN					
88 Tonj	pheung center	Miss. Sengchanh CHITAKOUN					
89		Mr. Songkane OUNANAN					
90		Mr. Phanousit KITIMANOULAK					

Attachment 6-3

Vientiane PAFO

Name of Office:	PAFO Vientiane
Date of data update:	2004/6/18

ID of Question:

A-6 A-3 A-7: Educational Attainment

ID of Question:		A-2: Position				A-6	A-3	A-7: Educationa	al Attainment		
No.	Section Na		sition Submission of questionnaire	Sex	Age	Post <1	Length (yr)	Education <2	Major	Year	Specialty<3
1 Admin	Mr. Bounoum DOUANGPHAC		No	M							
2 Admin	Mr. Phonvilay XAYMOUNKH.		No	M							
3 Admin	Mr. Bouaphanh KONDAVONG		No	M							
4 Admin	Mr. Saysamone PHOTHISATH		No	M							
5 Admin	Mr. Phouvong LATSAVONG		No	M							
6 Admin	Mr. Kongkham INPHAYALAT		Yes	M		P	21	4	Irrigation	1990	с
7 Admin	Mr. Khounphayvanh KONSAV		No	M							
8 Admin	Mr. Somphet PHENGBOUPHA		Č	M		P	n.a.	3	Economy	1990	j
9 Admin	Mr. Vinavong VONGSENGTH		Yes	M		P	2	4	Finance	1989	n.a.
10 Admin	Mr. Oubonh HIENPHASOUK	Technician	Yes	M		P	6	3	Economy	1993	n.a.
11 Admin	Mr. Khamphanh SANETH	Technician	Yes	M		P	1	3	Forestry	1999	i
12 Admin	Mr. Boungnou INTHAPATTHA		No	M		_			_		
13 Admin	Mr. Bounpheng BANKHAMPH			M		P	15	4	Commerce	1987	n.a.
14 Admin	Mr. Vilakone VONGSIPASOM	Technician	Yes	M		P	1	4	Account	1990	1
15 Admin	Mr. Thongkhoun SISOMPHOU	Technician	Yes	M		P	24	4		1997	m
16 Admin	Mr. Khammo PHOMMAVONO		Yes	M		P	5	4	Agriculture	1993	1
17 Admin	Ms. Souliphone VILAYTHONG	Secretary	Yes	F		P	7	4	Forestry	1993	g
18 Admin	Ms. Khamsing KEOPANYA		No	F							
19 Admin	Ms. Phoutsady VONGLATSAN	1Y	No	F							
20 Admin	Ms. Oukham VORABOUTH		No	F						2002	,
21 Admin	Ms. Kounkham GNOTGNING	Assistance	Yes	F		C	n.a.	4	Agriculture	2003	b
22 Admin	Ms. Manichanh XAYACHAK	27	Yes	F		C	2	n.a.	Accountant	2001	k
23 Admin	Mr. Vanhkham KEOBOUNHIE		Yes	M		C	4	4	Journalist	1994	1
24 Livestock	Mr. Soumkham SOUTHAMMA			M		P	18	3	Animal Feed	1985	f
25 Livestock	Mr Sinouane CHANTHAVONO	Deputy Head	Yes	M		P	16	3	Livestock	1988	d
26 Livestock	Mr. Saythong PHIMBAO	m 1 · · ·	No	M							
27 Livestock	Mr. Phanthala PHONGSA	Technician	Yes	M		P	11	4	n.a.	n.a.	g
28 Livestock	Mr. Bounkhouang CHANTHAI		No	M							
29 Livestock	Mr. Phouvieng SOUTHAMMA	VONG Technician	Yes	M		P	21	4	n.a.	1983	0
30 Livestock	Mr. Oudome XAYASANE		No	M		_	_	_			_
31 Livestock	Ms. Sisouda VIXAYALATH	Technician	Yes	F		P	3	6	Livestock	1999	d
32 Livestock	Mr. Vankham KEOPHIMPHON	1 5		M		P	2	4	Livestock	1993	d
33 Livestock	Mr. Nouanthong SAVONGXAY		Yes	M		C P	1	3	Livestock	1992	d
34 Livestock	Mr. Khambao SIHALATH	Deputy Head o		M		•	3	4	Livestock	1980	d
35 Livestock	Mr. Oudom DOUANGXAYAS.	1 3		M		P	20	4	Livestock	1984	d
36 Livestock	Mr. Vixay VANHEUANG	Technician	Yes	M		P	12	4	Livestock	1998	f
37 Agriculture	Mr. Vongsy VONGDONXAY	, m 1 · · ·	No	M		D	7	2	A 1 1	1007	
38 Agriculture	Mr. Sombath VONGLATSAMY		Yes	M		P	· ·	3	Agriculture	1997	n.a.
39 Agriculture	Mr. Khamphay PHOMMACHA		Yes	M		P	15	3	Agriculture	1985	b
40 Agriculture	Mr. Sithone SIDAVONG	Technician	Yes	M M		P P	n.a.	3	A!16	1991	a
41 Agriculture	Mr. Chantay CHANTHAVONC		Yes	F		_	<i>n.a.</i>	4	Agriculture	1991	a
42 Agriculture	Ms. Leokham NOUANSABAB	Technician Technician	Yes Yes	F		P C	3	4	A!16	2001	b
43 Agriculture 44 Agriculture	Ms. Khampaseuth SOUTHAMN Ms. Khamsene OLABOUN	MAVONG Technician Technician		F		P	8	4	Agriculture	1995	b
44 Agriculture 45 Agriculture	Mr. Ketsana SENESOULINTH		Yes Yes	M		C			Agriculture	2002	a b
- C	Ms. Khoutamy KEOMOUNMA						n.a.	n.a.	Agriculture	2002	
46 Agriculture 47 Irrigation	Mr. Thonglome MATTHOUVO		Yes Yes	F M		C P	18	4	Agriculture	1986	b
47 Irrigation 48 Irrigation	Mr. Bounthiane OUNDALA	ring Technician	Yes No	M		P	18	4	Irrigation	1980	С
		Tacketsise	No Yes	F		P		4	Tunication	1984	
49 Irrigation	Ms. Khanamany INPHAYALA'			M M			n.a.		Irrigation	1984	c
50 Irrigation	Mr. Khamphet CHANSAVATH					P	24 9	3	Irrigation		c
51 Irrigation	Mr. Khen VIXAYALAY	Technician	Yes	M	1	•		4	Irrigation	1985	c
52 Irrigation	Mr. Boualay XAYASAK	Technician	Yes	M	1	P	2	3	Irrigation	1994	С
53 Irrigation	Mr. Sengthong SIPASEUT	Technician	Yes	M	1	P	8	3	Rural development	1995	с
54 Irrigation	Mr. Khonsavanh SIAKKHASO			M	1	P	8	3	Irrigation	1995	с
55 Irrigation	Mr. Keoounheuane KHAMKHO	OSY Technician	Yes	M		P	5	3	Electricity	1999	с
56 Irrigation	Mr. Boumma PHOMMATHEP		No	M		-	_			4577	
57 Irrigation	Mr. Khankham SENSOULINTE	IA Technician	Yes	M		P	8	n.a.	Irrigation	1996	С

Name of Office:	PAFO Vientiane
Date of data update:	2004/6/18

ID of Question:

A-2: Position

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A-7: Educational Attainment

ID of (Question:		A-2: Position				A-6	A-3	A-7: Educationa	ıl Attainment		
No.	Section	Name	Position	Submission of questionnaire	Sex	Age	Post <1	Length (yr)	Education <2	Major	Year	Specialty<3
	Irrigation	Mr. Savatdy PHOMMACHANH	Technician	Yes	M		P	8	n.a.		1984	с
	Irrigation	Mr. Lom PHANVONGSA	Head of unit	Yes	M		P	6	4	n.a.	1983	с
	Irrigation	Mr. Souksavanh XAYSANAVONGPHET	Technician	Yes	M		P	4	4	Irrigation	1999	С
	Irrigation	Mr. Khampane SONTHAVY	Technician	Yes	M		P	5	5	Irrigation	1989	b
	Irrigation	Mr. Sengmany LOUANGSY	Technician	Yes	M		P	1	4	Construction	2000	с
	Irrigation	Mr. Phayphachonh SOUVANNAVONG	Technician	Yes	M		P	12	4	Electronic	1985	i
	Irrigation	Ms. Keokhounmy XAYSANA	Administration	Yes	F	<u> </u>	P	7	6	Account, computer	1997	С
	Irrigation	Ms. Kheuavanh SAMOUNTY	Technician	Yes	F		P	7	4	Irrigation	1998	С
	Irrigation	Mr. Khamphay THEPHAVONG	Technician	Yes	M	<u> </u>	С	2	3	Agriculture machinery	2001	С
	Irrigation	Ms. Viengkeo PHONGSANIT	Technician	Yes	F	<u> </u>	C	1.5	4	Irrigation	2001	c
	Irrigation	Mr. Oudone PHOMMANY	Technician	Yes	M		P	1	3	Irrigation	1999	С
	Irrigation	Mr. Heuangkeo INTHAVONG	Technician	Yes	M		С	1.5	2	Irrigation	2001	с
	Irrigation	Mr. Xayaphone KEOMAHAVONG	Technician	Yes	M	<u> </u>	P	7	4	Teacher	1994	i
	Irrigation	Mr. Souksavanh XAYSANAVONG	Technician	Yes	M		P	9	4	Irrigation	2004	С
	Irrigation	Ms. Khanamany KATIYALATH	Head of administration	Yes	F		P	13	3	Irrigation	1991	с
	Forestry	Mr. Phouvanh THONVILAY	Head of unit	Yes	M		P	2	n.a.	Forestry	1993	g
	Forestry	Mr. Soubanh PHOUCHING		No	M							
	Forestry	Mr. Phounsavath FONGSINOUANE	Deputy Head of section	Yes	M		P	4	3	Forestry	1982	g
	Forestry	Mr. Sisavat LOUANGSY	Deputy Head of section	Yes	M		P	19	3	Forestry	1991	g
	Forestry	Mr. Somchanh CHANTHILATH	Head of unit	Yes	M		P	n.a.	6	Forestry	1991	g
	Forestry	Mr. Viengkhanh SIHALATH	Technician	Yes	M		P	7	n.a.	Forestry	1995	g
	Forestry	Mr. Keopaseuth VONGDOUANGCHANH	Technician	Yes	M		P	3	n.a.	Forestry	1991	g
	Forestry	Mr. Sommay KASYOUDOM	Deputy Head of unit	Yes	M		P	8	3	Forestry	1996	g
	Forestry	Mr. Soubanh SOUTHAMMAVONG	Technician	Yes	M		P	6	n.a.	Forestry	1992	g
	Forestry	Mr. Chansouk SOUVANNAPHOUMY	Technician	Yes	M		P	2	n.a.	Forestry	1994	g
	Forestry	Mr. Khamphay VILAYHEUANG		No	M							
	Forestry	Mr. Ouheuane KEOPHOMMA		No	M							
	Forestry	Mr. Phouvanh INTHASAN	Deputy Head of unit	Yes	M		P	15	3	Forestry	2000	g
	Forestry	Mr. Sithanonsay BOUNXAYTHIP		No	M							
	Forestry	Mr. Siamphay SIXOMSIEUN		No	M							
	Forestry	Mr. Bounthaly SENGSOULITH	Technician	Yes	M		P	n.a.	4	n.a.	n.a.	g
	Forestry	Ms. Somkhit PHANTHAVONG	Technician	Yes	F		P	n.a.	n.a.	Forestry	1988	g
	Forestry	Mr. Soulidet KEOVILAYHONG	Deputy Head of unit	Yes	M		P	5	3	Forestry	1994	g
91	Forestry	Mr. Daomany KHIEMVIXAY	Technician	Yes	M		P	2	4	Forestry	1992	g
	Forestry	Mr. Vilaphanh THAVONSOUK	Technician	Yes	M		P	n.a.	n.a.	Forestry	1980	g
	Forestry	Mr. Hom LOMOUANGKHAM	Head of unit	Yes	M		P	n.a.	n.a.	Forestry	1982	g
	Forestry	Mr. Sounthone KEOVONGSOUTHI	Head of unit	Yes	M		P	n.a.	n.a.	Forestry	1983	g
	Forestry	Mr. Ounkham KHAOPHANH	Deputy Head of unit	Yes	M		P	6	n.a.	Forestry	1992	g
	Forestry	Mr. Nokham SOMCHANMANIVONG	Technician	Yes	M		P	6	n.a.	Forestry	1996	g
	Forestry	Mr. Phonxay BOUTKOUSONH		No	M							
	Forestry	Ms. Leokham VATTASO	Technician	Yes	F	<u> </u>	P	18	4	n.a.	1986	g
	Forestry	Mr. Bounthong SOUTHAMMAVONG	Technician	Yes	M		P	32	5	n.a.	n.a.	g
	Forestry	Mr. Chandome SOUKANMALANGSY		No	M							
	Forestry	Mr. Hongkham PHOTHISAT		No	M							
	Forestry	Mr. Khounthala KHAMMANIVONG	Technician	Yes	M	<u> </u>	P	9	n.a.	Forestry	1992	g
	Forestry	Mr. Phoumy KHOUNNASENE		No	M							
	Forestry	Mr. Khemphet CHALIYATHAM	Technician	Yes	M		P	19	4		1985	g
	Forestry	Mr. Bouakeo	Technician	Yes	M		P	6	4	Forestry	1998	g
	Forestry	Mr. Phanthala SAMOUNTY	Technician	Yes	M		P	8	4	Forestry	1993	g
	Forestry	Mr. Thongsang CHANTHAVONG		No	M							
	Forestry	Mr. Chanpheng MOUNTIVONG	Head of unit	Yes	M		P	1	4	Forestry	1991	g
109	Forestry	Ms. Somsanouk PHITSALATH	Secretary	Yes	F	L	P	n.a.	n.a.	Forestry	1994	g
110	Forestry	Mr. Phoukindavanh SIPASEUTH		No	M							
111	Forestry	Ms. Bounnene VONGDEUANE	Technician	Yes	F		P	6	n.a.	n.a.	1994	g
112	Forestry	Mr. Phonxay CHANTHAVIXAY		No	M							
112						-	$\overline{}$					
	Forestry	Mr. Sengmany SIAKKHASONE	<u> </u>	No	M		1					\ <u> </u>

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ID of Question:

A-2: Position

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A-7: Educational Attainment

	Question:		A-2: Position				A-6	A-3	A-7: Educationa	ii Attainment		
No.	Section	Name	Position	Submission of questionnaire	Sex	Age	Post <1	Length (yr)	Education <2	Major	Year	Specialty<3
	Forestry	Ms. Khankeo KEONOUCHANH		No	F							
	Forestry	Mr. Lamphou SENESOULINTHA	Technician	Yes	M	ļ	P	6	4	Forestry	1997	g
	Forestry	Mr. Thongsoun PHIMMASONE	Technician	Yes	M	<u> </u>	P	14	n.a.	Forestry	1985	g
	Meteo	Mr. Khamseng VONGPHACHANH	Technician	Yes	M	<u> </u>	P	17	4	Meteorology	1987	h
	Meteo	Mr. Douangkham PHOXAY	Technician	Yes	M	<u> </u>	P	20	4	Meteorology	1984	h
	Meteo	Mr. Bounthai XAYSANAVONGPHET	Head of section	Yes	M	<u> </u>	P	n.a.	4	Meteorology	1973	h
	Meteo	Mr. Saleumkham NOUANSAVANH	Deputy Head of section	Yes	M	<u> </u>	P	30 8	6	n.a.	n.a.	h
	Meteo	Mr. Latdalay PATHOUMMAVONG	Technician	Yes	M			, , ,	ļ	Meteorology	1996	h
	Meteo	Mr. Khanthanom PHOMSOUVANH	Technician	Yes	M	<u> </u>	P	23	n.a.	Meteorology	1971	h
	Meteo	Mr. Khonsamak CHANTHAVONGSA	Technician	Yes	M		C	4	4	Meteorology	2000	h
	Extension	Mr. Khampang CHANTHANOME	Technician	Yes	M M		P	4	2	n.a.	1975 1985	a
	Extension	Mr. Bounthai THAVONESOUK	Deputy Head of section	Yes			P	2		Forestry		g
	Extension	Mr. Sithaheng THONGSAVANH	Head of extension service	Yes	M	 	•	10 months	3	Agro- economic	1992	b
	Extension	Mr. Lamphone KHAMMOUNHEUANG	Technician	Yes	M	 	P	23	3	Agriculture	1991	a
	Extension	Mr. Im LOUANGKHOTH	Technician	Yes	M	<u> </u>	P	/	4	Forestry	1987	d
	Extension	Mr. Phaysane THAMMABANVANG	Technician	Yes	M	 	P	14	4	Agriculture	1990	a
	Extension	Mr. Khamvane VONGNALATH	Deputy Head of Project	Yes	M	<u> </u>	P	1	4	Agriculture	1978	d
	Extension	Mr. Vixay KEOMAHAVONG	Deputy Head	Yes	M	<u> </u>	P	10	4	Teacher of agriculture		a
133		Mr. Bounsy BANDASAK	Deputy Head	Yes	M		P	2	3	Irrigation	1992	С
	Extension	Mr. Soukvisay KEOMANY	Technician	Yes	M	<u> </u>	P	9	4	Veterinary	1984	d
	Extension	Mr. Chanthone SONMANY	Technician	Yes	M	<u> </u>	P	8	4	Veterinary	1986	d
	Extension	Ms. Khanxay SENGVILAY	Technician	Yes	M	<u> </u>	P	6	4	Forestry	1989	g
	Extension	Ms. Phetsathaphone SOUTHAMMAVONG	Head of administration	Yes	F	<u> </u>	P	2	4	English	2003	a
	Extension	Mr. Sengphet THONGSAVANH	Technician	Yes	M	ļ	P	6	4	Agriculture	1995	b
	Extension	Ms. Pavi SINIPHANTHONG	Secretary	Yes	F	<u> </u>	C	1	4	Agriculture	2002	b
	Extension	Ms. Kongmany PANGNATHIP	Accountant	Yes	F	<u> </u>	P	7	4	Finance	1989	k
	Extension	Mr. Khamsing KEOPANYA	Deputy head of Project	Yes	M	ļ	P	2	4	Commerce	1987	k
	Extension	Ms. Baikeo PHETVIXAY	Technician	Yes	F	ļ	P	4	4	Agriculture	1999	b
	Extension	Ms. Nongkhan SOMCHANMAVONG	Technician	Yes	F	ļ	C	1	4	Agriculture	2003	b
	Extension	Mr. Phouvongxay SOUTHAMMAVONG	Technician	Yes	M		P	1	3	Management	1995	k
	CMI	Mr. Sompheng KEOMAHAVONG	Project coordinator	Yes	M	ļ	P	n.a.	3	n.a.	1984	b
	CMI	Mr. Bounmy VANNAVONG	Deputy head project	Yes	M	ļ	P	7	3	Irrigation	1987	c
	CMI	Mr. Kesone LOUANGXAY	Technician	Yes	M	ļ	P	4	4	Agriculture	1999	a
	CMI	Mr. Siveun SENTHAVISOUK	Technician	Yes	M	ļ	P	2	4	Agriculture	1986	a
	CMI	Mr. Vannakone SENGCHANTHAVONG	Technician	Yes	M	ļ	P	7	4	Communication	1997	c
	CMI	Mr. Ketsana SENGTHONG	Technician	Yes	M		P	7	n.a.	Communication	1996	c
151	CMI	Mr. Somdy NATTHANONGSY	Technician	Yes	M		P	7	4	Agriculture	1970	a
	CMI	Ms. Bouadam PHITSALATH	Technician	Yes	F		P	16	n.a.	Finance	1988	k
	CMI	Mr. Thanongsak VONGSAKDA	Technician	Yes	M		P	7	4	Agriculture machinery	1995	n.a.
	CMI	Mr. Vilat LATSAVONG	Technician	Yes	M		P	7	4	Irrigation	1994	c
155	CMI	Ms. Oudomxay KEOPHILAVANH	Technician	Yes	F		C	2	4	Finance	2001	n.a.
	DMIP	Mr. Vongsomphone NILAVANH	Technician	Yes	M		P	9	n.a.	Irrigation	1986	с
157	DMIP	Mr. Sounthone SALIPHOTH		No	M							
158	DMIP	Mr. Pasatphone CHALEUNSOUK		No	M							
159	DMIP	Ms. Keooudone SISOMSIEUN	Technician	Yes	F		P	11	4	Agriculture	1993	a
160	DMIP	Mr. Thongphoune PHANTHAVONG		No	M							
161	DMIP	Mr. Mixay MATTHOUVONG	Technician	Yes	M		P	7	4	Finance	1995	k
162	DMIP	Ms. Soynoulane PHANNOLATH		No	F							
163	DMIP	Mr. Chansone VOLASINH	Deputy Head of Project	Yes	M		P	3	n.a.	n.a.	n.a.	a
164	Upland Project	Mr. Thonglo KHAMVONGSA	Head of station	Yes	M		P	n.a.	3	Agriculture	1998	b
	Upland Project	Ms. Kaysone SOPHAPMIXAY	Head of administration	Yes	F		P	10	4	Agriculture	1993	n.a.
	Upland Project	Mr. Boungnang VONGVILAXAY	Head of technician	Yes	M		P	9	4	Agriculture	1994	b
	Upland Project	Ms. Chansamone VONGXAY	n.a.	Yes	F		С	3	2	Agriculture	2000	n.a.
	Upland Project	Ms. Thongvanh THONGSAVANH	Technician	Yes	F		C	2	4	Agriculture	2002	a
	Highland Pit	Mr. Koulap SOULIGNO		No	M					6		
169												
	Highland Pjt	Mr. Phouvong BOUNSOU		No	M							

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ID of Question:

A-2: Position

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A-7: Educational Attainment

10 01 0	tuestion:		A-2: Position				A-6	A-3	A-7: Educationa	Attairiirierit			
No.	Section	Name	Position	Submission of questionnaire	Sex	Age	Post <1	Length (yr)	Education <2	Major	Year	Specialty<3	
172	Highland Pjt	Mr. Khamsing SIHALATH	Technician	Yes	M		P	6 months	4	Irrigation	2003	c	
173	Highland Pjt	Mr. Bounlouai VONGXAY	Head of project	Yes	M		P	8	4	Forestry	1988	g	
174	Highland Pjt	Mr. Phonvilay PHIMMASONE		No	M								
175	Highland Pjt	Mr. Maniphone SOULIVONG	Head of unit	Yes	M		P	6	4	Livestock and Fishery	1996	d	
176	Highland Pjt	Ms. Manivone PHIMMASONE	Accountant	Yes	F		P	10	4	Account-finance	1993	k	
	Highland Pjt	Mr. Phouva MANIPAKONE	Head of unit	Yes	M		P	9	4	Agriculture	1995	a	
178	Highland Pjt	Mr. Khammany LEUTVILAYVONG	Administration	Yes	M		P	11	4	Account-finance	1991	k	
	Highland Pjt	Mr. Sengsouligna KHENNALATH	Technician	Yes	M		C	n.a.	4	Agriculture	1999	a	
180	Highland Pjt	Ms. Naly SIHACHAK	Technician	Yes	F		C	3	4	Agriculture	2000	a	
181	Prov. Develop. Station	Mr. Khamla VONGSIPASOME		No	M								
182	Prov. Develop. Station	Mr. Kabkeo SIVIENGXAY		No	M								
183	Prov. Develop. Station	Ms. Vandy VONGXAY	Technician	Yes	F		P	4	4	Agriculture	1980	a	
184	Prov. Develop. Station	Mr. Bounnam XAYAVONG	Deputy Head	Yes	M		P	4	4	Machinery	1991	a	
185	Prov. Develop. Station	Mr. Khamleu KIOPHANMAHA	Technician	Yes	M		P	19	4	Machinery	n.a.	n.a.	
186	Prov. Develop. Station	Ms. Khonsavanh CHANTHALANGSY	Accountant	Yes	F		P	9	4	Account-finance	1994	n.a.	
187	Prov. Develop. Station	Ms. Thongkham KHOUNPHONH	Technician	Yes	F		P	5	4	Agriculture	1997	b	
188	Prov. Develop. Station	Ms. Ketkeo SOMCHANMAVONG	Technician	Yes	F		P	5	4	Agriculture	1996	b	
189	Prov. Develop. Station	Mr. Xayasith SIVILAY	Technician	Yes	M		C	3	4	Agriculture	2000	a	
190	Prov. Develop. Station	Mr. Siphandone CHANTHAVONG	Technician	Yes	M		P	18	4	n.a.	n.a.	n.a.	
191	Prov. Develop. Station	Ms. Khamsa PHIMMASONE	Technician	Yes	F		P	15	n.a.	n.a.	n.a.	a	
192	Prov. Develop. Station	Mr. Khanthaly SOUTHAMMAVONG	Technician	Yes	M		C	2	4	n.a.	n.a.	b	
193	Prov. Develop. Station	Mr. Khamphong PHIOUPHONGPHANE	Technician	Yes	M		C	4	4	Agriculture	2000	a	
194	Namngeum Fishery Pjt	Mr. Vongphachanh BALAVONG	Head of Project	Yes	M		P	21	3	Livestock	1983	d	
195	Namngeum Fishery Pjt	Mr. Khanthong CHANMANY	Head of office	Yes	M		P	12	4	Livestock	2002	d	
196	Namngeum Fishery Pjt	Mr. Khamsene PHANKHAM	Deputy Head	Yes	M		P	29	4	Livestock	1974	d	
197	Namngeum Fishery Pit	Ms. Bounthone SIBOUAVANH	Technician	Yes	F		P	12	4	Livestock and fishery	1992	n.a.	
198	Namngeum Fishery Pjt	Mr. Oudome SOUVANNAHONG	Technician	Yes	M		P	4	4	Livestock and fishery	1996	g	
199	Namngeum Fishery Pit	Mr. Khankeo SIHALATH	Technician	Yes	M		P	12	n.a.	n.a.	n.a.	d	
200	Namngeum Fishery Pit	Mr. Keo INSIXIENGMAY	n.a.	Yes	M		P	23	5	n.a.	n.a.	f	
201	Namngeum Fishery Pit	Ms. Vansy VONGSAHALATH		No	F								
202	Namngeum Fishery Pit	Mr. Boungnou PHINTHAVONG	Head of technician	Yes	M		P	21	5	n.a.	n.a.	f	
	Namngeum Fishery Pit	Mr. Somvandy CHANTHAVONG	Deputy Head	Yes	M		P	2	4	Agriculture	2002	b	
204	Namngeum Fishery Pit	Ms. Dokkeo KHAMMOUNGKHOUN	Technician	Yes	F		С	n.a.	4	Livestock	2003	a	
	Tanepiao Project	Mr. Khamphiou VISAPRA		No	M								
	Tanepiao Project	Mr. Khammany KHAMPHOUMY		No	M								
	Tanepiao Project	Mr. Bouasy SOUTHAMMAVONG		No	M								
	Tanepiao Project	Mr. Bountham THAMMASATH	Technician	Yes	M		P	7	4	Irrigation	1996	С	
	Tanepiao Project	Mr. Bounkong SOUTHAMMAVONG	Technician	Yes	M		P	n.a.	4	Irrigation	1993	d	
	Tanepiao Project	Mr. Khimsamay		No	M								
	Tanepiao Project	Ms. Keuavanh SAMOUNTY	Finance	Yes	F		P	3	4	n.a.	n.a.	b	
	Tanepiao Project	Mr. Bounkong KOUNAVONG		No	M			,	·	7500	7		
	Lao-Singapore Project	Mr. Ounpheng SAYNILATH		No	M								
	Lao-Singapore Project	Mr. Bounvanh PHENGPHOMMACHANH		No	M								
	Lao-Singapore Project	Mr. Tiangkham SENGSOULICHANH		No	M								
	Lao-Singapore Project	Mr. Khamphone LOVANKHAM		No	M								
210	Lao bingapore i roject	ini. Kilamphone EO v ARKHAIVI		110	141								

Note: <1 The symbols used for "Post" indicate "P: Permanent" and "C: Contractual", respectively.

<2: The numbers indicate the level of educational attainment of the staff, namely, 1= Dr, 2=MSc, 3=Bs, 4=Diploma, 5=High school, 6=Others.

<3: The specialty of the staff is categorized and symbolized as follows:

a= crop (rice), b= crop (others), c=irrigation, d= livestock, e= fishery, g= forestry, h= meteorology, i= community organization,

j= fruits/trees/NTFPs, k= rural finance, l= marketing, m= natural resource management

Name of Office: PAFO Vientiane Date of data update: 2004/6/18

	Question:		A-14 Please identify five (5) major training c								1 -	
		Name	Training 1	Organization	Mo/Year	Days	Effect on work	Training 2	Organization	Mo/Year	Days	Effect on work
		Mr. Bounoum DOUANGPHACHANH										
		Mr. Phonvilay XAYMOUNKHAM										
		Mr. Bouaphanh KONDAVONG										
		Mr. Saysamone PHOTHISATH										
		Mr. Phouvong LATSAVONG Mr. Kongkham INPHAYALATH	N									
		Mr. Khounphayvanh KONSAVATDY	None									
		Mr. Somphet PHENGBOUPHA	Cooperation	ЛСА	1997	00	Usefulf for group making					
		Mr. Vinavong VONGSENGTHONG	None	JICA	1997	90	Oserum for group making					
10 A		Mr. Oubonh HIENPHASOUK	Reduction of poverty	n.a.	2003	3	Satisfied					
11 A		Mr. Khamphanh SANETH	Protection of forests	Department of Forestry	Sep-83		Effective on protection of forest	Protection of environment	Department of Forestry	Jul-94	1	Undestandable
12 A		Mr. Boungnou INTHAPATTHA	Protection of forests	Department of Forestry	Бер 65	,,,	Effective on protection of forest	Trocedon of chynolinest	Department of Forestry	Jul 74	-	Chacsandable
13 A		Mr. Bounpheng BANKHAMPHONG	Accounting	n.a.		30	Satisfied					
14 A		Mr. Vilakone VONGSIPASOM	None									
15 A	Admin	Mr. Thongkhoun SISOMPHOU	None									
16 A	Admin	Mr. Khammo PHOMMAVONGSA	None									
17 A	Admin	Ms. Souliphone VILAYTHONG	Administration	MAF	Aug-98	3	Good	Gender issue	Forestry Section	Jan-02	2	Good
18 A	Admin	Ms. Khamsing KEOPANYA										
19 A		Ms. Phoutsady VONGLATSAMY										
20 A	Admin	Ms. Oukham VORABOUTH										
21 A		Ms. Kounkham GNOTGNING	None									
22 A		Ms. Manichanh XAYACHAK	None									
23 A		Mr. Vanhkham KEOBOUNHIENG	Making a document film	VDO station	2001	90	Satisfied	Record news	Tourism Section of the province	2001	30	Satisfied
		Mr. Soumkham SOUTHAMMAVONG	None									
		Mr Sinouane CHANTHAVONG	Farmers training	Department of Irrigation	1994	n.a.	Good	Veterinary	Department of Livestock & Fishery	1995	n.a.	Good
		Mr. Saythong PHIMBAO										
		Mr. Phanthala PHONGSA	Fish breeding	n.a.		7	Good	Poultry raising	n.a.	n.a.	14	Good
		Mr. Bounkhouang CHANTHAKONGSENG										
		Mr. Phouvieng SOUTHAMMAVONG	Training of trainers	FAO	Apr-99	120	Satisfied	Rural development	CAA	Feb-87	14	Satisfied
		Mr. Oudome XAYASANE	**	TYY	Y 02				W/G	* 1.02	_	
		Ms. Sisouda VIXAYALATH	Livestock and veterinary	EU	Jan-02		Good	Agricultural development	JVC	Jul-03	5	Good
		Mr. Vankham KEOPHIMPHONE	Fish culture	Lao-Singapore Corporation	1998	1	n.a.					
		Mr. Nouanthong SAVONGXAY Mr. Khambao SIHALATH	None None									
		Mr. Oudom DOUANGXAYASANE	Fish processing	Fish project	Oct-97	1/1	Could use	Vaccination	Department of Livestock & Fishery	May-99	7	Satisfied
		Mr. Vixay VANHEUANG	Sloping agriculture	Australia	Jun-93	3	Good	Agricultural data collection at Bolaven	FANEC	Apr-89		Good
		Mr. Vongsy VONGDONXAY	Stoping agriculture	Australia	Juli-73	3	3000	Agricultural data concetion at Bolaven	TARLEC	Apr-07	100	Good
	-	Mr. Sombath VONGLATSAMY	Sustainable agriculture	ЛСА	Jan-98	40	Effective	Crop management	KOICA	Jun-00	27	Important
	· ·	Mr. Khamphay PHOMMACHANH	Maize production	CP	Jul-04		Good	and management				
	-	Mr. Sithone SIDAVONG	Agriculture research	MAF	1990		Could practice it	Rice production technology	IRRI	1991	45	Used in the work
	· ·	Mr. Chantay CHANTHAVONG	Fruit tree	DOA	1992	30	n.a.	Vegetable production	DOA	1992	30	
	-	Ms. Leokham NOUANSABAB	None									
43 A	Agriculture	Ms. Khampaseuth SOUTHAMMAVONG	Crop production	AVRDC	Mar-02	3	Accepted	Vegetable production in rural area	SDC	Feb-03	3	Accepted
44 A	Agriculture	Ms. Khamsene OLABOUN	None									
45 A	Agriculture	Mr. Ketsana SENESOULINTHA	None									
		Ms. Khoutamy KEOMOUNMANY	Crop production in rainy season	AVRDC	Feb-03	3	Important	Vegetable production in rural area	SDC	n.a.	3	Important
		Mr. Thonglome MATTHOUVONG	Community coordination	Thailand	Sep-90	15	Could practice it	Small irrigation	Thailand	Mar-93	15	Useful for villagers participation
	0	Mr. Bounthiane OUNDALA										
		Ms. Khanamany INPHAYALATH	Irrigation pump management	Chinese company	Feb-00		Satisfied					
		Mr. Khamphet CHANSAVATH	Irrigation drainage	JICA	1997	10	Effective					
		Mr. Khen VIXAYALAY	Irrigation pump management	Chinese company	Feb-00	3	Could upgrade knowledge	Irrigation pump management	Kirloskar company	Aug-98	3	Upgraded knowledge
		Mr. Boualay XAYASAK	None									
	•	Mr. Sengthong SIPASEUT	None					-				
	•	Mr. Khonsavanh SIAKKHASONE	Construction management	DOI	1997		Understandable	Water resource development	Irrigation Department	1998		Useful for the work
		Mr. Keoounheuane KHAMKHOSY	Irrigation pump management	Kirloskar	1999	2	Understandable	Guideline for farmers field school	FAO	2003	15	Useful for extension work
	ŭ	Mr. Boumma PHOMMATHEP	N.									
		Mr. Khankham SENSOULINTHA	None									
		Mr. Savatdy PHOMMACHANH Mr. Lom PHANVONGSA	None	Vinlaglan	1000	<i>-</i>		Salastian tashnias	Los Amorica	1000	1	n 0
_	C	Mr. Lom PHANVONGSA Mr. Souksavanh XAYSANAVONGPHET	Irrigation pump management	Kirloskar	1998	5	n.a.	Selection techniques of irrigation pumps	Lao-America	1999	1	n.a.
60 IT	rrigation	IVII. DOUNSAVAIIII AA I SAINA VUNUPHE I	None			7	Good					
	· ·		Irrigation management	DSP		,	Good					
61 In	rrigation 1	Mr. Khampane SONTHAVY	Irrigation management None	DSP								
61 Irr 62 Irr	rrigation 1	Mr. Khampane SONTHAVY Mr. Sengmany LOUANGSY	None		2000	120 hrs	Good	Computer	Self service	1999	80 hrs	Good
61 Irr 62 Irr 63 Irr	rrigation rrigation rrigation rrigation	Mr. Khampane SONTHAVY Mr. Sengmany LOUANGSY Mr. Phayphachonh SOUVANNAVONG	None English	DSP	2000	120 hrs	Good	Computer	Self service	1999	80 hrs	Good
61 Irr 62 Irr 63 Irr 64 Irr	rrigation rrigation rrigation rrigation rrigation rrigation rrigation rrigation rrigation	Mr. Khampane SONTHAVY Mr. Sengmany LOUANGSY Mr. Phayphachonh SOUVANNAVONG Ms. Keokhounmy XAYSANA	None English None		2000	120 hrs	Good	Computer	Self service	1999	80 hrs	Good
61 Irr 62 Irr 63 Irr 64 Irr 65 Irr	rrigation 1 rrigation 1 rrigation 1 rrigation 1 rrigation 1 rrigation 1	Mr. Khampane SONTHAVY Mr. Sengmany LOUANGSY Mr. Phayphachonh SOUVANNAVONG Ms. Keokhounmy XAYSANA Ms. Kheuavanh SAMOUNTY	None English None None		2000	120 hrs	Good	Computer	Self service	1999	80 hrs	Good
61 Irr 62 Irr 63 Irr 64 Irr 65 Irr 66 Irr	rrigation rrigation rrigation rrigation rrigation rrigation rrigation rrigation rrigation	Mr. Khampane SONTHAVY Mr. Sengmany LOUANGSY Mr. Phayphachonh SOUVANNAVONG Ms. Keokhounmy XAYSANA Ms. Kheuavanh SAMOUNTY Mr. Khamphay THEPHAVONG	None English None		2000	120 hrs	Good	Computer	Self service	1999	80 hrs	Good
61 Irr 62 Irr 63 Irr 64 Irr 65 Irr 66 Irr 67 Irr	rrigation	Mr. Khampane SONTHAVY Mr. Sengmany LOUANGSY Mr. Phayphachonh SOUVANNAVONG Ms. Keokhounmy XAYSANA Ms. Kheuavanh SAMOUNTY Mr. Khamphay THEPHAVONG Ms. Viengkeo PHONGSANIT	None English None None None None	DSE	2000			Computer	Self service	1999	80 hrs	Good
61 Im 62 Im 63 Im 64 Im 65 Im 66 Im 67 Im 68 Im	rrigation	Mr. Khampane SONTHAVY Mr. Sengmany LOUANGSY Mr. Phayphachonh SOUVANNAVONG Ms. Keokhounmy XAYSANA Ms. Kheuavanh SAMOUNTY Mr. Khamphay THEPHAVONG Ms. Viengkeo PHONGSANIT Mr. Oudone PHOMMANY	None English None None None			120 hrs		Computer	Self service	1999	80 hrs	Good
61 Im 62 Im 63 Im 64 Im 65 Im 66 Im 67 Im 68 Im 69 Im	rrigation	Mr. Khampane SONTHAVY Mr. Sengmany LOUANGSY Mr. Phayphachonh SOUVANNAVONG Ms. Keokhounmy XAYSANA Ms. Kheuavanh SAMOUNTY Mr. Khamphay THEPHAVONG Ms. Viengkeo PHONGSANIT Mr. Oudone PHOMMANY Mr. Heuangkeo INTHAVONG	None English None None None Political theory None	DSE		14			Self service CMI	1999		Good
61 Im 62 Im 63 Im 64 Im 65 Im 66 Im 67 Im 68 Im 69 Im 70 Im	rrigation	Mr. Khampane SONTHAVY Mr. Sengmany LOUANGSY Mr. Phayphachonh SOUVANNAVONG Ms. Keokhounmy XAYSANA Ms. Kheuavanh SAMOUNTY Mr. Khamphay THEPHAVONG Ms. Viengkeo PHONGSANIT Mr. Oudone PHOMMANY	None English None None None None Political theory	DSE Province office	2003	14	Good	Computer Community organization				

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o. Section	Name	A-14 Please identify five (5) major trainin Training 1	Organization	Mo/Year	Days	Effect on work	Training 2	Organization	Mo/Year	Days	Effect on work		
		- U	Organization	IVIO/ f ear	Days	Ellect off work	Training 2	Organization	IVIO/ Teal	Days	Effect off work		
73 Forestry	Mr. Phouvanh THONVILAY	None											
74 Forestry	Mr. Soubanh PHOUCHING												
75 Forestry	Mr. Phounsavath FONGSINOUANE	None											
76 Forestry	Mr. Sisavat LOUANGSY	Community forest	n.a.	1992		Good	PRA	n.a.	1993		Good		
77 Forestry	Mr. Somchanh CHANTHILATH	English training	DOF	n.a.	90		Reporting on database	DOF	n.a.	30			
78 Forestry	Mr. Viengkhanh SIHALATH	Operation of field equipment	GTZ	1998		Good							
79 Forestry	Mr. Keopaseuth VONGDOUANGCHANH	Reforestation	ЛСА	2000	90	Good							
80 Forestry	Mr. Sommay KASYOUDOM	BSc degree in Thailand	Lao - Swiss project	1992-93	1 yr	Effective	Use of equipment	GTZ	1999	7	Good		
81 Forestry	Mr. Soubanh SOUTHAMMAVONG	BSc degree in Thailand	Lao-Swiss project	1991	2 yrs	Satisfied	Use of equipment	GTZ	1996	60	Good		
82 Forestry	Mr. Chansouk SOUVANNAPHOUMY	Reforestation	JICA	2002	120	Good							
83 Forestry	Mr. Khamphay VILAYHEUANG												
84 Forestry	Mr. Ouheuane KEOPHOMMA												
85 Forestry	Mr. Phouvanh INTHASAN	None											
86 Forestry	Mr. Sithanonsay BOUNXAYTHIP												
87 Forestry	Mr. Siamphay SIXOMSIEUN												
88 Forestry	Mr. Bounthaly SENGSOULITH	Seed variety of trees	DANIDA	2001	400	Satisfied							
89 Forestry	Ms. Somkhit PHANTHAVONG	None	5.11.115.1	2001		Sansifea							
90 Forestry	Mr. Soulidet KEOVILAYHONG	BSc degree in Thailand	Lao - Swiss project	1999	2 vrc	Satisfied	Use of equipment	GTZ	1998	30	Good		
91 Forestry	Mr. Daomany KHIEMVIXAY	9	JICA	2002	-	Good	Ose of equipment	GIZ	1996	30	0000		
	-	Forest management	JICA	2002	00	Good							
92 Forestry	Mr. Vilaphanh THAVONSOUK	None			 								
93 Forestry	Mr. Hom LOMOUANGKHAM	None			-								
94 Forestry	Mr. Sounthone KEOVONGSOUTHI	None	T Carden	1002	2.	Eff. diag	Y	CT7	1007		Dec		
95 Forestry	Mr. Ounkham KHAOPHANH	BSc degree in Thailand	Lao - Swiss project	1993	•	Effective	Use of equipment	GTZ	1997	60	Effective		
96 Forestry	Mr. Nokham SOMCHANMANIVONG	Reforestation	JICA	2001	90	Good							
97 Forestry	Mr. Phonxay BOUTKOUSONH							- 120					
98 Forestry	Ms. Leokham VATTASO	Water management	Mekong river project	1999	14		Management of tree seeds	DANIDA	2001		Not applicable (Seed Service Center)		
99 Forestry	Mr. Bounthong SOUTHAMMAVONG	Administration	MAF	1998	3	Better	Watershed	DOF	2002	18	Better		
100 Forestry	Mr. Chandome SOUKANMALANGSY												
101 Forestry	Mr. Hongkham PHOTHISAT												
102 Forestry	Mr. Khounthala KHAMMANIVONG	None											
103 Forestry	Mr. Phoumy KHOUNNASENE												
104 Forestry	Mr. Khemphet CHALIYATHAM	Watershed management	Mekong river project	2000	21	Useful for resource management							
105 Forestry	Mr. Bouakeo	Operation of equipment	GTZ	1999	7	Effective							
106 Forestry	Mr. Phanthala SAMOUNTY	Operation of equipment	GTZ	1999	7	Effective in equipment use							
107 Forestry	Mr. Thongsang CHANTHAVONG					• •							
108 Forestry	Mr. Chanpheng MOUNTIVONG	None											
109 Forestry	Ms. Somsanouk PHITSALATH	None											
110 Forestry	Mr. Phoukindavanh SIPASEUTH	110110											
111 Forestry	Ms. Bounnene VONGDEUANE	None											
112 Forestry	Mr. Phonxay CHANTHAVIXAY	TOTAL											
113 Forestry	Mr. Sengmany SIAKKHASONE												
114 Forestry	Mr. Somneuk SAMOUNTY	None											
114 Forestry 115 Forestry		None											
	Ms. Khankeo KEONOUCHANH	.,											
116 Forestry	Mr. Lamphou SENESOULINTHA	None											
117 Forestry	Mr. Thongsoun PHIMMASONE	English	CMI	2002		Good							
118 Meteo	Mr. Khamseng VONGPHACHANH	Agro-meteorology	Mekong river project	1995		Good	Agro-meteorology	Mekong river project	1997		Good		
119 Meteo	Mr. Douangkham PHOXAY	Agro-meteorology	Mekong river project	1995		Use in work	Agro-meteorology	Mekong river project	1997		Use in the work		
120 Meteo	Mr. Bounthai XAYSANAVONGPHET	Environment	STEA	2003	2	Good	Water management	STEA	2004	1	Good		
121 Meteo	Mr. Saleumkham NOUANSAVANH	None											
122 Meteo	Mr. Latdalay PATHOUMMAVONG	Agro-meteorology	Dept of Agro-meteorology	2001	1.5 yrs	Effective							
123 Meteo	Mr. Khanthanom PHOMSOUVANH	Agro-meteorology	Mekong river project	1980	90		Agro-meteorology	Mekong river project	1995	7	n.a.		
124 Meteo	Mr. Khonsamak CHANTHAVONGSA	Agro-meteorology	Dept of Agro-meteorology	1999	180	Effective							
125 Extension	Mr. Khampang CHANTHANOME	Village planning	FAO	2002	7	Used in planning	Animal raising	FAO	2004	7	Use for planning		
126 Extension	Mr. Bounthai THAVONESOUK	None											
127 Extension	Mr. Sithaheng THONGSAVANH	Sustainable agriculture	Inwent	2002	20	Good	Forest management	JICA	2003	2	Understandable		
128 Extension	Mr. Lamphone KHAMMOUNHEUANG	Transfer of land management technology	Thailand	1995	90	Good	Statistics for rice research	Lao -IRRI	1992	60	Useful		
129 Extension	Mr. Im LOUANGKHOTH	Forage production	Lao Government	1999		Satisfied	Feed identification	Thailand	n.a.		Good		
130 Extension	Mr. Phaysane THAMMABANVANG	None											
131 Extension	Mr. Khamvane VONGNALATH	Project management	FAO	n.a.	21		Fishery management	MRC	n.a.	14	n.a.		
132 Extension	Mr. Vixay KEOMAHAVONG	Project management and writing skill	Oxfam	n.a.		Effective	Integrated crop production	Thailand	n.a.		Effective		
133 Extension	Mr. Bounsy BANDASAK	Planning	PAFO	n.a.	3	Effective	Irrigation	Thailand	n.a.		Effective		
134 Extension	Mr. Soukvisay KEOMANY	Animal feed production	DOI&F	1999		Satisfied	Identification of feed	Thailand	2001		Good		
	Mr. Chanthone SONMANY		DOI&F DOI&F	1999	30	Satisfied	Identification of feed	Thailand		25			
135 Extension		Animal feed production							n.a.				
136 Extension	Ms. Khanxay SENGVILAY	Forest management	Government	1999		Good	Identification of feed	Government	2000		Good		
137 Extension	Ms. Phetsathaphone SOUTHAMMAVONG	Crop production in slope area	Inwent	2003	7	Satisfied	Bio-fertilizer and small market	INWENT	2003	14	Good		
138 Extension	Mr. Sengphet THONGSAVANH	None											
139 Extension	Ms. Pavi SINIPHANTHONG	None											
140 Extension	Ms. Kongmany Panyathip	Finance and planning	Department of Planning	1992	5	Understandable	Gender issue	Irrigation project	1992	3	Understood meaning of gender		
141 Extension	Mr. Khamsing KEOPANYA	Project management	FAO	n.a.	28	n.a.	Financial management	MAF	n.a.	28			
142 Extension	Ms. Baikeo PHETVIXAY	None											
143 Extension	Ms. Nongkhan SOMCHANMAVONG	None											
144 Extension	Mr. Phouvongxay SOUTHAMMAVONG	Sustainable agriculture	JICA	1999	7	n.a.							
				-///	, ,	and.	i i	1	1		1		

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of Question:		A-14 Please identify five (5) major training	·								
lo. Section	Name	Training 1	Organization	Mo/Year	Days	Effect on work	Training 2	Organization	Mo/Year	Days	Effect on work
145 CMI	Mr. Sompheng KEOMAHAVONG	Soil and concrete	Department of Irrigation	1993		Good	Irrigation	Vietnam	1998	30	
146 CMI	Mr. Bounmy VANNAVONG	English	CMI	2002		Good	Computer	CMI	2001	30	
147 CMI 148 CMI	Mr. Kesone LOUANGXAY	Rice production	Lao-IRRI project	1991	120	Good	Insection of pests and natural enemies	Lao -IRRI	1992		Good
149 CMI	Mr. Siveun SENTHAVISOUK	English	Lao-IRRI project	1996	240	Good	Rice production technology	Lao -IRRI	1997		Good
150 CMI	Mr. Vannakone SENGCHANTHAVONG	Irrigation management	CMI project	2001	10	Satisfied	Community organization	CMI Project JOCV	n.a.		Satisfied
151 CMI	Mr. Ketsana SENGTHONG	Survey technique of concrete Morks and Lonin Theory	JOCV	2001	3	Very good Good	Technique for inspection of concrete		2002 1999	14 14	Very good
151 CMI 152 CMI	Mr. Somdy NATTHANONGSY Ms. Bouadam PHITSALATH	Marks and Lenin Theory Accounting	CMI	1991 1999	5	Satisfied	Rural development	CMI ONP	1999	14	Good
153 CMI	Mr. Thanongsak VONGSAKDA	Operation of heavy machinery	ISUZU	1999	14	Satisfied					
154 CMI	Mr. Vilat LATSAVONG	English	CMI ONP	1998	90	Very good					
155 CMI	Ms. Oudomxay KEOPHILAVANH	None	CMI OIVI	1776	70	very good					
156 DMIP	Mr. Vongsomphone NILAVANH	English	CMI ONP	2001	90	Good	Computer	CMI ONP	2000	30	Good
157 DMIP	Mr. Sounthone SALIPHOTH	Zinginon.	e.m oru	2001	,,,	0004	Computer	Cim Cin	2000	50	0002
158 DMIP	Mr. Pasatphone CHALEUNSOUK										
159 DMIP	Ms. Keooudone SISOMSIEUN	Training of trainers	DIDM project	2003	5	Good for farmers	Community development	DIDM project	2004	3	Good for community
160 DMIP	Mr. Thongphoune PHANTHAVONG										
161 DMIP	Mr. Mixay MATTHOUVONG	Planning	DIDM project	2002	3	Improved the work	Accounting	DIDM project	2002	3	Useful for the work
162 DMIP	Ms. Soynoulane PHANNOLATH										
163 DMIP	Mr. Chansone VOLASINH	Statistic and planning	MAF	1980	5		Trainning of farmers	MAF	Dec-95		n.a.
164 Upland Project	Mr. Thonglo KHAMVONGSA	Fruit tree cultivation	ЛСА	1999	60	Suitable	Upland farming management	JICA	2000	60	Suitable
165 Upland Project	Ms. Kaysone SOPHAPMIXAY	English	ROYD	1997	42	Satisfied	Accounting and financial management	n.a.	1998	90	Good
166 Upland Project	Mr. Boungnang VONGVILAXAY	None									
167 Upland Project	Ms. Chansamone VONGXAY	None									
168 Upland Project	Ms. Thongvanh THONGSAVANH	Fruit tree	GTZ	n.a.	7	Good	Organic fertiliser	GTZ	n.a.	7	Good
169 Highland Pjt	Mr. Koulap SOULIGNO										
170 Highland Pjt	Mr. Phouvong BOUNSOU										
171 Highland Pit	Mr. Phetthavy XAYSILIPHONG	None									
172 Highland Pjt 173 Highland Pjt	Mr. Khamsing SIHALATH	None	TTi-b lood one is at	2004	00	Limited	Condoniono	Onform Policions	2001	7	Satisfied
173 Highland Pjt 174 Highland Pjt	Mr. Bounlouai VONGXAY Mr. Phonvilay PHIMMASONE	English	High land project	2004	90	Limited	Gender issue	Oxfam Belgium	2001	/	Satisfied
174 Highland Pjt	Mr. Maniphone SOULIVONG	Designet management	Oxfam	2000	14	Good for planning / report	Gender issue	Oxfam Belgium	2002	7	Understood the role of women
176 Highland Pjt	Ms. Maniyone PHIMMASONE	Project management Accountong	Oxiaiii	2000	7	Very good	Project management	Oxfam Belgium Oxfam Belgium	2002		Satisfied
177 Highland Pjt	Mr. Phouva MANIPAKONE	Training of trainers on IPM	IPM project	2002	90	Very good Very good	Rural development	Oxfam Belgium	2000	<u>'</u>	Good
178 Highland Pjt	Mr. Khammany LEUTVILAYVONG	Planning Of trainers on IT W	n.a.	2000		Very good Very good	Computer	n.a.	2003		Satisfied
179 Highland Pjt	Mr. Sengsouligna KHENNALATH	Wilt disease of tomato	IPM project	2002	7	Effective on work	Computer	11.4.	2003	40 1113	Satisfied
180 Highland Pjt	Ms. Naly SIHACHAK	Food processing	NGOs	2002	3	Good	Computer	IT Com	2003	48 hours	Satisfied
181 Prov. Develop. Station	Mr. Khamla VONGSIPASOME	1 oou processing	1,000	2002		3334	Computer	11 Com	2003	10 Hours	
182 Prov. Develop. Station	Mr. Kabkeo SIVIENGXAY										
183 Prov. Develop. Station	Ms. Vandy VONGXAY	Integrated Pest Management	NARC	n.a.	60	Useful for the field work	Rice production	NARC	n.a.	n.a.	Useful for increasing productivity
184 Prov. Develop. Station	Mr. Bounnam XAYAVONG	Training of district trainers	FIAT	1998	1 yr	Good extension	Fruit tree production	Haddokeo station	1998		Useful
185 Prov. Develop. Station	Mr. Khamleu KIOPHANMAHA	None									
186 Prov. Develop. Station	Ms. Khonsavanh CHANTHALANGSY	None									
187 Prov. Develop. Station	Ms. Thongkham KHOUNPHONH	None									
188 Prov. Develop. Station	Ms. Ketkeo SOMCHANMAVONG	None									
189 Prov. Develop. Station	Mr. Xayasith SIVILAY	Rice variety improving	Lao-IRRI project	n.a.	14	Upgraded skills and knowledge	Integrated crop production	n.a.	n.a.	14	Knowledge was upgraded.
190 Prov. Develop. Station	Mr. Siphandone CHANTHAVONG	None									
191 Prov. Develop. Station	Ms. Khamsa PHIMMASONE	None									
192 Prov. Develop. Station	Mr. Khanthaly SOUTHAMMAVONG	None									
193 Prov. Develop. Station	Mr. Khamphong PHIOUPHONGSAY	Bakanae disease of rice	Department of Agriculture	2000		Good	Vegetable production in dry season	Department of Agriculture	n.a.		Good
194 Namngeum Fishery Pjt	Mr. Vongphachanh BALAVONG	Meat inspection	FAO	1993	30	Good	Water quality	MRC	1997	14	
195 Namngeum Fishery Pjt 196 Namngeum Fishery Pjt	Mr. Khanthong CHANMANY Mr. Khamsene PHANKHAM	Fish culture	DOI&F	1998	7	Useful for the work	Gender issue	MRC	1999	3	n.a.
196 Namngeum Fishery Pjt 197 Namngeum Fishery Pjt	Mr. Khamsene PHANKHAM Ms. Bounthone SIBOUAVANH	None									
197 Namngeum Fishery Pjt 198 Namngeum Fishery Pjt	Ms. Bounthone SIBOUAVANH Mr. Oudome SOUVANNAHONG	None None									
199 Namngeum Fishery Pjt	Mr. Khankeo SIHALATH	None									
200 Namngeum Fishery Pjt	Mr. Keo INSIXIENGMAY	None									
201 Namngeum Fishery Pjt	Ms. Vansy VONGSAHALATH	. 10.10									
202 Namngeum Fishery Pjt	Mr. Boungnou PHINTHAVONG	Fishery culture in floating basket	AIT Thailand	1997	14	Useful for extension	Watershed	STEA	1998	30	n.a.
203 Namngeum Fishery Pjt	Mr. Somvandy CHANTHAVONG	IPM	IPM project	1997		Good	Seeds multiplication	DOA	1995	30	
204 Namngeum Fishery Pjt	Ms. Dokkeo KHAMMOUNGKHOUN	Never	1 -3		-20			-			
205 Tanepiao Project	Mr. Khamphiou VISAPRA										
206 Tanepiao Project	Mr. Khammany KHAMPHOUMY										
207 Tanepiao Project	Mr. Bouasy SOUTHAMMAVONG										
208 Tanepiao Project	Mr. Bountham THAMMASATH	Water allocation in rice field	Thailand	1997	7	Upgraded knowledge	Water resources development	DOI	1998	4	Understoo data collection and development
209 Tanepiao Project	Mr. Bounkong SOUTHAMMAVONG	Construction management	Irrigation Department	1997		Useful for monitoring	Water development	DOI	1998		Understoo data collection and development
	Mr. Khimsamay										•
210 Tanepiao Project											
210 Tanepiao Project 211 Tanepiao Project	Ms. Keuavanh SAMOUNTY	None									
210 Tanepiao Project 211 Tanepiao Project 212 Tanepiao Project	Ms. Keuavanh SAMOUNTY Mr. Bounkong KOUNAVONG	None									
210 Tanepiao Project 211 Tanepiao Project 212 Tanepiao Project 213 Lao-Singapore Project	Ms. Keuavanh SAMOUNTY Mr. Bounkong KOUNAVONG Mr. Ounpheng SAYNILATH	None									
210 Tanepiao Project 211 Tanepiao Project 212 Tanepiao Project 213 Lao-Singapore Project 214 Lao-Singapore Project	Ms. Keuavanh SAMOUNTY Mr. Bounkong KOUNAVONG Mr. Ounpheng SAYNILATH Mr. Bounvanh PHENGPHOMMACHANH	None									
210 Tanepiao Project 211 Tanepiao Project 212 Tanepiao Project 213 Lao-Singapore Project	Ms. Keuavanh SAMOUNTY Mr. Bounkong KOUNAVONG Mr. Ounpheng SAYNILATH	None									

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-	Section	Name	Training 3	Organization	Mo/Year	Days	Effect on work	Training 4	Organization	Mo/Year Days	Effect on work	Training 5	Organization	Mo/Year	Days	Effect on work
	Admin	Mr. Bounoum DOUANGPHACHANH														
	Admin	Mr. Phonvilay XAYMOUNKHAM														
	Admin	Mr. Bouaphanh KONDAVONG														
	Admin	Mr. Saysamone PHOTHISATH														
	Admin	Mr. Phouvong LATSAVONG														
	Admin	Mr. Kongkham INPHAYALATH														
	Admin	Mr. Khounphayvanh KONSAVATDY														4
	Admin	Mr. Somphet PHENGBOUPHA														
	Admin	Mr. Vinavong VONGSENGTHONG														
	Admin	Mr. Oubonh HIENPHASOUK														
	Admin	Mr. Khamphanh SANETH	Participatory tree planting	FORCAP	Oct-99	90	Effective in facilitation for planting	Training in JAPAN	JICA	Aug-00 90	Understood JICA project	English training	FORCAP	Feb-02	90	Useful
	Admin	Mr. Boungnou INTHAPATTHA														
	Admin	Mr. Bounpheng BANKHAMPHONG														
	Admin	Mr. Vilakone VONGSIPASOM										_				
	Admin Admin	Mr. Thongkhoun SISOMPHOU														
		Mr. Khammo PHOMMAVONGSA														
	Admin Admin	Ms. Souliphone VILAYTHONG														
	Admin	Ms. Khamsing KEOPANYA										+				_
	Admin	Ms. Phoutsady VONGLATSAMY Ms. Oukham VORABOUTH														
	Admin	Ms. Kounkham GNOTGNING														
	Admin	Ms. Manichanh XAYACHAK	1						1			1				+
	Admin	Mr. Vanhkham KEOBOUNHIENG							1							+
	Livestock	Mr. Soumkham SOUTHAMMAVONG	1						+			+				+
	Livestock	Mr Sinouane CHANTHAVONG	Control of poultry diseases	DOLF	1993	n.a.	Good	IMD	Thailand	2000 n.a.	Good	Poultry & swine management	Thailand	1996-1997	n.a.	Good
	Livestock	Mr. Saythong PHIMBAO	useuses	2021	-//3					2000 11.4.	2304	- July & Swine management		1,,01,,1		
	Livestock	Mr. Phanthala PHONGSA	Domestic animal	n.a.	n.a.	3	Satisfied	Swine raising	n.a.	n.a. 7	Satisfied	English	n.a.	2001	270	Satisfied
	Livestock	Mr. Bounkhouang CHANTHAKONGSENG				-				,		-0		2001	2.0	
	Livestock	Mr. Phouvieng SOUTHAMMAVONG	Evaluation of project	FAO	Apr-96	14	Satisfied	Fishery Management	SEARDEC	Aug-03 42	Satisfied	Farmers communication	RWP	Jun-00	14	Satisfied
	Livestock	Mr. Oudome XAYASANE	- · · · · · · · · · · · · · · · · · · ·					g		1100 12						
	Livestock	Ms. Sisouda VIXAYALATH														
	Livestock	Mr. Vankham KEOPHIMPHONE														+
	Livestock	Mr. Nouanthong SAVONGXAY							1							†
	Livestock	Mr. Khambao SIHALATH							1							†
	Livestock	Mr. Oudom DOUANGXAYASANE	Poultry raising	ЛСА	Jul-00	120	Adaptable									
36	Livestock	Mr. Vixay VANHEUANG	Coordination with MRC	MRC	n.a.		Good	Watershed management	MRC	2002 4	Good	Forest conservation	MRC	2002	4	Good
37	Agriculture	Mr. Vongsy VONGDONXAY														
38	Agriculture	Mr. Sombath VONGLATSAMY	Crop production in rural area	SDC	Feb-02	5	Important	Crop production in wet season	AVRDC	Feb-03 5	Important	Gender issue	RWP	Jul-02	n.a.	Important
39	Agriculture	Mr. Khamphay PHOMMACHANH														
40	Agriculture	Mr. Sithone SIDAVONG	Farm management	IRRI	1995	45	Adaptable	Agricultural statistics statistic	Thailand	1997 14	Used for the work					
	Agriculture	Mr. Chantay CHANTHAVONG	Rice production	JICA	1997	240	n.a.	English	NARC	1995 45	n.a.	Community organization	VARDP	1998	30	n.a.
42	Agriculture	Ms. Leokham NOUANSABAB														
43	Agriculture	Ms. Khampaseuth SOUTHAMMAVONG				·										
44	Agriculture	Ms. Khamsene OLABOUN														
	Agriculture	Mr. Ketsana SENESOULINTHA														
	Agriculture	Ms. Khoutamy KEOMOUNMANY														
47	Irrigation	Mr. Thonglome MATTHOUVONG	Soil analysis	FAO	Apr-95	15	Useful in construction control	Construction management	DOI	1997 5	Useful for the work					
	Irrigation	Mr. Bounthiane OUNDALA														
49	Irrigation	Ms. Khanamany INPHAYALATH														
50	Irrigation	Mr. Khamphet CHANSAVATH														
51	Irrigation	Mr. Khen VIXAYALAY	Technical standard on irrigation	JICA	Dec-98	2	Satisfied									
	Irrigation	Mr. Boualay XAYASAK														
	Irrigation	Mr. Sengthong SIPASEUT														
	Irrigation	Mr. Khonsavanh SIAKKHASONE	Irrigation of rice fields	Thailand	1997	7	Useful for water management	Watershed management	Thailand	2004 28	Understandable					ļ
	frrigation	Mr. Keoounheuane KHAMKHOSY	Study tour	Vietnam	n.a.	7	Useful in the work									
	Irrigation	Mr. Boumma PHOMMATHEP														4
	Irrigation	Mr. Khankham SENSOULINTHA							1			1				+
	Irrigation	Mr. Savatdy PHOMMACHANH	<u> </u>	WG.	2000							1				+
	Irrigation	Mr. Lom PHANVONGSA	Irrigation planning	JICA	2000	2	n.a.									+
	Irrigation	Mr. Souksavanh XAYSANAVONGPHET	1									1				+
	rrigation	Mr. Khampane SONTHAVY							1			1				+
	Irrigation	Mr. Sengmany LOUANGSY	7500 1 2	DGE	2000		G 1	m 6 6: : :	Difference	2002	G 1	F: :1		T 1 00		
	Irrigation	Mr. Phayphachonh SOUVANNAVONG	Effective mplementation of irrigation	DSE	2000	n.a.	Good	Transfer of irrigation system	INWENT	2002 n.a.	Good	Financial management	n.a.	Jul-03	n.a.	Good
	Irrigation	Ms. Keokhounmy XAYSANA	1									1				+
65	rrigation	Ms. Kheuavanh SAMOUNTY	1						1							+
	Irrigation	Mr. Khamphay THEPHAVONG	1						1			+				+
	Irrigation	Ms. Viengkeo PHONGSANIT	 						1			1				+
	Irrigation	Mr. Houngles INTHAYONG	1						1							+
	rrigation	Mr. Heuangkeo INTHAVONG	Engineers and Land C	CMI		10	C-4:-E-4	Condenies	CMI	10	C-4:-6:- 4	Ct	CMI		90.1	C-4:-C-4
	rrigation	Mr. Xayaphone KEOMAHAVONG	Environmental protection	CMI	n.a.	10	Satisfied	Gender issue	CMI	n.a. 10	Satisfied	Computer	CMI	n.a.	80 hours	Satisfied
	Irrigation	Mr. Souksavanh XAYSANAVONG	W-+	V: -4	2000	12	C-4:-E-4	+	+			+				+
72	Irrigation	Ms. Khanamany KATIYALATH	Water resources development	Vietnam	2000	12	Satisfied	1	1		1	1	1	1		1 7

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	Questi															
No.	Section	on Name	Training 3	Organization	Mo/Year	Days	Effect on work	Training 4	Organization	Mo/Year I	Days	Effect on work	Training 5	Organization	Mo/Year Days	s Effect on work
73	Forestr	try Mr. Phouvanh THONVILAY														
	Forestr	•														_
		·														
75	Forestr	try Mr. Phounsavath FONGSINOUANE														ľ
76	Forestr	try Mr. Sisavat LOUANGSY	Community forestry	n.a.	1996	15	Good	Forest legislation	n.a.	2001	5 (Good				
	Forestr	•	Community forest management			30										-
			Community forest management	Survey Center	n.a.	30	n.a.									
	Forestr															ļ
79	Forestr	try Mr. Keopaseuth VONGDOUANGCHANH														
	Forestr															-
	_	· ·														
	Forestr															ļ
82	Forestr	try Mr. Chansouk SOUVANNAPHOUMY														
	Forestr															
		* *														
84	Forestr	try Mr. Ouheuane KEOPHOMMA														
85	Forestry	try Mr. Phouvanh INTHASAN														ľ
	Forestr															
	Forestr	* * *														
88	Forestry	try Mr. Bounthaly SENGSOULITH														ľ
89	Forestr	try Ms. Somkhit PHANTHAVONG														
			+													
90	Forestry	try Mr. Soulidet KEOVILAYHONG														
91	Forestr	try Mr. Daomany KHIEMVIXAY	1													
92	Forestr															
		*	1					1	_							
	Forestr		1													
94	Forestr	try Mr. Sounthone KEOVONGSOUTHI	<u> </u>													<u> </u>
95	Forestr	try Mr. Ounkham KHAOPHANH														
	Forestr		1					1		 			1			+
		·														
97	Forestr	try Mr. Phonxay BOUTKOUSONH														
98	Forestr	try Ms. Leokham VATTASO	Seed trees management	DANIDA	2002	14	Useful in planting seeds									
	Forestr	·	, , , , , , , , , , , , , , , , , , ,				. 5									-
100	Forestr	try Mr. Chandome SOUKANMALANGSY														
101	Forestr	try Mr. Hongkham PHOTHISAT														
102	Forestr															
	Forestr	· · · · · · · · · · · · · · · · · · ·														
104	Forestry	try Mr. Khemphet CHALIYATHAM														,
105	Forestr	try Mr. Bouakeo														
	_	· ·														
	Forestr															
107	Forestry	try Mr. Thongsang CHANTHAVONG														/
108	Forestr	try Mr. Chanpheng MOUNTIVONG														
	Forestry															
110	Forestry	try Mr. Phoukindavanh SIPASEUTH														/
111	Forestr	try Ms. Bounnene VONGDEUANE														
																_
	Forestr															
113	Forestry	try Mr. Sengmany SIAKKHASONE														/
114	Forestr															
		·														_
	Forestr															
116	Forestr	try Mr. Lamphou SENESOULINTHA														
117	Forestr	try Mr. Thongsoun PHIMMASONE														
			T : 1 CATINID : .	N. 1	2002	2	6 1	F:			2	3 1				
118	Meteo	Mr. Khamseng VONGPHACHANH	Training on work of AHNIP project	Mekong river Pjt	2002	2	Good	Financing and planning	n.a.	n.a.	3 (Good				
119	Meteo	Mr. Douangkham PHOXAY														
120	Meteo	Mr. Bounthai XAYSANAVONGPHET	Meteorology	Thailand	1999	22	Good	Political theory	VTE Province	2000	45	Good				
	Meteo															-
121	ivieteo	IVIT. SAIEUIIIKIIAM NOUANSAVANH							_							
122	Meteo	Mr. Latdalay PATHOUMMAVONG														
123	Meteo	Mr. Khanthanom PHOMSOUVANH	Water resources development	ЛСА	1997	7	n.a.									
	Meteo		•													
124	E	M. M. CHANTINAYONGA	Ai14 1	EAG	2004	7	II£-1:1:-	F	EAC	2004	1.4	I	+		+	
	Extensi		Agriculture production	FAO	2004	7	Useful in planning	Forest management	FAO	2004	14	Jseful for forest management				
	Extensi		1													
127	Extensi		Rice production after flooding	Vietnam	2003	5	Good									
	Extensi				1992		Useful for the work	Equit tree production	n o	1002	20	Have used it in the work	1			
			Refresher course on agroforestry	n.a.	1992	14	OSCIUI IOI IIIE WOFK	Fruit tree production	n.a.	1992	30 I	rave used it ill the WOFK	+			
129	Extensi	ssion Mr. Im LOUANGKHOTH	<u> </u>													
130	Extensi	ision Mr. Phaysane THAMMABANVANG										-				
	Extensi	·	Fish breeding	DOL&F	200	7	n.a.	1								
			1 1011 DICCUING	DOLAF	n.a.	1	11.a.	+					+			
132	Extensi															
133	Extensi	ision Mr. Bounsy BANDASAK	<u> </u>													
	Extensi		Veterinary	DOL&F	2002	10	Good	Fishery	DOL&F	2003	15 5	Satisfied	Community information	Government	2004 18	Good
		· · · · · · · · · · · · · · · · · · ·	Veterinary	DOLAF	2002	10	Good	Fishery	DOLAT	2003	10	auslieu	Community information	Government	2004 18	Good
	Extensi		<u> </u>													
136	Extensi	ision Ms. Khanxay SENGVILAY										-				
		*	1					1		 			1			+
	Extensi		 					1		 			+			
138	Extensi	sion Mr. Sengphet THONGSAVANH	<u> </u>													
139	Extensi	ision Ms. Pavi SINIPHANTHONG										-				
	Extensi		 					1								
		0 7 7 1	 					1		 			+			
141	Extensi	ssion Mr. Khamsing KEOPANYA	<u> </u>													<u> </u>
142	Extensi															
	Extensi							1		 						+
		ŭ	1													
144	Extensi	ssion Mr. Phouvongxay SOUTHAMMAVONG	<u> </u>										<u> </u>			<u> </u>

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ID of Question:															
No. Section	Name	Training 3	Organization	Mo/Year	Days	Effect on work	Training 4	Organization	Mo/Year	Days Effect on work	Training 5	Organization	Mo/Year	Days	Effect on work
145 CMI	Mr. Sompheng KEOMAHAVONG	Irrigation management	Thailand	1997	60	Satisfied	International auction	Lao PDR	1999	30 Satisfied	Irrigation management	Lao P.D.R.	Feb-91	90	Good
146 CMI	Mr. Bounmy VANNAVONG														
147 CMI	Mr. Kesone LOUANGXAY														
148 CMI	Mr. Siveun SENTHAVISOUK	Fruit trees production	Haddokkeo	1994	60	Good									
149 CMI	Mr. Vannakone SENGCHANTHAVONG	Environmental protection	CMI Project	n.a.		Satisfied	Gender issue	CMI Project	n.a.	10 Satisfied	Computer	CMI project	n.a.	80 hrs	Satisfied
150 CMI	Mr. Ketsana SENGTHONG	Planning	PAFO	2001			English	CMI	2002	90 Satisfied	Computer	Civii project	n.a.	00 III 3	Sausticu
150 CMI 151 CMI		Planning	PAFO	2001	/	Very good	Engrish	CMI	2002	90 Satisfied					
	Mr. Somdy NATTHANONGSY														
152 CMI	Ms. Bouadam PHITSALATH														
153 CMI	Mr. Thanongsak VONGSAKDA														
154 CMI	Mr. Vilat LATSAVONG														
155 CMI	Ms. Oudomxay KEOPHILAVANH														
156 DMIP	Mr. Vongsomphone NILAVANH														1
157 DMIP	Mr. Sounthone SALIPHOTH														
158 DMIP	Mr. Pasatphone CHALEUNSOUK														
159 DMIP	Ms. Keooudone SISOMSIEUN														
160 DMIP	Mr. Thongphoune PHANTHAVONG														
161 DMIP	Mr. Mixay MATTHOUVONG	Unclear (Summarizing)	DIDM	2002	3	Useful for the work	Cash transfer	DIDM	2002	3 Improved the work	Filing document	DIDM	2002	3	Improved
162 DMIP	·	Oncteur (Summartzing)	DIDIVI	2002	3	Oserui foi tile work	Casii tialisiei	DIDIVI	2002	3 Improved the work	Tillig document	DIDIVI	2002		Improved
	Ms. Soynoulane PHANNOLATH	m · · · · · · · · · · ·	> 4 F	11.05	_		m · · · cc	24.7	0.06		m · · · cc	14.5	0.07	_	
163 DMIP	Mr. Chansone VOLASINH	Trainning of farmers	MAF	Mar-96	5		Trainning of farmers	MAF	Sep-96	5 n.a.	Trainning of farmers	MAF	Sep-97	5	n.a.
164 Upland Project	Mr. Thonglo KHAMVONGSA	Participatory poverty reduction	MAF / INWENT	2003		Suitable	Reduction of shifting cultivation		2004	7 Suitable					
165 Upland Project	Ms. Kaysone SOPHAPMIXAY	Computer using	n.a.	1998	30	Satisfied	Planning	DOP	2000	5 Good			1		
166 Upland Project	Mr. Boungnang VONGVILAXAY	1													ļ I
167 Upland Project	Ms. Chansamone VONGXAY														
168 Upland Project	Ms. Thongvanh THONGSAVANH	Bio-fertilizer	GTZ	n.a.	7	Good									
169 Highland Pjt	Mr. Koulap SOULIGNO														
170 Highland Pjt	Mr. Phouvong BOUNSOU														
171 Highland Pjt	Mr. Phetthavy XAYSILIPHONG														
172 Highland Pjt	Mr. Khamsing SIHALATH														
173 Highland Pjt	Mr. Bounlouai VONGXAY														
174 Highland Pjt	Mr. Phonvilay PHIMMASONE	9	0.6	2002	40.1	THE CONTRACTOR OF THE CONTRACT									
175 Highland Pjt	Mr. Maniphone SOULIVONG	Computer using	Oxfam	2003		Effective in planning									
176 Highland Pjt	Ms. Manivone PHIMMASONE	Farmers participatory planning	CAA	2001		Satisfied	Computer	ITCOM	2003	48 hrs Not satisfied					
177 Highland Pjt	Mr. Phouva MANIPAKONE	Project evaluation	Oxfam	2001	7	Good	Computer	ITCOM	2003	48 hrs Satisfied	English	Project	2004	14	Not satisfied
178 Highland Pjt	Mr. Khammany LEUTVILAYVONG	English	High land pjt	2004	60	Not satisfied									
179 Highland Pjt	Mr. Sengsouligna KHENNALATH														
180 Highland Pjt	Ms. Naly SIHACHAK	English	High land pjt	2004	60	Not satisfied									
181 Prov. Develop. Station	Mr. Khamla VONGSIPASOME														
182 Prov. Develop. Station	Mr. Kabkeo SIVIENGXAY														
183 Prov. Develop. Station	Ms. Vandy VONGXAY	Intensive English	Lao-IRRI	n.a.	42	Could read English documents	Computer	Lao - IRRI	n.a.	42 Useful for data recording					
184 Prov. Develop. Station	Mr. Bounnam XAYAVONG	Vegetable production	Haddokkeo	1999		Satisfied	Maize production	AMTC	1999	180 Satisfied	Rice production	KOREA	2001	21	Good
185 Prov. Develop. Station	Mr. Khamleu KIOPHANMAHA	vegetable production	Haddokkeo	1777	14	Satisfied	Waize production	AMIC	1)))	100 Satisfied	Rice production	KOKLA	2001	21	Good
		+					+								
186 Prov. Develop. Station	Ms. Khonsavanh CHANTHALANGSY														
187 Prov. Develop. Station	Ms. Thongkham KHOUNPHONH														
188 Prov. Develop. Station	Ms. Ketkeo SOMCHANMAVONG														
189 Prov. Develop. Station	Mr. Xayasith SIVILAY														
190 Prov. Develop. Station	Mr. Siphandone CHANTHAVONG														
191 Prov. Develop. Station	Ms. Khamsa PHIMMASONE														
192 Prov. Develop. Station	Mr. Khanthaly SOUTHAMMAVONG														
193 Prov. Develop. Station	Mr. Khamphong PHIOUPHONGSAY	Organic fertilizer	GTZ	n.a.	7	Good	Rice collection	PAFO	n.a.	1 Good	Mushroom culture	DOA	n.a.	1	Good
194 Namngeum Fishery Pjt	Mr. Vongphachanh BALAVONG	Language	MRC	2000	60	Good	Logical frame work	MRC	2000	5 Good	Project management	MRC	2001	15	Very good
195 Namngeum Fishery Pjt	Mr. Khanthong CHANMANY	Fish breeding	DOLF	2003	2		Use of fishery equipment	SIDEC	2004	7 n.a.	Animal vaccination	Oxfam	2002	7	n.a.
196 Namngeum Fishery Pjt	Mr. Khamsene PHANKHAM		-		-		and a series of the series of								
197 Namngeum Fishery Pjt	Ms. Bounthone SIBOUAVANH	1					1	+					1		
198 Namngeum Fishery Pjt	Mr. Oudome SOUVANNAHONG	1					1								
	Mr. Khankeo SIHALATH	1											-		
199 Namngeum Fishery Pjt		1						+							
200 Namngeum Fishery Pjt	Mr. Keo INSIXIENGMAY														
201 Namngeum Fishery Pjt	Ms. Vansy VONGSAHALATH														
202 Namngeum Fishery Pjt	Mr. Boungnou PHINTHAVONG	Fish processing	FAO	1999		Useful for extension to fishermen	Socio-economic survey	SIDEC	2004	7 n.a.					
203 Namngeum Fishery Pjt	Mr. Somvandy CHANTHAVONG	Reservation of local rice varieties	NARC	1996	2	Good	Project planning	INWENT	2004	21 Good					
204 Namngeum Fishery Pjt	Ms. Dokkeo KHAMMOUNGKHOUN	<u> </u>						<u> </u>							
205 Tanepiao Project	Mr. Khamphiou VISAPRA														
206 Tanepiao Project	Mr. Khammany KHAMPHOUMY														
207 Tanepiao Project	Mr. Bouasy SOUTHAMMAVONG														
208 Tanepiao Project	Mr. Bountham THAMMASATH														
209 Tanepiao Project	Mr. Bounkong SOUTHAMMAVONG	1					1	+				-	1		
	~														
210 Tanepiao Project	Mr. Khimsamay														
211 Tanepiao Project	Ms. Keuavanh SAMOUNTY														
212 Tanepiao Project	Mr. Bounkong KOUNAVONG														
213 Lao-Singapore Project	Mr. Ounpheng SAYNILATH														
214 Lao-Singapore Project	Mr. Bounvanh PHENGPHOMMACHANH														
215 Lao-Singapore Project	Mr. Tiangkham SENGSOULICHANH														
216 Lao-Singapore Project	Mr. Khamphone LOVANKHAM														
		•									•				

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ID of Question:		A-10: What are your actual duties / responsibilities ?				
No. Section		Duty 1	Duty 2	Duty 3	Duty 4	Duty 5
1 Admin	Mr. Bounoum DOUANGPHACHANH					
2 Admin 3 Admin	Mr. Phonvilay XAYMOUNKHAM					
4 Admin	Mr. Bouaphanh KONDAVONG Mr. Saysamone PHOTHISATH					
5 Admin	Mr. Phouvong LATSAVONG					
6 Admin	Mr. Kongkham INPHAYALATH	Responsible for development on agriculture and forestry	Advisor on irrigation development			
7 Admin	Mr. Khounphayvanh KONSAVATDY					
8 Admin	Mr. Somphet PHENGBOUPHA	Responsible for planning work				
9 Admin	Mr. Vinavong VONGSENGTHONG	Responsible for local & foreign investment				
10 Admin	Mr. Oubonh HIENPHASOUK	Responsible for agricultural statistic	Assistance in administration work			
11 Admin	Mr. Khamphanh SANETH	Provision of advice to administration office	Checking documents	Delivery of documents	Communication between macro and micro levels	
12 Admin	Mr. Boungnou INTHAPATTHA					
13 Admin 14 Admin	Mr. Bounpheng BANKHAMPHONG Mr. Vilakone VONGSIPASOM	Head of finance unit	Committee for inspection of irrigation			
14 Admin 15 Admin	Mr. Thongkhoun SISOMPHOU	Financial management Control of stationery and equipment				
16 Admin	Mr. Khammo PHOMMA VONGSA	Summarizing monthly budget				
17 Admin	Ms. Souliphone VILAYTHONG	Secretarial work	Unclear (Following documents)	Filing document	Implementation of notices / orders from the boss	
18 Admin	Ms. Khamsing KEOPANYA					
19 Admin	Ms. Phoutsady VONGLATSAMY					
20 Admin	Ms. Oukham VORABOUTH					
21 Admin	Ms. Kounkham GNOTGNING	Secretarial work				
22 Admin	Ms. Manichanh XAYACHAK	Technical matters				
23 Admin	Mr. Vanhkham KEOBOUNHIENG Mr. Soumkham SOUTHAMMAVONG	Sending agriculture and forestry news to TV station	Assistance in administration work			
24 Livestock 25 Livestock	Mr. Soumkham SOUTHAMMA VONG Mr Sinouane CHANTHAVONG	Head of the section Monitoring of staff	Provision of general advice Supplying equipment for districts and villages	Technical support for DAFOs and villages		
26 Livestock	Mr. Saythong PHIMBAO	Monitoring of Stati	Supprying equipment for districts and vinages	recunical support for DAFOs and vinages		
27 Livestock	Mr. Phanthala PHONGSA	Responsible for fishery				
28 Livestock	Mr. Bounkhouang CHANTHAKONGSENG	responsible for fishery				
29 Livestock	Mr. Phouvieng SOUTHAMMAVONG	Planning	Administration	Unclear (Monitoring iat district level)	Unclear (Livestock in province)	
30 Livestock	Mr. Oudome XAYASANE					
31 Livestock	Ms. Sisouda VIXAYALATH	Administration	Accounting	Secretarial work	Typing	Planning
32 Livestock	Mr. Vankham KEOPHIMPHONE	Administration	Breeding fishes			
33 Livestock	Mr. Nouanthong SAVONGXAY	Responsible for livestock and fishery				
34 Livestock	Mr. Khambao SIHALATH	Management of project	Breeding fishes			
35 Livestock 36 Livestock	Mr. Oudom DOUANGXAYASANE Mr. Vixay VANHEUANG	Responsible for livestock and fishery Extention on fish culture	Deputy Head of the Kengkachang station Monitoring technique of fish culture	Assistance in office activities	Control of fish culture	Coordinate with other sections
37 Agriculture	Mr. Vongsy VONGDONXAY	Extention on fish culture	Monitoring technique of fish culture	Assistance in office activities	Control of fish culture	Coordinate with other sections
38 Agriculture	Mr. Sombath VONGLATSAMY	Campaign / information dissemination	Research			
39 Agriculture	Mr. Khamphay PHOMMACHANH	Deputy Head of agriculture section	Technical assistance in agriculture production			
40 Agriculture	Mr. Sithone SIDAVONG	Project management	Project monitoring	Preparation of project proposal and evaluation		
41 Agriculture	Mr. Chantay CHANTHAVONG	Crop production				
42 Agriculture	Ms. Leokham NOUANSABAB	Responsible for technical matters				
43 Agriculture	Ms. Khampaseuth SOUTHAMMAVONG	Responsible for technical matters				
44 Agriculture	Ms. Khamsene OLABOUN	Crop production				
45 Agriculture 46 Agriculture	Mr. Ketsana SENESOULINTHA	Crop production				
46 Agriculture 47 Irrigation	Ms. Khoutamy KEOMOUNMANY Mr. Thonglome MATTHOUVONG	Responsible for technical matters Technical assistance in agriculture and forestry	Control of water was around	Tashmical consultant for formore around		
47 Irrigation 48 Irrigation	Mr. Bounthiane OUNDALA	recumear assistance in agriculture and forestry	Control of water uses groups	Technical consultant for farmers groups		
49 Irrigation	Ms. Khanamany INPHAYALATH	Monitoring				
50 Irrigation	Mr. Khamphet CHANSAVATH	Monitoring				
51 Irrigation	Mr. Khen VIXAYALAY	Technical work	Supervision of construction works			
52 Irrigation	Mr. Boualay XAYASAK	Design	Supervision of construction works	Control of field work		
53 Irrigation	Mr. Sengthong SIPASEUT	Monitoring irrigation systems				
54 Irrigation	Mr. Khonsavanh SIAKKHASONE	Advise in technical work	Statistic and planning	Control of construction and repair	Control of watershed management	Monitoring
55 Irrigation	Mr. Keoounheuane KHAMKHOSY	Responsible for irrigation management				
56 Irrigation 57 Irrigation	Mr. Boumma PHOMMATHEP Mr. Khankham SENSOULINTHA	Supervision of construction works				
58 Irrigation	Mr. Savatdy PHOMMACHANH	Monitoring irrigation systems				
59 Irrigation	Mr. Lom PHANVONGSA	Watershed management	Repair of irrigation pumps			
60 Irrigation	Mr. Souksavanh XAYSANAVONGPHET	Monitoring	I Good From From			
61 Irrigation	Mr. Khampane SONTHAVY	Monitoring				
62 Irrigation	Mr. Sengmany LOUANGSY	Management of machines and extension				
63 Irrigation	Mr. Phayphachonh SOUVANNAVONG	Project management	Assistance of villagers in formulation of groups	Training	Transfer of irrigation systems	
64 Irrigation	Ms. Keokhounmy XAYSANA	Secretarial work and typing				
65 Irrigation	Ms. Kheuavanh SAMOUNTY	Project monitoring	M		D : 6 .	
66 Irrigation	Mr. Khamphay THEPHAVONG	Assistance in management of pumps	Management of irrigation pumps	Drainage	Repair of water pumps	
67 Irrigation 68 Irrigation	Ms. Viengkeo PHONGSANIT Mr. Oudone PHOMMANY	Management and transfer of irrigation systems Supervision of construction works	Resolving farmer's problem			
69 Irrigation	Mr. Heuangkeo INTHAVONG	Supervision of construction works Statistic and planning	Monitoring irrigation project			
70 Irrigation	Mr. Xayaphone KEOMAHAVONG	Rural development	morning irrigution project			
71 Irrigation	Mr. Souksavanh XAYSANAVONG	Deputy Head of unit	Transfer of irrigation system			
72 Irrigation	Ms. Khanamany KATIYALATH	Administration	Statistic and planning			

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ID of Q	uestion:		A-10: What are your actual duties / responsibilities ?				
No.	Section	Name	Duty 1	Duty 2	Duty 3	Duty 4	Duty 5
	orestry	Mr. Phouvanh THONVILAY	Management	Coordination and transfer of information			
	orestry	Mr. Soubanh PHOUCHING					
	orestry	Mr. Phounsavath FONGSINOUANE	Survey	Forest protection	Evaluation		
	orestry	Mr. Sisavat LOUANGSY	Advise in production forest	Conservation and reforestation			
	orestry	Mr. Somchanh CHANTHILATH	Baseline survey	Database			
	orestry	Mr. Viengkhanh SIHALATH	Management of timber transportation	Forest inspection	Timber specification		
	orestry	Mr. Keopaseuth VONGDOUANGCHANH	Reforestation		C . 1 1		
	orestry	Mr. Sommay KASYOUDOM Mr. Soubanh SOUTHAMMAVONG	Management of timber transportation Management of timber transportation	Control of exploitation of forests Control of exploitation of forests	Control and measurment of timber Control and measurment of timber		
	orestry	Mr. Chansouk SOUVANNAPHOUMY	Reforestation	Control of exploitation of forests	Control and measurment of timber		
	orestry	Mr. Khamphay VILAYHEUANG	Reforestation				
	orestry	Mr. Ouheuane KEOPHOMMA					
	orestry	Mr. Phouvanh INTHASAN	Reforestation	Resolving problems			
	orestry	Mr. Sithanonsay BOUNXAYTHIP					
87 F	orestry	Mr. Siamphay SIXOMSIEUN					
88 F	orestry	Mr. Bounthaly SENGSOULITH	Control at fields				
	orestry	Ms. Somkhit PHANTHAVONG	Statistic and planning	Follow up of field work	Control of exploitation of forests		
90 F	orestry	Mr. Soulidet KEOVILAYHONG	Management of timber transportation	Follow up of field work	Control and measurment of timber		
	orestry	Mr. Daomany KHIEMVIXAY	Nursery operation				
	orestry	Mr. Vilaphanh THAVONSOUK	Statistic and planning				
	orestry	Mr. Hom LOMOUANGKHAM	Forest inspection	Forest management			
	orestry	Mr. Sounthone KEOVONGSOUTHI	Provision of advice to unit staff	Reporting	Control on Assessment Co. 1		
	orestry	Mr. Ounkham KHAOPHANH Mr. Nokham SOMCHANMANIVONG	Management of timber transportation Reforestation	Follow up of field work	Control and measurment of timber		
	orestry	Mr. Phonxay BOUTKOUSONH	INCIDICSTATION				
	orestry	Ms. Leokham VATTASO	Unclear (Work responsibility)	Unclear (Work responsibility)	Coordination with related sectors		
	orestry	Mr. Bounthong SOUTHAMMAVONG	Monitoring and management of forest exploitation	Reforestation	Coordination with related sectors		
		Mr. Chandome SOUKANMALANGSY					
	orestry	Mr. Hongkham PHOTHISAT					
	orestry	Mr. Khounthala KHAMMANIVONG	Inspection at border				
103 F		Mr. Phoumy KHOUNNASENE					
	orestry	Mr. Khemphet CHALIYATHAM	Unclear (Work responsibility)	Management	Coordination with local agencies and others		
	orestry	Mr. Bouakeo	Unclear (Work responsibility)	Management			
	orestry	Mr. Phanthala SAMOUNTY	Monitoring	Management			
	orestry	Mr. Thongsang CHANTHAVONG					
		Mr. Chanpheng MOUNTIVONG					
	orestry	Ms. Somsanouk PHITSALATH	Secretarial work	Filing of documents			
110 F		Mr. Phoukindavanh SIPASEUTH Ms. Bounnene VONGDEUANE	No specific duties				
111 F		Mr. Phonxay CHANTHAVIXAY	No specific duties				
112 F		Mr. Sengmany SIAKKHASONE					
	orestry	Mr. Somneuk SAMOUNTY	Timber inspection	M&E			
	orestry	Ms. Khankeo KEONOUCHANH	Timoti inspection	A COLOR			
	orestry	Mr. Lamphou SENESOULINTHA	Monitoring	Management			
117 F	orestry	Mr. Thongsoun PHIMMASONE	Supplying	M&E	Inspection		
118 N	Ieteo	Mr. Khamseng VONGPHACHANH	Planning and finance				
119 N		Mr. Douangkham PHOXAY	Meteorology and control of database of finance				
120 N	Ieteo	Mr. Bounthai XAYSANAVONGPHET	Provision of advice to unit staff	Unclear (Supporting database)	Announce of natural disaster		
121 N	Ieteo	Mr. Saleumkham NOUANSAVANH	Deputy Head of the section	General responsibility on technical work	Supply of stationery equipment	Check on database	Record of database from district
122 N	leteo	Mr. Latdalay PATHOUMMAVONG	Technical matters				
123 N 124 N	leteo	Mr. Khanthanom PHOMSOUVANH	Data collection				
	leteo xtension	Mr. Khonsamak CHANTHAVONGSA Mr. Khampang CHANTHANOME	Technical matters Project coordinator	Manitoring project			
125 E	xtension	Mr. Bounthai THAVONESOUK	Deputy Head of forestry section	Monitoring project			
	xtension	Mr. Sithaheng THONGSAVANH	Provision of advice to provincial extensionists	Management of staff according to legislation	Monitoring accounts regularly	Periodical reporting	
	xtension	Mr. Lamphone KHAMMOUNHEUANG	Technical matters at fields	Supply of equipment and transfer of knowledge	Monitoring technical work	Control of equipment	
	xtension	Mr. Im LOUANGKHOTH	Head of livestock and fishery unit	Training on sustainable crop production		* * * * *	
	xtension	Mr. Phaysane THAMMABANVANG	Monitoring	Administration	Unclear (Supplying)		
131 E	xtension	Mr. Khamvane VONGNALATH	Project management	Planning	Service		
	xtension	Mr. Vixay KEOMAHAVONG	Agriculture	Deputy head of extension service			
	xtension	Mr. Bounsy BANDASAK	Irrigation development	Livestock and fishery			
	xtension	Mr. Soukvisay KEOMANY	Head of livestock and fishery unit	Responsible for training on shifting cultivation stabilization			
	xtension	Mr. Chanthone SONMANY	Head of livestock and fishery unit	Responsible for training on shifting cultivation stabilization			
	xtension	Ms. Khanxay SENGVILAY	Head of forestry unit	Responsible for training on forestry			
	xtension	Ms. Phetsathaphone SOUTHAMMAVONG	Monitoring agriculture project	Consular	Manifestina	Management	
	xtension xtension	Mr. Sengphet THONGSAVANH Ms. Pavi SINIPHANTHONG	Work	Supply Delivery of decomposes	Monitoring	Management	
	xtension	Ms. Kongmany PANGNATHIP	Filing documents Finance	Deliverly of documents			
	xtension	Mr. Khamsing KEOPANYA	Deputy head of project	Head of administration office	Finance of project		
	xtension	Ms. Baikeo PHETVIXAY	Finance	Treat of administration office	1 mance of project		
	xtension	Ms. Nongkhan SOMCHANMAVONG	Technical subject				
	xtension	Mr. Phouvongxay SOUTHAMMAVONG	Planning of project for market oriented crops				

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ID of Qu	estion:		A-10: What are your actual duties / responsibilities ?				
No.	Section	Name	Duty 1	Duty 2	Duty 3	Duty 4	Duty 5
145 CN		Mr. Sompheng KEOMAHAVONG	Coordinator of CMI project	Provision of general advice on irrigation	Unclear (6 priorities works)	Financial management	M&E of projects
146 CN		Mr. Bounmy VANNAVONG	Advice technical work (survey, design)	Training	Planning		
147 CN		Mr. Kesone LOUANGXAY	Monitoring field activities				
148 CN		Mr. Siveun SENTHAVISOUK	Extention on crop production	Campaign in rural area			
149 CN		Mr. Vannakone SENGCHANTHAVONG	Field work	Assistance in office management			
150 CN	MI	Mr. Ketsana SENGTHONG	Supervision of construction works	Planning			
151 CN	MI	Mr. Somdy NATTHANONGSY	Deputy head of CMI	Provision of advice to command area	Training		
152 CN	IIM	Ms. Bouadam PHITSALATH	Head of finance unit	Accounting			
153 CN	IIM	Mr. Thanongsak VONGSAKDA	Head of machinery unit	Driver			
154 CN	IIM	Mr. Vilat LATSAVONG	Monitoring field works	Coordination regarding irrigation activities			
155 CN	MI	Ms. Oudomxay KEOPHILAVANH	Finance	Secretarial work			
156 DI	MIP	Mr. Vongsomphone NILAVANH	Advice on survey and design	Training	Planning		
157 DI	MIP	Mr. Sounthone SALIPHOTH					
158 DI	MIP	Mr. Pasatphone CHALEUNSOUK					
159 DI	MIP	Ms. Keooudone SISOMSIEUN	Extension and training	Management of irrigation development			
160 DI		Mr. Thongphoune PHANTHAVONG					
161 DI	MIP	Mr. Mixay MATTHOUVONG	Administration, finance and planning	Accountant	Budget planning	Unclear (Summarizing budget)	
162 DI	MIP	Ms. Soynoulane PHANNOLATH					
163 DI	MIP	Mr. Chansone VOLASINH	Project management	Extension and training			
	oland Project	Mr. Thonglo KHAMVONGSA	Training/ annual planning/ reporting	Monitoring and finance management	Supply and field equipment	Assitance in promoting rural credit	
	oland Project	Ms. Kaysone SOPHAPMIXAY	Head of administration	Planning	Accounting and financial management	Unclear (Summarizing budget)	
	oland Project	Mr. Boungnang VONGVILAXAY	Technical work	Coordination with other sections	Trainer		
	oland Project	Ms. Chansamone VONGXAY	Secretarial work				
	oland Project	Ms. Thongvanh THONGSAVANH	Nursery operation	Crop management	Multiplication of fruit tree		
	ghland Project	Mr. Koulap SOULIGNO		-	-		
	ghland Project	Mr. Phouvong BOUNSOU					
	ghland Project	Mr. Phetthavy XAYSILIPHONG					
	ghland Project	Mr. Khamsing SIHALATH	Irrigation and drainage	Data collection from farmer's group			
	ghland Project	Mr. Bounlouai VONGXAY	Community forestry	Community development	Reporting and planning	Assistance in management of the project	
		Mr. Phonvilay PHIMMASONE				D P S	
	ghland Project	Mr. Maniphone SOULIVONG	Poultry reproduction	Extension and community development			
	ghland Project	Ms. Manivone PHIMMASONE	Accounting and financial management of the project	Village funds			
	ghland Project	Mr. Phouva MANIPAKONE	Supporting villagers in crop production	IPM trainer and FFS trainer.			
	ghland Project	Mr. Khammany LEUTVILAYVONG	Responsible for planning and finance				
	ghland Project	Mr. Sengsouligna KHENNALATH	Supporting villagers in development of forests				
	ghland Project	Ms. Naly SIHACHAK	Supply of agriculture input	Assistance in training and administration of office			
		Mr. Khamla VONGSIPASOME					
		Mr. Kabkeo SIVIENGXAY					
	ov. Develop. Station	Ms. Vandy VONGXAY	Coordinator wirh Lao-IRRI project at province level				
	ov. Develop. Station	Mr. Bounnam XAYAVONG	Management	Monitoring			
	ov. Develop. Station	Mr. Khamleu KIOPHANMAHA	Responsible for machinery unit	· · · · · · · · · · · · · · · · · · ·			
	ov. Develop. Station	Ms. Khonsavanh CHANTHALANGSY	Assistance in administration and accountanting				
	ov. Develop. Station	Ms. Thongkham KHOUNPHONH	Assistance in crop production				
	ov. Develop. Station	Ms. Ketkeo SOMCHANMAVONG	Finance	Documentation			
	ov. Develop. Station	Mr. Xayasith SIVILAY	Technical training	2 octanomicon			
	·	Mr. Siphandone CHANTHAVONG	Management of machines			+	
		Ms. Khamsa PHIMMASONE	Assistance in fruit tree multiplication				
		Mr. Khanthaly SOUTHAMMAVONG	Head of fruit tree multiplication				
		Mr. Khamphong PHIOUPHONGPHANE	Head of rice seed multiplication			+	
		Mr. Vongphachanh BALAVONG	Survey and analysis of natural environment of Numgum	Development of plans and monitoring technique aspects	Monitoring water resource and fish	Extension on livestock and fishery	Assistance in processing and marketing of fishes
		Mr. Khanthong CHANMANY	Head of administration and personnel	Planning	Finance	Technical work	m processing and markeding of fishes
	amngeum Fishery Project	Mr. Khamsene PHANKHAM	Technical work in the office	··· •			
	amngeum Fishery Project	Ms. Bounthone SIBOUAVANH	Accounting and financial management	Secretarial work			
	amngeum Fishery Project	Mr. Oudome SOUVANNAHONG	Management of fishery and registration of fishermen	Monitoring conservation area	Conservation of environment		
		Mr. Khankeo SIHALATH	Conservation and management	Extention on fishery culture and processing	Implementation of legislation		
	amngeum Fishery Project	Mr. Keo INSIXIENGMAY	Monitoring of transportation	Drive and repair of vehicle and boat	Monitoring fishery at Namgeum Dam		
	amngeum Fishery Project	Ms. Vansy VONGSAHALATH		and repair of remero and both			
	amngeum Fishery Project	Mr. Boungnou PHINTHAVONG	General advice	Monitoring fishery activities and registration of fishermen	Conservation management	Environment protection	
	amngeum Fishery Project	Mr. Somvandy CHANTHAVONG	Extensionist	Transfer J wearings and registration of fishermen	Composition management	2 Tomilione protection	
204 No	amngeum Fishery Project	Ms. Dokkeo KHAMMOUNGKHOUN	Administration	Secretarial work		+	
	nepiao Project	Mr. Khamphiou VISAPRA		The state of the s			
		Mr. Khampany KHAMPHOUMY					
		Mr. Bouasy SOUTHAMMAVONG					
		Mr. Bountham THAMMASATH	Irrigation management				
	mepiao Project	Mr. Bounkong SOUTHAMMAVONG	Supervision of construction works	Management		+	
		Mr. Khimsamay	super rision of constitution works				
	nepiao Project	Ms. Keuavanh SAMOUNTY	Financing				
		Mr. Bounkong KOUNAVONG	i mancing				
	no-Singapore Project	Mr. Ounpheng SAYNILATH					
		Mr. Bounvanh PHENGPHOMMACHANH					
	· · ·						
		Mr. Tiangkham SENGSOULICHANH Mr. Khamphana LOVANKHAM					
210 La	o-Singapore Project	Mr. Khamphone LOVANKHAM					

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ID of			A-13: HO	N GO YOU ASSESS YOUR CAPABILITIES TO COMP	ply with your duties? And What kind of skills do y	you need to strengthen in case your capabilities a	re inadequate?	
No.	Section	Name	GAP <1	Needed skill 1	Needed skill 2	Needed skill 3	Needed skill 4	Needed skill 5
1	1 Admin	Mr. Bounoum DOUANGPHACHANH						
2	2 Admin	Mr. Phonvilay XAYMOUNKHAM						
3	Admin Admin	Mr. Bouaphanh KONDAVONG Mr. Saysamone PHOTHISATH		-				
5	5 Admin	Mr. Phouvong LATSAVONG		+				
6	5 Admin	Mr. Kongkham INPHAYALATH	3	English language	Project management			
7	7 Admin	Mr. Khounphayvanh KONSAVATDY		English hanguage	110ject management			
8	8 Admin	Mr. Somphet PHENGBOUPHA	3	Participatory planning				
9	Admin	Mr. Vinavong VONGSENGTHONG	3	Computer skill	English language			
10	Admin	Mr. Oubonh HIENPHASOUK	3	English language				
	1 Admin	Mr. Khamphanh SANETH	3	Unclear (Encouragement)	Management	Car license	Patient	Should closely with boss
	2 Admin	Mr. Boungnou INTHAPATTHA						
	3 Admin	Mr. Bounpheng BANKHAMPHONG	2	Foreign language	T. I'I			
14	4 Admin 5 Admin	Mr. Vilakone VONGSIPASOM Mr. Thongkhoun SISOMPHOU	3	Experience in work Computer and accounting	English			
	6 Admin	Mr. Khammo PHOMMAVONGSA	2	Foreign language				
		Ms. Souliphone VILAYTHONG	3	Upgraded special technique	English			
	3 Admin	Ms. Khamsing KEOPANYA		epgrade special technique	Ziigiioii			
19	Admin	Ms. Phoutsady VONGLATSAMY						
20	Admin	Ms. Oukham VORABOUTH						
	1 Admin	Ms. Kounkham GNOTGNING	3	Technical knowledge	English			
	2 Admin	Ms. Manichanh XAYACHAK	2	Accounting	Computer	English		
	3 Admin	Mr. Vanhkham KEOBOUNHIENG	3	Recording and reporting news	Marketing			
	1 Livestock	Mr. Soumkham SOUTHAMMAVONG	3	Language	Computer			
	Livestock	Mr Sinouane CHANTHAVONG	3	Upgraded special technique				
	Livestock	Mr. Saythong PHIMBAO						
	7 Livestock 8 Livestock	Mr. Phanthala PHONGSA Mr. Bounkhouang CHANTHAKONGSENG	2					
	Elivestock Livestock	Mr. Phouvieng SOUTHAMMAVONG	2	+				
) Livestock	Mr. Oudome XAYASANE						
	Livestock	Ms. Sisouda VIXAYALATH	3	livestock and fishery	Statistic	Account and financial management	English and computer	
	2 Livestock	Mr. Vankham KEOPHIMPHONE	3	Upgraded technical knowledge	Foreign language		G	
	3 Livestock	Mr. Nouanthong SAVONGXAY	3	Foreign language	Computer	Political theory	Communication	
34	4 Livestock	Mr. Khambao SIHALATH	3	Upgraded technical knowledge	Foreign language			
	5 Livestock	Mr. Oudom DOUANGXAYASANE	2					
	6 Livestock	Mr. Vixay VANHEUANG	3	English	Computer	Political organization	Financial management	Information dissemination
	7 Agriculture	Mr. Vongsy VONGDONXAY						
	A Agriculture	Mr. Sombath VONGLATSAMY		English				
39	Agriculture Agriculture	Mr. Khamphay PHOMMACHANH Mr. Sithone SIDAVONG	n.a.	Crop management Project management	Foreign language Project evaluation	M&E of project		
40	Agriculture Agriculture	Mr. Chantay CHANTHAVONG	n.a. 3	Management	Floject evaluation	M&E of project		
42	2 Agriculture	Ms. Leokham NOUANSABAB	3	Upgraded technical knowledge	Computer			
43	3 Agriculture	Ms. Khampaseuth SOUTHAMMAVONG	3	Computer	English			
44	4 Agriculture	Ms. Khamsene OLABOUN	4	Computer	English			
	5 Agriculture	Mr. Ketsana SENESOULINTHA	3	English	Computer		TT 1. 11 1. 1	
	6 Agriculture	Ms. Khoutamy KEOMOUNMANY	3	Computer	F	Technical training	Upgraded knowledge	
	7 Irrigation				English	Technical training	Upgraded knowledge	
		Mr. Thonglome MATTHOUVONG	3	English		<u> </u>	Upgraded knowledge	
	3 Irrigation	Mr. Bounthiane OUNDALA	3	English	English Computer	Technical training	Upgraded knowledge	
	Irrigation	Mr. Bounthiane OUNDALA Ms. Khanamany INPHAYALATH	3	English Technical training	English	Technical training	Upgraded knowledge	
50	9 Irrigation O Irrigation	Mr. Bounthiane OUNDALA Ms. Khanamany INPHAYALATH Mr. Khamphet CHANSAVATH	2 3	English Technical training Foreign language	English Computer Computer	Technical training	Upgraded knowledge	
50 51	9 Irrigation 1 Irrigation 1 Irrigation	Mr. Bounthiane OUNDALA Ms. Khanamany INPHAYALATH Mr. Khamphet CHANSAVATH Mr. Khen VIXAYALAY	3 2 3 3	English Technical training Foreign language English	English Computer Computer Computer	Technical training	Upgraded knowledge	
50 51 52	O Irrigation O Irrigation I Irrigation I Irrigation O Irrigation O Irrigation	Mr. Bounthiane OUNDALA Ms. Khanamany INPHAYALATH Mr. Khamphet CHANSAVATH Mr. Khen VIXAYALAY Mr. Boualay XAYASAK	2 3	English Technical training Foreign language	English Computer Computer	Technical training	Upgraded knowledge	
50 51 52 53	Dirrigation Irrigation Irrigation Irrigation Irrigation Irrigation Irrigation	Mr. Bounthiane OUNDALA Ms. Khanamany INPHAYALATH Mr. Khamphet CHANSAVATH Mr. Khen VIXAYALAY	3 2 3 3 3	English Technical training Foreign language English Computer	English Computer Computer Computer Foreign language	Technical training	Upgraded knowledge	
50 51 52 53 54	O Irrigation O Irrigation I Irrigation I Irrigation O Irrigation O Irrigation	Mr. Bounthiane OUNDALA Ms. Khanamany INPHAYALATH Mr. Khamphet CHANSAVATH Mr. Khen VIXAYALAY Mr. Boualay XAYASAK Mr. Sengthong SIPASEUT	3 2 3 3 3 2	English Technical training Foreign language English	English Computer Computer Computer	Technical training Account and financial management	Upgraded knowledge	
50 51 52 53 54 55 56	Dirrigation Dirrigation Urrigation	Mr. Bounthiane OUNDALA Ms. Khanamany INPHAYALATH Mr. Khamphet CHANSAVATH Mr. Khen VIXAYALAY Mr. Boualay XAYASAK Mr. Sengthong SIPASEUT Mr. Khonsavanh SIAKKHASONE Mr. Keoounheuane KHAMKHOSY Mr. Boumma PHOMMATHEP	3 2 3 3 3 2 3	English Technical training Foreign language English Computer Foreign language English	English Computer Computer Computer Foreign language Management	Technical training Account and financial management Quality control of construction	Upgraded knowledge	
50 51 52 53 54 55 56 57	Dirrigation Dirrigation Urrigation	Mr. Bounthiane OUNDALA Ms. Khanamany INPHAYALATH Mr. Khamphet CHANSAVATH Mr. Khen VIXAYALAY Mr. Boualay XAYASAK Mr. Sengthong SIPASEUT Mr. Khonsavanh SIAKKHASONE Mr. Keoounheuane KHAMKHOSY Mr. Boumma PHOMMATHEP Mr. Khankham SENSOULINTHA	3 2 3 3 3 2 3 3 3	English Technical training Foreign language English Computer Foreign language English Special technique	English Computer Computer Computer Foreign language Management Unclear (Electricity) Foreign language	Technical training Account and financial management Quality control of construction	Construction planning	Field monitoring
50 51 52 53 54 55 56 57 58	Dirrigation Dirrigation Urrigation	Mr. Bounthiane OUNDALA Ms. Khanamany INPHAYALATH Mr. Khamphet CHANSAVATH Mr. Khen VIXAYALAY Mr. Boualay XAYASAK Mr. Sengthong SIPASEUT Mr. Khonsavanh SIAKKHASONE Mr. Keoounheuane KHAMKHOSY Mr. Boumma PHOMMATHEP Mr. Khankham SENSOULINTHA Mr. Savatdy PHOMMACHANH	3 2 3 3 2 3 3 2 3 3 3	English Technical training Foreign language English Computer Foreign language English Special technique Upgraded technical knowledge	English Computer Computer Computer Foreign language Management Unclear (Electricity) Foreign language Foreign language	Technical training Account and financial management Quality control of construction Extension Computer		Field monitoring
50 51 52 53 54 55 56 57 58	Dirrigation	Mr. Bounthiane OUNDALA Ms. Khanamany INPHAYALATH Mr. Khamphet CHANSAVATH Mr. Khen VIXAYALAY Mr. Boualay XAYASAK Mr. Sengthong SIPASEUT Mr. Khonsavanh SIAKKHASONE Mr. Keoounheuane KHAMKHOSY Mr. Boumma PHOMMATHEP Mr. Khankham SENSOULINTHA Mr. Savatdy PHOMMACHANH Mr. Lom PHANVONGSA	3 2 3 3 3 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3	English Technical training Foreign language English Computer Foreign language English Special technique Upgraded technical knowledge Irrigation management	English Computer Computer Computer Foreign language Management Unclear (Electricity) Foreign language	Technical training Account and financial management Quality control of construction Extension		Field monitoring
50 51 52 53 54 55 56 57 58 59 60	Dirrigation	Mr. Bounthiane OUNDALA Ms. Khanamany INPHAYALATH Mr. Khamphet CHANSAVATH Mr. Khen VIXAYALAY Mr. Boualay XAYASAK Mr. Sengthong SIPASEUT Mr. Khonsavanh SIAKKHASONE Mr. Keoounheuane KHAMKHOSY Mr. Boumma PHOMMATHEP Mr. Khankham SENSOULINTHA Mr. Savatdy PHOMMACHANH Mr. Lom PHANVONGSA Mr. Souksavanh XAYSANAVONGPHET	3 2 3 3 3 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3	English Technical training Foreign language English Computer Foreign language English Special technique Upgraded technical knowledge Irrigation management Technical training	English Computer Computer Computer Foreign language Management Unclear (Electricity) Foreign language Foreign language Computer	Technical training Account and financial management Quality control of construction Extension Computer		Field monitoring
50 51 52 53 54 55 56 57 58 59 60 61	Dirrigation	Mr. Bounthiane OUNDALA Ms. Khanamany INPHAYALATH Mr. Khamphet CHANSAVATH Mr. Khen VIXAYALAY Mr. Boualay XAYASAK Mr. Sengthong SIPASEUT Mr. Khonsavanh SIAKKHASONE Mr. Keoounheuane KHAMKHOSY Mr. Boumma PHOMMATHEP Mr. Khankham SENSOULINTHA Mr. Savatdy PHOMMACHANH Mr. Lom PHANVONGSA Mr. Souksavanh XAYSANAVONGPHET Mr. Khampane SONTHAVY	3 2 3 3 3 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3	English Technical training Foreign language English Computer Foreign language English Special technique Upgraded technical knowledge Irrigation management Technical training English	English Computer Computer Computer Foreign language Management Unclear (Electricity) Foreign language Foreign language	Technical training Account and financial management Quality control of construction Extension Computer		Field monitoring
500 511 522 533 544 555 566 577 588 599 600 611 622	Dirrigation	Mr. Bounthiane OUNDALA Ms. Khanamany INPHAYALATH Mr. Khamphet CHANSAVATH Mr. Khen VIXAYALAY Mr. Boualay XAYASAK Mr. Sengthong SIPASEUT Mr. Khonsavanh SIAKKHASONE Mr. Keoounheuane KHAMKHOSY Mr. Boumma PHOMMATHEP Mr. Khankham SENSOULINTHA Mr. Savatdy PHOMMACHANH Mr. Lom PHANVONGSA Mr. Souksavanh XAYSANAVONGPHET Mr. Khampane SONTHAVY Mr. Sengmany LOUANGSY	3 2 3 3 3 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3	English Technical training Foreign language English Computer Foreign language English Special technique Upgraded technical knowledge Irrigation management Technical training English Study on irrgation at high level	English Computer Computer Computer Foreign language Management Unclear (Electricity) Foreign language Foreign language Computer Computer	Technical training Account and financial management Quality control of construction Extension Computer Unclear (Electricity)		Field monitoring
500 511 522 533 544 555 566 577 588 599 600 611 622 633	Dirrigation	Mr. Bounthiane OUNDALA Ms. Khanamany INPHAYALATH Mr. Khamphet CHANSAVATH Mr. Khen VIXAYALAY Mr. Boualay XAYASAK Mr. Sengthong SIPASEUT Mr. Khonsavanh SIAKKHASONE Mr. Keoounheuane KHAMKHOSY Mr. Boumma PHOMMATHEP Mr. Khankham SENSOULINTHA Mr. Savatdy PHOMMACHANH Mr. Lom PHANVONGSA Mr. Souksavanh XAYSANAVONGPHET Mr. Khampane SONTHAVY Mr. Sengmany LOUANGSY Mr. Phayphachonh SOUVANNAVONG	3 2 3 3 3 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3	English Technical training Foreign language English Computer Foreign language English Special technique Upgraded technical knowledge Irrigation management Technical training English Study on irrgation at high level Community development	English Computer Computer Computer Foreign language Management Unclear (Electricity) Foreign language Foreign language Computer	Technical training Account and financial management Quality control of construction Extension Computer		Field monitoring
500 511 522 533 544 555 566 577 588 599 600 611 622 633 644	D Irrigation D Irrigation D Irrigation U Irrigation D Irrigation	Mr. Bounthiane OUNDALA Ms. Khanamany INPHAYALATH Mr. Khamphet CHANSAVATH Mr. Khen VIXAYALAY Mr. Boualay XAYASAK Mr. Sengthong SIPASEUT Mr. Khonsavanh SIAKKHASONE Mr. Keoounheuane KHAMKHOSY Mr. Boumma PHOMMATHEP Mr. Khankham SENSOULINTHA Mr. Savatdy PHOMMACHANH Mr. Lom PHANVONGSA Mr. Souksavanh XAYSANAVONGPHET Mr. Khampane SONTHAVY Mr. Sengmany LOUANGSY Mr. Phayphachonh SOUVANNAVONG Ms. Keokhounmy XAYSANA	3 2 3 3 3 2 3 3 3 3 3 3 3 3 3 3 3 3 3	English Technical training Foreign language English Computer Foreign language English Special technique Upgraded technical knowledge Irrigation management Technical training English Study on irrgation at high level Community development Training in Vietnam, Thailand, etc	English Computer Computer Computer Foreign language Management Unclear (Electricity) Foreign language Foreign language Computer Computer Project management	Technical training Account and financial management Quality control of construction Extension Computer Unclear (Electricity) Rural development		Field monitoring
500 511 522 533 544 555 566 577 588 599 600 611 622 633 644 655	Dirrigation	Mr. Bounthiane OUNDALA Ms. Khanamany INPHAYALATH Mr. Khamphet CHANSAVATH Mr. Khen VIXAYALAY Mr. Boualay XAYASAK Mr. Sengthong SIPASEUT Mr. Khonsavanh SIAKKHASONE Mr. Keoounheuane KHAMKHOSY Mr. Boumma PHOMMATHEP Mr. Khankham SENSOULINTHA Mr. Savatdy PHOMMACHANH Mr. Lom PHANVONGSA Mr. Souksavanh XAYSANAVONGPHET Mr. Khampane SONTHAVY Mr. Sengmany LOUANGSY Mr. Phayphachonh SOUVANNAVONG Ms. Keokhounmy XAYSANA Ms. Kheuavanh SAMOUNTY	3 2 3 3 3 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3	English Technical training Foreign language English Computer Foreign language English Special technique Upgraded technical knowledge Irrigation management Technical training English Study on irrgation at high level Community development Training in Vietnam, Thailand, etc Technical training	English Computer Computer Computer Foreign language Management Unclear (Electricity) Foreign language Foreign language Computer Computer Project management Computer	Technical training Account and financial management Quality control of construction Extension Computer Unclear (Electricity)		Field monitoring
500 511 522 533 544 555 566 577 588 599 600 611 622 633 644 655 666	Dirrigation	Mr. Bounthiane OUNDALA Ms. Khanamany INPHAYALATH Mr. Khamphet CHANSAVATH Mr. Khen VIXAYALAY Mr. Boualay XAYASAK Mr. Sengthong SIPASEUT Mr. Khonsavanh SIAKKHASONE Mr. Keoounheuane KHAMKHOSY Mr. Boumma PHOMMATHEP Mr. Khankham SENSOULINTHA Mr. Savatdy PHOMMACHANH Mr. Lom PHANVONGSA Mr. Souksavanh XAYSANAVONGPHET Mr. Khampane SONTHAVY Mr. Sengmany LOUANGSY Mr. Phayphachonh SOUVANNAVONG Ms. Keokhounmy XAYSANA Ms. Kheuavanh SAMOUNTY Mr. Khamphay THEPHAVONG	3 2 3 3 3 2 3 3 3 3 3 3 3 2 3 3 3 3 3 3	English Technical training Foreign language English Computer Foreign language English Special technique Upgraded technical knowledge Irrigation management Technical training English Study on irrgation at high level Community development Training in Vietnam, Thailand, etc Technical training Check on irrigation pumps	English Computer Computer Computer Foreign language Management Unclear (Electricity) Foreign language Foreign language Computer Computer Project management	Technical training Account and financial management Quality control of construction Extension Computer Unclear (Electricity) Rural development English		Field monitoring
500 511 522 533 544 555 566 577 588 599 600 611 622 633 644 655 666 677	Dirrigation	Mr. Bounthiane OUNDALA Ms. Khanamany INPHAYALATH Mr. Khamphet CHANSAVATH Mr. Khen VIXAYALAY Mr. Boualay XAYASAK Mr. Sengthong SIPASEUT Mr. Khonsavanh SIAKKHASONE Mr. Keoounheuane KHAMKHOSY Mr. Boumma PHOMMATHEP Mr. Khankham SENSOULINTHA Mr. Savatdy PHOMMACHANH Mr. Lom PHANVONGSA Mr. Souksavanh XAYSANAVONGPHET Mr. Khampane SONTHAVY Mr. Sengmany LOUANGSY Mr. Phayphachonh SOUVANNAVONG Ms. Keokhounmy XAYSANA Ms. Kheuavanh SAMOUNTY	3 2 3 3 3 2 3 3 3 3 3 3 3 3 3 3 3 3 3	English Technical training Foreign language English Computer Foreign language English Special technique Upgraded technical knowledge Irrigation management Technical training English Study on irrgation at high level Community development Training in Vietnam, Thailand, etc Technical training	English Computer Computer Computer Foreign language Management Unclear (Electricity) Foreign language Foreign language Computer Computer Project management Computer	Technical training Account and financial management Quality control of construction Extension Computer Unclear (Electricity) Rural development English		Field monitoring
500 511 522 533 544 555 566 577 588 599 600 611 622 633 644 655 666 677 688 699	Dirrigation	Mr. Bounthiane OUNDALA Ms. Khanamany INPHAYALATH Mr. Khamphet CHANSAVATH Mr. Khen VIXAYALAY Mr. Boualay XAYASAK Mr. Sengthong SIPASEUT Mr. Khonsavanh SIAKKHASONE Mr. Keoounheuane KHAMKHOSY Mr. Boumma PHOMMATHEP Mr. Khankham SENSOULINTHA Mr. Savatdy PHOMMACHANH Mr. Lom PHANVONGSA Mr. Souksavanh XAYSANAVONGPHET Mr. Khampane SONTHAVY Mr. Sengmany LOUANGSY Mr. Phayphachonh SOUVANNAVONG Ms. Keokhounmy XAYSANA Ms. Kheuavanh SAMOUNTY Mr. Khamphay THEPHAVONG Ms. Viengkeo PHONGSANIT Mr. Oudone PHOMMANY Mr. Heuangkeo INTHAVONG	3 2 3 3 3 2 3 3 3 3 3 3 3 3 3 3 3 3 3	English Technical training Foreign language English Computer Foreign language English Special technique Upgraded technical knowledge Irrigation management Technical training English Study on irrigation at high level Community development Training in Vietnam, Thailand, etc Technical training Check on irrigation pumps English	English Computer Computer Computer Foreign language Management Unclear (Electricity) Foreign language Foreign language Computer Computer Project management Computer	Technical training Account and financial management Quality control of construction Extension Computer Unclear (Electricity) Rural development English		Field monitoring
500 511 522 533 544 555 566 577 588 599 600 611 622 633 644 655 666 677 688 699 700	Dirrigation	Mr. Bounthiane OUNDALA Ms. Khanamany INPHAYALATH Mr. Khamphet CHANSAVATH Mr. Khen VIXAYALAY Mr. Boualay XAYASAK Mr. Sengthong SIPASEUT Mr. Khonsavanh SIAKKHASONE Mr. Keoounheuane KHAMKHOSY Mr. Boumma PHOMMATHEP Mr. Khankham SENSOULINTHA Mr. Savatdy PHOMMACHANH Mr. Lom PHANVONGSA Mr. Souksavanh XAYSANAVONGPHET Mr. Khampane SONTHAVY Mr. Sengmany LOUANGSY Mr. Phayphachonh SOUVANNAVONG Ms. Keokhounmy XAYSANA Ms. Kheuavanh SAMOUNTY Mr. Khamphay THEPHAVONG Ms. Viengkeo PHONGSANIT Mr. Oudone PHOMMANY Mr. Heuangkeo INTHAVONG Mr. Xayaphone KEOMAHAVONG	3 2 3 3 3 2 3 3 3 3 3 3 3 3 3 3 3 3 3	English Technical training Foreign language English Computer Foreign language English Special technique Upgraded technical knowledge Irrigation management Technical training English Study on irrgation at high level Community development Training in Vietnam, Thailand, etc Technical training Check on irrigation pumps English Experience on decision making Technique on construction Foreign language	English Computer Computer Computer Foreign language Management Unclear (Electricity) Foreign language Foreign language Computer Computer Project management Computer Unclear (Electricity)	Technical training Account and financial management Quality control of construction Extension Computer Unclear (Electricity) Rural development English Administration	Construction planning	Field monitoring
500 511 522 533 544 555 566 577 588 599 600 611 622 633 644 655 666 677 688 699 700 711	Dirrigation	Mr. Bounthiane OUNDALA Ms. Khanamany INPHAYALATH Mr. Khamphet CHANSAVATH Mr. Khen VIXAYALAY Mr. Boualay XAYASAK Mr. Sengthong SIPASEUT Mr. Khonsavanh SIAKKHASONE Mr. Keoounheuane KHAMKHOSY Mr. Boumma PHOMMATHEP Mr. Khankham SENSOULINTHA Mr. Savatdy PHOMMACHANH Mr. Lom PHANVONGSA Mr. Souksavanh XAYSANAVONGPHET Mr. Khampane SONTHAVY Mr. Sengmany LOUANGSY Mr. Phayphachonh SOUVANNAVONG Ms. Keokhounmy XAYSANA Ms. Kheuavanh SAMOUNTY Mr. Khamphay THEPHAVONG Ms. Viengkeo PHONGSANIT Mr. Oudone PHOMMANY Mr. Heuangkeo INTHAVONG	3 2 3 3 3 2 3 3 3 3 3 3 3 3 3 3 3 3 3	English Technical training Foreign language English Computer Foreign language English Special technique Upgraded technical knowledge Irrigation management Technical training English Study on irrgation at high level Community development Training in Vietnam, Thailand, etc Technical training Check on irrigation pumps English Experience on decision making Technique on construction	English Computer Computer Computer Foreign language Management Unclear (Electricity) Foreign language Foreign language Computer Computer Project management Computer Unclear (Electricity)	Technical training Account and financial management Quality control of construction Extension Computer Unclear (Electricity) Rural development English Administration	Construction planning	Field monitoring

Name of Office: PAFO Vientiane
Date of data update: 2004/6/18

ID of Question:

A-13: How do you assess your capabilities to comply with your duties? And What kind of skills do you need to strengthen in case your capabilities are inadequate?

ID of Question:					lo you need to strengthen in case your capabili		
No. Section	Name	GAP <1		Needed skill 2	Needed skill 3	Needed skill 4	Needed skill 5
73 Forestry	Mr. Phouvanh THONVILAY	3	Upgraded technical knowledge	Foreign language	Computer		
74 Forestry	Mr. Soubanh PHOUCHING						
75 Forestry	Mr. Phounsavath FONGSINOUANE	3	Upgraded technical knowledge	Foreign language	Computer	Short term training	
76 Forestry	Mr. Sisavat LOUANGSY	2					
77 Forestry	Mr. Somchanh CHANTHILATH	3	Upgraded technical knowledge	English			
78 Forestry	Mr. Viengkhanh SIHALATH	2	n.a.				
79 Forestry	Mr. Keopaseuth VONGDOUANGCHANH	2	n.a.				
80 Forestry	Mr. Sommay KASYOUDOM	2	n.a.				
81 Forestry	Mr. Soubanh SOUTHAMMAVONG	2	n.a.				
82 Forestry	Mr. Chansouk SOUVANNAPHOUMY	2	n.a.				
83 Forestry	Mr. Khamphay VILAYHEUANG	_					
84 Forestry	Mr. Ouheuane KEOPHOMMA						
85 Forestry	Mr. Phouvanh INTHASAN	2					
86 Forestry	Mr. Sithanonsay BOUNXAYTHIP						
87 Forestry	Mr. Siamphay SIXOMSIEUN						
88 Forestry	Mr. Bounthaly SENGSOULITH	3	Community	English			
,	Ms. Somkhit PHANTHAVONG	3	Computer Upgraded technical knowledge				
89 Forestry				Foreign language			
90 Forestry	Mr. Soulidet KEOVILAYHONG	2	n.a.				
91 Forestry	Mr. Daomany KHIEMVIXAY	3	Upgraded technical knowledge				
92 Forestry	Mr. Vilaphanh THAVONSOUK	n.a.	Foreign language				
93 Forestry	Mr. Hom LOMOUANGKHAM	3	Foreign language	Computer			
94 Forestry	Mr. Sounthone KEOVONGSOUTHI	2					
95 Forestry	Mr. Ounkham KHAOPHANH	2					
96 Forestry	Mr. Nokham SOMCHANMANIVONG	1					
97 Forestry	Mr. Phonxay BOUTKOUSONH						
98 Forestry	Ms. Leokham VATTASO	3	English	Computer			
99 Forestry	Mr. Bounthong SOUTHAMMAVONG	3	Technical training				
100 Forestry	Mr. Chandome SOUKANMALANGSY						
101 Forestry	Mr. Hongkham PHOTHISAT						
102 Forestry	Mr. Khounthala KHAMMANIVONG	3	Unclear (Continue to study)	Computer	Foreign language	Technical training	
103 Forestry	Mr. Phoumy KHOUNNASENE		,	T. T.		3	
104 Forestry	Mr. Khemphet CHALIYATHAM		English				
105 Forestry	Mr. Bouakeo		New technology				
106 Forestry	Mr. Phanthala SAMOUNTY	3	New technical knowledge	Computer			
107 Forestry	Mr. Thongsang CHANTHAVONG	3	New technical knowledge	Computer			
108 Forestry	Mr. Chanpheng MOUNTIVONG	4	Unclear (Continue to study)	Foreign language	Natural resource conservation		
<u> </u>	Ms. Somsanouk PHITSALATH		Upgraded technical knowledge		Natural resource conservation		
109 Forestry		3	Opgraded technical knowledge	Foreign language			
110 Forestry	Mr. Phoukindavanh SIPASEUTH		XX7 1 ' 1 'II	D : 1			
111 Forestry	Ms. Bounnene VONGDEUANE	3	Working skill	Foreign language			
112 Forestry	Mr. Phonxay CHANTHAVIXAY						
113 Forestry	Mr. Sengmany SIAKKHASONE						
114 Forestry	Mr. Somneuk SAMOUNTY	n.a.	Upgraded technical knowledge	Foreign language	Computer		
115 Forestry	Ms. Khankeo KEONOUCHANH						
116 Forestry	Mr. Lamphou SENESOULINTHA	4	Upgraded technical knowledge	Foreign language			
117 Forestry	Mr. Thongsoun PHIMMASONE	3	Short term training	Computer			
118 Meteo	Mr. Khamseng VONGPHACHANH	3	English	Planning, finance			
119 Meteo	Mr. Douangkham PHOXAY	3	English	Computer			
120 Meteo	Mr. Bounthai XAYSANAVONGPHET	3	Not applicable (Low education)	Foreign language			
121 Meteo	Mr. Saleumkham NOUANSAVANH	3	Technical knowledge	Foreign language	Computer	Check on database	Unclear (Identifying database)
122 Meteo	Mr. Latdalay PATHOUMMAVONG	2	Ţ.		•		, , , , , , , , , , , , , , , , , , , ,
123 Meteo	Mr. Khanthanom PHOMSOUVANH	3	Upgraded technical knowledge	Foreign language			
124 Meteo	Mr. Khonsamak CHANTHAVONGSA	2		S Same			
125 Extension	Mr. Khampang CHANTHANOME	3	Foreign language	Management			
126 Extension	Mr. Bounthai THAVONESOUK	3	Nursery operation and planting	Animal raising and planning			
127 Extension	Mr. Sithaheng THONGSAVANH	3	Foreign language	Planning Planning			
128 Extension	Mr. Lamphone KHAMMOUNHEUANG	3	Foreign language Foreign language	Agricultural field work			
129 Extension	Mr. Im LOUANGKHOTH	n.a.	English	Computer	Upgrading degree	Livestock	Veterinary and fishery
130 Extension	Mr. Phaysane THAMMABANVANG	11.a. 5	English	Computer	Opgraumg ucgree	LIVESTOCK	vetermary and fishery
				Tashnigal large1-1			
131 Extension	Mr. Khamvane VONGNALATH	3	Foreign language	Technical knowledge			
132 Extension	Mr. Vixay KEOMAHAVONG	3	Strengthening and community development	Deliai est abec e			
133 Extension	Mr. Bounsy BANDASAK	3	Foreign language	Political theory	77 19 1	7	
134 Extension	Mr. Soukvisay KEOMANY	3	English	Computer	Upgrading degree	Livestock and fishery	
135 Extension	Mr. Chanthone SONMANY		English	Computer	Upgrading degree	Livestock and fishery	Veterinary and fishery
136 Extension	Ms. Khanxay SENGVILAY	3	English	Computer			
137 Extension	Ms. Phetsathaphone SOUTHAMMAVONG	3	English				
138 Extension	Mr. Sengphet THONGSAVANH	3	Foreign language	Upgraded technical knowledge			
139 Extension	•	3	English	Computer			
	Ms. Pavi SINIPHANTHONG						
140 Extension	Ms. Kongmany PANGNATHIP	3	Computer	English			
				Foreign language			
140 Extension	Ms. Kongmany PANGNATHIP	3	Computer				
140 Extension 141 Extension	Ms. Kongmany PANGNATHIP Mr. Khamsing KEOPANYA	3 3	Computer Technical knowledge	Foreign language			

Name of Office: PAFO Vientiane
Date of data update: 2004/6/18

ID of Question:

ID of Question:		A-13: How do you assess your capabilities to comply				
No. Section	Name	GAP <1 Needed skill 1	Needed skill 2	Needed skill 3	Needed skill 4	Needed skill 5
145 CMI	Mr. Sompheng KEOMAHAVONG	3 English	Computer	Annual planning	Evaluation	
146 CMI	Mr. Bounmy VANNAVONG	3 Foreign language	Computer			
147 CMI 148 CMI	Mr. Kesone LOUANGXAY	2 Familian language	Communitari			
148 CMI 149 CMI	Mr. Siveun SENTHAVISOUK Mr. Vannakone SENGCHANTHAVONG	3 Foreign language 3 Computer	Computer English			
150 CMI		r r	English			
151 CMI	Mr. Ketsana SENGTHONG Mr. Somdy NATTHANONGSY	3 Foreign language 3 Foreign language and English				
151 CMI 152 CMI	Ms. Bouadam PHITSALATH	3 English				
153 CMI	Mr. Thanongsak VONGSAKDA	3 English	Commutar			
154 CMI	Mr. Vilat LATSAVONG	3 Computer	Computer			
155 CMI	Ms. Oudomxay KEOPHILAVANH	3 Foreign language	Experience			
156 DMIP	Mr. Vongsomphone NILAVANH	3 Foreign language	Computer			
157 DMIP	Mr. Sounthone SALIPHOTH	5 Totolgii imiguage	Computer			
158 DMIP	Mr. Pasatphone CHALEUNSOUK					
159 DMIP	Ms. Keooudone SISOMSIEUN	4 Extension and training	Formation of water users groups	Supply of agriculture input		
160 DMIP	Mr. Thongphoune PHANTHAVONG		8 17			
161 DMIP	Mr. Mixay MATTHOUVONG	3 Accounting	Accounting and financial management	Financial management	Planning	To save money
162 DMIP	Ms. Soynoulane PHANNOLATH			Ţ.	<u> </u>	,
163 DMIP	Mr. Chansone VOLASINH	4 Technical training				
164 Upland Project	Mr. Thonglo KHAMVONGSA	3 Management	Community development	Credit planning	Not applicable (Study tour)	Not applicable (Capacity building)
165 Upland Project	Ms. Kaysone SOPHAPMIXAY	3 Planning	English			
166 Upland Project	Mr. Boungnang VONGVILAXAY	English				
167 Upland Project	Ms. Chansamone VONGXAY	3 Accounting				
168 Upland Project	Ms. Thongvanh THONGSAVANH	4 Upgraded knowledge				
169 Highland Pjt	Mr. Koulap SOULIGNO		Fruit tree development	Training		
170 Highland Pjt	Mr. Phouvong BOUNSOU					
171 Highland Pjt	Mr. Phetthavy XAYSILIPHONG					
172 Highland Pjt	Mr. Khamsing SIHALATH	3 Irrigation	Design	English	Construction management	
173 Highland Pjt	Mr. Bounlouai VONGXAY	3 Forestry	English	Community extension	Computer	
174 Highland Pjt	Mr. Phonvilay PHIMMASONE					
175 Highland Pjt	Mr. Maniphone SOULIVONG	3 Technical subject	Foreign language	Computer		
176 Highland Pjt	Ms. Manivone PHIMMASONE	3 Accounting and financial management	Office management and planning	English		
177 Highland Pjt	Mr. Phouva MANIPAKONE	3 Agricultural extension	Agriculture trainer	English	Project management	
178 Highland Pjt	Mr. Khammany LEUTVILAYVONG	3 Accounting and financial management	English			
179 Highland Pjt	Mr. Sengsouligna KHENNALATH	3 Modern technology	7 11 1			
180 Highland Pjt	Ms. Naly SIHACHAK	3 Crop production	English	Food processing		
181 Prov. Develop. Station	Mr. Khamla VONGSIPASOME					
182 Prov. Develop. Station 183 Prov. Develop. Station	Mr. Kabkeo SIVIENGXAY Ms. Vandy VONGXAY	3 Computer	English			
184 Prov. Develop. Station	Mr. Bounnam XAYAVONG	3 Computer 3 Upgraded knowledge	Unclear (Study tour)			
185 Prov. Develop. Station	Mr. Khamleu KIOPHANMAHA	3 Repair of machinery	Oncieur (Siudy tour)			
186 Prov. Develop. Station	Ms. Khonsavanh CHANTHALANGSY	3 Upgraded knowledge				
187 Prov. Develop. Station	Ms. Thongkham KHOUNPHONH	3 New technology	Rice production			
188 Prov. Develop. Station	Ms. Ketkeo SOMCHANMAVONG	3 English	Computer			
189 Prov. Develop. Station	Mr. Xayasith SIVILAY	3 Upgraded knowledge	English	Computer		
190 Prov. Develop. Station	Mr. Siphandone CHANTHAVONG	3 Upgraded knowledge and training		- Simpares		
191 Prov. Develop. Station	Ms. Khamsa PHIMMASONE	3 New technology	Fruit tree multiplication			
192 Prov. Develop. Station	Mr. Khanthaly SOUTHAMMAVONG	3 New technology	Fruit tree multiplication			
193 Prov. Develop. Station	Mr. Khamphong PHIOUPHONGPHANE	3 Technical training	Fertilizer use in rice field	Bio-fertilizer use	Unclear (Time for rice production)	
194 Namngeum Fishery Pjt	Mr. Vongphachanh BALAVONG	2			, and grant production,	
195 Namngeum Fishery Pjt	Mr. Khanthong CHANMANY	2 Computer	English			
196 Namngeum Fishery Pjt	Mr. Khamsene PHANKHAM	2 Technical knowledge	Unclear (conduct of activities)			
197 Namngeum Fishery Pjt	Ms. Bounthone SIBOUAVANH	3 English and computer	Accounting and financial management			
198 Namngeum Fishery Pjt	Mr. Oudome SOUVANNAHONG	3 Fishery	Foreign language and computer	Watershed management		
199 Namngeum Fishery Pjt	Mr. Khankeo SIHALATH	3 Conservation and management	Extension	Fishery legislation		
200 Namngeum Fishery Pjt	Mr. Keo INSIXIENGMAY	3 Technical knowledge	Foreign language			
201 Namngeum Fishery Pjt	Ms. Vansy VONGSAHALATH					
202 Namngeum Fishery Pjt	Mr. Boungnou PHINTHAVONG	3 Watershed management	International legislation on fishery	Unclear (required equipment)		
203 Namngeum Fishery Pjt	Mr. Somvandy CHANTHAVONG	3 Language	Computer	Management	Upgraded technical knowledge	
204 Namngeum Fishery Pjt	Ms. Dokkeo KHAMMOUNGKHOUN	2 Computer	English			
205 Tanepiao Project	Mr. Khamphiou VISAPRA					
206 Tanepiao Project	Mr. Khammany KHAMPHOUMY					
207 Tanepiao Project	Mr. Bouasy SOUTHAMMAVONG					
208 Tanepiao Project	Mr. Bountham THAMMASATH	3 Foreigner language	Computer	Upgraded technical skill		
209 Tanepiao Project	Mr. Bounkong SOUTHAMMAVONG	3 Upgraded technical knowledge	Computer	Foreign language		
210 Tanepiao Project	Mr. Khimsamay					
211 Tanepiao Project	Ms. Keuavanh SAMOUNTY	3 Accounting	English			
212 Tanepiao Project	Mr. Bounkong KOUNAVONG					
213 Lao-Singapore Project	Mr. Ounpheng SAYNILATH					
214 Lao-Singapore Project	Mr. Bounvanh PHENGPHOMMACHANH					
215 Lao-Singapore Project	Mr. Tiangkham SENGSOULICHANH					
216 Lao-Singapore Project	Mr. Khamphone LOVANKHAM					

Name of Office: PAFO Vientiane
Date of data update: 2004/6/18

ID of Question:		C-22: Please identify any training that woul	d help you in meetin the operational goals of your offi	ce / section.		
No. Section	Name	Training 1	Training 2	Training 3	Training 4	Training 5
1 Admin	Mr. Bounoum DOUANGPHACHANH					
2 Admin	Mr. Phonvilay XAYMOUNKHAM					
3 Admin	Mr. Bouaphanh KONDAVONG					
4 Admin	Mr. Saysamone PHOTHISATH					
5 Admin	Mr. Phouvong LATSAVONG					
6 Admin	Mr. Kongkham INPHAYALATH	Project planning	Project management	Project evaluation	Technical training	
7 Admin	Mr. Khounphayvanh KONSAVATDY					
8 Admin	Mr. Somphet PHENGBOUPHA	Participatory planning	Evaluation	Report writing		
9 Admin	Mr. Vinavong VONGSENGTHONG	English	Computer			
10 Admin	Mr. Oubonh HIENPHASOUK	Foreign language	Computer	Baseline survey and statistic		
11 Admin	Mr. Khamphanh SANETH	Effective training on management	Document management	Computer skill	Protocol training	
12 Admin	Mr. Boungnou INTHAPATTHA					
13 Admin	Mr. Bounpheng BANKHAMPHONG	International accounting	Computer	Foreign language		
14 Admin	Mr. Vilakone VONGSIPASOM	Accounting	Computer			
15 Admin	Mr. Thongkhoun SISOMPHOU	Management				
16 Admin	Mr. Khammo PHOMMAVONGSA	International accounting	Computer	English		
17 Admin	Ms. Souliphone VILAYTHONG	Computer	Protocol	Technical training		
18 Admin	Ms. Khamsing KEOPANYA	·				
19 Admin	Ms. Phoutsady VONGLATSAMY					
20 Admin	Ms. Oukham VORABOUTH					
21 Admin	Ms. Kounkham GNOTGNING	Administration				
22 Admin	Ms. Manichanh XAYACHAK	Accounting	Computer	English		
23 Admin	Mr. Vanhkham KEOBOUNHIENG	Information system	Marketing	Protocol		
24 Livestock	Mr. Soumkham SOUTHAMMAVONG	Planning	Extension and M&E			
25 Livestock	Mr Sinouane CHANTHAVONG	Management and controlling	Livestock extension	Control of livestock diseases		
26 Livestock	Mr. Saythong PHIMBAO					
27 Livestock	Mr. Phanthala PHONGSA	Continuous study	Theory training	English training		
28 Livestock	Mr. Bounkhouang CHANTHAKONGSENG	Communication States	Theory training	Ziigiiyii uuming		
29 Livestock	Mr. Phouvieng SOUTHAMMAVONG	Statistics	Project management	Communication with farmers	Project management	Farm management
30 Livestock	Mr. Oudome XAYASANE		ojeet management		- roject management	
31 Livestock	Ms. Sisouda VIXAYALATH	Livestock and veterinary	Animal feed	Animal Breeding	Planning	
32 Livestock	Mr. Vankham KEOPHIMPHONE	Technical training (fish culture)	Administration	Timila Breeding	1 mining	
33 Livestock	Mr. Nouanthong SAVONGXAY	Animal, poultry and fish culture	Animal feed	Control of animal diseases		
34 Livestock	Mr. Khambao SIHALATH	Fishery training	Foreign language	Political theory		
35 Livestock	Mr. Oudom DOUANGXAYASANE	Poultry culture in JAPAN	Vaccination	Fish culture		
36 Livestock	Mr. Vixay VANHEUANG	Technical training	Using equipment on work	Practices in field work	Supplying require equipment for training	Evaluation
37 Agriculture	Mr. Vongsy VONGDONXAY	reclinical training	Osnig equipment on work	Tractices in field work	Supprying require equipment for training	Evaluation
38 Agriculture	Mr. Sombath VONGLATSAMY	English	Project management	Control of agriculture products		
39 Agriculture	Mr. Khamphay PHOMMACHANH	Maize production	1 Toject management	Control of agriculture products		
40 Agriculture	Mr. Sithone SIDAVONG	Rural development	Extention on market-oriented agriculture			
41 Agriculture	Mr. Chantay CHANTHAVONG	Management for policy marker	Macro level management	Project management	Development method	Technical training
42 Agriculture	Ms. Leokham NOUANSABAB	Computer	Crop production	1 roject management	Development method	Technical training
43 Agriculture	Ms. Khampaseuth SOUTHAMMAVONG	Upgrade technical knowledge	Computer	English		
44 Agriculture	Ms. Khamsene OLABOUN	Extension technology	Foreign language	Computer skill		
45 Agriculture	Mr. Ketsana SENESOULINTHA	Computer	1 oreign language	Computer skin		
46 Agriculture	Ms. Khoutamy KEOMOUNMANY	Computer				
47 Irrigation	Mr. Thonglome MATTHOUVONG	Irrigation	Administration and management	Planning	Accounting computer	Legislation
48 Irrigation	Mr. Bounthiane OUNDALA	migation	Administration and management	1 milling	Accounting, computer	registation
49 Irrigation	Ms. Khanamany INPHAYALATH	Training	Upgrading knowledge			
50 Irrigation	Mr. Khamphet CHANSAVATH	Survey and design of irrigation	Construction management	Formation of farmer's groups	Watershed management	
51 Irrigation	Mr. Khen VIXAYALAY	Upgrade technical knowledge	Computer using	1 ormation of farmer's groups	watershed management	
52 Irrigation	Mr. Boualay XAYASAK	Survey and design of irrigation	Irrigation management	Foreign language		
53 Irrigation	Mr. Sengthong SIPASEUT	Design	Irrigation management Irrigation management	Irrigation pump management		
54 Irrigation	Mr. Khonsavanh SIAKKHASONE	Irrigation management and planning	Inspection technique on irrigation construction	Technique on using irrigated equipment	Computer	Writing project
55 Irrigation	Mr. Keoounheuane KHAMKHOSY	Survey and design	Construction management	Irrigation management	Foreign language	writing project
56 Irrigation	Mr. Boumma PHOMMATHEP	Survey and design	Construction management	migation management	1 Oreign language	
57 Irrigation	Mr. Khankham SENSOULINTHA	Technical training	English	Computer skill		
58 Irrigation	Mr. Savatdy PHOMMACHANH	Technical training Technical training	Management	Planning and summarizing data		
59 Irrigation	Mr. Lom PHANVONGSA	Planning on irrigation development	Baseline survey	Project evaluation	Improving constructed irrigation	
60 Irrigation	Mr. Souksavanh XAYSANAVONGPHET	Technical training	Computer	English training	improving constructed irrigation	
61 Irrigation	Mr. Khampane SONTHAVY	Technical training Technical training	Computer	English training English training		
- G	Mr. Sengmany LOUANGSY			Continuous study		
	Mr. Phayphachonh SOUVANNAVONG	Computer Technical training	Irrigation pump management	Information	Computer	Project management
B	Ms. Keokhounmy XAYSANA	English	Language Computer	Planning	Computer	Project management
U	Ms. Kheuavanh SAMOUNTY	· ·		English		
65 Irrigation		New technology	Computer	9	Forms on tracining	
66 Irrigation	Mr. Khamphay THEPHAVONG	Survey and design	Irrigation management	Transfer of irrigation to farmers	Farmer training	
67 Irrigation	Ms. Viengkeo PHONGSANIT	English	Computer	Exchange of information in Thailand	Irrigation management	
68 Irrigation	Mr. Oudone PHOMMANY	Transfer OF irrigation systems	Water management	0	Y	
69 Irrigation	Mr. Heuangkeo INTHAVONG	Technique on irrigation construction	English and computer	Statistic and planning	Irrigation management	
70 Irrigation	Mr. Xayaphone KEOMAHAVONG	Irrigation management	Rural development	Computer		
71 Irrigation	Mr. Souksavanh XAYSANAVONG	Management	Transfer of irrigation system	Careation of village development fund	Coordination with rural community	<u> </u>
72 Irrigation	Ms. Khanamany KATIYALATH	Survey and design	Irrigation management	Planning	Computer and foreign language	Administration

Name of Office: PAFO Vientiane Date of data update: 2004/6/18

	Section	Name	Training 1	Ip you in meetin the operational goals of your of Training 2	Training 3	Training 4	Training 5
	3 Forestry	Mr. Phouvanh THONGVILAY	Reforestation and seedling production	Sustainable reproduction forest	Computer	English	Training 5
	4 Forestry	Mr. Soubanh PHOUCHING	reforestation and seeding production	Sustamable reproduction forest	Computer	Fuguan	
	· ·		Deduction of diffice continues	Containable many heating format	C		
	5 Forestry	Mr. Phounsavath FONGSINOUANE	Reduction of shifting cultivation	Sustainable reproduction forest	Survey and forest management		
	6 Forestry	Mr. Sisavat LOUANGSY	Technical training	Government policy	Foreign Language		
_	7 Forestry	Mr. Somchanh CHANTHILATH	Foreign language	Computer			
78	8 Forestry	Mr. Viengkhanh SIHALATH	Upgrading technical knowledge	English	Computer		
79	9 Forestry	Mr. Keopaseuth VONGDOUANGCHANH	Upgrading technical knowledge	English	Computer		
80	0 Forestry	Mr. Sommay KASYOUDOM	Upgrading technical knowledge	English	Computer		
	1 Forestry	Mr. Soubanh SOUTHAMMAVONG	Upgrading technical knowledge	English	Computer		
	2 Forestry	Mr. Chansouk SOUVANNAPHOUMY	Upgrading technical knowledge	English	Computer		
			Opgrading technical knowledge	Eligiisii	Computer		
	3 Forestry	Mr. Khamphay VILAYHEUANG					
	4 Forestry	Mr. Ouheuane KEOPHOMMA					
	5 Forestry	Mr. Phouvanh INTHASAN	Upgrading technical knowledge	Not applicable (Train twice ayear)	Exchange of information		
	6 Forestry	Mr. Sithanonsay BOUNXAYTHIP					
87	7 Forestry	Mr. Siamphay SIXOMSIEUN					
88	8 Forestry	Mr. Bounthaly SENGSOULITH	Forestry survey	Measurement of wood and classification			
	9 Forestry	Ms. Somkhit PHANTHAVONG	Sustainable forest management	Computer			
	0 Forestry	Mr. Soulidet KEOVILAYHONG	Upgrading technical knowledge	English	Computer		
	1 Forestry	Mr. Daomany KHIEMVIXAY	Upgrading technical knowledge	Information exchange	Computer		
_	•		16 6	Š			
_	2 Forestry	Mr. Vilaphanh THAVONSOUK	Planning	Computer			
	3 Forestry	Mr. Hom LOMOUANGKHAM	Forest legislation				
94	4 Forestry	Mr. Sounthone KEOVONGSOUTHI	Computer	Foreign language			
95	5 Forestry	Mr. Ounkham KHAOPHANH	Upgrading technical knowledge	English	Computer		
96	6 Forestry	Mr. Nokham SOMCHANMANIVONG	Technique on reforestation				
	7 Forestry	Mr. Phonxay BOUTKOUSONH					
	8 Forestry	Ms. Leokham VATTASO	Technique on grafting	Computer	English		
	9 Forestry	Mr. Bounthong SOUTHAMMAVONG	Technique on granting Technique on conservation of natural resources	Conservation aquatic and wildlife	Unclear (Measurement of violators)		
			reclamque on conscivation of natural resources	Conservation aquatic and whitine	Oncieur (measurement of violators)		
	0 Forestry	Mr. Chandome SOUKANMALANGSY					
	1 Forestry	Mr. Hongkham PHOTHISAT					
	2 Forestry	Mr. Khounthala KHAMMANIVONG	Continuous training	Computer using	English	Technical training	
03	3 Forestry	Mr. Phoumy KHOUNNASENE					
	4 Forestry	Mr. Khemphet CHALIYATHAM	Grafting	Reforestation	English		
	5 Forestry	Mr. Bouakeo	Technical training on subject matter	Computer	English	Study tour	
	6 Forestry	Mr. Phanthala SAMOUNTY	Technical training on subject matter Technical training	Computer	English	Study tour	
00	7 Forestry		reclinical training	Computer	Eligiisii	Study tour	
		Mr. Thongsang CHANTHAVONG				_	
	8 Forestry	Mr. Chanpheng MOUNTIVONG	Upgrading technical knowledge	Foreign language	Reforestation	Forest management	Conservation of natural resources
	9 Forestry	Ms. Somsanouk PHITSALATH	Computer	Foreign language	Technical training		
10	0 Forestry	Mr. Phoukindavanh SIPASEUTH					
11	1 Forestry	Ms. Bounnene VONGDEUANE	Technical training				
	2 Forestry	Mr. Phonxay CHANTHAVIXAY	Ŭ				
	3 Forestry	Mr. Sengmany SIAKKHASONE					
1/	4 Forestry	Mr. Somneuk SAMOUNTY	Computer	English	Technical training		
			Computer	English	Technical training		
	5 Forestry	Ms. Khankeo KEONOUCHANH					
	6 Forestry	Mr. Lamphou SENESOULINTHA	Specific technical aspect	New skill	Foreign Language	Study tour	
17	7 Forestry	Mr. Thongsoun PHIMMASONE	Technical training	New skill	Foreign Language	Management	Specific technique
18	8 Meteo	Mr. Khamseng VONGPHACHANH	Agro-meteorology	Planning and budgeting	Political theory		
	9 Meteo	Mr. Douangkham PHOXAY	Technical subject	Political theory	Finance		
	0 Meteo	Mr. Bounthai XAYSANAVONGPHET	Technical knowledge	English			
	1 Meteo	Mr. Saleumkham NOUANSAVANH	Management Management	Database controlling	Computer	Using equipment with high technology	Upgrading knowledge on equipment
- 1			-	ě	MSc (Formal education)	0 1 1 0 0	opgrading knowledge on equipment
2			Continuous stud-du-	DCa (Formal advisor)		English	
	2 Meteo	Mr. Latdalay PATHOUMMAVONG	Continuous studying	BCs (Formal education)	Wise (Formal education)		
3	3 Meteo	Mr. Khanthanom PHOMSOUVANH	n.a.		Wise (Formal education)		
3	Meteo Meteo	Mr. Khanthanom PHOMSOUVANH Mr. Khonsamak CHANTHAVONGSA	n.a. Continuous studying	English			
3	3 Meteo	Mr. Khanthanom PHOMSOUVANH	n.a.		Not applicable(Improvement of equipment)	Improve budget	M&E system
23 24 25	Meteo Meteo	Mr. Khanthanom PHOMSOUVANH Mr. Khonsamak CHANTHAVONGSA	n.a. Continuous studying	English			M&E system
23 24 25 26	3 Meteo 4 Meteo 5 Extension	Mr. Khanthanom PHOMSOUVANH Mr. Khonsamak CHANTHAVONGSA Mr. Khampang CHANTHANOME Mr. Bounthai THAVONESOUK	n.a. Continuous studying Upgrading technical knowledge Planning	English Formulation of strategy and objective Seed collection, nursery and planting	Not applicable(Improvement of equipment)	Improve budget	M&E system
23 24 25 26 27	3 Meteo 4 Meteo 5 Extension 6 Extension 7 Extension	Mr. Khanthanom PHOMSOUVANH Mr. Khonsamak CHANTHAVONGSA Mr. Khampang CHANTHANOME Mr. Bounthai THAVONESOUK Mr. Sithaheng THONGSAVANH	n.a. Continuous studying Upgrading technical knowledge Planning Extension guideline for farmer	English Formulation of strategy and objective Seed collection, nursery and planting Foreign language	Not applicable(Improvement of equipment) Animal culture Information exchange	Improve budget	M&E system
23 24 25 26 27 28	3 Meteo 4 Meteo 5 Extension 6 Extension 7 Extension 8 Extension	Mr. Khanthanom PHOMSOUVANH Mr. Khonsamak CHANTHAVONGSA Mr. Khampang CHANTHANOME Mr. Bounthai THAVONESOUK Mr. Sithaheng THONGSAVANH Mr. Lamphone KHAMMOUNHEUANG	n.a. Continuous studying Upgrading technical knowledge Planning Extension guideline for farmer Technical training	English Formulation of strategy and objective Seed collection, nursery and planting Foreign language Foreign language	Not applicable(Improvement of equipment) Animal culture Information exchange Computer	Improve budget	M&E system
23 24 25 26 27 28 29	3 Meteo 4 Meteo 5 Extension 6 Extension 7 Extension 8 Extension 9 Extension	Mr. Khanthanom PHOMSOUVANH Mr. Khonsamak CHANTHAVONGSA Mr. Khampang CHANTHANOME Mr. Bounthai THAVONESOUK Mr. Sithaheng THONGSAVANH Mr. Lamphone KHAMMOUNHEUANG Mr. Im LOUANGKHOTH	n.a. Continuous studying Upgrading technical knowledge Planning Extension guideline for farmer Technical training Technical training	English Formulation of strategy and objective Seed collection, nursery and planting Foreign language Foreign language Foreign language	Not applicable(Improvement of equipment) Animal culture Information exchange Computer Computer	Improve budget	M&E system
23 24 25 26 27 28 29	3 Meteo 4 Meteo 5 Extension 6 Extension 7 Extension 8 Extension 9 Extension 0 Extension	Mr. Khanthanom PHOMSOUVANH Mr. Khonsamak CHANTHAVONGSA Mr. Khampang CHANTHANOME Mr. Bounthai THAVONESOUK Mr. Sithaheng THONGSAVANH Mr. Lamphone KHAMMOUNHEUANG Mr. Im LOUANGKHOTH Mr. Phaysane THAMMABANVANG	n.a. Continuous studying Upgrading technical knowledge Planning Extension guideline for farmer Technical training	English Formulation of strategy and objective Seed collection, nursery and planting Foreign language Foreign language	Not applicable(Improvement of equipment) Animal culture Information exchange Computer	Improve budget	M&E system
23 24 25 26 27 28 29 30	3 Meteo 4 Meteo 5 Extension 6 Extension 7 Extension 8 Extension 9 Extension 0 Extension 1 Extension	Mr. Khanthanom PHOMSOUVANH Mr. Khonsamak CHANTHAVONGSA Mr. Khampang CHANTHANOME Mr. Bounthai THAVONESOUK Mr. Sithaheng THONGSAVANH Mr. Lamphone KHAMMOUNHEUANG Mr. Im LOUANGKHOTH Mr. Phaysane THAMMABANVANG Mr. Khamvane VONGNALATH	n.a. Continuous studying Upgrading technical knowledge Planning Extension guideline for farmer Technical training Technical training Advice and management n.a.	English Formulation of strategy and objective Seed collection, nursery and planting Foreign language Foreign language Foreign language Administration	Not applicable(Improvement of equipment) Animal culture Information exchange Computer Computer Foreign Language	Improve budget	M&E system
3 4 5 6 7 8 9	3 Meteo 4 Meteo 5 Extension 6 Extension 7 Extension 8 Extension 9 Extension 0 Extension	Mr. Khanthanom PHOMSOUVANH Mr. Khonsamak CHANTHAVONGSA Mr. Khampang CHANTHANOME Mr. Bounthai THAVONESOUK Mr. Sithaheng THONGSAVANH Mr. Lamphone KHAMMOUNHEUANG Mr. Im LOUANGKHOTH Mr. Phaysane THAMMABANVANG	n.a. Continuous studying Upgrading technical knowledge Planning Extension guideline for farmer Technical training Technical training	English Formulation of strategy and objective Seed collection, nursery and planting Foreign language Foreign language Foreign language	Not applicable(Improvement of equipment) Animal culture Information exchange Computer Computer	Improve budget	M&E system
23 24 25 26 27 28 29 30 31	3 Meteo 4 Meteo 5 Extension 6 Extension 7 Extension 8 Extension 9 Extension 0 Extension 1 Extension	Mr. Khanthanom PHOMSOUVANH Mr. Khonsamak CHANTHAVONGSA Mr. Khampang CHANTHANOME Mr. Bounthai THAVONESOUK Mr. Sithaheng THONGSAVANH Mr. Lamphone KHAMMOUNHEUANG Mr. Im LOUANGKHOTH Mr. Phaysane THAMMABANVANG Mr. Khamvane VONGNALATH	n.a. Continuous studying Upgrading technical knowledge Planning Extension guideline for farmer Technical training Technical training Advice and management n.a.	English Formulation of strategy and objective Seed collection, nursery and planting Foreign language Foreign language Foreign language Administration	Not applicable(Improvement of equipment) Animal culture Information exchange Computer Computer Foreign Language	Improve budget	M&E system
23 24 25 26 27 28 29 30 31 32	3 Meteo 4 Meteo 5 Extension 6 Extension 7 Extension 8 Extension 9 Extension 0 Extension 1 Extension 2 Extension	Mr. Khanthanom PHOMSOUVANH Mr. Khonsamak CHANTHAVONGSA Mr. Khampang CHANTHANOME Mr. Bounthai THAVONESOUK Mr. Sithaheng THONGSAVANH Mr. Lamphone KHAMMOUNHEUANG Mr. Im LOUANGKHOTH Mr. Phaysane THAMMABANVANG Mr. Khamvane VONGNALATH Mr. Vixay KEOMAHAVONG	n.a. Continuous studying Upgrading technical knowledge Planning Extension guideline for farmer Technical training Technical training Advice and management n.a. Project management	English Formulation of strategy and objective Seed collection, nursery and planting Foreign language Foreign language Foreign language Administration Project planning	Not applicable(Improvement of equipment) Animal culture Information exchange Computer Computer Foreign Language Crop production and livestock	Improve budget	M&E system
23 24 25 26 27 28 29 30 31 32 33	3 Meteo 4 Meteo 5 Extension 6 Extension 7 Extension 8 Extension 9 Extension 0 Extension 1 Extension 2 Extension 2 Extension 3 Extension 4 Extension	Mr. Khanthanom PHOMSOUVANH Mr. Khonsamak CHANTHAVONGSA Mr. Khampang CHANTHANOME Mr. Bounthai THAVONESOUK Mr. Sithaheng THONGSAVANH Mr. Lamphone KHAMMOUNHEUANG Mr. Im LOUANGKHOTH Mr. Phaysane THAMMABANVANG Mr. Khamvane VONGNALATH Mr. Vixay KEOMAHAVONG Mr. Bounsy BANDASAK Mr. Soukvisay KEOMANY	n.a. Continuous studying Upgrading technical knowledge Planning Extension guideline for farmer Technical training Technical training Advice and management n.a. Project management Management and project writing Technical training	English Formulation of strategy and objective Seed collection, nursery and planting Foreign language Foreign language Foreign language Administration Project planning English English	Not applicable(Improvement of equipment) Animal culture Information exchange Computer Computer Foreign Language Crop production and livestock Design irrigation Computer	Improve budget	M&E system
23 24 25 26 27 28 29 30 31 32 33 34	3 Meteo 4 Meteo 5 Extension 6 Extension 7 Extension 8 Extension 9 Extension 1 Extension 1 Extension 2 Extension 3 Extension 4 Extension 5 Extension	Mr. Khanthanom PHOMSOUVANH Mr. Khonsamak CHANTHAVONGSA Mr. Khampang CHANTHANOME Mr. Bounthai THAVONESOUK Mr. Sithaheng THONGSAVANH Mr. Lamphone KHAMMOUNHEUANG Mr. Im LOUANGKHOTH Mr. Phaysane THAMMABANVANG Mr. Khamvane VONGNALATH Mr. Vixay KEOMAHAVONG Mr. Bounsy BANDASAK Mr. Soukvisay KEOMANY Mr. Chanthone SONMANY	n.a. Continuous studying Upgrading technical knowledge Planning Extension guideline for farmer Technical training Technical training Advice and management n.a. Project management Management and project writing Technical training Technical training	English Formulation of strategy and objective Seed collection, nursery and planting Foreign language Foreign language Foreign language Administration Project planning English English English	Not applicable(Improvement of equipment) Animal culture Information exchange Computer Computer Foreign Language Crop production and livestock Design irrigation Computer Computer Computer	Improve budget	M&E system
23 24 25 26 27 28 29 30 31 32 33 34 35	3 Meteo 4 Meteo 5 Extension 6 Extension 7 Extension 9 Extension 0 Extension 1 Extension 1 Extension 2 Extension 2 Extension 4 Extension 5 Extension 6 Extension 6 Extension	Mr. Khanthanom PHOMSOUVANH Mr. Khonsamak CHANTHAVONGSA Mr. Khampang CHANTHANOME Mr. Bounthai THAVONESOUK Mr. Sithaheng THONGSAVANH Mr. Lamphone KHAMMOUNHEUANG Mr. Im LOUANGKHOTH Mr. Phaysane THAMMABANVANG Mr. Khamvane VONGNALATH Mr. Vixay KEOMAHAVONG Mr. Bounsy BANDASAK Mr. Soukvisay KEOMANY Mr. Chanthone SONMANY Ms. Khanxay SENGVILAY	n.a. Continuous studying Upgrading technical knowledge Planning Extension guideline for farmer Technical training Technical training Advice and management n.a. Project management Management and project writing Technical training Technical training Technical training Technical knowledge	English Formulation of strategy and objective Seed collection, nursery and planting Foreign language Foreign language Foreign language Administration Project planning English English English English	Not applicable(Improvement of equipment) Animal culture Information exchange Computer Computer Foreign Language Crop production and livestock Design irrigation Computer Computer Computer Computer Computer	Improve budget	M&E system
23 24 25 26 27 28 29 30 31 32 33 34 35 36 37	3 Meteo 4 Meteo 5 Extension 6 Extension 7 Extension 9 Extension 0 Extension 0 Extension 1 Extension 1 Extension 2 Extension 3 Extension 4 Extension 5 Extension 6 Extension 6 Extension 7 Extension	Mr. Khanthanom PHOMSOUVANH Mr. Khonsamak CHANTHAVONGSA Mr. Khampang CHANTHANOME Mr. Bounthai THAVONESOUK Mr. Sithaheng THONGSAVANH Mr. Lamphone KHAMMOUNHEUANG Mr. Im LOUANGKHOTH Mr. Phaysane THAMMABANVANG Mr. Khamvane VONGNALATH Mr. Vixay KEOMAHAVONG Mr. Bounsy BANDASAK Mr. Soukvisay KEOMANY Mr. Chanthone SONMANY Ms. Khanxay SENGVILAY Ms. Phetsathaphone SOUTHAMMAVONG	n.a. Continuous studying Upgrading technical knowledge Planning Extension guideline for farmer Technical training Technical training Advice and management n.a. Project management Management and project writing Technical training Technical training Technical training Technical knowledge Training on problem identification	English Formulation of strategy and objective Seed collection, nursery and planting Foreign language Foreign language Foreign language Administration Project planning English English English How to train people	Not applicable(Improvement of equipment) Animal culture Information exchange Computer Computer Foreign Language Crop production and livestock Design irrigation Computer Computer Computer New technology that project provided	Improve budget	M&E system
23 24 25 26 27 28 29 30 31 32 33 34 35 36 37	3 Meteo 4 Meteo 5 Extension 6 Extension 7 Extension 9 Extension 0 Extension 1 Extension 2 Extension 2 Extension 4 Extension 5 Extension 5 Extension 6 Extension 7 Extension 7 Extension 8 Extension	Mr. Khanthanom PHOMSOUVANH Mr. Khonsamak CHANTHAVONGSA Mr. Khampang CHANTHANOME Mr. Bounthai THAVONESOUK Mr. Sithaheng THONGSAVANH Mr. Lamphone KHAMMOUNHEUANG Mr. Im LOUANGKHOTH Mr. Phaysane THAMMABANVANG Mr. Khamvane VONGNALATH Mr. Vixay KEOMAHAVONG Mr. Bounsy BANDASAK Mr. Soukvisay KEOMANY Mr. Chanthone SONMANY Ms. Khanxay SENGVILAY Ms. Phetsathaphone SOUTHAMMAVONG Mr. Sengphet THONGSAVANH	n.a. Continuous studying Upgrading technical knowledge Planning Extension guideline for farmer Technical training Technical training Advice and management n.a. Project management Management and project writing Technical training Technical training Technical training Technical training Technical training Technical knowledge Training on problem identification Technical knowledge	English Formulation of strategy and objective Seed collection, nursery and planting Foreign language Foreign language Foreign language Administration Project planning English English English English	Not applicable(Improvement of equipment) Animal culture Information exchange Computer Computer Foreign Language Crop production and livestock Design irrigation Computer Computer Computer New technology that project provided Computer	Improve budget	M&E system
23 24 25 26 27 28 29 30 31 32 33 34 35 36	3 Meteo 4 Meteo 5 Extension 6 Extension 7 Extension 9 Extension 0 Extension 0 Extension 1 Extension 1 Extension 2 Extension 3 Extension 4 Extension 5 Extension 6 Extension 6 Extension 7 Extension	Mr. Khanthanom PHOMSOUVANH Mr. Khonsamak CHANTHAVONGSA Mr. Khampang CHANTHANOME Mr. Bounthai THAVONESOUK Mr. Sithaheng THONGSAVANH Mr. Lamphone KHAMMOUNHEUANG Mr. Im LOUANGKHOTH Mr. Phaysane THAMMABANVANG Mr. Khamvane VONGNALATH Mr. Vixay KEOMAHAVONG Mr. Bounsy BANDASAK Mr. Soukvisay KEOMANY Mr. Chanthone SONMANY Ms. Khanxay SENGVILAY Ms. Phetsathaphone SOUTHAMMAVONG	n.a. Continuous studying Upgrading technical knowledge Planning Extension guideline for farmer Technical training Technical training Advice and management n.a. Project management Management and project writing Technical training Technical training Technical training Technical knowledge Training on problem identification	English Formulation of strategy and objective Seed collection, nursery and planting Foreign language Foreign language Foreign language Administration Project planning English English English How to train people	Not applicable(Improvement of equipment) Animal culture Information exchange Computer Computer Foreign Language Crop production and livestock Design irrigation Computer Computer Computer New technology that project provided	Improve budget	M&E system
23 24 25 26 27 28 29 30 31 32 33 34 35 38 38	3 Meteo 4 Meteo 5 Extension 6 Extension 7 Extension 9 Extension 0 Extension 1 Extension 2 Extension 2 Extension 4 Extension 5 Extension 5 Extension 6 Extension 7 Extension 8 Extension 8 Extension	Mr. Khanthanom PHOMSOUVANH Mr. Khonsamak CHANTHAVONGSA Mr. Khampang CHANTHANOME Mr. Bounthai THAVONESOUK Mr. Sithaheng THONGSAVANH Mr. Lamphone KHAMMOUNHEUANG Mr. Im LOUANGKHOTH Mr. Phaysane THAMMABANVANG Mr. Khamvane VONGNALATH Mr. Vixay KEOMAHAVONG Mr. Bounsy BANDASAK Mr. Soukvisay KEOMANY Mr. Chanthone SONMANY Ms. Khanxay SENGVILAY Ms. Phetsathaphone SOUTHAMMAVONG Mr. Sengphet THONGSAVANH	n.a. Continuous studying Upgrading technical knowledge Planning Extension guideline for farmer Technical training Technical training Advice and management n.a. Project management Management and project writing Technical training Technical training Technical training Technical training Technical training Technical knowledge Training on problem identification Technical knowledge	English Formulation of strategy and objective Seed collection, nursery and planting Foreign language Foreign language Foreign language Administration Project planning English English English English How to train people Foreign language	Not applicable(Improvement of equipment) Animal culture Information exchange Computer Computer Foreign Language Crop production and livestock Design irrigation Computer Computer Computer New technology that project provided Computer	Improve budget	M&E system
13 14 15 16 17 18 18 19 10 10 10	3 Meteo 4 Meteo 5 Extension 6 Extension 7 Extension 9 Extension 0 Extension 1 Extension 2 Extension 2 Extension 4 Extension 5 Extension 5 Extension 6 Extension 7 Extension 8 Extension 9 Extension	Mr. Khanthanom PHOMSOUVANH Mr. Khonsamak CHANTHAVONGSA Mr. Khampang CHANTHANOME Mr. Bounthai THAVONESOUK Mr. Sithaheng THONGSAVANH Mr. Lamphone KHAMMOUNHEUANG Mr. Im LOUANGKHOTH Mr. Phaysane THAMMABANVANG Mr. Khamvane VONGNALATH Mr. Vixay KEOMAHAVONG Mr. Bounsy BANDASAK Mr. Soukvisay KEOMANY Mr. Chanthone SONMANY Ms. Khamxay SENGVILAY Ms. Phetsathaphone SOUTHAMMAVONG Mr. Sengphet THONGSAVANH Ms. Pavi SINIPHANTHONG Ms. Kongmany Panyathip	n.a. Continuous studying Upgrading technical knowledge Planning Extension guideline for farmer Technical training Technical training Advice and management n.a. Project management Management and project writing Technical training Technical training Technical training Technical training Technical training Technical knowledge Training on problem identification Technical knowledge English English	English Formulation of strategy and objective Seed collection, nursery and planting Foreign language Foreign language Foreign language Administration Project planning English English English English Foreign language Computer Computer	Not applicable(Improvement of equipment) Animal culture Information exchange Computer Computer Foreign Language Crop production and livestock Design irrigation Computer Computer Computer Computer Computer Technical knowledge for staff	Improve budget	M&E system
23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40	3 Meteo 4 Meteo 5 Extension 6 Extension 7 Extension 9 Extension 0 Extension 1 Extension 2 Extension 2 Extension 5 Extension 5 Extension 5 Extension 6 Extension 7 Extension 9 Extension 9 Extension 9 Extension 9 Extension 9 Extension 1 Extension	Mr. Khanthanom PHOMSOUVANH Mr. Khonsamak CHANTHAVONGSA Mr. Khampang CHANTHANOME Mr. Bounthai THAVONESOUK Mr. Sithaheng THONGSAVANH Mr. Lamphone KHAMMOUNHEUANG Mr. Im LOUANGKHOTH Mr. Phaysane THAMMABANVANG Mr. Khamvane VONGNALATH Mr. Vixay KEOMAHAVONG Mr. Bounsy BANDASAK Mr. Soukvisay KEOMANY Mr. Chanthone SONMANY Ms. Khamxay SENGVILAY Ms. Phetsathaphone SOUTHAMMAVONG Mr. Sengphet THONGSAVANH Ms. Pavi SINIPHANTHONG Ms. Kongmany Panyathip Mr. Khamsing KEOPANYA	n.a. Continuous studying Upgrading technical knowledge Planning Extension guideline for farmer Technical training Technical training Advice and management n.a. Project management Management and project writing Technical training Technical training Technical training Technical training Technical training Technical knowledge Training on problem identification Technical knowledge English English Unclear (Cooperative)	English Formulation of strategy and objective Seed collection, nursery and planting Foreign language Foreign language Foreign language Administration Project planning English English English English Foreign language Computer Computer Principle of implementation	Not applicable(Improvement of equipment) Animal culture Information exchange Computer Computer Foreign Language Crop production and livestock Design irrigation Computer Computer Computer Computer Technical knowledge Technical knowledge	Improve budget	M&E system
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Name of Office: PAFO Vientiane Date of data update: 2004/6/18

ID of Question:	Nome		p you in meetin the operational goals of your office		Tuelinin - 4	Teologic - C
No. Section	Name	Training 1	Training 2	Training 3	Training 4	Training 5
145 CMI	Mr. Sompheng KEOMAHAVONG	Computer	English related technical subject	Planning	Upgrading technical knowledge	Planning, objective, purpose of the office
146 CMI	Mr. Bounmy VANNAVONG	Irrigation management	English and computer			
147 CMI	Mr. Kesone LOUANGXAY	English	Pesticide use, crop production, livestock	Statistic and planning	Collectionof database	
148 CMI	Mr. Siveun SENTHAVISOUK	English	Technology in agriculture	Fruit trees management	Reducion of shifting cultivation	Use of internet
149 CMI	Mr. Vannakone SENGCHANTHAVONG	Technical training	Exchange knowledge with international agency			
150 CMI	Mr. Ketsana SENGTHONG	Training of trainer	Irrigation management			
151 CMI	Mr. Somdy NATTHANONGSY	Foreign language	Technical training			
152 CMI	Ms. Bouadam PHITSALATH	English	Financing			
153 CMI	Mr. Thanongsak VONGSAKDA	Foreign language	Using modern machines			
154 CMI	Mr. Vilat LATSAVONG	Designing in computer	Rural development			
155 CMI	Ms. Oudomxay KEOPHILAVANH	Technical subject	Planning	Political theory		
156 DMIP	Mr. Vongsomphone NILAVANH	Computer	Foreign language	Technical training		
157 DMIP	Mr. Sounthone SALIPHOTH	Computer	1 Oreign language	Technical danning		
158 DMIP						
	Mr. Pasatphone CHALEUNSOUK	m : :				
159 DMIP	Ms. Keooudone SISOMSIEUN	Training of trainer				
160 DMIP	Mr. Thongphoune PHANTHAVONG					
161 DMIP	Mr. Mixay MATTHOUVONG	New knowledge	Unclear (Work on another activities)			
162 DMIP	Ms. Soynoulane PHANNOLATH					
163 DMIP	Mr. Chansone VOLASINH	Technical training for farmers				
164 Upland Project	Mr. Thonglo KHAMVONGSA	TOT	Sustainable agriculture in upland	Participatory poverty reduction	Development of fruit tree farm	Gender issue
165 Upland Project	Ms. Kaysone SOPHAPMIXAY	English	Acounting and financial management	Planning	-	
166 Upland Project	Mr. Boungnang VONGVILAXAY	TOT	Servey and analysis of soils for agriculture	English		
167 Upland Project	Ms. Chansamone VONGXAY	English	Financial mangement	Computer		
168 Upland Project	Ms. Thongvanh THONGSAVANH	č	Foreign language	•	Information exchange	
1 5	-	Fruit tree production	rororgii ianguage	Computer	information exchalige	
169 Highland Pjt	Mr. Koulap SOULIGNO					
170 Highland Pjt	Mr. Phouvong BOUNSOU					
171 Highland Pjt	Mr. Phetthavy XAYSILIPHONG					
172 Highland Pjt	Mr. Khamsing SIHALATH	Irrigation	Computer	English		
173 Highland Pjt	Mr. Bounlouai VONGXAY	Specialist as agriculture and forestry	Community development	Foreign Language	Computer	Project management
174 Highland Pjt	Mr. Phonvilay PHIMMASONE					
175 Highland Pjt	Mr. Maniphone SOULIVONG	Feed production for poultry culture	Farm management	Computer	Foreign language	Training of trainers
176 Highland Pjt	Ms. Manivone PHIMMASONE	Accounting	Short-term training on management			
177 Highland Pjt	Mr. Phouva MANIPAKONE	Upgrading technical degree on agriculture	Short term training on technical subject	Project management / administration	Foreign language	Computer
178 Highland Pjt	Mr. Khammany LEUTVILAYVONG	Project management	English and computer	Troject management / administration	1 oreign innguage	Computer
179 Highland Pjt	Mr. Sengsouligna KHENNALATH	Technical training	Management Management			
180 Highland Pjt	Ms. Naly SIHACHAK	<u> </u>	3	Commutes		
		Upgrading technical degree on agriculture	Foreign language	Computer		
181 Prov. Develop. Station	Mr. Khamla VONGSIPASOME					
182 Prov. Develop. Station	Mr. Kabkeo SIVIENGXAY					
183 Prov. Develop. Station	Ms. Vandy VONGXAY	Collection of data and analysis of database				
184 Prov. Develop. Station	Mr. Bounnam XAYAVONG	Technique for rice production	Upgrading knowledge of technical staffs			
185 Prov. Develop. Station	Mr. Khamleu KIOPHANMAHA	Unclear (Technical staff)				
186 Prov. Develop. Station	Ms. Khonsavanh CHANTHALANGSY	Improvement of an organizational system				
187 Prov. Develop. Station	Ms. Thongkham KHOUNPHONH	Upgrading technical knowledge of staff				
188 Prov. Develop. Station						
TOO FIOY. DEVELOP. STATION	Ms. Ketkeo SOMCHANMAVONG	Computer		1		
•		Computer Study tour	Upgrading knowledge			
189 Prov. Develop. Station	Mr. Xayasith SIVILAY	Study tour	Upgrading knowledge			
189 Prov. Develop. Station 190 Prov. Develop. Station	Mr. Xayasith SIVILAY Mr. Siphandone CHANTHAVONG	Study tour Upgrading knowledge and experiences	Upgrading knowledge			
189 Prov. Develop. Station190 Prov. Develop. Station191 Prov. Develop. Station	Mr. Xayasith SIVILAY Mr. Siphandone CHANTHAVONG Ms. Khamsa PHIMMASONE	Study tour Upgrading knowledge and experiences Upgrading knowledge and skill	Upgrading knowledge			
189 Prov. Develop. Station190 Prov. Develop. Station191 Prov. Develop. Station192 Prov. Develop. Station	Mr. Xayasith SIVILAY Mr. Siphandone CHANTHAVONG Ms. Khamsa PHIMMASONE Mr. Khanthaly SOUTHAMMAVONG	Study tour Upgrading knowledge and experiences Upgrading knowledge and skill Technical knowledge				
189 Prov. Develop. Station 190 Prov. Develop. Station 191 Prov. Develop. Station 192 Prov. Develop. Station 193 Prov. Develop. Station	Mr. Xayasith SIVILAY Mr. Siphandone CHANTHAVONG Ms. Khamsa PHIMMASONE Mr. Khanthaly SOUTHAMMAVONG Mr. Khamphong PHIOUPHONGSAY	Study tour Upgrading knowledge and experiences Upgrading knowledge and skill Technical knowledge Technical knowledge	Upgrading educaltional degree			
189 Prov. Develop. Station 190 Prov. Develop. Station 191 Prov. Develop. Station 192 Prov. Develop. Station 193 Prov. Develop. Station 194 Namngeum Fishery Pjt	Mr. Xayasith SIVILAY Mr. Siphandone CHANTHAVONG Ms. Khamsa PHIMMASONE Mr. Khanthaly SOUTHAMMAVONG Mr. Khamphong PHIOUPHONGSAY Mr. Vongphachanh BALAVONG	Study tour Upgrading knowledge and experiences Upgrading knowledge and skill Technical knowledge Technical knowledge English	Upgrading educaltional degree Computer	Planning	PRA	Reproduction of aquatic and fish
189 Prov. Develop. Station 190 Prov. Develop. Station 191 Prov. Develop. Station 192 Prov. Develop. Station 193 Prov. Develop. Station 194 Namngeum Fishery Pjt 195 Namngeum Fishery Pjt	Mr. Xayasith SIVILAY Mr. Siphandone CHANTHAVONG Ms. Khamsa PHIMMASONE Mr. Khanthaly SOUTHAMMAVONG Mr. Khamphong PHIOUPHONGSAY Mr. Vongphachanh BALAVONG Mr. Khanthong CHANMANY	Study tour Upgrading knowledge and experiences Upgrading knowledge and skill Technical knowledge Technical knowledge English Training to understand the work	Upgrading educaltional degree Computer Unclear (Complete activities and effectiveness)	Planning	PRA	Reproduction of aquatic and fish
189 Prov. Develop. Station 190 Prov. Develop. Station 191 Prov. Develop. Station 192 Prov. Develop. Station 193 Prov. Develop. Station 194 Namngeum Fishery Pjt 195 Namngeum Fishery Pjt 196 Namngeum Fishery Pjt	Mr. Xayasith SIVILAY Mr. Siphandone CHANTHAVONG Ms. Khamsa PHIMMASONE Mr. Khanthaly SOUTHAMMAVONG Mr. Khamphong PHIOUPHONGSAY Mr. Vongphachanh BALAVONG	Study tour Upgrading knowledge and experiences Upgrading knowledge and skill Technical knowledge Technical knowledge English	Upgrading educaltional degree Computer	Planning	PRA	Reproduction of aquatic and fish
189 Prov. Develop. Station	Mr. Xayasith SIVILAY Mr. Siphandone CHANTHAVONG Ms. Khamsa PHIMMASONE Mr. Khanthaly SOUTHAMMAVONG Mr. Khamphong PHIOUPHONGSAY Mr. Vongphachanh BALAVONG Mr. Khanthong CHANMANY	Study tour Upgrading knowledge and experiences Upgrading knowledge and skill Technical knowledge Technical knowledge English Training to understand the work	Upgrading educaltional degree Computer Unclear (Complete activities and effectiveness)	Planning	PRA	Reproduction of aquatic and fish
189 Prov. Develop. Station 190 Prov. Develop. Station 191 Prov. Develop. Station 192 Prov. Develop. Station 193 Prov. Develop. Station 194 Namngeum Fishery Pjt 195 Namngeum Fishery Pjt 196 Namngeum Fishery Pjt	Mr. Xayasith SIVILAY Mr. Siphandone CHANTHAVONG Ms. Khamsa PHIMMASONE Mr. Khanthaly SOUTHAMMAVONG Mr. Khamphong PHIOUPHONGSAY Mr. Vongphachanh BALAVONG Mr. Khanthong CHANMANY Mr. Khamsene PHANKHAM	Study tour Upgrading knowledge and experiences Upgrading knowledge and skill Technical knowledge Technical knowledge English Training to understand the work Technical knowledge for young generation	Upgrading educaltional degree Computer Unclear (Complete activities and effectiveness)	Planning Technical guideline	PRA Exchange of experience	Reproduction of aquatic and fish
189 Prov. Develop. Station 190 Prov. Develop. Station 191 Prov. Develop. Station 192 Prov. Develop. Station 193 Prov. Develop. Station 194 Namngeum Fishery Pjt 195 Namngeum Fishery Pjt 196 Namngeum Fishery Pjt 197 Namngeum Fishery Pjt 198 Namngeum Fishery Pjt 198 Namngeum Fishery Pjt	Mr. Xayasith SIVILAY Mr. Siphandone CHANTHAVONG Ms. Khamsa PHIMMASONE Mr. Khanthaly SOUTHAMMAVONG Mr. Khamphong PHIOUPHONGSAY Mr. Vongphachanh BALAVONG Mr. Khanthong CHANMANY Mr. Khamsene PHANKHAM Ms. Bounthone SIBOUAVANH	Study tour Upgrading knowledge and experiences Upgrading knowledge and skill Technical knowledge Technical knowledge English Training to understand the work Technical knowledge for young generation Upgrading knowledge on specific subject	Upgrading educaltional degree Computer Unclear (Complete activities and effectiveness) Worki with villages		Exchange of experience	Reproduction of aquatic and fish
189 Prov. Develop. Station 190 Prov. Develop. Station 191 Prov. Develop. Station 192 Prov. Develop. Station 193 Prov. Develop. Station 194 Namngeum Fishery Pjt 195 Namngeum Fishery Pjt 196 Namngeum Fishery Pjt 197 Namngeum Fishery Pjt 198 Namngeum Fishery Pjt 199 Namngeum Fishery Pjt 199 Namngeum Fishery Pjt 199 Namngeum Fishery Pjt	Mr. Xayasith SIVILAY Mr. Siphandone CHANTHAVONG Ms. Khamsa PHIMMASONE Mr. Khanthaly SOUTHAMMAVONG Mr. Khamphong PHIOUPHONGSAY Mr. Vongphachanh BALAVONG Mr. Khanthong CHANMANY Mr. Khamsene PHANKHAM Ms. Bounthone SIBOUAVANH Mr. Oudome SOUVANNAHONG Mr. Khankeo SIHALATH	Study tour Upgrading knowledge and experiences Upgrading knowledge and skill Technical knowledge Technical knowledge English Training to understand the work Technical knowledge for young generation Upgrading knowledge on specific subject On the job training On the job training	Upgrading educaltional degree Computer Unclear (Complete activities and effectiveness) Worki with villages Have a consultant (Expert) Have a consultant (Expert)	Technical guideline Technical guideline	Exchange of experience Exchange of experience	
189 Prov. Develop. Station 190 Prov. Develop. Station 191 Prov. Develop. Station 192 Prov. Develop. Station 193 Prov. Develop. Station 194 Namngeum Fishery Pjt 195 Namngeum Fishery Pjt 196 Namngeum Fishery Pjt 197 Namngeum Fishery Pjt 198 Namngeum Fishery Pjt 199 Namngeum Fishery Pjt 199 Namngeum Fishery Pjt 190 Namngeum Fishery Pjt	Mr. Xayasith SIVILAY Mr. Siphandone CHANTHAVONG Ms. Khamsa PHIMMASONE Mr. Khanthaly SOUTHAMMAVONG Mr. Khamphong PHIOUPHONGSAY Mr. Vongphachanh BALAVONG Mr. Khanthong CHANMANY Mr. Khantheng CHANMANY Mr. Khamsene PHANKHAM Ms. Bounthone SIBOUAVANH Mr. Oudome SOUVANNAHONG Mr. Khankeo SIHALATH Mr. Keo INSIXIENGMAY	Study tour Upgrading knowledge and experiences Upgrading knowledge and skill Technical knowledge Technical knowledge English Training to understand the work Technical knowledge for young generation Upgrading knowledge on specific subject On the job training	Upgrading educaltional degree Computer Unclear (Complete activities and effectiveness) Worki with villages Have a consultant (Expert)	Technical guideline	Exchange of experience	Reproduction of aquatic and fish Poverty reduction
189 Prov. Develop. Station 190 Prov. Develop. Station 191 Prov. Develop. Station 191 Prov. Develop. Station 192 Prov. Develop. Station 193 Prov. Develop. Station 194 Namngeum Fishery Pjt 195 Namngeum Fishery Pjt 196 Namngeum Fishery Pjt 197 Namngeum Fishery Pjt 198 Namngeum Fishery Pjt 199 Namngeum Fishery Pjt 199 Namngeum Fishery Pjt 200 Namngeum Fishery Pjt 201 Namngeum Fishery Pjt 201 Namngeum Fishery Pjt 201 Namngeum Fishery Pjt 201 Namngeum Fishery Pjt	Mr. Xayasith SIVILAY Mr. Siphandone CHANTHAVONG Ms. Khamsa PHIMMASONE Mr. Khanthaly SOUTHAMMAVONG Mr. Khamphong PHIOUPHONGSAY Mr. Vongphachanh BALAVONG Mr. Khanthong CHANMANY Mr. Khanthene PHANKHAM Ms. Bounthone SIBOUAVANH Mr. Oudome SOUVANNAHONG Mr. Khankeo SIHALATH Mr. Keo INSIXIENGMAY Ms. Vansy VONGSAHALATH	Study tour Upgrading knowledge and experiences Upgrading knowledge and skill Technical knowledge Technical knowledge English Training to understand the work Technical knowledge for young generation Upgrading knowledge on specific subject On the job training On the job training Training of staff & villagers at Namgeum Dam	Upgrading educaltional degree Computer Unclear (Complete activities and effectiveness) Worki with villages Have a consultant (Expert) Have a consultant (Expert) Extention and technical assistance in fish raising	Technical guideline Technical guideline Fish culture and food processing	Exchange of experience Exchange of experience	
189 Prov. Develop. Station 190 Prov. Develop. Station 191 Prov. Develop. Station 191 Prov. Develop. Station 192 Prov. Develop. Station 193 Prov. Develop. Station 194 Namngeum Fishery Pjt 195 Namngeum Fishery Pjt 196 Namngeum Fishery Pjt 197 Namngeum Fishery Pjt 198 Namngeum Fishery Pjt 199 Namngeum Fishery Pjt 199 Namngeum Fishery Pjt 200 Namngeum Fishery Pjt 201 Namngeum Fishery Pjt 202 Namngeum Fishery Pjt 202 Namngeum Fishery Pjt 203 Namngeum Fishery Pjt 204 Namngeum Fishery Pjt 205 Namngeum Fishery Pjt 206 Namngeum Fishery Pjt 207 Namngeum Fishery Pjt 208 Namngeum Fishery Pjt 208 Namngeum Fishery Pjt 209 Namngeum Fishery Pjt 209 Namngeum Fishery Pjt 200 Namngeum Fishery Pjt 200 Namngeum Fishery Pjt	Mr. Xayasith SIVILAY Mr. Siphandone CHANTHAVONG Ms. Khamsa PHIMMASONE Mr. Khanthaly SOUTHAMMAVONG Mr. Khamphong PHIOUPHONGSAY Mr. Vongphachanh BALAVONG Mr. Khanthong CHANMANY Mr. Khanthong CHANMANY Mr. Khamsene PHANKHAM Ms. Bounthone SIBOUAVANH Mr. Oudome SOUVANNAHONG Mr. Khankeo SIHALATH Mr. Keo INSIXIENGMAY Ms. Vansy VONGSAHALATH Mr. Boungnou PHINTHAVONG	Study tour Upgrading knowledge and experiences Upgrading knowledge and skill Technical knowledge Technical knowledge English Training to understand the work Technical knowledge for young generation Upgrading knowledge on specific subject On the job training On the job training Training of staff & villagers at Namgeum Dam Unclear (discussion)	Upgrading educaltional degree Computer Unclear (Complete activities and effectiveness) Worki with villages Have a consultant (Expert) Have a consultant (Expert) Extention and technical assistance in fish raising Exchange of knowledge	Technical guideline Technical guideline Fish culture and food processing Guideline	Exchange of experience Exchange of experience	
189 Prov. Develop. Station 190 Prov. Develop. Station 191 Prov. Develop. Station 191 Prov. Develop. Station 192 Prov. Develop. Station 193 Prov. Develop. Station 194 Namngeum Fishery Pjt 195 Namngeum Fishery Pjt 196 Namngeum Fishery Pjt 197 Namngeum Fishery Pjt 198 Namngeum Fishery Pjt 199 Namngeum Fishery Pjt 199 Namngeum Fishery Pjt 190 Namngeum Fishery Pjt 200 Namngeum Fishery Pjt 201 Namngeum Fishery Pjt 202 Namngeum Fishery Pjt 203 Namngeum Fishery Pjt 203 Namngeum Fishery Pjt 204 Namngeum Fishery Pjt 205 Namngeum Fishery Pjt 206 Namngeum Fishery Pjt 207 Namngeum Fishery Pjt 208 Namngeum Fishery Pjt 208 Namngeum Fishery Pjt 209 Namngeum Fishery Pjt 209 Namngeum Fishery Pjt 200 Namngeum Fishery Pjt 201 Namngeum Fishery Pjt 201 Namngeum Fishery Pjt 202 Namngeum Fishery Pjt	Mr. Xayasith SIVILAY Mr. Siphandone CHANTHAVONG Ms. Khamsa PHIMMASONE Mr. Khanthaly SOUTHAMMAVONG Mr. Khamphong PHIOUPHONGSAY Mr. Vongphachanh BALAVONG Mr. Khanthong CHANMANY Mr. Khanthong CHANMANY Mr. Khamsene PHANKHAM Ms. Bounthone SIBOUAVANH Mr. Oudome SOUVANNAHONG Mr. Khankeo SIHALATH Mr. Keo INSIXIENGMAY Ms. Vansy VONGSAHALATH Mr. Boungnou PHINTHAVONG Mr. Somvandy CHANTHAVONG	Study tour Upgrading knowledge and experiences Upgrading knowledge and skill Technical knowledge Technical knowledge English Training to understand the work Technical knowledge for young generation Upgrading knowledge for young generation Upgrading knowledge on specific subject On the job training On the job training Training of staff & villagers at Namgeum Dam Unclear (discussion) Technical subject	Upgrading educaltional degree Computer Unclear (Complete activities and effectiveness) Worki with villages Have a consultant (Expert) Have a consultant (Expert) Extention and technical assistance in fish raising Exchange of knowledge Computer	Technical guideline Technical guideline Fish culture and food processing	Exchange of experience Exchange of experience	
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Attachment 6-4

Huaphanh PAFO

Name of Office: PAFO Huaphanh
Date of data update: 2004/6/18

ID of Question: A-2: Position A-3 A-6 A-7: Educational Attainment A-5: Specialty Submission of No. Length (vr) Education <2 Section Name Position Sex Aae Post <1 Maior Year Specialty questionnaire 1 Admn (PAFO) Mr. Somchith SOMVANTHA Yes Director M 53 n.c 6 Forestry 1997 43 2 Admn (PAFO) Mr. Angkhan KEOBOUAKHAM Deputy Director Yes Μ 21 4 Livestock and fishery d 37 3 Admn (PAFO) Mr. Somchanh PHENGPHAXAY Deputy Director Yes М 54 Р 5 High school n.a. c 4 Admn (Finance) Mr.Sivisay PHOMMAHA inance Yes Μ 40 n.a. 4 Accounting and finance 1989 k 5 Admn (Planning) Mr. Phonsan VILAYMENG Chief of Section Yes М 31 Р 2 Regional and Rural Development 2002 6 Admn (Finance) Mr. Thelath PHONLAMNGEUN Chief of Unit Yes М 54 28 4 Finance n.a. n.a7 Admn Μ 20 Secondary school Mr. Khampian SIHAN Driver Yes 40 Р 6 n.a. n.a 8 Admn 53 2001 Mr. Phanthone PHONGSENGKEO Chief of Office Yes Μ Р 4 Administration 9 Admn Mrs. Pouangvanh MYVONGSA Гурing Yes 27 n a 4 Typing, Computer 1999 na10 Admn Mrs. Vanhphone SISOMHAK Yes 38 13 Secondary school 6 Typing n.a.n.aYes 11 Admn Mrs. Ne HUOANGKHAMPHENG 26 Р Secondary school Typing 6 n.a.n.aMrs. Khampiw SIVONGPHANH 12 Admn Yes C0.7 High school Contract Staff n.a. 5 n.a.n.a13 Admn Mrs. Sutta KHAMVONGXAY Contract Staff 0.6 Teacher College 2002 Yes n.a. C4 n.a14 Admn (Planning) Mr. Vilayphong VONGKHAMPANE Deputy Chief of Unit No M 31 15 Admn (Organization) Mr. Khammy EKHOMPHONE Chief of Unit No Μ 47 16 Admn (NIWMAP Project) Mr. Sorsavanh BANKHAMMY Director No M 30 Р 17 Agriculture Mr. Mayphao BANVIDONE Chief of Section Yes Μ 51 Р 27 4 2000 b General Agriculture 18 Agriculture Р 17 Mr. Mayphieng MALACHITH Deputy Chief of Section Yes Μ 40 4 Agriculture 1987 a 19 Agriculture Mr. Bouathong PHENGSOMBAT Technical Staff Yes Μ 47 15 1980 Р 4 Agriculture a 20 Agriculture Mr. Khamthone KEOPASERT Technical Staff 47 Agriculture Yes M 4 1980 а 21 Agriculture (Sopbao Station) Mr. Khamdeng NATHONG Chief of Station Yes Μ 38 2000 4 Livestock d 2003 22 Agriculture Mr. Khampheng MUNMOUANGSAM Technical Staff Yes Μ 30 Agriculture (Chiengmai University) 2 a 23 Agriculture 44 Mr. Viengsam KHAMPHONSAY Technical Staff Yes Μ 4 Agriculture 2000 b Mr. Lithasone BAYJALIN 2000 24 Agriculture Technical Staff Yes M 27 4 Agriculture b 25 Agriculture (Sopbao Station) Mr. Tuy TAYPHOT Technical Staff 30 2003 Yes M Р 4 Agriculture а 26 Agriculture Driver 14 Driver and Mechanic Mr. Bouahom Yes Μ 46 P 6 1980 n.aMrs. Lounthong SYVONGPHANH 27 Agriculture Technical Staff Yes 35 Р 13 4 1991 h Agriculture 28 Agriculture Mr. Kongmany PHOMMALI Contract Staff Yes M C0.6 Administration Business 2003 n.a. n.a 29 Agriculture Mr. Phonekham BOUALAPHANH Technical Staff Yes M n.a. 15 4 Agriculture 1980 а 30 Agriculture Mrs. Kayphet PHODTHAVONG Contract Staff Yes C 4 Agriculture 2002 b n.a. 31 Agriculture Mrs. Vanhphone INTHAVONG ontract Staff Yes n.a. 4 Agriculture 1983 b Mr. Bodda BOUNTHANOM 32 Livestock Thief of Section Yes М 37 4 d n.a.33 Livestock Mr. Leja SAWBENU Deputy Chief of Section Yes М 26 Livestock-fishery 2000 4 d 2000 34 Livestock (VAMFABC) Mr. Phouangsavanh PHOMMALY Technical Staff Yes Μ 34 Livestock-fishery 4 d 35 Livestock (VAMFABC) Mr. Chantha PHIMLAVONG 0.7 Director Yes M 54 5 High school n.a. 36 Livestock (Muangkone RDP) Mr. Sathian VANNASOUK М 44 19 General Livestock 1985 Director Yes 3 d 37 Livestock Mr. Vonekham Technical Staff Yes Μ 47 1 Livestock and Veterinarian 1979 d 38 Livestock (Sopbao Station) Mr. Chanday CHANTHAVONG Μ 34 Р 2002 Deputy Chief of Station Yes 4 Livestock and Fishery d 39 Livestock (VAMFABC) Mr. Sithone SINLOUANGTHA Μ 50 P 20 Deputy Chief Yes 5 High school n.a.n.a 40 Livestock (VAMFABC) Mr. Nicknov DIDPANYA 2002 Technical Staff Yes M 26 P 4 Livestock d Mr. Sitheuang SENGAUKEO 2001 41 Livestock Technical Staff Yes M n.a. P Livestock-fishery d 42 Livestock (Statistics) Mr. Bounom PHOMVANH Technical Staff No Μ 34 P 43 Livestock Section Mr. Phonsavanh SAVATDY Technical Staff Μ 28 No Р 44 Livestock (VAMFABC) Mr. Lenthong SITHAVONG No М 39 Driver 45 Livestock (VAMFABC) Ms. Vansy VILAYPHONE Technical Staff No 25 Mr. Xiengkhine THUMMALA 43 46 Forestry Chief of Section Yes M 4 Dongkhamxang 1994 47 Forestry Mr. Ivako KANDASUK Deputy Chief of Section Yes M 32 4 1995 Forestry g 48 Forestry Mr. Bounphone BOUDPHACHANH Deputy Chief of Section Yes M 33 P 4 General Forestry 1994 f Mr. Phommy SENGPASOUK 18 49 Forestry (Technical Unit) Chief of Unit Yes Μ 42 P 4 General Forestry 1994 50 Forestry (Technical Unit) Mr. Bounum SOUTHAMMAVONG Μ 38 Р 12 4 2000 Deputy Chief of Unit Yes General Forestry 37 51 Forestry (Technical Unit) Mr. Bounpone PHOMVONGSAY Technical Staff Yes M P 4 orestry 1998 52 Forestry (Technical Unit) Mr. Komkhame SISOMHAK Technical Staff Yes M 36 12 4 orestry 1998 g 53 Forestry (Technical Unit) Mr. Khamtoy PHOMMATHONG Technical Staff Yes Μ 34 19 General Forestry 2002 4 g 54 Forestry (Technical Unit) Mr. Visone PHONMYSAY Technical Staff Yes Μ 30 P 8 4 Forestry 1995 g Mr. Khamphone KILAVONG 55 Forestry (Technical Unit) Technical Staff Yes M 38 23 4 General Forestry 1967 56 Forestry (Nemet Phoulury ICDP) Mr. Phouvong SISOMHAK Project Director Yes M 41 11 5 High school

Name of Office: PAFO Huaphanh
Date of data update: 2004/6/18

D of Question) :		A-2: Position				A-3	A-6	A-7: Education	al Attainment	A-	-5: Specialt
No.	Section	Name	Position	Submission of questionnaire	Sex	Age	Post <1	Length (yr)	Education <2	Major	Year	Specialty
57 Forestry	(Technical Unit)	Mr. Soutvisay SAYSONGKHAM	Technical Staff	Yes	M	31	P	5	4	Forestry	n.a.	g
	(Technical Unit)	Mr. Khammany VISISOMBAT	Technical Staff	Yes	M	29	P	5	4	Forestry	1999	g
59 Forestry		Mr. Yark VAWBOUNKUANG	Driver	Yes	M	49	P	13	6	Secondary school	n.a.	n.a
60 Forestry	(Technical Unit)	Mrs. Pork PATHUMPHONE	Technical Staff	Yes	F	39	P	14	4	General Forestry	1990	g
61 Forestry	(Technical Unit)	Mrs. Bounsavanh CHANSOUK	Contract Staff	Yes	F	n.a.	C	2	3	Forestry	2001	g
62 Forestry	(Technical Unit)	Mr. Kalasin SAYYASENG	Contract Staff	Yes	M	n.a.	C	2	4	Forestry	2001	g
63 Forestry	(Technical Unit)	Mrs. Sodta KEOBOUNMY	Contract Staff	Yes	F	n.a.	C	2	4	General Forestry	2001	g
64 Irrigation	n	Mr. Bounma PHANPANYA	Chief of Section	Yes	M	48	P	15	3	Designing Irrigation	1989	c
65 Irrigation	n	Mr. Viengkhone SAYASITH	Deputy Chief of Section	Yes	M	42	P	1	. 4	Irrigation	2003	c
66 Irrigation	n (CMI Project)	Mr. Khammay THAMMAXAY	Deputy Director	Yes	M	39	P	6	4	Irrigation	1994	С
67 Irrigation	n (CMI Project)	Mr. Amphanh CHANHTHONGSY	Technical Staff	Yes	M	33	P	9	4	Irrigation	1994	С
68 Irrigation	n (CMI Project)	Mr. Chayphet HOUANGTHAVONG	Technical Staff	Yes	M	31	P	7	4	Irrigation	1995	с
69 Irrigation	n (CMI Project)	Mr. Soukhanserm SAYATHOUMMA	Deputy Director	Yes	M	44	P	7	4	Irrigation	1982	С
70 Irrigation	n (Design Unit)	Mr. Bounyot HOUANGPHOXAY	Technical Staff	Yes	M	28	P	4	4	Irrigation	1999	С
71 Irrigation	n (CMI Project)	Mr. Khamsouk THIPPHABOUNHOUANG	Technical Staff	Yes	M	35	P	6	4	Irrigation	1998	С
72 Irrigation	n (Muangkone RPD)	Mr. Sangphone KHUNHOMSAY	Deputy Director	Yes	M	35	P	0.4	4	Irrigation	1996	С
73 Irrigation	n (Design Unit)	Mr. Lianethong BOUNSAWAY	Technical Staff	Yes	M	30	P	4	4	Irrigation	2000	С
74 Irrigation	n	Mr. Nen LOUANGLITHIDETH	Technical Staff	Yes	M	36	P	9	4	Irrigation	2001	С
75 Irrigatio		Mr. Konethay KEONAKHONE	Technical Staff	Yes	M	33	P	1	. 4	Irrigation	1995	С
76 Irrigatio	n (Design Unit)	Mr. Khamsy VILAYSOUK	Technical Staff	Yes	M	48	P	21	4	Irrigation	1983	С
77 Irrigatio	n (Design Unit)	Mr. Khamnoy PHOMMASAY	Technical Staff	Yes	M	32	P	7	4	Irrigation	1995	С
	n (CMI Project)	Mr. Phonesy PHENKHAMPHANH	Finance	Yes	M	44	P	4	4	Finance	1996	n.a
79 Irrigatio	n	Mr. Phouvieng	Driver	Yes	M	47	P	29	6	Secondary school	n.a.	n.a
_	n (CMI Project)	Mr. Bounkham SIDAVONG	Project Director	No	M	38	P	-				
	n (Design Unit)	Mr. Airsam VILAYCHITH	Chief of Unit	No	M	33	P					
·	n (CMI Project)	Mr. Juok BUASAVANH	Driver	No	M	38	P					
	n (CMI Project)	Mr. Lor	Technical Staff	No	M	44	Р					
	n (Design Unit)	Mr. Vilaychith SOUKJALEUN	Technical Staff	No	M	30	P					
85 Extension	· · · · · · · · · · · · · · · · · · ·	Mr. Khamphanh PHUMANYVONG	Chief of Section	Yes	M	48	P	3	5	High school	n.a.	g
86 Extension		Mr. Khamnoy PHOMSOMBAT	Deputy Chief of Section	Yes	M	50	P	2	4	Forestry	2000	g
87 Extension		Mr. Vanhlone PHANHTHAVONG	Forestry Technical	Yes	M	45	P	2	4	Forestry	1978	g
88 Extension		Mr. Khampheuy THIPDAPHENH	Forestry Technical	Yes	M	33	P	8	4	Forestry	1999	g
89 Extension		Mrs. Phengyanh MANOTHAM	Livestock Technical	Yes	F	31	P	2	4	Livestock-fishery	2001	d
90 Extension		Mr. Pouangvanh INTHALY	Livestock Technical	Yes	M	27	P	1	4	Livestock	n.a.	d
91 Extension		Mr. Somsak CHANMALY	Forestry Technical	Yes	M	27	P	2	3	Forestry	2001	g
92 Extension		Mr. Phetsakhone KEOVILAVANH	Forestry Technical	Yes	M	36	P	2	4	Forestry	2000	g
93 Extension		Mr. Khampheng KHAMBOUDDAPHANH	Forestry Technical	Yes	M	29	P	2	4	Forestry	1996	g
94 Extension		Mr. Sisouk THEPTHAVONG	Irrigation Technical	Yes	M	28	P	2	4	Irrigation	1997	b
95 Extension		Mrs. Lar KHAMTHAMUN	Forestry Technical	Yes	F	35	p	2	4	Forestry	1991	σ
96 Extension		Mrs. Vern BOUNMIXAY	Contract Staff	Yes	F	n.a.	C	1	4	Agriculture	2002	h h
97 Meteoro		Mr. Khamon THIPHAVONG	Chief of Section	Yes	M	48	P	28		Meteorology	2001	h
98 Meteoro		Mrs. Komphone SINGLOUANGTHA	Deputy Chief of Section	Yes	F	29	p	20	4	Meteorology	2001	h
99 Meteoro		Mr. Khamphouy SAYYASONE	Technical Staff	Yes	M	48	P	9	4	Meteorology	1992	h
100 Meteoro		Mr. Maythone SISOUNAM	Chief of Station	Yes	M	48	p	28		Meteorology	1978	h
100 Meteoro	07	Mr. Xieng PANYAVONG	Technical Staff	Yes	M	48	P	28	4	Meteorology	2002	h h
101 Meteoro		Mrs. Sida CHANTHAVONG	Technical Staff Technical Staff	Yes	F	24	P	2	4	Meteorology	2002	h
				Y es No	F	28	P P	3	4	wieleororogy	2003	П
103 Meteoro	iogy	Mrs. Phiensone BOUNMYXAY	Electronic Technical Staff	INO	Г	28	Р					

Note: <1 The symbols used for "Post" indicate "P: Permanent" and "C: Contractual", respectively.

<2: The numbers indicate the level of educational attainment of the staff, namely, 1= Dr, 2=MSc, 3=Bs, 4=Diploma, 5=High school, 6=Others.

<3: The specialty of the staff is categorized and symbolized as follows:

a= crop (rice), b= crop (others), c=irrigation, d= livestock, e= fishery, g= forestry, h= meteorology, i= community organization,

j= fruits/trees/NTFPs, k= rural finance, l= marketing, m= natural resource management

Name of Office: PAFO Huaphanh
Date of data update: 2004/6/18

ID of Question:

A-14 Please identify five (5) major training courses that you have ever participated.

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No. Section	Name	Training 1	Organization	Mo/Year	Days Effect on work	Training 2	Organization	Mo/Year	Days Effect on work
1 Admn (PAFO)	Mr. Somchith SOMVANTHA	Development of forests in upland	Agriculture College	Jan-92	70 Good	Agriculture & forestry development in rural area	JICA	Dec-02	21 Fair
2 Admn (PAFO)	Mr. Angkhan KEOBOUAKHAM	Training on TOT	FHI	Mar-93	14 Fair	Veterinary service	Lao-A	Nov-95	30 Fair
3 Admn (PAFO)	Mr. Somchanh PHENGPHAXAY	Administration project	Lao-USA	Jul-91	15 Good	Project management	Lao-ADB	Apr-03	25 Useful
4 Admn (Finance)	Mr.Sivisay PHOMMAHA	None							
5 Admn (Planning)	Mr. Phonsan VILAYMENG	None							
6 Admn (Finance)	Mr. Thelath PHONLAMNGEUN	Planning and evaluation of project	n.a.		14 Good				
7 Admn	Mr. Khampian SIHAN	None							
8 Admn	Mr. Phanthone PHONGSENGKEO	Administration of office	Department of Administration	Jul-01	30 Good	Law	Justice section of Province	Dec-92	30 Good
9 Admn	Mrs. Pouangvanh MYVONGSA	None	Department of Authinistration	341 01	30 0000	Buv	Justice Section of Frovince	- Bec 32	30 0000
10 Admn	Mrs. Vanhphone SISOMHAK	None						+	
11 Admn	Mrs. Ne HUOANGKHAMPHENG								
12 Admn		None							
	Mrs. Khampiw SIVONGPHANH	None							
13 Admn	Mrs. Sutta KHAMVONGXAY	None							
14 Admn (Planning)	Mr. Vilayphong VONGKHAMPANE								
15 Admn (Organization)	Mr. Khammy EKHOMPHONE								
16 Admn (NIWMAP Project)	Mr. Sorsavanh BANKHAMMY								
17 Agriculture	Mr. Mayphao BANVIDONE	Soil analysis	Soil Research of Community	1980	60 not useful	Experiment of rice seeds	Experiment Center	1982	120 Fair
18 Agriculture	Mr. Mayphieng MALACHITH	Survey, planning and evaluation	International Agency	01/08-01/09	30 Suitable for working	Selection of seeds for farming	International Agency	01/12-01/01	30 Useful
19 Agriculture	Mr. Bouathong PHENGSOMBAT	Propagation of forest fruit	MCC (Mennorite Central Committee)	Jul-89	60 Good	Rice farming	Lao-IRRI	Jul-94	30 Good
20 Agriculture	Mr. Khamthone KEOPASERT	Propagation of forest fruit	MCC (Mennorite Central Committee)	1998	20 Good	Seed multiplication	Lao-IRRI	1999	5 No activity
21 Agriculture (Sopbao Station)	Mr. Khamdeng NATHONG	None							
22 Agriculture	Mr. Khampheng MUNMOUANGSAM	Basic research and experiment on rice	Lao-IRRI	1994	28 Good	Report writing	NAFRI	2000	14 Fair
23 Agriculture	Mr. Viengsam KHAMPHONSAY	Propagation of forest fruit	MCC (Mennorite Central Committee)	Jul-89	60 Good				
24 Agriculture	Mr. Lithasone BAYJALIN	Land use planning	Lao-ADB	Dec-01	8 No activity	Survey of opium	UN	Aug-01	5 Good
25 Agriculture (Sopbao Station)	Mr. Tuy TAYPHOT	Storage of rice seeds	Lao-IRRI	Sep-97	7 Good	Drug control	Lao-IRRI	Feb-98	7 Good
26 Agriculture	Mr. Bouahom	None		1					
27 Agriculture	Mrs. Lounthong SYVONGPHANH	Basic skill for planting mulberry	Extension project	Jul-03	15 Good			_	
28 Agriculture	Mr. Kongmany PHOMMALI	None						_	-
29 Agriculture	Mr. Phonekham BOUALAPHANH	Rice farming	Lao-IRRI	Feb-94	40 Good	Rice farming	Lao-IRRI	Feb-95	40 Good
30 Agriculture	Mrs. Kayphet PHODTHAVONG	Forest fruit	ADB	May-03	3 Good	Rice rummig	Euo Irri	100 /3	40 0000
		Conservation of wildlife	WCS	Apr-03	Useful in working			_	-
31 Agriculture	Mrs. Vanhphone INTHAVONG		ADB	Jan-02	60 Good	A L	FAO	A == 04	3 Good
32 Livestock	Mr. Bodda BOUNTHANOM	Animal disease analysis				Analysis of animal diseases		Apr-04	
33 Livestock	Mr. Leja SAWBENU	Administration of project	DANIDA	Apr-02	3 Good	Study visit for eco-tourism	DANIDA	Sep-02	5 Fair
34 Livestock (VAMFABC)	Mr. Phouangsavanh PHOMMALY	Planning	Planning Section	Apr-96	3 Fair	Economic and society of fishermen	Development of Fishery Center	Nov-96	45 Fair
35 Livestock (VAMFABC)	Mr. Chantha PHIMLAVONG	None							
36 Livestock (Muangkone RDP)	Mr. Sathian VANNASOUK	None							
37 Livestock	Mr. Vonekham	Planning of Llvestock development	Australia	Jun-90	30 Good	TOT	ADB	Oct-01	15 Good
38 Livestock (Sopbao Station)	Mr. Chanday CHANTHAVONG	Fish raising	Fish feeding Namxuang	2003	2 <u>n.a.</u>				
39 Livestock (VAMFABC)	Mr. Sithone SINLOUANGTHA	None							
40 Livestock (VAMFABC)	Mr. Nicknoy DIDPANYA	None							
41 Livestock	Mr. Sitheuang SENGAUKEO	Aquabiology and water animal	Fishery research Center	Nov-03	1 Good				
42 Livestock (Statistics)	Mr. Bounom PHOMVANH								
43 Livestock Section	Mr. Phonsavanh SAVATDY								
44 Livestock (VAMFABC)	Mr. Lenthong SITHAVONG								
45 Livestock (VAMFABC)	Ms. Vansy VILAYPHONE								
46 Forestry	Mr. Xiengkhine THUMMALA	Computer	Planning section	n.a.	3 Fair				
47 Forestry	Mr. Iyako KANDASUK	None	-						
48 Forestry	Mr. Bounphone BOUDPHACHANH	Participatory land use planning	DSE	Apr-02	30 Good	Sustainable environmental management	SIDA	Sep-00	30 Good
49 Forestry (Technical Unit)	Mr. Phommy SENGPASOUK	Clearing the explosive substance	UXO	Mar-98	90 Good	Land distribution	n.a.	Jul-99	150 Good
50 Forestry (Technical Unit)	Mr. Bounum SOUTHAMMAVONG	Mapping and land use planning	Survey Center	Dec-00	7 No activity				
51 Forestry (Technical Unit)	Mr. Bounpone PHOMVONGSAY	None	Sairey Come.	250 00	, it is activity			+	
52 Forestry (Technical Unit)	Mr. Komkhame SISOMHAK	Community forestry	n a	1995	5 Useful in working	Working at station	n a	Dec-00	4 Useful
53 Forestry (Technical Unit)	Mr. Khamtoy PHOMMATHONG	Providing quality of forest	Ministry of A&F	Oct-00	2 Good	TOTALIS at Station	n.u.	Dec-00	T USCIUI
-	Mr. Visone PHONMYSAY				n.a. Useful in working			+	
54 Forestry (Technical Unit)		Community forestry	GTZ	1997-1998					
55 Forestry (Technical Unit)	Mr. Khamphone KILAVONG	Tree planing and nursery operation	Ministry of A&F	May-00	90 Good				
56 Forestry (Nemet Phoulury ICDP)	Mr. Phouvong SISOMHAK	None							
57 Forestry (Technical Unit)	Mr. Soutvisay SAYSONGKHAM	Conservation of wildlife and control of trade	Department of Forestry	n.a.	4 Good	Upgrading forests	Department of Forestry	n.a.	2 Good
58 Forestry (Technical Unit)	Mr. Khammany VISISOMBAT	Forestry inspection and survey	Forestry Section	Oct-03	2 Good				
59 Forestry	Mr. Yark VAWBOUNKUANG	None							
60 Forestry (Technical Unit)	Mrs. Pork PATHUMPHONE	Participatory planning	UNICEF	n.a.	7 Useful in working	Community forestry	SIDA	n.a.	14 Good
61 Forestry (Technical Unit)	Mrs. Bounsavanh CHANSOUK	Forestry inspection and survey	Forestry Section	Oct-03	2 Good				
62 Forestry (Technical Unit)	Mr. Kalasin SAYYASENG	None							
63 Forestry (Technical Unit)	Mrs. Sodta KEOBOUNMY	Forestry inspection and survey	Forestry Section	Oct-03	2 Good				
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of Question:		A-14 Please identify five (5) major training	ng courses that you have ever participat	ed.					
o. Section	Name	Training 1	Organization	Mo/Year	Days Effect on work	Training 2	Organization	Mo/Year	Days Effect on we
64 Irrigation	Mr. Bounma PHANPANYA	None							
65 Irrigation	Mr. Viengkhone SAYASITH	Survey and design of irrigation	Department of Irrigation	Nov-95	7 Good				
66 Irrigation (CMI Project)	Mr. Khammay THAMMAXAY	Environment	UN	Apr-99	3 Good	Management of irrigation	Department of Irrigation	Nov-97	2 Good
67 Irrigation (CMI Project)	Mr. Amphanh CHANHTHONGSY	None							
68 Irrigation (CMI Project)	Mr. Chayphet HOUANGTHAVONG	Irrigation work	IU	1997	10 Fair	Use of binoculars	CMI	1999	4 Fair
69 Irrigation (CMI Project)	Mr. Soukhanserm SAYATHOUMMA	Data analysis and development	ADB	Jul-96	45 Good	Management of ADB budget	ADB	Mar-98	2 Good
70 Irrigation (Design Unit)	Mr. Bounyot HOUANGPHOXAY	English	Teacher	1997	90 Fair	Auto CAD	Unclear (oneself)	2002	n.a. Good
71 Irrigation (CMI Project)	Mr. Khamsouk THIPPHABOUNHOUANG	Survey and design	Quaker	1991	7 Good				
72 Irrigation (Muangkone RPD)	Mr. Sangphone KHUNHOMSAY	Training of Trainers in community	CMI	2002	7 Fair	Gender	LWU	2001	7 Fair
73 Irrigation (Design Unit)	Mr. Lianethong BOUNSAWAY	Construction method	n.a.	Oct-02	10 Good				
74 Irrigation	Mr. Nen LOUANGLITHIDETH	None							
75 Irrigation	Mr. Konethay KEONAKHONE	Possibility for Poverty Reduction	Lao-German Project	Jun-01	5 Good	National integrated watershed management	DSE	Nov-99	14 Good
76 Irrigation (Design Unit)	Mr. Khamsy VILAYSOUK	Training	FGA	Mar-92	12 Good				
77 Irrigation (Design Unit)	Mr. Khamnoy PHOMMASAY	None							
78 Irrigation (CMI Project)	Mr. Phonesy PHENKHAMPHANH	Accounting	ADB	Oct-01	7 Understandable	Report of accounting	ADB	Oct-02	7 Good
79 Irrigation	Mr. Phouvieng	None							
80 Irrigation (CMI Project)	Mr. Bounkham SIDAVONG								
31 Irrigation (Design Unit)	Mr. Airsam VILAYCHITH								
32 Irrigation (CMI Project)	Mr. Juok BUASAVANH								
83 Irrigation (CMI Project)	Mr. Lor								
84 Irrigation (Design Unit)	Mr. Vilaychith SOUKJALEUN								
85 Extension	Mr. Khamphanh PHUMANYVONG	Permanent agriculture in upland areas	INWENT	Apr-03	n.a. n.a.	Planning and evaluation	Government	Nov-92	n.a. n.a.
86 Extension	Mr. Khamnoy PHOMSOMBAT	None							
87 Extension	Mr. Vanhlone PHANHTHAVONG	None							
88 Extension	Mr. Khampheuy THIPDAPHENH	GIS	ADB	Jul-03	42 Good	Planning and management	INWENT	Mar-04	21 Very good
89 Extension	Mrs. Phengvanh MANOTHAM	Unclear (Using money for tree planting)	Department of Forestry	Apr-03	7 Fair				, ,
90 Extension	Mr. Pouangvanh INTHALY	None							
01 Extension	Mr. Somsak CHANMALY	GIS	ADB	n.a.	90 Good	Lad use planning	ADB	n.a.	15 Good
2 Extension	Mr. Phetsakhone KEOVILAVANH	GIS and GPS	ADB	n.a.	42 Fair	Unclear (Money of planting forests)	Department of forestry	n.a.	7 Fair
93 Extension	Mr. Khampheng KHAMBOUDDAPHANH	None					1		
94 Extension	Mr. Sisouk THEPTHAVONG	None							
95 Extension	Mrs. Lar KHAMTHAMUN	Nursery operation	ЛСА	Sep-97	30 Fair				
96 Extension	Mrs. Vern BOUNMIXAY	None							
97 Meteorology	Mr. Khamon THIPHAVONG	None							
98 Meteorology	Mrs. Komphone SINGLOUANGTHA	None							
9 Meteorology	Mr. Khamphouy SAYYASONE	None							
00 Meteorology	Mr. Maythone SISOUNAM	None							
01 Meteorology	Mr. Xieng PANYAVONG	None							
02 Meteorology	Mrs. Sida CHANTHAVONG	None							
03 Meteorology	Mrs. Phiensone BOUNMYXAY								

Name of Office: PAFO Huaphanh
Date of data update: 2004/6/18

ID of Question:						_								
No. Section	Name	Training 3	Organization	Mo/Year	Days Effect on work	Training 4	Organization	Mo/Year Days	Effect on work	Training 5	Organization	Mo/Year	Days	Effect on work
1 Admn (PAFO)	Mr. Somchith SOMVANTHA	Management and administration	Asian Development Agency	Feb-95	15 Good	Replacement of opium	Chiengmai University	Feb-95 20	Good	Law	Ministry of Justice	May-92	10	Good
2 Admn (PAFO)	Mr. Angkhan KEOBOUAKHAM	Community participation	JICA	Jun-00	15 Fair									
3 Admn (PAFO)	Mr. Somchanh PHENGPHAXAY													
4 Admn (Finance)	Mr.Sivisay PHOMMAHA													<u> </u>
5 Admn (Planning)	Mr. Phonsan VILAYMENG													
6 Admn (Finance)	Mr. Thelath PHONLAMNGEUN													
7 Admn	Mr. Khampian SIHAN													
8 Admn	Mr. Phanthone PHONGSENGKEO	Project management	Development of Foundation	Sep-03	15 Very good									
9 Admn	Mrs. Pouangvanh MYVONGSA													
10 Admn	Mrs. Vanhphone SISOMHAK													
11 Admn	Mrs. Ne HUOANGKHAMPHENG													
12 Admn	Mrs. Khampiw SIVONGPHANH													
13 Admn	Mrs. Sutta KHAMVONGXAY													
14 Admn (Planning)	Mr. Vilayphong VONGKHAMPANE													
15 Admn (Organization)	Mr. Khammy EKHOMPHONE													
16 Admn (NIWMAP Project)	Mr. Sorsavanh BANKHAMMY													
17 Agriculture	Mr. Mayphao BANVIDONE	Marketing of Agriculture	Development of Agriculture	2003	6 Good									<u> </u>
18 Agriculture	Mr. Mayphieng MALACHITH													
19 Agriculture	Mr. Bouathong PHENGSOMBAT													
20 Agriculture	Mr. Khamthone KEOPASERT	Planting mulberry	Con Sock Siem	2003	19 Fair									
21 Agriculture (Sopbao Station)	Mr. Khamdeng NATHONG	,			-	1		1		1				
22 Agriculture	Mr. Khampheng MUNMOUANGSAM	Permanent agriculture	JICA	1999	28 Fair			+ + + + + + + + + + + + + + + + + + + +						
23 Agriculture	Mr. Viengsam KHAMPHONSAY		-		1			+ + + + + + + + + + + + + + + + + + + +						
24 Agriculture	Mr. Lithasone BAYJALIN	Planting mulberry	Con Sock Siem	Oct-00	5 No activity									
25 Agriculture (Sopbao Station)	Mr. Tuy TAYPHOT	Participatory Development planning	UNICEP	Jan-99	7 Good									
26 Agriculture	Mr. Bouahom	1 articipatory Development planning	UNICLI	Jan-77	7 0000									
27 Agriculture	Mrs. Lounthong SYVONGPHANH													
28 Agriculture	Mr. Kongmany PHOMMALI													
29 Agriculture	Mr. Phonekham BOUALAPHANH													
30 Agriculture	Mrs. Kayphet PHODTHAVONG													
31 Agriculture	Mrs. Vanhphone INTHAVONG													
32 Livestock	Mr. Bodda BOUNTHANOM	TOT	ADB	Sep-02	7 Good									
33 Livestock	Mr. Leja SAWBENU	101	ADB	3ep-02	/ G00d									
34 Livestock (VAMFABC)	Mr. Phouangsavanh PHOMMALY	Education of livestock system	Decinat	Jun-99	3 Fair	Community Davidonment	Dont of Dural dayslanmant	Jul-98 5	Fair	Earnes & vagatable	Department of Livestock (Thailand)	Jul-03	20	Fair
· · · · · · · · · · · · · · · · · · ·	Mr. Chantha PHIMLAVONG	Education of fivestock system	Project	Juli-99	5 Fall	Community Development	Dept of Rural development	Jui-96 2	raii	Forage & vegetable	Department of Livestock (Thanand)	Jui-03	30	raii
35 Livestock (VAMFABC)	Mr. Sathian VANNASOUK													
36 Livestock (Muangkone RDP) 37 Livestock	Mr. Vonekham	II	EU	Jan-02	5 Good									
		Unclear (Storage in cool system)	EU	Jan-02	5 G00d									
38 Livestock (Sopbao Station)	Mr. Chanday CHANTHAVONG													
39 Livestock (VAMFABC)	Mr. Sithone SINLOUANGTHA													
40 Livestock (VAMFABC)	Mr. Nicknoy DIDPANYA													
41 Livestock	Mr. Sitheuang SENGAUKEO													
42 Livestock (Statistics)	Mr. Bounom PHOMVANH													
43 Livestock Section	Mr. Phonsavanh SAVATDY													
44 Livestock (VAMFABC)	Mr. Lenthong SITHAVONG													
45 Livestock (VAMFABC)	Ms. Vansy VILAYPHONE													
46 Forestry	Mr. Xiengkhine THUMMALA	-												
47 Forestry	Mr. Iyako KANDASUK	 								1				
48 Forestry	Mr. Bounphone BOUDPHACHANH													
49 Forestry (Technical Unit)	Mr. Phommy SENGPASOUK	Forestry inspection and survey	PAFO	2002	5 Good									
50 Forestry (Technical Unit)	Mr. Bounum SOUTHAMMAVONG													
51 Forestry (Technical Unit)	Mr. Bounpone PHOMVONGSAY	1						1						
52 Forestry (Technical Unit)	Mr. Komkhame SISOMHAK	Unclear (International station)	Province	Mar-03	30 Good	Use of forest lands	ADB	Jun-03 2	Good					
53 Forestry (Technical Unit)	Mr. Khamtoy PHOMMATHONG													
54 Forestry (Technical Unit)	Mr. Visone PHONMYSAY													
55 Forestry (Technical Unit)	Mr. Khamphone KILAVONG	Forestry inspection and survey	Forestry Section	Oct-03	2 Good									ļ
56 Forestry (Nemet Phoulury ICDP)	Mr. Phouvong SISOMHAK													
57 Forestry (Technical Unit)	Mr. Soutvisay SAYSONGKHAM													1
58 Forestry (Technical Unit)	Mr. Khammany VISISOMBAT													ļ
59 Forestry	Mr. Yark VAWBOUNKUANG													ļ
60 Forestry (Technical Unit)	Mrs. Pork PATHUMPHONE													
61 Forestry (Technical Unit)	Mrs. Bounsavanh CHANSOUK													
62 Forestry (Technical Unit)	Mr. Kalasin SAYYASENG													
63 Forestry (Technical Unit)	Mrs. Sodta KEOBOUNMY													

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ID of Question:			7												
No. Section	Name	Training 3	Organization	Mo/Year	Days	Effect on work	Training 4	Organization	Mo/Year	Days	Effect on work	Training 5	Organization	Mo/Year Da	ys Effect on work
64 Irrigation	Mr. Bounma PHANPANYA														
65 Irrigation	Mr. Viengkhone SAYASITH														
66 Irrigation (CMI Project)	Mr. Khammay THAMMAXAY														
67 Irrigation (CMI Project)	Mr. Amphanh CHANHTHONGSY														
68 Irrigation (CMI Project)	Mr. Chayphet HOUANGTHAVONG	Unclear (Education of project)	NCMI	2003	3	Fair									
69 Irrigation (CMI Project)	Mr. Soukhanserm SAYATHOUMMA	Selection of cunsultancy company	ADB	Mar-00	3	Good									
70 Irrigation (Design Unit)	Mr. Bounyot HOUANGPHOXAY	Soft desk	Unclear (Oneself)	2004	n.a.	Fair									
71 Irrigation (CMI Project)	Mr. Khamsouk THIPPHABOUNHOUANG														
72 Irrigation (Muangkone RPD)	Mr. Sangphone KHUNHOMSAY	Planning	AusAid	1997	25	Fair	Project management	Department of Irrigation	2002	28	Fair	Irrigation by pumps	Department of Irrigation	2001	7 Fair
73 Irrigation (Design Unit)	Mr. Lianethong BOUNSAWAY														
74 Irrigation	Mr. Nen LOUANGLITHIDETH														
75 Irrigation	Mr. Konethay KEONAKHONE														
76 Irrigation (Design Unit)	Mr. Khamsy VILAYSOUK				1										
77 Irrigation (Design Unit)	Mr. Khamnoy PHOMMASAY														
78 Irrigation (CMI Project)	Mr. Phonesy PHENKHAMPHANH														
79 Irrigation	Mr. Phouvieng														
80 Irrigation (CMI Project)	Mr. Bounkham SIDAVONG														
81 Irrigation (Design Unit)	Mr. Airsam VILAYCHITH														
82 Irrigation (CMI Project)	Mr. Juok BUASAVANH														
83 Irrigation (CMI Project)	Mr. Lor														
84 Irrigation (Design Unit)	Mr. Vilaychith SOUKJALEUN														
85 Extension	Mr. Khamphanh PHUMANYVONG	Organization of work	Government	May-02	n.a.	n.a.	Law	Government	Jan-93	n.a.	n.a.				
86 Extension	Mr. Khamnoy PHOMSOMBAT														
87 Extension	Mr. Vanhlone PHANHTHAVONG														
88 Extension	Mr. Khampheuy THIPDAPHENH														
89 Extension	Mrs. Phengvanh MANOTHAM														
90 Extension	Mr. Pouangvanh INTHALY														
91 Extension	Mr. Somsak CHANMALY														
92 Extension	Mr. Phetsakhone KEOVILAVANH														
93 Extension	Mr. Khampheng KHAMBOUDDAPHANH														
94 Extension	Mr. Sisouk THEPTHAVONG														
95 Extension	Mrs. Lar KHAMTHAMUN														
96 Extension	Mrs. Vern BOUNMIXAY														
97 Meteorology	Mr. Khamon THIPHAVONG														
98 Meteorology	Mrs. Komphone SINGLOUANGTHA														
99 Meteorology	Mr. Khamphouy SAYYASONE														
100 Meteorology	Mr. Maythone SISOUNAM														
101 Meteorology	Mr. Xieng PANYAVONG														
102 Meteorology	Mrs. Sida CHANTHAVONG														
103 Meteorology	Mrs. Phiensone BOUNMYXAY														

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ID of Question

ID of Question:		A-10 What are your actual duties / responsibilities ?				
No. Section	Name	Duty 1	Duty 2	Duty 3	Duty 4	Duty 5
1 Admn (PAFO)	Mr. Somchith SOMVANTHA	Operation of agriculture and forestry office	Unclear (Provision of needs of the country)	Staff management		
2 Admn (PAFO)	Mr. Angkhan KEOBOUAKHAM	Supervision	Monitoring	Management	Unclear (Provision)	Unclear (Action)
3 Admn (PAFO)	Mr. Somchanh PHENGPHAXAY	Deputy director	Supervision of irrigation and Meteorology sections	Supervision and administrative work in the office		
4 Admn (Finance)	Mr.Sivisay PHOMMAHA	Accounting and financial management	Financing to the work of other sections			
5 Admn (Planning)	Mr. Phonsan VILAYMENG	Monitoring and supervision of organization	Study on forestry plan	Supervision of organization		
6 Admn (Finance)	Mr. Thelath PHONLAMNGEUN	Budgetary planning				
7 Admn	Mr. Khampian SIHAN	Driver				
8 Admn	Mr. Phanthone PHONGSENGKEO	Administration of the office				
9 Admn	Mrs. Pouangvanh MYVONGSA	Typing	Computer			
10 Admn	Mrs. Vanhphone SISOMHAK	Cashier	Typing			
11 Admn	Mrs. Ne HUOANGKHAMPHENG	Operater				
12 Admn	Mrs. Khampiw SIVONGPHANH	Secretarial work	Cleaner			
13 Admn	Mrs. Sutta KHAMVONGXAY	Secretarial work				
14 Admn (Planning)	Mr. Vilayphong VONGKHAMPANE					
15 Admn (Organization)	Mr. Khammy EKHOMPHONE					
16 Admn (NIWMAP Project)	Mr. Sorsavanh BANKHAMMY					
17 Agriculture	Mr. Mayphao BANVIDONE	General management of the section	Planning, finance, management and policy formulation			
18 Agriculture	Mr. Mayphieng MALACHITH	Administration, planning and financial management	Coordination with international projects	Monitoring and Supervision of the section		
19 Agriculture	Mr. Bouathong PHENGSOMBAT	Protect of vegetables from pests and diseases	Experiment on rice seeds	Assistant in administrative work of the section		
20 Agriculture	Mr. Khamthone KEOPASERT	Operation and management of the staff	Administrative work	Agricultural work		
21 Agriculture (Sopbao Station)	Mr. Khamdeng NATHONG	Unclear (Action for duties regarding Agriculture-Livestock work)	Technical support to villagers			
22 Agriculture	Mr. Khampheng MUNMOUANGSAM	Research and experiment on protection of pests and diseases	Statistics and planning for the section			
23 Agriculture	Mr. Viengsam KHAMPHONSAY	Survey of agricultural land	Data collection of area planted of vegetables	Supporting farmers in vegetable farming		
24 Agriculture	Mr. Lithasone BAYJALIN	Statistics and planning	Administrative work	Provision of extension service tp farmers		
25 Agriculture (Sopbao Station)	Mr. Tuy TAYPHOT	Management of agriculture and forestry station	Production of seeds			
26 Agriculture	Mr. Bouahom	Driver				
27 Agriculture	Mrs. Lounthong SYVONGPHANH	Accounting of the section	Administration of the office	Extension on planting mulberry		
28 Agriculture	Mr. Kongmany PHOMMALI	Typing and computer	Cleaner	Security		
29 Agriculture	Mr. Phonekham BOUALAPHANH	Experiment on rice seeds	Supporting administrative work of the section			
30 Agriculture	Mrs. Kayphet PHODTHAVONG	Statistic and planning of the section	Typing and computer work in the section	Administrative work		
31 Agriculture	Mrs. Vanhphone INTHAVONG	Secretarialwork (Incoming & outgoing journey of the section)	Typing and computer work in the section	Administrative work		
32 Livestock	Mr. Bodda BOUNTHANOM	Management of the staff	Research / analysis on diseases of animal	Communication with director and Department		
33 Livestock	Mr. Leja SAWBENU	Livestock and fishery work	Report to Department of Livestock and Fishery			
34 Livestock (VAMFABC)	Mr. Phouangsavanh PHOMMALY	Production of other kinds of forage	Supervisision of factory on buying materials	Orientation regarding use of forage from factory		
35 Livestock (VAMFABC)	Mr. Chantha PHIMLAVONG	Supervision as a director of center	Supervision and planning	Administration of the office and marketing	Assets management	
36 Livestock (Muangkone RDP)	Mr. Sathian VANNASOUK	Supervision, planning and implementation of project	Management and M&E of project	Responsible for Extension work and Community development		
37 Livestock	Mr. Vonekham	Veterinary work	Training of villagers	Responsible for selling vaccines		
38 Livestock (Sopbao Station)	Mr. Chanday CHANTHAVONG	Extension of agriculture as a deputy chief of the station				
39 Livestock (VAMFABC)	Mr. Sithone SINLOUANGTHA	Extension on livestock Deputy chief of unit in livestock center	Analysis, planning and supply for forage production	Provision of technical information on livestock management Financing to mixed forage		
40 Livestock (VAMFABC)	Mr. Nicknoy DIDPANYA	1 2	Supervision of forage production	Financing to mixed forage		
41 Livestock	Mr. Sitheuang SENGAUKEO	Technical staff of Extension Agriculture-Forestry Station				
42 Livestock (Statistics)	Mr. Bounom PHOMVANH Mr. Phonsavanh SAVATDY					
43 Livestock Section 44 Livestock (VAMEARC)	Mr. Phonsavanh SAVATDY Mr. Lenthong SITHAVONG					
44 Livestock (VAMFABC) 45 Livestock (VAMFABC)						
46 Forestry	Ms. Vansy VILAYPHONE Mr. Xiengkhine THUMMALA	Supervision of work of DAFO				
47 Forestry	Mr. Iyako KANDASUK	Forest plantation, production of seeds, and rehabilitation				
48 Forestry	Mr. Bounphone BOUDPHACHANH	Administration of the section	Supervision of technical matters at fields	Short and long term planning	Management of forestry plantation	
49 Forestry (Technical Unit)	Mr. Phommy SENGPASOUK	Head of technical Unit	Supervision and management	Coordination with other sections	Data collection	Report to upper level
50 Forestry (Technical Unit)	Mr. Bounum SOUTHAMMAVONG	Deputy chief of technical forestry unit	Management and monitoring of forest resources	The section of the sections		- separate appearance
51 Forestry (Technical Unit)	Mr. Bounpone PHOMVONGSAY	No	or rotation			
52 Forestry (Technical Unit)	Mr. Komkhame SISOMHAK	Monitoring of forest management	Technical matters of the section	Unclear (Consultant about work in the station)		
53 Forestry (Technical Unit)	Mr. Khamtoy PHOMMATHONG	Technical matters on forestry and supervision for forest management	·			
54 Forestry (Technical Unit)	Mr. Visone PHONMYSAY	Supporting extension staffs of DAFO				
55 Forestry (Technical Unit)	Mr. Khamphone KILAVONG	Technical matters on forestry and supervision for forest management				
56 Forestry (Nemet Phoulury ICDP)	Mr. Phouvong SISOMHAK	Forest plantation, production of seeds, and rehabilitation				
57 Forestry (Technical Unit)	Mr. Soutvisay SAYSONGKHAM	Supervision and management of work				
58 Forestry (Technical Unit)	Mr. Khammany VISISOMBAT	Technical matters on General Forestry				
59 Forestry	Mr. Yark VAWBOUNKUANG	Driver				
60 Forestry (Technical Unit)	Mrs. Pork PATHUMPHONE	Administrative work of Section	Accounting and budget management of the section			
61 Forestry (Technical Unit)	Mrs. Bounsavanh CHANSOUK	Supervision	Forest resource management			
62 Forestry (Technical Unit)	Mr. Kalasin SAYYASENG	Forest and resource management	-			
63 Forestry (Technical Unit)	Mrs. Sodta KEOBOUNMY	Technical matters, supervision and management				
		-				

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ID of Question:

A-10 What are your actual duties / responsibilities ?

ID of Question:		A-10 What are your actual duties / responsibilities?	•			
No. Section	Name	Duty 1	Duty 2	Duty 3	Duty 4	Duty 5
64 Irrigation	Mr. Bounma PHANPANYA	Supervision of construction works and surveys & design	Management and supervision of construction works	Planning, monitoring and repair of irrigation systems	Transfer of irrigation project	Support DAF in management of irrsystems
65 Irrigation	Mr. Viengkhone SAYASITH	Administrative work of the section	Inspection and supervision of construction works			
66 Irrigation (CMI Project)	Mr. Khammay THAMMAXAY	Supervision of construction works	Monitoring of design and supervision of construction works	Technical work and Supervision		
67 Irrigation (CMI Project)	Mr. Amphanh CHANHTHONGSY	Survey and design of irrigation systems	Supervision of construction works	Irrigation management		
68 Irrigation (CMI Project)	Mr. Chayphet HOUANGTHAVONG	Supervision of construction works and surveys & design				
69 Irrigation (CMI Project)	Mr. Soukhanserm SAYATHOUMMA	Management, planning, and financing of project				
70 Irrigation (Design Unit)	Mr. Bounyot HOUANGPHOXAY	Survey at the field	Design	Construction		
71 Irrigation (CMI Project)	Mr. Khamsouk THIPPHABOUNHOUANG	Supervision of construction works	Survey and design of irrigation systems	Management of irrigation system		
72 Irrigation (Muangkone RPD)	Mr. Sangphone KHUNHOMSAY	Management and supervision of project				
73 Irrigation (Design Unit)	Mr. Lianethong BOUNSAWAY	Area survey	Design	Supervision of construction works		
74 Irrigation	Mr. Nen LOUANGLITHIDETH	Supervision of construction works	Survey and design of irrigation systems	Management of irrigation system		
75 Irrigation	Mr. Konethay KEONAKHONE	Planning for PAFO	Responsible for water resources management	Project management		
76 Irrigation (Design Unit)	Mr. Khamsy VILAYSOUK	Area survey	Design	Supervision of construction works	Other Administrative work	
77 Irrigation (Design Unit)	Mr. Khamnoy PHOMMASAY	Topo-survey	Design of irrigation systems	Supervision of construction works		
78 Irrigation (CMI Project)	Mr. Phonesy PHENKHAMPHANH	Finance of project	Preparation of budgetary plan	Reporting including project report		
79 Irrigation	Mr. Phouvieng	Driver				
80 Irrigation (CMI Project)	Mr. Bounkham SIDAVONG					
81 Irrigation (Design Unit)	Mr. Airsam VILAYCHITH					
82 Irrigation (CMI Project)	Mr. Juok BUASAVANH					
83 Irrigation (CMI Project)	Mr. Lor					
84 Irrigation (Design Unit)	Mr. Vilaychith SOUKJALEUN					
85 Extension	Mr. Khamphanh PHUMANYVONG	General supervision	Supervision of administrative work, planning, and finance	Management of staff		
86 Extension	Mr. Khamnoy PHOMSOMBAT	Extension to stop forest cutting for farming				
87 Extension	Mr. Vanhlone PHANHTHAVONG	Responsible for seed garden	Provision of seeds to each district			
88 Extension	Mr. Khampheuy THIPDAPHENH	Community forestry	Strategic planning to stop forest cutting for farming	Collection of statistical data on land and forests	Conduct of other works in the section	
89 Extension	Mrs. Phengvanh MANOTHAM	Secretarial work (Receives, report to upper level	Secretarial work (incoming-outgoing journey)	Responsible for livestock work		
90 Extension	Mr. Pouangvanh INTHALY	Livestock	Livestock manage in the center			
91 Extension	Mr. Somsak CHANMALY	Forest plantation and rehabilitation	Coordination with ADB project	Use of GIS for land use planning		
92 Extension	Mr. Phetsakhone KEOVILAVANH	Forest plantation and rehabilitation	Forestry inspection and rehabilitation of forests	Coordination with providers of seeds	Coordination with forestry projects	Supporting other work in the section
93 Extension	Mr. Khampheng KHAMBOUDDAPHANH	Land allocation	Writing up of project plans	Supervision of project management		
94 Extension	Mr. Sisouk THEPTHAVONG	Irrigation system management				
95 Extension	Mrs. Lar KHAMTHAMUN	Work for seed garden	Planting forest and rehabilitation of forests			
96 Extension	Mrs. Vern BOUNMIXAY	Extension on agriculture				
97 Meteorology	Mr. Khamon THIPHAVONG	Supervision	Management and supervision	Planning and Supervision of organization		
98 Meteorology	Mrs. Komphone SINGLOUANGTHA	Administration plan	Supervision of technical matters	Unclear (Data work in Section)		
99 Meteorology	Mr. Khamphouy SAYYASONE	Monitoring of weather	Supervision of organization			
100 Meteorology	Mr. Maythone SISOUNAM	General Supervision of the Station	Unclear (Including data)	Administrative work		
101 Meteorology	Mr. Xieng PANYAVONG	Monitoring	Data collection			
102 Meteorology	Mrs. Sida CHANTHAVONG	Administrative work and Statistic	Data collection			
103 Meteorology	Mrs. Phiensone BOUNMYXAY					

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ID of Question:		A-13: Ho	w do you assess your skills / capabilities to c	omply with your duties / responsibilities? A	nd What kind of skills do you need to strengthen in	case your skills / capabilities are inadequate?	
No. Section	Name	GAP <2	Needed skill 1	Needed skill 2	Needed skill 3	Needed skill 4	Needed skill 5
1 Admn (PAFO)	Mr. Somchith SOMVANTHA	3	Management	Staff management	Work planning		
2 Admn (PAFO)	Mr. Angkhan KEOBOUAKHAM	3 .	Administrative work	English language	Problem identification		
3 Admn (PAFO)	Mr. Somchanh PHENGPHAXAY	2	Technical knowledge	English language			
4 Admn (Finance)	Mr.Sivisay PHOMMAHA	3	Computer	Computer			
5 Admn (Planning)	Mr. Phonsan VILAYMENG	3	Forestry manage	English language			
6 Admn (Finance)	Mr. Thelath PHONLAMNGEUN	2	English language	Not applicable (equipment)			
7 Admn	Mr. Khampian SIHAN	2	n.a.	The state of the s			
8 Admn	Mr. Phanthone PHONGSENGKEO	3	Political and management	Administration of the office	English language	Computer	International Relations
9 Admn	Mrs. Pouangvanh MYVONGSA		Academic	Foreign language	Computer	Technical knowledge	
10 Admn	Mrs. Vanhphone SISOMHAK	3	Computer	English language	Computer	Teeminear knowledge	
11 Admn	Mrs. Ne HUOANGKHAMPHENG	3	Academic	Foreign language	Behavior	Technical knowledge	
12 Admn		3	English language	1	Deliavioi	recinical knowledge	
	Mrs. Khampiw SIVONGPHANH	3		Computer			
13 Admn	Mrs. Sutta KHAMVONGXAY	3	Computer	English language			
14 Admn (Planning)	Mr. Vilayphong VONGKHAMPANE						
15 Admn (Organization)	Mr. Khammy EKHOMPHONE						
16 Admn (NIWMAP Project)	Mr. Sorsavanh BANKHAMMY						
17 Agriculture	Mr. Mayphao BANVIDONE		English language	Computer	Marketing of agricultural products		
18 Agriculture	Mr. Mayphieng MALACHITH	3 .	Academic Education	Participatory survey	Problem identification, Planning and Evaluation	English language and Computer	
19 Agriculture	Mr. Bouathong PHENGSOMBAT	3	English language	Computer			
20 Agriculture	Mr. Khamthone KEOPASERT	3 .	Academic	Foreign language	Computer	Behavior, Morals of Revolution	Technical knowledge
21 Agriculture (Sopbao Station)	Mr. Khamdeng NATHONG	3	Management	Community development	M&E		
22 Agriculture	Mr. Khampheng MUNMOUANGSAM	3	Planning of project	Planting fruits			
23 Agriculture	Mr. Viengsam KHAMPHONSAY	3	Computer				
24 Agriculture	Mr. Lithasone BAYJALIN	3	English language	Computer			
25 Agriculture (Sopbao Station)	Mr. Tuy TAYPHOT	3	Foreign language	Computer	Study visit in and outside country	Management and Administration of Project	
26 Agriculture	Mr. Bouahom	3	Repair		2.000,		
	Mrs. Lounthong SYVONGPHANH	3	Techniques for production	English language			
27 Agriculture		3	English language	English language			
28 Agriculture	Mr. Kongmany PHOMMALI	3		Committee			
29 Agriculture	Mr. Phonekham BOUALAPHANH	3 .	English language	Computer			
30 Agriculture	Mrs. Kayphet PHODTHAVONG	3 .	English language	Computer			
31 Agriculture	Mrs. Vanhphone INTHAVONG	3	Computer	English language			
32 Livestock	Mr. Bodda BOUNTHANOM		Staff management	Management of project	English language and computer		
33 Livestock	Mr. Leja SAWBENU	3	English language, Computer, Driver	Livestock and fishery			
34 Livestock (VAMFABC)	Mr. Phouangsavanh PHOMMALY	3	English language	Planning and administration of Project			
35 Livestock (VAMFABC)	Mr. Chantha PHIMLAVONG	2	n.a.				
36 Livestock (Muangkone RDP)	Mr. Sathian VANNASOUK	3	English language	Computer			
37 Livestock	Mr. Vonekham	2	n.a.				
38 Livestock (Sopbao Station)	Mr. Chanday CHANTHAVONG	3	Knowledge of livestock				
39 Livestock (VAMFABC)	Mr. Sithone SINLOUANGTHA	3	Staff management	English language	Management of project		
40 Livestock (VAMFABC)	Mr. Nicknoy DIDPANYA	3	Experience				
41 Livestock	Mr. Sitheuang SENGAUKEO	3	Language	Not applicable (Need to Training)	Study visit / tour		
42 Livestock (Statistics)	Mr. Bounom PHOMVANH			, , , , , , , , , , , , , , , , , , ,	·		
43 Livestock Section	Mr. Phonsavanh SAVATDY						
44 Livestock (VAMFABC)	Mr. Lenthong SITHAVONG						
45 Livestock (VAMFABC)	Ms. Vansy VILAYPHONE						
46 Forestry	Mr. Xiengkhine THUMMALA	3	New knowledge	Computer	English language		
47 Forestry	Mr. Iyako KANDASUK	n.a.	Community development	M&E	Computer	English language	
				Planning and GIS	Forest management and monitoring of factory		+
48 Forestry	Mr. Bounphone BOUDPHACHANH		English language	ranning and Gis	Potest management and monitoring of factory	Planning	
49 Forestry (Technical Unit)	Mr. Phommy SENGPASOUK	2	n.a.	P 1711			
50 Forestry (Technical Unit)	Mr. Bounum SOUTHAMMAVONG	3	Computer	English language	n		
51 Forestry (Technical Unit)	Mr. Bounpone PHOMVONGSAY	No	New knowledge	Computer	English language		
52 Forestry (Technical Unit)	Mr. Komkhame SISOMHAK	3	Forestry development	English language	Computer	Study visit in and outside country	
53 Forestry (Technical Unit)	Mr. Khamtoy PHOMMATHONG	3	Computer				
54 Forestry (Technical Unit)	Mr. Visone PHONMYSAY		Knowledge / academic	Extension to villagers			
55 Forestry (Technical Unit)	Mr. Khamphone KILAVONG	3	Forestry	Computer			
56 Forestry (Nemet Phoulury ICDP)	Mr. Phouvong SISOMHAK	n.a.	M&E	Community development	Forestry resource management		
57 Forestry (Technical Unit)	Mr. Soutvisay SAYSONGKHAM	3	Continuous study	Language			
58 Forestry (Technical Unit)	Mr. Khammany VISISOMBAT	3	Foreign language	Computer			
59 Forestry	Mr. Yark VAWBOUNKUANG	2	n.a.				
60 Forestry (Technical Unit)	Mrs. Pork PATHUMPHONE		Accounting in computer	English language			
61 Forestry (Technical Unit)	Mrs. Bounsavanh CHANSOUK	3	Forest management	Foreign language			
62 Forestry (Technical Unit)	Mr. Kalasin SAYYASENG	3	Academic				
63 Forestry (Technical Unit)	Mrs. Sodta KEOBOUNMY	3	Foreign language	Computer			
os i oresu y (Technicai Ollit)	17110. DOUG INDOUGHINI I	Э.	oronga manguage	Computer			

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ur skills / capabilities to comply with your duties / responsibilities? And What kind of skills do you need to strengthen in case your skills / capabilities are inadequate? A-13: How do v

of Question: Section	Name	GAP <2		Needed skill 2	Needed skill 3	en in case your skills / capabilities are inadequate Needed skill 4	Needed skill 5
	Mr. Bounma PHANPANYA	2	Supervision	Needed Skill 2	Needed Skill 3	Needed Skill 4	Needed Skill 3
4 Irrigation		3	English language	Computer	Administration of work		
Irrigation Irrigation (CMI Project)	Mr. Viengkhone SAYASITH	3	Computer	Computer English language	Project management	Project planning	
	Mr. Khammay THAMMAXAY	3	Computer and method of repair			Human development	
Irrigation (CMI Project)	Mr. Amphanh CHANHTHONGSY	3		Foreign language	Meteorology		T
Irrigation (CMI Project)	Mr. Chayphet HOUANGTHAVONG	3	English language	Computer	Project planning	Administration of Project	Financial management
Irrigation (CMI Project)	Mr. Soukhanserm SAYATHOUMMA	3	Knowledge / academic	Foreign language			
Irrigation (Design Unit)	Mr. Bounyot HOUANGPHOXAY	3	English language	Auto CAD, Soft desk			
Irrigation (CMI Project)	Mr. Khamsouk THIPPHABOUNHOUANG	3	English language	Computer			
Irrigation (Muangkone RPD)	Mr. Sangphone KHUNHOMSAY	3	Auto Cad				
Irrigation (Design Unit)	Mr. Lianethong BOUNSAWAY	3	Computer	English language			
Irrigation	Mr. Nen LOUANGLITHIDETH	3	English language	Computer			
Irrigation	Mr. Konethay KEONAKHONE	3	English language	Computer	Technical knowledge	Management	
Irrigation (Design Unit)	Mr. Khamsy VILAYSOUK	3	Not applicable (Enhancement)	Foreign language	Computer		
Irrigation (Design Unit)	Mr. Khamnoy PHOMMASAY	3	English language	Computer			
Irrigation (CMI Project)	Mr. Phonesy PHENKHAMPHANH	2	n.a.				
Irrigation	Mr. Phouvieng	3	Mechanic				
Irrigation (CMI Project)	Mr. Bounkham SIDAVONG						
Irrigation (Design Unit)	Mr. Airsam VILAYCHITH						
Irrigation (CMI Project)	Mr. Juok BUASAVANH						
Irrigation (CMI Project)	Mr. Lor						
Irrigation (Design Unit)	Mr. Vilaychith SOUKJALEUN						
Extension	Mr. Khamphanh PHUMANYVONG	2	n.a.				
Extension	Mr. Khamnoy PHOMSOMBAT	4	Extension to villager	Language	Computer		
Extension	Mr. Vanhlone PHANHTHAVONG	3	Nursery operation	Tree planting			
Extension	Mr. Khampheuy THIPDAPHENH	3	English language	Computer			
Extension	Mrs. Phengvanh MANOTHAM	3	Academic	English language and Compute			
Extension	Mr. Pouangvanh INTHALY	3	Academic	Foreign language	Computer		
Extension	Mr. Somsak CHANMALY	3	Tree planting and forest rehabilitation	GIS	English language		
Extension	Mr. Phetsakhone KEOVILAVANH	3	English language	Seedling production			
Extension	Mr. Khampheng KHAMBOUDDAPHANH	3	English language	Computer	GPS and GIS		
Extension	Mr. Sisouk THEPTHAVONG	3	English language and Computer	Improvement of knowledge/capability			
Extension	Mrs. Lar KHAMTHAMUN	3	Nursery operation and tree planting	Planting fruits			
Extension	Mrs. Vern BOUNMIXAY	3	Academic	English language and Compute			
Meteorology	Mr. Khamon THIPHAVONG	3	Technical	Foreign language	Computer	Management and administration	Project planning
Meteorology	Mrs. Komphone SINGLOUANGTHA	3	Academic	Administration	Computer	Foreign language	<i>y</i> 1 <i>y</i>
Meteorology	Mr. Khamphouy SAYYASONE	3	Academic	Project planning	Management / administration		
Meteorology	Mr. Maythone SISOUNAM	3	Technical	English language	Computer	Management and administration	
Meteorology	Mr. Xieng PANYAVONG	3	Administrative work	Academic	Computer	Foreign language	
Meteorology	Mrs. Sida CHANTHAVONG	3	English language	Administration	Computer	gn mingunge	
Meteorology	Mrs. Phiensone BOUNMYXAY		- Language	- Administration	Сыпрасы		

<1: The numbers indicate the level of skills / capabilities of the staff in comparison with the duties and responsibilities, namely,</p>
1 = More than enough;

- 2 = Just enough;
- 3 = Nit inadequate;
- 4 = Poor; and
- 5 =Very poor.

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ID of Question:

f Question:			C-22: Please identify any training that would he	lp you in meetin the operational goals of your	office / section.		
Section	Name		Training 1	Training 2	Training 3	Training 4	Training 5
1 Admn (PAFO)	Mr. Somehith S	SOMVANTHA	Work planning	Project planning	Management of staff and work		
2 Admn (PAFO)	Mr. Angkhan K	ŒOBOUAKHAM	Academic	Planning	Participatory working with villagers	Extension on agriculture	English language and computer
3 Admn (PAFO)	Mr. Somchanh	PHENGPHAXAY	Technical and foreign language	Management of office and project	Study visit in and outside country		
4 Admn (Finance)	Mr.Sivisay PHO	ОММАНА	Accounting in computer	Cash management			
5 Admn (Planning)	Mr. Phonsan V	ILAYMENG	Forest management	Mapping, use of GIS and GPS	Industrial forest management	Forestry survey	Forest management
6 Admn (Finance)	Mr. Thelath PH	IONLAMNGEUN	English language	Computer			
7 Admn	Mr. Khampian	SIHAN	Mechanic				
8 Admn	Mr. Phanthone	PHONGSENGKEO	Administration of office	Administration	English language	Computer	
9 Admn	Mrs. Pouangva	nh MYVONGSA	Computer				
10 Admn	Mrs. Vanhphon	ne SISOMHAK	Accounting and Financial management	Use of computer and photocopy machine	English language		
11 Admn	Mrs. Ne HUOA	ANGKHAMPHENG	Computer	Work planning			
12 Admn	Mrs. Khampiw	SIVONGPHANH	Computer	English language	Other academic		
13 Admn	Mrs. Sutta KHA	AMVONGXAY	Accounting in computer	English language	Other academic		
14 Admn (Planning)	Mr. Vilayphons	g VONGKHAMPANE	<u> </u>				
15 Admn (Organization		EKHOMPHONE					
16 Admn (NIWMAP	· ·	BANKHAMMY					
17 Agriculture	Mr. Mayphao E		English language	Planning	Asexual propagation of fruits	Marketing of agriculture commodities	Computer
18 Agriculture	**	g MALACHITH	Project planning and management	English language and Computer	Selection of seeds	Technical research on agriculture	
19 Agriculture		PHENGSOMBAT	English language	Computer Computer	Unclear (Short-term training)	Study visit in and outside country	1
20 Agriculture	- V	e KEOPASERT	Supervision and management pg	Data collection	Evaluation of project		1
21 Agriculture (Sopb			Management and Administration	Monitoring , Supervision and Evaluation	Foreign language		1
22 Agriculture (Sopo		g MUNMOUANGSAM	Writing of Project	Rice production	Technical skills in vegetable farming in rainy season	Data management	Research and experiment of vegetable
23 Agriculture		g MUNMOUANGSAM KHAMPHONSAY			recinical skins in vegetable farming in famy season	Data management	research and experiment of vegetable
24 Agriculture	Mr. Lithasone I		Computer English language	English language	Technical skill of farming		+
			Management and Administration Office	Computer	-	Ei 1	C
25 Agriculture (Sopb	•	HOI	· ·	Use of fertilizer	Protection aof pests and diseases	Foreign language	Computer
26 Agriculture	Mr. Bouahom	CANONODIANII	Repairing	A	M	E E I I	
27 Agriculture		g SYVONGPHANH	Technical of Production silk	Accounting	Management of office and coordination with project	English language	
28 Agriculture	Mr. Kongmany		English language	Computer	Accounting	0.1	
29 Agriculture		n BOUALAPHANH	English language	Computer	Unclear (Short-term training)	Study visit in and outside country	
30 Agriculture		PHODTHAVONG	Computer	English language	Other academic		
31 Agriculture		ne INTHAVONG	Computer	English language	Other academic		
32 Livestock	Mr. Bodda BO		Reproduction	Project management and area survey	English language and computer		
33 Livestock	Mr. Leja SAWI		Research of diseases, forage, fingerling production	Management of staff	Data collection and sending news	Foreign language	Information dissemination
34 Livestock (VAMF.		vanh PHOMMALY	Livestock	Fish raising in rice fields and ponds	Composition of forage	Managementof project	Planning and Enterprise development
35 Livestock (VAMF.	· ·	HIMLAVONG	Marketing	Monitoring and management	Research and development		
36 Livestock (Muangl			Administration	Management	Other academic		
37 Livestock	Mr. Vonekham		Computer	-			
38 Livestock (Sopbao	· ·	CHANTHAVONG	Fish raising	Computer			
39 Livestock (VAMF.		NLOUANGTHA	Management of staff	Training on technical knowledge			
40 Livestock (VAMF.			Research and development	Monitoring and management			
41 Livestock		SENGAUKEO	Fingerling production	Foreign language	Computer	Office management	Vaccination
42 Livestock (Statistic	· ·						
43 Livestock Section							
44 Livestock (VAMF.	ABC) Mr. Lenthong S	SITHAVONG					
45 Livestock (VAMF.							
46 Forestry	Mr. Xiengkhine	e THUMMALA	Planning and organization of activities	Extension and coordination with villager	Computer	English language	
46 Forestry 47 Forestry	Mr. Xiengkhine Mr. Iyako KAN	e THUMMALA NDASUK	Planning and organization of activities Knowledge of language	Monitoring , supervision and evaluation	Computer	English language	
46 Forestry 47 Forestry 48 Forestry	Mr. Xiengkhine Mr. Iyako KAN Mr. Bounphone	e THUMMALA NDASUK e BOUDPHACHANH		ÿ	*	English language Forestry survey	Forest conservation and wildlife management
46 Forestry 47 Forestry 48 Forestry 49 Forestry (Technical	Mr. Xiengkhine Mr. Iyako KAN Mr. Bounphone al Unit) Mr. Phommy S	e THUMMALA NDASUK e BOUDPHACHANH ENGPASOUK	Knowledge of language	Monitoring , supervision and evaluation	Computer Management of processing factories Unclear (Forestry Policy)		Forest conservation and wildlife management
46 Forestry 47 Forestry 48 Forestry	Mr. Xiengkhine Mr. Iyako KAN Mr. Bounphone Il Unit) Mr. Phommy S Il Unit) Mr. Bounum S0	e THUMMALA NDASUK e BOUDPHACHANH ENGPASOUK OUTHAMMAVONG	Knowledge of language Forestry	Monitoring , supervision and evaluation Mappin and use of GIS	Computer Management of processing factories		Forest conservation and wildlife management
46 Forestry 47 Forestry 48 Forestry 49 Forestry (Technical	Mr. Xiengkhine Mr. Iyako KAN Mr. Bounphone Il Unit) Mr. Phommy S Il Unit) Mr. Bounum So Il Unit) Mr. Bounpone	E THUMMALA NDASUK E BOUDPHACHANH ENGPASOUK OUTHAMMAVONG PHOMVONGSAY	Knowledge of language Forestry Unclear (Training on environment)	Monitoring , supervision and evaluation Mappin and use of GIS Unclear (Data and news)	Computer Management of processing factories Unclear (Forestry Policy) English language Computer		Forest conservation and wildlife management
46 Forestry 47 Forestry 48 Forestry 49 Forestry (Technica 50 Forestry (Technica	Mr. Xiengkhine Mr. Iyako KAN Mr. Bounphone Il Unit) Mr. Phommy S Il Unit) Mr. Bounum S0 Il Unit) Mr. Bounpone	e THUMMALA NDASUK e BOUDPHACHANH ENGPASOUK OUTHAMMAVONG	Knowledge of language Forestry Unclear (Training on environment)	Monitoring , supervision and evaluation Mappin and use of GIS Unclear (Data and news) Computer	Computer Management of processing factories Unclear (Forestry Policy) English language		Forest conservation and wildlife management
46 Forestry 47 Forestry 48 Forestry 49 Forestry (Technica 50 Forestry (Technica 51 Forestry (Technica	Mr. Xiengkhine Mr. Iyako KAN Mr. Bounphone Il Unit) Mr. Phommy S Il Unit) Mr. Bounum S Il Unit) Mr. Bounum S Il Unit) Mr. Bounpone Il Unit) Mr. Komkhame	E THUMMALA NDASUK E BOUDPHACHANH ENGPASOUK OUTHAMMAVONG PHOMVONGSAY	Knowledge of language Forestry Unclear (Training on environment) Forestry Survey No	Monitoring, supervision and evaluation Mappin and use of GIS Unclear (Data and news) Computer Foreign language	Computer Management of processing factories Unclear (Forestry Policy) English language Computer		Forest conservation and wildlife management
46 Forestry 47 Forestry 48 Forestry 49 Forestry (Technica 50 Forestry (Technica 51 Forestry (Technica 52 Forestry (Technica	Mr. Xiengkhine Mr. Iyako KAN Mr. Bounphone Il Unit) Mr. Phommy S Il Unit) Mr. Bounum So Il Unit) Mr. Bounum So Il Unit) Mr. Komkhame Il Unit) Mr. Komkhame Il Unit) Mr. Khamtoy P	E THUMMALA NDASUK E BOUDPHACHANH ENGPASOUK OUTHAMMAVONG PHOMVONGSAY E SISOMHAK PHOMMATHONG	Knowledge of language Forestry Unclear (Training on environment) Forestry Survey No Improvement of knowledge	Monitoring, supervision and evaluation Mappin and use of GIS Unclear (Data and news) Computer Foreign language	Computer Management of processing factories Unclear (Forestry Policy) English language Computer		Forest conservation and wildlife management
46 Forestry 47 Forestry 48 Forestry (Technica 50 Forestry (Technica 51 Forestry (Technica 52 Forestry (Technica 53 Forestry (Technica	Mr. Xiengkhine Mr. Iyako KAN Mr. Bounphone al Unit) Mr. Phommy S al Unit) Mr. Bounum S0 al Unit) Mr. Bounpone al Unit) Mr. Komkhame al Unit) Mr. Khamtoy P al Unit) Mr. Visone PH	E THUMMALA NDASUK E BOUDPHACHANH ENGPASOUK OUTHAMMAVONG PHOMVONGSAY E SISOMHAK PHOMMATHONG	Knowledge of language Forestry Unclear (Training on environment) Forestry Survey No Improvement of knowledge Computer and English language	Monitoring , supervision and evaluation Mappin and use of GIS Unclear (Data and news) Computer Foreign language Academic or Study visit	Computer Management of processing factories Unclear (Forestry Policy) English language Computer English language and Computer	Forestry survey	Forest conservation and wildlife management
46 Forestry 47 Forestry 48 Forestry 49 Forestry (Technica 50 Forestry (Technica 51 Forestry (Technica 52 Forestry (Technica 53 Forestry (Technica 54 Forestry (Technica	Mr. Xiengkhine Mr. Iyako KAN Mr. Bounphone al Unit) Mr. Phommy S al Unit) Mr. Bounum St al Unit) Mr. Bounum St al Unit) Mr. Komkhame al Unit) Mr. Komkhame al Unit) Mr. Khamtoy P al Unit) Mr. Visone PH al Unit) Mr. Khamphon	E THUMMALA NDASUK E BOUDPHACHANH ENGPASOUK OUTHAMMAVONG PHOMVONGSAY E SISOMHAK PHOMMATHONG ONMYSAY E KILAVONG	Knowledge of language Forestry Unclear (Training on environment) Forestry Survey No Improvement of knowledge Computer and English language Improvement of academic	Monitoring , supervision and evaluation Mappin and use of GIS Unclear (Data and news) Computer Foreign language Academic or Study visit Study visit and Exchanging lessons	Computer Management of processing factories Unclear (Forestry Policy) English language Computer English language and Computer Management and Evaluation	Forestry survey English language	Forest conservation and wildlife management
46 Forestry 47 Forestry 48 Forestry 49 Forestry (Technica 50 Forestry (Technica 51 Forestry (Technica 52 Forestry (Technica 53 Forestry (Technica 54 Forestry (Technica 55 Forestry (Technica	Mr. Xiengkhine Mr. Iyako KAN Mr. Bounphone al Unit) Mr. Phommy S al Unit) Mr. Bounum St al Unit) Mr. Bounpone al Unit) Mr. Komkhame al Unit) Mr. Khamtoy P al Unit) Mr. Visone PH al Unit) Mr. Khamphon houlury ICDP) Mr. Phouvong S	E THUMMALA NDASUK E BOUDPHACHANH ENGPASOUK OUTHAMMAVONG PHOMVONGSAY E SISOMHAK PHOMMATHONG ONMYSAY E KILAVONG	Knowledge of language Forestry Unclear (Training on environment) Forestry Survey No Improvement of knowledge Computer and English language Improvement of academic Academic	Monitoring , supervision and evaluation Mappin and use of GIS Unclear (Data and news) Computer Foreign language Academic or Study visit Study visit and Exchanging lessons Quality improvement of forest	Computer Management of processing factories Unclear (Forestry Policy) English language Computer English language and Computer Management and Evaluation Foreign language	Forestry survey English language Computer	Forest conservation and wildlife management
46 Forestry 47 Forestry 48 Forestry 49 Forestry (Technica 50 Forestry (Technica 51 Forestry (Technica 52 Forestry (Technica 53 Forestry (Technica 54 Forestry (Technica 55 Forestry (Technica 56 Forestry (Nemet Pl	Mr. Xiengkhine Mr. Iyako KAN Mr. Bounphone al Unit) Mr. Bounum St al Unit) Mr. Bounum St al Unit) Mr. Bounum St al Unit) Mr. Komkhame al Unit) Mr. Komkhame al Unit) Mr. Khamtoy P al Unit) Mr. Visone PH al Unit) Mr. Khamphon houlury ICDP) Mr. Phouvong St al Unit) Mr. Soutvisay St	E THUMMALA NDASUK E BOUDPHACHANH ENGPASOUK OUTHAMMAVONG PHOMVONGSAY E SISOMHAK PHOMMATHONG ONMYSAY E KILAVONG SISOMHAK	Knowledge of language Forestry Unclear (Training on environment) Forestry Survey No Improvement of knowledge Computer and English language Improvement of academic Academic Sustainable forest management	Monitoring , supervision and evaluation Mappin and use of GIS Unclear (Data and news) Computer Foreign language Academic or Study visit Study visit and Exchanging lessons Quality improvement of forest Supervision and M&E	Computer Management of processing factories Unclear (Forestry Policy) English language Computer English language and Computer Management and Evaluation Foreign language	Forestry survey English language Computer	Forest conservation and wildlife management
46 Forestry 47 Forestry 48 Forestry 49 Forestry (Technica 50 Forestry (Technica 51 Forestry (Technica 52 Forestry (Technica 53 Forestry (Technica 54 Forestry (Technica 55 Forestry (Technica 56 Forestry (Nemet Pl 57 Forestry (Technica	Mr. Xiengkhine Mr. Iyako KAN Mr. Bounphone al Unit) Mr. Bounum St al Unit) Mr. Bounum St al Unit) Mr. Bounum St al Unit) Mr. Komkhame al Unit) Mr. Komkhame al Unit) Mr. Kienthy P al Unit) Mr. Visone PH al Unit) Mr. Khamphon houlury ICDP) Mr. Phouvong St al Unit) Mr. Soutvisay St al Unit) Mr. Soutvisay St al Unit) Mr. Khammany	E THUMMALA NDASUK E BOUDPHACHANH ENGPASOUK OUTHAMMAVONG PHOMVONGSAY E SISOMHAK PHOMMATHONG ONMYSAY E KILAVONG SISOMHAK SAYSONGKHAM	Knowledge of language Forestry Unclear (Training on environment) Forestry Survey No Improvement of knowledge Computer and English language Improvement of academic Academic Sustainable forest management Improvement of academic	Monitoring , supervision and evaluation Mappin and use of GIS Unclear (Data and news) Computer Foreign language Academic or Study visit Study visit and Exchanging lessons Quality improvement of forest Supervision and M&E Foreign language	Computer Management of processing factories Unclear (Forestry Policy) English language Computer English language and Computer Management and Evaluation Foreign language English language	Forestry survey English language Computer	Forest conservation and wildlife management
46 Forestry 47 Forestry 48 Forestry 49 Forestry (Technica 50 Forestry (Technica 51 Forestry (Technica 52 Forestry (Technica 53 Forestry (Technica 54 Forestry (Technica 55 Forestry (Technica 56 Forestry (Technica 57 Forestry (Technica 58 Forestry (Technica 58 Forestry (Technica	Mr. Xiengkhine Mr. Iyako KAN Mr. Bounphone al Unit) Mr. Phommy S al Unit) Mr. Bounum St al Unit) Mr. Bounpone al Unit) Mr. Komkhame al Unit) Mr. Komkhame al Unit) Mr. Visone PH al Unit) Mr. Khamphon houlury ICDP) Mr. Phouvong S al Unit) Mr. Soutvisay S al Unit) Mr. Khammany Mr. Yark VAW	E THUMMALA NDASUK E BOUDPHACHANH ENGPASOUK OUTHAMMAVONG PHOMVONGSAY E SISOMHAK PHOMMATHONG ONMYSAY IE KILAVONG SISOMHAK SAYSONGKHAM IF VISISOMBAT	Knowledge of language Forestry Unclear (Training on environment) Forestry Survey No Improvement of knowledge Computer and English language Improvement of academic Academic Sustainable forest management Improvement of academic Academic	Monitoring , supervision and evaluation Mappin and use of GIS Unclear (Data and news) Computer Foreign language Academic or Study visit Study visit and Exchanging lessons Quality improvement of forest Supervision and M&E Foreign language	Computer Management of processing factories Unclear (Forestry Policy) English language Computer English language and Computer Management and Evaluation Foreign language English language	Forestry survey English language Computer	Forest conservation and wildlife management
46 Forestry 47 Forestry 48 Forestry 49 Forestry (Technica 50 Forestry (Technica 51 Forestry (Technica 52 Forestry (Technica 53 Forestry (Technica 54 Forestry (Technica 55 Forestry (Technica 56 Forestry (Technica 57 Forestry (Technica 58 Forestry (Technica 59 Forestry 60 Forestry (Technica	Mr. Xiengkhine Mr. Iyako KAN Mr. Bounphone al Unit) Mr. Phommy S al Unit) Mr. Bounum St al Unit) Mr. Bounpone al Unit) Mr. Komkhame al Unit) Mr. Komkhame al Unit) Mr. Visone PH al Unit) Mr. Khamphon houlury ICDP) Mr. Phouvong S al Unit) Mr. Soutvisay S al Unit) Mr. Khammany Mr. Yark VAW al Unit) Mrs. Pork PAT	E THUMMALA NDASUK E BOUDPHACHANH ENGPASOUK OUTHAMMAVONG PHOMVONGSAY E SISOMHAK PHOMMATHONG ONMYSAY E KILAVONG SISOMHAK SAYSONGKHAM EVISISOMBAT ONIONIANE ONI	Knowledge of language Forestry Unclear (Training on environment) Forestry Survey No Improvement of knowledge Computer and English language Improvement of academic Academic Sustainable forest management Improvement of academic Academic Unclear (Preparation of electric wire of car) Accountin and computer	Monitoring , supervision and evaluation Mappin and use of GIS Unclear (Data and news) Computer Foreign language Academic or Study visit Study visit and Exchanging lessons Quality improvement of forest Supervision and M&E Foreign language Foreign language English language	Computer Management of processing factories Unclear (Forestry Policy) English language Computer English language and Computer Management and Evaluation Foreign language English language Computer	Forestry survey English language Computer	Forest conservation and wildlife management
46 Forestry 47 Forestry 48 Forestry 49 Forestry (Technica 50 Forestry (Technica 51 Forestry (Technica 52 Forestry (Technica 53 Forestry (Technica 54 Forestry (Technica 55 Forestry (Technica 56 Forestry (Nemet Pl 57 Forestry (Technica 58 Forestry (Technica 59 Forestry (Technica	Mr. Xiengkhine Mr. Iyako KAN Mr. Bounphone al Unit) Mr. Phommy S al Unit) Mr. Bounpone al Unit) Mr. Bounpone al Unit) Mr. Komkhame al Unit) Mr. Komkhame al Unit) Mr. Visone PH al Unit) Mr. Khamphon houlury ICDP) Mr. Phouvong S al Unit) Mr. Soutvisay S al Unit) Mr. Khammany Mr. Yark VAW al Unit) Mrs. Pork PAT al Unit) Mrs. Bounsava	E THUMMALA NDASUK E BOUDPHACHANH ENGPASOUK OUTHAMMAVONG PHOMVONGSAY E SISOMHAK PHOMMATHONG ONMYSAY E KILAVONG SISOMHAK SAYSONGKHAM E VISISOMBAT //BOUNKUANG HUMPHONE nh CHANSOUK	Knowledge of language Forestry Unclear (Training on environment) Forestry Survey No Improvement of knowledge Computer and English language Improvement of academic Academic Sustainable forest management Improvement of academic Academic Unclear (Preparation of electric wire of car)	Monitoring , supervision and evaluation Mappin and use of GIS Unclear (Data and news) Computer Foreign language Academic or Study visit Study visit and Exchanging lessons Quality improvement of forest Supervision and M&E Foreign language Foreign language	Computer Management of processing factories Unclear (Forestry Policy) English language Computer English language and Computer Management and Evaluation Foreign language English language Computer	Forestry survey English language Computer	Forest conservation and wildlife management

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ID of Question:

C-22: Please identify any training that would help you in meetin the operational goals of your office / section.

	Section	Name	Training 1	Training 2	Training 3	Training 4	Training 5
64	Irrigation	Mr. Bounma PHANPANYA	Irrigation management	Data collection and making reports of project	Survey and design of irrigation project	Auto Cad	Participatory data collection
65	Irrigation	Mr. Viengkhone SAYASITH	Technical skills of irrigation	English language	Computer		
66	Irrigation (CMI Project)	Mr. Khammay THAMMAXAY	English language	Computer	Project management		
67	Irrigation (CMI Project)	Mr. Amphanh CHANHTHONGSY	English language	Computer	Human development	Meteorology	
68	Irrigation (CMI Project)	Mr. Chayphet HOUANGTHAVONG	Project management	Evaluation, Survey, Design and Construction	English language	Computer	Designing in computer
69	Irrigation (CMI Project)	Mr. Soukhanserm SAYATHOUMMA	Irrigation system management	Survey and design of irrigation systems	Computer	English language	
70	Irrigation (Design Unit)	Mr. Bounyot HOUANGPHOXAY	English language	Auto CAD	Soft desk		
71	Irrigation (CMI Project)	Mr. Khamsouk THIPPHABOUNHOUANG	Auto CAD and Soft desk	English language	Management and planning	Academic	
72	Irrigation (Muangkone RPD)	Mr. Sangphone KHUNHOMSAY	Computer for design	English language			
73	Irrigation (Design Unit)	Mr. Lianethong BOUNSAWAY	Computer	English language	Academic work		
74	Irrigation	Mr. Nen LOUANGLITHIDETH	Auto CAD and Soft desk	English language	Management and planning	Enhancing academic	
75	Irrigation	Mr. Konethay KEONAKHONE	Foreign language	Computer and GIS	Training	Management and administration	
76	Irrigation (Design Unit)	Mr. Khamsy VILAYSOUK	Management	Administration of work	English language	Computer	
	Irrigation (Design Unit)	Mr. Khamnoy PHOMMASAY	Computer	English language		-	
78	Irrigation (CMI Project)	Mr. Phonesy PHENKHAMPHANH	Knowledge and capability				
79	Irrigation	Mr. Phouvieng	Mechanic				
80	Irrigation (CMI Project)	Mr. Bounkham SIDAVONG					
81	Irrigation (Design Unit)	Mr. Airsam VILAYCHITH					
82	Irrigation (CMI Project)	Mr. Juok BUASAVANH					
83	Irrigation (CMI Project)	Mr. Lor					
84	Irrigation (Design Unit)	Mr. Vilaychith SOUKJALEUN					
85	Extension	Mr. Khamphanh PHUMANYVONG	Making map	Land use planning	TOT on Agriculture-Forestry	Project planning	Participation of villagers
86	Extension	Mr. Khamnoy PHOMSOMBAT	Management and administration	Foreign language	Resource management	Supervision and M&E	
87	Extension	Mr. Vanhlone PHANHTHAVONG	English language	Computer	Nursery operation	Forest plantation and rehabilitation of forests	Extension work
88	Extension	Mr. Khampheuy THIPDAPHENH	English language	Computer	Technical skill of extension		
89	Extension	Mrs. Phengvanh MANOTHAM	Technical skill of extension	English language and Computer			
90	Extension	Mr. Pouangvanh INTHALY	Academic	Computer	English language		
91	Extension	Mr. Somsak CHANMALY	English language	Computer and GIS	Extension on vegetable production in dry season	Production of seeds and plant	Forest plantation and rehabilitation of forests
92	Extension	Mr. Phetsakhone KEOVILAVANH	English language and computer	Nursery operation	Experiment to seed production		
93	Extension	Mr. Khampheng KHAMBOUDDAPHANH	English language and computer	GPS and GIS			
94	Extension	Mr. Sisouk THEPTHAVONG	English language and computer	Long-term study	Extension work		
95	Extension	Mrs. Lar KHAMTHAMUN	Forest plantation and rehabilitation of forests	Computer			
96	Extension	Mrs. Vern BOUNMIXAY	Technical skill of extension	English language and Computer			
97	Meteorology	Mr. Khamon THIPHAVONG	Observation of weather and data processing	Data collection of weather	Project planning	Project management	Evaluation of project
98	Meteorology	Mrs. Komphone SINGLOUANGTHA	Observation of weather and data processing	Data collection of weather	Project planning	Statistic planning	Administration of office and accounting
99	Meteorology	Mr. Khamphouy SAYYASONE	Planning and management of project	Meteorology	English language	Computer	
100	Meteorology	Mr. Maythone SISOUNAM	Observation of meteorology	Data collection and data processing	Computer	Project planning	Evaluation of project
101	Meteorology	Mr. Xieng PANYAVONG	Statistic planning	Planning of other projects	Measurement of water level and processing		
102	Meteorology	Mrs. Sida CHANTHAVONG	Administration of office	Statistic plan	Computer	English language	
103	Meteorology	Mrs. Phiensone BOUNMYXAY					

Attachment 6-5 Luangprabang PAFO

Name of Office:	PAFO Luangprabang
Date of data update:	2004/6/18

ID of Question:			A-2: Position				A-3	A-6	A-7: Education	al Attainment		A-5: Specialty
No.	Section	Name	Position	Submission of questionnaire	Sex	Age	Post<1	Length (yr)	Education <2	Major	Year	Specialty<3
1 A	Iministration	Mr. Khamphanh Bounsavath	Chief of PAFO	Yes	M	55	P	8	4	Forestry	1980	g
2 A	Iministration	Mr. Xayyaphanh Lasi	Deputy Chief of PAFO	Yes	M	41	P	5	5	Forestry	1989	c, g, h
3 A	Iministration	Mr. Phounsavanh Phanthavongsy	Project Director (CHESHVT)	Yes	M	44	P	19	3	Irrigation Engineering	1994	c
4 A	Iministration	Ms. Chansouk Malaphet	Technician	Yes	F	35	P	17	4	Forestry	1992	b
5 A	Iministration	Ms. Bandith Thammavongsavanh	Technician	Yes	F	36	P	12	4	Forestry	1991	g
6 A	Iministration	Ms. Chanthamaly Souksavath	Desk Officer	Yes	F	42	P	10	4	Finance and Accounting	2002	1
7 A	lministration	Ms. Buachanh Nammavong	Chief of Personnel Unit	Yes	F	43	P	18	4	English	1998	n.a.
8 A	lministration	Ms. Sonemala Khattiyavongsa	Accountant	Yes	F	23	P	2	4	Finance	2002	<i>k</i>
9 A	Iministration	Mr. Souvanxay Vilaychith	Financial assistant	Yes	M	n.a.	P	2	n.a.	Finance	2002	k
10 A	Iministration	Ms. Chanpheng	Typist	Yes	F	52	P	n.a.	5	n.a.	n.a	n.a.
11 A	Iministration	Mr. Chanpheng Dalavong	Technician	Yes	M	41	P	2	3	Irrigation Engineering	1993	c
12 A	Iministration	Mr. Bounpheng Souksithi	Chief of Planning unit	Yes	M	42	P	13	4	English	2003	n.a.
13 A	Iministration	Mr. Chanheng Vilay	Technician	Yes	M	55	P	30	4	Forestry	1973	g
14 A	Iministration (Finance)	Mr. Sengphet Heuanphoummavong	Technician (Deputy chief of the section)	Yes	M	40	P	11	4	Economic Planning	1988	k
15 A	lministration	Ms. Somphone Mixay	Technician (Personal office)	Yes	F	29	P	5	4	Agriculture	1997	b
16 A	lministration	Mr. Chanpheng	Driver	Yes	M	53	P	27	4	Driving	1970	n.a.
17 A	Iministration	Mr. Phetsamone Xayyamoungkhoun	Driver	Yes	M	n.a.	С	n.a.	4	Driving	1987	n.a.
18 A	Iministration	Ms. Phanaphone Xayyavong	Desk Officer	Yes	F	n.a.	С	6	5	n.a.	n.a	n.a.
19 A	Iministration	Ms. Boua Xayyasak	n.a.	Yes	F	n.a.	С	n.a.	5	n.a.	n.a	i
20 A	Iministration	Mr. Somphong Padichith	Deputy Director of PAFO	No	M	47	P	20				
21 A	Iministration	Mr. Bounchanmy Keosavath	Chief of the Section	No	M	60	P	30				
22 A		Mr. Khen	Driver	No	M	n.a.	P	n.a.				
		Mr. Nouphet	Driver	No	M	n.a.	P	n.a.				
24 A	Iministration	Mr. Xiengpheng	Guardman	No	M	n.a.	P	n.a.				
25 A	griculture	Mr. Bouathong Xaysavanh	Head of the Section	Yes	M	55	P	23	4	Agriculture	1970	a, b, j
		Mr. Houmphane Sisomphone	Deputy head of the Section	Yes	M	46	P	11	4	Agricultural economic management	1983	b
— + '		Mr. Khamkeo Phetthanouson	Deputy chief of Station office	Yes	M	57	P	26	5	n.a.	n.a	a, i
	,	Mr. Sommay Keosavath	Technician	Yes	M	31	P	10	4	Agriculture	1992	a
		Mrs. Soutdalat Keoboualapha	Technician	Yes	F	33	P	5	4	Agriculture	1992	b
		Mr. Somsanouk	Driver	Yes	M	n.a.	С	1	5	n.a.	1999	b
		Mr. Khouanheuan Vannalath	Technician	No	M	45	P	23	-			
-		Mr. Pheng Khammavong	Head of the Section	Yes	M	33	P	7	3	livestock	1997	n.a.
	·	Mr. Sengpasith thongsavath	Deputy head of the Section	Yes	M	40	P	18	5	Livestock & fishery	2000	d, f,
	•	Mr. Bounpanh Xayyavong	Head of Fihery Unit	Yes	М	42	P	5	3	Livestock & fishery	1998	f
	vestock & Fishery	Mrs. Chansamone Phounsavath	Administative staff	Yes	F	42	P	21	4	n.a.	1982	d, f
	•	Mrs. Kesone kounlaxay	Technician	Yes	F	34	P	9	4	Livestock & fishery	n.a	d, f
		Mrs. Koukdavane Phaxaysombath	Technician	Yes	F	24	P	4	4	Livestock	1999	d
	vestock & Fishery	Mrs. Khamphew keolam	Technician	Yes	F	51	C	n.a.	5	n.a.	n.a	1
	•	Mrs. Keola phattana	Staff	Yes	M	n.a.	C	1	3	Agriculture	2002	d
	•	Mr. Ithilith Phanphengdy	n.a.	Yes	M	n.a.	C	n.a.	n.a.	n.a.	n.a	d
-	vestock & Fishery	Ms. Bountom Khounsy	Technician	No	F	43	P	22				
		Mr. Outhon Sengta	Project coordinator	No	M	49	P	27				

Name of Office:	PAFO Luangprabang
Date of data update:	2004/6/18

ID of Question	:		A-2: Position				A-3	A-6	A-7: Education	nal Attainment		A-5: Specialty
No.	Section	Name	Position	Submission of questionnaire	Sex	Age	Post<1	Length (yr)	Education <2	: r	Major Year	Specialty<3
43 Forestry S	ection	Mr. Sianouvong Savathvong	Head of the Section	Yes	M	42	P	21	2	Forestry	2000	g
44 Forestry S	ection	Mr. Xang Xanapol	Deputy head of the Section	Yes	M	43	P	21	4	Forestry	1993	g
45 Forestry S	ection	Mr. Bounpheng Phengchanh	Head of Conservation Unit	Yes	M	44	P	22	4	Forestry	1992	g
46 Forestry S	ection	Mr. Hongkeo Phonesavath	Technician	Yes	M	37	P	5	4	Forestry	1993	g
47 Forestry S	ection	Mr. Khattiya Vannasak	Technician	Yes	M	34	P	4	4	Forestry	2000	g
48 Forestry S	ection (Timber havesting Unit)	Mr. Houmphane Nithakone	Technician	Yes	M	35	P	0.6	4	Forestry	1998	g
49 Forestry S	ection (Timber havesting Unit)	Mr. Viladeth Kounlavut	Technician	Yes	M	29	P	1	4	Forestry	2003	g
50 Forestry S	ection	Mr. Sommay Souliya	Technician	Yes	M	36	P	14	4	Forestry	1990	g, j
51 Forestry S	ection	Mrs. Sengsoudavane Chanthamala	Technician	Yes	F	36	P	17	4	Forestry	1990	g
52 Forestry S	ection	Mr. Phonekeo Phophaly	Technician	Yes	M	36	P	17	4	Forestry	1990	g
53 Forestry S	ection	Mrs. Pinkeo Phoummaly	Accountant	Yes	F	35	P	15	4	Forestry	1990	g
54 Forestry S	ection	Mrs. Thong meuan Nilaboth	Administative staff	Yes	F	33	P	14	4	Forestry	1991	g
55 Forestry S		Mr. Saythong Sisanvane	Head of Timber Harvesting Unit	Yes	M	44	P	24	4	Forestry	1978	g
56 Forestry S	ection	Mr. Xayyaly Xayyadeth	Accountant	Yes	M	n.a.	C	1	5	Finance	1991	n.a.
57 Forestry S	ection	Mr. Douangkham Douangdala	Technician	No	M	35	P	13				
58 Forestry S	ection	Mr. Bounhom Khammy	Technician	No	M	36	P	12				
59 Irrigation		Mr. Pheng Bounphanith	Head of the Section	Yes	M	41	P	22	4	Irrigation	1990	с
60 Irrigation		Mr. Anousak Kattiyalath	Deputy head of the Section	Yes	M	39	P	16	4	Irrigation	1988	с
61 Irrigation		Mr. Sisouphane Southammavong	Technician	Yes	M	42	P	21	4	Irrigation	1987	с
62 Irrigation		Mr. Souligno Xayvisit	Technician	Yes	M	28	P	7	4	Irrigation	1997	с
63 Irrigation		Mr. Houmpheng Chanthavisouk	Technician	Yes	M	38	P	14	4	Irrigation	n.a.	с
64 Irrigation		Mr. Sialoune Kounlachithi	Technician	Yes	M	38	P	22	4	Irrigation	1993	с
65 Irrigation		Ms. Vongphet Xayxanadeth	Typist	Yes	F	n.a.	С	2	4	Irrigation	2001	с
66 Irrigation		Mr. Siphane Misouk	Lao-Vietnam Project coordinator	No	M	n.a.	P	n.a.				
67 Irrigation		Mr. Khamphet Sounilandone	Programming	No	M	33	P	11				
68 Irrigation		Mr. Houmphane Latthidaphone	Technician	No	M	34	P	9				
69 Irrigation		Mr. Soupha Xayvisith	Administative staff	No	M	54	P	28				
70 Meteorolo	ogy	Mr. Bounphane Vongpanya	Head of the Section	Yes	M	45	P	20	3	Meteorology	1984	h
71 Meteorolo	gy	Mr. Chen Saenname	Deputy head of the Section	Yes	M	49	P	21	4	Meteorology	1983	h
72 Meteorolo		Mr. Bountem Vanmanivong	Head of Planning Unit	Yes	M	45	P	21	4	Meteorology	1983	h
73 Meteorolo		Mr. Onkeo Keosavath	Technician	Yes	M	29	P	13	4	Meteorology	2002	h
74 Meteorolo	gy	Mr. Khamphane Viengxaysy	Technician	Yes	M	44	P	15	4	Driver	1977	h
75 Meteorolo		Mrs. Nikom Vongpakdy	Assistant	Yes	F	n.a.	С	3	4	Agriculture	2001	h
76 Meteorolo	gy	Mrs. Manivong Phommasone	Typist	Yes	F	n.a.	С	3	5	n.a.	2001	h
77 Meteorolo	gy	Mr. Sonsak Phengsavath	Technician	No	M	29	P	7				
78 Meteorolo		Ms. Somteo	Observation of climate	No	F	n.a.	С	n.a.				
79 Meteorolo		Ms. Chanpheng Bouakeo	Assistant	No	F	n.a.	С	n.a.				
80 PAFES		Mr. Khanthavin Souliya	Deputy head of the Section	Yes	M	38	P	2	4	n.a.	1996	g, j
81 PAFES		Mr. Vanthong Ngimboupha	Deputy head of the Section	Yes	M	41	P	2	4	Livestock	1986	d
82 PAFES		Mr. Sommy Phommakith	Chief of Station Office	Yes	M	46	P	21	4	Agriculture	1983	b
83 PAFES		Mr. Lah Thanongsak	Chief of Forestry Unit	Yes	M	37	P	2	4	Forestry	1994	g
84 PAFES		Mr. Houmphaeng Khansouvong	Deputy Chief of Livestock Unit	Yes	M	39	P	20	4	Livestock	1996	d
85 PAFES		Mr. Sivisay Chandahak	Head of Nam Thouan Center	Yes	M	39	P	n.a.	4	Agriculture	1997	b
86 PAFES		Mr. Kaysone Vongkhamhaeng	Technician (Irrigation)	Yes	M	40	P	17	2	Irrigation Engine		c, i
87 PAFES		Mr. Khamphay Bualavong	Technician (Irrigation)	Yes	M	36	P	2	4	Livestock and Fi		d d
88 PAFES		Mr. Som Ok Sithiphong	Technician (Forestry)	Yes	M	35	P	2	4	Forestry	2002	f
89 PAFES		Mr. Bounthane Soulaiyakham	Technician (Agriculture)	Yes	M	44	P	2	4	Forestry	2002	b
90 PAFES		Mr. Kaenchanh Pinthib	Technician (Agriculture) Technician (Livestock)	Yes	M	41	P	2	4	Livestock and Fi		f
91 PAFES		Mr. Bualay Vongsena	Desk Officer	Yes	M	42	p	2	n.a.	Veterinary and L		d
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Name of Office:	PAFO Luangprabang
Date of data update:	2004/6/18

ID of Question	:		A-2: Position				A-3	A-6	A-7: Education	al Attainment		A-5: Specialty
No.	Section	Name	Position	Submission of questionnaire	Sex	Age	Post<1	Length (yr)	Education <2	Major	Year	Specialty<3
92 PAFES		Mr. Chandy Inthavane	Administative staff	Yes	M	54	P	28	4	Forestry	1971	g
93 PAFES		Mr. Chanthavong Soulivong	Technician (Agriculture)	Yes	M	35	P	2	4	Forestry	1990	b
94 PAFES		Mr. Sisoumang Soulinthone	Deputy head of Nam Thouan Center	Yes	M	38	P	2	4	Forestry	1990	g
95 PAFES		Mr. Sinpaseuth Sanaphay	Technician (Forestry)	Yes	M	37	P	2	4	Forestry	1990	g
96 PAFES		Mr. Touy Phommachanh	Deputy chief of Forestry Unit	Yes	M	37	P	2	4	Forestry	1990	g
97 PAFES		Mr. Thongphouth Xaysavanh	Technician (Agriculture)	Yes	M	36	P	2	4	Agriculture	1990	a
98 PAFES		Mr. Thongsuan Manivong	Deputy Chief of Agriculture Unit	Yes	M	34	P	18	4	Agriculture	1987	a
99 PAFES		Ms. Sengaloun Xayyasane	Technician (Agriculture)	Yes	F	34	P	12	4	Agriculture	1992	b
100 PAFES		Mr. Thongsavath Thipphavong	Technician (Agriculture)	Yes	M	30	P	2	4	Agriculture	1996	b
101 PAFES		Mr. Kongsavath Thongchanma	BUCAP project coordinator	Yes	M	28	P	2	4	Agriculture	1999	a
102 PAFES		Mr. Thongchanh Kousonsavath	Deputy Chief of Material Unit	Yes	M	28	P	2	4	Agriculture	1999	b
103 PAFES		Ms. Amphaysone Panyasavath	Secretary	Yes	F	26	P	2	n.a.	Veterinary and Livestock	1999	d
104 PAFES		Mr. Xay Vongsa	Technician	Yes	M	44	P	25	4	Agriculture	1977	a
105 PAFES		Ms. Amphone Chanthavong	Secretary	Yes	F	n.a.	C	0.8	5	Accounting	2001	n.a.
	Kieng Muak Center)	Mr. Soulisak Thongsavanh	Deputy Chief of Center	Yes	M	32	P	n.a.	4	Agriculture	1995	a
	Kieng Muak Center)	Mr. Khamphong Vanchao	Accountant	Yes	M	52	P	32	4	Accounting	1970	n.a.
	Kieng Muak Center)	Mr. Bounlam Nammavong	Technician	Yes	M	n.a.	C C	2 3	4	Agriculture	2001	a
	Material Support Unit)	Mr. Souvane Mr. Lah	Contractor Driver	Yes	M	n.a.			4	Mechanic	n.a	n.a.
	Material Support Unit)		n.a.	Yes	M	n.a.	C	n.a.	5	n.a.	n.a	n.a.
	Material Support Unit)	Mr. Soulasak Salivanghan	Chief of Unit	Yes	M	44	P	14	4	Agricultural mechanic	1989	b, 1
112 PAFES (N	Material Support Unit)	Mr. Sengsathid Thammavongsavanh	Technician Chief of the section	Yes	M	n.a. 42	C P	6 17	5	n.a.	n.a	n.a.
113 PAPES 114 Irrigation		Mr. Phonethib Vongsavath Mr. Somneuk Bilavong	Technician (Forestry)	No No	M M	36	P	20				
114 Irrigation		Mr. Aousith Si Amphay	` ''		M	n.a.	C					
	Agriculture & Forestry Research Center	Mr. Bounthane Keobualapha	Technician (Agriculture) Head of Center	No Yes	M	42	P	n.a. 4	2	A ani auttuma aviatama	1999	
•	Agriculture & Forestry Research Center Agriculture & Forestry Research Center	Mr. Done Duangden	Technician	Yes	M	37	P P	10	3	Agriculture system Agriculture	1999	a b
	Agriculture & Forestry Research Center Agriculture & Forestry Research Center	Mr. Buavane Phumthanome	Technician	Yes	M	40	P P	15	3	Agriculture and Forestry	1994	a
	Agriculture & Forestry Research Center	Mr. Somvang Chanthamaly	Technician	Yes	M	35	P	10	4	Agriculture Agriculture	1993	h h
	Agriculture & Forestry Research Center	Mr. Khamlah Soukkee	Technician	Yes	M	28	P	2	4	Forestry	n.a	a
	Agriculture & Forestry Research Center	Mr. Bounchanh	Worker	Yes	M	51	P	10	5	n.a.	1996	n.a.
	Agriculture & Forestry Research Center	Mrs. Buavane	Worker	Yes	F	46	P	25	5	n.a.	n.a	n.a.
	Agriculture & Forestry Research Center	Mr. Chantha	Worker	Yes	M	52	P	26	5	n.a.	n.a	n.a.
•	Agriculture & Forestry Research Center	Mr. Xoum	Worker	Yes	M	44	P	1	class 3	n.a.	n.a	n.a.
	Agriculture & Forestry Research Center	Mr. Houmpheng Siphanthone	Driver	Yes	M	55	P	n.a.	4	Mechanic	1970	n.a.
	Agriculture & Forestry Research Center	Mr. Viengmany Navongxay	Technician	Yes	M	n.a.	C	3	4	Agriculture	2001	b
	Agriculture & Forestry Research Center	Mr. Khamlah Phanthaboun	Technician (Agriculture)	No	M	33	P	12		- Igneunare	2001	Ü
	Teaktona Research Station	Mr. Kham Ann Soubanxay	Acting Director	Yes	M	40	P	14	4	Forest research	1990	g
	Teaktona Research Station	Mr. Somvang Soukhaphal	Technician Technician	Yes	M	43	P	n.a.	4	Administration	1992	g
CI	Teaktona Research Station	Mr. Sanitvong Pathoumvanh	Technician	Yes	M	35	P	5	4	Forestry	2000	g
	Teaktona Research Station	Mr. Vanpheng Bounkong	Technician	Yes	M	31	P	4	4	Forestry	1994	g
CI	Teaktona Research Station	Ms. Chansouk Prasithith	Desk Officer (Accountant)	Yes	F	38	n.a.	5	4	Finance	1996	n.a.
C1	Teaktona Research Station	Mr. Thansamy Vongxompou	Technician	No	M	39	P	21	·		1,,,5	
C1	Teaktona Research Station	Mr. Somboun Khonthxay	Technician (Forestry)	No	M	23	P	6				
	Teaktona Research Station	Mr. Phaysavath Manhsin	Technician (1 576517)	No	M	37	P	11				

Name of Office:	PAFO Luangprabang
Date of data update:	2004/6/18

ID of Question:			A-2: Position				A-3	A-6	A-7: Education	al Attainment		A-5: Specialty
No. Section		Name	Position	Submission of questionnaire	Sex	Age	Post<1	Length (yr)	Education <2	N	Major Year	Specialty<3
136 Naluang Fish Multipulication Station	Mr. Onideth So	ouksavath	Head of station	Yes	M	51	P	n.a.	3	Engineering	1982	f
137 Naluang Fish Multipulication Station	Mr. Pany Suoli	ngamad	Head of technique Unit	Yes	M	37	P	16	4	Livestock & Fish	ery 1988	f
138 Naluang Fish Multipulication Station	Mr. Chanthavo	ng Lounsuolith	Technician	Yes	M	26	P	3	4	Agriculture	2000	f
139 Naluang Fish Multipulication Station	Ms. Vansy Sou	ladeth	Accountant	Yes	F	n.a.	С	3	5	n.a.	NA	i
140 Naluang Fish Multipulication Station	Mr. Chanthavo	ng Phoumthipphavong	n.a.	Yes	M	n.a.	С	4	6	n.a.	NA	n.a.
141 Naluang Fish Multipulication Station	Ms. Dee Souk	Aphone	Technician	Yes	F	n.a.	С	1	4	Livestock and Fis	shery 2003	d, f
142 Naluang Fish Multipulication Station	Mr. Chanthasit	h Bounsavath	n.a.	Yes	M	n.a.	С	n.a.	5	n.a.	NA	d, f
143 Naluang Fish Multipulication Station	Mr. Boun		n.a.	Yes	M	n.a.	С	2	4	Livestock	2003	n.a.
144 Naluang Fish Multipulication Station	Mr. Chanpheng	g Nolintha	n.a.	Yes	M	n.a.	С	1	5	n.a.	NA	i
145 Thongkang Agriculture and Forestry Res	earch Station Mrs. Phonsavar	nh Vilayvane	Technician	Yes	F	35	P	12	4	Forestry	2003	g
146 Thongkang Agriculture and Forestry Res	earch Station Mr. Vaya jiatho	ong	Technician	Yes	M	41	P	n.a.	4	Livestock	1992	d
147 Thongkang Agriculture and Forestry Res		khamdy	Technician	Yes	M	43	P	n.a.	4	Agriculture and F	Forestry 1990	i
148 Thongkang Agriculture and Forestry Res		•	Technician	Yes	M	59	P	5	5	Agriculture and F	-	,
149 Thongkang Agriculture and Forestry Res		· · · · · · · · · · · · · · · · · · ·	Technician	Yes	M	31	P	12	4	Veterinary and L		
150 Thongkang Agriculture and Forestry Res			Technician	Yes	M	34	P	13	4	Agriculture and F		,
151 Thongkang Agriculture and Forestry Res			Technician	Yes	M	31	P	12	n.a.	Agriculture and F		d
152 Thongkang Agriculture and Forestry Res		· ·	Technician	Yes	F	32	P	13	5	Administation	1992	
153 Thongkang Agriculture and Forestry Res			Technician	Yes	M	33	P	12	4	Agriculture	1992	
154 Thongkang Agriculture and Forestry Res			Typist	Yes	M	51	P	14	4	Planning	2003	
155 Thongkang Agriculture and Forestry Res	*	<u> </u>	Chief of the Station	No	M	44	P	20		1	2003	
156 Thongkang Agriculture and Forestry Res			Technician	No	M	45	P	17				
157 Thongkang Agriculture and Forestry Res	· ·		Technician	No	F	33	P	15				
158 Thongkang Agriculture and Forestry Res			Typist	No	M	51	P	13				
159 Agroforestry Research Institution in Nort			Technician	Yes	M	n.a.	C	3	4	Agriculture	2001	a, b, f
160 Agroforestry Research Institution in Nort			n.a.	Yes	M	n.a.	C	1	5	n.a.	n.a	n.a.
161 Agroforestry Research Institution in Nort			n.a.	Yes	M	n.a.	C	1	5	n.a.	n.a	n.a.
162 Agroforestry Research Institution in Nort			Technician	Yes	M	n.a.	C	2	4	Agriculture	2002	
162 Agroforestry Research Institution in Nort		υ υ	n.a.	Yes	F	n.a.	C	0.7	4	English	2002	
164 Agroforestry Research Institution in Nort	*			Yes	F		C	1	6	Eligiisii		
165 Agroforestry Research Institution in Nort			Secretary		M	n.a.	С	2	4	n.a.	n.a 2001	n.a.
,		Vongphouthone	Technician	Yes		n.a.		1		Agriculture		a
166 Agroforestry Research Institution in Nort	*	asongkua	Technician	Yes	M	n.a.	C	1	4	Agriculture	2002	
167 Agroforestry Research Institution in Nort	Ü	1 1	n.a.	Yes	M	n.a.	С	•	5	n.a.	n.a	n.a.
168 Agroforestry Research Institution in Nort	· ·		Technician	Yes	M	n.a.	С	1.6	3	Forestry	2002	
169 Agroforestry Research Institution in Nort			n.a.	Yes	M	n.a.	C	1	5	n.a.	n.a	n.a.
170 Agroforestry Research Institution in Nort			Technician	Yes	F	n.a.	C	0.7	4	Livestock and Fis	shery 2002	f
171 Study leave (Extension)	Mr. Niphavane		Technician (Agriculture)	No	M	33	P	5				
172 Study leave (Forestry)	Mr. Khamsouk	, ,	Technician (Forestry)	No	M	39	P	19				
173 Study leave (Houaykot A&F RC)	Mr. Somphet P		Deputy head of the Center	No	M	39	P	14				
174 Study leave (Houaykot A&F RC)		Khongyeekhangxeutho	Technician	No	M	31	P	9				
175 Study leave (Irrigation)	Mr. Vandee Ka		Technician (Irrigation)	No	M	28	P	4				
176 Study leave (Kengpeng TRS)	Mr. Sichanh Ch		Technician	No	M	32	P	5				
177 Study leave (Kengpeng TRS)		nh Keonakhone	Chief of Station Office	No	M	46	P	17				
178 Study leave (Livestock)	Ms. Somchanh		n.a.	No	F	30	P	9				
179 Study leave (Thougk A&F RS)	Mr. Somphane	Soukanphet	Chief of division	No	M	41	P	18				
180 Study leave (Thougk A&F RS)	Mr. Vilaphong	Kanyasone	Technician	No	M	34	P	9				
181 Study leave (Thougk A&F RS)	Mr. Khamphan	- T-11	Technician	No	M	37	P	13				

Note: <1 The symbols used for "Post" indicate "P: Permanent" and "C: Contractual", respectively.

<2: The numbers indicate the level of educational attainment of the staff, namely, 1= Dr, 2=MSc, 3=Bs, 4=Diploma, 5=High school, 6=Others.

<3: The specialty of the staff is categorized and symbolized as follows:

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D of Question:		A-14 Please identify five (5) major tra	iining courses that you have ever par	ticipated.							
lo. Section	Name	Training 1	Organization	Mo/Year	Days	Effect on work	Training 2	Organization	Mo/Year	Days	Effect on work
1 Administration	Mr. Khamphanh Bounsavath	Political theory	Government	Jul-97	45	Quite good	Administration theory	Government	Mar-78	5	Quite Good
2 Administration	Mr. Xayyaphanh Lasi	None									
3 Administration	Mr. Phounsavanh Phanthavongsy	Project management and assessment	ADB	1997	15	Good	Office management and administration	Dept. of Administration	n.a.	n.a.	Good
4 Administration	Ms. Chansouk Malaphet	None					- C				
5 Administration	Ms. Bandith Thammavongsavanh	Computer	FIAD	Feb-98	12	Good	Gender	NORAD	May-03	7	Effective in training
6 Administration	Ms. Chanthamaly Souksavath	Secretarial skill	Government	1998	3	Quite good					
7 Administration	Ms. Buachanh Nammavong	Work and staff management	Dept. of Administration	n.a.	9	Good	Formation of a data base of staff	Dept. of Administration	n.a.	2	Not effective
8 Administration	Ms. Sonemala Khattiyavongsa	-	Bulana Project	Mar-03	80 hrs	Good	Pormation of a data base of staff	Dept. of Administration	n.u.	2	Not effective
		Computer									+
9 Administration	Mr. Souvanxay Vilaychith	Computer	Bulana Project	Mar-03	80 hrs	Good					-
10 Administration	Ms. Chanpheng	Computer	MAF	n.a.	30	Good	Computer	Luangprabang School	n.a.	30	Good
11 Administration	Mr. Chanpheng Dalavong	Government management	Governmental Organization	1996	9 months		Economic benefit of irrigation development	Dept. of Irrigation	1997	7	Quite Good
12 Administration	Mr. Bounpheng Souksithi	Planning	Dept. of Planning	1989	30	Upgraded knowledge	Statistic	MAF	1990	14	Understood information analysis
13 Administration	Mr. Chanheng Vilay	Forestry	Band Khen University	1991	30	Gained new skills	Study tour	Vietnam	1993	2	Gained new knowledge
14 Administration (Finance)	Mr. Sengphet Heuanphoummavong	None									
15 Administration	Ms. Somphone Mixay	Secretarial skill	Training Center (Xieng Ngeun)	1998	3	n.a.	English	Youth Center	2000	3 months	n.a.
16 Administration	Mr. Chanpheng	None									
17 Administration	Mr. Phetsamone Xayyamoungkhoun	None									
18 Administration	Ms. Phanaphone Xayyavong	None									
19 Administration	Ms. Boua Xayyasak	None									+
20 Administration	Mr. Somphong Padichith										
20 Administration 21 Administration	Mr. Bounchanmy Keosavath										
21 Administration 22 Administration	Mr. Khen										+
22 Administration 23 Administration	Mr. Nouphet										
24 Administration	Mr. Xiengpheng										_
25 Agriculture	Mr. Bouathong Xaysavanh	Rural development	Government	1998	3 months	Satisfied	Pest and disease management	Government	1977	21	Dissatisfied
		*		1,70	3 1110111118	Dissatisfied					Dissatisfied
26 Agriculture	Mr. Houmphane Sisomphone	Project writing	Government	1005			Technique on rice planting	Government	n.a.	n.a.	
27 Agriculture	Mr. Khamkeo Phetthanouson	Public health	Government	1965		Satisfied	Agriculture	Government	1970	6 months	
28 Agriculture	Mr. Sommay Keosavath	Training of trainers (TOT)	Vientnam		15	Satisfied	Extension system	Government	n.a.	15	Satisfied
29 Agriculture	Mrs. Soutdalat Keoboualapha	None									
30 Agriculture	Mr. Somsanouk	None									
31 Agriculture	Mr. Khouanheuan Vannalath										
32 Livestock & Fishery	Mr. Pheng Khammavong	None									
33 Livestock & Fishery	Mr. Sengpasith thongsavath	Training of trainers (TOT)	Quaker	1993	7	Satisfied	Extension methodology	CIAT	2000	3	Made work easy
34 Livestock & Fishery	Mr. Bounpanh Xayyavong	Disease management	Thailand		45		TOT for fish culture	APHEDA	Mar-03	7	n.a.
35 Livestock & Fishery	Mrs. Chansamone Phounsavath	Livestock raising as: AHPEM (VLIS)	FAO-EU	1998	7	Satisfied	Project management	EU	Dec-03	6	Dissatisfied
36 Livestock & fishery	Mrs. Kesone kounlaxay	None									
37 Livestock & Fishery	Mrs. Koukdavane Phaxaysombath	None									
38 Livestock & Fishery	Mrs. Khamphew keolam	None									
39 Livestock & Fishery	Mrs. Keola phattana	None									+
40 Livestock & Fishery	Mr. Ithilith Phanphengdy										+
41 Livestock & Fishery	Ms. Bountom Khounsy	None									
42 Livestock & Fishery	Mr. Outhon Sengta										+
43 Forestry Section	Mr. Sianouvong Savathvong	Office management	SIDA	2001	21	Satisfied	Design management	SIDA	1997	21	Satisfied
•		~	SIDA				Project management	SIDA			Satisfied
44 Forestry Section	Mr. Xang Xanapol	English	n.a.	n.a.	n.a.	n.a.	Monitoring and inspection	n.a.	n.a.	n.a.	n.a.
45 Forestry Section	Mr. Bounpheng Phengchanh	Community forest	SIDA	1995	30	Satisfied	Project management of planatation project	SIDA	1996	30	Satisfied
46 Forestry Section	Mr. Hongkeo Phonesavath	Project management	n.a.	1999	3 months	Very good	English	n.a.	1999	2 months	Outstanding
47 Forestry Section	Mr. Khattiya Vannasak	None									
48 Forestry Section (Timber havesting Unit)	Mr. Houmphane Nithakone	Project management	SIDA, UNDP	Oct-02	7	n.a.					
49 Forestry Section (Timber havesting Unit)	Mr. Viladeth Kounlavut	None									
50 Forestry Section	Mr. Sommay Souliya	Sustainable resoure management	DSE	May-00	15	Very good					
51 Forestry Section	Mrs. Sengsoudavane Chanthamala	NTFP management	n.a.	Sep-00	7	Good					
52 Forestry Section	Mr. Phonekeo Phophaly	None									
53 Forestry Section	Mrs. Pinkeo Phoummaly	Gender	SIDA	1997	15	Satisfied	Mapping	SIDA	1996	21	Satisfied
54 Forestry Section	Mrs. Thong meuan Nilaboth	None									
55 Forestry Section	Mr. Saythong Sisanvane	Forest conservation and management	SIDA		45	n.a.					+
56 Forestry Section	Mr. Xayyaly Xayyadeth	None			75						+
		. conc									
57 Forestry Section	Mr. Douangkham Douangdala										+
58 Forestry Section	Mr. Bounhom Khammy	Turining of their (TOT)	FIAT	0 + 07	2	0-4:-6:-4					
59 Irrigation	Mr. Pheng Bounphanith	Training of trainers (TOT)	FIAT	Oct-97	3 yrs	Satisfied	The control of the co	ana			0.00
60 Irrigation	Mr. Anousak Kattiyalath	Working with community	Quaker (NGO)	1990	20	Satisfied	Planning	CPC	1996	7	Satisfied
61 Irrigation	Mr. Sisouphane Southammavong	Water supply	Quaker	1993	7	Satisfied	Unclear (Training in thailand)	Quaker	1993	7	Satisfied
62 Irrigation	Mr. Souligno Xayvisit	Water pump	n.a.	1998	7	Satisfied	Water ultilization		1999	7	Satisfied
63 Irrigation	Mr. Houmpheng Chanthavisouk	None									
64 Irrigation	Mr. Sialoune Kounlachithi	O&M of irrigation systems	Government	Sep-00	2	Satisfied					
65 Irrigation	Ms. Vongphet Xayxanadeth	Accounting	DIDA	Nov-02	2	Effective					
66 Irrigation	Mr. Siphane Misouk										
67 Irrigation	Mr. Khamphet Sounilandone										
68 Irrigation	Mr. Houmphane Latthidaphone										
69 Irrigation	Mr. Soupha Xayvisith										
70 Meteorology	Mr. Bounphane Vongpanya	Political theory	Province	Mar-01	45	Satisfied	Analysis and data processing	UNDP	Dec-92	30	n.a.
71 Meteorology	Mr. Chen Saenname	Air plane meteorology	Department of Meteorology	Apr-00	14	Satisfied	, ,				
		1	1	-r- 00						1	.1

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No. Section	Name	Training 1	Organization	Mo/Year	Days Effect on work	Training 2	Organization	Mo/Year	Days Effect on work
72 Meteorology	Mr. Bountem Vanmanivong	Agricultural meteorology	Department of Meteorology	Jan-00	3 Satisfied				
73 Meteorology	Mr. Onkeo Keosavath	None	1						
74 Meteorology	Mr. Khamphane Viengxaysy	None							
75 Meteorology	Mrs. Nikom Vongpakdy	None							
76 Meteorology	Mrs. Manivong Phommasone	None							
77 Meteorology	Mr. Sonsak Phengsavath								
78 Meteorology	Ms. Somteo								
79 Meteorology	Ms. Chanpheng Bouakeo								
80 PAFES	Mr. Khanthavin Souliya	Land use and allocation	Survey Center	NA	n.a. Good	Tree Planting	Ratan Project	n.a.	n.a. Good
81 PAFES	Mr. Vanthong Ngimboupha	Village veterinary	Vet Center	Jan-92	14 Effective	Animal diseases	FAO	Jun-93	7 Effective
82 PAFES	Mr. Sommy Phommakith	Seed improvement for upland rice	LAO-IRRI	n.a.	7 Good	Techniques on fruit tree production	Thailand	n.a.	28 Quite Good
83 PAFES	Mr. Lah Thanongsak	Watershed management	INWENT,MRC,GTZ	Mar-04	18 Effective				
84 PAFES	Mr. Houmphaeng Khansouvong	Veterinary	DOL&F	Jun-96	3 months Improved animal health	Project analysis	DOP	Mar-93	2 months Effective
85 PAFES	Mr. Sivisay Chandahak	Techniques on fruit tree production	PAFO	May-92	28 Effective	Improvement of variety	ASIAN	Jan-98	6 months Effective
86 PAFES	Mr. Kaysone Vongkhamhaeng	Water management	JICA	1993	45 No relation to present task	Small scale irrigation development	NGO	1995	7 Applicable for the work
87 PAFES	Mr. Khamphay Bualavong	Chicken raising	IU	Mar-99	7 Effective	Improvement of veterinarians	IU	Jan-99	14 Effective
88 PAFES	Mr. Som Ok Sithiphong	None							
89 PAFES	Mr. Bounthane Soulaiyakham	Planting techniques	Salakham Extension Service	Oct-98	14 Quite good	Irrigation development	Lao-Thai Cooperation	Feb-02	30 Not practical
90 PAFES	Mr. Kaenchanh Pinthib	Improvement of village veterinary service	Vet Center	Jan-98	7 Effective	Large animal raising	Livestock Center	May-92	14 Effective
91 PAFES	Mr. Bualay Vongsena	Planting of forage	FSP	1997	15 Quite good	Fund management	NAFES	2003	7 Effective
92 PAFES	Mr. Chandy Inthavane	Forestry management	SIDA	n.a.	30 No practice in the field	Techniques on fruit tree production	CIDSE	n.a.	30 Not practical
93 PAFES	Mr. Chanthavong Soulivong	None				4 P P			
94 PAFES	Mr. Sisoumang Soulinthone	Land use and allocation	DOF	Mar-95	14 Effective	Tree planting	DOF	Jan-98	7 Effective
95 PAFES	Mr. Sinpaseuth Sanaphay	Assessment of regenration of natural forests	n.a.	Sep-99	10 Effective	Forestry extension work with villagers	n.a.	Dec-97	6 Effective
96 PAFES	Mr. Touy Phommachanh	Land use	Cultivation Project	n.a.	15 Quite good	Management of fund for tree planting	NAFES	n.a.	7 Quite Good
97 PAFES	Mr. Thongphouth Xaysavanh	Rice planting	NAFES	Jan-96	14 Effective	Techniques on fruit tree production	NAFES	Mar-99	7 Effective
98 PAFES	Mr. Thongsuan Manivong	Training for farmers	IPM-FAO	Jan-99	3 months Effective	Training of farmers	IPM	Jun-00	3 months Effective
99 PAFES	Ms. Sengaloun Xayyasane	Mushroom production	Salakham Extension Service	1995	14 Quite good	Training of farmers	11 141	Jun-00	5 months Effective
100 PAFES	Mr. Thongsavath Thipphavong	Extension work	Government Government	Jan-96	7 Not effective				
100 PAFES	Mr. Kongsavath Thongchanma	Conservation and utilization of natural species	SEARice	Aug-00	14 Good	Project assessment	SEARice	Jul-03	7 Good
101 PAFES 102 PAFES	Mr. Thongchanh Kousonsavath	*	Cultivation Project		3 months Effective	· ·	Cultivation Project		5 Effective
	- v	Upland rice production	· ·	May-99		Rice variety breeding	-	n.a.	
103 PAFES 104 PAFES	Ms. Amphaysone Panyasavath	Livestock extension	Lao-EU Project	Sep-00	42 Quite good	Selection of rice variety	Lao-EU Project	1999	14 Quite Good
	Mr. Xay Vongsa	Extension work	Extension Project	1982	6 months No practice in the field	Plant protection	Extension Project	1982	3 months Effective
105 PAFES	Ms. Amphone Chanthavong	English	n.a.	n.a.	1 yr Quite good	Accounting	n.a.	n.a.	3 years Quite Good
106 PAFES (Xieng Muak Center)	Mr. Soulisak Thongsavanh	Land use and allocation	n.a.	n.a.	n.a. Effective	Rice planting	n.a.	n.a.	n.a. Effective
107 PAFES (Xieng Muak Center)	Mr. Khamphong Vanchao	Accounting and typing	n.a.	Jan-70	6 months Good	Irrigation	Irrigation Firm	Jan-80	6 months Quite Good
108 PAFES (Xieng Muak Center)	Mr. Bounlam Nammavong	Selecion of rice seeds	30 ha Station	Apr-01	5 months Quite good				
109 PAFES (Material Support Unit)	Mr. Souvane	Mechnics	Government	1979	18 months Quite good				
110 PAFES (Material Support Unit)	Mr. Lah	None							
111 PAFES (Material Support Unit)	Mr. Soulasak Salivanghan	Training on rice seed production	KOICA.RDA (Korea)	Oct-02	14 Effective	Administrative management	GPAR	n.a.	7 Effective
112 PAFES (Material Support Unit)	Mr. Sengsathid Thammavongsavanh	Computer	Office	n.a.	15 Effective				
113 PAFES	Mr. Phonethib Vongsavath								
114 Irrigation	Mr. A cycith Si Amphoy								
115 PAFES	Mr. Aousith Si Amphay	None							
116 Houaykot Agriculture & Forestry Research Center	Mr. Bounthane Keobualapha Mr. Done Duengden	Upland farming / ultilization	IWMI	Iun 02	3 Satisfied	Planning	JUARP	San 02	23 Satisfied
117 Houaykot Agriculture & Forestry Research Center	Mr. Done Duangden			Jun-03		Planning		Sep-03	
118 Houaykot Agriculture & Forestry Research Center	Mr. Buavane Phumthanome	Improvement of varieties	Lao-IRRI	Oct-00	10 Satisfied	Participantory agriculture production	Lao-IRRI	Feb-04	15 Satisfied
119 Houaykot Agriculture & Forestry Research Center	Mr. Somvang Chanthamaly	None	CIDA	34 04	21 6-4: 6: 1	F H-L	CIDA	Y 04	22 6-4: 5 1
120 Houaykot Agriculture & Forestry Research Center	Mr. Khamlah Soukkee	Computer	SIDA	Mar-04	21 Satisfied	English	SIDA	Jan-04	23 Satisfied
121 Houaykot Agriculture & Forestry Research Center	Mr. Bounchanh	None							
122 Houaykot Agriculture & Forestry Research Center	Mrs. Buavane	None							
123 Houaykot Agriculture & Forestry Research Center	Mr. Chantha	None							
124 Houaykot Agriculture & Forestry Research Center	Mr. Xoum	None	0.00		20 1	P. 11.1			
125 Houaykot Agriculture & Forestry Research Center	Mr. Houmpheng Siphanthone	Motobike driving	Office	n.a.	30 Improved	English	Government	n.a.	6 months Improved English skill
126 Houaykot Agriculture & Forestry Research Center	Mr. Viengmany Navongxay	Information & data analysis	LAO-IRRI	Apr-01	42 Effective	English	LAO-IRRI	Sep-03	42 Effective
127 Houaykot Agriculture & Forestry Research Center	Mr. Khamlah Phanthaboun		avo t	0 00	45 0 0 5 1	m	avo .		15 0 0 0 1
128 Kengpen Teaktona Research Station	Mr. Kham Ann Soubanxay	Seeds collection	SIDA	Oct-03	45 Satisfied	Technique on teak plantaion	SIDA	Apr-96	15 Satisfied
129 Kengpen Teaktona Research Station	Mr. Somvang Soukhaphal	Tree plantation promotion	Government	Apr-93	18 Satisfied	Fruit tree propagation	Haddokeo Station	Oct-95	12 Satisfied
130 Kengpen Teaktona Research Station	Mr. Sanitvong Pathoumvanh	Computer	Resesarch Center	Feb-04	75 hrs Satisfied	English	Huaykoth Center	Apr-04	100 hrs Satisfied
131 Kengpen Teaktona Research Station	Mr. Vanpheng Bounkong	English	Resesarch Center	Apr-03	100 hrs Satisfied	Computer	Resesarch Center	May-04	75 hrs Satisfied
132 Kengpen Teaktona Research Station	Ms. Chansouk Prasithith	Computer	SIDA	n.a.	n.a. n.a.				
133 Kengpen Teaktona Research Station	Mr. Thansamy Vongxompou								
134 Kengpen Teaktona Research Station	Mr. Somboun Khonthxay								
135 Kengpen Teaktona Research Station	Mr. Phaysavath Manhsin								

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A-14 Please identify five (5) major training courses that you have ever participated.

ID of Question:		A-14 Please identify five (5) major tra	aining courses that you have ever pa	articipated.						
No. Section	Name	Training 1	Organization	Mo/Year	Days Effect on wo	rk Training 2	Organization	Mo/Year	Days	Effect on work
136 Naluang Fish Multipulication Station	Mr. Onideth Souksavath	Project management	FAO	Jul-92	5 Satisfied	Research management	TECNO	Apr-93	7	Satisfied
137 Naluang Fish Multipulication Station	Mr. Pany Suolingamad	None								
138 Naluang Fish Multipulication Station	Mr. Chanthavong Lounsuolith	None								
139 Naluang Fish Multipulication Station	Ms. Vansy Souladeth	None								
140 Naluang Fish Multipulication Station	Mr. Chanthavong Phoumthipphavong	None								
141 Naluang Fish Multipulication Station	Ms. Dee SoukAphone	None								
142 Naluang Fish Multipulication Station	Mr. Chanthasith Bounsavath	None								
143 Naluang Fish Multipulication Station	Mr. Boun	None								
144 Naluang Fish Multipulication Station	Mr. Chanpheng Nolintha	None								
145 Thongkang Agriculture and Forestry Research Station	Mrs. Phonsavanh Vilayvane	Participantory planning	Government	2004	13 <i>n.a.</i>	Gender	Government	Dec-99	3	
146 Thongkang Agriculture and Forestry Research Station	Mr. Vaya jiathong	Computer	SIDA	1994	30 Satisfied	Participantory evalution	SIDA	2003	21	Satisfied
147 Thongkang Agriculture and Forestry Research Station	Mr. Touy Sengkhamdy	English	Lao-IRI	2003	70 hrs n.a.	Participantory evalution	IVARP	2004	7	
148 Thongkang Agriculture and Forestry Research Station	Mr. Khamphane Kounvilay	None								
149 Thongkang Agriculture and Forestry Research Station	Mr. Chanpheng Dithsaphon	Hog raising	SIDA	1995	14 Effective	Project planning	n.a.	1996	14	Gained new knowledge
150 Thongkang Agriculture and Forestry Research Station	Mr. Outhai Sisavath	Participantory planning	n.a.	2004	21 <i>n.a.</i>	Research and experiment	Lao-IRRI	2003	3	
151 Thongkang Agriculture and Forestry Research Station	Mr. Souvane Soulyavonsy	English	Government	June	100 hrs Satisfied	Computer	Government	May-04	75 hrs	Satisfied
152 Thongkang Agriculture and Forestry Research Station	Mrs. Bouavone Phommasy	English	Government	Aug-03	240 hrs Satisfied	Computer	Government	Feb-04	75 hrs	Satisfied
153 Thongkang Agriculture and Forestry Research Station	Mr. Viengxay Phommasy	None	Covernment	1146 05	2 to ins Sansited	Computer	Government	1000.	70 110	Sanstied
154 Thongkang Agriculture and Forestry Research Station	Mr. Souphanthong Norlasing	Computer	Government	Jan-00	30 hrs Satisfied					
155 Thongkang Agriculture and Forestry Research Station	Mr. Houmchithavath Sodahak	Computer	Government	5411 00	30 mg Samprica					
156 Thongkang Agriculture and Forestry Research Station	Mr. Xaysana Inthavong									
157 Thongkang Agriculture and Forestry Research Station	Ms. Vienghath Thammavong									
158 Thongkang Agriculture and Forestry Research Station	Mr. Khuan Vannasak									
159 Agroforestry Research Institution in Northern Province	Mr. Bounsaveng Phengsatib	Techniques on fruit tree development	Research Center	Aug-99	4 months Effective	English	LAO-IRRI	Jul-02	6 months	Not so good
160 Agroforestry Research Institution in Northern Province	Mr. Ouan BounNhong	None								
161 Agroforestry Research Institution in Northern Province	Mr. Singkham Chithtisak	None								
162 Agroforestry Research Institution in Northern Province	Mr. Khamseur Yangchuateng	Protocal letter writing	IRRI	Apr-03	3 Effective	Information & Data Collection	IRRI	Sep-03	2	Effective
163 Agroforestry Research Institution in Northern Province	Ms. Sisopha Phongchaleun	English	LAO-IRRI	Feb-04	56 Effective					
164 Agroforestry Research Institution in Northern Province	Ms. Khanthaly Phatthana	None								
165 Agroforestry Research Institution in Northern Province	Mr. Banthasak Vongphouthone	English	LAO-IRRI	Oct-02	42 <i>n.a.</i>	Reporting writing	LAO-IRRI	May-03	7	n.a.
166 Agroforestry Research Institution in Northern Province	Mr. Sommay Yasongkua	Participatory assessment	IUARP	Jan-04	42 Effective	Mushroom production	Nabong Shool	Mar-01	6 months	n.a.
167 Agroforestry Research Institution in Northern Province	Mr. Nhaeng	None								
168 Agroforestry Research Institution in Northern Province	Mr. Kongkeo Soukanya	Participatory assessment	IUARP	Feb-04	6 n.a.					
169 Agroforestry Research Institution in Northern Province	Mr. Choy Chanthima	None								
170 Agroforestry Research Institution in Northern Province	Ms. Laddavone Kithavone	English	LAO-IRRI	May-03	100 hrs Effective	PRA	Lao-Swiss	Feb-04	33	Able to identify villagers needs
171 Study leave (Extension)	Mr. Niphavane Philavane									, č
172 Study leave (Forestry)	Mr. Khamsouk Vilayvong									
173 Study leave (Houaykot A&F RC)	Mr. Somphet Phengchanh									
174 Study leave (Houaykot A&F RC)	Mr. Khamdok Khongyeekhangxeutho									
175 Study leave (Irrigation)	Mr. Vandee Kammavong									
176 Study leave (Kengpeng TRS)	Mr. Sichanh Chandeephith									
177 Study leave (Kengpeng TRS)	Mr. Thongsavanh Keonakhone									
178 Study leave (Livestock)	Ms. Somchanh Kousonsavath									
179 Study leave (Though A&F RS)	Mr. Somphane Soukanphet									
180 Study leave (Though A&F RS)	Mr. Vilaphong Kanyasone									
181 Study leave (Thougk A&F RS)	Mr. Khamphane Tabongphet									

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Description Company	of Question:																
Description	. Section	Name	Training 3	Organization	Mo/Year	Days	Effect on work	Training 4	Organization	Mo/Year	Days	Effect on work	Training 5	Organization	Mo/Year	Days	Effect on work
Secondary Seco	1 Administration	Mr. Khamphanh Bounsavath	Party / State Administration		Oct-03	15	Quite Good	Financial management	SIDA	Nov-95	20	Quite good					
Marche March Mar		•	J				<u></u>				-						
			For all als	CDAD	2002	1	C 1										
Description			EligHSII	UľAK	2003	ı yr	G000	<u> </u>									
Description		1															<u> </u>
Description			Natural resource management	DSE	Oct-99	10	Not yet used in fields										<u> </u>
Mindragh M. Sarraff Weekerson M. Sarraf	6 Administration	Ms. Chanthamaly Souksavath															
Mindragh M. Sarraff Weekerson M. Sarraf	7 Administration	Ms. Buachanh Nammavong															
Marie																	
Marie																	
Description Communication		, ,	+														
March Marc																	
December Section Sec				v			`										<u> </u>
A control of Princes	12 Administration	Mr. Bounpheng Souksithi	Computer	SIDA	1998	2 months	Effective	Computer	MAF	1997	30	n.a.	Land use planning	Institute	2002	14	Effective
Management Man	13 Administration	Mr. Chanheng Vilay	Assessment	Luang Phabang	1999	45	Gained new knowledge										
Marie	14 Administration (Finance)	Mr. Sengphet Heuanphoummavong															
Management Man																	
M. Marcines M. Margion Yagaring																	
Management Market Species Market S																	
Management M. Schartschart		Ms. Phanaphone Xayyavong															
No. Communication No.	19 Administration	Ms. Boua Xayyasak	<u> </u>														<u> </u>
No. Communication No.	20 Administration	Mr. Somphong Padichith															
Management Man																	
Section Sect		<u> </u>	1														
Second Column Second Colum																	
No expectation			 									+					
Section Member Standard		1	TOT for rice former (FLAT)	LINIDD	1000	25	Discotisfied	Project management	Pural davalarment	2001	25	Satisfied	Inter planting	Government	Mov. 02	5 month -	Satisfied
Anthone	-		101 for fice farmer (FIA1)	UNDF	1998	33	Dissaustied	r roject management	Kurai ueveiopment	2001	33	Saustied	инет-рианипу	Government	iviay-05	J MONTHS	Saustieu
20 September Mr. Smitht Entwindpris September	· ·		1				1					<u> </u>					<u> </u>
Secondary Seco	27 Agriculture	Mr. Khamkeo Phetthanouson	Publice health	Government	1978-79	1 yr	Satisfied	Cooperative management	Luso project	1986	30	Satisfied	Rice planting	Government	1991-93	3	Satisfied
S. September September S. September Septem		Mr. Sommay Keosavath	TOT	DIDM	n.a.	15	n.a.				· ·						
No. Section No. Sectio	29 Agriculture	Mrs. Soutdalat Keoboualapha															
10 September Mr. November Mr		-															
March Marc			 					1									
3.	Č		1					<u>†</u>				1					
25 Person & Felhory M. C. Dougou & Appropriate APPENDA M. C. Common Promungation APPENDA A		-	l														
St. Lincold & Fidery Met. Kondessoner Processor Met. Community Met. Kondessoner Processor Met. Kondessoner Met. Kondessoner Processor Met. Kondessoner Me																	<u> </u>
State Description Descri	34 Livestock & Fishery	Mr. Bounpanh Xayyavong	Project management	APHEDA	May-03	15	n.a.	Data collection on fish farms	JICA	Jan-04	5	n.a.	Evaluation of fish catches	DOLF	Mar-04	5	n.a.
1	35 Livestock & Fishery	Mrs. Chansamone Phounsavath		<u></u>									·				
1	36 Livestock & fishery	Mrs. Kesone kounlaxav															
St. Fishers Mr. Stooly plattines Mr.	·	-	1														
50 Limonto & Fishury	·																
40 Florency & Florency Mr. Outhor Segues			 					<u> </u>									
44 Except Section Mr. Souroum Norwey Early section Mr. Sucroowed Sworthway Early section Early s	·																<u> </u>
42 Piestrey Section Mr. Sunomorey Studies Mr. Sunomorey Studies Mr. Sunomorey Studies Mr. Sunomorey Studies Mr. Sunomore St	40 Livestock & Fishery	Mr. Ithilith Phanphengdy															
45 Fosterly Section Mr. Samesvoorge Southweg And use planning DSE 1996 70 Self-field Ranning on afferenciation RAO 1994 1996	41 Livestock & Fishery	Ms. Bountom Khounsy															
44 Noverty Section	42 Livestock & Fishery	Mr. Outhon Sengta															
44 Security Section M. Exange, Amaged Administrative management SLDA 199 7 Sustined Project writing n.e. n			Land use planning	DSE	1996	70	Satisfied	Planning on afforestation	FAO	1994	1 week	Satisfied	Community forest	FAO	1992	6 months	Satisfied
45 Forestry Section Mr. Engage Penegrawth Affinishers remangement DA 1999 7 Swiffed Policy study from SDA 1999 21 Swinfield Reforestation ORCAP 200 10				n.a.			n.a.		n.a.				•				n.a.
46 Fourty Section	-		ŭ	SIDA			Satisfied		SIDA				•				
45 Ferenty Section Mr. Kuntiny Vannosik			Administrative management	SIDA	1999	/	Satisfied	roncy study tour	SIDA	1999	∠1	Sansned	Keioerstation	FURCAP	2001	10	Satisfied
88 Festary Section Climber havesting Unit)		č															<u> </u>
49 Focusty Section Mr. Valuedbe Komlaward		-	<u> </u>														
So Forestry Section	48 Forestry Section (Timber havesting Unit)	Mr. Houmphane Nithakone									-						
50 Forestry Section	49 Forestry Section (Timber havesting Unit)	Mr. Viladeth Kounlavut															
S Foresty Section																	
Secret Section Mr. Pinonekoe Phophaly Natural rehabilitation / restoration SIDA 199 21 Satisfied Paticipatory data collection SIDA 1998 15 Satisfied																	
Signature Forestry Section Mrs. Pinkeo Phonumuly Natural rehabilitation / restoration SIDA 1999 21 Satisfied Paticipatory data collection SIDA 1998 15 Satisfied		_	1									+					
54 Forestry Section Mrs. Thong mean Nilaboth Mrs. Saylong Sisanwane Forestry Section Mrs. Davangkham Douangkham Douangkh	3																
SF Forestry Section		· ·	Natural rehablitation / restoration	SIDA	1999	21	Satisfied	Paticipatory data collection	SIDA	1998	15	Satisfied					<u> </u>
Forestry Section Mr. Xayyaly Xayyadeth Mr. Doungkham Doungkh	54 Forestry Section	Mrs. Thong meuan Nilaboth															
Forestry Section Mr. Xayyaly Xayyadeth Mr. Doungkham Doungkh	55 Forestry Section	Mr. Saythong Sisanvane															
Forestry Section Mr. Douangkham Douangkham Douangkham Mr. Bouhom Khammy Nr. Pheng Bounphanith Nr. Anousak Katiyalath Irrigation constuction EU 2000 21 Satisfied Designing of irrigation systems EU 2003 7 Satisfied Basic study ADB 2003 3	-	-															
Forestry Section Mr. Bounhom Khammy Mr. Pheng Bounphanith Mr. Pheng Bounphanith Mr. Pheng Bounphanith Mr. Anousak Kattiyalath Irrigation constuction EU 2000 21 Satisfied Designing of irrigation systems EU 2003 7 Satisfied Basic study ADB 2003 3	-																
Figure Frigation Mr. Pheng Bounphanith Frigation construction EU 2000 21 Satisfied Designing of irrigation systems EU 2003 7 Satisfied Basic study ADB 2003 3 3																	
60 Irrigation Mr. Anousak Kattiyalath Irrigation construction EU 2000 21 Satisfied Designing of irrigation systems EU 2003 7 Satisfied Basic study ADB 2003 3 5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	·																
Figure F																	
Figure F	60 Irrigation	Mr. Anousak Kattiyalath	Irrigation constuction	EU	2000	21	Satisfied	Designing of irrigation systems	EU	2003	7	Satisfied	Basic study	ADB	2003	3	Satisfied
Figure F		Mr. Sisouphane Southammavong	Hydropower	EU	2000	20	Satisfied										
Figure Mr. Houmpheng Chanthavisouk Mr. Houmpheng Chanthavisouk Mr. Sialoune Kounlachithi Mr. Songhet Xayxanadeth Mr. Songhet Xayxanadeth Mr. Siphane Misouk Mr. Siphane Misouk Mr. Siphane Misouk Mr. Siphane Misouk Mr. Khamphet Sounilandone Mr. Khamphet Sounilandone Mr. Khamphet Sounilandone Mr. Houmphane Latthidaphone Mr. Houmphane Latthidaphone Mr. Houmphane Latthidaphone Mr. Soupha Xayvisith Mr. Sou			1														
64 Irrigation Mr. Sialoune Kounlachithi Mr. Songhet Xayxanadeth Mr. Songhet Xayxanadeth Mr. Siphane Misouk Mr. Siphane Misouk Mr. Siphane Misouk Mr. Khamphet Sounilandone Mr. Khamphet Sounilandone Mr. Khamphet Sounilandone Mr. Houmphane Latthidaphone Mr. Houmphane Latthidaphone Mr. Soupha Xayvisith Mr.			1					1									
65 Irigation Ms. Vonghet Xayxanadeth Ms. Vonghet Xayxanadeth Mr. Siphane Misouk Siphane Misouh Siphane Misouh Siphane Misouh Siphane			 					<u> </u>									
66 Irrigation Mr. Siphane Misouk Some Mr. Khamphet Sounilandone Mr. Khamphet Sounilandone Some Mr. Houmphane Latthidaphone Mr. Houmphane Latthidaphone Mr. Soupha Xayvisith Soup																	<u> </u>
67 Irrigation Mr. Khamphet Sounilandone Mr. Khamphet Sounilandone Mr. Houmphane Latthidaphone Mr. Houmphane Latthidaphone Mr. Soupha Xayvisith Mr. Soupha Xa	65 Irrigation	Ms. Vongphet Xayxanadeth															
67 Irrigation Mr. Khamphet Sounilandone Mr. Khamphet Sounilandone Mr. Houmphane Latthidaphone Mr. Houmphane Latthidaphone Mr. Soupha Xayvisith Mr. Soupha Xa	66 Irrigation																
68 Irrigation Mr. Houmphane Latthidaphone Mr. Soupha Xayvisith Supha Xayvisith	67 Irrigation	Mr. Khamphet Sounilandone															
69 Irrigation Mr. Soupha Xayvisith	68 Irrigation																
	69 Irrigation																
		Mr. Bounphane Vongpanya															
71 Meteorology Mr. Chen Saenname			1					1									

Name of Office: PAFO Luangprabang
Date of data update: 2004/6/18

ID of	Question:															
No.	Section	Name	Training 3	Organization	Mo/Year Day	ys Effect on work	Training 4	Organization	Mo/Year	ır Days	Effect on work	Training 5	Organization	Mo/Year D	Days	Effect on work
72	Meteorology	Mr. Bountem Vanmanivong						T								
	Meteorology	Mr. Onkeo Keosavath						•	-							
_	Meteorology	Mr. Khamphane Viengxaysy						+	+	+	+		+		$\overline{}$	
	Meteorology	Mrs. Nikom Vongpakdy	+	-	+		+	-	+	+		-	-		-	
	Meteorology	Mrs. Manivong Phommasone	 	-	+		+	+		+	+		+	 		
	-	· ·														
	Meteorology Meteorology	Mr. Sonsak Phengsavath Ms. Somteo					1	 	4	 	4				\longrightarrow	
		Ms. Chanpheng Bouakeo					1	 	4	 	4				\longrightarrow	
	Meteorology PAFES	Mr. Khanthavin Souliya	 				+		+	+					-	
-		·	и в : :	FILE	T 00 1	A FCC C	F	TEAD	T 04		Tice .:			 		
\perp	PAFES	Mr. Vanthong Ngimboupha	0 0	EU	Jan-98 14		Extension work	LEAP	Jan-04	60	Effective			 		
	PAFES	Mr. Sommy Phommakith	English	LAO-IRRI	n.a. 42	No practice in work	<u> </u>									
	PAFES	Mr. Lah Thanongsak														
	PAFES	Mr. Houmphaeng Khansouvong	Computer	Nabong School	Jun-94 2 mo	nths Effective in work	Hog raising	Vietnam	May-00	30	Effective	Project management	EU Project	May-02	15 E	Effective
85	PAFES	Mr. Sivisay Chandahak	Farming / Cultivation	ASIAN	Aug-00 30) Effective	Plant breeding	Silangka	Jul-02	30	Effective					Į.
86	PAFES	Mr. Kaysone Vongkhamhaeng	Rural development	JICA	2003 30) Effective										·
87	PAFES	Mr. Khamphay Bualavong	Fish raising	Aqualife Ananlysis Center	May-02 2	Not yet used in fields										
88	PAFES	Mr. Som Ok Sithiphong							-							
	PAFES	Mr. Bounthane Soulaiyakham						+	+	+	+		+			
\perp	PAFES	Mr. Kaenchanh Pinthib	Small animal raising	Livestock Center	May-93 7	Effective	Fish raising	Aqua Analysis Center	Jan-95	7	Effective	Fish breeding	Aqua Analysis Center	Feb-98	7 E	Effective
	PAFES		onan unmu rusing	Zi. Ostock Contoi	11111 /3 /	Zincente	- In this ing	- Iqua / Inary 515 Center	Jun-73	+ '-	Literate	1 and officering	- Man / many sis Comer	100 /0	·	211001110
		Mr. Bualay Vongsena	h	A 1 1 1 4 4 5 5 1	+ + -	- NT	+	-	+	- 20		+	+	 		
\perp	PAFES	Mr. Chandy Inthavane	Promotion work	Administration Dept.	n.a. 15	Not yet used in fields	Law	Government	n.a.	30	No practice	 				
	PAFES	Mr. Chanthavong Soulivong	_						+			<u> </u>				
_	PAFES	Mr. Sisoumang Soulinthone														
	PAFES	Mr. Sinpaseuth Sanaphay										1				
96	PAFES	Mr. Touy Phommachanh														
97	PAFES	Mr. Thongphouth Xaysavanh	Extension method	LPAP	Mar-02 3 mor	nths Effective										·
98	PAFES	Mr. Thongsuan Manivong	Pest control	n.a.	Jan-01 3	Effective										-
99	PAFES	Ms. Sengaloun Xayyasane							-							
	PAFES	Mr. Thongsavath Thipphavong						-								
	PAFES	Mr. Kongsavath Thongchanma					+		+	+						
\perp	PAFES	Mr. Thongchanh Kousonsavath	 	-	+		+	+		+	+		+	 		
_		-	 	-			+	+	+	+	+					
	PAFES	Ms. Amphaysone Panyasavath			1000		1									
	PAFES	Mr. Xay Vongsa		LAO IRRI	1990 45	·	Micro-finance	Financing Project	1992	15		Rural development	EU	1995	14 Ç	Quite good
		Ms. Amphone Chanthavong	Financing	n.a.	<i>n.a.</i> 3 y		Computer	n.a.	n.a.	3 months				1		
106	PAFES (Xieng Muak Center)	Mr. Soulisak Thongsavanh	Research	n.a.	n.a. n.a	. Effective	Information collection	n.a.	n.a.	n.a.	Effective					
107	PAFES (Xieng Muak Center)	Mr. Khamphong Vanchao	Computer	Rural Development Project	Jan-90 3 mor	aths Good	Accounting	Finanicial Division	Jan-81	3 months	s Quite good					
108	PAFES (Xieng Muak Center)	Mr. Bounlam Nammavong														Į.
109	PAFES (Material Support Unit)	Mr. Souvane														
110	PAFES (Material Support Unit)	Mr. Lah								1						
-	PAFES (Material Support Unit)	Mr. Soulasak Salivanghan	Computer	n.a.	Oct-03 75 h	ırs Effective		-								
	PAFES (Material Support Unit)	Mr. Sengsathid Thammavongsavanh			100			+	+	+	+		+			
	PAFES	Mr. Phonethib Vongsavath														
_	Irrigation	Mr. Somneuk Bilavong														
	PAFES	Mr. Aousith Si Amphay														
_		Mr. Bounthane Keobualapha					†		+						$\overline{}$	
	Houaykot Agriculture & Forestry Research Center	Mr. Done Duangden	 	+	+		 	+	+-	+	+	 	+	+		
-	Houaykot Agriculture & Forestry Research Center	Mr. Buavane Phumthanome	Gender	Government	Nov-04 n.a	. Satified	English	SIDA	Dec 04	. 25	Satisfied	 	+			
	• • •		Gendel	Government	Nov-04 n.a	Sauneu	English	SIDA	Dec-04	23	Satisfied	+	+			
-	Houaykot Agriculture & Forestry Research Center	Mr. Somvang Chanthamaly	 	+	+		 	+	+	+	+			 	+	
-	Houaykot Agriculture & Forestry Research Center	Mr. Khamlah Soukkee	<u> </u>				<u> </u>		4			 				
	Houaykot Agriculture & Forestry Research Center	Mr. Bounchanh	_				<u> </u>					<u> </u>				
	Houaykot Agriculture & Forestry Research Center	Mrs. Buavane										1				
123	Houaykot Agriculture & Forestry Research Center	Mr. Chantha										<u> </u>				
124	Houaykot Agriculture & Forestry Research Center	Mr. Xoum														
125	Houaykot Agriculture & Forestry Research Center	Mr. Houmpheng Siphanthone	Planting	Office	n.a. 21	I Improved planning										
126	Houaykot Agriculture & Forestry Research Center	Mr. Viengmany Navongxay	Gender	LAO-IRRI	Aug-03 7	Effective	PRA	SIDA	Feb-04	33	Effective	PRA	LAO-IRRI	Dec-03	10 F	Effective
	Houaykot Agriculture & Forestry Research Center	Mr. Khamlah Phanthaboun														
	Kengpen Teaktona Research Station	Mr. Kham Ann Soubanxay	Management of tree plantation	SIDA	Jan-96 18	8 Satisfied	Administration	SIDA	Aug-99	5	Satisfied	Improving teak plantation	FAO	Nov-98	50 S	Satisfied
	Kengpen Teaktona Research Station	Mr. Somvang Soukhaphal	Adminitrative management	Xiengngeng Center	Aug-99 5		Land allocation	Xiengngeng Center	Sep-98		Satisfied	Data analysis	DOF			Satisfied
-	Kengpen Teaktona Research Station Kengpen Teaktona Research Station	Mr. Sanitvang Boukhaphai Mr. Sanitvong Pathoumvanh	Report writing	Huaykoth Center	Apr-03 4				Sep 76	+ 15			+	000.70		
-	Kengpen Teaktona Research Station	Mr. Vanpheng Bounkong	Topott witting		1101 05 4	Dutisticu	+	+	+	+	+	 	+	 		
			 	+	+		 	+	+	+	+	+	+	 		
-	Vanana Tarlatana Dan 1 Cont			ń.		1	1	1	1	1	1	1	1	1		Ų.
132	Kengpen Teaktona Research Station	Ms. Chansouk Prasithith	-	+			1	-					-			
132 133	Kengpen Teaktona Research Station	Mr. Thansamy Vongxompou														
132 133 134	01															

Name of Office: PAFO Luangprabang
Date of data update: 2004/6/18

	Question: Section	Name	Training 3	Organization	Mo/Year [Davs	Effect on work	Training 4	Organization	Mo/Year	Days	Effect on work	Training 5	Organization	Mo/Year	Davs	Effect on work
		Mr. Onideth Souksavath	Participatory Resarch (PRA)	AIMS	Sep-01		tisfied	Quality seed production	AIMS	Jun-02	19	Satisfied	State management	Government	Oct-02		Satisfied
	Naluang Fish Multipulication Station	Mr. Pany Suolingamad	r articipatory Resarch (FRA)	Alwis	3ep-01	3 30	uisneu	Quanty seed production	Alvis	Juli-02	19	Satisfied	State management	Government	OC1-02	0	Satisfied
	Naluang Fish Multipulication Station	Mr. Chanthavong Lounsuolith															
	0 1	Ü															
_	Naluang Fish Multipulication Station	Ms. Vansy Souladeth															1
	Naluang Fish Multipulication Station	Mr. Chanthavong Phoumthipphavong															
	Naluang Fish Multipulication Station	Ms. Dee SoukAphone															
	Naluang Fish Multipulication Station	Mr. Chanthasith Bounsavath															
143	Naluang Fish Multipulication Station	Mr. Boun															
144	Naluang Fish Multipulication Station	Mr. Chanpheng Nolintha															
145	Thongkang Agriculture and Forestry Research Station	Mrs. Phonsavanh Vilayvane	Mapping	Government	1994	15		Libraly management	Government	1997	6	Satisfied	Mapping	Government	Dec-96	29	n.a.
146	Thongkang Agriculture and Forestry Research Station	Mr. Vaya jiathong															
147	Thongkang Agriculture and Forestry Research Station	Mr. Touy Sengkhamdy	Report writing	Lao-IRI	2004	3											
148	Thongkang Agriculture and Forestry Research Station	Mr. Khamphane Kounvilay															
149	Thongkang Agriculture and Forestry Research Station	Mr. Chanpheng Dithsaphon	Forstry Research	SIDA	n.a.	n.a. n.e	a.	English	SIDA	2003	23	Effective	Computer	SIDA	2004	21	Quite good
150	Thongkang Agriculture and Forestry Research Station	Mr. Outhai Sisavath	-										-				
151	Thongkang Agriculture and Forestry Research Station	Mr. Souvane Soulyavonsy															
152	Thongkang Agriculture and Forestry Research Station	Mrs. Bouavone Phommasy															
		Mr. Viengxay Phommasy															
	Thongkang Agriculture and Forestry Research Station	Mr. Souphanthong Norlasing															
	• • •	Mr. Houmchithayath Sodahak															
	,	Mr. Xaysana Inthavong															
	• • •	Ms. Vienghath Thammavong															
158	Thongkang Agriculture and Forestry Research Station	Mr. Khuan Vannasak															
159	Agroforestry Research Institution in Northern Province	Mr. Bounsaveng Phengsatib	Report writing	LAO-IRRI	Jan-02	7 No	ot effective	Information analysis	LAO-IRRI	Apr-02	7	Not effective	Proposal writing	LAO-IRRI	Jun-02	3	Effective
160	Agroforestry Research Institution in Northern Province	Mr. Ouan BounNhong															
161	Agroforestry Research Institution in Northern Province	Mr. Singkham Chithtisak															
162	Agroforestry Research Institution in Northern Province	Mr. Khamseur Yangchuateng	Pest forecast	IRRI	Nov-03	13 Qı	uite Good	Data management	IRRI	Nov-03	2	Effective	Data analysis	IRRI	Dec-03	2	Effective
163	Agroforestry Research Institution in Northern Province	Ms. Sisopha Phongchaleun															
164	Agroforestry Research Institution in Northern Province	Ms. Khanthaly Phatthana															
165	Agroforestry Research Institution in Northern Province	Mr. Banthasak Vongphouthone	Information analysis	LAO-IRRI	Dec-03	7 n.e	a.	Rice knowledge	LAO-IRRI	Sep-03	7	n.a.					
166	Agroforestry Research Institution in Northern Province	Mr. Sommay Yasongkua	Planning for experiment	LAO-IRRI	Mar-04	5 G	ood	Information analysis	LAO-IRRI	n.a.	3	Good	Report writing	LAO-IRRI	n.a.	3	Good
167	Agroforestry Research Institution in Northern Province	Mr. Nhaeng	<u> </u>					,					1 0				
	Agroforestry Research Institution in Northern Province	Mr. Kongkeo Soukanya															
_	• •	Mr. Choy Chanthima													+		
170	č ,	Ms. Laddavone Kithavone															
171	Study leave (Extension)	Mr. Niphayane Philayane															
	Study leave (Forestry)	Mr. Khamsouk Vilayvong															
	, , , , , , , , , , , , , , , , , , ,	Mr. Somphet Phengchanh															
174	Study leave (Houaykot A&F RC)	Mr. Khamdok Khongyeekhangxeutho															
175	Study leave (Irrigation)	Mr. Vandee Kammavong															
	Study leave (Kengpeng TRS)	Mr. Sichanh Chandeephith															
	, 61 6	Mr. Thongsavanh Keonakhone															
	Study leave (Livestock)	Ms. Somchanh Kousonsavath															
	Study leave (Thougk A&F RS)	Mr. Somphane Soukanphet															
	Study leave (Thougk A&F RS)	Mr. Vilaphong Kanyasone															
181	Study leave (Thougk A&F RS)	Mr. Khamphane Tabongphet															

PAFO Luangprabang 2004/6/18 Name of Office: Date of data update:

ID of	Question:		A-10 What are your actual duties / responsibilities?				
No.	Section	Name	Duty 1	Duty 2	Duty 3	Duty 4	Duty 5
1	Administration	Mr. Khamphanh Bounsavath	Management of PAFO	Monitoring and Summary of all works	Supervision of the staff on its political ideology	Control and management of PAFO's assets	
2	Administration	Mr. Xayyaphanh Lasi	Supervision of the section	Work as a deputy chief of PAFO	Representative when the chief is out of the office		
3	Administration	Mr. Phounsavanh Phanthavongsy	Monitoring of project implementation	Coordination with local organizations to facilitate projects	Monitoring of field works		
4	Administration	Ms. Chansouk Malaphet	Welfare of the office	Cashier	Accounting (Book keeping)		
5	Administration	Ms. Bandith Thammavongsavanh	Collection of all reports	Trainer on a gender aspect	Typist		
6	Administration	Ms. Chanthamaly Souksavath	Secretary	Assistant for the Administration office			
7	Administration	Ms. Buachanh Nammavong	Planning	Management of the staff	Personal affiars	Keeping Information and data of the staff	
8	Administration	Ms. Sonemala Khattiyavongsa	Preparation of payrolls	Financial management and accounting	Accounting (Book keeping)		
9	Administration	Mr. Souvanxay Vilaychith	Assistant to the financial Unit	Budget management			
10	Administration	Ms. Chanpheng	Typist	Assistant scretary			
11	Administration	Mr. Chanpheng Dalavong	Budgetary inspection	Planning of inspection work			
12	Administration	Mr. Bounpheng Souksithi	Monitoring of project implementation	Provision of data to other sections			
13	Administration	Mr. Chanheng Vilay	Monitoring of project implementation	Consolidation of plans			
14	Administration (Finance)	Mr. Sengphet Heuanphoummavong	Budgetary planning	Monitoring of office expenses			
15	Administration	Ms. Somphone Mixay	Assistant	Collection of statistical data	Documentary management		
16	Administration	Mr. Chanpheng	Driver	Assistant scretary			
17	Administration	Mr. Phetsamone Xayyamoungkhoun	Driver for the Chief of PAFO				
18	Administration	Ms. Phanaphone Xayyavong	Secretary				
19	Administration	Ms. Boua Xayyasak	Secretary				
	Administration	Mr. Somphong Padichith					
	Administration	Mr. Bounchanmy Keosavath					
	Administration	Mr. Khen					
		Mr. Nouphet					
		Mr. Xiengpheng	Synaminion	Monitoring and Evolution of famour and describe	Provision of seeda to farmenrs	Training of actablished model femilia-	Description of againstant to ferminary
	Agriculture	Mr. Bouathong Xaysavanh	Supervision Supervision of administration and planning	Monitoring and Evalution of farmers production	r rovision of seeda to farments	Training of established model families	Provision of assistant to farmers
	Agriculture	Mr. Houmphane Sisomphone Mr. Khamkeo Phetthanouson	Supervision of administration and planning Studying on state management	Coodinate with food security of Lao - Vientnam			
	Agriculture		Studying on state management	T : C DIDM : .			
	Agriculture	Mr. Sommay Keosavath	Assisting farmers in producing crops	Trainer for DIDM project	Y (1 0 1 1 1	E.	
	Agriculture	Mrs. Soutdalat Keoboualapha Mr. Somsanouk	Secretary	Typing	Inspection of chemical use	Finance	
	Agriculture Agriculture	Mr. Khouanheuan Vannalath	Assistant to the administrative office	Driver			
	Livestock & Fishery	Mr. Pheng Khammavong	Strategic planning for livestock raising	Monitoring of EU project	Staff management and human development	Project management of FLSP project	Coordination with DAFO for forage production
	Livestock & Fishery	Mr. Sengpasith thongsavath	Management of staff	Unclear (Work based on tasks and roles)	Work as a supervisor of DAFO	Project management of FEST project	Coordination with DAI O for lorage production
	Livestock & Fishery	Mr. Bounpanh Xayyavong	Fish culture promotion	Marketing survey	Data collection on fish catches from Kong river	Data collection of fishes in the river	Coordination with APHED project
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	ivestock & Fishery	IMrs Chansamone Phounsavath		IPromotion of animal health	ITynist	Secretery	Finance
	Livestock & Fishery	Mrs. Chansamone Phounsavath Mrs. Kesone kounlavay	Administration and planning Vaccinasion	Promotion of animal health Disease analysis (diagnostic)	Typist	Secretery	Finance
36	Livestock & fishery	Mrs. Kesone kounlaxay	Vaccinasion	Disease analysis (diagnostic)		Secretery	Finance
36 37	Livestock & fishery Livestock & Fishery	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath	Vaccinasion Unclear (Responsible)		Typist Reporting	Secretery	Finance
36 37 38	Livestock & fishery Livestock & Fishery Livestock & Fishery	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath Mrs. Khamphew keolam	Vaccinasion Unclear (Responsible) Secretery	Disease analysis (diagnostic)		Secretery	Finance
36 37 38 39	Livestock & fishery Livestock & Fishery Livestock & Fishery Livestock & Fishery	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath Mrs. Khamphew keolam Mrs. Keola phattana	Vaccinasion Unclear (Responsible) Secretery Statistics planning	Disease analysis (diagnostic) Data collection		Secretery	Finance
36 37 38 39 40	Livestock & fishery Livestock & Fishery Livestock & Fishery	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath Mrs. Khamphew keolam Mrs. Keola phattana Mr. Ithilith Phanphengdy	Vaccinasion Unclear (Responsible) Secretery	Disease analysis (diagnostic)		Secretery	Finance
36 37 38 39 40 41	Livestock & fishery	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath Mrs. Khamphew keolam Mrs. Keola phattana	Vaccinasion Unclear (Responsible) Secretery Statistics planning	Disease analysis (diagnostic) Data collection		Secretery	Finance
36 37 38 39 40 41 42	Livestock & fishery	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath Mrs. Khamphew keolam Mrs. Keola phattana Mr. Ithilith Phanphengdy Ms. Bountom Khounsy	Vaccinasion Unclear (Responsible) Secretery Statistics planning	Disease analysis (diagnostic) Data collection		Plan and design for participatory forest management	Finance
36 37 38 39 40 41 42 43	Livestock & fishery Forestry Section Forestry Section	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath Mrs. Khamphew keolam Mrs. Keola phattana Mr. Ithilith Phanphengdy Ms. Bountom Khounsy Mr. Outhon Sengta	Vaccinasion Unclear (Responsible) Secretery Statistics planning Goat Rasing	Disease analysis (diagnostic) Data collection Forage planting for goat raising	Reporting		Finance
36 37 38 39 40 41 42 43	Livestock & fishery Forestry Section	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath Mrs. Khamphew keolam Mrs. Keola phattana Mr. Ithilith Phanphengdy Ms. Bountom Khounsy Mr. Outhon Sengta Mr. Sianouvong Savathvong	Vaccinasion Unclear (Responsible) Secretery Statistics planning Goat Rasing Improvement of forest regulations	Disease analysis (diagnostic) Data collection Forage planting for goat raising Natural resoure management	Reporting Planning on human resource development	Plan and design for participatory forest management	Finance
36 37 38 39 40 41 42 43 44	Livestock & fishery Forestry Section Forestry Section	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath Mrs. Khamphew keolam Mrs. Keola phattana Mr. Ithilith Phanphengdy Ms. Bountom Khounsy Mr. Outhon Sengta Mr. Sianouvong Savathvong Mr. Xang Xanapol	Vaccinasion Unclear (Responsible) Secretery Statistics planning Goat Rasing Improvement of forest regulations Deputy of forestry section	Disease analysis (diagnostic) Data collection Forage planting for goat raising Natural resoure management Superviion of forest management	Reporting Planning on human resource development Monitoring and implementation	Plan and design for participatory forest management Control of illigal cutting	Finance
36 37 38 39 40 41 42 43 44 45	Livestock & fishery Forestry Section Forestry Section Forestry Section	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath Mrs. Khamphew keolam Mrs. Keola phattana Mr. Ithilith Phanphengdy Ms. Bountom Khounsy Mr. Outhon Sengta Mr. Sianouvong Savathvong Mr. Xang Xanapol Mr. Bounpheng Phengchanh	Vaccinasion Unclear (Responsible) Secretery Statistics planning Goat Rasing Improvement of forest regulations Deputy of forestry section Unclear (Working on objective matter)	Disease analysis (diagnostic) Data collection Forage planting for goat raising Natural resoure management Superviion of forest management	Reporting Planning on human resource development Monitoring and implementation	Plan and design for participatory forest management Control of illigal cutting	Finance
36 37 38 39 40 41 42 43 44 45 46 47	Livestock & fishery Forestry Section Forestry Section Forestry Section Forestry Section	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath Mrs. Khamphew keolam Mrs. Keola phattana Mr. Ithilith Phanphengdy Ms. Bountom Khounsy Mr. Outhon Sengta Mr. Sianouvong Savathvong Mr. Xang Xanapol Mr. Bounpheng Phengchanh Mr. Hongkeo Phonesavath	Vaccinasion Unclear (Responsible) Secretery Statistics planning Goat Rasing Improvement of forest regulations Deputy of forestry section Unclear (Working on objective matter) Management of forest law and regulations	Disease analysis (diagnostic) Data collection Forage planting for goat raising Natural resoure management Superviion of forest management	Reporting Planning on human resource development Monitoring and implementation	Plan and design for participatory forest management Control of illigal cutting	Finance
36 37 38 39 40 41 42 43 44 45 46 47	Livestock & fishery Forestry Section Forestry Section Forestry Section Forestry Section Forestry Section	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath Mrs. Khamphew keolam Mrs. Keola phattana Mr. Ithilith Phanphengdy Ms. Bountom Khounsy Mr. Outhon Sengta Mr. Sianouvong Savathvong Mr. Xang Xanapol Mr. Bounpheng Phengchanh Mr. Hongkeo Phonesavath Mr. Khattiya Vannasak	Vaccinasion Unclear (Responsible) Secretery Statistics planning Goat Rasing Improvement of forest regulations Deputy of forestry section Unclear (Working on objective matter) Management of forest law and regulations Management of wood businesses	Disease analysis (diagnostic) Data collection Forage planting for goat raising Natural resoure management Superviion of forest management Monitoring of implementation	Reporting Planning on human resource development Monitoring and implementation	Plan and design for participatory forest management Control of illigal cutting	Finance
36 37 38 39 40 41 42 43 44 45 46 47 48	Livestock & fishery Forestry Section	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath Mrs. Khamphew keolam Mrs. Keola phattana Mr. Ithilith Phanphengdy Ms. Bountom Khounsy Mr. Outhon Sengta Mr. Sianouvong Savathvong Mr. Xang Xanapol Mr. Bounpheng Phengchanh Mr. Hongkeo Phonesavath Mr. Khattiya Vannasak Mr. Houmphane Nithakone	Vaccinasion Unclear (Responsible) Secretery Statistics planning Goat Rasing Improvement of forest regulations Deputy of forestry section Unclear (Working on objective matter) Management of forest law and regulations Management of wood businesses Forest management	Disease analysis (diagnostic) Data collection Forage planting for goat raising Natural resoure management Superviion of forest management Monitoring of implementation Seedling production	Reporting Planning on human resource development Monitoring and implementation	Plan and design for participatory forest management Control of illigal cutting	Finance
36 37 38 39 40 41 42 43 44 45 46 47 48 49 50	Livestock & fishery Forestry Section (Timber havesting Unit) Forestry Section	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath Mrs. Khamphew keolam Mrs. Keola phattana Mr. Ithilith Phanphengdy Ms. Bountom Khounsy Mr. Outhon Sengta Mr. Sianouvong Savathvong Mr. Xang Xanapol Mr. Bounpheng Phengchanh Mr. Hongkeo Phonesavath Mr. Khattiya Vannasak Mr. Houmphane Nithakone Mr. Viladeth Kounlavut Mr. Sommay Souliya Mrs. Sengsoudavane Chanthamala	Vaccinasion Unclear (Responsible) Secretery Statistics planning Goat Rasing Improvement of forest regulations Deputy of forestry section Unclear (Working on objective matter) Management of forest law and regulations Management of wood businesses Forest management Nursery management	Disease analysis (diagnostic) Data collection Forage planting for goat raising Natural resoure management Superviion of forest management Monitoring of implementation Seedling production	Reporting Planning on human resource development Monitoring and implementation	Plan and design for participatory forest management Control of illigal cutting	Finance
36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51	Livestock & fishery Forestry Section (Timber havesting Unit) Forestry Section	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath Mrs. Khamphew keolam Mrs. Keola phattana Mr. Ithilith Phanphengdy Ms. Bountom Khounsy Mr. Outhon Sengta Mr. Sianouvong Savathvong Mr. Xang Xanapol Mr. Bounpheng Phengchanh Mr. Hongkeo Phonesavath Mr. Khattiya Vannasak Mr. Houmphane Nithakone Mr. Viladeth Kounlavut Mr. Sommay Souliya Mrs. Sengsoudavane Chanthamala Mr. Phonekeo Phophaly	Vaccinasion Unclear (Responsible) Secretery Statistics planning Goat Rasing Improvement of forest regulations Deputy of forestry section Unclear (Working on objective matter) Management of forest law and regulations Management of wood businesses Forest management Nursery management Unclear (Listen and implemennt) Planning Management of production forests	Disease analysis (diagnostic) Data collection Forage planting for goat raising Natural resoure management Superviion of forest management Monitoring of implementation Seedling production	Reporting Planning on human resource development Monitoring and implementation	Plan and design for participatory forest management Control of illigal cutting	Finance
36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52	Livestock & fishery Forestry Section (Timber havesting Unit) Forestry Section	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath Mrs. Khamphew keolam Mrs. Keola phattana Mr. Ithilith Phanphengdy Ms. Bountom Khounsy Mr. Outhon Sengta Mr. Sianouvong Savathvong Mr. Xang Xanapol Mr. Bounpheng Phengchanh Mr. Hongkeo Phonesavath Mr. Khattiya Vannasak Mr. Houmphane Nithakone Mr. Viladeth Kounlavut Mr. Sommay Souliya Mrs. Sengsoudavane Chanthamala Mr. Phonekeo Phophaly Mrs. Pinkeo Phoummaly	Vaccinasion Unclear (Responsible) Secretery Statistics planning Goat Rasing Improvement of forest regulations Deputy of forestry section Unclear (Working on objective matter) Management of forest law and regulations Management of wood businesses Forest management Nursery management Unclear (Listen and implemennt) Planning Management of production forests Financial management	Disease analysis (diagnostic) Data collection Forage planting for goat raising Natural resoure management Superviion of forest management Monitoring of implementation Seedling production	Reporting Planning on human resource development Monitoring and implementation	Plan and design for participatory forest management Control of illigal cutting	Finance
36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53	Livestock & fishery Livest	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath Mrs. Khamphew keolam Mrs. Keola phattana Mr. Ithilith Phanphengdy Ms. Bountom Khounsy Mr. Outhon Sengta Mr. Sianouvong Savathvong Mr. Xang Xanapol Mr. Bounpheng Phengchanh Mr. Hongkeo Phonesavath Mr. Khattiya Vannasak Mr. Houmphane Nithakone Mr. Viladeth Kounlavut Mr. Sommay Souliya Mrs. Sengsoudavane Chanthamala Mr. Phonekeo Phophaly Mrs. Pinkeo Phoummaly Mrs. Thong meuan Nilaboth	Vaccinasion Unclear (Responsible) Secretery Statistics planning Goat Rasing Improvement of forest regulations Deputy of forestry section Unclear (Working on objective matter) Management of forest law and regulations Management of wood businesses Forest management Nursery management Unclear (Listen and implemennt) Planning Management of production forests Financial management Office administration	Disease analysis (diagnostic) Data collection Forage planting for goat raising Natural resoure management Superviion of forest management Monitoring of implementation Seedling production Control of illegal logging Document management	Reporting Planning on human resource development Monitoring and implementation Labor and property management	Plan and design for participatory forest management Control of illigal cutting Provision of knowledge to vilagers and staff	Finance
36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53	Livestock & Fishery Forestry Section Forestry Section Forestry Section Forestry Section (Timber havesting Unit) Forestry Section	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath Mrs. Khamphew keolam Mrs. Keola phattana Mr. Ithilith Phanphengdy Ms. Bountom Khounsy Mr. Outhon Sengta Mr. Sianouvong Savathvong Mr. Xang Xanapol Mr. Bounpheng Phengchanh Mr. Hongkeo Phonesavath Mr. Khattiya Vannasak Mr. Houmphane Nithakone Mr. Viladeth Kounlavut Mr. Sommay Souliya Mrs. Sengsoudavane Chanthamala Mr. Phonekeo Phophaly Mrs. Pinkeo Phoummaly Mrs. Thong meuan Nilaboth Mr. Saythong Sisanvane	Vaccinasion Unclear (Responsible) Secretery Statistics planning Goat Rasing Improvement of forest regulations Deputy of forestry section Unclear (Working on objective matter) Management of forest law and regulations Management of wood businesses Forest management Nursery management Unclear (Listen and implement) Planning Management of production forests Financial management Office administration Unclear (Working on duty and task)	Disease analysis (diagnostic) Data collection Forage planting for goat raising Natural resoure management Superviion of forest management Monitoring of implementation Seedling production Control of illegal logging	Reporting Planning on human resource development Monitoring and implementation	Plan and design for participatory forest management Control of illigal cutting	Finance
36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54	Livestock & Fishery Forestry Section Forestry Section Forestry Section Forestry Section (Timber havesting Unit) Forestry Section	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath Mrs. Khamphew keolam Mrs. Keola phattana Mr. Ithilith Phanphengdy Ms. Bountom Khounsy Mr. Outhon Sengta Mr. Sianouvong Savathvong Mr. Xang Xanapol Mr. Bounpheng Phengchanh Mr. Hongkeo Phonesavath Mr. Houmphane Nithakone Mr. Viladeth Kounlavut Mr. Sommay Souliya Mrs. Sengsoudavane Chanthamala Mr. Phonekeo Phophaly Mrs. Pinkeo Phoummaly Mrs. Thong meuan Nilaboth Mr. Saythong Sisanvane Mr. Xayyaly Xayyadeth	Vaccinasion Unclear (Responsible) Secretery Statistics planning Goat Rasing Improvement of forest regulations Deputy of forestry section Unclear (Working on objective matter) Management of forest law and regulations Management of wood businesses Forest management Nursery management Unclear (Listen and implemennt) Planning Management of production forests Financial management Office administration	Disease analysis (diagnostic) Data collection Forage planting for goat raising Natural resoure management Superviion of forest management Monitoring of implementation Seedling production Control of illegal logging Document management	Reporting Planning on human resource development Monitoring and implementation Labor and property management	Plan and design for participatory forest management Control of illigal cutting Provision of knowledge to vilagers and staff	Finance
36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55	Livestock & Fishery Forestry Section Forestry Section Forestry Section Forestry Section Forestry Section (Timber havesting Unit) Forestry Section	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath Mrs. Khamphew keolam Mrs. Keola phattana Mr. Ithilith Phanphengdy Ms. Bountom Khounsy Mr. Outhon Sengta Mr. Sianouvong Savathvong Mr. Xang Xanapol Mr. Bounpheng Phengchanh Mr. Hongkeo Phonesavath Mr. Homgkeo Phonesavath Mr. Houmphane Nithakone Mr. Viladeth Kounlavut Mr. Sommay Souliya Mrs. Sengsoudavane Chanthamala Mr. Phonekeo Phophaly Mrs. Pinkeo Phoummaly Mrs. Thong meuan Nilaboth Mr. Saythong Sisanvane Mr. Xayyaly Xayyadeth Mr. Douangkham Douangdala	Vaccinasion Unclear (Responsible) Secretery Statistics planning Goat Rasing Improvement of forest regulations Deputy of forestry section Unclear (Working on objective matter) Management of forest law and regulations Management of wood businesses Forest management Nursery management Unclear (Listen and implement) Planning Management of production forests Financial management Office administration Unclear (Working on duty and task)	Disease analysis (diagnostic) Data collection Forage planting for goat raising Natural resoure management Superviion of forest management Monitoring of implementation Seedling production Control of illegal logging Document management	Reporting Planning on human resource development Monitoring and implementation Labor and property management	Plan and design for participatory forest management Control of illigal cutting Provision of knowledge to vilagers and staff	Finance
36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57	Livestock & Fishery Forestry Section Forestry Section Forestry Section Forestry Section Forestry Section Forestry Section (Timber havesting Unit) Forestry Section	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath Mrs. Khamphew keolam Mrs. Keola phattana Mr. Ithilith Phanphengdy Ms. Bountom Khounsy Mr. Outhon Sengta Mr. Sianouvong Savathvong Mr. Xang Xanapol Mr. Bounpheng Phengchanh Mr. Hongkeo Phonesavath Mr. Houmphane Nithakone Mr. Viladeth Kounlavut Mr. Sommay Souliya Mrs. Sengsoudavane Chanthamala Mr. Phonekeo Phophaly Mrs. Pinkeo Phoummaly Mrs. Thong meuan Nilaboth Mr. Saythong Sisanvane Mr. Xayyaly Xayyadeth Mr. Douangkham Douangdala Mr. Bounhom Khammy	Vaccinasion Unclear (Responsible) Secretery Statistics planning Goat Rasing Improvement of forest regulations Deputy of forestry section Unclear (Working on objective matter) Management of forest law and regulations Management of wood businesses Forest management Nursery management Unclear (Listen and implement) Planning Management of production forests Financial management Office administration Unclear (Working on duty and task) Accounting and financial management	Disease analysis (diagnostic) Data collection Forage planting for goat raising Natural resoure management Superviion of forest management Monitoring of implementation Seedling production Control of illegal logging Document management Monitoring of staff's work	Reporting Planning on human resource development Monitoring and implementation Labor and property management	Plan and design for participatory forest management Control of illigal cutting Provision of knowledge to vilagers and staff	Finance
36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59	Livestock & Fishery Forestry Section Forestry Section Forestry Section Forestry Section Forestry Section (Timber havesting Unit) Forestry Section	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath Mrs. Khamphew keolam Mrs. Keola phattana Mr. Ithilith Phanphengdy Ms. Bountom Khounsy Mr. Outhon Sengta Mr. Sianouvong Savathvong Mr. Xang Xanapol Mr. Bounpheng Phengchanh Mr. Hongkeo Phonesavath Mr. Homgkeo Phonesavath Mr. Houmphane Nithakone Mr. Viladeth Kounlavut Mr. Sommay Souliya Mrs. Sengsoudavane Chanthamala Mr. Phonekeo Phophaly Mrs. Pinkeo Phoummaly Mrs. Thong meuan Nilaboth Mr. Saythong Sisanvane Mr. Xayyaly Xayyadeth Mr. Douangkham Douangdala Mr. Bounhom Khammy Mr. Pheng Bounphanith	Vaccinasion Unclear (Responsible) Secretery Statistics planning Goat Rasing Improvement of forest regulations Deputy of forestry section Unclear (Working on objective matter) Management of wood businesses Forest management Nursery management Unclear (Listen and implement) Planning Management of production forests Financial management Office administration Unclear (Working on duty and task) Accounting and financial management	Disease analysis (diagnostic) Data collection Forage planting for goat raising Natural resoure management Superviion of forest management Monitoring of implementation Seedling production Control of illegal logging Document management Monitoring of staff's work Monitoring and inspection of irrigation work	Reporting Planning on human resource development Monitoring and implementation Labor and property management Personal management	Plan and design for participatory forest management Control of illigal cutting Provision of knowledge to vilagers and staff Policy support	Finance
36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60	Livestock & Fishery Forestry Section Forestry Section Forestry Section Forestry Section Forestry Section (Timber havesting Unit) Forestry Section	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath Mrs. Khamphew keolam Mrs. Keola phattana Mr. Ithilith Phanphengdy Ms. Bountom Khounsy Mr. Outhon Sengta Mr. Sianouvong Savathvong Mr. Xang Xanapol Mr. Bounpheng Phengchanh Mr. Hongkeo Phonesavath Mr. Homgkeo Phonesavath Mr. Houmphane Nithakone Mr. Viladeth Kounlavut Mr. Sommay Souliya Mrs. Sengsoudavane Chanthamala Mr. Phonekeo Phophaly Mrs. Pinkeo Phoummaly Mrs. Thong meuan Nilaboth Mr. Saythong Sisanvane Mr. Xayyaly Xayyadeth Mr. Douangkham Douangdala Mr. Bounhom Khammy Mr. Pheng Bounphanith Mr. Anousak Kattiyalath	Vaccinasion Unclear (Responsible) Secretery Statistics planning Goat Rasing Improvement of forest regulations Deputy of forestry section Unclear (Working on objective matter) Management of wood businesses Forest management Nursery management Unclear (Listen and implement) Planning Management of production forests Financial management Office administration Unclear (Working on duty and task) Accounting and financial management Office management Planning and calculation	Disease analysis (diagnostic) Data collection Forage planting for goat raising Natural resoure management Superviion of forest management Monitoring of implementation Seedling production Control of illegal logging Document management Monitoring of staff's work	Reporting Planning on human resource development Monitoring and implementation Labor and property management	Plan and design for participatory forest management Control of illigal cutting Provision of knowledge to vilagers and staff	Finance
36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61	Livestock & Fishery Forestry Section Forestry Section Forestry Section Forestry Section Forestry Section (Timber havesting Unit) Forestry Section	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath Mrs. Khamphew keolam Mrs. Keola phattana Mr. Ithilith Phanphengdy Ms. Bountom Khounsy Mr. Outhon Sengta Mr. Sianouvong Savathvong Mr. Xang Xanapol Mr. Bounpheng Phengchanh Mr. Hongkeo Phonesavath Mr. Khattiya Vannasak Mr. Houmphane Nithakone Mr. Viladeth Kounlavut Mr. Sommay Souliya Mrs. Sengsoudavane Chanthamala Mr. Phonekeo Phophaly Mrs. Pinkeo Phoummaly Mrs. Thong meuan Nilaboth Mr. Saythong Sisanvane Mr. Xayyaly Xayyadeth Mr. Douangkham Douangdala Mr. Bounhom Khammy Mr. Pheng Bounphanith Mr. Anousak Kattiyalath Mr. Sisouphane Southammavong	Vaccinasion Unclear (Responsible) Secretery Statistics planning Goat Rasing Improvement of forest regulations Deputy of forestry section Unclear (Working on objective matter) Management of forest law and regulations Management of wood businesses Forest management Nursery management Unclear (Listen and implement) Planning Management of production forests Financial management Office administration Unclear (Working on duty and task) Accounting and financial management Office management Planning and calculation Reponsible for construction and survey	Disease analysis (diagnostic) Data collection Forage planting for goat raising Natural resoure management Superviion of forest management Monitoring of implementation Seedling production Control of illegal logging Document management Monitoring of staff's work Monitoring and inspection of irrigation work	Reporting Planning on human resource development Monitoring and implementation Labor and property management Personal management	Plan and design for participatory forest management Control of illigal cutting Provision of knowledge to vilagers and staff Policy support	Finance
36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62	Livestock & Fishery Livest	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath Mrs. Khamphew keolam Mrs. Keola phattana Mr. Ithilith Phanphengdy Ms. Bountom Khounsy Mr. Outhon Sengta Mr. Sianouvong Savathvong Mr. Xang Xanapol Mr. Bounpheng Phengchanh Mr. Hongkeo Phonesavath Mr. Khattiya Vannasak Mr. Houmphane Nithakone Mr. Viladeth Kounlavut Mr. Sommay Souliya Mrs. Sengsoudavane Chanthamala Mr. Phonekeo Phophaly Mrs. Pinkeo Phoummaly Mrs. Thong meuan Nilaboth Mr. Saythong Sisanvane Mr. Xayyaly Xayyadeth Mr. Douangkham Douangdala Mr. Bounhom Khammy Mr. Pheng Bounphanith Mr. Anousak Kattiyalath Mr. Sisouphane Southammavong Mr. Souligno Xayvisit	Vaccinasion Unclear (Responsible) Secretery Statistics planning Goat Rasing Improvement of forest regulations Deputy of forestry section Unclear (Working on objective matter) Management of forest law and regulations Management of wood businesses Forest management Nursery management Unclear (Listen and implemennt) Planning Management of production forests Financial management Office administration Unclear (Working on duty and task) Accounting and financial management Office management Planning and calculation Reponsible for construction and survey Supervision of construction works	Disease analysis (diagnostic) Data collection Forage planting for goat raising Natural resoure management Superviion of forest management Monitoring of implementation Seedling production Control of illegal logging Document management Monitoring of staff's work Monitoring and inspection of irrigation work Inspection of construction works and survey	Reporting Planning on human resource development Monitoring and implementation Labor and property management Personal management O&M	Plan and design for participatory forest management Control of illigal cutting Provision of knowledge to vilagers and staff Policy support Training of on DAFO staffs on irrigation matters	Finance
36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63	Livestock & fishery Livest	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath Mrs. Khamphew keolam Mrs. Keola phattana Mr. Ithilith Phanphengdy Ms. Bountom Khounsy Mr. Outhon Sengta Mr. Sianouvong Savathvong Mr. Xang Xanapol Mr. Bounpheng Phengchanh Mr. Hongkeo Phonesavath Mr. Hongkeo Phonesavath Mr. Houmphane Nithakone Mr. Viladeth Kounlavut Mr. Sommay Souliya Mrs. Sengsoudavane Chanthamala Mr. Phonekeo Phophaly Mrs. Pinkeo Phomaly Mrs. Thong meuan Nilaboth Mr. Saythong Sisanvane Mr. Xayyaly Xayyadeth Mr. Douangkham Douangdala Mr. Bounhom Khammy Mr. Pheng Bounphanith Mr. Anousak Kattiyalath Mr. Sisouphane Southammavong Mr. Souligno Xayvisit Mr. Houmpheng Chanthavisouk	Vaccinasion Unclear (Responsible) Secretery Statistics planning Goat Rasing Improvement of forest regulations Deputy of forestry section Unclear (Working on objective matter) Management of forest law and regulations Management of wood businesses Forest management Nursery management Unclear (Listen and implemennt) Planning Management of production forests Financial management Office administration Unclear (Working on duty and task) Accounting and financial management Office management Planning and calculation Reponsible for construction and survey Supervision of construction works Work on irrigation	Disease analysis (diagnostic) Data collection Forage planting for goat raising Forage planting for goat raising Natural resoure management Superviion of forest management Monitoring of implementation Seedling production Control of illegal logging Document management Monitoring of staff's work Monitoring and inspection of irrigation work Inspection of construction works and survey Supervision of construction works	Reporting Planning on human resource development Monitoring and implementation Labor and property management Personal management O&M O&M	Plan and design for participatory forest management Control of illigal cutting Provision of knowledge to vilagers and staff Policy support	Finance
36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64	Livestock & Fishery Livest	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath Mrs. Khamphew keolam Mrs. Keola phattana Mr. Ithilith Phanphengdy Ms. Bountom Khounsy Mr. Outhon Sengta Mr. Sianouvong Savathvong Mr. Xang Xanapol Mr. Bounpheng Phengchanh Mr. Hongkeo Phonesavath Mr. Hongkeo Phonesavath Mr. Houmphane Nithakone Mr. Viladeth Kounlavut Mr. Sommay Souliya Mrs. Sengsoudavane Chanthamala Mr. Phonekeo Phophaly Mrs. Pinkeo Phommaly Mrs. Thong meuan Nilaboth Mr. Saythong Sisanvane Mr. Xayyaly Xayyadeth Mr. Douangkham Douangdala Mr. Bounhom Khammy Mr. Anousak Kattiyalath Mr. Sisouphane Southammavong Mr. Souligno Xayvisit Mr. Houmpheng Chanthavisouk Mr. Sialoune Kounlachithi	Vaccinasion Unclear (Responsible) Secretery Statistics planning Goat Rasing Improvement of forest regulations Deputy of forestry section Unclear (Working on objective matter) Management of forest law and regulations Management of wood businesses Forest management Nursery management Unclear (Listen and implemennt) Planning Management of production forests Financial management Office administration Unclear (Working on duty and task) Accounting and financial management Office management Planning and calculation Reponsible for construction and survey Supervision of construction Irrigation construction	Disease analysis (diagnostic) Data collection Forage planting for goat raising Natural resoure management Superviion of forest management Monitoring of implementation Seedling production Control of illegal logging Document management Monitoring of staff's work Monitoring and inspection of irrigation work Inspection of construction works and survey	Reporting Planning on human resource development Monitoring and implementation Labor and property management Personal management O&M	Plan and design for participatory forest management Control of illigal cutting Provision of knowledge to vilagers and staff Policy support Training of on DAFO staffs on irrigation matters	Finance
36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 67 58 59 60 61 62 63 64 65 66 66 66 66 66 66 66 66 66	Livestock & Fishery Livest	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath Mrs. Khamphew keolam Mrs. Keola phattana Mr. Ithilith Phanphengdy Ms. Bountom Khounsy Mr. Outhon Sengta Mr. Sianouvong Savathvong Mr. Asang Xanapol Mr. Bounpheng Phengchanh Mr. Hongkeo Phonesavath Mr. Hongkeo Phonesavath Mr. Houmphane Nithakone Mr. Viladeth Kounlavut Mr. Sommay Souliya Mrs. Sengsoudavane Chanthamala Mr. Phonekeo Phophaly Mrs. Pinkeo Phommaly Mrs. Pinkeo Phommaly Mrs. Thong meuan Nilaboth Mr. Saythong Sisanvane Mr. Xayyaly Xayyadeth Mr. Douangkham Douangdala Mr. Bounhom Khammy Mr. Pheng Bounphanith Mr. Anousak Kattiyalath Mr. Sisouphane Southammavong Mr. Souligno Xayvisit Mr. Houmpheng Chanthavisouk Mr. Sialoune Kounlachithi Ms. Vongphet Xayxanadeth	Vaccinasion Unclear (Responsible) Secretery Statistics planning Goat Rasing Improvement of forest regulations Deputy of forestry section Unclear (Working on objective matter) Management of forest law and regulations Management of wood businesses Forest management Nursery management Unclear (Listen and implemennt) Planning Management of production forests Financial management Office administration Unclear (Working on duty and task) Accounting and financial management Office management Planning and calculation Reponsible for construction and survey Supervision of construction works Work on irrigation	Disease analysis (diagnostic) Data collection Forage planting for goat raising Forage planting for goat raising Natural resoure management Superviion of forest management Monitoring of implementation Seedling production Control of illegal logging Document management Monitoring of staff's work Monitoring and inspection of irrigation work Inspection of construction works and survey Supervision of construction works	Reporting Planning on human resource development Monitoring and implementation Labor and property management Personal management O&M O&M	Plan and design for participatory forest management Control of illigal cutting Provision of knowledge to vilagers and staff Policy support Training of on DAFO staffs on irrigation matters	Finance
36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 67 58 60 61 62 63 64 66 66 66	Livestock & Fishery Livest	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath Mrs. Khamphew keolam Mrs. Keola phattana Mr. Ithilith Phanphengdy Ms. Bountom Khounsy Mr. Outhon Sengta Mr. Sianouvong Savathvong Mr. Kang Xanapol Mr. Bounpheng Phengchanh Mr. Hongkeo Phonesavath Mr. Houmphane Nithakone Mr. Viladeth Kounlavut Mr. Sommay Souliya Mrs. Sengsoudavane Chanthamala Mr. Phonekeo Phophaly Mrs. Pinkeo Phophaly Mrs. Pinkeo Phomaly Mrs. Thong meuan Nilaboth Mr. Saythong Sisanvane Mr. Xayyaly Xayyadeth Mr. Douangkham Douangdala Mr. Bounhom Khammy Mr. Anousak Kattiyalath Mr. Sisouphane Southammavong Mr. Souligno Xayvisit Mr. Houmpheng Chanthavisouk Mr. Silaloune Kounlachithi Ms. Vongphet Xayxanadeth Mr. Siphane Misouk	Vaccinasion Unclear (Responsible) Secretery Statistics planning Goat Rasing Improvement of forest regulations Deputy of forestry section Unclear (Working on objective matter) Management of forest law and regulations Management of wood businesses Forest management Nursery management Unclear (Listen and implemennt) Planning Management of production forests Financial management Office administration Unclear (Working on duty and task) Accounting and financial management Office management Planning and calculation Reponsible for construction and survey Supervision of construction Irrigation construction	Disease analysis (diagnostic) Data collection Forage planting for goat raising Forage planting for goat raising Natural resoure management Superviion of forest management Monitoring of implementation Seedling production Control of illegal logging Document management Monitoring of staff's work Monitoring and inspection of irrigation work Inspection of construction works and survey Supervision of construction works	Reporting Planning on human resource development Monitoring and implementation Labor and property management Personal management O&M O&M	Plan and design for participatory forest management Control of illigal cutting Provision of knowledge to vilagers and staff Policy support Training of on DAFO staffs on irrigation matters	Finance
36 37 38 39 40 41 42 43 44 45 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 66 67	Livestock & Fishery Livest	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath Mrs. Khamphew keolam Mrs. Keola phattana Mr. Ithilith Phanphengdy Ms. Bountom Khounsy Mr. Outhon Sengta Mr. Sianouvong Savathvong Mr. Xang Xanapol Mr. Bounpheng Phengchanh Mr. Hongkeo Phonesavath Mr. Khattiya Vannasak Mr. Houmphane Nithakone Mr. Viladeth Kounlavut Mr. Sommay Souliya Mrs. Sengsoudavane Chanthamala Mr. Phonekeo Phophaly Mrs. Pinkeo Phophaly Mrs. Pinkeo Phoummaly Mrs. Thong meuan Nilaboth Mr. Saythong Sisanvane Mr. Xayyaly Xayyadeth Mr. Douangkham Douangdala Mr. Bounhom Khammy Mr. Pheng Bounphanith Mr. Anousak Kattiyalath Mr. Sisouphane Southammavong Mr. Souligno Xayvisit Mr. Houmpheng Chanthavisouk Mr. Siphane Misouk	Vaccinasion Unclear (Responsible) Secretery Statistics planning Goat Rasing Improvement of forest regulations Deputy of forestry section Unclear (Working on objective matter) Management of forest law and regulations Management of wood businesses Forest management Nursery management Unclear (Listen and implemennt) Planning Management of production forests Financial management Office administration Unclear (Working on duty and task) Accounting and financial management Office management Planning and calculation Reponsible for construction and survey Supervision of construction Irrigation construction	Disease analysis (diagnostic) Data collection Forage planting for goat raising Forage planting for goat raising Natural resoure management Superviion of forest management Monitoring of implementation Seedling production Control of illegal logging Document management Monitoring of staff's work Monitoring and inspection of irrigation work Inspection of construction works and survey Supervision of construction works	Reporting Planning on human resource development Monitoring and implementation Labor and property management Personal management O&M O&M	Plan and design for participatory forest management Control of illigal cutting Provision of knowledge to vilagers and staff Policy support Training of on DAFO staffs on irrigation matters	Finance
36 37 38 39 40 41 42 43 44 45 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 66 67 68	Livestock & Fishery Livest	Mrs. Kesone kounlaxay Mrs. Koukdavane Phaxaysombath Mrs. Khamphew keolam Mrs. Keola phattana Mr. Ithilith Phanphengdy Ms. Bountom Khounsy Mr. Outhon Sengta Mr. Sianouvong Savathvong Mr. Kang Xanapol Mr. Bounpheng Phengchanh Mr. Hongkeo Phonesavath Mr. Houmphane Nithakone Mr. Viladeth Kounlavut Mr. Sommay Souliya Mrs. Sengsoudavane Chanthamala Mr. Phonekeo Phophaly Mrs. Pinkeo Phophaly Mrs. Pinkeo Phomaly Mrs. Thong meuan Nilaboth Mr. Saythong Sisanvane Mr. Xayyaly Xayyadeth Mr. Douangkham Douangdala Mr. Bounhom Khammy Mr. Anousak Kattiyalath Mr. Sisouphane Southammavong Mr. Souligno Xayvisit Mr. Houmpheng Chanthavisouk Mr. Silaloune Kounlachithi Ms. Vongphet Xayxanadeth Mr. Siphane Misouk	Vaccinasion Unclear (Responsible) Secretery Statistics planning Goat Rasing Improvement of forest regulations Deputy of forestry section Unclear (Working on objective matter) Management of forest law and regulations Management of wood businesses Forest management Nursery management Unclear (Listen and implemennt) Planning Management of production forests Financial management Office administration Unclear (Working on duty and task) Accounting and financial management Office management Planning and calculation Reponsible for construction and survey Supervision of construction Irrigation construction	Disease analysis (diagnostic) Data collection Forage planting for goat raising Forage planting for goat raising Natural resoure management Superviion of forest management Monitoring of implementation Seedling production Control of illegal logging Document management Monitoring of staff's work Monitoring and inspection of irrigation work Inspection of construction works and survey Supervision of construction works	Reporting Planning on human resource development Monitoring and implementation Labor and property management Personal management O&M O&M	Plan and design for participatory forest management Control of illigal cutting Provision of knowledge to vilagers and staff Policy support Training of on DAFO staffs on irrigation matters	Finance

Name of Office: PAFO Luangprabang
Date of data update: 2004/6/18

ID of Ouestion:

A-10 What are your actual duties / responsibility

ID of Question:		A-10 What are your actual duties / responsibilities?				
No. Section	Name	Duty 1	Duty 2	Duty 3	Duty 4	Duty 5
70 Meteorology	Mr. Bounphane Vongpanya	Management	Monitoring of evaluation	Personal management	Provision of data / information to the plublic	Development of a network on meteorology
71 Meteorology	Mr. Chen Saenname	Reporting of the activities	Strategic planning	Monitoring and evaluation of activities		
72 Meteorology	Mr. Bountem Vanmanivong	Prediction of any possible events	Data analysis	Data collection	Calculating the length of sunlight	Reponsible for the meteorolgy
73 Meteorology	Mr. Onkeo Keosavath	Observation on ground	Data collection	Inspection and modification		
74 Meteorology	Mr. Khamphane Viengxaysy	Driver	Assistant administration	Warehouse management		
75 Meteorology	Mrs. Nikom Vongpakdy	Data consolidation	Unclear (Objective matter)			
76 Meteorology	Mrs. Manivong Phommasone	Reception (Secretary)	Document management	Data inputting		
77 Meteorology	Mr. Sonsak Phengsavath					
78 Meteorology	Ms. Somteo					
79 Meteorology	Ms. Chanpheng Bouakeo					
80 PAFES	Mr. Khanthavin Souliya	Management of staff	Tree Planting and seedling production	Promotion of tree planting in 11 districts	Work as a gerneral manager of PAFO	
81 PAFES	Mr. Vanthong Ngimboupha	Supervision of the section	Trainer for farmers in the target villages	Extension work	Implementation and monitoring of projects	Supervision of farmers works
82 PAFES	Mr. Sommy Phommakith	Supervision of staff	Suppervision of agricultural production	Making a check on plans and reports		
83 PAFES	Mr. Lah Thanongsak	Responsible for land allocation program	Land allocation and land use planning			
84 PAFES	Mr. Houmphaeng Khansouvong	Coordination with Lao-EU Project	Coordination with DAFO on work monitoring	Work with farmers to develop a livestock plan at village level.	Supply of animal feeds to the target villages	Capacity building of village veterinarians
85 PAFES	Mr. Sivisay Chandahak	Monitoring of agricultural production				
86 PAFES	Mr. Kaysone Vongkhamhaeng	Planning and M&E on rural deveopment activities				
87 PAFES	Mr. Khamphay Bualavong	Protection and treatment of animals	Responsible for animal management	Improvement of a veterinarian network at village level	Planning on livestock development	Meat inspection
88 PAFES	Mr. Som Ok Sithiphong	Manager of CHESH LAO				
89 PAFES	Mr. Bounthane Soulaiyakham	Extension work	Agricultural extension	Village Survey to collect the information of planting		
90 PAFES	Mr. Kaenchanh Pinthib	Assist villagers in raising / marketing livestock	Promotion of fish raising	Provision of training to on livestock matters	Planning of livestock work for villagers	Supply of fish fingerlings to villagers
91 PAFES	Mr. Bualay Vongsena	Work planning	Responsible for the management of tree planting activity	Supervision	Coordinator with FORCOM	
92 PAFES	Mr. Chandy Inthavane	Communication with external organization	Monitoring of technical work	Office equipment management		
93 PAFES	Mr. Chanthavong Soulivong	Extension work on nursery operation and tree planting				
94 PAFES	Mr. Sisoumang Soulinthone	Responsible for agro-forestry activities	Tree planting and raising	Planning and management		
95 PAFES	Mr. Sinpaseuth Sanaphay	Work as a tree planting technician				
96 PAFES	Mr. Touy Phommachanh	Work as a forestry technician				
97 PAFES	Mr. Thongphouth Xaysavanh	Provision of instructions to farmers in rice planting activities	Provision of training on tree planting	Monitoring all works implemented		
98 PAFES	Mr. Thongsuan Manivong	Provision of technical support to farmers	Provision of training on tree planting	Monitoring	Provision of new techniques to the farmers	Participatory development
99 PAFES	Ms. Sengaloun Xayyasane	Responsible for nursery operation				
100 PAFES	Mr. Thongsavath Thipphavong	Work as a technician				
101 PAFES	Mr. Kongsavath Thongchanma	Extension work on pest control for rice farming	Participatory selection of rice varieties with farmers			
102 PAFES	Mr. Thongchanh Kousonsavath	Office management	Reporting on monthly and annual base	Agricultural technician		
103 PAFES	Ms. Amphaysone Panyasavath	Management of in-coming and out-going of documents	Typist	Delivery of documents		
104 PAFES	Mr. Xay Vongsa	Management and Financing				
105 PAFES	Ms. Amphone Chanthavong	Office management of LEAP				
106 PAFES (Xieng Muak Center)	Mr. Soulisak Thongsavanh	Supervision of administrative activities	Supervising and monitoring of acitivities	Monitoring all works implemented		
107 PAFES (Xieng Muak Center)	Mr. Khamphong Vanchao	Administrative management	Planning, monitoring and evaluation			
108 PAFES (Xieng Muak Center)	Mr. Bounlam Nammavong	Assistant to the Planting and Distribution unit	Assistant to Plant Development unit			
109 PAFES (Material Support Unit)	Mr. Souvane	Driver	Repairing			
110 PAFES (Material Support Unit)	Mr. Lah	Driver	Repairing			
111 PAFES (Material Support Unit)	Mr. Soulasak Salivanghan	Work planning	Monitoring of mechanical works	Office management	Supply of farm inputs for agricultural production	Extension work
112 PAFES (Material Support Unit)	Mr. Sengsathid Thammavongsavanh	Sale of agricultural materials	Management of stockhouse	Typist		
113 PAFES	Mr. Phonethib Vongsavath					
114 Irrigation	Mr. Somneuk Bilavong					
115 PAFES	Mr. Aousith Si Amphay					
116 Houaykot Agriculture & Forestry Research Center	Mr. Bounthane Keobualapha	Planning for research and experiment	Project coordination	Project M&E	Reporting	
117 Houaykot Agriculture & Forestry Research Center	Mr. Done Duangden	Promotion of land cultivation with JUARP				
118 Houaykot Agriculture & Forestry Research Center	Mr. Buavane Phumthanome	Rice experiment	Seed multipulication			
119 Houaykot Agriculture & Forestry Research Center	Mr. Somvang Chanthamaly	Agricultutre promotion				
120 Houaykot Agriculture & Forestry Research Center	Mr. Khamlah Soukkee	Administrative management				
121 Houaykot Agriculture & Forestry Research Center	Mr. Bounchanh	Nursery management				
122 Houaykot Agriculture & Forestry Research Center	Mrs. Buavane	Labor management	Station management			
123 Houaykot Agriculture & Forestry Research Center	Mr. Chantha	M&E of implementation				
124 Houaykot Agriculture & Forestry Research Center	Mr. Xoum	Clearning of a nursery				
125 Houaykot Agriculture & Forestry Research Center	Mr. Houmpheng Siphanthone	Vehicle management	Assistant to technicians	Implementation of work	Equipment controlling and management	Maintenance of equipment
126 Houaykot Agriculture & Forestry Research Center	Mr. Viengmany Navongxay	Conduct of a trial of forest improvement	Research on leguminous crops			
127 Houaykot Agriculture & Forestry Research Center	Mr. Khamlah Phanthaboun					
128 Kengpen Teaktona Research Station	Mr. Kham Ann Soubanxay	Supervision of the station	Research on tree plantating promotion	Research on a new technique to produce seedlings	Forestry development	Provision of seedlings to the plublic
129 Kengpen Teaktona Research Station	Mr. Somvang Soukhaphal	Planning				
130 Kengpen Teaktona Research Station	Mr. Sanitvong Pathoumvanh	Forest management				
131 Kengpen Teaktona Research Station	Mr. Vanpheng Bounkong	Research on NTFP	Seedling production			
132 Kengpen Teaktona Research Station	Ms. Chansouk Prasithith	Accountant				
133 Kengpen Teaktona Research Station	Mr. Thansamy Vongxompou					
134 Kengpen Teaktona Research Station	Mr. Somboun Khonthxay					
135 Kengpen Teaktona Research Station	Mr. Phaysavath Manhsin					

Name of Office: PAFO Luangprabang
Date of data update: 2004/6/18

ID of Ouestion:

ID of Question:		A-10 What are your actual duties / responsibilities ?				
No. Section	Name	Duty 1	Duty 2	Duty 3	Duty 4	Duty 5
136 Naluang Fish Multipulication Station	Mr. Onideth Souksavath	Supervision of the station	Planning	M&E on implementation	Humman development	Coodidation with other organizations
137 Naluang Fish Multipulication Station	Mr. Pany Suolingamad	Monitoring and inspection	Management of mother fishes	Supervision on the technique	Breeding	Unlear (Practice with the staff)
138 Naluang Fish Multipulication Station	Mr. Chanthavong Lounsuolith	Equipment management	Fish stock management			
139 Naluang Fish Multipulication Station	Ms. Vansy Souladeth	Accounting and financial management	Typist			
140 Naluang Fish Multipulication Station	Mr. Chanthavong Phoumthipphavong	Fish and fingerling breeding	Fingerling production	Monitoring of fish growth		
141 Naluang Fish Multipulication Station	Ms. Dee SoukAphone	Technical assistant	Fish and pingerling breeding	Unclear (Supervision of students in practical implementation)		
142 Naluang Fish Multipulication Station	Mr. Chanthasith Bounsavath	Fish raising and breeding	Fish pond management			
143 Naluang Fish Multipulication Station	Mr. Boun	Supply of fingerling to villagers	Monitoring of a nursery for fingerlings			
144 Naluang Fish Multipulication Station	Mr. Chanpheng Nolintha	Administrative management	Management of in-coming and out-going documents			
145 Thongkang Agriculture and Forestry Research Station	Mrs. Phonsavanh Vilayvane	Library management	Unclear (Socio-economic)			
146 Thongkang Agriculture and Forestry Research Station	Mr. Vaya jiathong	Research on breeding	Researchon forages			
147 Thongkang Agriculture and Forestry Research Station	Mr. Touy Sengkhamdy	Fruit tree propagation	Experiment of inter-planting			
148 Thongkang Agriculture and Forestry Research Station	Mr. Khamphane Kounvilay	Head of administation and cooperation	Administrative support for field work	Monitoring of staff's activities	Provision of busgetary plans	Porverty management
149 Thongkang Agriculture and Forestry Research Station	Mr. Chanpheng Dithsaphon	Assistant to the head in Administration work	Responsible for livestock matters	Responsible for agroforestry activities of Asian-Korea Project		
150 Thongkang Agriculture and Forestry Research Station	Mr. Outhai Sisavath	Management of long bean and corn plantations				
151 Thongkang Agriculture and Forestry Research Station	Mr. Souvane Soulyavonsy	Livestock raising	Meteorology station			
152 Thongkang Agriculture and Forestry Research Station	Mrs. Bouavone Phommasy	Financial management				
153 Thongkang Agriculture and Forestry Research Station	Mr. Viengxay Phommasy	Seeds Multiplication (bean, corn)	Unclear (Youth union)			
154 Thongkang Agriculture and Forestry Research Station	Mr. Souphanthong Norlasing	Typist	Planning (weekly, monthly, 6 months and annual)	Property management		
155 Thongkang Agriculture and Forestry Research Station	Mr. Houmchithavath Sodahak	-51		- 1-1-1-1/		
156 Thongkang Agriculture and Forestry Research Station	Mr. Xaysana Inthavong					
157 Thongkang Agriculture and Forestry Research Station	Ms. Vienghath Thammavong					
158 Thongkang Agriculture and Forestry Research Station	Mr. Khuan Vannasak					
159 Agroforestry Research Institution in Northern Province	Mr. Bounsaveng Phengsatib	Participatory working with the farmers	Suppervision of farmers' selecting quality seeds for planting	Land use and management		
160 Agroforestry Research Institution in Northern Province	Mr. Ouan BounNhong	Management of mechnical equipment				
161 Agroforestry Research Institution in Northern Province	Mr. Singkham Chithtisak	Management of mechnical equipment				
162 Agroforestry Research Institution in Northern Province	Mr. Khamseur Yangchuateng	Conduct of research on upland rice	Pest constrol			
163 Agroforestry Research Institution in Northern Province	Ms. Sisopha Phongchaleun	Library management				
164 Agroforestry Research Institution in Northern Province	Ms. Khanthaly Phatthana	Provision of necessary information to other sections.				
165 Agroforestry Research Institution in Northern Province	Mr. Banthasak Vongphouthone	Rice seed development				
166 Agroforestry Research Institution in Northern Province	Mr. Sommay Yasongkua	Rice seed development	Research on rice seeds	Management of equipments		
167 Agroforestry Research Institution in Northern Province	Mr. Nhaeng	Management of mechnical equipment				
168 Agroforestry Research Institution in Northern Province	Mr. Kongkeo Soukanya	Responsible for nursery operation and management				
169 Agroforestry Research Institution in Northern Province	Mr. Choy Chanthima	Guardman				
170 Agroforestry Research Institution in Northern Province	Ms. Laddavone Kithavone	Research on aqualife				
171 Study leave (Extension)	Mr. Niphavane Philavane					
172 Study leave (Forestry)	Mr. Khamsouk Vilayvong					
173 Study leave (Houaykot A&F RC)	Mr. Somphet Phengchanh					
174 Study leave (Houaykot A&F RC)	Mr. Khamdok Khongyeekhangxeutho					
175 Study leave (Irrigation)	Mr. Vandee Kammavong					
176 Study leave (Kengpeng TRS)	Mr. Sichanh Chandeephith					
177 Study leave (Kengpeng TRS)	Mr. Thongsavanh Keonakhone					
178 Study leave (Livestock) 179 Study leave (Thougk A&F RS)	Ms. Somchanh Kousonsavath Mr. Somphane Soukanphet					
179 Study leave (Thougk A&F RS) 180 Study leave (Thougk A&F RS)	Mr. Vilaphong Kanyasone					
180 Study leave (Thougk A&F RS) 181 Study leave (Thougk A&F RS)	Mr. Khamphane Tabongphet					
101 Study leave (1110ugk A&F KS)	wii. Knamphane Tabongphet					

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Date of data update:	2004/6/18

of Question:		A-13: How do you assess your skills / capabilities to	comply with your duties / responsibilities? And Wh	at kind of skills do you need to strengthen in case your s	kills / capabilities are inadequate?	
o. Section	Name	GAP <2 needed skill 1	needed skill 2	needed skill 3	needed skill 4	needed skill 5
1 Administration	Mr. Khamphanh Bounsavath	3 State and social management	Political theory			
2 Administration	Mr. Xayyaphanh Lasi	3 Foreign language	Computer skill	Project management	Project assessment	
3 Administration	Mr. Phounsavanh Phanthavongsy	3 Management and M&E of projects	English			
4 Administration	Ms. Chansouk Malaphet	3 Financial management	Computer skill	English		
5 Administration	Ms. Bandith Thammavongsavanh	n.a. Statistics and planning	English	Computer skill		
6 Administration	Ms. Chanthamaly Souksavath	3 Secretarial skill		*	_	
7 Administration	Ms. Buachanh Nammavong	3 English using in making report and translation	Management, administration, and M&E	Systematical management on the information of staff	Programming	Keeping information and data
8 Administration	Ms. Sonemala Khattiyavongsa	n.a. English	Computer skill	Japanese		
9 Administration	Mr. Souvanxay Vilaychith	n.a. Accounting in computer	English	oupuitose .		
10 Administration		3 Computer skill	Enghan			
	Ms. Chanpheng		Tice di la di	G. C. C.		
1 Administration	Mr. Chanpheng Dalavong	3 Effective public relations	Effective planning	Statistic		
2 Administration	Mr. Bounpheng Souksithi	3 Master degree	Theoretical knowledge			
3 Administration	Mr. Chanheng Vilay	3 Foreign language	Planning	Computer skill		
4 Administration (Finance)	Mr. Sengphet Heuanphoummavong	3 Foreign language	Computer skill	Accounting in computer		
5 Administration	Ms. Somphone Mixay	3 Management skill	English	Computer skill		
6 Administration	Mr. Chanpheng	3 Mechanical repairing				
7 Administration	Mr. Phetsamone Xayyamoungkhoun	2				
8 Administration	Ms. Phanaphone Xayyavong	4 Specialized skill as a SMS	English	Computer skill	Accountin and financial management	
9 Administration	Ms. Boua Xayyasak	n.a. English	Specialized skill	*		
Administration	Mr. Somphong Padichith					
Administration	Mr. Bounchanmy Keosavath					
	·					
2 Administration	Mr. Khen					
3 Administration	Mr. Nouphet					
4 Administration	Mr. Xiengpheng					
5 Agriculture	Mr. Bouathong Xaysavanh	3 English	Computer skill	Fruit tree popagation	Data collection methodology	Soil analysis
6 Agriculture	Mr. Houmphane Sisomphone	3 Computer skill (data analysis)	Computer skill	Administration	Planning	Agriculture
7 Agriculture	Mr. Khamkeo Phetthanouson	3 English				
8 Agriculture	Mr. Sommay Keosavath	2				
9 Agriculture	Mrs. Soutdalat Keoboualapha	3 English	Administration			
0 Agriculture	Mr. Somsanouk	3 Computer skill	English			
1 Agriculture	Mr. Khouanheuan Vannalath					
32 Livestock & Fishery	Mr. Pheng Khammavong	3 Office management	English	Sloping agriculture		
·		2 Office management	Eugusu	Stoping agriculture		
33 Livestock & Fishery	Mr. Sengpasith thongsavath		Pianalia a 1 d	Trabalana ana 1 1 1 1		
34 Livestock & Fishery	Mr. Bounpanh Xayyavong	3 English	Fingerling production	Technique on eel rainsing		
35 Livestock & Fishery	Mrs. Chansamone Phounsavath	3 Computer skill (data analysis)	English	Training on technique		
36 Livestock & fishery	Mrs. Kesone kounlaxay	3 English	Disease analysis	Computer skill		
37 Livestock & Fishery	Mrs. Koukdavane Phaxaysombath	3 Upgraded knowledge	Computer	English		
38 Livestock & Fishery	Mrs. Khamphew keolam	3 English	On-the-job training			
9 Livestock & Fishery	Mrs. Keola phattana	3 Computer skill (data analysis)	Computer skill	Fishery	Livestock	Extension methodology
U Livestock & Fishery	Mr. Ithilith Phanphengdy	3 Goat breeding				
1 Livestock & Fishery	Ms. Bountom Khounsy	·				
2 Livestock & Fishery	Mr. Outhon Sengta					
3 Forestry Section	Mr. Sianouvong Savathvong	3 Watershed management				
*		,				
4 Forestry Section	Mr. Xang Xanapol	3 Monitoring and control				
5 Forestry Section	Mr. Bounpheng Phengchanh	2				
6 Forestry Section	Mr. Hongkeo Phonesavath	3 Skills for a SMS	Train on regulation	Computer skill	Exchange program with diffirent provinces	Exchange program in other countries
7 Forestry Section	Mr. Khattiya Vannasak	3 Skills for a SMS	Exchage program with diffirent province	Exchange program in other countries		
8 Forestry Section (Timber havesting Unit)	Mr. Houmphane Nithakone	3 Computer skill	English	Extension	Planning	Study tour
9 Forestry Section (Timber havesting Unit)	Mr. Viladeth Kounlavut	2				
0 Forestry Section	Mr. Sommay Souliya	3 English	Capabilty for planning			
1 Forestry Section	Mrs. Sengsoudavane Chanthamala	2				
2 Forestry Section	Mr. Phonekeo Phophaly	Need to upgrade academic knowledge	English	Forest survey	Plannig	Seedling production
3 Forestry Section	Mrs. Pinkeo Phoummaly	3 Need to upgrade academic knowledge	English	Computer skill	Accouning	01
4 Forestry Section	Mrs. Thong meuan Nilaboth	2		Company out		
	Mr. Saythong Sisanvane		Need to unamede Imerulador			
5 Forestry Section		8	Need to upgrade knowledge	Accounting and firm in the second		
6 Forestry Section	Mr. Xayyaly Xayyadeth	n.a. English	Computer skill	Accounting and financial management		
7 Forestry Section	Mr. Douangkham Douangdala					
8 Forestry Section	Mr. Bounhom Khammy					
9 Irrigation	Mr. Pheng Bounphanith	3 Project analysis	English			
0 Irrigation	Mr. Anousak Kattiyalath	3 Computer skill	English			
1 Irrigation	Mr. Sisouphane Southammavong	3 More knowledge				
22 Irrigation	Mr. Souligno Xayvisit	n.a. More knowledge				
3 Irrigation	Mr. Houmpheng Chanthavisouk	3 Irrigation	Computer skill			
4 Irrigation	Mr. Sialoune Kounlachithi	3 Computer skill	English	Accounting		
5 Irrigation					Administrativa managament	
	Ms. Vongphet Xayxanadeth	3 Training	Accounting	Computer skill	Administrative management	
6 Irrigation	Mr. Siphane Misouk					
7 Irrigation	Mr. Khamphet Sounilandone					
8 Irrigation	Mr. Houmphane Latthidaphone					

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of Question: o. Section	Name	GAP <2	needed skill 1	needed skill 2	hat kind of skills do you need to strengthen in case y needed skill 3	needed skill 4	needed skill 5
0 Meteorology	Mr. Bounphane Vongpanya	3	Politics theory	Need to upgrade knowledge	Eglish	Computer skill	Office management
1 Meteorology	Mr. Chen Saenname	3	Airport meteology	Climate information	Computer skill	Adminitative planning	
2 Meteorology	Mr. Bountem Vanmanivong	3	Meteorological data processing	Meteorology for airport	English	Political theoly	
3 Meteorology	Mr. Onkeo Keosavath	3	Need to upgrad knowledge	Meteorology for airport	Unclear (Technic system)	Learning from past experience	
4 Meteorology	Mr. Khamphane Viengxaysy	2		, , , , , , , , , , , , , , , , , , ,			
5 Meteorology	Mrs. Nikom Vongpakdy	3	English	Computer skill			
6 Meteorology	Mrs. Manivong Phommasone	3	English	Computer skill			
7 Meteorology	Mr. Sonsak Phengsavath						
8 Meteorology	Ms. Somteo						
9 Meteorology	Ms. Chanpheng Bouakeo						
0 PAFES	Mr. Khanthavin Souliya	2					
1 PAFES	Mr. Vanthong Ngimboupha	3	Livestock techniques	Computer skill	English	Study tour	Planning
PAFES	Mr. Sommy Phommakith	3	English	Computer skill	Fruit tree production	Planning	Accounting and financial management
3 PAFES	Mr. Lah Thanongsak	3	English	Computer skill	Programming	Agroforestry extension work	
4 PAFES	Mr. Houmphaeng Khansouvong	3	English	Administrative management	Special techniques		
5 PAFES	Mr. Sivisay Chandahak	3	English	Administrative management	Inforamtion and data Analysis	Project proposal preparation	Plant breeding
PAFES	Mr. Kaysone Vongkhamhaeng	3	Marketing	Agricultural and forestry promotion	Special techniques on agroforestry	Community development	
PAFES	Mr. Khamphay Bualavong	3	English	Extension work	Project planning	Animal breeding	
PAFES	Mr. Som Ok Sithiphong	3	Administration	Leadership theory	Community development		
PAFES	Mr. Bounthane Soulaiyakham	3	English	Planting technique			
PAFES	Mr. Kaenchanh Pinthib	3	English	Need to upgrade knowledge	Computer skill		
1 PAFES	Mr. Bualay Vongsena	3	English	Computer skill	Specific knowledge		
2 PAFES	Mr. Chandy Inthavane	3	Computer skill	English			
3 PAFES	Mr. Chanthavong Soulivong	3	English	Community development	Agroforestry extensio work		
4 PAFES	Mr. Sisoumang Soulinthone	3	Accounting in computer	Planning	Agroforestry extensio work	Programming	English
5 PAFES	Mr. Sinpaseuth Sanaphay	3	Need more improvement in a special skill	Not applicable (Long term training)			
6 PAFES	Mr. Touy Phommachanh	3	Need to upgrade skills	Capacity building	Extension work	Computer skill	English
7 PAFES	Mr. Thongphouth Xaysavanh	3	Computer skill	Planning	Extension work	Project planning	English
8 PAFES	Mr. Thongsuan Manivong	3	English	Need to upgrade skills	Exchange of experience	Computer skill	Study tour
PAFES	Ms. Sengaloun Xayyasane	n.a.	Fruit tree farming	Computer skill	English		
0 PAFES	Mr. Thongsavath Thipphavong	4	Specialized skills at BSc. Level	English	Political theory	More experience	Unclear (Responsibility of working)
1 PAFES	Mr. Kongsavath Thongchanma	3	Techniques on transfer of technologies	Work with communities	Project management	Computer skill	
2 PAFES	Mr. Thongchanh Kousonsavath	3	Need to upgrade skills	Fund management and procurement	Administration	•	
PAFES	Ms. Amphaysone Panyasavath	3	Computer skill	Secretarial work			
PAFES	Mr. Xay Vongsa	3	Accounting and financial management				
5 PAFES	Ms. Amphone Chanthavong	4	English	Accounting and computer			
6 PAFES (Xieng Muak Center)	Mr. Soulisak Thongsavanh	3	English	Computer skill	Fruit tree production		
7 PAFES (Xieng Muak Center)	Mr. Khamphong Vanchao	3	English	Need to upgrade specialized skills	Computer skill		
8 PAFES (Xieng Muak Center)	Mr. Bounlam Nammavong	3	English	Need to upgrade specialized skills	Computer skill	unclear (Training)	Study tour
9 PAFES (Material Support Unit)	Mr. Souvane	4	Management and utilization of techniques				
0 PAFES (Material Support Unit)	Mr. Lah	4	Repairing method				
PAFES (Material Support Unit)	Mr. Soulasak Salivanghan	3	Upgrade specific skills	Assistant of projects	Rural development		
PAFES (Material Support Unit)	Mr. Sengsathid Thammavongsavanh	n.a.	Financial Accounting	Computer skill	English		
PAFES	Mr. Phonethib Vongsavath		-				
4 Irrigation	Mr. Somneuk Bilavong						
5 PAFES	Mr. Aousith Si Amphay						
Houaykot Agriculture & Forestry Research Center	Mr. Bounthane Keobualapha	3	English	Administrative mangement	Natural resouce management		
Houaykot Agriculture & Forestry Research Center	Mr. Done Duangden	n.a.	English	Computer skill	Agriculture		
Houaykot Agriculture & Forestry Research Center	Mr. Buavane Phumthanome	3	Up grade knowledge	English			
Houaykot Agriculture & Forestry Research Center	Mr. Somvang Chanthamaly	2					
Houaykot Agriculture & Forestry Research Center	Mr. Khamlah Soukkee	4	Computer	English	Need to upgrade knowledge		
Houaykot Agriculture & Forestry Research Center	Mr. Bounchanh	4	Skill				
Houaykot Agriculture & Forestry Research Center	Mrs. Buavane	3	Basic knowledge	Unclear (Service)			
Houaykot Agriculture & Forestry Research Center	Mr. Chantha	2					
Houaykot Agriculture & Forestry Research Center	Mr. Xoum	3	Up grade knowledge	English			
Houaykot Agriculture & Forestry Research Center	Mr. Houmpheng Siphanthone	2	English	Mechanical techniques			
Houaykot Agriculture & Forestry Research Center	Mr. Viengmany Navongxay	3	English	Computer skill	Inforamtion and data Analysis	Assessment and evaluation	Work planning
Houaykot Agriculture & Forestry Research Center	Mr. Khamlah Phanthaboun						
Kengpen Teaktona Research Station	Mr. Kham Ann Soubanxay	3	English	New technology	Politics theory		
Kengpen Teaktona Research Station	Mr. Somvang Soukhaphal	3	Politics theory	English			
Kengpen Teaktona Research Station	Mr. Sanitvong Pathoumvanh	3	Up grade knowledge	Computer skill for data analysis	Study tour in other countries	Political theoly	English
Kengpen Teaktona Research Station	Mr. Vanpheng Bounkong	2	Up grade knowledge	2			
Kengpen Teaktona Research Station	Ms. Chansouk Prasithith	n.a.	Financing Accounting				
Kengpen Teaktona Research Station Kengpen Teaktona Research Station	Mr. Thansamy Vongxompou	71.61.					
Kengpen Teaktona Research Station	Mr. Somboun Khonthxay						
5 Kengpen Teaktona Research Station	· ·						
Kengpen Teaktona Kesearen Station	Mr. Phaysavath Manhsin						

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ID of Question:

O of Question:					nd of skills do you need to strengthen in case your si		
No. Section	Name	GAP <2	needed skill 1	needed skill 2	needed skill 3	needed skill 4	needed skill 5
136 Naluang Fish Multipulication Station	Mr. Onideth Souksavath	1					
137 Naluang Fish Multipulication Station	Mr. Pany Suolingamad	3	Compter	Fish culture	English	Administrative management	
138 Naluang Fish Multipulication Station	Mr. Chanthavong Lounsuolith	3	Up grade english				
139 Naluang Fish Multipulication Station	Ms. Vansy Souladeth	3	Accounting	Typing	Office management	English	
140 Naluang Fish Multipulication Station	Mr. Chanthavong Phoumthipphavong	4	Fish breeding				
141 Naluang Fish Multipulication Station	Ms. Dee SoukAphone	3	Fish breeding	Computer skill	English		
142 Naluang Fish Multipulication Station	Mr. Chanthasith Bounsavath	3	Fish raising	Fish breeding	Fingerling production		
143 Naluang Fish Multipulication Station	Mr. Boun	3	Need to upgrad knowledge for a SMS				
144 Naluang Fish Multipulication Station	Mr. Chanpheng Nolintha	3	Office management	Management of in-coming and out-going documents	English	Financing	
145 Thongkang Agriculture and Forestry Research Station	Mrs. Phonsavanh Vilayvane	3	English	Planning			
146 Thongkang Agriculture and Forestry Research Station	Mr. Vaya jiathong	4	Up grade on animal feeding				
47 Thongkang Agriculture and Forestry Research Station	Mr. Touy Sengkhamdy	2					
48 Thongkang Agriculture and Forestry Research Station	Mr. Khamphane Kounvilay	3	Office Management				
49 Thongkang Agriculture and Forestry Research Station	Mr. Chanpheng Dithsaphon	3	Upgrade skill	English	Computer skill	Administrative management	
50 Thongkang Agriculture and Forestry Research Station	Mr. Outhai Sisavath	2					
51 Thongkang Agriculture and Forestry Research Station	Mr. Souvane Soulyavonsy	3	Livestock raising	Veterinary	English	Computer skill	
52 Thongkang Agriculture and Forestry Research Station	Mrs. Bouavone Phommasy	3	Financial management	Study tour			
53 Thongkang Agriculture and Forestry Research Station	Mr. Viengxay Phommasy	3	Agriculture	Computer skill	English		
54 Thongkang Agriculture and Forestry Research Station	Mr. Souphanthong Norlasing	3	English	Computer skill	Computer reparing	Programming	
55 Thongkang Agriculture and Forestry Research Station	Mr. Houmchithavath Sodahak			computer sam	Computer reputing	1. og. umming	
Thongkang Agriculture and Forestry Research Station	Mr. Xaysana Inthavong						
57 Thongkang Agriculture and Forestry Research Station	Ms. Vienghath Thammavong						
58 Thongkang Agriculture and Forestry Research Station	Mr. Khuan Vannasak						
59 Agroforestry Research Institution in Northern Province	Mr. Bounsaveng Phengsatib	3	Computer skill	English	Project planning	Information analysis	Panarting
			*		Project planning	Information analysis	Reporting
60 Agroforestry Research Institution in Northern Province 61 Agroforestry Research Institution in Northern Province	Mr. Ouan BounNhong	2	Driver Driver	Repairing			
	Mr. Singkham Chithtisak	n.a.		Repairing		N 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	G. 1 .
62 Agroforestry Research Institution in Northern Province	Mr. Khamseur Yangchuateng	3	English	Computer skill	Planning work	Need to upgrade skills	Study tour
63 Agroforestry Research Institution in Northern Province	Ms. Sisopha Phongchaleun	5	Computer skill	English	Agricultural knowledge		
64 Agroforestry Research Institution in Northern Province	Ms. Khanthaly Phatthana	2	Computer skill	Repairing	Unclear (Installation)	Transfer of knowledge	Unclear (Training)
65 Agroforestry Research Institution in Northern Province	Mr. Banthasak Vongphouthone	3	English	Computer skill	Specific knowledge		
66 Agroforestry Research Institution in Northern Province	Mr. Sommay Yasongkua	3	English	Master Degree or Bachelor of Agriculture			
67 Agroforestry Research Institution in Northern Province	Mr. Nhaeng	n.a.	Driving techniques	Repairing			
68 Agroforestry Research Institution in Northern Province	Mr. Kongkeo Soukanya	3	English				
69 Agroforestry Research Institution in Northern Province	Mr. Choy Chanthima	3	Need to upgrade knowledge				
70 Agroforestry Research Institution in Northern Province	Ms. Laddavone Kithavone	3	English	Experience in working	Computer skill	Reporting	
71 Study leave (Extension)	Mr. Niphavane Philavane						
72 Study leave (Forestry)	Mr. Khamsouk Vilayvong						
73 Study leave (Houaykot A&F RC)	Mr. Somphet Phengchanh						
74 Study leave (Houaykot A&F RC)	Mr. Khamdok Khongyeekhangxeutho						
75 Study leave (Irrigation)	Mr. Vandee Kammavong						
76 Study leave (Kengpeng TRS)	Mr. Sichanh Chandeephith						
77 Study leave (Kengpeng TRS)	Mr. Thongsavanh Keonakhone						
178 Study leave (Livestock)	Ms. Somchanh Kousonsavath						
79 Study leave (Thougk A&F RS)	Mr. Somphane Soukanphet						
80 Study leave (Thougk A&F RS)	Mr. Vilaphong Kanyasone						
81 Study leave (Thougk A&F RS)	Mr. Khamphane Tabongphet						

<1: The numbers indicate the level of skills / capabilities of the staff in comparison with the duties and responsibilities, namely,

- 1 = More than enough;
- 2 = Just enough; 3 = Nit inadequate; 4 = Poor ;and
- 5 =Very poor.

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Date of data update:	2004/6/18	

	Question:	Nomo		you in meetin the operational goals of your office / s		Taylolo a A	Testein - F
10.	Section	Name	Training 1	Training 2	Training 3	Training 4	Training 5
1	Administration	Mr. Khamphanh Bounsavath	State and social manangement	Political theory	Specialized skills		
2	Administration	Mr. Xayyaphanh Lasi	Planning, management and assessment	Computer skill	Foreign language	Administration	
3	Administration	Mr. Phounsavanh Phanthavongsy	Management, monitoring and evaluation of projects	Development planning	Foreign language		
4	Administration	Ms. Chansouk Malaphet	Computer	Financial management	-		
5	Administration	Ms. Bandith Thammavongsavanh	Statistics and planning	English	Computer	Information analysis	Database making
6	Administration	Ms. Chanthamaly Souksavath	Accounting and financial management				
7	Administration	Ms. Buachanh Nammavong	Office management	English	Database making	Programming	Project management
8	Administration	Ms. Sonemala Khattiyavongsa	Foreign language	Computer skill			
9	Administration	Mr. Souvanxay Vilaychith	Foreign language	Computer skill			
10	Administration	Ms. Chanpheng	Computer				
11	Administration	Mr. Chanpheng Dalavong	Planning	Data collection methodology			
12	Administration	Mr. Bounpheng Souksithi	Report writing and preparation of proposals	Project analysis and assessment	Statistics	English and computer	Office management
13	Administration	Mr. Chanheng Vilay	Foreign language	Specialized knowledge	Computer	Study tour	
14	Administration (Finance)	Mr. Sengphet Heuanphoummavong	Administrative and secretarial training	Project management	Computer skill		
15	Administration	Ms. Somphone Mixay	English	Computer skill			
16	Administration	Mr. Chanpheng	Mechanical repairing	Secretary work			
17	Administration	Mr. Phetsamone Xayyamoungkhoun	English	Computer skill			
18	Administration	Ms. Phanaphone Xayyavong	Computer				
_	Administration	Ms. Boua Xayyasak	English	Specialized knowledge			
	Administration	Mr. Somphong Padichith					
	Administration	Mr. Bounchanmy Keosavath					
	Administration	Mr. Khen					
23	Administration	Mr. Nouphet					
	Administration	Mr. Xiengpheng					
25	Agriculture	Mr. Bouathong Xaysavanh	Soil analysis	Seed multiplcation	Pest and disease management	Data collection	English and computer
26	Agriculture	Mr. Houmphane Sisomphone	Administrative managemnt	English	Computer and data / information analysis	Agriculture	
27	Agriculture	Mr. Khamkeo Phetthanouson	English or French	Data and information collection	Seeds management	Pest and disease management	Agricultral techniques
28	Agriculture	Mr. Sommay Keosavath	Trainig need assessment	Planning	Not applicable (High responsibility)	Monitoring and evaluation	Practice in fields
29	Agriculture	Mrs. Soutdalat Keoboualapha	English	Study tour	Secreterial work		
30	Agriculture	Mr. Somsanouk	Mechanical skill	English	Computer		
31	Agriculture	Mr. Khouanheuan Vannalath					
32	Livestock & Fishery	Mr. Pheng Khammavong	Livestock & fishery	English	Extension methdology		
33	Livestock & Fishery	Mr. Sengpasith thongsavath	Extension methdology	Livestock & Fishery	Research and development		
34	Livestock & Fishery	Mr. Bounpanh Xayyavong	English	Techniques for fingerling production			
35	Livestock & Fishery	Mrs. Chansamone Phounsavath	Human development	English	Computer and data / information analysis		
36	Livestock & fishery	Mrs. Kesone kounlaxay	TOT of veterinary	Data collection	English	Computer	
_	Livestock & Fishery	Mrs. Koukdavane Phaxaysombath	Computer	English	Training on job	Planning	Finance
_	Livestock & Fishery	Mrs. Khamphew keolam	English	Training on job			
	Livestock & Fishery	Mrs. Keola phattana	Technique related to duties	Upgrading knowledge	Planning	English	Data information (computer)
	Livestock & Fishery	Mr. Ithilith Phanphengdy	Provision of new techniques to villagers		6	6 1	The state of the s
	Livestock & Fishery	Ms. Bountom Khounsy	110 vision of new teeninques to vinagers				
	Livestock & Fishery	Mr. Outhon Sengta					
43	Forestry Section	Mr. Sianouvong Savathvong	Report writing	Project writing	GIS		
	Forestry Section	Mr. Xang Xanapol	Administrative management	Project writing	Monitoring and Evaluation		
	Forestry Section	Mr. Bounpheng Phengchanh	English	Computer	·		
_	Forestry Section	Mr. Hongkeo Phonesavath	English	Computer	Training in the abroad	Unclear (Training in the country)	Exchange program
	Forestry Section	Mr. Khattiya Vannasak	English	Computer	Accouting	Exchange program in the abroad	Zacimingo program
	Forestry Section (Timber havesting Unit)	Mr. Houmphane Nithakone	Computer	Extension methodology	Planning methodology	Strategic planning	
_	Forestry Section (Timber havesting Unit) Forestry Section (Timber havesting Unit)	Mr. Viladeth Kounlavut	Nursery management	English	- mining monogorogy	oracego planning	
		Mr. Sommay Souliya		English			
	Forestry Section	· · · · · · · · · · · · · · · · · · ·	Plnning English	rugusu			
	Forestry Section	Mrs. Sengsoudavane Chanthamala	Academic knowledge	Ungrading knowledge of staff	Staff management and advection		
52	Forestry Section	Mr. Phonekeo Phophaly	5	Upgrading knowledge of staff	Staff management and education		
	Forestry Section	Mrs. Pinkeo Phoummaly	Academic knowledge	Upgrading capabilities of staff			
53		M III NIII 1				1	1
53 54	Forestry Section	Mrs. Thong meuan Nilaboth	English	Finanacial management	Accouting		
53 54 55	Forestry Section Forestry Section	Mr. Saythong Sisanvane	English	Finanacial management Upgrading knowledge	Accounting		
53 54 55 56	Forestry Section Forestry Section Forestry Section	Mr. Saythong Sisanvane Mr. Xayyaly Xayyadeth			Accounting		
53 54 55 56 57	Forestry Section Forestry Section Forestry Section Forestry Section	Mr. Saythong Sisanvane Mr. Xayyaly Xayyadeth Mr. Douangkham Douangdala	English		Accounting		
53 54 55 56 57 58	Forestry Section Forestry Section Forestry Section Forestry Section Forestry Section	Mr. Saythong Sisanvane Mr. Xayyaly Xayyadeth Mr. Douangkham Douangdala Mr. Bounhom Khammy	English Accounting and financial management	Upgrading knowledge			
53 54 55 56 57 58 59	Forestry Section Forestry Section Forestry Section Forestry Section Forestry Section Forestry Section Irrigation	Mr. Saythong Sisanvane Mr. Xayyaly Xayyadeth Mr. Douangkham Douangdala Mr. Bounhom Khammy Mr. Pheng Bounphanith	English Accounting and financial management English	Upgrading knowledge Computer for designing (AutoCAD)	Project analysis	Rural development	
53 54 55 56 57 58 59 60	Forestry Section Forestry Section Forestry Section Forestry Section Forestry Section Irrigation Irrigation	Mr. Saythong Sisanvane Mr. Xayyaly Xayyadeth Mr. Douangkham Douangdala Mr. Bounhom Khammy Mr. Pheng Bounphanith Mr. Anousak Kattiyalath	English Accounting and financial management English Computer for designing (AutoCAD)	Upgrading knowledge Computer for designing (AutoCAD) Upgrading knowledge	Project analysis Project management	Rural development Planning	Englsh
53 54 55 56 57 58 59 60 61	Forestry Section Forestry Section Forestry Section Forestry Section Forestry Section Irrigation Irrigation Irrigation	Mr. Saythong Sisanvane Mr. Xayyaly Xayyadeth Mr. Douangkham Douangdala Mr. Bounhom Khammy Mr. Pheng Bounphanith	English Accounting and financial management English	Upgrading knowledge Computer for designing (AutoCAD)	Project analysis		Englsh O&M
53 54 55 56 57 58 59 60 61 62	Forestry Section Forestry Section Forestry Section Forestry Section Forestry Section Irrigation Irrigation Irrigation Irrigation	Mr. Saythong Sisanvane Mr. Xayyaly Xayyadeth Mr. Douangkham Douangdala Mr. Bounhom Khammy Mr. Pheng Bounphanith Mr. Anousak Kattiyalath	English Accounting and financial management English Computer for designing (AutoCAD)	Upgrading knowledge Computer for designing (AutoCAD) Upgrading knowledge	Project analysis Project management	Planning Computer Irrigation construction	
53 54 55 56 57 58 59 60 61 62	Forestry Section Forestry Section Forestry Section Forestry Section Forestry Section Irrigation Irrigation Irrigation	Mr. Saythong Sisanvane Mr. Xayyaly Xayyadeth Mr. Douangkham Douangdala Mr. Bounhom Khammy Mr. Pheng Bounphanith Mr. Anousak Kattiyalath Mr. Sisouphane Southammavong	English Accounting and financial management English Computer for designing (AutoCAD) English	Upgrading knowledge Computer for designing (AutoCAD) Upgrading knowledge Irrigation survey	Project analysis Project management Irrigation construction	Planning Computer	O&M
53 54 55 56 57 58 59 60 61 62 63	Forestry Section Forestry Section Forestry Section Forestry Section Forestry Section Irrigation Irrigation Irrigation Irrigation	Mr. Saythong Sisanvane Mr. Xayyaly Xayyadeth Mr. Douangkham Douangdala Mr. Bounhom Khammy Mr. Pheng Bounphanith Mr. Anousak Kattiyalath Mr. Sisouphane Southammavong Mr. Souligno Xayvisit	English Accounting and financial management English Computer for designing (AutoCAD) English English	Upgrading knowledge Computer for designing (AutoCAD) Upgrading knowledge Irrigation survey Computer	Project analysis Project management Irrigation construction Irrigation survey	Planning Computer Irrigation construction	O&M O&M
533 544 555 566 577 588 599 600 611 622 633	Forestry Section Forestry Section Forestry Section Forestry Section Forestry Section Irrigation Irrigation Irrigation Irrigation Irrigation Irrigation	Mr. Saythong Sisanvane Mr. Xayyaly Xayyadeth Mr. Douangkham Douangdala Mr. Bounhom Khammy Mr. Pheng Bounphanith Mr. Anousak Kattiyalath Mr. Sisouphane Southammavong Mr. Souligno Xayvisit Mr. Houmpheng Chanthavisouk	English Accounting and financial management English Computer for designing (AutoCAD) English English Irrigation survey	Upgrading knowledge Computer for designing (AutoCAD) Upgrading knowledge Irrigation survey Computer M&E	Project analysis Project management Irrigation construction Irrigation survey Computer (AutoCAD)	Planning Computer Irrigation construction	O&M O&M
533 544 555 566 577 588 599 600 611 622 633 644 655	Forestry Section Forestry Section Forestry Section Forestry Section Forestry Section Irrigation Irrigation Irrigation Irrigation Irrigation Irrigation Irrigation Irrigation Irrigation	Mr. Saythong Sisanvane Mr. Xayyaly Xayyadeth Mr. Douangkham Douangdala Mr. Bounhom Khammy Mr. Pheng Bounphanith Mr. Anousak Kattiyalath Mr. Sisouphane Southammavong Mr. Souligno Xayvisit Mr. Houmpheng Chanthavisouk Mr. Sialoune Kounlachithi	English Accounting and financial management English Computer for designing (AutoCAD) English English Irrigation survey Computer for designing (AutoCAD)	Upgrading knowledge Computer for designing (AutoCAD) Upgrading knowledge Irrigation survey Computer M&E	Project analysis Project management Irrigation construction Irrigation survey Computer (AutoCAD)	Planning Computer Irrigation construction	O&M O&M
53 54 55 56 57 58 59 60 61 62 63 64 65 66	Forestry Section Forestry Section Forestry Section Forestry Section Forestry Section Irrigation	Mr. Saythong Sisanvane Mr. Xayyaly Xayyadeth Mr. Douangkham Douangdala Mr. Bounhom Khammy Mr. Pheng Bounphanith Mr. Anousak Kattiyalath Mr. Sisouphane Southammavong Mr. Souligno Xayvisit Mr. Houmpheng Chanthavisouk Mr. Sialoune Kounlachithi Ms. Vongphet Xayxanadeth Mr. Siphane Misouk Mr. Khamphet Sounilandone	English Accounting and financial management English Computer for designing (AutoCAD) English English Irrigation survey Computer for designing (AutoCAD)	Upgrading knowledge Computer for designing (AutoCAD) Upgrading knowledge Irrigation survey Computer M&E	Project analysis Project management Irrigation construction Irrigation survey Computer (AutoCAD)	Planning Computer Irrigation construction	O&M O&M
533 544 555 566 577 588 599 600 611 622 633 644 655 666 677	Forestry Section Forestry Section Forestry Section Forestry Section Forestry Section Irrigation	Mr. Saythong Sisanvane Mr. Xayyaly Xayyadeth Mr. Douangkham Douangdala Mr. Bounhom Khammy Mr. Pheng Bounphanith Mr. Anousak Kattiyalath Mr. Sisouphane Southammavong Mr. Souligno Xayvisit Mr. Houmpheng Chanthavisouk Mr. Sialoune Kounlachithi Ms. Vongphet Xayxanadeth Mr. Siphane Misouk	English Accounting and financial management English Computer for designing (AutoCAD) English English Irrigation survey Computer for designing (AutoCAD)	Upgrading knowledge Computer for designing (AutoCAD) Upgrading knowledge Irrigation survey Computer M&E	Project analysis Project management Irrigation construction Irrigation survey Computer (AutoCAD)	Planning Computer Irrigation construction	O&M O&M

Name of Office: PAFO Luangprabang
Date of data update: 2004/6/18

ID of Question:		C-22: Please identify any training that would he	elp you in meetin the operational goals of your office /	section.		
No. Section	Name	Training 1	Training 2	Training 3	Training 4	Training 5
70 Meteorology	Mr. Bounphane Vongpanya	Upgrading knowledge	English	Planning	Office management	
71 Meteorology	Mr. Chen Saenname	Upgrading knowledge	English	Compter	Administrative management	Project writing
72 Meteorology	Mr. Bountem Vanmanivong	Upgrading knowledge	Exchange program	Improving techniques	Training of DAFO	English
73 Meteorology	Mr. Onkeo Keosavath	Training on subject matter specialists	Planning system	Exchange program		
74 Meteorology	Mr. Khamphane Viengxaysy	Administrative management				
75 Meteorology	Mrs. Nikom Vongpakdy	English	Computer	Subject matters	Learning from past experience of persons	
76 Meteorology	Mrs. Manivong Phommasone	English	Computer	Subject matters		
77 Meteorology	Mr. Sonsak Phengsavath					
78 Meteorology	Ms. Somteo					
79 Meteorology	Ms. Chanpheng Bouakeo	F F 1	n · ·	X''11 C 1C 1	D	r.
80 PAFES	Mr. Khanthavin Souliya	English	Project management	Village fund formulation	Project assessment	Extension
81 PAFES	Mr. Vanthong Ngimboupha	Techniques of agriculture and livestock	Planning	English	Computer	Study tour
82 PAFES	Mr. Sommy Phommakith	English	Computer skill	Technical training	Planning	Accounting and financial management
83 PAFES	Mr. Lah Thanongsak	Agriculture and forestry extension work	Planning, M&E of projects	English	Computer	Study tour
84 PAFES	Mr. Houmphaeng Khansouvong	Special techniques	English	Computer	Planning, monitoring and evaluation of projects	Extension
85 PAFES	Mr. Sivisay Chandahak	Agricultural management	Agricultural business	Programming	Vegetable variety improvement	English
86 PAFES	Mr. Kaysone Vongkhamhaeng	Integrated agoforestry extension system	TOT	English and computer	Rural development	Project management
87 PAFES	Mr. Khamphay Bualavong	Extension work	Planning	English	Marketing suvey	
88 PAFES	Mr. Som Ok Sithiphong	Foreign language	Computer skill	Specialized skills	Can day 4 a	Transition to and the Conference
89 PAFES	Mr. Bounthane Soulaiyakham	Agriculture and forestry techniques	English	Planning	Study tour	Upgrading knowledge of staff
90 PAFES	Mr. Kaenchanh Pinthib	English	Extension work	Work planning	r	
91 PAFES	Mr. Bualay Vongsena	English	Computer Skill	Specialized skills	Extension work	
92 PAFES	Mr. Chandy Inthavane	Administrative management	English	Computer		
93 PAFES	Mr. Chanthavong Soulivong	English	Planning on socio-economic development	Agriculture and forestry extenstion		
94 PAFES	Mr. Sisoumang Soulinthone	English	Extension work	Programming		
95 PAFES	Mr. Sinpaseuth Sanaphay	Special techniques	English	Computer		
96 PAFES	Mr. Touy Phommachanh	Extension work	English	Computer		
97 PAFES	Mr. Thongphouth Xaysavanh	Computer	English	Agriculture	Planning	
98 PAFES	Mr. Thongsuan Manivong	Extension work	English	Planning	Computer	Exchange of experience with others
99 PAFES	Ms. Sengaloun Xayyasane	Fruit tree production	Computer skill	English		
100 PAFES	Mr. Thongsavath Thipphavong	Upgrading skills of staff	Extension work	Assessment	Information analysis	
101 PAFES	Mr. Kongsavath Thongchanma	Project Mmnagement	Participatory work with communities	Technique transfering methods	English	Computer
102 PAFES	Mr. Thongchanh Kousonsavath	Upgrading technical knowledge	New techniques	New Capacity Building of farmers		
103 PAFES	Ms. Amphaysone Panyasavath	English	Study tour	Secretarial work		
104 PAFES	Mr. Xay Vongsa	English	Computer skill			
105 PAFES	Ms. Amphone Chanthavong	English	Computer skill			
106 PAFES (Xieng Muak Center)	Mr. Soulisak Thongsavanh	English	Computer skill	Fruit tree techniques	Administration	
107 PAFES (Xieng Muak Center)	Mr. Khamphong Vanchao	Development of fruit and industrial trees	English	Computer	Administration	Accounting and financial management
108 PAFES (Xieng Muak Center)	Mr. Bounlam Nammavong	English	Specialized knowledge	Plantation development techniques	Computer	
109 PAFES (Material Support Unit)	Mr. Souvane	Utilization and Management of machineries				
110 PAFES (Material Support Unit)	Mr. Lah	Repairing	Mechnical techniques	Machinery use		
111 PAFES (Material Support Unit)	Mr. Soulasak Salivanghan	Knowledge of mechanical management	Updated techniques	Rural development		
112 PAFES (Material Support Unit)	Mr. Sengsathid Thammavongsavanh	Accounting	English	Computer		
113 PAFES	Mr. Phonethib Vongsavath					
114 Irrigation 115 PAFES	Mr. Somneuk Bilavong Mr. Aousith Si Amphay					
116 Houaykot Agriculture & Forestry Research Center	Mr. Bounthane Keobualapha	Project managemnt	Management of agriculture production	Planning of agricultre and forestry development		
117 Houaykot Agriculture & Forestry Research Center	Mr. Done Duangden	Research and experiment method	English	Computer		
118 Houaykot Agriculture & Forestry Research Center	Mr. Buavane Phumthanome	Upgrading knowledge	English	Computer		
119 Houaykot Agriculture & Forestry Research Center	Mr. Somvang Chanthamaly	Training on seedling production	English			
120 Houaykot Agriculture & Forestry Research Center	Mr. Khamlah Soukkee	Computer	English	Upgrading knowledge of staffs		
121 Houaykot Agriculture & Forestry Research Center	Mr. Bounchanh	Practice in fields		- FO		
122 Houaykot Agriculture & Forestry Research Center 122 Houaykot Agriculture & Forestry Research Center	Mrs. Buavane	n.a.		<u> </u>		
123 Houaykot Agriculture & Forestry Research Center	Mr. Chantha	Practice in fields				
124 Houaykot Agriculture & Forestry Research Center	Mr. Xoum	n.a.				
125 Houaykot Agriculture & Forestry Research Center	Mr. Houmpheng Siphanthone	Engllish	Technical knowledge			
126 Houaykot Agriculture & Forestry Research Center	Mr. Viengmany Navongxay	English	Computer skill	Assessment of result	Reporting	Planning
127 Houaykot Agriculture & Forestry Research Center	Mr. Khamlah Phanthaboun	0	- Simputer Stein			
128 Kengpen Teaktona Research Station	Mr. Kham Ann Soubanxay	Training on Technology	English	Management system	Extension and development	
129 Kengpen Teaktona Research Station	Mr. Somvang Soukhaphal	Administrative managemnt	Politic theory	Upgrading knowledge of staffs	English	Computer
130 Kengpen Teaktona Research Station	Mr. Sanitvong Pathoumvanh	Unclear (Need the boss has knowledge)	Planning		<i>G</i>	
131 Kengpen Teaktona Research Station	Mr. Vanpheng Bounkong	Upgrading knowledge	Upgrading knowledge	Computer		
132 Kengpen Teaktona Research Station	Ms. Chansouk Prasithith	Accounting and financial management	= F00sap			
133 Kengpen Teaktona Research Station	Mr. Thansamy Vongxompou	mang and mandean management				
134 Kengpen Teaktona Research Station	Mr. Somboun Khonthxay					
135 Kengpen Teaktona Research Station	Mr. Phaysavath Manhsin					

Name of Office:	PAFO Luangprabang	
Date of data update:	2004/6/18	

ID of Question:

ID of Question:		C-22: Please identify any training that would help	you in meetin the operational goals of your office / sec	tion.		
No. Section	Name	Training 1	Training 2	Training 3	Training 4	Training 5
136 Naluang Fish Multipulication Station	Mr. Onideth Souksavath	Computer	English			
137 Naluang Fish Multipulication Station	Mr. Pany Suolingamad	Fish culture	Computer	English		
138 Naluang Fish Multipulication Station	Mr. Chanthavong Lounsuolith	Upgrading knowledge				
139 Naluang Fish Multipulication Station	Ms. Vansy Souladeth	Accounting and financial management	Typing	English	Management	
140 Naluang Fish Multipulication Station	Mr. Chanthavong Phoumthipphavong	Fish raising				
141 Naluang Fish Multipulication Station	Ms. Dee SoukAphone	Upgrading specific skills	Computer Skill	English		
142 Naluang Fish Multipulication Station	Mr. Chanthasith Bounsavath	Fish breeding	Fish raising	Fish nursery		
143 Naluang Fish Multipulication Station	Mr. Boun	Fish raising				
144 Naluang Fish Multipulication Station	Mr. Chanpheng Nolintha	Accounting	Management of in-coming & out-coming documents	English		
145 Thongkang Agriculture and Forestry Research Station	Mrs. Phonsavanh Vilayvane	English				
146 Thongkang Agriculture and Forestry Research Station	Mr. Vaya jiathong	Forage production/Animal feed	English	Computer	Disease analysis	
147 Thongkang Agriculture and Forestry Research Station	Mr. Touy Sengkhamdy	English	Computer			
148 Thongkang Agriculture and Forestry Research Station	Mr. Khamphane Kounvilay	Administrative managemnt	Planning and finanacial managemen	Secreterial work	Document mangement	
149 Thongkang Agriculture and Forestry Research Station	Mr. Chanpheng Dithsaphon	Upgrading technical knowledge	English	Computer	Management	
150 Thongkang Agriculture and Forestry Research Station	Mr. Outhai Sisavath	English	Computer	Agriculture		
151 Thongkang Agriculture and Forestry Research Station	Mr. Souvane Soulyavonsy	Upgrading knowledge	Upgrading knowledge	Computer		
152 Thongkang Agriculture and Forestry Research Station	Mrs. Bouavone Phommasy	Work methodology				
153 Thongkang Agriculture and Forestry Research Station	Mr. Viengxay Phommasy	Agriculture	English	Computer		
154 Thongkang Agriculture and Forestry Research Station	Mr. Souphanthong Norlasing	Computer	English	Reparing	Unclear (Set up)	
155 Thongkang Agriculture and Forestry Research Station	Mr. Houmchithavath Sodahak					
156 Thongkang Agriculture and Forestry Research Station	Mr. Xaysana Inthavong					
157 Thongkang Agriculture and Forestry Research Station	Ms. Vienghath Thammavong					
158 Thongkang Agriculture and Forestry Research Station	Mr. Khuan Vannasak					
159 Agroforestry Research Institution in Northern Province	Mr. Bounsaveng Phengsatib	English	Computer Skill	Project planning	Information analysis	Reporting
160 Agroforestry Research Institution in Northern Province	Mr. Ouan BounNhong	Mechanical skill				
161 Agroforestry Research Institution in Northern Province	Mr. Singkham Chithtisak	Computer				
162 Agroforestry Research Institution in Northern Province	Mr. Khamseur Yangchuateng	Special knowledge	English	Management	Computer	
163 Agroforestry Research Institution in Northern Province	Ms. Sisopha Phongchaleun	English	Computer Skill	Agricultural skills		
164 Agroforestry Research Institution in Northern Province	Ms. Khanthaly Phatthana	Computer	English			
165 Agroforestry Research Institution in Northern Province	Mr. Banthasak Vongphouthone	English	Computer Skill			
166 Agroforestry Research Institution in Northern Province	Mr. Sommay Yasongkua	English	Upgrading educational level			
167 Agroforestry Research Institution in Northern Province	Mr. Nhaeng	Repairing				
168 Agroforestry Research Institution in Northern Province	Mr. Kongkeo Soukanya	English				
169 Agroforestry Research Institution in Northern Province	Mr. Choy Chanthima	n.a.				
170 Agroforestry Research Institution in Northern Province	Ms. Laddavone Kithavone	Upgrading skills	English	Computer	Reporting techniques	Consolication / summarization of reports
171 Study leave (Extension)	Mr. Niphavane Philavane					
172 Study leave (Forestry) 173 Study leave (Houaykot A&F RC)	Mr. Khamsouk Vilayvong Mr. Somphet Phengchanh					
173 Study leave (Houaykot A&F RC) 174 Study leave (Houaykot A&F RC)	Mr. Somphet Phengchanh Mr. Khamdok Khongyeekhangxeutho					
174 Study leave (Hodaykot A&F RC) 175 Study leave (Irrigation)	Mr. Vandee Kammavong					
176 Study leave (Kengpeng TRS)	Mr. Sichanh Chandeephith					
177 Study leave (Kengpeng TRS)	Mr. Thongsavanh Keonakhone					
178 Study leave (Livestock)	Ms. Somchanh Kousonsavath					
179 Study leave (Thougk A&F RS)	Mr. Somphane Soukanphet					
180 Study leave (Thougk A&F RS)	Mr. Vilaphong Kanyasone					
181 Study leave (Thougk A&F RS)	Mr. Khamphane Tabongphet					

Attachment 6-6

Xayaboury PAFO

Data Sheet 1: General Information of Staff

Name of Office:	PAFO Xayaboury
Date of data update:	2004/6/18

ID of Question: A-2: Position A-3 A-6 A-7: Educational Attainment A-5: Specialty Submission of No. Section Position Sex Post< Length (yr) Education <2 Major Year Specialty<3 Name Age questionnaire Mr. Sothseun Xayyalak 1975 44 Forestry Chief of Section Yes M 51 28 Forestry 45 Forestry Р 13 4 1991 Mr. Viengsith Chittaphone **Fechnician** Yes M 37 Forestry g, j 46 Forestry Mr. Khamphet Chanthavong 38 Р 11 4 1993 Technician Yes М Forestry g, j 47 Forestry Ms. Souphalak Duangdy 33 1993 Technician . Yes F 10 4 Forestry g 48 Forestry Mr. Sivansay Phimmasone Р 14 4 2002 f, 1 Yes M 35 Forestry **Fechnician** 49 Forestry 36 4 1989 Mr. Sengphet Khothphomvong Technician Yes М 4 Forestry 50 Forestry Mr. Phong Lathsabouth 32 8 4 Forestry 1996 **Fechnician** Yes M g, j 51 Forestry Mr. Sengphet Silisombath 20 4 1984 43 Forestry **Fechnician** Yes M 52 Forestry 4 1995 Mr. Phonepadith Technician Yes М 9 Forestry nag, j 53 Forestry Mr. Chandy Chanthavong Yes Μ 31 4 4 Forestry 1999 **Fechnician** g, j 54 Forestry Mr. Ounh Vilaysak M 32 5 4 1998 **Fechnician** Yes Forestry 55 Forestry Mr. Lek Vilaysak Yes Μ 33 4 4 2003 **Fechnician** orestry 56 Forestry Ms. Nhouphinh Sinsamouth 41 19 4 Forestry 1984 Technician . Yes g 57 Forestry 4 1990 Ms. Chansamone Phatsady 36 16 Technician Yes Forestry 58 Forestry Ms. Daovy Siphonekeopaseuth Yes 37 13 Forest Economy 1990 **Fechnician** g, j 59 Forestry Mr. Khamlah Phinyanna M 34 19 4 1993 Technician . Yes Forestry g 60 Forestry Mr. Phonesy Dalasaen Fraining course in Lao 4 2004 Yes M 36 4 orestry Mr. Buavanh Thipphavong 61 Forestry 1989 Training course in Lao 38 Forestry Yes M n.a.g, j 62 Forestry Mr. Saengphet Sitthisay **Fechnician** Yes М 26 C 3 4 Forestry 2000 63 Forestry Ms. Toulaphone Phouvongsy C 4 4 2000 **Fechnician** Yes n.a. orestry g 64 Forestry Mr. Phouthaphone Lacksivy Technician Yes M C 4 4 2000 n.a. Forestry Mr. Khammanh Chanthalangsy 43 4 2002 65 Forestry Chief of the Section No Μ n.a. Mr. Sitthikhone Phommachak Technician 31 4 66 Forestry No М n.a. 1997 1973 67 Meteorology & Hydrology Mr. Oukham Keovilay Chief of Section 52 29 4 Meteorology Yes M h 68 Meteorology & Hydrology Mr. Somphone Chanmaly Deputcy Chief Yes Μ 37 5 4 1988 h 69 Meteorology & Hydrology Mr. Sichanh Bounpheng **Fechnician** Yes M 53 15 4 Meteorology-Hydrology 1976 h 70 Meteorology & Hydrology Ms. Manivanh Phomsouvane **Fechnician** Yes F 25 2 5 Meteorology-Hydrology n.a. h 71 Meteorology & Hydrology Ms. Malin Philabuut NA Μ 25 C 1 5 h Yes n a72 Irrigation Chief of Irrigation Section 39 1992 Mr. Somehith Chanthavong Yes M 4 4 Irrigation 73 Irrigation Mr. Somsay Chanthavong Technician 37 4 4 Irrigation 2000 Yes M 74 Irrigation Mr. Buavanh Khamchanh Chief of Northern Irrigation Project 39 Р 17 4 Irrigation 1992 Yes M C 75 Irrigation 34 2 4 2003 Mr. Sangkhom Simoun **Fechnician** Yes M Irrigation n.a 76 Irrigation 59 29 1966 Mr. Falai Duangphilalai **Fechnician** Yes M Р 4 Irrigation c, i 77 Irrigation Mr. Thavisith Phankham Technician 36 Р 5 4 1999 Yes M Irrigation na78 Irrigation 29 4 1999 Ms. Thongdeng Phengdy **Fechnician** Yes n.a Irrigation 79 Irrigation 37 1998 Mr. Amphon Thongda Technician 1 4 1 Yes M 16 4 Irrigation 80 Irrigation 4 C 2001 Mr. Somboun Duang ngeun **Fechnician** Yes M n.a. Irrigation 81 Irrigation 24 2 4 Ms. Sayphoungeun Keobua **Fechnician** Yes C Irrigation 2001 С 82 Irrigation Ms. Somphone Vongyasa **Fechnician** Yes F C n.a. 4 Finance 2002 k n.a. 83 Irrigation Ms. Malaithong Kham-orn C 4 2002 Financial accounting Yes n.a. Business Administration n.a22 0.3 84 Irrigation Ms. Saengdeun Chanhsouk Desk Officer Yes C 4 Acounting 2003 na85 Irrigation Ms. Ammala Chaileuth **Fechnician** 24 C 2 3 Education Yes n.a. k 86 Irrigation Mr. Thavisith Phankham C 4 **Fechnician** Yes M n.a. 10 Irrigation 1994 87 Irrigation Mr. Vinvilay Sayyaphone Deputy Chief of the Section 35 1992 No M na88 Irrigation Mr. Lithong Sitthisay Technician No Μ 36 4 Irrigation 1992 n.a. 89 Irrigation Mr. Somehith Chanthavong Driver No M 38 n an.a.

Data Sheet 1: General Information of Staff

Name of Office:	PAFO Xayaboury
Date of data update:	2004/6/18

ID of Question: A-2: Position A-3 A-6 A-7: Educational Attainment A-5: Specialty Submission of No. Section Position Sex Post< Length (yr) Education <2 Major Year Specialty<3 Name Age questionnaire 90 Extension Chief of PAFES 1988 Mr. Bounlay Khamphoumy Yes М 38 Irrigation Engineer 91 Extension Р 2 4 Education 1983 Mr. Phetsamone Phouthavone Deputy Chief fo PAFES Yes M 46 h 92 Extension Mr. Bounhom Siduangchanh Р 0.1 4 Agriculture 1987 b Technician Yes М 48 93 Extension 27 2002 Ms. Sengmalaythong Soukphaly Technician . Yes F 2 4 Livestock & Fishery 94 Extension Р 2 4 Education 2000 Ms. Buasavanh Chanthavong F 27 k **Fechnician** Yes 95 Extension 34 9 4 1994 Mr. Sompong Chittavong Technician Yes М orestry g, j 96 Extension Mr. Phoukhaokeo 27 3 4 Agriculture 1996 **Fechnician** Yes M b 97 Extension 28 C 4 1998 d. f Mr. Saiyakone Daengpheng Technician Yes M naLivestock raising 98 Extension 27 4 1998 Ms. Saengthong Phengdy **Fechnician** No Agriculture na99 DIDM Mr. Thongdam Chanhbounheung Yes M 29 Ρ 5 4 Irrigation 1992 **Fechnician** c 100 DIDM 4 4 1997 Mr. Sengphilom **Fechnician** Yes M Irrigation 101 DIDM Mr. Touthong Savanhthor Μ 29 4 Irrigation 1997 **Fechnician** Yes 102 DIDM Mr. Fongsamouth Bolisouth 35 1 4 Irrigation 2003 Technician . Yes М С 103 DIDM 4 Mr. Phoxay Mounthinthay 35 6 1992 Technician Yes M Irrigation 104 DIDM Mr. Keomany Soukkhalath Yes Μ 29 4 4 Irrigation 1999 **Fechnician** c 105 DIDM Mr. Oudomphane Outhongkham 31 9 4 1996 Technician . Yes М Irrigation С 106 DIDM Mr. Sengphilom Silisombath 2 4 **Fechnician** Yes M 31 Irrigation 2001 Ms. Dokkeo Chanthalangsy 23 107 DIDM C0.4 4 2003 Secretary Acounting Yes n.a.108 DIDM Mr. Phongphiphat Thammavong **Fechnician** Yes М 24 C 1 n.a. Irrigation 2003 С 43 22 109 Nam Tien Irrigation Project Mr. Khamphone Phimbuathong 4 1983 **Fechnician** Yes M Forestry n.a. 110 Nam Tien Irrigation Project Mr. Bounleuang Khongsavanh Technician Yes M 30 Р 8 4 1995 b, i Crops 111 Nam Tien Irrigation Project Mr. Bounleuth Philachanh Chief of Project Yes Μ 48 1 4 Irrigation 1983 c, i 35 112 Nam Tien Irrigation Project Mr. Houmphane Sensy Technician Yes Μ n.a. 4 Irrigation 1994 С Mr. Phonvilay Chanthalangsy 113 Nam Tien Irrigation Project 25 13 4 1991 **Fechnician** Yes M Forestry 114 Nam Tien Irrigation Project Mr. Paseuth Singhak Technician Yes Μ 26 C 2.5 4 2001 d 115 Nam Tien Irrigation Project Mr. Vilaivan Inthavong **Fechnician** Yes M 26 C 1.5 4 2002 d 116 Nam Tien Irrigation Project Ms. Vilaiphone Keomany Secretary Yes C 2 5 n.a. 117 Nam Tien Irrigation Project Mr. Kongkeo Sibounheuang M 28 C 1.5 4 2002 Technician Yes Irrigation c 118 Nam Tien Irrigation Project Mr. Souvanh Phanthavong **Fechnician** Yes Μ 26 C2 4 orestry 2002 119 Nam Tien Irrigation Project Mr. Bounphieng Tatsavath 28 C2001 **Fechnician** Yes M 3 4 Forestry g 120 Nam Tien Irrigation Project Mr. Phivanh Khammeungsay M 47 Р Irrigation 1990 Project team No nan.a. Mr. Phaeng Phanthavong 48 4 1980 121 Nam Tien Irrigation Project Project team No M n.a. Agriculture 122 Nam Tien Irrigation Project Mr. Somdy Lasakith 38 1995 **Fechnician** No М n.a.4 Agriculture 123 Nam Tien Irrigation Project Mr. Thongphet Diphetthai Assistant 26 С 4 No M Agriculture nana124 Nam Tien Irrigation Project Mr. Saikham 26 4 Assistant No M n.a.Irrigation n.a. 125 30 ha Project 1984 Mr. Feng Phommakoun Chief of Fishculture Unit Yes М 44 n.a. 4 Fishery 126 30 ha Project 3 42 Mr. Souban Duangphouxay Deputy Chief Yes M n.a. Forest Management 1989 127 30 ha Project 4 Mr. Bounthom Silisomphone Yes M 57 Irrigation 1966 **Fechnician** naC 128 30 ha Project Mr. Khamlah Phomthay Μ 56 Р 3 4 Agriculture 1966 b Chief of Administration Unit Yes 129 30 ha Project Mr. Hieng Chanthavong M 57 13 4 1966 Chief of Project Yes Agriculture 130 30 ha Project Agriculture Mr. Luang Bakham Yes M 59 3 1972 h **Fechnician** 131 30 ha Project Mr. Sangkhom Xayyasith 40 21 4 Meteorology 1983 **Fechnician** Yes M h 132 30 ha Project C 4 Mr. Somsay Keosavang Technician Yes M 28 4 Livestock & Fishery 2000 133 30 ha Project Mr. Yai Ornvilav 28 CCrops 2001 Yes M **Fechnician** а 134 30 ha Project Mr. Bounchanh Souliyaxoth Μ 42 18 4 1986 Chief of Agricultural Unit Yes Crops a 135 30 ha Project Mr. Thongvanh Phonepaseuth Technician 28 C 3 4 2001 Yes M Crops 136 30 ha Project Ms. Xiengsila Pongphan Driver Yes M 40 Driving 1990 na

Data Sheet 1: General Infomration of Staff

Name of Office: PAFO Xayaboury
Date of data update: 2004/6/18

ID of Question:

A-2: Position

A-3

A-6

A-7: Educational Attainment

A-5: Specialty

D Ci Queedon.				7.0	7.0	A 7: Educational Attainment		A C. Opcolarty			
No.	Section	Name	Position	Submission of questionnaire	Sex	Age	Post<1	Length (yr)	Education <2 Major	Year	Specialty<3
137	Vang Va Project	Mr. Veth Southivong	Chief of Project	Yes	M	42	P	1	3 Forestry	1985	g
138	Vang Va Project	Ms. Pinkeo Philachanh	Deputy Chief of Project	Yes	F	37	P	1	4 Livestock	1986	d, f, i
139	Vang Va Project	Mr. Chanthachone Siphonekeopaseuth	Technician	Yes	M	32	P	7	4 Forestry	1995	g
140	Vang Va Project	Mr. Vilavong Kettavongsa	Technician	Yes	M	n.a.	P	3	4 Livestock	1999	d
141	Vang Va Project	Mr. Kongkeo Xayyavong	Technician	Yes	M	40	P	3	4 Forestry	1988	g
142	Vang Va Project	Mr. Vong Chandala	Technician	Yes	M	51	P	7	4 Forestry	1985	g
143	Vang Va Project	Mr. Linthavong Keoboua	Technician	Yes	M	31	P	1	4 Livestock	1995	d, f
144	Vang Va Station	Mr. Phaivanh Buapha	Technician	Yes	M	24	C	3	4 Crops	2000	b
145	Rural Development Project	Mr. Bounmy Lattanatai	Chief of the Project	No	M	57	P	n.a.	4 Education	1979	
146	Rural Development Project	Mr. Sisouphone Kongsanith	Deputy Chief	No	M	44	P	n.a.	4 Irrigation	1992	
147	Rural Development Project	Mr. Phonesavanh Phetavai	Deputy Chief	No	M	31	P	n.a.	4 Agriculture	1993	
148	Irrigation firm	Mr. Bounniew Phothilak	Director of the firm	No	M	45	P	n.a.	4 Mechanic	1971	
149	Irrigation firm	Mr. Bounehanh Khamphavong	Deputy Director of the firm	No	M	49	P	n.a.	4 Irrigation	n.a.	
150	Irrigation firm	Mr. Bounnieo	Technician	Yes	M	n.a.	P	3	4 Irrigation	1992	c

Note:

- <1 The symbols used for "Post" indicate "P: Permanent" and "C: Contractual", respectively.
- <2: The numbers indicate the level of educational attainment of the staff, namely, 1= Dr, 2=MSc, 3=Bs, 4=Diploma, 5=High school, 6=Others.
- <3: The specialty of the staff is categorized and symbolized as follows:

a = crop (rice), b= crop (others), c=irrigation, d= livestock, e= fishery, g= forestry, h= meteorology, i= community organization, j= fruits/trees/NTFPs, k= rural finance, l= marketing, m= natural resource management

Data Sheet 1: General Information of Staff

Name of Office:	PAFO Xayaboury
Date of data update:	2004/6/18

ID of Question: A-2: Position A-3 A-6 A-7: Educational Attainment A-5: Specialty Submission of No. Section Position Sex Post< Length (yr) Education <2 Major Year Specialty<3 Name Age questionnaire 90 Extension Chief of PAFES 1988 Mr. Bounlay Khamphoumy Yes М 38 Irrigation Engineer 91 Extension Р 2 4 Education 1983 Mr. Phetsamone Phouthavone Deputy Chief fo PAFES Yes M 46 h 92 Extension Mr. Bounhom Siduangchanh Р 0.1 4 Agriculture 1987 b Technician Yes М 48 93 Extension 27 2002 Ms. Sengmalaythong Soukphaly Technician . Yes F 2 4 Livestock & Fishery 94 Extension Р 2 4 Education 2000 Ms. Buasavanh Chanthavong F 27 k **Fechnician** Yes 95 Extension 34 9 4 1994 Mr. Sompong Chittavong Technician Yes М orestry g, j 96 Extension Mr. Phoukhaokeo 27 3 4 Agriculture 1996 **Fechnician** Yes M b 97 Extension 28 C 4 1998 d. f Mr. Saiyakone Daengpheng Technician Yes M naLivestock raising 98 Extension 27 4 1998 Ms. Saengthong Phengdy **Fechnician** No Agriculture na99 DIDM Mr. Thongdam Chanhbounheung Yes M 29 Ρ 5 4 Irrigation 1992 **Fechnician** c 100 DIDM 4 4 1997 Mr. Sengphilom **Fechnician** Yes M Irrigation 101 DIDM Mr. Touthong Savanhthor Μ 29 4 Irrigation 1997 **Fechnician** Yes 102 DIDM Mr. Fongsamouth Bolisouth 35 1 4 Irrigation 2003 Technician . Yes М С 103 DIDM 4 Mr. Phoxay Mounthinthay 35 6 1992 Technician Yes M Irrigation 104 DIDM Mr. Keomany Soukkhalath Yes Μ 29 4 4 Irrigation 1999 **Fechnician** c 105 DIDM Mr. Oudomphane Outhongkham 31 9 4 1996 Technician . Yes М Irrigation С 106 DIDM Mr. Sengphilom Silisombath 2 4 **Fechnician** Yes M 31 Irrigation 2001 Ms. Dokkeo Chanthalangsy 23 107 DIDM C0.4 4 2003 Secretary Acounting Yes n.a.108 DIDM Mr. Phongphiphat Thammavong **Fechnician** Yes М 24 C 1 n.a. Irrigation 2003 С 43 22 109 Nam Tien Irrigation Project Mr. Khamphone Phimbuathong 4 1983 **Fechnician** Yes M Forestry n.a. 110 Nam Tien Irrigation Project Mr. Bounleuang Khongsavanh Technician Yes M 30 Р 8 4 1995 b, i Crops 111 Nam Tien Irrigation Project Mr. Bounleuth Philachanh Chief of Project Yes Μ 48 1 4 Irrigation 1983 c, i 35 112 Nam Tien Irrigation Project Mr. Houmphane Sensy Technician Yes Μ n.a. 4 Irrigation 1994 С Mr. Phonvilay Chanthalangsy 113 Nam Tien Irrigation Project 25 13 4 1991 **Fechnician** Yes M Forestry 114 Nam Tien Irrigation Project Mr. Paseuth Singhak Technician Yes Μ 26 C 2.5 4 2001 d 115 Nam Tien Irrigation Project Mr. Vilaivan Inthavong **Fechnician** Yes M 26 C 1.5 4 2002 d 116 Nam Tien Irrigation Project Ms. Vilaiphone Keomany Secretary Yes C 2 5 n.a. 117 Nam Tien Irrigation Project Mr. Kongkeo Sibounheuang M 28 C 1.5 4 2002 Technician Yes Irrigation c 118 Nam Tien Irrigation Project Mr. Souvanh Phanthavong **Fechnician** Yes Μ 26 C2 4 orestry 2002 119 Nam Tien Irrigation Project Mr. Bounphieng Tatsavath 28 C2001 **Fechnician** Yes M 3 4 Forestry g 120 Nam Tien Irrigation Project Mr. Phivanh Khammeungsay M 47 Р Irrigation 1990 Project team No nan.a. Mr. Phaeng Phanthavong 48 4 1980 121 Nam Tien Irrigation Project Project team No M n.a. Agriculture 122 Nam Tien Irrigation Project Mr. Somdy Lasakith 38 1995 **Fechnician** No М n.a.4 Agriculture 123 Nam Tien Irrigation Project Mr. Thongphet Diphetthai Assistant 26 С 4 No M Agriculture nana124 Nam Tien Irrigation Project Mr. Saikham 26 4 Assistant No M n.a.Irrigation n.a. 125 30 ha Project 1984 Mr. Feng Phommakoun Chief of Fishculture Unit Yes М 44 n.a. 4 Fishery 126 30 ha Project 3 42 Mr. Souban Duangphouxay Deputy Chief Yes M n.a. Forest Management 1989 127 30 ha Project 4 Mr. Bounthom Silisomphone Yes M 57 Irrigation 1966 **Fechnician** naC 128 30 ha Project Mr. Khamlah Phomthay Μ 56 Р 3 4 Agriculture 1966 b Chief of Administration Unit Yes 129 30 ha Project Mr. Hieng Chanthavong M 57 13 4 1966 Chief of Project Yes Agriculture 130 30 ha Project Agriculture Mr. Luang Bakham Yes M 59 3 1972 h **Fechnician** 131 30 ha Project Mr. Sangkhom Xayyasith 40 21 4 Meteorology 1983 **Fechnician** Yes M h 132 30 ha Project C 4 Mr. Somsay Keosavang Technician Yes M 28 4 Livestock & Fishery 2000 133 30 ha Project Mr. Yai Ornvilav 28 CCrops 2001 Yes M **Fechnician** а 134 30 ha Project Mr. Bounchanh Souliyaxoth Μ 42 18 4 1986 Chief of Agricultural Unit Yes Crops a 135 30 ha Project Mr. Thongvanh Phonepaseuth Technician 28 C 3 4 2001 Yes M Crops 136 30 ha Project Ms. Xiengsila Pongphan Driver Yes M 40 Driving 1990 na

PAFO Xayaboury 2004/6/18 Name of Office: Date of data update:

ID of Question:		A-14 Please identify five (5) major training of	ourses that you have ever par	ticipated.							
No. Section	Name	Training 1	Organization	Mo/Year	Days	Effect on work	Training 2	Organization	Mo/Year	Days	Effect on work
1 Administraion	Mr. Pien Chanthip										
2 Administraion	Mr. Kongsy Vongsy										
3 Administraion	Mr. Somneuk Saynathy	TOT	DIDM	Oct-02	10	Effective	BME	DIDM	Jun-03	6	Effective
4 Administraion	Mr. Vongdeuan Keosa	None									
5 Administraion	Mr. Souvath Manivong	Forest Management	DOF	n.a.	3 months	n.a.	Preservation & classification of forests	DOF	n.a.	3 months	n.a.
6 Administraion	Mr. Buaphane Chanthavong	Administrative Management	SIDA	1990	30	Quite good	Land use planning	DSE	2000	30	Quite good
7 Administraion	Mr. Banchong Siththixay	None									
8 Administraion	Mr. Khamkeung Phanlak	Drug Control	U.S.A	Feb-99	12	Effective	Management system of DAFO	SIDA	Sep-99	4	Effective
9 Administraion	Mr. Nakhonsak Posavathdy	None									
10 Administraion	Mr. Sanaxay Sisanga	None									
11 Administraion	Ms. Silivane Phonvichith	None									
12 Administraion	Mr. Tha Kitikhammoun	None									
13 Administration	Mr. Phoutsaba Volasack	None									
14 Administration	Mr. Somchith Philavanh	None									
15 Administration	Ms. Duangchith Phanthalekha	None									
16 Administration	Ms. Somvang Phanthavong	None									
17 Administration	Mr. Chanhkeo Chanthavong										
18 Administration	Mr. Vone Vongsy										
19 Administration	Mr. Pheuy Chanhsouk										
20 Administration (Natien)	Mr. Alounsaek Linthavong										
21 Administration	Mr. Khamphone SINGNGAM										
22 Administration (Rural Dev)	Mr. Bounhom										
23 Administration (30 ha)	Ms. Chanhsouk										
24 Administration	Mr. Buavy Sithivong										
25 Administration	Ms. Chanh										
26 Agriculture	Mr. Khamphouth Inthavong	Crops Protection	LAO-IRRI	Oct-92	42	Good	Participatory approach	n.a.	Feb-02	42	Good
27 Agriculture	Mr. Souvanny Chuangthevy	None									
28 Agriculture	Ms. Bounlieb Sichampa	Farming	FIAT	Feb-98	n.a.	Quite good	Agriculture	n.a.	Feb-99	n.a.	Quite good
29 Agriculture	Mr. SengAthith	None									
30 Agriculture	Ms. Sengthong Phengdy	None									
31 Agriculture	Mr. Sayphet Chanthalangsy	Small Scale of Irrigation	n.a.	1996	10	Good	Farming system	LAO-IRRI	1997	30	Good
32 Agriculture	Mr. Sithon Khamphouvong	None									
33 Agriculture	Mr. Somphanh Phengsida	Study of plants to be used for the cultivation	EDI Project	2000	7 months		Trial of upland rice seeds	LAO-IRRI	2002	7	Good
34 Agriculture	Ms. Khamphong Philachanh	Fruit Tree Planting and Breeding	Nam Tan Project	Jun-02	4	Quite good					
35 Agriculture	Mr. Manikone Chanthavong	None									
36 Agriculture	Mr. Southchai Keo chanthavong	None									
37 Livestock and Fisheries	Mr. Khamphouth Phoummakeo	Project Management	EU	Dec-03	5	Effective	Control of bird flu	DOL	Apr-04	3	Effective
38 Livestock and Fisheries	Ms. Vilavanh Sitthixay	Cropping for animals	Livestock Project (LAO-AUSTRAL		3 months	Effective	Sustainable forest management	German Funding Project	Sep-99	21	Effective
39 Livestock and Fisheries	Mr. Phuang Singngam	Project Management	EU	Dec-03	6	Good	Computer skill	PVC Service	Oct-02	2	Good
40 Livestock and Fisheries	Mr. Bounmy Chanthabouly	Livestock Management	DOL	May-02	3	Knowledge was improved.	Work planning	DOL	Nov-03	n.a.	Knowledge was improved.
41 Livestock and Fisheries	Ms. Phayboun Chanda	None									
42 Livestock and Fisheries	Mr. Vilaphong Phomvichith	Chicket Raising	LAO-EU	May-01	5	Effective	Information gathering of fishculture	JICA	Jul-03	3	Effective
43 Livestock and Fisheries	Mr. Soupphak Laksivy										
44 Forestry	Mr. Sothseun Xayyalak	Participatory Management of Preservation Forest	SIDA	n.a.	7	Quite good					
45 Forestry	Mr. Viengsith Chittaphone	Tree Planting Techniques	DOF	Mar-96	11	Effective	Forestry Promotion at village Level	FOMACOP	May-98	5	Knowledge was improved.
46 Forestry	Mr. Khamphet Chanthavong	None									
47 Forestry	Ms. Souphalak Duangdy	None									
48 Forestry	Mr. Sivansay Phimmasone	None	DOE			Time					
49 Forestry	Mr. Sengphet Khothphomyong	Analysis of satellite images	DOF	Dec-96	30	Effective					
50 Forestry	Mr. Phong Lathsabouth	None									
51 Forestry	Mr. Sengphet Silisombath	None									
52 Forestry	Mr. Phonepadith	None									
53 Forestry	Mr. Chandy Chanthavong	None									
54 Forestry	Mr. Ounh Vilaysak	None									
55 Forestry 56 Forestry	Mr. Lek Vilaysak	None									
	Ms. Nhouphinh Sinsamouth	None	T	D 00		Tree .:	11.	m · · · · · · · · ·			Ecc. C
57 Forestry	Ms. Chansamone Phatsady	Gender on the agricultural development	Training Center	Dec-99	3	Effective	Administrative management	Training Center	Aug-99	5	Effective
58 Forestry	Ms. Daovy Siphonekeopaseuth	Administrative Management in the high level	DOF	Feb-99	2	Quite good					
59 Forestry	Mr. Khamlah Phinvanna	None		E 1 00		G 1	G : C :		0 : 00		G 1
60 Forestry	Mr. Phonesy Dalasaen	Wildfire Protection	n.a.	Feb-00	15	Good	Community forest	n.a.	Oct-02	7	Good
61 Forestry	Mr. Buavanh Thipphavong	None									
62 Forestry	Mr. Saengphet Sitthisay	None									
63 Forestry	Ms. Toulaphone Phouvongsy	None									
64 Forestry	Mr. Phouthaphone Lacksivy	None									
65 Forestry	Mr. Khammanh Chanthalangsy										
66 Forestry	Mr. Sitthikhone Phommachak										

Name of Office: PAFO Xayaboury

Date of data update: 2004/6/18

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A-14 Please identify five (5) major training courses that you have ever participated.

ID of Question:		A-14 Please identify five (5) major training c	ourses that you have ever part	ticipated.							
No. Section	Name	Training 1	Organization	Mo/Year	Days	Effect on work	Training 2	Organization	Mo/Year	Days	Effect on work
67 Meteorology & Hydrology	Mr. Oukham Keovilay	None								i	
68 Meteorology & Hydrology	Mr. Somphone Chanmaly	Meteorology	PAFO	Jan-87	2 years	Effective	Meteorology & hydrology	Dept. of Meteorology & Hydrology	Mar-95	2 years	Effective
69 Meteorology & Hydrology	Mr. Sichanh Bounpheng	Meteorology	Dept. of Meteorology & Hydrology	1974	2 years	Effective				1	
70 Meteorology & Hydrology	Ms. Manivanh Phomsouvane	None								1	
71 Meteorology & Hydrology	Ms. Malin Philabuut	None								1	
72 Irrigation	Mr. Somchith Chanthavong	Participatory small irrigation project	Sitsay	Jun-05	30	Good	Training of trainers (TOT)	n.a.	1994	1	Good
73 Irrigation	Mr. Somsay Chanthavong	None									
74 Irrigation	Mr. Buavanh Khamchanh	None									+
75 Irrigation	Mr. Sangkhom Simoun	None									
76 Irrigation	Mr. Falai Duangphilalai	Small irrigation development	Agriculture sector	n.a.	15	Good					
77 Irrigation	Mr. Thavisith Phankham	None									
78 Irrigation	Ms. Thongdeng Phengdy	None									
79 Irrigation	Mr. Amphon Thongda	Training of trainers (TOT)	DIDM	Oct-02	11	Good	OXM Training	DOI	Sep-03	5	Good
80 Irrigation	Mr. Somboun Duang ngeun	None									
81 Irrigation	Ms. Sayphoungeun Keobua	None									-
82 Irrigation	Ms. Somphone Vongyasa	None									+
83 Irrigation	Ms. Malaithong Kham-orn	None									+
84 Irrigation	Ms. Saengdeun Chanhsouk	None None									+
85 Irrigation	Ms. Ammala Chaileuth										+
86 Irrigation	Mr. Thavisith Phankham	None None									+
87 Irrigation		ivone									
	Mr. Vinvilay Sayyaphone										
88 Irrigation	Mr. Lithong Sitthisay										
89 Irrigation	Mr. Somchith Chanthavong		, nyong		10	2 1	m · · · · · · · · · · · · · · · · · · ·	Thirth .			
90 Extension	Mr. Bounlay Khamphoumy	Management of opium eradication project	UNODC	Aug-03	10	Good	Training of trainers (TOT)	UNDP	n.a.	n.a.	Good
91 Extension	Mr. Phetsamone Phouthavone	None									
92 Extension	Mr. Bounhom Siduangchanh	None									
93 Extension	Ms. Sengmalaythong Soukphaly	Techniques of pig raising in the rural areas	EU	Mar-04	5	Effective					
94 Extension	Ms. Buasavanh Chanthavong	None									
95 Extension	Mr. Sompong Chittavong	Gender Issue	DOF	1999	3	Effective	Land use planning	DOF	1999	20	Effective
96 Extension	Mr. Phoukhaokeo	None									
97 Extension	Mr. Saiyakone Daengpheng	Hog raising	LAO-EU	Jan-04	5	Good	Corn production	n.a.	n.a.	n.a.	n.a.
98 Extension	Ms. Saengthong Phengdy										
99 DIDM	Mr. Thongdam Chanhbounheung	CMI	CIDSE	1994	30	Good	Construction management	DOI	2000	3	Good
100 DIDM	Mr. Sengphilom	None									
101 DIDM	Mr. Touthong Savanhthor	Management and Inspection of irrigation construction	DOI	n.a.	5	Effective					
102 DIDM	Mr. Fongsamouth Bolisouth	None								1	
103 DIDM	Mr. Phoxay Mounthinthay	CMI	CIDSE	1994	30	Good	Construction management	DOI	2000	3	Good
104 DIDM	Mr. Keomany Soukkhalath	None								I	
105 DIDM	Mr. Oudomphane Outhongkham	None								Ī	
106 DIDM	Mr. Sengphilom Silisombath	None									
107 DIDM	Ms. Dokkeo Chanthalangsy	None								Ī	
108 DIDM	Mr. Phongphiphat Thammavong	None								1	
109 Nam Tien Irrigation Project	Mr. Khamphone Phimbuathong	None								i	
110 Nam Tien Irrigation Project	Mr. Bounleuang Khongsavanh	Techniques of fruit tree planting	Nam Tan Project	Oct-01	8	Good				i	
111 Nam Tien Irrigation Project	Mr. Bounleuth Philachanh	Basic knowledge of the office management	MAF	Dec-98	3	Effective	Community Development	Nam Tane Project	1999	n.a.	Effective
112 Nam Tien Irrigation Project	Mr. Houmphane Sensy	Construction of CMI	CIDSE and PAFO	Jan-95	45	Effective	Planning of small to medium scale irrigation	PAFO & DOI	March	5	Effective
113 Nam Tien Irrigation Project	Mr. Phonvilay Chanthalangsy	None								i	†
114 Nam Tien Irrigation Project	Mr. Paseuth Singhak	None								i	+
115 Nam Tien Irrigation Project	Mr. Vilaivan Inthavong	None									
116 Nam Tien Irrigation Project	Ms. Vilaiphone Keomany	None								i	+
117 Nam Tien Irrigation Project	Mr. Kongkeo Sibounheuang	None									+
118 Nam Tien Irrigation Project	Mr. Souvanh Phanthavong	None									+
119 Nam Tien Irrigation Project	Mr. Bounphieng Tatsavath	Knowledge of seedlings	Lao Seedling Project	Dec-02	7	Quite good					
120 Nam Tien Irrigation Project	Mr. Phivanh Khammeungsay	and money of securings	End becuming Froject	DCC-02	,	Z 500a					
121 Nam Tien Irrigation Project	Mr. Phaeng Phanthavong										
122 Nam Tien Irrigation Project	Mr. Somdy Lasakith										
123 Nam Tien Irrigation Project	Mr. Thongphet Diphetthai										
124 Nam Tien Irrigation Project	Mr. Saikham										

Name of Office: PAFO Xayaboury

Date of data update: 2004/6/18

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A-14 Please identify five (5) major training courses that you have ever participated.

D of Question:		A-14 Please identify five (5) major training of	courses that you have ever part	ticipated.							
lo. Section	Name	Training 1	Organization	Mo/Year	Days	Effect on work	Training 2	Organization	Mo/Year	Days	Effect on work
125 30 ha Project	Mr. Feng Phommakoun	Fishculture	n.a.	Jan-86	3 months	Effective	Fish breeding	n.a.	Jan-02	7	Effective
126 30 ha Project	Mr. Souban Duangphouxay	None									
127 30 ha Project	Mr. Bounthom Silisomphone	None									
128 30 ha Project	Mr. Khamlah Phomthay	Rural Development Planning	Irrigation Unit	Jul-94	10	Effective	Management of documents	PAFO	Apr-84	30	Effective
129 30 ha Project	Mr. Hieng Chanthavong	None									
130 30 ha Project	Mr. Luang Bakham	None									
131 30 ha Project	Mr. Sangkhom Xayyasith	Agro-meteorology	Work Food Organization	Oct-93	3	Good					
132 30 ha Project	Mr. Somsay Keosavang	None									
133 30 ha Project	Mr. Yai Ornvilay	None									
134 30 ha Project	Mr. Bounchanh Souliyaxoth	Basic knowledge of the agricultural trial	Lao	Jun-88	6 months	Effective	English	IRRI	Feb-96	42	Not so good
135 30 ha Project	Mr. Thongvanh Phonepaseuth	Training on fruit tree planting	Nam Tan Project	May-03	8	Quite good					
136 30 ha Project	Ms. Xiengsila Pongphan	None									
137 Vang Va Project	Mr. Veth Southivong	Gender Issue on the Forestry Development	SIDA	Feb-97	9	Effective	Tree Planting	Government	Apr-03	5	Effective
138 Vang Va Project	Ms. Pinkeo Philachanh	Gender Issue on the development	Project of Information for developin	Feb-98	5	Effective					
139 Vang Va Project	Mr. Chanthachone Siphonekeopaseuth	Techniques of tree planting	JICA	May-00	46	Effective	Training of trainers (TOT)	DANIDA Project	Sep-02	5	Effective
140 Vang Va Project	Mr. Vilavong Kettavongsa	None									
141 Vang Va Project	Mr. Kongkeo Xayyavong	Agro-forestry Extension	MAF	Sep-99	14	Effective					
142 Vang Va Project	Mr. Vong Chandala	None									
143 Vang Va Project	Mr. Linthavong Keoboua	None									
144 Vang Va Station	Mr. Phaivanh Buapha	Corn production and marketing	CP(Thailand)	May-04	2	Good					
145 Rural Development Project	Mr. Bounmy Lattanatai										
146 Rural Development Project	Mr. Sisouphone Kongsanith										
147 Rural Development Project	Mr. Phonesavanh Phetavai										
148 Irrigation firm	Mr. Bounniew Phothilak										
149 Irrigation firm	Mr. Bounehanh Khamphavong										
150 Irrigation firm	Mr. Bounnieo	Examination & management of irrigation construction	Provincial Agriculture	April	5	Good	Planning of small to medium scale irrigation	n.a.	n.a.	5	Good

PAFO Xayaboury 2004/6/18 Name of Office: Date of data update:

ID of Question:																
No. Section	Name	Training 3	Organization	Mo/Year	Days	Effect on work	Training 4	Organization	Mo/Year	Days	Effect on work	Training 5	Organization	Mo/Year Da	ys Effer	ct on work
1 Administraion	Mr. Pien Chanthip															
2 Administraion	Mr. Kongsy Vongsy															
3 Administraion	Mr. Somneuk Saynathy															
4 Administraion	Mr. Vongdeuan Keosa															
5 Administraion	Mr. Souvath Manivong	Project management	SIDA	n.a.	15	n.a.	Wildfire	CESUI	n.a.	10		Participatory approach	RECOFTC		0 <i>n.a.</i>	
6 Administraion	Mr. Buaphane Chanthavong	Watershed management	NDP	2001	15	Quite good	Forestry classification	SIDA	1991	30	Quite good	Project management	EU	2004 7	Poor	
7 Administraion	Mr. Banchong Siththixay	0	Dan	g 00		0: 11 11		WG1 04	N. 00	25	**					
8 Administraion	Mr. Khamkeung Phanlak	Sustainable resource management	DSE	Sep-99	17	Gained knowledge	Conservation & regeneration of trees	JICA (Myanma)	Nov-99	37	Upgraded skill					
9 Administraion 10 Administraion	Mr. Nakhonsak Posavathdy Mr. Sanaxay Sisanga															
11 Administration	Ms. Silivane Phonvichith														-	
12 Administraion	Mr. Tha Kitikhammoun														+-	
13 Administration	Mr. Phoutsaba Volasack														_	
14 Administration	Mr. Somchith Philavanh														+	
15 Administration	Ms. Duangchith Phanthalekha														_	
16 Administration	Ms. Somvang Phanthavong															
17 Administration	Mr. Chanhkeo Chanthavong															
18 Administration	Mr. Vone Vongsy															
19 Administration	Mr. Pheuy Chanhsouk															
20 Administration (Natien)	Mr. Alounsaek Linthavong															
21 Administration	Mr. Khamphone SINGNGAM															
22 Administration (Rural Dev)	Mr. Bounhom															
23 Administration (30 ha)	Ms. Chanhsouk															
24 Administration	Mr. Buavy Sithivong															
25 Administration	Ms. Chanh															
26 Agriculture	Mr. Khamphouth Inthavong	English	LAO-IRRI	1999	42	Good	Reporting techniques	LAO-IRRI	1998	7	Good	Computer	LAO-IRRI	1997 7	Good	
27 Agriculture	Mr. Souvanny Chuangthevy															
28 Agriculture	Ms. Bounlieb Sichampa															
29 Agriculture	Mr. SengAthith															
30 Agriculture	Ms. Sengthong Phengdy															
31 Agriculture	Mr. Sayphet Chanthalangsy														-	
32 Agriculture	Mr. Saugh and Phanasida	Charling:	I AO IDDI	2002	7	C1	Trial of control discount	I AO IDDI	2004	7	C1					
33 Agriculture 34 Agriculture	Mr. Somphand Philashanh	Statistic	LAO-IRRI	2003	/	Good	Trial of upland rice seed	LAO-IRRI	2004	7	Good					
35 Agriculture	Ms. Khamphong Philachanh Mr. Manikone Chanthavong															
36 Agriculture	Mr. Southchai Keo chanthavong														+	
37 Livestock and Fisheries	Mr. Khamphouth Phoummakeo														+-	
38 Livestock and Fisheries	Ms. Vilayanh Sitthixay	Training of village veterinarians	LAO-EU	Nov-00	14	Effective	Collection of livestock information	LAO-EU	2000	3	Effective	Management of medicine	Medicine factory	Mar-03 14	4 Effectiv	ve
39 Livestock and Fisheries	Mr. Phuang Singngam	Meat inspection	University of Thailand	Jul-02		Good									_	
40 Livestock and Fisheries	Mr. Bounmy Chanthabouly	Workshop / meeting (Livestock)	Thailand	Jul-01		Gained knowledge	Livestock management	PAFO	Oct-03	4	Effective	Animal movement management	PAFO	Jul-01 2	2 Effective	ve
41 Livestock and Fisheries	Ms. Phayboun Chanda															
42 Livestock and Fisheries	Mr. Vilaphong Phomvichith	Livestock techniques	LAO-EU	Jan-02	5	Effective										
43 Livestock and Fisheries	Mr. Soupphak Laksivy															
44 Forestry	Mr. Sothseun Xayyalak															
45 Forestry	Mr. Viengsith Chittaphone	Management of rural development project	Net Foundation	Oct-99	15	Effective	Business establishment	Dept. of Industry	May-03	10	Effective					
46 Forestry	Mr. Khamphet Chanthavong															
47 Forestry	Ms. Souphalak Duangdy															
48 Forestry	Mr. Sivansay Phimmasone															
49 Forestry	Mr. Sengphet Khothphomvong							1								
50 Forestry	Mr. Phong Lathsabouth			1				1								
51 Forestry 52 Forestry	Mr. Sengphet Silisombath Mr. Phonepadith			1				1							_	
52 Forestry 53 Forestry	Mr. Chandy Chanthavong			+				+								
54 Forestry	Mr. Chandy Chanthavong Mr. Ounh Vilaysak			+				1							+	
55 Forestry	Mr. Lek Vilaysak							1							+	
56 Forestry	Ms. Nhouphinh Sinsamouth							+							+	
57 Forestry	Ms. Chansamone Phatsady	Conservation of forestry produces	Training Center	Jun-99	5	Effective		1							_	
58 Forestry	Ms. Daovy Siphonekeopaseuth		6					1								
59 Forestry	Mr. Khamlah Phinvanna							1							+	
60 Forestry	Mr. Phonesy Dalasaen															
61 Forestry	Mr. Buavanh Thipphavong															
62 Forestry	Mr. Saengphet Sitthisay															
63 Forestry	Ms. Toulaphone Phouvongsy															
64 Forestry	Mr. Phouthaphone Lacksivy															
65 Forestry	Mr. Khammanh Chanthalangsy															
66 Forestry	Mr. Sitthikhone Phommachak															

Name of Office: PAFO Xayaboury
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ID of Question:

ID of Question:														
No. Section	Name	Training 3	Organization	Mo/Year	Days	Effect on work	Training 4	Organization Mo/Ye	ar Days	Effect on work	Training 5	Organization	Mo/Year D	ays Effect on work
67 Meteorology & Hydrology	Mr. Oukham Keovilay													
68 Meteorology & Hydrology	Mr. Somphone Chanmaly													
69 Meteorology & Hydrology	Mr. Sichanh Bounpheng													
70 Meteorology & Hydrology	Ms. Manivanh Phomsouvane													
71 Meteorology & Hydrology	Ms. Malin Philabuut													
72 Irrigation	Mr. Somchith Chanthavong	Management	Irrigation Section	2000	3	Good	English course	n.a. 1998	180	Quite good	Water resources management	KOICA	Oct-03	17 Good
73 Irrigation	Mr. Somsay Chanthavong	Management	irrigation Section	2000	3	G00u	English course	1770	100	Quite good	water resources management	ROICH	000	17 0000
74 Irrigation	Mr. Buavanh Khamchanh													
75 Irrigation	Mr. Sangkhom Simoun													
76 Irrigation	· ·													
	Mr. Falai Duangphilalai													
77 Irrigation	Mr. Thavisith Phankham													
78 Irrigation	Ms. Thongdeng Phengdy													
79 Irrigation	Mr. Amphon Thongda													
80 Irrigation	Mr. Somboun Duang ngeun													
81 Irrigation	Ms. Sayphoungeun Keobua													
82 Irrigation	Ms. Somphone Vongyasa													
83 Irrigation	Ms. Malaithong Kham-orn													
84 Irrigation	Ms. Saengdeun Chanhsouk													
85 Irrigation	Ms. Ammala Chaileuth													
86 Irrigation	Mr. Thavisith Phankham													
87 Irrigation	Mr. Vinvilay Sayyaphone													
88 Irrigation	Mr. Lithong Sitthisay													
89 Irrigation	Mr. Somchith Chanthavong													
90 Extension	Mr. Bounlay Khamphoumy	Coordination with communities	NGOs	Sep-93	7	Good	Development of small scale irrigation	CIDSE 1994	7	Good	Construction management	JICA	1999	7 Good
91 Extension	Mr. Phetsamone Phouthavone	Coordination with communities	11003	3cp-73	,	Good	Bevelopment of sman scale infigation	CIDSE 1774		Good	Construction management	JICA	1)))	7 0000
92 Extension	Mr. Bounhom Siduangchanh													
	V.													
93 Extension	Ms. Sengmalaythong Soukphaly													
94 Extension	Ms. Buasavanh Chanthavong													
95 Extension	Mr. Sompong Chittavong	Study on watershed management (Phillipines)	UNDP	2000	14	Effective	Land use planning	DSE 2001	17	Effective				
96 Extension	Mr. Phoukhaokeo													
97 Extension	Mr. Saiyakone Daengpheng													
98 Extension	Ms. Saengthong Phengdy													
99 DIDM	Mr. Thongdam Chanhbounheung													
100 DIDM	Mr. Sengphilom													
101 DIDM	Mr. Touthong Savanhthor													
102 DIDM	Mr. Fongsamouth Bolisouth													
103 DIDM	Mr. Phoxay Mounthinthay													
104 DIDM	Mr. Keomany Soukkhalath													
105 DIDM	Mr. Oudomphane Outhongkham													
106 DIDM	Mr. Sengphilom Silisombath													
100 DIDM 107 DIDM				 										
107 DIDM 108 DIDM	Ms. Dokkeo Chanthalangsy			-										
	Mr. Phongphiphat Thammavong			<u> </u>										
109 Nam Tien Irrigation Project	Mr. Khamphone Phimbuathong			-										
110 Nam Tien Irrigation Project	Mr. Bounleuang Khongsavanh													
111 Nam Tien Irrigation Project	Mr. Bounleuth Philachanh		Nam Tane Project	n.a.		Effective								
112 Nam Tien Irrigation Project	Mr. Houmphane Sensy	Irrigation construction management	PAFO & DOI	April	5	Effective								
113 Nam Tien Irrigation Project	Mr. Phonvilay Chanthalangsy													
114 Nam Tien Irrigation Project	Mr. Paseuth Singhak													
115 Nam Tien Irrigation Project	Mr. Vilaivan Inthavong													
116 Nam Tien Irrigation Project	Ms. Vilaiphone Keomany													
117 Nam Tien Irrigation Project	Mr. Kongkeo Sibounheuang													
118 Nam Tien Irrigation Project	Mr. Souvanh Phanthavong													
119 Nam Tien Irrigation Project	Mr. Bounphieng Tatsavath													
120 Nam Tien Irrigation Project	Mr. Phivanh Khammeungsay													
121 Nam Tien Irrigation Project	Mr. Phaeng Phanthavong													
	Mr. Somdy Lasakith													
122 Nam Tien Irrigation Project														
123 Nam Tien Irrigation Project	Mr. Thongphet Diphetthai													
124 Nam Tien Irrigation Project	Mr. Saikham													

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No. Section	Name	Training 3	Organization	Mo/Year	Days	Effect on work	Training 4	Organization	Mo/Year	Days	Effect on work	Training 5	Organization	Mo/Year Days	Effect on work
125 30 ha Project	Mr. Feng Phommakoun	Fishculture	n.a.	Mar-02	5	Effective									
126 30 ha Project	Mr. Souban Duangphouxay														
127 30 ha Project	Mr. Bounthom Silisomphone														
128 30 ha Project	Mr. Khamlah Phomthay	Development aproach	Ministry of Education	Feb-99	3	Effective									
129 30 ha Project	Mr. Hieng Chanthavong														
130 30 ha Project	Mr. Luang Bakham														
131 30 ha Project	Mr. Sangkhom Xayyasith														
132 30 ha Project	Mr. Somsay Keosavang														
133 30 ha Project	Mr. Yai Ornvilay														
134 30 ha Project	Mr. Bounchanh Souliyaxoth	Reporting	IRRI	Dec-01	14	Effective	Basic knowledge of rice planting	IRRI	Oct-94	42	Effective				
135 30 ha Project	Mr. Thongvanh Phonepaseuth														
136 30 ha Project	Ms. Xiengsila Pongphan														
137 Vang Va Project	Mr. Veth Southivong	Data collection	SIDA	Apr-97	6	Improved	Work management	SIDA	Jun-98	4	Improved	Training of trainers (TOT)	n.a.	Dec-02 5	Effective
138 Vang Va Project	Ms. Pinkeo Philachanh														
139 Vang Va Project	Mr. Chanthachone Siphonekeopaseuth														
140 Vang Va Project	Mr. Vilavong Kettavongsa														
141 Vang Va Project	Mr. Kongkeo Xayyavong														
142 Vang Va Project	Mr. Vong Chandala														
143 Vang Va Project	Mr. Linthavong Keoboua														
144 Vang Va Station	Mr. Phaivanh Buapha														
145 Rural Development Project	Mr. Bounmy Lattanatai														
146 Rural Development Project	Mr. Sisouphone Kongsanith														
147 Rural Development Project	Mr. Phonesavanh Phetavai														
148 Irrigation firm	Mr. Bounniew Phothilak														
149 Irrigation firm	Mr. Bounehanh Khamphavong														
150 Irrigation firm	Mr. Bounnieo														

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ID of Quartiens		A-10 What are your actual duties / responsibilities ?				
No. Section	Name	Duty 1	Duty 2	Duty 3	Duty 4	Duty 5
1 Administraion	Mr. Pien Chanthip	Duty 1	Duty 2	Duty 0	Duty 1	Duty 0
2 Administraion	Mr. Kongsy Vongsy					
3 Administraion	Mr. Somneuk Saynathy	Supervision of sections (agriculture, livestock, and extension)				
4 Administraion	Mr. Vongdeuan Keosa	Accounting	Budget planning	Regular reporting	Management of revenue	
5 Administraion	Mr. Souvath Manivong	n.a.				
6 Administraion	Mr. Buaphane Chanthavong	Coordination	Collection of statistic data	Personnel affairs		
7 Administraion	Mr. Banchong Siththixay	Monitoring, management and supplying of statistical data	Collection of statistic data			
8 Administraion	Mr. Khamkeung Phanlak	Financial management	Management and control of property / assets	Office management	Drug control	
9 Administraion	Mr. Nakhonsak Posavathdy	Driving				
10 Administraion	Mr. Sanaxay Sisanga	Monitoring, management and supplying of statistical data	Collection of statistic data and planning			
11 Administraion	Ms. Silivane Phonvichith	Document management	Management of in-coming & out-going documents			
12 Administraion	Mr. Tha Kitikhammoun	Driving				
13 Administration	Mr. Phoutsaba Volasack	Driver				
14 Administration	Mr. Somchith Philavanh	Driver				
15 Administration	Ms. Duangchith Phanthalekha	Responsible for financial management				
16 Administration	Ms. Somvang Phanthavong	Computer operator				
17 Administration	Mr. Chanhkeo Chanthavong					
18 Administration	Mr. Vone Vongsy					
19 Administration	Mr. Pheuy Chanhsouk					
20 Administration (Nation)	Mr. Alounsaek Linthavong					
21 Administration	Mr. Khamphone SINGNGAM					
22 Administration (Rural Dev)	Mr. Bounhom					
23 Administration (30 ha)	Ms. Chanhsouk					
24 Administration	Mr. Buavy Sithivong					
25 Administration	Ms. Chanh			B 21.6.1	W. 1 79	
26 Agriculture	Mr. Khamphouth Inthavong	Management and control of the staff	Supervision of the section	Responsible for human resource development	Work Planning	Coordination with relevant organizations and projects
27 Agriculture	Mr. Souvanny Chuangthevy	Management of regulations	Management of crop production unit	Provision of account in each account to the	Di	
28 Agriculture	Ms. Bounlieb Sichampa	Supervision of technical units	Collection of statistic data and planning	Provision of support in cash crop production	Provision of agricultural information	
29 Agriculture 30 Agriculture	Mr. SengAthith Ms. Sengthong Phengdy	Responsible for crop production Technician for projects	Crop protection Guidance of villagers in tree planting			
31 Agriculture	Mr. Sayphet Chanthalangsy	Training of agricultural staff of DAFO	Working with CMI project	Encouragement of farmers in cropping		
32 Agriculture	Mr. Sithon Khamphouvong	Agricultural Technician	Working with Civil project	Encouragement of farmers in cropping		
33 Agriculture	Mr. Somphanh Phengsida	Agricultural Technician	Trial of upland rice seeds	Coordinator of an agricultural project	Co-ordinator of Soil Analysis Project	
34 Agriculture	Ms. Khamphong Philachanh	Technician Technician	Weekly reporting	Fruit tree planting	Co-ordinator of 3011 Analysis 1 roject	
35 Agriculture	Mr. Manikone Chanthavong	Rice seed development	Monitoring of activities related to rice seed development	Managing the activity of rice seed development	Supply of rice varieties to villagers	
36 Agriculture	Mr. Southchai Keo chanthavong	Guidance in working	Minitoring of work	To manage	s-ff., s small s	
37 Livestock and Fisheries	Mr. Khamphouth Phoummakeo	Preparation of a livestock development plan of the province.	Inspection and monitoring of work	Control and Management of staff and office equipments	Supervision of control of animal diseases and animal heads	
38 Livestock and Fisheries	Ms. Vilavanh Sitthixay	Utilization and management of medicines and vet equipments	Delvivery of vaccination service to villages	Registration of animal heads and stamping documents	Supply of medicines to DAFO and village veterinarians	Treatment of animals for villagers
39 Livestock and Fisheries	Mr. Phuang Singngam	Veterinary activities	Work as a cordinator with EU project			
40 Livestock and Fisheries	Mr. Bounmy Chanthabouly	Provision of training to veterinarians at district level.	Conceptualization of regulations on veterinary activities			
41 Livestock and Fisheries	Ms. Phayboun Chanda	Office management				
42 Livestock and Fisheries	Mr. Vilaphong Phomvichith	Encouraging villagers in raising small animals	Fishery Activity			
43 Livestock and Fisheries	Mr. Soupphak Laksivy					
44 Forestry	Mr. Sothseun Xayyalak	Computer typing	English (Interpretor)	Forestry planning		
45 Forestry	Mr. Viengsith Chittaphone	Monitoring of forestry activities (e.g., harvesting, measuring, etc.)				
46 Forestry	Mr. Khamphet Chanthavong	Monitoring of loan repayment of target villages	Regular inspection			
47 Forestry	Ms. Souphalak Duangdy	Inspection & document preparation of forest products movement	Monitoring and documentation of harvesting timber / NTFPs	Financial management		
48 Forestry	Mr. Sivansay Phimmasone	Forestry inventory				
49 Forestry	Mr. Sengphet Khothphomvong	Forestry inventory	Computer and typing			
50 Forestry	Mr. Phong Lathsabouth	Inspection of national preservation forest area (Nam Pui)	Management and Conservation of wildlife and forests	Rural development activity		
51 Forestry	Mr. Sengphet Silisombath	Management & enforcement of forest regulations	Control of forest related businesses			
52 Forestry	Mr. Phonepadith	Inspection	Extension work in target villages	Monitoring of activities		
53 Forestry	Mr. Chandy Chanthavong	Management of preservation forest area (Nam Pui)				
54 Forestry	Mr. Ounh Vilaysak	Rural development planning				
55 Forestry	Mr. Lek Vilaysak	Field work	Rural development activity	Management and preservation of forests (Nam Pui)		
56 Forestry	Ms. Nhouphinh Sinsamouth	Inspection, monitoring, permission for cutting timber	Inspection and monitoring of furniture firms and sawmills	Assisting the personnel and sections	Assisting the forestry management unit	
57 Forestry	Ms. Chansamone Phatsady	Inspection and collection of timber imformation	Typing			
58 Forestry	Ms. Daovy Siphonekeopaseuth	Monitoring of forestry activities	Township of timber			
59 Forestry	Mr. Khamlah Phinvanna	Management & enforcement of forest regulations	Inspection of timber			
60 Forestry	Mr. Phonesy Dalasaen	Prevention of wildfire	Extension work in toront villa-	Delivery of technical information to will		
	Mr. Buavanh Thipphavong	Inspection in and around preservation forests Responsible for forest management, seedling production, etc.	Extension work in target villages	Delivery of technical information to villagers		
61 Forestry	Mr. Coonambot Cittle:	IN ENDORSIDIE FOR FOREST MANAGEMENT, SEEDING PRODUCTION, etc.				
62 Forestry	Mr. Saengphet Sitthisay					
62 Forestry 63 Forestry	Ms. Toulaphone Phouvongsy	Responsible for administrative matter	Evamination of wood			
62 Forestry 63 Forestry 64 Forestry	Ms. Toulaphone Phouvongsy Mr. Phouthaphone Lacksivy		Examination of wood			
62 Forestry 63 Forestry	Ms. Toulaphone Phouvongsy	Responsible for administrative matter	Examination of wood			

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ID of Question:		A-10 What are your actual duties / responsibilities?				
No. Section	Name	Duty 1	Duty 2	Duty 3	Duty 4	Duty 5
67 Meteorology & Hydrology	Mr. Oukham Keovilay	Monitoring of implemented works	Meteorological activity			
68 Meteorology & Hydrology	Mr. Somphone Chanmaly	Responsible for activities related tp hydrology	Observation of climate			
69 Meteorology & Hydrology	Mr. Sichanh Bounpheng	Observation of climate	Communication			
70 Meteorology & Hydrology	Ms. Manivanh Phomsouvane	Data collection	Management and control of office equipment	Assisting the administrative section	Computer and typing	
71 Meteorology & Hydrology	Ms. Malin Philabuut	Communication	Management and control of office property	To help office work		
72 Irrigation	Mr. Somehith Chanthavong	Responsible for overall management of the section	Training of staff and formulation of strategic plans			
73 Irrigation	Mr. Somsay Chanthavong	Designing	Monitoring of field work			
74 Irrigation	Mr. Buavanh Khamchanh	Monitoring of irrigation work	Responsible for CMI			
75 Irrigation	Mr. Sangkhom Simoun	Survey on irrigation management systems	Guidance of water users group and transfering of the systems	Collection of statistic data on irrigation and pumping machines	Preparation of maintenance plans of irrigation systems	Reporting of all works to the section
76 Irrigation	Mr. Falai Duangphilalai	Provision of support in management of water users group	Monitoring of the performance of water users' groups	Data collection and arrangement		
77 Irrigation	Mr. Thavisith Phankham	Monitoring and supervision of irrigation construction				
78 Irrigation	Ms. Thongdeng Phengdy	Financial management	Reporting of activities / accomplishments	Work in the office		
79 Irrigation	Mr. Amphon Thongda	Management and utilization of irrigation systems	Organization of water users groups			
80 Irrigation	Mr. Somboun Duang ngeun	Inspection and designing				
81 Irrigation	Ms. Sayphoungeun Keobua	Drafting	Measurement of canals and water discharge in canals	examine natural soil	Check on the canal level	Typing / preparation of documents
82 Irrigation	Ms. Somphone Vongyasa	management of incoming and outgoing documents				
83 Irrigation	Ms. Malaithong Kham-orn	Accounting and financial management	Computer	office work assistant		
84 Irrigation	Ms. Saengdeun Chanhsouk	Secretarial work: typing, photocopying, document management	Provision of necessary advice and support to projects			
85 Irrigation	Ms. Ammala Chaileuth	Accounting and financial management	Computer	To manage the office materials	Provision of neccesary help for office work	
86 Irrigation	Mr. Thavisith Phankham	Designing and computer use	Monitoring of field work			
87 Irrigation	Mr. Vinvilay Sayyaphone					
88 Irrigation	Mr. Lithong Sitthisay					
89 Irrigation	Mr. Somchith Chanthavong					
90 Extension	Mr. Bounlay Khamphoumy	Responsible for extension on agroforestry and rural development	Monitoring of staff's work	Management of all extension works	Provision of technical advice to the staff	
91 Extension	Mr. Phetsamone Phouthavone	Work on rural development	Office management			
92 Extension	Mr. Bounhom Siduangchanh	n.a.				
93 Extension	Ms. Sengmalaythong Soukphaly	Responsible for activities related to livestock and fishery	Pri de la companya de			
94 Extension	Ms. Buasavanh Chanthavong	Management of in-coming and out-going documents	Financial management			
95 Extension	Mr. Sompong Chittavong	Technician	Tree planting and reaforestation			
96 Extension	Mr. Phoukhaokeo	Work as a coordinator with DIDM	Agricultural extension work			
97 Extension	Mr. Saiyakone Daengpheng	Technician	Responsible for activities related to rural development			
98 Extension	Ms. Saengthong Phengdy	M is a CDIDM is a				
99 DIDM 100 DIDM	Mr. Thongdam Chanhbounheung	Monitoring of DIDM project	Supervision of water management of beneficiaries	Transfer of irrigation systems to communities		
101 DIDM	Mr. Sengphilom Mr. Touthong Savanhthor	Monitoring of irrigation construction Monitoring of water use of beneficiaries	Collection of statistical data			
101 DIDM 102 DIDM	Mr. Fongsamouth Bolisouth	Management of irrigation systems	Monitoring and inspection of irrigation canals			
103 DIDM	Mr. Phoxay Mounthinthay	Collection of irrigation statistical data				
104 DIDM	Mr. Keomany Soukkhalath	Design and calculation	Supervision and managemen of water users' groups Monitoring of field work			
105 DIDM	Mr. Oudomphane Outhongkham	Field work	Design and calculation			
105 DIDM 106 DIDM	Mr. Sengphilom Silisombath	Designing	Field work	Office management		
107 DIDM	Ms. Dokkeo Chanthalangsy	Liason of the section	Document management			
108 DIDM	Mr. Phongphiphat Thammavong	Monitoring of use of water	- s management			
109 Nam Tien Irrigation Project	Mr. Khamphone Phimbuathong	Forestry Technician				
110 Nam Tien Irrigation Project	Mr. Bounleuang Khongsavanh	Work planning	Extension work on crop production	Provision of technical advice to villagers	Monitoring of work	
111 Nam Tien Irrigation Project	Mr. Bounleuth Philachanh	Administrative supervision	Supervision of organizing water users groups		, , ,	
112 Nam Tien Irrigation Project	Mr. Houmphane Sensy	Inspection & supervision of irrigation construction	Summary and reporting of monthly work			
113 Nam Tien Irrigation Project	Mr. Phonvilay Chanthalangsy	Inspection of timbers and sawmills	Stamping documents for exporting timber			
114 Nam Tien Irrigation Project	Mr. Paseuth Singhak	Fish breeding	Monitoring of water deliverly in the project	To monitor the support of dry and rainy season production	Fund raising for Nam Tien irrigation construction	
115 Nam Tien Irrigation Project	Mr. Vilaivan Inthavong	Fish breeding	Monitoring of water deliverly in the project	To monitor dry and rainy season production	-	
116 Nam Tien Irrigation Project	Ms. Vilaiphone Keomany	Secretarial work	Financial management			
117 Nam Tien Irrigation Project	Mr. Kongkeo Sibounheuang	Irrigation engineer				
118 Nam Tien Irrigation Project	Mr. Souvanh Phanthavong	Forestry technician				
119 Nam Tien Irrigation Project	Mr. Bounphieng Tatsavath	Forestry technician				
120 Nam Tien Irrigation Project	Mr. Phivanh Khammeungsay					
121 Nam Tien Irrigation Project	Mr. Phaeng Phanthavong					
122 Nam Tien Irrigation Project	Mr. Somdy Lasakith					
123 Nam Tien Irrigation Project	Mr. Thongphet Diphetthai					
124 Nam Tien Irrigation Project	Mr. Saikham					
<u> </u>						

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	zuesnon.		11-10 What are your actual anies / responsibilities.				
No.	Section	Name	Duty 1	Duty 2	Duty 3	Duty 4	Duty 5
125	30 ha Project	Mr. Feng Phommakoun	Fishculture and fingerling production	Monitoring of activities related to fishery	Distributiuon of fingerlings to villages		
126	30 ha Project	Mr. Souban Duangphouxay	Responsible for Nam Tane Project	Management of water resource use in the watershed	Forest management		
127	30 ha Project	Mr. Bounthom Silisomphone	Irrigation management	Organization of water users groups			
128	30 ha Project	Mr. Khamlah Phomthay	Office management	Monitoring of staff's work	Coordination with relevant sections		
129	30 ha Project	Mr. Hieng Chanthavong	Supervision and Control of project implementation	Work inspection	Coordination with relevant sections		
130	30 ha Project	Mr. Luang Bakham	Monitoring of job-training student's activities	Work management	Provision of technical support		
131	30 ha Project	Mr. Sangkhom Xayyasith	Collection of meteorological data (rainfall data)	Income and expenditure management (Treasurer)			
132	30 ha Project	Mr. Somsay Keosavang	Fingerling production for distribution	Monitoring of work			
133	30 ha Project	Mr. Yai Ornvilay	Responsible for activities of rice seed development	Management of rice stockhouse	Work monitoring		
134	30 ha Project	Mr. Bounchanh Souliyaxoth	Responsible for a trial of rice seeds	Monitoring of work	Provision of necessary information to the province		
135	30 ha Project	Mr. Thongvanh Phonepaseuth	Studying and research	Monitoring of research activities	Supply of research information to the office		
136	30 ha Project	Ms. Xiengsila Pongphan	Secretarial work				
137	Vang Va Project	Mr. Veth Southivong	Supervision and control of actual production	Work planning	Monitoring of work		
138	Vang Va Project	Ms. Pinkeo Philachanh	Administrative supervision	Monitoring of activities related to livestock			
139	Vang Va Project	Mr. Chanthachone Siphonekeopaseuth	Responsible for activities on seedling production and tree planting				
140	Vang Va Project	Mr. Vilavong Kettavongsa	Responsible for activities on fishery	Chicken raising			
141	Vang Va Project	Mr. Kongkeo Xayyavong	Work as assigned	Management of rice stockhouse			
142	Vang Va Project	Mr. Vong Chandala	Seedling production (Nursery operation)				
143	Vang Va Project	Mr. Linthavong Keoboua	Technician	Responsible for animal vaccination	Monitoring and control of animal diseases		
144	Vang Va Station	Mr. Phaivanh Buapha	Planting and provision of the seedlings				
145	Rural Development Project	Mr. Bounmy Lattanatai					
146	Rural Development Project	Mr. Sisouphone Kongsanith					
147	Rural Development Project	Mr. Phonesavanh Phetavai					
148	Irrigation firm	Mr. Bounniew Phothilak					
		Mr. Bounehanh Khamphavong					
150	Irrigation firm	Mr. Bounnieo	Monitoring of construction works	Administrative work			

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ID of Question:

A-13: How do you assess your skills / capabilities to comply with your duties / responsibilities? And What kind of skills do you need to strengthen in case your skills / capabilities are inadequate?

No. Section	Name	A-13: How GAP <2	do you assess your skills / capabilities to comp needed skill 1	nly with your duties / responsibilities? And What k	ind of skills do you need to strengthen in case yo needed skill 3	ur skills / capabilities are inadequate? needed skill 4	needed skill 5
1 Administraion	Mr. Pien Chanthip	GAP <2	needed Skill 1	rieeded Skill 2	needed skill 3	needed Skiil 4	rieeded Skill 5
2 Administration	Mr. Kongsy Vongsy						
3 Administraion	Mr. Somneuk Saynathy	3	English	Computer skill	Administrative management	Project planning	Assessment (M&E)
4 Administraion	Mr. Vongdeuan Keosa	3	Specific skills for upgrading	Accounting and computer	English		
5 Administraion	Mr. Souvath Manivong	4	Higher degree in educational status	Specialized slills	Management skill	Work monitoring technique	Assessment (M&E)
6 Administraion	Mr. Buaphane Chanthavong	3	Cooperation and communication	Planning & statistic	Human Resource Development	English	Computer skill
7 Administraion	Mr. Banchong Siththixay	n.a.	Computer skill	English	Planning & assessment		
8 Administraion	Mr. Khamkeung Phanlak	3	Capacity enhancement of staff	English	Computer skill		
9 Administraion	Mr. Nakhonsak Posavathdy	2					
10 Administraion	Mr. Sanaxay Sisanga	3	Computer skill	English	Planning & assessment (M&E)		
11 Administraion	Ms. Silivane Phonvichith	3	English	Documentary management			
12 Administraion	Mr. Tha Kitikhammoun	2					
13 Administration	Mr. Phoutsaba Volasack	2					
14 Administration	Mr. Somchith Philavanh	2					
15 Administration	Ms. Duangchith Phanthalekha	3	English	Specific skills for upgrading			
16 Administration	Ms. Somvang Phanthavong	3	Foreign language				
17 Administration	Mr. Chanhkeo Chanthavong						
18 Administration	Mr. Vone Vongsy						
19 Administration 20 Administration (Nation)	Mr. Pheuy Chanhsouk Mr. Alounsaek Linthavong						
20 Administration (Nation) 21 Administration	Mr. Alounsaek Linthavong Mr. Khamphone SINGNGAM						
22 Administration (Rural Dev)	Mr. Rnampnone SINGNGAM Mr. Bounhom						
23 Administration (30 ha)	Ms. Chanhsouk						
24 Administration	Mr. Buavy Sithivong						
25 Administration	Ms. Chanh						
26 Agriculture	Mr. Khamphouth Inthavong	3	English	Computer skill			
27 Agriculture	Mr. Souvanny Chuangthevy	3	Knowledge on the reguations	Foreign language	Computer skill	Analysis techniques	Unclear (Necessary and related documents)
28 Agriculture	Ms. Bounlieb Sichampa	n.a.	Techniques on cash crop production	Foreign language	Computer skill	Not applicable (Study tour)	
29 Agriculture	Mr. SengAthith	2	1 1		1		
30 Agriculture	Ms. Sengthong Phengdy	3	Agricultural techinques / skills				
31 Agriculture	Mr. Sayphet Chanthalangsy	3	Computer skill	English	Training techniques		
32 Agriculture	Mr. Sithon Khamphouvong	3	Improvement of agricultural knowledge				
33 Agriculture	Mr. Somphanh Phengsida	3	Management and panning of agricultural projects	Techniques for extension work	English		
34 Agriculture	Ms. Khamphong Philachanh	3	Fruit tree planting	Exchange of knowledge with other parties	English	Computer skill	
35 Agriculture	Mr. Manikone Chanthavong	3	Techniques on rice seed development for upgrading				
36 Agriculture	Mr. Southchai Keo chanthavong	3	Unclear (workshop)				
37 Livestock and Fisheries	Mr. Khamphouth Phoummakeo	3	Management	English & computer skill.	Programming	Assessment (M&E)	Analysis of animal disease
38 Livestock and Fisheries	Ms. Vilavanh Sitthixay	3	Utilization of medicine (Vaccination)				
39 Livestock and Fisheries	Mr. Phuang Singngam	3	English	Computer skill	Animal treatment techinques		
40 Livestock and Fisheries	Mr. Bounmy Chanthabouly	2	English	Regulation on veterinary			
41 Livestock and Fisheries	Ms. Phayboun Chanda	3	English	Computer skill	Financial management and accounting	4	
42 Livestock and Fisheries	Mr. Vilaphong Phomvichith	3	English	Techniques on extension work	Project Management	Assessment (M&E)	
43 Livestock and Fisheries	Mr. Soupphak Laksivy	3	For all all	Communication	Landauskin	Description of	
44 Forestry 45 Forestry	Mr. Sothseun Xayyalak Mr. Viengsith Chittaphone		English English	Computer skill	Leadership	Rural development	
	Mr. Khamphet Chanthavong	3	English	Computer skill			
46 Forestry 47 Forestry	Ms. Souphalak Duangdy	3	Computer skill	Computer skill English	Specific skills		
48 Forestry	Mr. Sivansay Phimmasone	3	Computer skill	English	-F-2000 ordino		
49 Forestry	Mr. Sengphet Khothphomyong	3	Computer skill	English			
50 Forestry	Mr. Phong Lathsabouth	3	English	Computer skill	Political theory		
51 Forestry	Mr. Sengphet Silisombath	3	English	Computer skill			
52 Forestry	Mr. Phonepadith	3	English	Computer skill			
53 Forestry	Mr. Chandy Chanthavong	2	English	Computer skill	Not applicable (Study tour)		
54 Forestry	Mr. Ounh Vilaysak	2	English	Computer skill			
55 Forestry	Mr. Lek Vilaysak	2					
56 Forestry	Ms. Nhouphinh Sinsamouth	3	English	Computer skill			
57 Forestry	Ms. Chansamone Phatsady	2					
58 Forestry	Ms. Daovy Siphonekeopaseuth	3	English	Computer skill			
59 Forestry	Mr. Khamlah Phinvanna	3	Land use management	Planning for watershed allocation	English		
60 Forestry	Mr. Phonesy Dalasaen	3	English	Computer skill	Programming	Assessment (M&E)	
61 Forestry	Mr. Buavanh Thipphavong	3	Computer skill	English			
62 Forestry	Mr. Saengphet Sitthisay	3	Tree planting techniques				
63 Forestry	Ms. Toulaphone Phouvongsy	3	Office administration	Forest resource management	Soil management and land use planning		
64 Forestry	Mr. Phouthaphone Lacksivy	3	English	Inspection of forestry resources	Land allocation and land use planning	Watershed management	
65 Forestry	Mr. Khammanh Chanthalangsy						
66 Forestry	Mr. Sitthikhone Phommachak						

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ID of Question:

A-13: How do you assess your skills / capabilities to comply with your duties / responsibilities? And What kind of skills do you need to strengthen in case your skills / capabilities are inadequate?

ID of Question:	,			ply with your duties / responsibilities? And Wha	at kind of skills do you need to strengthen in case	your skills / capabilities are inadequate?	
No. Section	Name	GAP <2		needed skill 2	needed skill 3	needed skill 4	needed skill 5
67 Meteorology & Hydrology	Mr. Oukham Keovilay	3	Not applicavle (capable staff)	Not applicavle (office equipment)	Not applicavle (budget)	Not applicavle (Vehicles)	
68 Meteorology & Hydrology	Mr. Somphone Chanmaly	3	Specific skills				
69 Meteorology & Hydrology	Mr. Sichanh Bounpheng	3	Specific skills				
70 Meteorology & Hydrology	Ms. Manivanh Phomsouvane	3	Computer skill	English			
71 Meteorology & Hydrology	Ms. Malin Philabuut	3	Computer	Weather forecast	Data and information collection	Foreign language	
72 Irrigation	Mr. Somehith Chanthavong	3	Management skill	Theory of management	Computer	Foreign language	
73 Irrigation	Mr. Somsay Chanthavong	2	Computer	Strategic planning	Report writing	Drawing and designing	
74 Irrigation	Mr. Buavanh Khamchanh	3	Irrigation	Computer skill	Language		
75 Irrigation	Mr. Sangkhom Simoun	3	English + Computer	Skills as a trainer	Unclear (Need training)	Unclear (Need a training)	
76 Irrigation	Mr. Falai Duangphilalai	3	Social development				
77 Irrigation	Mr. Thavisith Phankham	3	Higher degree in educational status	Experience in work	Efficient working		
78 Irrigation	Ms. Thongdeng Phengdy	3	Financial management	Computer skill	English language		
79 Irrigation	Mr. Amphon Thongda	3	Specific skills	Study tour	Higher degree in educational status	Actual working	
80 Irrigation	Mr. Somboun Duang ngeun	3	Computer	Foreign language			
81 Irrigation	Ms. Sayphoungeun Keobua	n.a.	Office work skills and computer	Document management	Resouce management	Upgraded knowledge and skills	Training on irrigation
82 Irrigation	Ms. Somphone Vongyasa	3	Financial management and accounting	Computer skill	Document management	epgraded kind wedge and same	Training on mighton
83 Irrigation	Ms. Malaithong Kham-orn	3	Reporting	Computer skill	Document management		
84 Irrigation	Ms. Saengdeun Chanhsouk	3	Office administration	Document management	Computer skill		
85 Irrigation	Ms. Ammala Chaileuth	2	Financial management and accounting	Computer skill	Financial management	Foreign language	
		3				Foreign language	
86 Irrigation	Mr. Thavisith Phankham	n.a.	Drawing and drafting	Computer skill	Strategic planning	Report writing	
87 Irrigation	Mr. Vinvilay Sayyaphone						
88 Irrigation	Mr. Lithong Sitthisay						
89 Irrigation	Mr. Somehith Chanthavong			2 1111	2 12 111		
90 Extension	Mr. Bounlay Khamphoumy	3	Foreign language	Computer skill	Specific skills		
91 Extension	Mr. Phetsamone Phouthavone	3	Agricultural techinques / skills				
92 Extension	Mr. Bounhom Siduangchanh	3	Extension work	Planning	Assessment (M&E)		
93 Extension	Ms. Sengmalaythong Soukphaly	2					
94 Extension	Ms. Buasavanh Chanthavong	3	English	Financial management and accounting	Data management		
95 Extension	Mr. Sompong Chittavong	3	Specific skills	Techniques on extension work	Not applicable (Study tour)		
96 Extension	Mr. Phoukhaokeo	3	Agricultural techinques / skills	Report writing			
97 Extension	Mr. Saiyakone Daengpheng	3	n.a.				
98 Extension	Ms. Saengthong Phengdy						
99 DIDM	Mr. Thongdam Chanhbounheung	2					
100 DIDM	Mr. Sengphilom	3	Measurement and inspection	Material analysis	Computer skill	English	
101 DIDM	Mr. Touthong Savanhthor	3	Computer skill	Foreign language			
102 DIDM	Mr. Fongsamouth Bolisouth	3	Computer skill	Foreign language	Specific skills		
103 DIDM	Mr. Phoxay Mounthinthay	2					
104 DIDM	Mr. Keomany Soukkhalath	3	Calculation and designing	Computer skill	Monitoring of work	Drawing and designing	
105 DIDM	Mr. Oudomphane Outhongkham	n.a.	Calculation and designing	Computer skill	Field work	Drawing and designing	
106 DIDM	Mr. Sengphilom Silisombath	3	Foreign language	Computer skill	Data collection		
107 DIDM	Ms. Dokkeo Chanthalangsy	3	Responsibilities and decipline	Knowledge of aministrative management			
108 DIDM	Mr. Phongphiphat Thammavong	3	Specific skills				
109 Nam Tien Irrigation Project	Mr. Khamphone Phimbuathong	2					
110 Nam Tien Irrigation Project	Mr. Bounleuang Khongsavanh	3	Extension work	Unclear (Development)			
111 Nam Tien Irrigation Project	Mr. Bounleuth Philachanh	3	Irrigation management	Project management	Community development	Foreign Language	
112 Nam Tien Irrigation Project	Mr. Houmphane Sensy	3	Supervision and control of construction	Surveying	Calculation	English	Computer skill
		3			Calculation	Liignon	computer skin
113 Nam Tien Irrigation Project	Mr. Phonvilay Chanthalangsy	3	English Specific skills for upproding	Computer skill			
114 Nam Tien Irrigation Project	Mr. Paseuth Singhak		Specific skills for upgrading	Study tour			
115 Nam Tien Irrigation Project	Mr. Vilaivan Inthavong	3	Specific skills for upgrading	Study tour			
116 Nam Tien Irrigation Project	Ms. Vilaiphone Keomany	2	Computer	English language	6 6 12		
117 Nam Tien Irrigation Project	Mr. Kongkeo Sibounheuang	3	Irrigation techniques	Experience in development work	Specific skills by an extensive study	Unclear (workshop training)	
118 Nam Tien Irrigation Project	Mr. Souvanh Phanthavong	3	Specific skills	Uncear (Need training)	Experience from senior staff	Experience in development	Not applicable (Need guid books or relevant books)
119 Nam Tien Irrigation Project	Mr. Bounphieng Tatsavath	3	Specific skills for upgrading	Uncear (Development of personel skill)	Work planning and management	Not applicable (Study tour)	Political concept
120 Nam Tien Irrigation Project	Mr. Phivanh Khammeungsay						
121 Nam Tien Irrigation Project	Mr. Phaeng Phanthavong						
122 Nam Tien Irrigation Project	Mr. Somdy Lasakith						
123 Nam Tien Irrigation Project	Mr. Thongphet Diphetthai						
124 Nam Tien Irrigation Project	Mr. Saikham						

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ID of Question: A-13: How do you assess your skills / capabilities to comply with your duties / responsibilities? And What kind of skills do you need to strengthen in case your skills / capabilities are inadequate?

No.	Section	Name	GAP <2	needed skill 1	needed skill 2	needed skill 3	needed skill 4	needed skill 5
125	30 ha Project	Mr. Feng Phommakoun	3	Specific skills				
126	30 ha Project	Mr. Souban Duangphouxay	3	English				
127	30 ha Project	Mr. Bounthom Silisomphone	3	Techniques on water management				
128	30 ha Project	Mr. Khamlah Phomthay	3	Administrative management				
129	30 ha Project	Mr. Hieng Chanthavong	3	Specific skills				
130	30 ha Project	Mr. Luang Bakham	2					
131	30 ha Project	Mr. Sangkhom Xayyasith	3	Upgraded and specialized skills				
132	30 ha Project	Mr. Somsay Keosavang	3	Techniques on fishculture	English	More knowledge for upgrading		
133	30 ha Project	Mr. Yai Ornvilay	3	Agricultural techinques / skills	Training methods	BSc. (Higher degree in educational status)	English	
134	30 ha Project	Mr. Bounchanh Souliyaxoth	3	Selection of rice seeds	Data analysis	Assessment (M&E)	Computer skill	
135	30 ha Project	Mr. Thongvanh Phonepaseuth	3	More techniques on production	Upgraded study and research			
136	30 ha Project	Ms. Xiengsila Pongphan	3	Specific skills	Machine knowledge			
137	Vang Va Project	Mr. Veth Southivong	3	Accounting in computer	English	Marketing		
138	Vang Va Project	Ms. Pinkeo Philachanh	3	Animal / poultry raising	Computer skill	Foreign language		
139	Vang Va Project	Mr. Chanthachone Siphonekeopaseuth	2					
140	Vang Va Project	Mr. Vilavong Kettavongsa	3	Techniques on fish breeding				
141	Vang Va Project	Mr. Kongkeo Xayyavong	2	New knowledge				
142	Vang Va Project	Mr. Vong Chandala	2					
143	Vang Va Project	Mr. Linthavong Keoboua	3	English	Computer skill			
144	Vang Va Station	Mr. Phaivanh Buapha	3	Planting and seedling production	Planting and seedling production of fruits tree			
145	Rural Development Project	Mr. Bounmy Lattanatai						
146	Rural Development Project	Mr. Sisouphone Kongsanith						
147	Rural Development Project	Mr. Phonesavanh Phetavai						
148	Irrigation firm	Mr. Bounniew Phothilak						
149	Irrigation firm	Mr. Bounehanh Khamphavong						
150	Irrigation firm	Mr. Bounnieo	2					

<1: The numbers indicate the level of skills / capabilities of the staff in comparison with the duties and responsibilities, namely, 1 = More than enough;</p>

- 2 = Just enough;
- 3 = Nit inadequate; 4 = Poor ;and
- 5 = Very poor.

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ID of Question: No. Section Name		C-22: Please identify any training that would help	you in meetin the operational goals of your office / s	ection.		
No. Section	Name	Training 1	Training 2	Training 3	Training 4	Training 5
1 Administraion	Mr. Pien Chanthip					
2 Administraion	Mr. Kongsy Vongsy					
3 Administraion	Mr. Somneuk Saynathy	Unclear (Specific skills)	Administrative management	English	Computer skill	Planning
4 Administraion	Mr. Vongdeuan Keosa	Accounting and financial management	Computer skill			
5 Administraion	Mr. Souvath Manivong	Strategic Planning	Information management	Capacity building	Not applicable (Pay attention on the priority areas)	Monitoring & evaluation (M&E) system
6 Administraion	Mr. Buaphane Chanthavong	Administrative management	Statistic and planning	Computer skill	English	Monitoring & evaluation (M&E) system
7 Administraion	Mr. Banchong Siththixay	Office management	Requirement of upgrading the capacity of staff	Study tour		
8 Administraion	Mr. Khamkeung Phanlak	Unclear (Specific skills)	International law and regulations	Foreign language	Computer skill	Political theories
9 Administraion	Mr. Nakhonsak Posavathdy	Unclear (Necessary training)				
10 Administraion	Mr. Sanaxay Sisanga	Office management	Requirement of upgrading the capacity of staff	Study tour		
11 Administraion	Ms. Silivane Phonvichith	Unclear (Specific skills)	Document management	English		
12 Administraion	Mr. Tha Kitikhammoun	n.a.				
13 Administration	Mr. Phoutsaba Volasack	Car mainternace				
14 Administration	Mr. Somchith Philavanh	Car mainternace				
15 Administration	Ms. Duangchith Phanthalekha	Unclear (Upgrading knowledge and ability)	English language			
16 Administration	Ms. Somvang Phanthavong	Foreign language	Management	Unclear (Other related skill training)		
17 Administration	Mr. Chanhkeo Chanthavong			(**************************************		
18 Administration	Mr. Vone Vongsy					
19 Administration	Mr. Pheuy Chanhsouk					
20 Administration (Nation)	Mr. Alounsaek Linthavong					
21 Administration (Nation)	Mr. Khamphone SINGNGAM					
22 Administration (Rural Dev)	Mr. Bounhom					
` '						
23 Administration (30 ha)	Ms. Chanhsouk					
24 Administration	Mr. Buavy Sithivong					
25 Administration	Ms. Chanh		~			
26 Agriculture	Mr. Khamphouth Inthavong	Management	Crop protection	Planning and assessment (M&E)	English	Computer skill
27 Agriculture	Mr. Souvanny Chuangthevy	Regulations on crop protection	Crop protection	English	Computer skill	
28 Agriculture	Ms. Bounlieb Sichampa	Cash crop production	Crop protection	Regulations on croping		
29 Agriculture	Mr. SengAthith	Tequniques and skills on crop protection	New agricultural techniques			
30 Agriculture	Ms. Sengthong Phengdy	Unclear (Specific skills)				
31 Agriculture	Mr. Sayphet Chanthalangsy	Techniques on cropping	English	Training of trainers	Computer skill	Statistical data collection and planning
32 Agriculture	Mr. Sithon Khamphouvong	n.a.				
33 Agriculture	Mr. Somphanh Phengsida	Work assessment and implementation	Planning, development strategy and management	Agricultural techniques	Foreign language	Extension work
34 Agriculture	Ms. Khamphong Philachanh	Tequniques and skills on crop protection	Fruit tree techniques	Improvement of rice seeds	Industrial crops	Regulations
35 Agriculture	Mr. Manikone Chanthavong	Development of rice seeds	Rice production techniques			
36 Agriculture	Mr. Southchai Keo chanthavong	Work planning	Unclear (Specific knowledge)	Foreign language		
37 Livestock and Fisheries	Mr. Khamphouth Phoummakeo	Mechainism of working	Project management	Computer skill	English	Project assessment
38 Livestock and Fisheries	Ms. Vilavanh Sitthixay	Utilization of medicines	Financing			
39 Livestock and Fisheries	Mr. Phuang Singngam	Foreign language	Planning	Unclear (Specific knowledge)	Computer skill	Unclear (Promotion)
40 Livestock and Fisheries	Mr. Bounmy Chanthabouly	Capacity building for district veterinarians	Capacity building for village veterinarians	Utilization of medicines	Unclear (Upgrade the knowledge of staff)	Regulations related to veterinary
41 Livestock and Fisheries	Ms. Phayboun Chanda	Unclear (Technical knowledge)				
42 Livestock and Fisheries	Mr. Vilaphong Phomvichith	English	Unclear (Specific knowledge)	Extention techniques	Control of animal diseases	
43 Livestock and Fisheries	Mr. Soupphak Laksivy					
44 Forestry	Mr. Sothseun Xayyalak	Participatory forest management and conservation	Financing	Computer skill		
45 Forestry	Mr. Viengsith Chittaphone	Work planningand budgetary management	English	Computer skill		
46 Forestry	Mr. Khamphet Chanthavong	Unclear (Specific skills)	Computer skill	English		
47 Forestry	Ms. Souphalak Duangdy	Computer	Office management	Foreign language	Unclear (Specific skill)	
48 Forestry	Mr. Sivansay Phimmasone	English	Computer skill	Unclear (Specific knowledge)		
49 Forestry	Mr. Sengphet Khothphomvong	English	Computer skill	-		
50 Forestry	Mr. Phong Lathsabouth	Leadership approach	English	Computer skill	Micro finance	Inspection
51 Forestry	Mr. Sengphet Silisombath	Administrative management	Unclear (Specific knowledge)	Working in the field		
52 Forestry	Mr. Phonepadith	Unclear (Technical knowledge)	English	Computer skill		
53 Forestry	Mr. Chandy Chanthavong	English	Computer skill	Study tour in the overseas		
54 Forestry	Mr. Ounh Vilaysak	Financial management	English	Computer skill	Rural development planning	
55 Forestry	Mr. Lek Vilaysak	English	Computer skill	Micro finance		
56 Forestry	Ms. Nhouphinh Sinsamouth	English	Computer skill	Unclear (Specific knowledge)		
57 Forestry	Ms. Chansamone Phatsady	Computer	English			
58 Forestry	Ms. Daovy Siphonekeopaseuth	English	Political theory	Planning		
59 Forestry	Mr. Khamlah Phinvanna	Management of forestry regulations	Land use planning	English	Computer skill	
60 Forestry	Mr. Phonesy Dalasaen	Unclear (Specific skills)	English	Computer skill	Planning	
61 Forestry	Mr. Pnonesy Dalasaen Mr. Buavanh Thipphavong	Unclear (Specific skills) Unclear (Specific skills)	English	Computer skill Computer skill	r ianning	
62 Forestry					Agazunting	Computer skill
	Mr. Saengphet Sitthisay	Forest management	Management of tree species	Tree planting techniques	Accounting	Computer skill
63 Forestry	Ms. Toulaphone Phouvongsy	Office management	Secretarial work	Foreign language		
64 Forestry	Mr. Phouthaphone Lacksivy	Proper soil and land use	Watershed management	English language		
65 Forestry	Mr. Khammanh Chanthalangsy					
66 Forestry	Mr. Sitthikhone Phommachak					

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C-22: Please identify any training that would help you in meetin the operational goals of your office / section.

ID of Question:		C-22: Please identify any training that would help you	ı in meetin the operational goals of your office / section	on.		
No. Section	Name	Training 1	Training 2	Training 3	Training 4	Training 5
67 Meteorology & Hydrology	Mr. Oukham Keovilay	Information gathering	Rainfall measurement	Trial on Agro-meteorology	Measurement of river discharge	English
68 Meteorology & Hydrology	Mr. Somphone Chanmaly	Meteorology	Office management			
69 Meteorology & Hydrology	Mr. Sichanh Bounpheng	Meteorology	Unclear (Specific knowledge)			
70 Meteorology & Hydrology	Ms. Manivanh Phomsouvane	Computer	Foreign language	Report writing	Office management	
71 Meteorology & Hydrology	Ms. Malin Philabuut	Weather forecast and communicating work	Computer skill	Foreign language	Office management	Report writing
72 Irrigation	Mr. Somchith Chanthavong	Water management	Data analysis and planning in computer	Inspection and designing in computer	Management of construction works by computer	English
73 Irrigation	Mr. Somsay Chanthavong	Unclear (Technical knowledge)	Computer skill	Report writing	Planning	
74 Irrigation	Mr. Buavanh Khamchanh	Language training	Computer skill	Strategic planning		
75 Irrigation	Mr. Sangkhom Simoun	Unclear (Proposing new work)	Calculating and designing for an irrigation project	Irrigation management	Organization of water users group and irrigation transfer	Foreign language and computer skill
76 Irrigation	Mr. Falai Duangphilalai	Irrigation	Oranization of water usage groups	Management of an organization		
77 Irrigation	Mr. Thavisith Phankham	Construction				
78 Irrigation	Ms. Thongdeng Phengdy	Financial management	Computer skill	Administrative management	English	Organization of water users groups
79 Irrigation	Mr. Amphon Thongda	Management of irrigation systems	Strenthening of water usage groups	Management of construction works	Designing	Project planning
80 Irrigation	Mr. Somboun Duang ngeun	Knowledge of equipment	English language	Computer skill	Not applicable (Improvement of working finance)	
81 Irrigation	Ms. Sayphoungeun Keobua	Irrigation management	Accounting and financial management	Computer skill	Gendar and human resource development	Office work
82 Irrigation	Ms. Somphone Vongyasa	Accounting and financial management	Computer skill	English language		
83 Irrigation	Ms. Malaithong Kham-orn	Office management	Accounting and financial management	Report writing	Computer skill	Secretarial work
84 Irrigation	Ms. Saengdeun Chanhsouk	Administrative management	Accounting and financial management	Use of office equipment	Gendar and human resource development	
85 Irrigation	Ms. Ammala Chaileuth	Accounting and financial management	Report writing	Computer skill	Foreign language	Office management
86 Irrigation	Mr. Thavisith Phankham	Unclear (Technical knowledge)	Computer skill	English language	Not applicable (Improvement of working finance)	
87 Irrigation	Mr. Vinvilay Sayyaphone					
88 Irrigation	Mr. Lithong Sitthisay					
89 Irrigation	Mr. Somchith Chanthavong					
90 Extension	Mr. Bounlay Khamphoumy	Planning	Planning	Assessment (M&E)	Extension work	Data collection
91 Extension	Mr. Phetsamone Phouthavone	Administrative management	Statistic and planning	Project preparation		
92 Extension	Mr. Bounhom Siduangchanh	Data collection	Extension work	Strategic planning	Project planning	Monitoring & evaluation (M&E) system
93 Extension	Ms. Sengmalaythong Soukphaly	Unclear (Technical knowledge)				
94 Extension	Ms. Buasavanh Chanthavong	Unclear (Technical knowledge)				
95 Extension	Mr. Sompong Chittavong	Planning for poverty reduction	English	Unclear (Knowledge of staff)	Computer skill	
96 Extension	Mr. Phoukhaokeo	Unclear (Specific knowledge)	Reporting	Computer skill	English	
97 Extension	Mr. Saiyakone Daengpheng	Unclear (Specific skills)	Project planning	Unclear (Other related skill training)		
98 Extension	Ms. Saengthong Phengdy					
99 DIDM	Mr. Thongdam Chanhbounheung	Irrigation skill	Foreign language	Computer skill		
100 DIDM	Mr. Sengphilom	Irrigation skill	Working system	Inspection of irrigation construction		
101 DIDM	Mr. Touthong Savanhthor	Methods of equipment inspection	Construction monitoring	Computer skill	Foreign language	
102 DIDM	Mr. Fongsamouth Bolisouth	Project planning	Actual working in the field			
103 DIDM	Mr. Phoxay Mounthinthay	Water management	English	Computer skill		
104 DIDM	Mr. Keomany Soukkhalath	Unclear (Technical knowledge)	Accounting and financial management	Computer skill		
105 DIDM	Mr. Oudomphane Outhongkham	Unclear (Technical knowledge)	Computer skill	Accounting		
106 DIDM	Mr. Sengphilom Silisombath	Foreign language	Computer skill	Management		
107 DIDM	Ms. Dokkeo Chanthalangsy	Management of training course	Unclear (Development training)	Computer skill		
108 DIDM	Mr. Phongphiphat Thammavong	Designing in computer	Water management	<u> </u>		_
109 Nam Tien Irrigation Project	Mr. Khamphone Phimbuathong	Unclear (Technical knowledge)	Enterprise words	Wash and a second description	E1:-1	
110 Nam Tien Irrigation Project	Mr. Bounleuang Khongsavanh	Unclear (Technical knowledge)	Extension work	Work assessment / monitoring	English	Community for Lorisin -
111 Nam Tien Irrigation Project	Mr. Bounleuth Philachanh	Community development	Management of community groups	Organization of water usage group	Irrigation management	Community fund raising
112 Nam Tien Irrigation Project	Mr. Houmphane Sensy	Leadership approach	Capacity building	Unclear (Improvement of technical skills)		
113 Nam Tien Irrigation Project	Mr. Pecayth Singhel	Unclear (Specific skills)	English Doubter raising	Computer skill	Treatment of animal diseases	
114 Nam Tien Irrigation Project	Mr. Paseuth Singhak Mr. Vilaivan Inthavong	Fish breeding	Poultry raising	Fishculture Fishculture	Treatment of animal diseases Treatment of animal diseases	
115 Nam Tien Irrigation Project	· ·	Fish breeding	Poultry raising	FISHCUITUTE	Treatment of animal diseases	
116 Nam Tien Irrigation Project	Ms. Vilaiphone Keomany	Management of stoff	Decigning and examination	Construction work	Droingt planning	Human rassauras davalanment
117 Nam Tien Irrigation Project	Mr. Kongkeo Sibounheuang	Management of staff Peofferentation	Designing and examination Watershad management	Construction work	Project planning	Human resource development
118 Nam Tien Irrigation Project	Mr. Souvanh Phanthavong	Reafforestation Work management	Watershed management	Environmental protection		
119 Nam Tien Irrigation Project	Mr. Bounphieng Tatsavath	Work management	Community development	Extension work		
120 Nam Tien Irrigation Project	Mr. Phoong Phonthoyong					
121 Nam Tien Irrigation Project	Mr. Phaeng Phanthavong Mr. Somdy Lasakith					
122 Nam Tien Irrigation Project	*					
123 Nam Tien Irrigation Project	Mr. Thongphet Diphetthai					
124 Nam Tien Irrigation Project	Mr. Saikham					

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No.	Section	Name	Training 1	Training 2	Training 3	Training 4	Training 5
125	30 ha Project	Mr. Feng Phommakoun	Techniques on fingerling breeding	Management	Conservation of fish breeds		
126	5 30 ha Project	Mr. Souban Duangphouxay	Training of water users	Credit assistance to water users group	Training of farmers on irrigation management	Rice seed development	Livestock and tree planting
127	7 30 ha Project	Mr. Bounthom Silisomphone	Techniques on water distribution	Accounting system	Management of an organization	Construction and repair of irriation systems	
128	30 ha Project	Mr. Khamlah Phomthay	Management	Planning	Unclear (Implementation)		
129	30 ha Project	Mr. Hieng Chanthavong	Techniques on rice planting				
130	30 ha Project	Mr. Luang Bakham	Supervision and management	Planning	Humac resource development	Research and development	Assessment (M&E)
131	30 ha Project	Mr. Sangkhom Xayyasith	Meteorology	Information management	Agro-meteorology		
132	2 30 ha Project	Mr. Somsay Keosavang	Fishculture Techniques	English	Computer skill		
133	30 ha Project	Mr. Yai Ornvilay	Techniques on rice planting	English	Computer skill		
134	30 ha Project	Mr. Bounchanh Souliyaxoth	Computer	English	Data analysis	Fruit tree development	
135	30 ha Project	Mr. Thongvanh Phonepaseuth	Research work	Rice production	Unclear (Specific knowledge)	English	
136	5 30 ha Project	Ms. Xiengsila Pongphan	Machinery knowledge				
137	Vang Va Project	Mr. Veth Southivong	Accounting in computer	English	Production and marketing		
138	Vang Va Project	Ms. Pinkeo Philachanh	Agriculture	Livestock	Forestry		
139	Vang Va Project	Mr. Chanthachone Siphonekeopaseuth	Animal disease diagnostics	Selection of seeds	Tree planting techniques	Accounting	Computer skill
140	Vang Va Project	Mr. Vilavong Kettavongsa	Techniques on fishculture and chicken raising	Fish breeding			
141	Vang Va Project	Mr. Kongkeo Xayyavong	n.a.				
142	Vang Va Project	Mr. Vong Chandala	n.a.				
143	Vang Va Project	Mr. Linthavong Keoboua	English	Agricultural skills	Micro finance		
144	Vang Va Station	Mr. Phaivanh Buapha	Industrial crop planting	Production of fruit tree seedlings	Management of tree species	Computer skill	Accounting
145	Rural Development Project	Mr. Bounmy Lattanatai					
146	Rural Development Project	Mr. Sisouphone Kongsanith					
147	Rural Development Project	Mr. Phonesavanh Phetavai					
148	Irrigation firm	Mr. Bounniew Phothilak					
149	Irrigation firm	Mr. Bounehanh Khamphavong					
150	Irrigation firm	Mr. Bounnieo	Unclear (Training on new establishment)	Report writing	Computer skill (in drawing and design)	Foreign language	

Attachment 6-7

Pakseng DAFO

Data Sheet 1: General Infomration of Staff

Name of Office: DAFO Pakseng
Date of data update: 2004/6/18

ID of Question:

A-2: Position

A-6

A-3

A-7: Educational Attainment

וט טו	Question:		A-2: POSITION				A-0	A-3	A-7: Educatio	onai Attainment			
No.	Section	Name	Position	Submission of questionnaire	Sex	Age	Title	Post <1	Length (O)	Education <2	Major	Year	Specialty <3
1	DAFO	Mr. Phonexay VANHNADET	Head of DAFO	Yes	M	32	3	P	13	4	Livestock	1998	d
2	DAFO	Mr. Sisamut PHONGSAVATH	Deputy head of DAFO	Yes	M	34	3	P	10	4	Livestock	1993	d
3	DAFO	Mr. Vongsone CHANTHACHITH	Deputy head of DAFO	Yes	M	33	3	P	6	4	Agriculture	1995	a
4	Administration	Mr. Phophet SIONCHANH	Unit head	Yes	M	34	3	P	10	4	Forestry	1993	g
5	Administration	Mrs. Sengamphone SOMSANITH	Specialist/ Technician	Yes	F	34	2	P	14	6	n.a.	n.a.	d
6	Forestry	Mr. Amphayvanh INTHAVONG	Unit head	Yes	M	26	4	P	3	4	Forestry	2001	g
7	Forestry	Mr. Misxaygna SOUKLAKAY	Specialist/ Technician	Yes	M	23	3	P	2	4	Forestry	n.a.	g
8	Forestry	Mr. Bounneo LATTANAVONG	Specialist/ Technician	None	M	35	3	P	11	4	n.a.		
9	Livestock	Mr. Somdy SISAVATH	Unit head	Yes	M	38	2	P	12	4	Livestock	1992	d
10	Livestock	Mr. Phouthone KEOMANIVONG	Contract Staff	Yes	M	n.a.	-	С	1	4	Livestock	2002	d
11	Agriculture	Mr. Somkit BOUNSAVATH	Unit head	Yes	M	31	3	P	5	4	Agriculture	1997	a
12	Agriculture	Mr. Xaysanome SIPHANHTHONE	Specialist/ Technician	Yes	M	30	3	P	4	4	Agriculture	1999	b
	Agriculture	Mr. Khamchanh VONGKHOUN	Specialist/ Technician	None	M	29	3	P	7	4	n.a.		

Note: <1 The symbols used for "Post" indicate "P: Permanent" and "C: Contractual", respectively.

<2: The numbers indicate the level of educational attainment of the staff, namely, 1= Dr, 2=MSc, 3=Bs, 4=Diploma, 5=High school, 6=Others.

<3: The specialty of the staff is categorized and symbolized as follows:

a= crop (rice), b= crop (others), c=irrigation, d= livestock, e= fishery, g= forestry, h= meteorology, i= community organization,

j= fruits/trees/NTFPs, k= rural finance, l= marketing, m= natural resource management

Name of Office: DAFO Pakseng
Date of data update: 2004/6/18

ID of Question: A-14 Training that respondents have had

ID	of Question:		A-14 Training that respondents have had												
No.	Section	Name	Training 1	Organization	Mo/Year	Days	Effect on work	Training 2	Organization	Mo/Year	Days	Effect on work	Training 3	Training 4	Training 5
1	1 DAFO	Mr. Phonexay VANHNADET	Training of trainers (for veterinary service)	EU	Sep-99	14	Fair	Political science	Provincial office	Mar-02	45	Fair			
2	2 DAFO	Mr. Sisamut PHONGSAVATH	Collection of statistical data	Government	Jun-05	9	Useful for data collection	Administration and project management	EU	Jun-05	45	Useful for project writing			
3	3 DAFO	Mr. Vongsone CHANTHACHITH	Village organization	Extension Section	38047	5	Poor								
2	4 Administration	Mr. Phophet SIONCHANH	Land allocation and mapping	Government	Jun-05	5	Good	Seedling production of fruit trees	EU	Jun-05	10	Good			
4	5 Administration	Mrs. Sengamphone SOMSANITH	None												
(6 Forestry	Mr. Amphayvanh INTHAVONG	Village organization	Extension Section	Mar-04	5	Poor								
-	7 Forestry	Mr. Misxaygna SOUKLAKAY	None												
8	8 Forestry	Mr. Bounneo LATTANAVONG													
Ģ	9 Livestock	Mr. Somdy SISAVATH	Village organization	Extension Section	38047	5	Yet to evaluate								
10	0 Livestock	Mr. Phouthone KEOMANIVONG	None												
11	1 Agriculture	Mr. Somkit BOUNSAVATH	None												
12	2 Agriculture	Mr. Xaysanome SIPHANHTHONE	None												
13	3 Agriculture	Mr. Khamchanh VONGKHOUN													

Name of Office: DAFO Pakseng
Date of data update: 2004/6/18

ID of Question:

10	or Question:		A-10: What are your actual duties / responsi				
No	Section	Name	Duty 1	Duty 2	Duty 3	Duty 4	Duty 5
1	DAFO	Mr. Phonexay VANHNADET	Implementation of policy	Supervision of agriculture and forestry work	Planning	Reporting to upper level	Management
2	DAFO	Mr. Sisamut PHONGSAVATH	Supervision of units especially livestock	Supervision to livestock matters	Technical extension on livestock		
3	DAFO	Mr. Vongsone CHANTHACHITH	Supervision of administration unit	Establishment of rules of the office	Supervision of use of budget	Supervision of activities	Reporting to upper level
4	Administration	Mr. Phophet SIONCHANH	Administration of the office	Planning	Statistics		
4	Administration	Mrs. Sengamphone SOMSANITH	Administrative work and typing	Meteorological work			
(Forestry	Mr. Amphayvanh INTHAVONG	Supervision of the unit	Extension to villager	Infromation dissemination on law	Management of forestry law	Reporting
1	Forestry	Mr. Misxaygna SOUKLAKAY	Control offorest cutting for malking fields	Supervise clear the forest illegal of villager	Control of wildlife traiding	Assistance in sdling production	Campain for tree planting
8	Forestry	Mr. Bounneo LATTANAVONG					
9	Livestock	Mr. Somdy SISAVATH	Reporting and planning	Unclear (Data and support on livestock)	Data collection of disease animal	Reporting to upper level	
10	Livestock	Mr. Phouthone KEOMANIVONG	Monitoring of animal of villagers	Vaccination	Support in working in the office		
1	Agriculture	Mr. Somkit BOUNSAVATH	Supervision of the unit	Reporting and planning of the unit	Data collection on agriculture	Extension on agricultural production	
12	Agriculture	Mr. Xaysanome SIPHANHTHONE	Data collection and tatistics of agriculture	Reporting to director	Unclear (Support)		
13	Agriculture	Mr. Khamchanh VONGKHOUN					

Data Sheet 4: Needed Skills suggested by the Staff

Name of Office:	DAFO Pakseng
Date of data update:	2004/6/18

ID of Question:

A-13: How do you assess your capabilities to comply with your duties? And What kind of skills do you need to strengthen in case your capabilities are inadequate?

No.	No. Section Name		GAP	Needed skill 1	Needed skill 2	Needed skill 3	Needed skill 4	Needed skill 5	
¹ DAFO M		Mr. Phonexay VANHNADET	3	M&E and Supervision					
2	DAFO	Mr. Sisamut PHONGSAVATH	3 Planning		Project management	English language	Livestock	Disease analysis	
3	DAFO	Mr. Vongsone CHANTHACHITH	3	Administration of the Office					
4	Administration	Mr. Phophet SIONCHANH	2	n.a.					
5	Administration	Mrs. Sengamphone SOMSANITH	3	Administration of the Office					
6	Forestry	Mr. Amphayvanh INTHAVONG	3	Planting vegeables in dry season					
7	Forestry	Mr. Misxaygna SOUKLAKAY	2	n.a.					
8	Forestry	Mr. Bounneo LATTANAVONG							
9	Livestock	ivestock Mr. Somdy SISAVATH 3		Techniques of extension on livestock					
10	Livestock	Mr. Phouthone KEOMANIVONG	3	Unclear (Need technical staff)	Animal management				
11	Agriculture	Mr. Somkit BOUNSAVATH	4	Leading the unit	Seedling production of fruits				
12	Agriculture	Mr. Xaysanome SIPHANHTHONE	4	Techniques of extension					
13	Agriculture	Mr. Khamchanh VONGKHOUN							

Note: <1: The numbers indicate the level of skills / capabilities of the staff in comparison with the duties and responsibilities, namely,

- 1 = More than enough;
- 2 =Just enough;
- 3 = Nit inadequate;
- 4 = Poor; and
- 5 =Very poor.

Name of Office:	DAFO Pakseng
Date of data update:	2004/6/18

ID of Question: C-22 Effective training

No	Section	Name	Training 1	Training 2	Training 3	Training 4	Training 5
1	DAFO	Mr. Phonexay VANHNADET	Working with communities	Training methods	Upland farming (Agroforestry)	M&E	Livelihood development
2	DAFO	Mr. Sisamut PHONGSAVATH	Fish raising and breeding	Poultry raising	Swine raising	Veterinary services	
3	DAFO	Mr. Vongsone CHANTHACHITH	Community development	Extension on vegetable production	M&E	Livelihood development	Training methods
4	Administration	Mr. Phophet SIONCHANH	Administration and planning	Mapping	Land allocation		
5	Administration	Mrs. Sengamphone SOMSANITH	Administration and management of works				
6	Forestry	Mr. Amphayvanh INTHAVONG	Data collection and problem identification	Participatory planning	Mapping	Nursery operation	
7	Forestry	Mr. Misxaygna SOUKLAKAY	Tree planting	Land allocation			
8	Forestry	Mr. Bounneo LATTANAVONG					
9	Livestock	Mr. Somdy SISAVATH	Data collection and problem identification	Technical of fingerling production	Vaccination	Artificial insemination of animals	
10	Livestock	Mr. Phouthone KEOMANIVONG	Technology on livestock				
11	Agriculture	Mr. Somkit BOUNSAVATH	Seedling production of fruit trees	Planning of planting trees	Data collection and problem identification	Upland farming (vegetables)	
12	Agriculture	Mr. Xaysanome SIPHANHTHONE	Extension on vegetable production	Fruit tree production	Rice farming	Upland farming (vegetables)	
13	Agriculture	Mr. Khamchanh VONGKHOUN					

Attachment 6-8

Nane DAFO

Data Sheet 1: General Infomration of Staff

Name of Office: DAFO Nane
Date of data update: 2004/6/18

ID of Question:

A-2: Position

A-6 A-3 A-7: Educational Attainment

ID 01	Question:		A-2: Position				A-6	A-3	A-7: Education	onal Attainment			
No.	Section	Name	Position	Submission of questionnaire	Sex	Age	Title	Post <1	Length (O)	Education <2	Major	Year	Specialty <3
1	DAFO (Irrigation)	Sivone KHAMCHANE	Head of DAFO	Yes	M	39	4		6	4	Irrigation	1988	c
2	DAFO (Forestry)	Phane DOUANGCHANE	Deputy head of DAFO	Yes	M	47	n.a.		14	4	General Forestry	1984	g
3	Forestry	Bounpeng SENGMANY	Unit head	Yes	M	37	4		n.a.	4	Forestry	1997	g
4	Forestry	Bualy KHANTHAPASEUTH	Specialist / Technician	Yes	M	36	4		8	4	Forestry	2003	g
5	Forestry	Chanthavy VONGTHONGSAY	Specialist/ Technician	Yes	M	30	3		12	4	Forestry	1992	g
6	Forestry	Chanhma TEESAVATH	Specialist/ Technician	Yes	M	40	3		13	4	Forestry	1991	g
7	Forestry	Phetthavone VANNAPHA	Specialist/ Technician	Yes	F	26	3		5	4	Forestry	1998	g
8	Irrigation	Keusong NENG	Unit head	Yes	M	30	4		5	3	Irrigation	1998	с
9	Irrigation	Thongkhoun CHANSANGA	Specialist/ Technician	Yes	M	28	2		18	4	Irrigation	1985	С
10	Agriculture	Bounthin PHONEMANY	Unit head	Yes	M	47	3		20	4	Agriculture	1983	a
	Agriculture	Bounphet PHANETHAVONG	Specialist/ Technician	Yes	M	38	2		21	4	Agriculture	1983	b
12	Agriculture	Latsamy VONGMANICHANE	Specialist/ Technician	Yes	F	26	3		3	4	Agriculture	2000	b
	Agriculture	Thongvanh CHANTHAMALY	Specialist/ Technician	Yes	M	47	2		23	4	Agriculture	1982	a
14	Livestock	Vanthong BOUNYONG	Unit head	Yes	F	26	3		3	4	Livestock-Fishery	2000	d
15	Livestock	Bounthan PHONEMANY	Specialist/ Technician	Yes	M	39	2		13	4	Livestock-Fishery	1981	d
	Livestock	Thongvanh KEOKENCHANH	Unit head	Yes	M	52	1		18	6	Livestock-Fishery	1991	d

Note: <1 The symbols used for "Post" indicate "P: Permanent" and "C: Contractual", respectively.

<2: The numbers indicate the level of educational attainment of the staff, namely, 1= Dr, 2=MSc, 3=Bs, 4=Diploma, 5=High school, 6=Others.

<3: The specialty of the staff is categorized and symbolized as follows:

a= crop (rice), b= crop (others), c=irrigation, d= livestock, e= fishery, g= forestry, h= meteorology, i= community organization,

j= fruits/trees/NTFPs, k= rural finance, l= marketing, m= natural resource management

Data Sheet 2: History of Training

Name of Office: DAFO Nane
Date of data update: 2004/6/18

A-14 Training that respondents have had

		A-14 Training that respondents n	are received													
o. Section	Name	Training 1	Organization	Mo/Year	Days	Effect on work	Training 2	Organization	Mo/Year	Days	Effect on work	Training 3	Organization	Mo/Year	Days	Effect on work
1 DAFO (Irrigation)	Sivone KHAMCHANE	Community organization	Konekean University	Sep-92	12	Very good	Administration of meddle level II	SIDA	Jun-98	4	Fair	Administration meddle level III	SIDA	Feb-99	5	Fair
2 DAFO (Forestry)	Phane DOUANGCHANE	Data collection	СТР	Jun-91	7	Not useful	Basics of Agriculture	Agriculture Section	Oct-91	15	Fair	Training of trainers (extension)	SIDA	Nov-94	15	Fair
3 Forestry	Bounpeng SENGMANY	Planting and production of posa	SIDA	Jun-99	25	Good	Resource management	SIDA	Jun-00	3	Good					
4 Forestry	Bualy KHANTHAPASEUTH	Trainer of extension	SIDA	Nov-94	15	Useful for the work	Computer	SIDA	Oct-02	30	Useful for reporting					
5 Forestry	Chanthavy VONGTHONGSAY	Mapping	SIDA	1996	7	Unclear (Certificate)	Development plan	SIDA	Jan-98	9	Unclear (Certificate)	Administration	n.a.	May-00	n.a.	Unclear (Certificate)
6 Forestry	Chanhma TEESAVATH	Seed production	SIDA	n.a.	21	Good	Land allocation	SIDA		21	Good	Satellite imaging	SIDA	n.a.	21	Good
7 Forestry	Phetthavone VANNAPHA	Planting and production of posa	SIDA	Jun-99	25	Useful for the work	Resource management	SIDA	Jun-00	3	Useful for the work					
8 Irrigation	Keusong NENG	English language	SIDA	Jun-99	210	Good										
9 Irrigation	Thongkhoun CHANSANGA	Management of irrigation systems	FIAT	Mar-98	9	Good	Environment	Quaker	Jan-02	5	Good					
10 Agriculture	Bounthin PHONEMANY	Rice production	Lao-IRRI	1996	7	Useful for the work	Livestock	SIDA	1993	7	Useful for the work	Fishery	SIDA	1994	7	Useful for the work
11 Agriculture	Bounphet PHANETHAVONG	Rice research and experiment	Lao-IRRI	Sep-95	35	Good	Computer	SIDA		120 hr	s Fair	Administration	SIDA	Aug-99	5	Fair
12 Agriculture	Latsamy VONGMANICHANE	No														
13 Agriculture	Thongvanh CHANTHAMALY	Fruit trees production	Xiengngurn Training Center	n.a.	14	Unclear (Certificate)	Green vegetable	Xiengngurn Training Center	n.a.	14	Unclear (Certificate)	Rice production	Xiengngurn Training Center	n.a.	7	Unclear (Certificate)
14 Livestock	Vanthong BOUNYONG	Extension techniques of livestock	EU	May-02	n.a.	Unclear (Certificate)	Training of trainers (veterinarian)	EU	Sep-02		Unclear (Certificate)					
15 Livestock	Bounthan PHONEMANY	Fish culture	FAO	1994	10	Useful for the work	Yellow chicken feeds	EU	1998	7	Useful for the work	Inspection of meat	SIDA	2001	7	Useful for the work
16 Livestock	Thongvanh KEOKENCHANH	Planning	Government	Jul-99	5	Poor	Psychology in Administration	SIDA	Aug-99	5	Poor	Administrative system of office	SIDA	Aug-99	4	Not much

A-14 Training that respondents have had

No.	Section	Name	Training 4	Organization	Mo/Year	Days	Effect on work	Training 5	Organization	Mo/Year	Days	Effect on work
1	DAFO (Irrigation)	Sivone KHAMCHANE	Use of updated irrigation systems	KOICA	Jun-99	21	Not useful					
2	DAFO (Forestry)	Phane DOUANGCHANE	Gender issues	SIDA	Jul-96	5	Unclear					
3	Forestry	Bounpeng SENGMANY										
4	Forestry	Bualy KHANTHAPASEUTH										
5	Forestry	Chanthavy VONGTHONGSAY	Sloping agriculture	n.a.	Jul-00	n.a.	Unclear (Certificate)					
6	Forestry	Chanhma TEESAVATH	Research on seeds	SIDA	n.a.	21	Good	GIS	SIDA	n.a.	21	Good
7	Forestry	Phetthavone VANNAPHA										
8	Irrigation	Keusong NENG										
9	Irrigation	Thongkhoun CHANSANGA										
10	Agriculture	Bounthin PHONEMANY	Upland agriculture	SIDA	1999	7	Useful for the work					
11	Agriculture	Bounphet PHANETHAVONG	Community organization	SIDA		5	n.a.	Accounting	SIDA	n.a.	5	n.a.
12	Agriculture	Latsamy VONGMANICHANE										
13	Agriculture	Thongvanh CHANTHAMALY										
14	Livestock	Vanthong BOUNYONG										
15	Livestock	Bounthan PHONEMANY										
16	Livestock	Thongvanh KEOKENCHANH	Project analysis and evaluation	Government	Jan-00	5	Poor					

Data Sheet 3: Duties of the Staff

Name of Office:	DAFO Nane
Date of data update:	2004/6/18

ID of Question: A-10: What are your actual duties / responsibilities ?

יוט טו			A-10: What are your actual duties / responsibilitie				
No.	Section	Name	Duty 1	Duty 2	Duty 3	Duty 4	Duty 5
1	DAFO (Irrigation)	Sivone KHAMCHANE	Training of staff on political science and policy	Interpretation of forestry law and regulations	Planning of agricultural and forestry development	Human resource development	
2	DAFO (Forestry)	Phane DOUANGCHANE	Supervision of forestry work				
3	Forestry	Bounpeng SENGMANY	Supervision of forestry unit	Forest and resource management			
4	Forestry	Bualy KHANTHAPASEUTH	Forest management	Accounting and financial management			
5	Forestry	Chanthavy VONGTHONGSAY	Development of models for sloping agriculture	Promotion of vegetables/ fruits / industrial crops	Land allocation		
6	Forestry	Chanhma TEESAVATH	Land allocation and management				
7	Forestry	Phetthavone VANNAPHA	Monitoring and management of wood industry				
8	Irrigation	Keusong NENG	Planning of irrigation projects	Reporting to upper level	Management of irrigation systems		
9	Irrigation	Thongkhoun CHANSANGA	Planning of irrigation projects				
10	Agriculture	Bounthin PHONEMANY	Reporting /submittion of documents to province	Monitoring of agricultural production	Management of equipment / materials	Supervision and evaluation	
11	Agriculture	Bounphet PHANETHAVONG	Extension work on agricultural techniques	Report writing			
12	Agriculture	Latsamy VONGMANICHANE	Typing	Cashier			
13	Agriculture	Thongvanh CHANTHAMALY	Statistical data collection on rice production	Statistical data collection			
14	Livestock	Vanthong BOUNYONG	Supervision of section	Planning of livestock promotion			
15	Livestock	Bounthan PHONEMANY	Responsible for registeration of animal	Vaccination project	Inspection of meat		
16	Livestock	Thongvanh KEOKENCHANH	Statistics and planning	Monthly reporting	Report writing	Coordination with other units	

Data Sheet 4: Needed Skills suggested by the Staff

Name of Office:	DAFO Nane
Date of data update	2004/6/18

ID of Question:

A-13: How do you assess your capabilities to comply with your duties? And What kind of skills do you need to strengthen in case your capabilities are inadequate?

No.	Section	Name	GAP	Needed skill 1	Needed skill 2	Needed skill 3	Needed skill 4	Needed skill 5
1	DAFO (Irrigation)	Sivone KHAMCHANE	3	Forestry work	Make Planning	Agriculture	Management / administration	
2	DAFO (Forestry)	Phane DOUANGCHANE	4	English language	Computer	Management/administration		
3	Forestry	Bounpeng SENGMANY	3	English language	Computer	Writing project	Computer	
4	Forestry	Bualy KHANTHAPASEUTH	3	English language	Forestry law	Extension to forestry villagers	Writing project	Data analysis
5	Forestry	Chanthavy VONGTHONGSAY	3	Computer	English language	English language		
ć	Forestry	Chanhma TEESAVATH	3	Extension		Computer		
7	Forestry	Phetthavone VANNAPHA	3	English language	Fish Breeding	Extension on forestry	Unclear (Other project works)	Computer
8	Irrigation	Keusong NENG	3	Computer	English language	Participatory methods		
ç	Irrigation	Thongkhoun CHANSANGA	3	Irrigation management				
10	Agriculture	Bounthin PHONEMANY	3	Writing project	Knowledge of map			
11	Agriculture	Bounphet PHANETHAVONG	3	Computer	Graft of seed forest fruit			
12	Agriculture	Latsamy VONGMANICHANE	3	Computer	Use of medicine for animal diseases	Writing project		
13	Agriculture	Thongvanh CHANTHAMALY	3	Agriculture	English language			
14	Livestock	Vanthong BOUNYONG	3	English language	English language	Computer	Veterinary service	
15	Livestock	Bounthan PHONEMANY	3	Long-term training	Computer			
16	Livestock	Thongvanh KEOKENCHANH	3	Improvement of academic	Management			

Note: <1: The numbers indicate the level of skills / capabilities of the staff in comparison with the duties and responsibilities, namely,

- 1 = More than enough;
- 2 = Just enough;
- 3 = Nit inadequate;
- 4 = Poor; and
- 5 = Very poor.

Data Sheet 5: Training Courses suggested

Name of Office:	DAFO Nane
Date of data update:	2004/6/18

ID of Question: C-22 Effective training

	or Question:		C-22 Effective training				
No.	Section	Name	Training 1	Training 2	Training 3	Training 4	Training 5
1	DAFO (Irrigation)	Sivone KHAMCHANE	Director General of DAFO	Community development	Computer	English language	Technologies on agriculture, forestry & livestock
2	DAFO (Forestry)	Phane DOUANGCHANE	English language	Computer	Administration of office		
3	Forestry	Bounpeng SENGMANY	English language	Computer	Extension	Writing project report	
4	Forestry	Bualy KHANTHAPASEUTH	Satellite imaging	English language	Writing project and data analysis		
5	Forestry	Chanthavy VONGTHONGSAY	Computer				
6	Forestry	Chanhma TEESAVATH	Writing project report	Seedling production of fruit & others			
7	Forestry	Phetthavone VANNAPHA	Data and Writing project report	Computer	English language	Extension on forestry sector	Satellite imaging
8	Irrigation	Keusong NENG	Planning of Irrigation project	Computer (Auto CAD)	Training of trainers		
9	Irrigation	Thongkhoun CHANSANGA	Management of irrigation systems	English language	Computer		
10	Agriculture	Bounthin PHONEMANY	Writing project report	Improvement of academic background			
11	Agriculture	Bounphet PHANETHAVONG	Writing project report	Computer	English language		
12	Agriculture	Latsamy VONGMANICHANE	Computer	English language	Writing project report		
13	Agriculture	Thongvanh CHANTHAMALY	Foreign language				
14	Livestock	Vanthong BOUNYONG	English language	Fish breeding	Vaterinary service	Computer	
15	Livestock	Bounthan PHONEMANY	Long-term training				
16	Livestock	Thongvanh KEOKENCHANH	Statistics and planning	Strategic planning	Project analysis and evaluation	Improvement of academic	

Attachment 6-9

Viengkham DAFO

Data Sheet 1: General Infomration of Staff

Name of Office:	DAFO Viengkham
Date of data update:	2004/6/18

ID of Question:

A-2: Position

A-6

A-3

A-7: Educational Attainment

ID OI QUESTION:		A-2: POSITION				A-0	A-3	A-7. Educatio	nai Attainineni	1		
No. Section	Name	Position	Submission of questionnaire	Sex	Age	Title	Post	Length (O)	Education	Major	Year	Specialty
1 DAFO	Mr. Bounmy SAVAD	Head of DAFO	Yes	M	36	4	P	8	4	Forestry	1995	g
² DAFO/Irrigation	Mr. Siphane MISOUK	Deputy head of DAFO	Yes	M	48	4	P	21	4	Irrigation	1993	b
³ Forestry	Mr. Houmphaeng KHANTHALY	Deputy head of DAFO	Yes	M	36	3	P	13	4	Forestry	1990	b
4 Forestry	Mr. Sisomphone THALANGSY	Specialist/ Technician	Yes	M	47	3	P	14	4	Forestry	n.a.	g
5 Forestry	Mr. Sivone SONEMANY	Unit head	Yes	M	45	3	P	13	4	Forestry	1991	g
6 Forestry	Mr. Phaeng PHANTHAVONG	Specialist/ Technician	Yes	M	35	3	P	12	4	Forestry	1992	g
7 Agriculture	Mr. Bounthane MANIVONG	Unit head	Yes	M	32	3	P	10	4	Agriculture	1994	a
8 Agriculture	Ms. Amphay THAVONGSY	Specialist/ Technician	Yes	F	28	3	P	8	4	Agriculture	1994	b
9 Agriculture	Mr. Somveophet DOUANGPASEUTH	Specialist/ Technician	Yes	M	28	3	P	6	4	Agriculture	1998	b
10 Livestock	Mr. Chanthasak PHATHTHANA	Unit head	Yes	M	31	3	P	10	4	Livestock	1993	d
11 Livestock	Mr. Khamphew VILADEAN	Specialist/ Technician	Yes	M	26	3	P	2	4	Livestock	n.a.	d
12 Livestock	Mr. Bouathong XAYYAVONG	Specialist/ Technician	Yes	M	45	1	P	10	6	n.a.	n.a.	d
13 Livestock	Mr. Bounvong SILAXAY	Specialist/ Technician	Yes	M	55	2	P	25	6	n.a.	n.a.	d
14 Administration	Ms. Khambay PHALIVANE	Typing	Yes	F	26	2	P	6	5	Construction School	1997	n.a.
15 Administration	Mr. Bounmy THAMMAVONG	Unit head	Yes	M	42	1	P	13	6	n.a.	n.a.	n.a.
16 Administration	Ms.Douangchanh VONGSAVANH	Finance	Yes	F	29	1	P	11	6	n.a.	n.a.	h

Note: <1 The symbols used for "Post" indicate "P: Permanent" and "C: Contractual", respectively.

<2: The numbers indicate the level of educational attainment of the staff, namely, 1= Dr, 2=MSc, 3=Bs, 4=Diploma, 5=High school, 6=Others.

<3: The specialty of the staff is categorized and symbolized as follows:

a= crop (rice), b= crop (others), c=irrigation, d= livestock, e= fishery, g= forestry, h= meteorology, i= community organization,

j= fruits/trees/NTFPs, k= rural finance, l= marketing, m= natural resource management

Data Sheet 2: History of Training

Name of Office: DAFO Viengkham
Date of data update: 2004/6/18

A-14 Training that respondents have had

			A-14 Training that respondents have ha	а										
No.	Section	Name	Training 1	Organization	Mo/Year	Days Effect on work	Training 2	Organization	Mo/Year	Days	Effect on work	Training 3	Training 4	Training 5
1	DAFO	Mr. Bounmy SAVAD	Government and society management	Administration Office	2002	6 Good								
2	DAFO/Irrigation	Mr. Siphane MISOUK	Data collection on irrigation dev	Department of Irrigation	Oct-95	7 Fair	Management of irrigation pumps	Department of Irrigation	Sep-98	15	Fair			
3	Forestry	Mr. Sivone SONEMANY	No											
4	Forestry	Mr. Sisomphone THALANGSY	No											
5	Forestry	Mr. Houmphaeng KHANTHALY	Seedling production of fruits	Rural Development	Sep-01	180 Fair								
6	Forestry	Mr. Phaeng PHANTHAVONG	No											
7	Agriculture	Mr. Bounthane MANIVONG	No											
8	Agriculture	Ms. Amphay THAVONGSY	No											
9	Agriculture	Mr. Somveophet DOUANGPASEUTH	Planting of paper mulberry	EU	Nov-03	15 Good								
10	Livestock	Mr. Chanthasak PHATHTHANA	Knowledge of animal diseases	EU	Jul-02	12 Fair								
11	Livestock	Mr. Khamphew VILADEAN	No											
12	Livestock	Mr. Bouathong XAYYAVONG	Livestock	Provincial office	1994	7 Good								
13	Livestock	Mr. Bounvong SILAXAY	Livestock	Livestock Section	Sep-94	10 Good								
14	Administration	Ms. Khambay PHALIVANE	No											
15	Administration	Mr. Bounmy THAMMAVONG	Writing project plans	EU	Apr-04	7 Fair	Secretarial work	EU	May-04	5	Good			
16	Administration	Ms.Douangchanh VONGSAVANH	No											

Data Sheet 3: Duties of the Staff

Name of Office: DAFO Viengkham
Date of data update: 2004/6/18

ID of Question:

A-10: What are your actual duties / responsibilities ?

ID of Question:			A-10: What are your actual duties / resp	onsibilities ?			
No.	Section	Name	Duty 1	Duty 2	Duty 3	Duty 4	Duty 5
1	DAFO	Mr. Bounmy SAVAD	Supervision of planning	Supervision and M&E of the staff	Coordination with other sections and organizations	Supervision of administration unit	
2	DAFO/Irrigation	Mr. Siphane MISOUK	Responsible for Irrigation work				
3	Forestry	Mr. Houmphaeng KHANTHALY	Secretarial work for head	Supervision of technical matters	Planning, monitoring and reporting		
4	Forestry	Mr. Sisomphone THALANGSY	Supervision of forest management				
4	Forestry	Mr. Sivone SONEMANY	Forest management	Seedling production	Conservation of wiledlife	Survey on land allocation	
6	Forestry	Mr. Phaeng PHANTHAVONG	Management and monitoring	Tree planting and seedling production	Land allocation		
7	Agriculture	Mr. Bounthane MANIVONG	Extension and provision of seeds	Seedling production			
8	Agriculture	Ms. Amphay THAVONGSY	Extension on agricultural production	Monitoring of prices of agricultural commodities	Statistics of agriculture		
ģ	Agriculture	Mr. Somveophet DOUANGPASEUTH	Seedling production of fruit trees	Orientation on agricultural technologies			
10	Livestock	Mr. Chanthasak PHATHTHANA	Provision of vaccines to control diseases	Supervision of livestock matters			
11	Livestock	Mr. Khamphew VILADEAN	Provision of vaccines to control diseases	Supervision of vaccination service			
12	Livestock	Mr. Bouathong XAYYAVONG	Monitoring and control of animal diseases	Veterinary service			
13	Livestock	Mr. Bounvong SILAXAY	Vaccination service				
14	Administration	Ms. Khambay PHALIVANE	Typing	Provision of technical assistance to villagers			
15	Administration	Mr. Bounmy THAMMAVONG	Administrative work in the office				
16	Administration	Ms.Douangchanh VONGSAVANH	Administrative work in the office	Meteorology			

Data Sheet 4: Needed Skills suggested by the Staff

Name of Office: DAFO Viengkham
Date of data update: 2004/6/18

ID of Question:

A-13: How do you assess your capabilities to comply with your duties? And What kind of skills do you need to strengthen in case your capabilities are inadequate?

No.	Section	Name	GAP	Needed skill 1	Needed skill 2	Needed skill 3	Needed skill 4	Needed skill 5
¹ DAFO		Mr. Bounmy SAVAD	3	Administration	Make Planning	English language	GIS (Map info)	
² DAFO/I	/Irrigation	Mr. Siphane MISOUK	3	English language	Computer	Use of binoculars for survey		
3 Forestry	у	Mr. Houmphaeng KHANTHALY	4	Academic	English language	Computer	Planning	
4 Forestry	у	Mr. Sisomphone THALANGSY	3	Capability in campaigning of regulations	Forestry law	Capability to use survey equipment		
5 Forestry	у	Mr. Sivone SONEMANY	3	Technology on forestry	Computer	Data collection and planning		
6 Forestry	y	Mr. Phaeng PHANTHAVONG	3	Computer	Knowledge of map			
7 Agricult	lture	Mr. Bounthane MANIVONG	3	Nursery operation	Graft of seed forest fruit			
8 Agricult	lture	Ms. Amphay THAVONGSY	3	Technnology	English language	Computer		
9 Agricult	lture	Mr. Somveophet DOUANGPASEUTH	3	Seedling production for fruits				
10 Livestoo	ock	Mr. Chanthasak PHATHTHANA	3	Analysis of animal diseases	Fish Breeding			
11 Livestoo	ock	Mr. Khamphew VILADEAN	3	Knowledge of animal diseases	English language			
12 Livestoo	ock	Mr. Bouathong XAYYAVONG	3	Knowledge of animal diseases	Use medicine for Care disease of animal			
13 Livestoo	ock	Mr. Bounvong SILAXAY	3	Vaccination against animal diseases				
14 Adminis	istration	Ms. Khambay PHALIVANE	3	Accounting and financial management	Computer			
15 Adminis	istration	Mr. Bounmy THAMMAVONG	3	Computer	English language	Accounting and financial management		
16 Adminis	istration	Ms.Douangchanh VONGSAVANH	3	Meteorology	Management	Accounting and financial management	Strategic planning	

Note: <1: The numbers indicate the level of skills / capabilities of the staff in comparison with the duties and responsibilities, namely,

- 1 = More than enough;
- 2 = Just enough;
- 3 = Nit inadequate;
- 4 = Poor; and
- 5 =Very poor.

Data Sheet 5: Training Courses suggested

Name of Office: DAFO Viengkham
Date of data update: 2004/6/18

ID of Question:

C-22: Please identify any training that would help you in meetin the operational goals of your office / section.

No.	Section	Name	Training 1	Training 2	Training 3	Training 4	Training 5
1	DAFO	Mr. Bounmy SAVAD	Land allocation	Livestock	Planting industrial trees	Fruit tree production	English language and computer
2	DAFO/Irrigation	Mr. Siphane MISOUK	Training at school / center				
3	Forestry	Mr. Sivone SONEMANY	English language	Computer	Administration and planning	Improvement of academic	
4	Forestry	Mr. Sisomphone THALANGSY	Equipment for forestry survey	Forestry law	Work in forestry unit	English language	
5	Forestry	Mr. Houmphaeng KHANTHALY	Mapping	Computer	Production of seeds		
6	Forestry	Mr. Phaeng PHANTHAVONG	Land allocation	Mapping	Production of seeds	Computer	
7	Agriculture	Mr. Bounthane MANIVONG	Soil analysis for agriculture	Nursery operation	Upland farming (vegetables)	Computer	
8	Agriculture	Ms. Amphay THAVONGSY	Preparation of strategic plans	Training of trainers (for agriculture)	Computer	English language	Marketing
9	Agriculture	Mr. Somveophet DOUANGPASEUTH	Seedling production fruit trees	Unclear (Academic work)	Planning of international project		
10	Livestock	Mr. Chanthasak PHATHTHANA	Unclear (Knowledge and capability of staff)	Reporting system	Extension		
11	Livestock	Mr. Khamphew VILADEAN	Veterinary service	Reproduction and breeding	English language	Computer	
12	Livestock	Mr. Bouathong XAYYAVONG	Fish Breeding	Artificial insemination			
13	Livestock	Mr. Bounvong SILAXAY	Project planning and report writing	Vaccination service			
14	Administration	Ms. Khambay PHALIVANE	Accounting and financial management	English language	Computer		
15	Administration	Mr. Bounmy THAMMAVONG	Preparation of strategic plans	Accounting and property management	English language	Computer	
16	Administration	Ms.Douangchanh VONGSAVANH	Meteorology	Management and Accounting	Strategic planning		

Attachment 6-10

Xayaboury DAFO

Data Sheet 1: General Infomration of Staff

Name of Office:	DAFO Xayaboury			
Date of data update:	2004/6/18			

ID of Question: A-2: Position A-3 A-7: Educational Attainment A-5: Specialty Submission of No. Position Sex Education <2 Major Year Section Name Age Post <1 Length (yr) Specialty questionnaire Mr. Bounthay Sithep 1 Administration Chief of DAFO No М 41 М 4 1999 2 Administration Mr. Khamhak Sidaphone Chief of the section Yes 36 Р Forestry g,j3 Administration Mr. Sombanh Sihanou Deputry chief of PAFO Yes M 41 P 4 1985 orestry Mr. Paseuth Philachane М 52 P 4 1986 4 Administration Deputry chief of the section Yes orestry 5 Administration Ms. Phayyane Thepkhamheuang Desk officer Yes 28 С 4 Agriculture 1998 h Mr. Soulin Sisaketh Desk officer Yes M 37 Р 4 1991 6 Administration Accountancy n.a. 7 Administration Ms. Bouavane Khamhoungvilavong Desk officer Yes 35 С 5 n.a. n.a13 1991 8 Administration Ms. Bounleng Phekeo Technician Yes 34 P 4 Forestry k 9 Administration Mr. Alounsith Posavathdy Technician Yes Μ 38 Р 4 Road Designing 1988 h 10 Administration Technician 42 2003 Mr. Vixay Xayyavouth Yes Μ P 4 Business Administration 11 Administration Mr. Soulideth Pholyichith Driver Yes Μ С 4 1995 naDriving n.a. 12 Administration Mr. Ouanh Atsachanh Technician Yes М 53 Р 15 4 Forestry 1981 13 Irrigation Yes Μ 45 0.5 4 1986 c,I,j Mr. Vivanh Leuanglith Chief of Section Irrigation 14 Irrigation M 36 2000 Mr. Thongsa Linthonesy Deputry Chief Yes Р 4 Irrigation c 0.75 2003 15 Irrigation Mr. Bounhieng Panyavong Technician Yes M 39 4 rrigation c 16 Livestock & Fisheries Ms. Bounseng Souksengphet Chief of Section Yes 44 Livestock & Veterinarian 1982 21 4 d 17 Livestock & Fisheries Mr. Hongkeo Philaketh Yes М 35 4 Livestock & Fishery 1991 d.f Deputry Chief 38 20 1983 d.f 18 Livestock & Fisheries Mr. Thongsalob Bounmaseng Technician Yes M Р 4 Livestock 19 Livestock & Fisheries Mr. Somvang Inta Technician Yes Μ 54 n.a. 23 4 Livestock 1981 d Mr. Khamphouth Phakeo 36 15 1985 20 Livestock & Fisheries Technician Yes Μ Р 4 Livestock d 21 Livestock & Fisheries Ms. Sommay Lathida Technician Yes 35 17 4 Livestock 1988 d.f 33 Р 18 1986 22 Livestock & Fisheries Ms. Bounmy Philalak Technician Yes 4 d Livestock 43 18 23 Livestock & Fisheries Mr. Khampin Laddaxay M Р 4 1986 Technician Yes Livestock d 24 Livestock & Fisheries Mr. Somphone Ornphane Technician Yes M 52 P 26 4 Livestock 1981 d 25 Agriculture Mr. Phonsavanh Kham One Chief of Section Yes М 40 4 Cropping 1995 a26 Agriculture Mr. Bounnhang Khampha Deputry Chief Yes М 41 18 4 1986 Cropping a27 Agriculture Ms. Thongkhoun Philachane Technician Yes 33 Р 16 4 1989 Cropping 1983 Mr. Naikham Danouphane 42 28 Agriculture Technician Yes M Р 4 Cropping 29 Agriculture Ms. Bounthinh Chanthaphouy 32 1996 Technician Yes Р 4 Cropping h 30 Agriculture Mr. Phouphet Kham One Technician Yes Μ 31 С 4 Cropping 2000 h 31 Agriculture Mr. Sichane Hanasith Technician 30 4 1999 Yes M P Cropping h 32 Agriculture Mr. Khiomany Khanthavong Technician Yes Μ 39 17 4 1987 Cropping а Technician 33 Agriculture Mr. Khathaneth Nanthalak Yes М 29 4 1999 n.a.а Cropping 34 Forestry Yes M 35 4 1994 Mr. Sengchane Phanoudeth Chief of Section Р orestry 35 Forestry Mr. Khamtanh Keovixavlath Deputry Chief Yes M 39 Р n.a. 4 1990 orestry 36 Forestry Mr. Bounlob Technician Yes M 41 C n.a. 5 n.a. Ms. Thepphalak Phanka 12 1990 37 Forestry Technician Yes 38 Forestry na38 Forestry Ms. Alounna Phatthana Technician Yes 33 11 4 1993 Forestry 39 Forestry 35 1991 Mr. Somkhuan Phanongsith Technician Yes Μ P n.a.4 Forestry g 40 Forestry Mr. Vichith Lithavong Technician Yes Μ 33 P 1993 4 Forestry 30 1996 41 Forestry Mr. Alansakith Sivilay Technician Yes M Р 4 Forestry g,j 42 Forestry Ms. Oneta PhongAdith Technician Yes 34 Р 4 Forestry 1990 g 34 1990 43 Forestry Mr. Khanthong Sisamlan Technician Yes M Р 4 Forestry g 44 Forestry Mr. Thongphet Bounxou Technician Yes M 31 4 Forestry 1996 g,j 45 Forestry Mr. Hao Thikeo Technician Yes Μ 40 Р 14 4 orestry 1990 g 2000 M 28 C 3 46 Forestry Mr. Dongkhamkeo Xongthaly Technician Yes orestry 47 Forestry Mr. Bounthib Nhothsavath Yes M 38 Р 4 1992 Technician orestry Mr. Bounnhord Phanthavong M 37 Р 1993 48 Forestry Technician Yes n.a.orestry 49 Forestry Ms. Nalin Ounkeo Typist Yes 19 P 4 Accountancy 2002 n.a. 50 Forestry Mr. Somban Sihanou Technician No M 34 P 11 4

Note: <1 The symbols used for "Post" indicate "P: Permanent" and "C: Contractual", respectively.

<2: The numbers indicate the level of educational attainment of the staff, namely, 1= Dr, 2=MSc, 3=Bs, 4=Diploma, 5=High school, 6=Others.

<3: The specialty of the staff is categorized and symbolized as follows:

a= crop (rice), b= crop (others), c=irrigation, d= livestock, e= fishery, g= forestry, h= meteorology, i= community organization,

j= fruits/trees/NTFPs, k= rural finance, l= marketing, m= natural resource management

Data Sheet 2: History of Training

DAFO Xayaboury 2004/6/18 Name of Office: Date of data update:

. Section	Name	Training 1	Organization	Mo/Year	Days	Effect on work	Training 2	Organization	Mo/Year	Days Effect on work
1 Administration	Mr. Bounthay Sithep									
Administration	Mr. Khamhak Sidaphone	None								
Administration	Mr. Sombanh Sihanou	Forestry Classification at village level	Houy Yang Service	Apr-95	21 E	ffective	Wildfire (Forest fire) Protection	SESAVI	Jul-99	7 Effective
Administration	Mr. Paseuth Philachane	None								
Administration	Ms. Phayvane Thepkhamheuang	None								
Administration	Mr. Soulin Sisaketh	None								
7 Administration	Ms. Bouavane Khamhoungvilavong	None								
Administration	Ms. Bounleng Phekeo	Sustainble forest resource management	DSE	Sep-00	16 G	ood				
Administration	Mr. Alounsith Posavathdy	Participatory planning	CIDSE	Dec-90	18 E	ffective	Designing and cost estimation	DOI	Jul-92	15 Effective
Administration	Mr. Vixay Xayyavouth	Computer	n.a.	Oct-03	60 E	ffective				
Administration	Mr. Soulideth Pholvichith	None								
Administration	Mr. Ouanh Atsachanh	PRA	NAFRI	Feb-01	90 N	o practice in the field				
Irrigation	Mr. Vivanh Leuanglith	Communal irrigation development	CIDSE	Dec-93	9 E	ffective	CMI	CIDSE	Oct-95	45 Effective
Irrigation	Mr. Thongsa Linthonesy	Irrigation construction	CIDSE	Jun-05	45 In	nproved	Kuay Thin Irrigation Construction	CCFD	Jun-05	7 Improved
Irrigation	Mr. Bounhieng Panyavong	Participatory irrigation construction	CIDSE	Jun-05	45 G		Kuay Thin Irrigation Construction	CCFD	Jun-05	7 Good
Livestock & Fisheries	Ms. Bounseng Souksengphet	Livestock extension	EU	n.a.	15 G					
Livestock & Fisheries	Mr. Hongkeo Philaketh	Training of trainers (TOT)	EU	Jun-01	12 E					
Livestock & Fisheries	Mr. Thongsalob Bounmaseng	None								
Livestock & Fisheries	Mr. Somvang Inta	Livestock raising	DOL	Aug-81	180 O	uite good				
Livestock & Fisheries	Mr. Khamphouth Phakeo	Extension work	EU	Mar-01	14 E					
Livestock & Fisheries	Ms. Sommay Lathida	Hog raising	EU	Jun-02	7 E					
Livestock & Fisheries	Ms. Bounmy Philalak	Extension on oultry raising	LAO-EU	Sep-01	7 G					
Livestock & Fisheries	Mr. Khampin Laddaxay	Fishculture	DOL	May-87	90 G		Hog and Poultry raising	DOL	Sep-97	7 Good
Livestock & Fisheries	Mr. Somphone Ornphane	Fish breeding	n.a.	Feb-01	7 G		Trog and Foundy ruising	DOE	Бер ут	7 6000
5 Agriculture	Mr. Phonsavanh Kham One	Water havesting for improved agricultural production	FAO	Dec-99	6 n.		Production of Fruit Tree Seeds	Mennonai	May-91	10 <i>n.a.</i>
Agriculture	Mr. Bounnhang Khampha	Tea planting techniques	PAFO	n.a.	14 G		Troduction of Trust Tree Seeds	Weimona	Iviay-51	10 <i>n.u.</i>
7 Agriculture	Ms. Thongkhoun Philachane	Tea planting techniques	n a	Jun-05		ood				
Agriculture	Mr. Naikham Danouphane	Training of trainers (TOT)	FIAT	n.a.	+	nproved	Trial Statistic	NAFES	n.a.	7 Improved
Agriculture	Ms. Bounthinh Chanthaphouy	Typing skill	Woman Organization	Sep-91		ffective	Computer	Nam Tien Project	Aug-97	60 Quite good
Agriculture	Mr. Phouphet Kham One	Marketing for agricultural products	FAO	Oct-02		ffective	Computer	Ivani Hen Hoject	Aug-97	00 Quite good
Agriculture	Mr. Sichane Hanasith	Community development	Australian Project	May-01		ood	Techniques of soil utilization	NAFRI	Feb-02	6 Good
Agriculture	Mr. Khiomany Khanthavong	Preservation of rice seed	LAO-IRRI	Apr-02	5 E		English	LAO-IRRI	Dec-01	n.a. Good
Agriculture	Mr. Khathaneth Nanthalak	None	LAO-IRRI	Apr-02	J L	nective	Liighish	LAO-IRRI	DCC-01	n.u. Good
Forestry	Mr. Sengchane Phanoudeth	Wildfire conservation	SESVI	Jun-99	8 E	ffaativa.				
Forestry	Mr. Khamtanh Keovixaylath		SESVI	Juli-99	0 E	Hective				
	Mr. Bounlob	None None								
Forestry	Ms. Thepphalak Phanka									
Forestry		None								
Forestry	Ms. Alounna Phatthana	None	Northern Agricultural Service	7 05	45 T	1	Wildfire (Forest fire) Protection	DAFO	1 05	7 Effective
Forestry	Mr. Somkhuan Phanongsith Mr. Vichith Lithavong	English	- U	Jun-05	45 In	nproved	· · · · · · · · · · · · · · · · · · ·		Jun-05	
Forestry	Mr. Alansakith Sivilay	Forestry science	China	Aug-95	1 n.	a.	Wildfire (Forest fire) Protection	SESAVI	Jun-99	17 Able to reduce the wil
Forestry	· · · · · · · · · · · · · · · · · · ·	None								
Forestry	Ms. Oneta PhongAdith	None	D 11 1 1 1 1	M 01			P. 34		N. 02	20 17 11
Forestry	Mr. Khanthong Sisamlan	Fruit tree planting	Rural development project	Mar-91	n.a. N	ot applicable	Fruit tree planting	Mennonai	Nov-92	30 Not applicable
Forestry	Mr. Thongphet Bounxou	None							+	
Forestry	Mr. Hao Thikeo	None							-	
Forestry	Mr. Dongkhamkeo Xongthaly	None			21 -	00	WW145 (F	GEG AVV	-	14 700 .:
Forestry	Mr. Bounthib Nhothsavath	Assessment of land use allocation	n.a.	n.a.	21 E	ffective	Wildfire (Forest fire) Protection	CESAVI	n.a.	14 Effective
Forestry	Mr. Bounnhord Phanthavong	None								
Forestry	Ms. Nalin Ounkeo	None			1		1		1	

Data Sheet 3: Duties of the Staff

Name of Office: DAFO Xayaboury
Date of data update: 2004/6/18

ID of Question:

A-10 What are your actual duties / responsibilities ?

ID of Question:		A-10 What are your actual duties / responsibilities ?				
No. Section	Name	Duty 1	Duty 2	Duty 3	Duty 4	Duty 5
1 Administration	Mr. Bounthay Sithep					
2 Administration	Mr. Khamhak Sidaphone	Monitoring, inpection, and management of work				
3 Administration	Mr. Sombanh Sihanou	Assistant for the chief of section	Representative of the office when the chief is absent	Monitoring of sections (forestry, crops, and livestock)		
4 Administration	Mr. Paseuth Philachane	Office management	Co-ordination with other sections, districts, PAFO.	Planning	Reporting	Public relations
5 Administration	Ms. Phayvane Thepkhamheuang	Management of In-coming and Out-going documents				
6 Administration	Mr. Soulin Sisaketh	Office management	Statistical data collection			
7 Administration	Ms. Bouavane Khamhoungvilavong	Typing				
8 Administration	Ms. Bounleng Phekeo	Casheir (Cash management)				
9 Administration	Mr. Alounsith Posavathdy	Statistic and planning				
10 Administration	Mr. Vixay Xayyavouth	Accountant				
11 Administration	Mr. Soulideth Pholvichith	Driver				
12 Administration	Mr. Ouanh Atsachanh	Monitoring, inpection, and management of work				
13 Irrigation	Mr. Vivanh Leuanglith	Irrigation management for sustainable use	Working as assigned	Monitoring of irrigation systems	Mobilization of villagers for communal irrigation	
14 Irrigation	Mr. Thongsa Linthonesy	Irrigation management	Planning and statistic of irrigation	Monitoring and supervision of construction works		
15 Irrigation	Mr. Bounhieng Panyavong	Surveying, designing, and monitoring of the irrigatin construction	Formation of water users' groups	Provision of training on water management		
16 Livestock & Fisheries	Ms. Bounseng Souksengphet	Responsible for the activities of livestock work				
17 Livestock & Fisheries	Mr. Hongkeo Philaketh	Animal raising (EU Project)	Fishculture activity	Capacity building of village veterinarian		
18 Livestock & Fisheries	Mr. Thongsalob Bounmaseng	Co-ordinator of Poverty Reduction Project	Fishculture activity			
19 Livestock & Fisheries	Mr. Somvang Inta	Monitoring of animal raising at village level				
20 Livestock & Fisheries	Mr. Khamphouth Phakeo	Monitoring and inspection of meat				
21 Livestock & Fisheries	Ms. Sommay Lathida	Responsible for chicken raising of villagers	Reporting of all activities related to livestock	Statistic data collection		
22 Livestock & Fisheries	Ms. Bounmy Philalak	Monitoring of extension activities of chicken and hog raising				
23 Livestock & Fisheries	Mr. Khampin Laddaxay	Co-ordinator of Poverty Reduction Project				
24 Livestock & Fisheries	Mr. Somphone Ornphane	Responsible for extension activities on cattle raising				
25 Agriculture	Mr. Phonsavanh Kham One	Working as a director	Co-ordinator with international projects			
26 Agriculture	Mr. Bounnhang Khampha	Supervision of tea planting in La Mad area.				
27 Agriculture	Ms. Thongkhoun Philachane	Responsible for the activities of fruit tree planting				
28 Agriculture	Mr. Naikham Danouphane	Extension activities of cash crops				
29 Agriculture	Ms. Bounthinh Chanthaphouy	Responsible for unit management	Responsible for activities related to mushroom production			
30 Agriculture	Mr. Phouphet Kham One	Responsible for pest control for rice production				
31 Agriculture	Mr. Sichane Hanasith	Responsible for improving rice and crop productivity				
32 Agriculture	Mr. Khiomany Khanthavong	Trial on rice seeds				
33 Agriculture	Mr. Khathaneth Nanthalak	Extension activities for agricultural crops				
34 Forestry	Mr. Sengchane Phanoudeth	Monitoring, inspection, assessment of work	Responsible for the activities related to forest plantation			
35 Forestry	Mr. Khamtanh Keovixaylath	Monitoring and management of work	Monitoring and control of forestry regulations	Responsible for controlling slash and burn cultivation		
36 Forestry	Mr. Bounlob	Forestry working				
37 Forestry	Ms. Thepphalak Phanka	Control of slash and burn cultivation of villagers	Monitoring and control of forestry regulations			
38 Forestry	Ms. Alounna Phatthana	Forestry technician	Monitoring and control of forestry regulations			
39 Forestry	Mr. Somkhuan Phanongsith	Forestry technician				
40 Forestry	Mr. Vichith Lithavong	Forestry technician	Office management			
41 Forestry	Mr. Alansakith Sivilay	Forestry technician	Monitoring and control of forestry regulations			
42 Forestry	Ms. Oneta PhongAdith	Forestry technician	Office management	Responsible for accounting		
43 Forestry	Mr. Khanthong Sisamlan	Forestry technician	Monitoring and control of forestry regulations			
44 Forestry	Mr. Thongphet Bounxou	Forestry technician	Monitoring and control of forestry regulations			
45 Forestry	Mr. Hao Thikeo	Forestry technician	Reponsible for timber and NTFPs exploitation			
46 Forestry	Mr. Dongkhamkeo Xongthaly	Forestry technician	Responsible for land allocation program			
47 Forestry	Mr. Bounthib Nhothsavath	Reponsible for nursery operation				
48 Forestry	Mr. Bounnhord Phanthavong	Reponsible for timber exploitation				
49 Forestry	Ms. Nalin Ounkeo	Typing	Responsible for management of in-coming and out-going documents			
50 Forestry	Mr. Somban Sihanou					

Data Sheet 4: Needed Skills suggested by the Staff

Name of Office:	DAFO Xayaboury
Date of data update:	2004/6/18

ID of Question:

	A-13: How do you assess your skills / capabilities to comply with your duties / responsibilities? And What kind of skills do you need to strengthen in case your skills / capabilities are inadequate?							
No.	Section	Name	GAP <2	Needed skill 1	Needed skill 2	Needed skill 3	Needed skill 4	Needed skill 5
1	Administration	Mr. Bounthay Sithep						
2	Administration	Mr. Khamhak Sidaphone	3	Political theory	Management	Specific skill		
3	Administration	Mr. Sombanh Sihanou	3	Leadership Approach	Specific skill	English	Computer	
4	Administration	Mr. Paseuth Philachane	3	Office management				
5	Administration	Ms. Phayvane Thepkhamheuang	3	Technical knowledge	Exposure visits (Study tours)	English		
6	Administration	Mr. Soulin Sisaketh	3	English	Computer skill			
7	Administration	Ms. Bouavane Khamhoungvilavong	n.a.	Computer skill	English			
8	Administration	Ms. Bounleng Phekeo	3	Accounting and financial management	English	Computer		
9	Administration	Mr. Alounsith Posavathdy	2	Specific skill	English	Computer		
10	Administration	Mr. Vixay Xayyavouth	3	English	Computer skill			
11	Administration	Mr. Soulideth Pholvichith	3	Machinery repairing				
	Administration	Mr. Ouanh Atsachanh	2	n.a.				
13	Irrigation	Mr. Vivanh Leuanglith	3	English	Planning on watershed development			
	Irrigation	Mr. Thongsa Linthonesy	3	Irrigation				
15	Irrigation	Mr. Bounhieng Panyavong	3	Irrigation management	Training of villagers			
16	Livestock & Fisheries	Ms. Bounseng Souksengphet	3	English	Specific skill			
17	Livestock & Fisheries	Mr. Hongkeo Philaketh	3	Proposal preparation	Fish breeding	Fishculture		
18	Livestock & Fisheries	Mr. Thongsalob Bounmaseng	2	n.a.				
	Livestock & Fisheries	Mr. Somvang Inta	3	Animal raising				
20	Livestock & Fisheries	Mr. Khamphouth Phakeo	3	Cattle raising techniques				
21	Livestock & Fisheries	Ms. Sommay Lathida	3	Upgrading the specific skill				
22	Livestock & Fisheries	Ms. Bounmy Philalak	3	English				
23	Livestock & Fisheries	Mr. Khampin Laddaxay	3	Cattle raising techniques	Extension on animal vaccination			
	Livestock & Fisheries	Mr. Somphone Ornphane	3	Livestock raising techniques				
	Agriculture	Mr. Phonsavanh Kham One	2	Agricultural extension work	Computer skill	English		
	Agriculture	Mr. Bounnhang Khampha	3	English	Computer skill	Exposure visits (Study tours)		
27	Agriculture	Ms. Thongkhoun Philachane	3	Specific knowledge	Knowledge of fruit tree planting	Foreign language	Computer	
28	Agriculture	Mr. Naikham Danouphane	3	Rice seed improvement	Development of fruit tree plantation			
	Agriculture	Ms. Bounthinh Chanthaphouy	3	Agricultural techniques	English	Exposure visits (Study tours)		
	Agriculture	Mr. Phouphet Kham One	3	Pest control	Improvement of knowledge	English	Computer	
	Agriculture	Mr. Sichane Hanasith	3	Specific knowledge	Foreign language	Technical knowledge	Community development	
32	Agriculture	Mr. Khiomany Khanthavong	3	Technical knowledge				
	Agriculture	Mr. Khathaneth Nanthalak	3	Cropping techniques				
	Forestry	Mr. Sengchane Phanoudeth	3	Management of staff	Computer skill	English		
	Forestry	Mr. Khamtanh Keovixaylath	3	Capacity on the rules	Management	Planning		
	Forestry	Mr. Bounlob	3	Forestry knowledge				
	Forestry	Ms. Thepphalak Phanka	3	Forestry technical knowledge	English	Computer		
	Forestry	Ms. Alounna Phatthana	3	Forestry technical knowledge	English	Computer		
39	Forestry	Mr. Somkhuan Phanongsith	3	English	Technical theory	Computer		
	Forestry	Mr. Vichith Lithavong	3	English	Accounting			
	Forestry	Mr. Alansakith Sivilay	3	English	Political theory	Computer		
	Forestry	Ms. Oneta PhongAdith	3	Forestry technical knowledge				
	Forestry	Mr. Khanthong Sisamlan	3	English	Tree planting techniques			
	Forestry	Mr. Thongphet Bounxou	3	English	Political theory	Computer		
	Forestry	Mr. Hao Thikeo	n.a.	Technical knowledge	Forestry theory	Computer		
	Forestry	Mr. Dongkhamkeo Xongthaly	3	English	Forestry theory	Computer		
	Forestry	Mr. Bounthib Nhothsavath	3	Upgraded specific skills				
	Forestry	Mr. Bounnhord Phanthavong	3	Technical knowledge	Forestry theory	Computer		
	Forestry	Ms. Nalin Ounkeo	4	Forestry technical knowledge				
50	Forestry	Mr. Somban Sihanou						

Note: <1: The numbers indicate the level of skills / capabilities of the staff in comparison with the duties and responsibilities, namely, 1 = More than enough;

- 2 = Just enough;
- 3 = Nit inadequate;
- 4 = Poor ;and
- 5 = Very poor.

Data Sheet 5: Training Courses suggested

Name of Office:	DAFO Xayaboury
Date of data update:	2004/6/18

ID of Question

C-22: Please identify any training that would help you in meetin the operational goals of your office / section.

of Question:		C-22: Please identify any training that wou	ıld help you in meetin the operational goals of you			
Section	Name	Training 1	Training 2	Training 3	Training 4	Training 5
1 Administration	Mr. Bounthay Sithep					
2 Administration	Mr. Khamhak Sidaphone	Specific skill	Political theory	Foreign language	Computer skill	Technical knowledge
3 Administration	Mr. Sombanh Sihanou	Administrative management	Work planning	English	Computer skill	Work assessment
4 Administration	Mr. Paseuth Philachane	Irrigation management system	Trial of rice seeds and fruit trees	Animal disease prevention	Eradication of slash and burn cultivation	Agricultural production
5 Administration	Ms. Phayvane Thepkhamheuang	Computer skill	Specific skill	English		
6 Administration	Mr. Soulin Sisaketh	Computer skill	English			
7 Administration	Ms. Bouavane Khamhoungvilavong	Computer skill	English			
8 Administration	Ms. Bounleng Phekeo	Financial management and accounting	English	Computer		
9 Administration	Mr. Alounsith Posavathdy	Statistic and planning	English	Computer		
10 Administration	Mr. Vixay Xayyavouth	English	Computer			
11 Administration	Mr. Soulideth Pholvichith	Repairing	Agricultural knowledge	English		
12 Administration	Mr. Ouanh Atsachanh	Work management	Supevision of work and leadership	Ecnonmic Issue	Cultural and social matters	
13 Irrigation	Mr. Vivanh Leuanglith	Irrigation management	Watershed development planning	Upgrading a specific skill of staff		
14 Irrigation	Mr. Thongsa Linthonesy	Irrigation management	Irrigation statistic and planning	English		
15 Irrigation	Mr. Bounhieng Panyavong	Irrigation management	Monitoring and supervision of rrigation construction	Designing		
16 Livestock & Fisheries	Ms. Bounseng Souksengphet	Animal disease prevention	English	<u> </u>		
17 Livestock & Fisheries	Mr. Hongkeo Philaketh	Animal disease prevention	Large mammal (or fou-footed livestock) raising	Extension on oultry raising	Fishculture	Animal disease analysis
18 Livestock & Fisheries	Mr. Thongsalob Bounmaseng	Fish breeding	Fishculture techniques			
19 Livestock & Fisheries	Mr. Somvang Inta	n.a.				
20 Livestock & Fisheries	Mr. Khamphouth Phakeo	n.a.				
21 Livestock & Fisheries	Ms. Sommay Lathida	Poultry raising techniques	English			
22 Livestock & Fisheries	Ms. Bounmy Philalak	English	Knowledge of livestock			
23 Livestock & Fisheries	Mr. Khampin Laddaxay	n a	Knowledge of investock			
24 Livestock & Fisheries	Mr. Somphone Ornphane	n.u.				
25 Agriculture	Mr. Phonsavanh Kham One	Planning	Agricultural Extension work	Development of agricultural products	Wood management	Cronning activities
26 Agriculture	Mr. Bounnhang Khampha	English		Technical knowledge	Weed management	Cropping activities
27 Agriculture	Ms. Thongkhoun Philachane	Computer skill	Computer English	Extension activities of fruit tree planting		
28 Agriculture	· ·	*		Extension activities of fruit tree planting		
	Mr. Naikham Danouphane	Fruit tree planting techniques	Rice seed improvement	0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
29 Agriculture	Ms. Bounthinh Chanthaphouy	Computer skill	English	Cropping technical skill		
30 Agriculture	Mr. Phouphet Kham One	Rice seed development	Development of fruit tree species	Herb processing for pest control	Extension works	
31 Agriculture	Mr. Sichane Hanasith	Technical skill	Community development	Foreign language		
32 Agriculture	Mr. Khiomany Khanthavong	Rice seed development	Fruit tree planting techniques	Herb processing for pest control		
33 Agriculture	Mr. Khathaneth Nanthalak	Cropping techniques	Other new techniques			
34 Forestry	Mr. Sengchane Phanoudeth	Work assessment on forest allocation	Control of slash and burn cultivation	Reafforestation	Conservation of wildlife and aqualife	Forest development planning
35 Forestry	Mr. Khamtanh Keovixaylath	Assessment	Control of slash and burn cultivation	Reafforestation	Forest development planning	Conservation of aqualife and wildlife
36 Forestry	Mr. Bounlob	Technical skill	Foreign language	Computer		
37 Forestry	Ms. Thepphalak Phanka	Forestry technical skill	English	Computer		
38 Forestry	Ms. Alounna Phatthana	Forestry technical skill	English	Computer		
39 Forestry	Mr. Somkhuan Phanongsith	English	Computer	Technical theory	Specific knowledge	Project management
40 Forestry	Mr. Vichith Lithavong	English	Computer	Political theory		
41 Forestry	Mr. Alansakith Sivilay	Project management	Rural development	Forestry law	Forest classification	Environmental assessment
42 Forestry	Ms. Oneta PhongAdith	Forestry technical skill	Computer			
43 Forestry	Mr. Khanthong Sisamlan	Reafforestation	Regeneration of natural forest	Rural development	Development of forestry law	Environmental assessment
44 Forestry	Mr. Thongphet Bounxou	Project management	Rural development	Forestry law	Forest classification	Environmental assessment
45 Forestry	Mr. Hao Thikeo	Business management	English			
46 Forestry	Mr. Dongkhamkeo Xongthaly	Project management	Rural development	Forestry law	Forest classification	Environmental assessment
47 Forestry	Mr. Bounthib Nhothsavath	Forestry technical skill	English	•		
48 Forestry	Mr. Bounnhord Phanthavong	Forestry law management and enforcement	English			
49 Forestry	Ms. Nalin Ounkeo	Forestry technical skill	English			
		,				
50 Forestry	Mr. Somban Sihanou					

Part IV

Inventories of Training Courses and
Available Resources for Training

PART-IV

Inventories of Training Courses and Available Resources for Training

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Inventories of Training Courses and Available Resources for Training

1 Interview Survey

In order to collect basic data on the project including training component for the Human Resource Development (HRD), the study team visited both of government and non-government organizations distributed in Vientian Municiparity and Luamngpraban. The training materials, reports and available inventory information were collected from each office. At the same time, interview survey was carried out for the project and training activities.

The list of interviewed and forms of questionnaire as shown in Attachment 1 and 2.

2 Past and on going Project

MAF has a number of donor projects that have training and capacity building components attached to their activities. Most of the projects are sector oriented and it targeting mainly staff at central, provincial and district level as well as project beneficiaries (villagers) that are involved in the projects. In order to grasp the implemented and on going projects, the major projects are listed per sub-sector under the cooperation of the Permanent Security Office in MAF as shown Table-1 "List of the on-going and past projects".

The major projects in the field of human resource development have been implemented and on going as are followings. It is thought that these projects provide us with useful information as the reference projects in the aspect of human resource development.

(1) <u>Lao-Swedish Forestry Programme</u>

The Government of Sweden has provided technical assitance to the Government of Lao PDR in the Natural Resources Sector since 1977. During the first half of the 1990's the co-operation gradually changed to institution building/strengthening and human resource development of the Department of Forestry. The main objective of the human resource development is "to strengthen the competence and capacity of the staff to handle the forestry sector with objective to improve productivity and sustainable use of forest and agriculture land in combination with conservation and protection of target areas". The objectives comprised of 1) support to the legal framework, 2) human resource development, 3) planning, budgeting and finance management, DAFO management system, 4) research management including support to library and information center, and 5) support to program management.

The project is an example of project driven HRD development. The concept is based on the premise that national ownership of bilateral programmes will contribute significantly to sustainability after the programmes have been completed.

(2) <u>Forest Management and Conservation Programme (FOMACOP)</u>

The project had the Forest Management Sub-programme from the beginning of the project implementation. The Forest Management Sub-programme of the FOMACOP aimed at developing a sound partnership for managing forest resources between the state and three possible partners, namely; individuals, organizations, and enterprises. In order to attain the purpose, FOMACOP gave a high priority to the training of villagers in pilot village forestry sites. Trainers from the PAFO do the training, assisted by extension staff from DAFO concerned. However, the PAFO and DAFO staff themselbes need training on the various aspects and activitoes of village forestry before they can train villagers. In this context, a training course on Training of Trainers were organized by FOMACOP.

The FOMACOP has developed Forest management guigelines, practices and procedures consolidated/developed and issued guidelines and training materials for the forest management practice.

(3) Farmer Irrigated Agriculture Training Project (FIAT)

The long term objective is to improve the living standard of the farmers in the irrigated areas by increasing agricultural production as determined by the markets, thus augmenting income of the farmers, through human resource development and strengthening of institutions of both farmer organizations and government agencies concerned. The project has developed a comprehensible training process and methodology which are strengthening the competence and capacity of the provincial and district staff and agencies in the support to farmer and farmer organization. The training process is part of the establishment of an institutional framework for the effective implementation of farmer training and extension. In general, the process was accepted by the provincial and district government staff and by farmer leaders.

(4) Laos Extension for Agriculture Project (LEAP)

The Laos Extension for Agriculture Project is a project of the Lao-Swiss cooperation, funded by SDC and implemented by Helvetas in order to support the establishment of the national extension system. The goal of LEAP is to support the establishment of a decentralized, participatory, pluralistic and sustainable agricultural extension system that reaches male and female farmers equally.

LEAP has developed Integrated Agriculture Extension Trainer Training Curricula which consist of three courses and issued training materials. Furthermore, LEAP set up an agricultural knowledge support system, which focuses on improvements at the village level in collaboration with the trained NAFES Master Trainers. The system developed is based on participatory principles and operates on a sustainable

basis. The foundation of the system is the so called a Village Extension System (VES). In order to introduce the system successfully, LEAP established a basic curriculum for the training of extension staff and prepared the Tools Handbook. The Tools Handbook is the essence of the basic curriculum to upgrade skills and knowledge of district generalist.

(5) <u>Micro-Project Development through Local Communities</u>

The objective of the Programme for Micro-Project Development through Local Communities is to alleviate poverty and focuses on Institutional Strengthening to support district and village development. The aim is to build capacity of district, village, private sector and civil society based on organisational, human, financial and material resource available.

The strategy recommended by the project is to 1) make capacity building component of all interventions; 2) use micro-projects to build capacity; 3) reorient District staff focus and style, strengthen planning, monitoring and operational skills; and 4) strengthened private sector connection with micro-projects. For the project, the urgent tasks are to train district staff and village leadership. The socio-economist are in charge of village capacity building while rural development advisors and coordinators arrange the districts strengthening. The human resources development specialist would organize training. Under the system for the human resource development and organization and institution development, variety of trainings were carried out until now.

(6) Rural Development in Mountainous Area of Northern Lao PDR

The Integrated Rural Development Programme for the Mountainous Areas in Northern Lao PDR under Lao-GermanTechnical Cooperaction began in April 2001 following the completion of the Integrated Food Security Programme (IFSP). The ultimate goal of the project is to improve the beneficiaries' total quality of life in Luang Namtha and Bokeo provinces.

The basic idea of the project is to leave behind a sustainable model of self-sufficiency which can be continued by the present tqarget groups and replicater by others. For the sake of sustainability the project the project follows two basic principles, 1) the participation of villages in their own development process and 2) capacity building at community and government levels.

3 Training/Training Courses

3.1 Training/Training Courses held by the Reference Projects

The information regarding held or on going trainings are collected through the interview survey. A list of training (ref. Attached Table 2) which consist of the following basic data/information, namely; - Contents of training, - Methodology applied, - Resource persons used, - Training period, - Place / venue of training, - Training materials / equipment used. The most of the listed trainings are done as an important component of the above mentioned projects. The tools of participatory methods for village/community based development are generally used. Aside from the these mentioned projects, there are a number of donor projects which include training and or human resource development components attached to their major activities. However, the training listed in the table cover almost all required subjects.

3.2 Relevant Training Resources of MAF

3.2.1 Human Resources Development in the Agriculture and Other Related Sectors

3.2.2 General

Human Resource Development (HRD) is an ongoing and linked of specialized activities which together ensure that an organization continues to have staff who are capable of meeting its current and future responsibilities. HRD may be broadly described as follows:

- i) Preparation of job descriptions which specify the tasks and roles to be carried out by a person filling a particular position and the skills, knowledge, attributes and experiences needs to carry out the tasks and roles;
- ii) Identification the tasks necessary to meet the goals of the organization and the put into effect the functions of individual units within the organization;
- iii) Identification of skills, knowledge, attribute and experiences, and allows evaluation of effectiveness of training interventions;
- iv) Identification, planning and management of training activities which will provide the identified skills, knowledge, attributes and experiences, either at an individual or organization level; and
- v) Career path development, monitoring and counseling.

3.2.3 Human Resource Development Situation in Ministry of Agriculture and Forestry

For the last decade there has been significant attention paid to Human Resource Development in the MAF. Considerable effort has been put into the planning and management for HRD at the Ministry level. There are HRD units in MAF and Departments within MAF.

One of the main constraints which hinder agricultural development in the country is the inadequate numbers of high quality or capable staffs at various levels. In the forest sector, the new emphasis on biodiversity conservation, community forestry, land-use planning, forest management and extension including NTFP, requires new knowledge and partly different skills from what was needed in the past. The inadequate trained staff is most prevalent at the district level. If local capacity remains weak, there will be confusion on the changing roles under decentralization.

3.2.4 Type of Training

While many of the NAFES, PAFO and DAFO officers are granted opportunities to take part in training courses officially, the effective ways and means to be able to carry out their tasks, individual require specific set of skills, knowledge and attributes, these are gained through some form of training as follows:

<u>University Courses</u> povide either specialists in particular fields or generalist with a wide range of knowledge and skills which can be applied across a number of fields, usually 3 years. Lao PDR, Faculty of Agriculture, and Forestry provides a training course.

<u>Intermediate Courses</u> denote training period which lie between university degree courses and short courses, usually of the order of six to twelve months. Such courses are frequently offered by universities or by specialized institutions focus on particular fields. This training can be useful form of in-service training for staff who already have higher-level qualifications but need to develop a particular expertise.

<u>Short Courses</u> are generally used to provide staff specific skills and knowledge with fit within the wider framework of their work. Short courses can also be used as "refresher" training to bring staff up-to-date with new methods in their work, or may be remedial, in that they address deficiencies in performance, such as may be identified through performance evaluation

On the job training is generally taken to mean putting a person in a job and letting them learn how to do it from colleagues or supervisors. Proper on the job training is a structured process that requires: a clear set of goals and objectives; a program of structured training which involves demonstration/observation, practice, review, and feedback, and evaluation by the participant and supervisors.

<u>Study tours</u> cover range of types of learning experiences, but generally involve a group which visits sites to examine some aspect of observation management.

As mentioned above, a number of trainings are provided under donor assistance projects. Ordinarily the Government can not provide trainings except the university courses and the Intermediate Courses due to lack of budget. In other word, the Government depend son donor project for majority of trainings.

MAF has 30 training centers under its institutional framework. Most of them under the responsibility of NAFRI are shown in Table 3. In-service training for extension staff is organized in these stations such as Naphock Agricultural Development Center, Haddockeo Horticulture and Vegetable Research Center, Salakham Plant Protection Center, Luangprabang North Agriculture & Forestry Extension Training Center and so on. The Department of Livestock and Fisheries is operating their own training system for subject matter specialists, trainers, and village veterinary workers (VVW). Various training activities are also conducted by many implemented of on going projects such as Lao-IRRI, FIAT, BUCAP and many other projects. As these institutions also are in face of a difficult problem of lack of budget, it is almost impossible to provide their own trainings. However, There are many further occasions such as technical seminar, seasonal seminar and annual meeting for government staff and farmers. Effective use of these training facilities is desired.

The description of the main centers of agriculture and a forestry sector are as follows.

Agriculture-Forestry Extension Training Centers (AFETCs)

The two AFETCs are located at Xieng Ngeun in Luangprabang and Sepone in Savannakheth provincesl, which concentrate on training forestry staff to upgrade their capacity in working in the field. These centers are important to conservation management because of the role that DAFO extension staff will need to take in conservation extension at the village level. The centers are currently the only institutions that can fill the role of creating conservation extension staff at district level.

In fact curriculum development for AFETCs has going on since 1995. The major subjects for the course are:

- i) Participatory Planning, management and utilization of village forestry resources;
- ii) Basic knowledge regarding community extension;
- iii) Extension support to Village forestry Volunteers;
- iv) Protection and conservation of natural resources;
- v) Forest fire and their protection;
- vi) NTFPs;
- vii) Village level logging practice;
- viii) Basic knowledge regarding important tree species and their uses.

National organization for Studies of Policy and Administration (NOSPA)

The NOSPA is a Government agency providing training in various fields including market economics to Lao officials supported by GTZ. Faculty of Economic and Research of NOSPA would be responsible and ready for the Market Economics Training.

The curriculum for the market training will be divided into two;

- i) National Market Economics;
- ii) Provincial Market Economics.

Plant Protection Center (PPC)

The Center facility was built in 1972 as first Rice Research Station in the Lao PDR. In 2001, the Center was established as Plant Protection Center. PPC is one of technical centers under Department of Agriculture, which plays roles as technical body for plant protection services and diagnosis of crop pest infestation in the Lao PDR. The center is functioned as central inspection body, which provides support and facilities for monitoring and inspection of exotic pest and it's infestation for food and agricultural trading. The center also provides training service in plant protection, plant quarantine and quality control of agricultural inputs that should adequately supply for agricultural development.

The major subjects for the course are:

- i) Extension Principles and Methods;
- ii) Extension System Development;
- iii) IPM (Rice, Vegetables);
- iv) Mushroom Culture, Seed, Prodection;
- v) Rice cultivation and seed production.

Regional Non Formal Training Center North (RNFEC Luangprabang)

The Regional Nopn Formal Training Center North was set up in 1999 with the support of the DED and GTZ. The goal of the RNFEC is to offer training courses that are responsive to target groups needs, and thus enhance trainees opportunities of finding employment, becoming self employed, starting a micro-enterprise or improving living conditions.

The RNFEC has the following main facilities;

- i) Class rooms;
- ii) Dormitory for male and female trainees (40 people);
- iii) Fully equipped dress making classroom;
- iv) Training farm, with mushroom houses, chicken and duck houses, fish breeding basins, ponds and frog rearing area;
- v) Food processing kitchen;

vi) Carpentry workshop.

The RNFEC offers training in the following fields;

- i) Livestock Farming (Chicken, Duck, Pig, Fish, Frog and Animal diseases-prevention and cure);
- ii) Plant Production 'Fruits, Vegetables, Mushroom);
- iii) Dress Making;
- iv) Food processing;
- v) Nutrition and Hygiene;
- vi) Service/Tourism;
- vii) Carpentry.

3.3 Relevant Training Resources of NGO

Beginning in the early '90's international non-governmental organisations (INGOs) were invited to establish field offices in Lao PDR. Among the first INGOs to establish field offices were MCC, QLS, CIDSE, and OCAA. Currently, there are nearly 80 INGOs working in Lao PDR with a wide range of development programs. Generally INGOs have introduced and encouraged participatory development approaches in the programs they support in partnership with government's agencies. Building local capacity (both INGO staff and local government partner) in participatory development approaches continues to be a priority component of most INGO programmes.

NGO's have mainly used "Capacity-Building Activity" approaches. The most frequent staff trainings among this group of NGO's have been: project management, training of trainers, community development/organizing approaches. Villager training also is an important component of NGO training programs. Partners'/Counterparts' training done by NGO are available. Currently, Quaker Service Lao (QSL) is setting up a Training Unit offering low cost participatory development training for staff from other NGOs and government's partners. Sustainable Agriculture Forum (SAF) under the umbrella of Canadian Volunteer Organization (CUSO) also provides training courses to the stsff from member organizations.

Trainings which these two NGOs plan and implement are as follows.

Quaker Service Lao (QSL)

QSL established in 1973 in Lao PDR. QSL has worked throughout Lao PDR with gradual sift in programme emphasis from relief and reconstruction to community development work.

The major subjects for the course by QSL are:

- i) Training of Trainers;
- ii) TOT on Gender Development;
- iii) Participatory Rural Appraisal Training;
- iv) Project Planning Monitoring and Evaluation Training;
- v) Project Planning & Management;
- vi) Effective Communication;
- vii) Project Administration and Management Training;
- viii) Basic Rural Development Training;
- ix) Basic Gender Development Training;
- x) Women and Gender Analysis Training;
- xi) Revolving Fund Management;
- xii) Community Based Disaster Management;
- xiii) Village Volunteer Training in use of Basic Medicines;
- xiv) Animal Vaccination;
- xv) Organic & Animal Husbandry;
- xvi) Integrated Pest Management & Techniques for Rice Planting;
- xvii) Primary Material & Child Health Care;
- xviii) Upland Agriculture & Water User Group;
- xix) Compost Using;
- xx) Alternative Agriculture & Natural Farming;
- xxi) Natural Dyeing/Indigo Dyeing;
- xxii) HIV/AIDS Awareness;
- xxiii) Drug and Alcohol Awareness for Youth;
- xxiv) Village Non-Timber Forestry Production;
- xxv) Record Keeping;
- xxvi) Result Expectation;
- xxvii) Ethnic Sensitivity;
- xxviii) Village Forestry Development.

Sustainable Agriculture Forum (SAF)

SAF began as a loosely structured coalition of international NGO and Lao development workers in March 1991, working on sustainable agriculture and community forestry in Lao PDR.

Training/exchange workshops every two monthe on the topics related to sustainable agriculture and rural development in general:

- i) Rice Production with High Efficiency;
- ii) Fruit Tree Plantation and Propagation;
- iii) Fish Production;
- iv) Integrated Agriculture;

- v) Small Animal Production;
- vi) Participatory Community Development Planning;
- vii) Project Monitoring and Evaluation;
- viii) Agricultural Products Processing;
- ix) Training on Natural Agriculture.

4 Available Resource Persons in the Country

Based on the data collected through the interview surveys, the list of the resource persons was prepared as shown in the attached Table 4. The list covers the following basic information on the resource persons. The information about the resource persons including contact persons exceeded 100 persons.

- a. Specialty / Background
- b. Work experience
- c. Experience as trainer / lecturer / resource person
- d. List of projects / institutions that he/she has made training so far

Unfortunately, almost all of resource persons have not prepared detailed curriculum vitae. Moreover, organizers of trainings have not evaluated resource persons after completion of training. However, since CV with several detailed candidates has obtained, they are useful as good examples.

As mention later, the following activities are proposed.

- a. asking for preparation of CV
- b. Evaluation of resource persons (Examination for acceptance based on CV)
- c. Evaluation of resource persons and the performance (after Completion of Work)

5 Collection of Useful Training Materials Available in the Country

The study team collected the training materials used in the on-going or past training courses. The number of training materials are over 160 and they covered wide subjects. The list of the training materials is attached as Table 5.

A multi-stage, modular, learning-by-doing training system, which had been extensively applied in providing over 12,000 person-days of training of provincial and district staff and villagers by FOMACOP, should be a good example for training of DADOs, PAFOs and villagers by FORCOM. Training courses of FOMACOP consist of basic units called a

module which is one complete lecture unit. 12 training courses of FOMACOP are summarized in the Table 6.

6 Constraints

Major constraints on agricultural education and training so far observed are as follows;

- Since the human resource development is indispensable for the expansion of agricultural support services, the basic agricultural education should be strengthened more with special emphasis on participatory approach, communication/management skills as generalist.
- The research and training activities are greatly depending on the support from various aid agencies specially for the in-service training. The coordination of those agencies are, however, not satisfactorily established for the effective research and training activities.
- Training facilities should perform the main function for the training of extension staff distributed in provinces and districts. It seems that the necessary facilities including training facilities and accommodation facilities are, however, rather poor for the effective activities. On the other hand, some of the newly established training facilities are not efficiently utilized so far.
- In general performance evaluation is not practiced in any systematic way within MAF. There is a need to strengthen MAF personnel management by following up the activities.
- There is no consolidated listing of training courses, past, on going or planed, even within the ministry. There is no systematic collection of training materials, which tend to disappear without traced once the courses are finished. It is necessary to establish database system for HRD.
- Several projects remain largely uncoordinated. The staff of these projects generally have only an idea of what is being done in their projects. It is important to improve coordination of projects related same or similar subjects in order to share or exchange useful information.

7 Formulation of Training Curriculums

7.1 General

Through the training needs analysis done by consultant useful feedback was obtained on the important training needs. Based on the training needs of the target PAFOs and DAFOs, the study team formulated training curriculums for human resource development program following the basic concepts stated in the aforementioned section 5. The training curriculums cover a broad subject of the training needs which relate to requirements of the target PAFOs and DAFOs.

7.2 Types of Training

With regard to training, the following four modes of training will be adopted in order to achieve a certain level of capacity within the target groups that can support the tasks.

Workshop

For the trainees, the objective of the workshop should be to acquire an understanding of the processes, procedures, and principles required to implement and monitor the project. The workshop will include a need assessment for new requirement of beneficiaries.

Lecture class

Formal trainings in classroom by trainers/resource persons should be the main training methodology utilized. These training should provide trainees knowledge, theory and skills.

On the job training

On the job training is one of the most effective practical training. That should be conducted through the implementation of participatory methods and projects.

Study tours (Field visits)

The aim of the study tours/field visit will be to enable visitors to develop an understanding of the effect of the projects through the observation.

7.3 Training Programs

In order to enable the extension staff of PAFOs and DAFOs who will support FORCOM projects, substantial technical training support should be provided. The technical training of the extension workers will be largely conducted through practical learning in the field rather than through classroom lecture of theory. Technical training will be provided for the SMSs who will support extension workers in respect of technique. The proposed training curriculums in support of Human Resource Development will be composed of following training courses.

Initially, a workshops as orientation will be conducted through trainers and trainees. Through the workshop, both of them will be able to acquire a clear understanding of the FORCOM objective as well as the necessity of the trainings for themselves.

Drafted Training Curriculums for Human Resource Development Program

a. Curriculums for Extension workers

Name of Course	Target	Objective	Skills to be transferred	Duration	Methodology	
Training for	Technical staff of	to provide	Extension system	Weakly	Lecture discussion,	
Extension Workers	DAFO and PAFES	necessary basic	Tools for extension	course for 1	workshop, and field	
- Basic course 1 -		knowledge and	Communication skill	month	exercise training	
		skills to work	Monitoring and evaluation			
		as extension	Training of trainers			
		workers				
Training for	Technical staff of	to provide	Problem identification	Weakly	Lecture discussion	
Extension Workers	DAFO and PAFE	facilitation	Needs assessment	course for 1	workshop, and field	
- Basic course 2 -		skills for	Participatory method	month	exercise training	
		participatory	Community organization			
		approach				
Training for	Technical staff of	to provide	Rice production	Weakly	Lecture and field	
Extension Workers	DAFO and PAFES	basic skills on	Upland farming	course for	hands-on training	
- Basic course 3 -		agriculture,	Fruit tree production	3months		
		Livestock and	NTFP management	(Curriculum		
		forestry sector	Livestock raising	depends on		
			Veterinary service	the situation		
			Fish culture	of sites.)		
			Rural financial management			
			Other site specific matters			
Venue	Vientian NAFES med	eting room, Luang	gprabang PAFO Offices, Luanpra	bang North A	griculture and Forestry	
	Research Center, Luangprabang Northern Agriculture & Forestry Extension Training Center					
Materials	LEAP Textbook NAFES/CETDU, Manual for Extension FIAT, Guidebook FOMACOP, Textbook SAF, Training					
	Materials MPDLC/RD	MA				
Resource persons	Master trainers of CETDU/NAFES, Specialists PPC, Trainers QSL, Specialists NAFRI, SMS PAFO					

b. Curriculums for Subject Matter Specialists

b. Curriculums for Subject Matter Specialists							
Name of Course	Target	Objective	Skills to be transferred	Duration	Methodology		
Common Training	Common Training						
Organization of	Technical staff of	to develop the	Basic principles of field trial	1 or 2 week	Lecture and hands-on		
on-farm trials	PAFO (crop &	skills in	Selection of site and design	course for 6	/ exercise training in		
	extension sections)	planning,	layouts	month	research / training		
		organizing and	Procedure of input requirement		center / on-the-job		
		managing a	and cost estimation		training		
		program of	Preparatory work in the field				
		pilot farms,	Method of observation and				
		field trial and	sampling				
		demonstration	Analytical techniques and				
			reporting				

Technical training on Subject Matter							
- C			G1				
Training for SMS	Technical staff of	to strengthen	Sloping agriculture	1 or 2-weak	Lecture and hands-on		
- Upland farming -	PAFO (crop &	technical skills	Upland development	course for 6	/ exercise training in		
	extension sections)	/ knowledge as	Fruit tree promotion	months	research / training		
		SMSs	Pest and disease control		center		
			Marketing				
Training for SMS	Technical staff of	to strengthen	Livestock raising	1 or 2-weak	Lecture and hands-on		
- Livestock -	PAFO (livestock &	technical skills	Vaccination	course for 6	/ exercise training in		
	extension sections)	/ knowledge as	Major diseases	months	research / training		
		SMSs	Marketing		center		
Training for SMS	Technical staff of	to strengthen	Fish culture	1 or 2-weak	Lecture and hands-on		
- Fishery -	PAFO (livestock &	technical skills	Fingerling production	course for 6	/ exercise training in		
	extension sections)	/ knowledge as	Disease management	months	research / training		
a-		SMSs	Marketing		center		
Training for SMS	Technical staff of	to strengthen	Community development	1 or 2-weak	Lecture and field		
- Community	PAFO (crop and	technical skills	Rural credit	course for 6	practice (OJT) in the		
development -	extension sections)	/ knowledge as	Animal banking	months	fields		
,	SMSs Conflict solving						
Training for SMS	Technical staff of	to strengthen	Land use planning	1 or 2-weak	Lecture and field		
- Forestry -	PAFO (Forestry and	technical skills	Mapping	course for 6	practice (OJT) in the		
	extension sections)	/ knowledge as	Forest & resource management	months	fields		
		SMSs	Monitoring and evaluation				
Venue	Luangprabang PAFO Offices, Luanprabang North Agriculture and Forestry Research Center, Luangprabang						
	Northern Agriculture & Forestry Extension Training Center, Vientian Plant Protection Center, Vientiane Living						
	Aquatic Resource Research Center						
Materials	Manual for Extension FIAT, Guidebook FOMACOP, Textbook SAF, Training Materials MPDLC/RDMA, Training						
	Handbooks QSL, Training materials for lecture, Guidebooks						
Resource Persons	Specialists PPC, Trainers QSL, Specialists NAFRI (Research Centers), Specialist Lao-IRRI, Specialist Centers (Research Centers), Specialist Lao-IRRI, Specialist Centers (Research Centers), Specialist (Resea						
	MPDLC/RDMA, Specialist EU Livestock Project, National University of Laos, Technical Agriculture School,						
	Consultant Private Companies						

c. Curriculums for Management

Name of Course	Target	Objective	Skills to be transferred	Duration	Methodology
Management Skills	Managerial staff	to improve project	Project cycle management	1 ~ 2 years	Lecture (basic)
Development	of DAFO and	management skills	(Planning and M&E)		On-the-job training
Training	PAFO	of key staffs	Reporting		
			Financial management		
Finance and	Managerial staff	to improve finance	Budget layout and schedules	1 ~ 2 years	Lecture
Accounting Training	of DAFO and	and accounting	Record keeping		On-the job training
	PAFO	skills of key staffs	Accountability methods		
			Contract arrangement		

Name of Course	Target	Objective	Skills to be transferred	Duration	Methodology	
Venue	Luangprabang PAFO Offices, Luanprabang North Agriculture and Forestry Research Center, Luangprabang					
	Northern Agriculture & Forestry Extension Training Center, Vientian National Organization for Studies of Policy					
	and Administration					
Materials	Manual and Guidebook LSFP, Manual FIAT, Training Material of GPAR, Training Material of APB					
Resource Persons	Specialist NAFES, Specialist GPAR, Specialist APB, Specialist NGO					

d. Optional training for improvement

d. Optional training for improvement						
Name of Course	Target	Objective	Skills to be transferred	Duration	Methodology	
Training for	Managerial staff	to strengthen	Resource management	1 ~ 2 years	Scholarship for study	
Managers	of PAFO	analytical /	Rural development		abroad	
		strategic thinking	Agricultural development			
Training on	Staff of PAFO	to improve the	Document management	6 months	Lecture (basic) and	
Administration &		management of	Work management		OJT	
Management		office and data	Work planning			
			Monitoring and evaluation			
Training on	Staff of PAFO	to improve	Use of MS Word	3~6 months	Lecture and exercise	
Computer skill		documentation and	Use of MS Excel			
		data management				
		and processing				
Training on English	Staff of PAFO	to improve	English skill	3~6 months	Lecture and exercise	
skill		information				
		gathering as well				
		as communication				
		skills				
Venue	University Foreign Countries, Vientian NAFES meeting room, Luangprabang PAFO Offices, Luanprabang North					
	Agriculture and Forestry Research Center, Luangprabang Northern Agriculture & Forestry Extension Training					
	Center, Vientian National Organization for Studies of Policy and Administration					
Materials	Textbooks on the market, Manual and Guidebook LSFP, Manual Training Material MPLDC/RDMA, Training					
	Material NGO					
Resource Persons	English Translator Project Office, English Translator Computer Operator MPLDC/RDMA, NGO Project Staffs					

8 Recommendation

8.1 Required Procedure

It is necessary to identify trainers and institutions which provide trainings for carrying out the trainings as mentioned above. In order to make trainings successful, these following procedures should be done.

- a. To select capable trainers or institutions for each training from the database or relater persons.
- b. To contact trainers or institutions and discuss the details of the training.
- c. To request to provide CV of resource persons and a description of the curriculum, manuals, training materials.
- d. To verify the resource person, curriculum, manuals, training materials using FORM-1 and 2 (ref. Attachment 3).
- e. To ask trainers examine trainees on degree of understanding the training.
- f. To ask trainees evaluate trainer and training contents.
- g. To evaluate trainers or institutions and trainings after implementation using FORM-2 and 3(ref. Attachment 3)
- h. To prepare an evaluation report on the implemented training

8.2 Database

The following databases were constructed in the study period. They should be maintained and CV, training materials should be kept in the office.

Database:

- a. Training List
- b. Resource Persons
- c. Training Materials

Records:

- a. Curriculum Vitae of Trainers
- b. Training Materials including presentation

The following filled forms and evaluation reports should be kept in the office.

Report and Records:

- a. Evaluation Form for Internal/External Trainer (Examination for Acceptance), FORM-1
- b. Verification Form of curriculum, manuals, training materials, FORM-2
- c. Internal/External Trainer Evaluation (after Completion of Work), FORM-3
- d. Evaluation Report

References:

- FOMACOP Training Guide Series, 1996 1998
- Training Resources for Development in the Lao PDR, July 1999
- Micro-Project Development through Local Communities Technical Report 1, July 2003
- NGO's and Capacity-Building in Lao PRD, the Oxfarm's in Lao PDR, November 2003
- Training Needs Analysis, Enhancing Sustainable Forest Management, January 2004
- Nam Theum 2 Project Social Development Plan, April 2004
- Planning Mission for Laos Extension for Agriculture Project LEAP Phase 2, May 2004

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Table1-1 List of the on-going and past (implemented) projects in the Lao People's Democratic Republic (Lao PDR)

Code	Name of Project		Date	Site Office	Donors and Types of AID	Capital of the Project		anagement ganization	Sectors	Implem	enting Org	Team Leader of the Project Address, Te
		Start	Complete	■ Language		(US\$)	Lao	Foreigh	-	Lao	Foreign	
	Rural Development Plan			The state of the s		<u> </u>						
5 1	Poverty Reduction Project in Meuang Mai, Phongsary Province	01/05/02	31/12/06	Phongsaly			MAF	DWHH/GAA	Rural	PAFO	DWHH/G	088 412012
									Development		AA	
					DWHHGAA Grant Aid	825,000.00						
					Total	825,000.00	•					
9 2	Inproving Food Security in Upland in Phonexay District, Luang Prabang Province	07/08/02	07/07/05	Luang Phabang			MAF	CESVI	Rural Development	PAFO	CESVI	071 212635
					CESVI Grant Aid	1,167,400.00						
					Total	1,167,400.00	•					
103	Rural Area Development Project in Hongsa District, Xayaboury Province	01/06/99	31/03/03	Xayaboury	· · · · ·		MAF	CARE	Rural Development	PAFO	CARE	
					CARE Grant Aid	250,000.00						
					Total	250,000.00	•					
11-4	Self-Reliance Rural Development in Muang Phine District, Savannakheth Province, Phase III	09/10/02	09/10/05	Savannakheth			MAF	CIDSE	Rural Development	PAFO	CIDSE	Mr. Keophonthone
					CIDSE Grant Aid	164,200.00			 -			
					Total	164,200.00	•					
3 5	Agricultural & Rural Development Project in Vientiane	01/11/99	30/10/02	Vientiane			MAF	Japan	Rural Development	PAFO	JICA	
					JICA Grant Aid	1,213,572.00						
					Lao Government	23,100.00	•					
	_				Total	1,236,672.00	•					
46	Food Security in Savannakheth Province	10/04/99	11/0402	Savannakheth			MAF	EU	Rural Development	PAFO	ANS	
					ANS Grant Aid	2,000,000.00		-				
					Total	2,000,000.00						
8 7	Rural Development Project in	01/01/98	31/12/04	Salavan, Champasak			MAF	French	Rural Development	NAFES	AFD	
					AFD Grant Aid	3,930,000,00						
					Lao Government	200,000.00						
					Total	4,130,000.00						
5 8	Community Development Project	01/01/02	01/01/08	VTE Capital, Sekong, VTE			MAF	ADB	Rural Development	NAFES	ADB	
					Lao Government	3,800,000.00						
					ADB	11,400,000.00						
					Total	15,200,000.00						
79	Community Development Project Phase II in Nong Tacr, Champasak	01/01/98	30/09/03	Champasak			MAF		Rural Development	PAFO	wv	
					WV Grant Aid	424,560.00						
					Total	424,560.00						

Table1-1 List of the on-going and past (implemented) projects in the Lao People's Democratic Republic (Lao PDR)

Code	Name of Project		Date	Site Office	Donors and Types of AID	Capital of the Project		lanagement rganization	Sectors	Impleme	enting Org	Team Leader of the Project Address, Te
		Start	Complete	70 i - Tali Baji Biji 190 w i Kilan mala mama amanandari ng		(US\$)	Lao	Foreigh		Lao	Foreign	
vi u	Rural Development Plan											
58 10	Agricultural Development Project 4 in Southern Provinces	01/01/02	31/12/07	Champasak, Salavan, Khammouan			MAF	WB	Rural Development	NAFES		021770027
					WB	16,690,000.00			-			
					Lao Government	860,000.00						
					Finland	660,000.00						
					Total	18,210,000.00						
59 11	Food Security in Khammouane Province	01/07/02	01/06/05	Khammouan			MAI	CARE	Rural Development	PAFO		Mr. Paul John Cunninton, 05121306-
	-				CARE Grant Aid	698,871.00						
					Total	698,871.00						
58 12	Nam Ngum Region Development Project	01/12-02	31/03/09	VTE Capital, VTE, Xiengkhouang		· · · · · · · · · · · · · · · · · · ·	MAF	ADB	Rural Development	DOP	AFD	0234311024
					Lao Government	3,500,000.00						
					ADB	15,000,000.00						
					AFD	6,944,000.00						
					Total	25,444,000.00						
73 13	Development Project in Focus Areas along 7 Plains	01/01/01	31/12/06	VTE, Khammouan, Xayaboury, Luangphaban, Bolikhamxay, Savannakheth, Champasak			MAF	MARD Vietnam	Rural Development	DOA	VQH & TKNN Vn	
					Vietnam Grant Aid	285,000.00						
					Total	285,000.00						
6 14	Hill Area Development Project	01/01/01	31/12/02	Through out the country			MAF	Sweeden	Rural Development	NAFES		-
					SIDA Grant Aid	500,000.00						
					Total	500,000,00						
01 15	Rural Development Project Phase II in Moksok Area and Tha Fa, Honesay, Bokeo	03/10/03	30/04/04	Bokeo			MAF		Rural Development	PAFO		
					Concern World Wide	299,000.00			·			
					Grant Aid	-						
					Total	299,000.00						
21 16	UNDP Project Related to MAF	01/05/03	31/12/05	Whole Country			MAF	UNDP	Rural Development	PSO	UNDP	
					UNDP Grant Aid	400,000.00						
					Total	400,000,00						

Table 1-1 List of the on-going and past (implemented) projects in the Lao People's Democratic Republic (Lao PDR)

Code	Name of Project		Date	Site Office	Donors and Types of AID	Capital of the Project		fanagement rganization	Sectors	Imple	nenting Org	Team Leader of the Project Address, Te
		Start	Complete			(US\$)	Lao	Foreigh	-	Lao	Foreign	÷ '' '
	Rural Development Plan		······································		7 7				: :::::	111 11 111		
122 17	Poverty Alleviation Project through Implementation of Water Resource Management in Asia	e 01/05/03	31/12/05	Whole Country			MAF	UNDP	Livestock	DOLF	FAO	Department of Livestock and Fishery
					FAO Grant Aid	382,000.00						
					Total	382,000.00	•					
129 18	Agriculture & Forestry Development Project in Target Areas, Viengkham District, LPB	01/01/98	01/01/00	LBP			MAF	MARD Vietnam	Rural Development	NAFES	VQ & TKNNVn	
					Vietnam Grant Aid	330,000.00						
					Total	330,000.00						
137 19	Rural Development in Nam Chouam Area and Meung, Bokeo	01/01/02	31/12/04	Bokeo			MAF		Rural Development	PAFO	NCA '	Mr. Sisong Kharm
					NCA Grant Aid	602,910.00	•					
					Total	602,910.00						
140 20	Community Managed Livelihood Improvement Project	01/01/01	31/12/07	VTE, Bolikhamxay, Xiengkhonang, LBP			MAF	STEALao	Rural Development	NAFES	ADB	021740254, Mr. Vilakone Vorasane
		_			Lao Government	200,000,00						
					ADB	1,000,000,00						
					Total	1,200,000.00						
144 21	Community Development to Protect Watershed in Nam Beng/Nam Mao & Nam Phark Phase II	01/04/03	30/03/06	Oudomxay			MAF	DWHH/GAA	Rural Development	PAFO	GAA	Mr. Sikeuth
					DWHH/GAA Grant Aid	876,570.00		-				
					Total	876,570.00						
145 22	Poverty Reduction Project in Mai District, Khua District, Phongsaly	01/05/02	31/12/06	Phonsaly			MAI		Rural Development	PAFO	GAA	Mr. Mone
	•				DWHH/GAA Grant Aid	825,000.00						
					Total	825,000.00						
147 23	Disaster Protection Project in Rural Area, Hongsa District, Xayaboury	02/06/03	31/12/04	Xayaboury			MAF		Rural Development	PAFO		Mr. Vansy Khammanivong, 074211084
				-	CARE Grant Aid	55,653.00						
					Total	55,653.00						
48 24	Livelihood Improvement & Forest Preservation in Pak Lay District, Xayaboury	01/01/98	31/12/04	Xayaboury	<u>-</u>		MAF		Rurai development	PAFO		074211084
					CARE Grant Aid	497,404.00						
					Total	497,404.00						
49 25	Rural Development Project in Eastern Area, Savannakheth	17/09/03	17/09/06	Savannakheth		1	MAF	-	Rural Development	PAFO	ANS	Josef Heinrich Czikl, 041212006
					ANS Grant Aid	1,296,100.00						
					Total	1,296,100.00						

Code	Name of Project		Date	Site Office	Donors and Types of AID	Capital of the Project		lanagement rganization	Sectors	Impler	nenting Org	Team Leader of the Project Address, Te
		Start	Complete			(US\$)	Lao	Foreigh		Lao	Foreign	-
	Rural Development Plan							·				
150 26	Rural Development Project in the Pangthong Savannakheth, Phase 2	01/03/03	31/12/06	Savannakheth			MAF		Rural Developmen	PAFO	Concern World Wide	Mr. Bonnkeuth Bounphaaksone, 041212006
				-	Concern World Wide	393,933.00	1					
_					Total	393,933.00	Ī					
152 27	Rural Development in Phongsaly District Phase II	01/04/02	01/04/05	Phongsaly			MAF	French	Rural Developmen	PAFO	AFD	Mr. Phony Visonnavong,
					LaoGov/Province	1,418,000.00						
					AFD Grant Aid	4,484,600.00	•					
					Lao Government	283,300.00						
					Total	6,185,900.00	-					
55 28	Human Ecology Development in Upland Area, Phase II	-		LPB		<u>. </u>	MAF	MARD Vietnam	Rural Developmen	NAFES	Chesh Vn	Ms. Tran Thi Lanh
	· · · · · · · · · · · · · · · · · · ·				Vietnam Grant Aid	96,400.00						
					Total	96,400.00	•					
157 29	Community Support	24/05/01	24/05/05	Savannakheth			MAF		Rural Developmen	PAFO	LKA	Mr. Jay Seidler
					LKA Grant Aid	201,800,00						
					Total	201,800.00	•					
158 30	Community Environmental Development	01/01/01	31/12/04	Savannakheth	-		MAF		Rural Development	PAFO	LKA	
	-				LKA Grant Aid	300,000.00						<u> </u>
					Total	300,000.00	•					
59 31	Development Project 4 Tai District, Xayaboury Phase II	01/01/03	31/12/07	Xayaboury			MAF	French	Rural Development	PAFO	AFD	
			•		AFD Grant Aid	5,789,204.00						
					Total	5,789,204.00						
67 32	Pure Water and Envilonment in Northern Region	01/01/02		Luang Namtha, Luang Prabang, Houayxay, Houaphanh, Xayaboury, Oudomxay, Bokco			MAF	ADB	Rural Development	NAFES		
					ADB Grant Aid	700,000,00					_	
					Total	700,000.00						
70 33	Agricultural Development Khammouan, Champasak, Salavanc, Attapeu	01/01/01	31/12/02	Khammouan, Champasak, Salavan, Attapeu			MAF	WB	Rural Development	NAFES		
					WB Grant Aid	80,000.00						
					Total	80,000.00						

Table1-1 List of the on-going and past (implemented) projects in the Lao People's Democratic Republic (Lao PDR)

Code	Name of Project		Date	Site Office	Donors and Types of AID	Capital of the Project		lanagement rganization	Sectors	Implen	nenting Org	Team Leader of the Project Address, Tel
		Start	Complete			(US\$)	Lao	Foreigh		Lao	Foreign	
	Rural Development Plan	al mini			4 4 4 1					- 100 -		
171 34	Development Project in Hill Area Nakai, Khammouan	01/01/02	31/12/06	Khammouan			MAF	WB	Rural Development	PAFO		
					Lao Government	50,000.00)					<u> </u>
					WB Grant Aid	720,000.00						
					Total	770,000.00	7					
175 35	Mulbery Production and Silk Worm Rearing Promotion in Xieng Khanang and Houaphanh Provinces	01/09/00	30/11/02	Xieng Khouang, Houaphanh			MAF		Agriculture	PAFO	Consortium	
					Consortium Grant Aid	471,745.00			•			
					Total	471,745.00						
176 36	Management and Clarification of Production Forest in Form of Sustainability and Rural Development	01/12/03	31/12/08	Khammouane, Savannakheth, Saravane, Champasak			MAF	MB	Rural Development	NAFES	WB, NINLAND	Mr. Thongsoun Bounphaxayson, 020205864, 216508
				· · · · · · · · · · · · · · · · · · ·	Finland Grant Aid	9,280,000.00						
					WB	9,900,000.00	•					
					Lao Government	530,000.00	•					
					Total	19,710,000.00	•					
177 37	Agricultural & Forest Support in Form of Sustainability in Khammou. Phase II	an 01/07/03	01/06/05	Khammouan			MAF		Rural Development	PAFO	JVC	
					JVC Grant Aid	60,000.00						
					Total	60,000.00	•					
	Poverty Peduction Project in Target Villages, Khua District, Mai District, Phongsaly	01/05/99	30/09/05	Phongsaly			MAF		Rural Development	PAFO		Mr. Boun Aai
					Quaker Grant Aid	133,600,00		•				
					Total	133,600,00						
179 39	Agricultural Support Project Luang Namtha	01/05/99	31/03/02				MAF	Swizerland	Rural Development	PAFO	ADRA	
					ADRA Grant Aid	331,093.00						
					Total	331,093.00						
	Activities of Plants Conservation & Community Development Conservation Forest (Hin Nam Nor), Bualapha District, Khamonan				_		MAF	_	Rural Development	PAFO		-
					WWF Grant Aid	26,870.00						
					Total	26,870.00						
188 41	Rural Development Project in Xayphouthong District, Khammouan	04/08/00	04/08/03	Khammouan	=		MAF		Rural Development	PAFO	CIDSE	
					CIDSE Grant Aid	134,215.00			·	-		
					Total	134,215.00						

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Table1-1 List of the on-going and past (implemented) projects in the Lao People's Democratic Republic (Lao PDR)

Code	Name of Project		Date		Site Office	Donors and Types of AID	Capital of the Project		Management Organization	Sectors	Implen	nenting Org	Team Leader of the Project Address, Tel
		Start	Complet	8			(US\$)	Lao	Foreigh		Lao	Foreign	
	Rural Development Plan	"			nu e a la compaña de								
192 42	Rural Development Project in Hill Region Phon Hong District, VTE	01/09/00	03/09/03	VTE	***			MAF		Rural Developmen	PAFO	Oxfam SB	
						Oxfam SB Grant Aid	82,400,00)		·			
						Total	82,400.00	5					
193 43	Rural Development in focal point Tangvay-Lam through and Sako, Savannakheth Province			Savan	nakheth			MAF		Rural Development	PAFO	Oxfam SB	
						Oxfam SB Grant Aid	489,219.00)					
						Total	489,219.00	5					
194 44	Community Livelihood Development in Salavan & Sekong	01/01/01	31/12/04	Salava	an, Sekong			MAF		Rural Development	PAFO	Oxfam CAA	
						Oxfam CAA Grant Aid	816,972.00)					
						Total	816,972.00	-					
195 45	Development of Community Managed, Watershed Agriculture, Vang Vieng District, Eng District of VTE, and Tournlam, Ta Oi of Salavan, and Thateng of Sekong	01/10/98	30/06/01	VTE,	Salavan, Secong			MAF	-	Rural Development	VTE- PAFO	Oxfam CAA	
						Oxfam CAA Grant Aid	816,972,00				-		
						Total	816,972.00						
198 46	Sustainable Agriculture Development Mecong District, Bokeo	01/05/02	28/02/05	Bokeo	3			MAF		Rural Development	PAFO	VECO	Mr. Stuart Hudson Lin
						VECO Grant Aid	188,733.00	,		-			
						Total	188,733.00	•					
199 47	Sustainable Agricultural Development Project Paktha District, Bokeo	01/01/04	30/12/06	Bokeo				MAF		Rural Development	PAFO	VECO	
						VECO Grant Aid	195,800.00						
						Total	195,800.00						
201 48	Poverty Reduction Project Savannakheth	01/02/03	31/01/08	Savanı	nakheth			MAF		Rural Development	PAFO	wv	
						WV Grant Aid	772,668.00						
						Total	772,668.00	•					
207 49	Multi-Objectrive Environment Protection and Natural Resource Information for Food Security and Sustainable Development (ASIACOVER)	01/01/02	31/12/04	Whole	Country			MAF	UNDP	Rural Development	DOP	FAO	Department of Planning, 415359
	-			_		FAO Grant Aid	363,000,00						
						Total	363,000.00	•					
209 50	Development of Communication in Rural Area for Supporting Agro- Forestry Products, 2000-2001			Whole	Country			MAIF	UNDP	Rural Development	NAFES	FAO	Ms. Bounphama
						FAO Grant Aid	45,000.00						
						Total	45,000.00	•					

Table 1-1 List of the on-going and past (implemented) projects in the Lao People's Democratic Republic (Lao PDR)

Code	Name of Project	Date	Site Office	Donors and Types of AID	Capital of the Project		anagement iganization	Sectors	Implen	enting Org	Team Leader of the Project Address, Tel
		Start Complete			(US\$)	Lao	Foreigh		Lao	Foreign	·
227 51	Rural Development Plan Poverty Reduction in Target Area	01/10/03 30/09/05		:		MAF		Rural Developme	PAFO ent Phongsaly		
				QS Grant Aid	133,600.00)		•			
				Total	133,600.00	5					
228 52	Rural Development Lao-France Co-operation					MAF	French	Rural Developme	DOP ent	AFD	415359
				AFD Grant Aid	4,035,525.00)					
				Total	4,035,525.00	5					

Code	Name of Project		Date	Implemented State	Donors and Types of AID	Capital of the Project		Management Organization	Sectors	Implen	nenting Org	Team Leader of the Project Address, Tel
		Start	Complete	· · · · · · · · · · · · · · · · · · ·	•	(US\$)	Lao	Foreigh		Lao	Foreign	-
~	Irrigation Project	Heli Hill	•				*****				Against T	
22 1	Proverty Reduction Project in Meuang Mai, Phongsary ProvinceDispersion of Irrigation Development & Management	07/05/01	30/06/07	Xayabouly, VTE Capital, LPB, Savannakheth, Bolikhamxay			MAF	ADB	DOI	DOI	AFD	Mr. Pasone Xany Insixiengmay, 021216712
	 				Lao Government	6,000,000.00)					
					ADB Loan	15,500,000.00	5					
					AFD Grat Aid	2,700,000.00	<u> </u>					
_					Total	24,200,000.00)					
23 2	Community Managed Irrigation Project, Huaphone, VTE, Bolikhamxay, Xiengkhonang, Xaysomboun (CMI)	29/10/ 97	30/06/04	VTE, Bolikhamxay, Huaphanh, Xiengkhonang			MAF	ADB	DŌI	DOI	ADB	
-					Lao Government	5,400,000.00)			-		
					ADP Loan	14,700,000.00	5					
					OPEC Loan	4,000,000.00	5					
					Total	24,100,000.00	5					
32 3	Study and Management on the Salinity in the Clay (Soil)	01/06/01	30/06/04	Savannakheth			MAF	ACAIR	DOI	PAFO	ACAIR	61262170500
				******	ACIAR Grant Aid	40,000.00)					
					Total	40,000.00	,					
34.4	Tan-Pio Irrigation Project	06/03/00	21/12/05	VTE			MAF	French	DOI	PAFO	AFD	Mr. Khamphiew Vixapra
					Lao Government	118,800.00)					
					AFD Grant Aid	4,620,000.00	5					
					Total	4,738,800.00	<u>, </u>					
51 5	Community Managed Irrigation Project (CMI)	01/01/01	31/12/03	VTE, Bolikhamxay, Huaphan, Xienghhanang			Unavail le	ab MAF	DOI	DOI	ЛСА	
					OPEC Grant Aid	3,400,000.00)					
					Lao Government	650,000.00	5					
					Total	4,050,000.00	5					
61 6	Constitution Plan of Irrigation in the Grassland Areas of VTE, Savannakheth, Champasak, Attapeu	01/01/97	31/12/00	Throughout Country			MAF	MARD Vietnam	DOI	DOI	HEC I VN	
					Vietnam Grant Aid	893,000.00)					
					Total	893,000,00	5					
69 7	Establishment of Irrigation Managed Center		×	LPB, Oudomxay, Louang Namtha, Xayabouly, Huaphan			MAF	ADB	DOI	DOI	Unavailabl e	
					ADB Loan	15,500,000.00						
			_		Total	15,500,000.00	<u> </u>					
84 8	Sutain Natural Resource Research in Mekong Sub-region	01/01/99	31/012/02	VTE, VTE Capital			MAF	MRC	DOI	DOI	MRC	
				<u> </u>	MRC Grant Aid	160,000.00						
					Total	160,000.00	·					

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Table 1-2 List of the on-going and past (implemented) projects in the Lao People's Democratic Republic (Lao PDR)

Code	Name of Project		Date	Implemented State	Donors and Types of AlD	Capital of the Project		Management Organization	Sectors	Implem	enting Org	Team Leader of the Project Address, Te
		Start	Complete			(US\$)	Lac			Lao	Foreign	
	Irrigation Project								apala abas			
879	Contraction of Irrigation in Thaphanongphong (Phase II)	01/01/04	31/12/04	VTE Capital			MAF	MARD Vietnam	DOI		HEC I VN	
					WV Grant Aid	424,560.00	1					
					Total	424,560.00						_
90 10	Survey for Stations of Pump and Watershed in Area of Namkah Nga, Khammouan Provinces	01/12/01	01/12/02	Champasak, Salavan, Khammouan			MAF	MARD VIetnam	DOI	DOI	HEC 1 Vn	
					Vietnam Grant Aid	92,600,00					 	·
					Total	92,600,00						
105 11	Funding for Enterprise Mechanical Agriculture	01/01/01	31/12/10	Throughout the country					DOI	DOUI		
					Lao Government Loan	2,000,000.00						
	·				Total	2,000,000.00						
107 12	Construction Plan of Irrigation in Khammouan, VTE & Savannakheth	01/01/99	31/12/99	VTE, Khammouan, Savannakheth			MAF	MARD Vietnam	DOI	DOI	HEC 1 Vn	_
		· • • • • • • • • • • • • • • • • • • •		····	Vietnam Grant Aid	230,000,00						
					Total	230,000,00	•					
115 13	Sustainable Development of Watershed, Namtan	01/02/99	31/12/02	Xayabouly			MAF	UNDP	DOI	PAFO	UNDP	D/G of PAFO
					UNDP Grant Aid	1,369,000.00						
					Total	1,369,000.00	•					
116 14	Envilonmental Protection and Maintenabce of Watershed, Namtan	01/01/98	31/12/02	Xayabouly			MAF	UNDP	DOI	PAFO	UNDP	D/G of PAFO
-				-	UNDP Grant Aid	500,000,00						
					Total	500,000.00						
117 15	Training for the farmer on Irrigation Agriculture	01/11/92	31/12/00	VTE Capital			MAF	UNDP	DOI	DOI	UNDP	
				-	UNDP Grant Aid	1,720,000.00						
					Total	1,720,000.00						
118 16	Economic Development with Irrigation Usage	01/01/97	31/12/00	Throughout the country			MAF	UNDP	Socio- Economic	DOI	UNDP	
					UNDP Grant Aid	3,590,000.00						
					Total	3,590,000,00						
127 17	Basic Study on Irrigation in Left-side of Nam Ngum and Station of Pump (Tha Ngone)	01/01/98	01/01/00	VTE			MAI	MARD Vietnam	DOI	DOI	HEC 1 Vn	
					Victnam Grant Aied	1,900,000.00						

Table 1-2 List of the on-going and past (implemented) projects in the Lao People's Democratic Republic (Lao PDR)

Code	Name of Project	I	Date	Implemented State	Donors and Types of AID	Capital of the Project		anagement rganization	Sectors	Implen	nenting Org	Team Leader of the Project Address, Te
	antina di Paragonia di Paragonia di Maragonia di Maragonia di Maragonia di Maragonia di Maragonia di Maragonia Maragonia di Maragonia di Marago	Start	Complete	• · · · · · · · · · · · · · · · · · · ·		(US\$)	Lao	Foreigh		Lao	Foreign	
*******	Irrigation Project	··										W
153 18	Transfer of Irrigation Management & Development to the Locals	06/03/01	30/03/07	VTE Capital, LPB, Xayabouly, Savvanakheth, Bolikhamxay			MAF	French	DOI	DOUI	AFD	Mr. Pasonxay Insixiengmai
					Lao Government	564,040.00)					
					AFD Grant Aid	3,658,000.00	5					
					Total	4,222,040.00	5					
161 19	Irrigation Project, Dongphosy (Phase II)	15/06/03	31/12/04	VTE Capital			MAF	MARD Vietnam	DOI	DOI	HEC! Vn	
					Lao Government	1,286,000.00	1	_				
					Vietnam Grant Aid	4,200,000.00	<u>-</u>					
					Total	5,486,000.00	-					
163 20	Development of Nam Ngm Watersheed	01/01/02	31/12/07				MAF	MARD Vietnam	DOI	PAFO	HEC 1 Vn	
					ADB Grant Aid	250,000.00	1					
					Total	250,000,00	7					
165 21	Development of InfrastructureTourst along Mekong River/Greater Mckong Subregion						MAF	ADB	Socio- Economic	DOI		
					ADB Loan	12,000,000,00		-				
					Lao Government	2,000,000,00	-					
					Total	14,000,000.00	•					
216 22	Irrigation Construction, Namlong & Huaykong, Sabbao District, Huaphone	015/06/03	31/12/05	Phonsaly			MAF		Rural Developmen	PAFO	GAA	Mr. Mone
					Vietnam Grant Aid	3,000,000.00	1					
					Total	3,000,000.00	•					

Table1-3 List of the on-going and past (implemented) projects in the Lao People's Democratic Republic (Lao PDR)

Code	Name of Project	Date	Site Office	Donors and Types of AlD	Capital of the Project		fanagement rganization	Sectors	Implen	nenting Org	Team Leader of the Project Address, Tel
		Start Complet			(US\$)	Lao	Foreigh		Lao	Foreign	-
	Forest Project		e de la companya de								
2 1	Preservation & Reafforestration of Forest	06/07/98 14/07/03	VTE	_		MAF	Japan	Forest	PAFO	JICA	Mr. Kazuhiro Goseki 023431024
				ЛСА Grant Aid	984,676.00						
				Lao Government	32,130.00						
				Total	1,016,806.00	•					
8 2	Protection of Wildlife in Xayabouly Project	15/10/00 15/07/02	Xayabouly			MAF	EU	Forest	PAFO	EU	
				CESVI Grant Aid	407,000.00						
				Total	407,000.00						
123	Sustain Management & Control of Timber Excabation	01/04/03 01/04/05	Whole Country			MAF	UNDP	Forest	DOF	FAO	
				FAO Grant Aid	799,475.00						
				Total	799,475.00						
194	Natural Forest Reaforestration Project	019/07/01 01/06/05	Bolikhamxay			MAF	ASEAN	Forest	DOF	ASESN	Mr. Khamphay Manivong, 412347
				ASEAN Korea Grant	37,500.00						
				Total	37,500.00						
25 5	Management of Forest in terms of Sustainability	01/01/01 31/12/02	Throughout Country		·	MAF	WB	DOF	NAFES	WB	
				WB Grant Aid	875,000.00						
				Total	875,000.00						
7 6	Elimination of Slash & Burn in Huaphan	08/05/01 01/12/05	Huaphane			MAF	UNDP	DOF	PAFO	ADB, UN, DCP	064 312257
				UNDP Grant Aid	2,100,000.00						
				ADB Loan	5,600,000.00						
				Lao Government	1,900,000.00						
				Total	9,600,000.00						
47	Strategic Plan of Forest to year 2020	01/05/02 31/12/03	Throughout Country			MAF	MAF	DOF	DOF	SIDA	Mr. Xanxay Xayakanman, 02121500, 219512
				SIDA Drant Aid	3,700,000.00						· · · · · · · · · · · · · · · · · · ·
			•	Total	3,700,000.00						
6 8	Forestry Co-operation with World Bank		Throughout Country			MAF	WB	Forest	DOF	WB	021215000
				WB Loan	10,300,000.00						
				Lao Government	4,000,000.00						
				Total	14,300,000.00						

Code	Name of Project		Date	Site Office	Donors and Types of AID	Capital of the Project		anagement ganization	Sectors	Implem	enting Org	Team Leader of the Project Address, Tel
		Start	Complete			(US\$)	Lao	Foreigh		Lao	Foreign	
**********	Porest Project	Basil and Control	Sam is 11111111111111111111111111111111111							randini e		
60 9	Clasification & Preservation of Nam Ngum Watershed in Northern Area	01/04/95	01/08/03	VTE			MAF	French	Forest	DOF		Mr. Pasoinexay Insixiengmai, 021 216712
					DWHH/GAA Grant Aid	8,100,000.00)				-	
					Total	8,100,000.00)					
79 10	Protectionj & Preservation of Forest, Flora in Area of Nam Ad Phon Lemy Conservation Forest	15/06/00	15/06/02				MAF	DANIDA	Forest	DOF	DANIDA	
	·			-	DANIDA Grant Aid	500,000.00)	-				
					Total	500,000.00	<u> </u>					
80 11	Preservation of Conservation Forest in Sepon	01/01/01	31/12/02	Savannakheth			MAF	DANIDA	Forest	DOF	DANIDA	
					DANIDA Grant Aid	47,000.00)					
					Total	47,000.00	5					
94 12	Conservation of Natural Region, Nam Hah	01/01/00	31/12/03	Xayabouly			MAF	WCS	Forestry Sector	DOF	WCS	
					WCS Grant Aid	334,274.00)					_
					Total	334,274.00	ī					
98 13	Wildlife Conservation Project	01/01/03	31/03/04	LPB, LNT, Savanakheth, Huaphane			MAF	WCS	Forestry Sector	DOF	wcs	P. O. Box 6712
			-		WCS Grant Aid	151,050.00						
					Total	151,050.00						
102 14	Publication of Forestry Low	01/02/00	01/04/02	Throughout Country			MAF	WWF	Forestry Sector	DOF	WWF	
					WWF Grant Aid	80,000.00						
					Total	80,000,00	•					
104 15	Strategic Planning an Bio-Diversity Develop0ment	01/01/01	31/12/01				MAF	Sweden	Forestry Sector	DOIS	SIDA	Mr. Xayaveth, 213470
-	-				SIDA Drant Aid	690,000.00						
					Total	690,000.00	•					
108 16	Mqaintenance of Water Resource, Nam Neun, Xiengkhouany, Huayhant	01/06/00	01/06/02	Xiengkhanang, Huaphane		-	MAF	DANIDA	Forestry Sector	DOF	DANIDA	
					DANIDA Grant Aid	1,100,000.00						
					Total	1,100,000.00						

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Table 1-3 List of the on-going and past (implemented) projects in the Lao People's Democratic Republic (Lao PDR)

Code	Name of Project		Date	Site Office	Donors and Types of AID	Capital of the Project		fanagement rganization	Sectors	Impler	nenting Org	Team Leader of the Project Address, Tel
		Start	Complete			(US\$)	Lao	Foreigh		Lao	Foreign	-
	Forest Project								1 1 1 1 1 1 1			
120 17	Wildlife Conservation	01/01/03	30/07/03	Bolikhamxay			MAF	wcs	Forestry Sector	DOF	Unavailabl e	Mr. Sangthong Thammakhot, 216921, 215000
	· · · · · · · · · · · · · · · · · · ·				WCS Grant Aid	25,000.0	O O					
					Total	25,000,0	o o					
123 18	Regional Fuelwood Energy Development	01/03/96	30/12/00	Throughout Country			MAF	UNDP	Forestry Sector	DOF	FAO	
					FAO Grant Aid	8,840,000.0	0					
					Total	8,840,000.0	0					
124 19	Forest Conservation & Management	01/01/97	01/01/00	Throughout Country			MAF	Finland	Forestry Sector	DOF		
					FINLAND Grant Aid	5,500,000.0	0					
					Total	5,500,000.0	5	_				
126 20	Wood Planting Lao-Swiss Co-operation Project (Phase 4)	01/01/97	31/12/99				MAF	Sweden	Forestry Sector	DOF	SIDA	
		•			SIDA Grant Aid	16,600,000.00)					
					Total	16,600,000,0	5					
130 21	Trees Planting Project	01/01/96	31/12/99	Throughout Country	. 300		MAF	ADB	Forestry Sector	NAFES	•	
			_		ADB Loan	16,000,000.00)					
					Total	16,000,000.00	5					
138 22	Forest Survey & Clarification for Provinces along Lao-Vietnamise Boundary			Sekong, Attapen			MAF	MARD Vietnam	Forestry Sector	DOF		021215000, 215089
					Vietnam Grant Aide	509,700.00)					
					Total	509,700.00	5					
184 23	The Participatory Conservation & Development of Natural Resour in Xekhampho, Attapeu	ces 01/01/00	31/12/03						Forestry Sector	PAFO		
					WWF Grant Aid	415,650.00)					
					Total	415,650.00	_					
189 24	Reforestration, Natural & Environmental Conservation, Sustainabl Agriculture, Nongkhannkheo	e 01/04/99	31/12/01	Champasak			Unavaila le	b MAF	Forestry Sector	DOF	CIDSE	
					CIDSE Grant Aid	86,388.00)					
					Total	86,388.00	-					
205 25	Pen Bailding for Bears	01/10/02	31/12/03	LPB		·	Unavaila le	b MAF	Forestry Sector		FB	
					FB Grant Aid	21,000.00				_		
					Total	21,000.00	7					

Table1-3 List of the on-going and past (implemented) projects in the Lao People's Democratic Republic (Lao PDR)

Start Complete (US\$) Forest Project 218 26 Research & Support for the Elimination of Slash & Burn 01/07/03 31/12/05 LPB, Savannakheth		ao Foreigh F ACAIR) Forestry	Lao NAFES	Foreign	
Forest Project		F ACAIR	Forestry	NAFES	ACIAR	
			Sector			
ACIAR Grant Aid 394,470	6.00					
Total 394,470	76.00					

Table 1-4 List of the on-going and past (implemented) projects in the Lao People's Democratic Republic (Lao PDR)

Code	e Name of Project		Date	Site Office	Donors and Types of AID	Capital of the Project		lanagement rganization	Sectors	Implen	enting Org	Team Leader of the Project Address, Tel
		Start	Complete			(US\$)	Lao	Foreigh		Lao	Foreign	
Hillia	Livestock									18 18 18		
11	Lao-Japan Fish Farming Project	02/02/99	02/02/00	VTE Capital	ad allert and a saint	· · · · · · · · · · · · · · · · · · ·	MAF	Japan	Livestock	DOLF	JICA	Mr. Singkham Phonevixay, 02122373
-					JICA Grant Aid	100,000.0	0					
					Total	100,000.0	0					
16 2	Meaty Developing Training ProjecT Phase II	02/12/03	30/05/04	Throughout Country			MAF	UNDP	Livestock	NAFES	FAO	
					FAO Grant Aid	75,000.0	0					
					Total	75,000.0	0					
183	Training Project of Food Stuff in Asia Zone	13/05/02	13/04/04	Throughout Country			MAF	UNDP	Livestock	DOLF	FAO	021 4132905, 414501
					FAO Grant Aid	373,000.00	0					
					Total	373,000.00	0					
20 4	Lao-Japan Aquaculture Development & Extension Project	01/01/01	31/12/04	VTE Capital			Japan	Japan	Livestock	DOLF	Japan	021 223732
					JICA Grant Aid	830,000.00	0					
					Total	830,000.00						
31 5	Animal Healthcare Research Project	01/07/03	30/06/06	Throughout Country			MAF	ACAIR	Livestock	DOLF	ACAIR	
					ACIAR Grant Aid	316,228.00						
					Total	316,228.00						
40 6	Lao-Singapore Fish Breeding Service Construction Project	21/04/99	01/01/03	VTE			MAF	Singapole	Livestock	PAFO		Mr. Khemkham Vanthananvong
			٠		Lao Government	166,094.00)					
					Singapole Grant Aid	130,000.00)					
					Total	296,094.00)					-
46 7	Mekong Fish Research Project	01/09/97	30/09/03	Throughout Country			MAF	MRC	Livestock	NAFRI	DANIDA	021223687
					DANIDA	1,334,990.00						
					Lao Government	113,500,00						
					Total	1,448,490.00)					
47 8	Lao-EU Livestock Extension and Vet Providing	01/02/98	31/01/04	LPB, LNT, Oudomxay, Bokeo, Xayabouly			MAF	EU	Livestock	DOLF	EU in Lao	Mr. Sounthorn Vangthilath
					Lao Government	519,432.00)					
					EU Grant Aid	6,270,000.00)					
					Total	6,789,432.00)					

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Table1-4 List of the on-going and past (implemented) projects in the Lao People's Democratic Republic (Lao PDR)

Code			Date	Site Office	Donors and Types of AID	Capital of the Project		anagement ganization	Sectors	Implem	nenting Org	Team Leader of the Project Address, Tel
		Start	Complete	•		(US\$)	Lao	Foreigh		Lao	Foreign	-
	Livestock		1									
48 9	National Aqualife Resource Research Project	01/04/99	30/03/04	VTE Capital			MAF	DANIDA	Livestock	NAFRI		021223687
				<u>.</u> .	DANIDA Grant Aid	1,600,000,00				-		
					Total	1,600,000.00						
49 10	Study Project of Managing Methods of Fisheries in Mekong Rive Other Watersheds	rand 01/03/00	30/06/05	VTE Capital, Bolikhamxay			MAF	MRC	Livestock	NAFRI	MRC	Mr. Sommano Phoumsavath, 223436, 0205611778
					DANIDA Grant Aid	1,552,441.00		-				
					Lao Government	388,110.00						
					Total	1,940,551.00				-		
63 11	Livestock Probatian Project	01/01/00	01/01/05	Lpb, Xiengkhouang		_	MAF	Australia	Livestock	NAFRI	AUSAID	Mr. Viengsavanh Phimphichanvongsothy 021770027
					AUS/AID Grant Aid	1,693,025.00						
					Total	1,693,025.00						
65 12	Research Project of Origin Fish Breed	01/07/00	30/07/05	VTE Capital, LPB			MAF	MRC	Livestock	NAFRI	MRC	Mr. Lieng Khamsivilay 215045, 861015
		<u></u>			Lao Government	322,000.00						
					DANIDA Grant Aid	870,000.00						
					Total	1,192,000.00	_					
76 13	Grassing for Livestock	12/07/00	12/06/05	Xiengkhauang	·		MAF	Australia	Livestock	DOLF		
		_			AUS/AID Grant Aid	1,880,000.00						
					Total	1,880,000.00						
83 14	Development Plan Building of Mekong Watershed	01/09/01	01/09/03	Throughout Country			MAF	MRC	Livestock	DOLF	MRC	-
					MRC	1,550,000.00				_		
					Lao Government Grant	160,000.00						
					Total	1,710,000,00						
99 15	Manufacturing Processing Extension Project of Fish Products	01/10/00	31/12/00	Throughout Country			MAI	UNDP	Livestock	DOLF	FAO	
					FAO Grant Aid	100,000.00						
					Total	100,000.00						

Table 1-4 List of the on-going and past (implemented) projects in the Lao People's Democratic Republic (Lao PDR)

Code			Date	Site Office	Donors and Types of AID	Capital of the Project		fanagement rganization	Sectors	Implen	nenting Org	Team Leader of the Project Address, Te
	erra e a casa e principal de despreja de calcular de la cerca de la composición del composición de la composición de la composición de la composición del composición de la composición dela composición de la composición de la composición de la com	Start	Complete	• cela di Transperienza della celeb		(US\$)	Lao	Foreigh	- - ,	Lao	Foreign	,
	Livestock	3001	Complete			(033)	Lau	roreign		Lau	Poleign	
100 16	Eater Resource Development Project	10/07/02	10/07/04				Unavail	ab MAF	Livestock	DOLF		Mr. Douangchith
		10.07.00	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,				le		Divesion	202.		Lithdonlong, 041214520
					ALARD Grant Aid	40,000.00						
					Total	40,000.00						
109 17	Qualitative & Secure Utilization Extension Project for Fish & Fish Raising	01/12/98	01/06/00	Throughout Country			MAF	UNDP	Livestock	DOLF	FAO	
					FAO Grant Aid	160,000.00						
					Total	160,000.00						
111 18	Chicken Vaccination Training Project in the Area of Schangfai, Outhoumphone	01/11/00	01/12/01	Savannakheth		1	MAF	UNDP	Livestock	DOLF	FAO	
					FAO Grant Aid	9,000.00						
					Total	9,000.00						
114 19	Origin Fish Transfering Project, Phase II	01/06/	31/12/00	Throughout Country		1	MAF	UNDP	Livestock	DOLF	FAO	
					FAO Grant Aid	120,000.00						
22.26					Total	120,000,00						
122 20	Povertu Alleviation Project through the Improvement and Protection of Aquatic Resource in Asia Zone	of 01/05/03	31/12/05	Throughout Country		I	MAIF	UNDP	Livestock	DOLF	FAO	Dept, of Livestock & Fisherics
					FAO Grant Aid	382,000.00		·				
					Total	382,000.00						
142 21	Animal Gathering & Shifting Control System in Asia Countries	-		Throughout Country		1	MAF	UNIDP	Livestock	DOLF	FAO	Mr. Anonh Khamhou 021415359
					FAO Grant Aid	363,000.00						
					Total	363,000.00						
143 22	Animal Resister Systemizing and Transforming within 17 Asia Countries			Throughout Country			MAF	UNDP	Livestock	NAFRI.	FAO	021416932
					FAO Grant Aid	21,715.00						
					Total	21,715.00						
54 23	Aid for the Activities of Bird Flu Prevention	13/02/04	13/01/05	Throughout Country			Jnavaila e	b MAF	Livestock	DOLF		
	-				China Grant Aid	\$0,000.00						
					Total	50,000.00						
72 24	Improvement & Development of Agricultural Service Center, Haiyeuang, Vientiane Province	01/01/01	31/12/01	VTE		ı	MAF	MARD Victnam	Livestock	_	DARD Hn	
						# # 000 00						
					Vietnam Grant Aid	87,000.00						

Table 1-4 List of the on-going and past (implemented) projects in the Lao People's Democratic Republic (Lao PDR)

Code	Name of Project		Datc	Site Office		Donors and Types of	Capital of the	N	Anagement	Sectors	Implen	nenting Org	Team Leader of the
	, Alberta John State and Alberta and A	13334	. 60 0000			AID	Project		Organization				Project Address, Tel
<u> </u>		Start	Complete		edwig on a C	HARACTAN A	(US\$)	Lao	Foreigh		Lao	Foreign	
	Livestock		1 1 1 1 1 1 1 1 1 1		40 00			***************************************	* * ****** .	1 1 1 1 1 1			Capital Control Capital Capital
215 25	Poultry & Pig Insemination Project at Nong Ping Farm, VTE Capital	01/11/02	01/11/03	VTE Capital				MAF	UNDP	Livestock		FAO	
		_			F.	AO Grant Aid	9,439.00						
					_	Total	9,439.00						
225 26	Emergency Assistance for the Control of Avian Influenza Project (TCP/Lao/3001)	18/02/04	31/12/04		_			MAF	UNDP	Livestock	DOLF	FAO	D/G of Dept. of Livestock and Fishery
			-		F	AO Grant Aid	390,000.00			-			··· =
					-	Total	390,000.00						
	Emergency Regional Coodination Assistance for Control of Vian influenza in South East Asia Project (TCP/RAS/3004 (E))	11/02/04	31/12/05	_	_		1	MAF	UNDP	Livestock	DOLF	FAO	
					FA	AO Grant Aid	400,000.00						
					_	Total	400,000.00						
					_								

Table 1-5 List of the on-going and past (implemented) projects in the Lao People's Democratic Republic (Lao PDR)

e Name of Project	The designation of the control of th	Date	Implementing Sites	Districts	Donors and Types of AID	Capital of the Project	Team Leader of the Project Address, T
y a service of America de Barbara de A	Start	Complete	t i ja kambi	mag		(US\$)	
NAFES Project					TAR ALTER A REPORT OF THE SAME AND A PERSON OF THE PERSON OF THE SAME AND A PERSON OF THE PERSON OF THE PERSON OF THE PER		
1 Agricultural Extension	01/11/01	31/10/04	Luang Phabang, Salavan, Champasak	Pak-Ou, Nam Bark Kongsedon, Nakhonepheng Sonkhouma, Phonthong, Pakseng, Toums Meuang-Khong	an,		
					BILATERAL Grant	1,040,379.00	
					Lao Government	11,440.00	
					Total	1,051,819.00	
2 Agricultural Extension in 4 Northern Provinces	01/01/02	31/12/07	Khammouan, Salaven, Attapeu, Champasak	Takhek, Yommalath and Mahaxay Salavan, Vapi, Lao Ngam Saysetha, Sanamxay and Samakhixay Bathieng, Pathoumphone, Paksong, Pakse Phonthong and Sanasomboun			
		-		-	WB Loan	15,529,000.00	
					WB Grant Aid	1,161,000.00	
					Lao Government	1,520,000.00	
					Total	18,210,000.00	
3 Nam Ngum Region Development	01/12/03		VTE Capital, Xiengkhanany, Xaysomboun Special Region. Vientiane	Pak Ngum Phon Kouth Xaysomboun, Phoun Horn, Long Xane, Kasi Vangvieng, Fenang			
-					ADB Loan	15,000,000.00	
					AFDF, JFPR Grant Aid	6,944,000.00	
					Lao Government	3,500,000.00	
					Total	25,444,000.00	
4 Livelifood Improvement of People (Community Mqanage Improvement Project, CML IP)	ment Living 01/01/01		Hnephane, Xiengkhnang, Vientiane, Bolikhamxay	Sobbao Kham Kasi Khamkeuth			
· ·					ADB Grant Aid	1,000,000.00	
					Lao Government	200,000.00	
					Total	1,200,000.00	
5 Special Programme on Foode Security and South Coopera	01/03/01	01/03/06	Luang Namtha, Oudomxay, Vientiane, Bolikhamxay	Namtha Xay Kan & Hinheup Paksan & Bolikham			
					JICA, FAO Grant Aid	2,625,000.00	
					Lao Government	1,000,000.00	
					Total	3,625,000.00	

Table 1-5 List of the on-going and past (implemented) projects in the Lao People's Democratic Republic (Lao PDR)

ode	Name of Project		Date	Implementing Sites	Districts	Donors and Types of	Capital of the	Team Leader of the
		Start	Complete			AID	Project	Project Address, Tel
	NAFES Project		Complete				(US\$)	
6 Co-operation of	ao-Vietnam, Development Project in Target Areas	01/01/96	31/01/08	Huaphan, Xiengkhnang, Luang Phabang, Vientiane, VTE Capital, Bolikhamxay, Khammouan, Savannakheth, Champasak, Salavan, Attapen	Ad & Xiengkhor Nong Had Viengkham Phonhong, Thoulakhom, Viengkmam Pak Ngum, Hadsayphong, Xaythany Pak, Thaphabat, Pakkading Thakhek, Hinboun, Xebang Fai and Thabok Xanbonly Champasak, Khong, Sanasomboun Kongsedon, Nakhonpeng Sanamxay and Saysetha			
		_				Vietnam Grant Aid	2.466.000.00	
						Lao Government	2,466,000.00	
						Total	2,526,000.00	
7 Rural Developme	nt Project in Phonphieng Balivane	01/01/98	31/12/04	Xekong, Champasak	Thateng Paksang, Bachieng	1041	2,520,000.00	
		·				Al'D Grant Aid	4,170,000,00	
						Lao Government	0,00	
 						Total	4,170,000.00	
8 Integrated Pest M	anagement (IPM)	01/07/02		VTE Capital, Vientiane, Luang Phabang, Savannakheth, Salavan				-
		_				FAO Grant Aid	310,411.00	
						Lao Government	0.00	
						Total	310,411.00	
9 Commercial Prod	action Extension Project	01/10/03		Vientiane, Khammouan, Savannakheth, Champasak	Phonhong, Thonlakhem Thakhek, Nonglook Xaybonhy, Khanthabouly, Xanbouly Xayphonthoong, Sangkhone, Champhone monnlapamok, Sankhanma, Champasak Phonthong, Bathieng, PaksoOng			
				· · · · · · · · · · · · · · · · · · ·		ADB Loan	11,400,000.00	
						Lao Government	3,800,000.00	
						Total	15,200,000,00	

Table 1-5 List of the on-going and past (implemented) projects in the Lao People's Democratic Republic (Lao PDR)

Code Name of Project		Date	Implementing Sites	Districts	Donors and Types of AID	Capital of the Project	Team Leader of the Project Address, Tel
	Start	Complete		errenne er het sammen er men en er er er er. Er familie var de henne familiering familiering		(US\$)	
NAFES Project							
10. Allocation of Protection Forest and Rural Sustainable Development	01/12/03	31/06/08	Khammouan, Savannakheth, Salavan, Champasak				
					WB Loan	9,900,000.00	
					Finland Grant Aid	9,280,000.00	
					Lao Government	530,000.00	
					Total	19,710,000.00	
11. Extension Research for Shifting Cultivation Termination (Australian Center for International Agriculture Research, ACIAR No. ASEM)	01/07/03	31/12/05	LPB, Xiengkhanang	Pak-ou, LBP and Xieng Ngeun Pack and Nonghad			
					Australia Grant Aid	394,476.00	
					Lao Government	0.00	
					Total	394,476.00	

Source: Ministry of Agriculture and Forestry, National Agriculture and Forestry Extension Service

 Table 2
 List of Trainings by Rerated Projects

								R	esource persons	
No.	Cubicat	Title	Torget group	Dulation	Longuaga	Method	Location/Venue	Names & family names	A ganay/gastar	Project/Organiz
	Sybject Basic Health Care	Village drug revolving fund	Target group Village health volunteer and	5days theory	Language	Manual and equipment	Luang Namtha	Phetsamone Kounlavong	Agency/sector RDMA	RDMA (GTZ)
24	basic Health Care	vinage utug tevotving tunu	Village health committees	and practice	minority group	Manuar and equipment	Luang Namuia	Thetsanione Roumavong	RDMA	KDWA (G12)
25	Basic Health Care	Writing report	District health office	3days theory and practice	Lao	Manual and equipment	Luang Namtha	Phetsamone Kounlavong	RDMA	RDMA (GTZ)
26	Capacity Building	Administration & management	23 villagers	5days		course	VK	District cabinet		MPDLC (EU)
	Capacity Building	Administration for chief of villages	70 chiefs	5days		workshop	Chomphet	Governor/DPC		MPDLC (EU)
28	Capacity Building	Communication skills	10 key district staffs/project team	5days		Workshop	Lnamtha	Expert in communication		MPDLC (EU)
29	Capacity Building	Communication skills and participatory extension	10 district key staff / project staff	5days		workshop	Lprabang	MPDLC/ Training specialist		MPDLC (EU)
30	Capacity Building	Communication skills and participatory extension	10 district key staff / project staff	5days		workshop	Lprabang	Ms. Ny Luangkhot Training specialist		MPDLC (EU)
31	Capacity Building	Community development / Income generation activities	12 district staffs/DPC/ MPDLC	5days		exposure visit	Sayaboury	IGA/UNDP projects		MPDLC (EU)
	Capacity Building	Computer skills	10 district staffs	30days		OJT	Long	handicap practicum		MPDLC (EU)
	Capacity Building	Credit organisation	10 women/2 district staff	4days		Study tour	Bokeo	projects		MPDLC (EU)
34	Capacity Building	English language	district key staff / project staff	Ongoing		Intensive course	Viengkham	MPDLC		MPDLC (EU)
35	Capacity Building	English language	15 district key / project staff	Ongoing		Intensive course	Chomphet	Project translator (Mr. Kham Ai)	ı	MPDLC (EU)
36	Capacity Building	English language	20 district key / project staff	Ongoing		Intensive course	Long	MPDLC		MPDLC (EU)
	Capacity Building	English language & Computer	20 district key staffs	ongoing		Intensive course		VPK	MPDLC	MPDLC (EU)
	Capacity Building	English training	15 district key / project staff	Ongoing		Intensive course	Chomphet	Project translator (Mr. Kham Ai)		MPDLC (EU)
	Capacity Building	English training	district key staff / project staff	Ongoing		Intensive course	Viengkham	MPDLC		MPDLC (EU)
	Capacity Building	English training	20 district key staffs	ongoing		Intensive course	VPK	MPDLC		MPDLC (EU)
	Capacity Building	English training	20 district key / project staff	Ongoing		Intensive course	Long	MPDLC		MPDLC (EU)
	Capacity Building	Exchange visit for capacity building	10 district counterparts/3 Project staffs	5days		study tour	VPK	SE/district officers		MPDLC (EU)
43	Capacity Building	General study tour	10 district steering committees	5days		exposure visit		Vietnam	Community Development Projects	MPDLC (EU)
	Capacity Building	M & E management	6 district & project staffs	5days		workshop	Lprabang	MPDLC/ Training specialist		MPDLC (EU)
	Capacity Building	M & E Management	6 district staff	5days		course		VPK	MPDLC specialist	MPDLC (EU)
46	Capacity Building	M&E management	RDA,SE,coordinator,governo r	5days		workshop	Lprabang	M&E specialist/MPDLC		MPDLC (EU)
47	Capacity Building	Management skills	10 district steering committee/2 project staffs	10days		Tour	Vietnam			MPDLC (EU)
	Capacity Building	Micro-Project procedure	7 district staffs	5days		OJT	Long	MPDLC		MPDLC (EU)
	Capacity Building	Micro-Project proposal format	20 district staffs	3days		workshop		VPK	MPDLC	MPDLC (EU)
50	Capacity Building	Participatory Planing & budgeting, project cycle management	10 district officers/MP staff	5days		course	Lprabang	DPC by Mr. Bounvien Deputy of DPC		MPDLC (EU)
51	Capacity Building	Participatory Planning & budgeting, project cycle management	10 district officers and MP staff	5days		course	Lprabang	DPC by Mr. Bounvien Deputy of DPC		MPDLC (EU)
52	Capacity Building	Participatory working approach and village situation analysis	GTZ staff and DAFO, DEO DCPC and DHO contact	11 days	Lao	Manual and equipment		Khatha Lamache	RDMA	
			person				Luang Namtha			RDMA (GTZ)

 Table 2
 List of Trainings by Rerated Projects

								R	esource persons	
										Project/Organization
No.	Sybject	Title	Target group	Dulation	Language	Method	Location/Venue	Names & family names	Agency/sector	tion
	Capacity Building	Planning & statistics	35 district staffs	3days		Workshop	VPK	PPC		MPDLC (EU)
	Capacity Building	Planning & Statistics	20 target group	5days		workshop		VPK	DPC	MPDLC (EU)
	Capacity Building	PRA	6 key district staffs	5days		OJT	Long	MPDLC		MPDLC (EU)
	Capacity Building	Practicum	handicap students (4)	90days		OJT	Chomphet	district team		MPDLC (EU)
	Capacity Building	Practicum	students (4)	90days		OJT	Chomphet	district team		MPDLC (EU)
	Capacity Building	Practicum	students (4)	90days		OJT	VPK	district team		MPDLC (EU)
	Capacity Building	Practicum	students (4)	90days		OJT	Long	district team		MPDLC (EU)
60 0	Capacity Building	Problem analysis and village development planning	GTZ staff and DAFO, DEO DCPC and DHO contact	11 days	Lao	Manual and equipment	Luang Namtha	Khatha Lamache	RDMA	RDMA (GTZ)
61 (Capacity Building	Project cycle management/Planning & budgeting	person 12 district officers and MP staff	5days		Workshop	Lprabang	DPC by Mr. Bounvien Deputy of DPC		MPDLC (EU)
62 (Capacity Building	Project Management	DAFO & PAFO staff, Deputy	5 days x 3		Brain stooming, lecture,	PAFO Offices	Dr. Viengxong Chithtavong	NAFES	Agriculture
02	capacity Building	1 Toject Management	Co-ordinator of the Project	courses		group work, TOT Manual,	Aro offices	Dr. viengxong Cintinavong	NAPES	Development
			.,			PRA Manual and Guideline				Project/World
						of Project Management				Bank (Village
										Investment for
										the Poor, VIP)
63 (Capacity Building	Report writing	project CD worker and DCPC	11 days	Lao	Manual and equipment		Khatha Lamache	RDMA	,
	1 , 0			1		1 1	Luang Namtha			RDMA (GTZ)
64 (Capacity Building	TOT skills	12 district staffs	5days		course	Lnamtha	EDC/ Training specialist		MPDLC (EU)
	Capacity Building	TOT of VDC	10 district staffs	5days		workshop		VPK	PPC/district team	MPDLC (EU)
66 (Capacity Building	TOT on communication skills	8 district trainers	5days		course	Lprabang	Ms. Somchay EDC training		MPDLC (EU)
				•			-	specialist		
67 (Capacity Building	TOT on communication skills	8 district trainers	5days		course	Lprabang	Ms. Somchay EDC training		MPDLC (EU)
								specialist		
68 (Capacity Building	TOT on training skills	12 district staffs	5days		course	Lprabang	MPDLC/ Training specialist		MPDLC (EU)
69 (Capacity Building	TOT on training skills	10 district staffs	5days		course	Lnamtha	EDC/ specialist		MPDLC (EU)
70 0	Capacity Building	TOT on training skills	12 district staffs	5days		workshop		Lnamtha	EDC/ Training specialist	MPDLC (EU)
71 (Capacity Building	TOT on training skills	10 district staffs	5days		course	Lnamtha	EDC/ specialist		MPDLC (EU)
72 (Capacity Building	TOT Training	Teachers	2 weeks	Lao	Manual and equipment	Luang Namtha	DEO	DEO	RDMA (GTZ)
73 (Capacity Building	Tourism awareness	5 district officers and villagers	10days		Course	Chomphet	Provincial Tourism Office /SUNV		MPDLC (EU)
74 (Capacity Building	Tourism field survey	5 district, officers and	3days		Course	Chomphet	leading by Mr. Khamphoui		MPDLC (EU)
		·	villagers	•			1	director of Provincial		
								Tourism Office		
75 (Capacity Building	Village Development Committee	5 target villages	5days		course	Long	7 district staffs		MPDLC (EU)
76 0	Capacity Building	Village Revolving Fund	22 villagers	3days		course	Chphet	Health office		MPDLC (EU)
77 (Capacity Building	Village Revolving Fund	4 district staffs	5days		course	Lprabang	Mr. Houmphan Project		MPDLC (EU)
								Management training Center		
	Community	Training on PRA	CD staff	5days	English/Lao	Manual/practice	Bokeo	Crist + Khonepaseuth	RDMA	RDMA (GTZ)
	Development	CD DAG . : :	D' ' ' D	7.1 .1	· ·	M 1 1 1 1		DI (IZ I	DDMA	
79 I	Detoxification	CB-DAC training	District Drug control office,	7days theory	Lao	Manual and equipment		Phetsamone Kounlavong	RDMA	
				and practice			v v v			DDM (CTT)
00.7		The state of	education office		1		Luang Namtha	P		RDMA (GTZ)
	Education	Education administration	14 village teachers	5days	1	course	Long	Education dept		MPDLC (EU)
81 I	Education	Education Management in primary/secondary	Head of schools	5days		course	Long	Education dept		MPDLC (EU)
		schools	Į	ļ	<u> </u>	Į	<u> </u>		<u> </u>	<u> </u>

Table 2 List of Trainings by Rerated Projects

							Resource persons		
									Project/Organiz
No. Sybject	Title	Target group	Dulation	Language	Method	Location/Venue	Names & family names	Agency/sector	tion
82 Education	Health Education in Primary School	12 schools	12days		Course	Chomphet	District Education		MPDLC (EU)
83 Education	Health education in primary school	12 schools 122 villagers	12days		course	Chomphet	District education		MPDLC (EU)
84 Education	Upgrading minority teachers	13 teachers from 6 villages	15days		Course	Viengkham	Education office		MPDLC (EU)
85 Education	Upgrading minority teachers at lower primary school	10 village teachers	10days		Course	Chomphet	Education office		MPDLC (EU)
86 Extension	Agriculture Extension Methodology	DAFO & PAFES staff	21 days		Participatory training method and techniques, Textbooks	NAFES meeting room	Master trainers of CETDU, NAFES	NAFES	LEAP
87 Forestry/NTFP	Fruit tree promotion /Nursery/NTFP	3 DAFO	5days		course		VPK	Lnamtha	MPDLC (EU)
88 Forestry/NTFP	NTFP production & marketing	15 farmers	3days		worshop	VPK	PAFO/IUCN		MPDLC (EU)
89 Forestry/NTFP	Nursery Preparation	Teachers, Students and Farmers	5days		Theory and Practice, Textbook	Dong Kham Xqang Technical Agriculture School (DTAS)	Mr. Pheth Thippavong	Forestry Division	Dong Kham Xang Technical Agriculture School (DTAS)
90 Forestry/NTFP	Promotion of NTFP	12 farmers & 3 DAFO staffs	4days		Study tour	Oudomxay	PAFO		MPDLC (EU)
91 Forestry/NTFP	Promotion of Non-Timber Forest Product & Nursery	3 district staffs/12 villagers	5days		course	Lprabang	Mr. Khamphon NAFRI, Vientiane		MPDLC (EU)
92 Gender	Gender issues & the development	50 LWU/villagers	3days		workshop		VPK	LWU/MPDLC	MPDLC (EU)
93 Gender	Genders issues and the development	24 villagers +district staffs	5days		Course	Chomphet	Ms. Khampha LWU/Educ dept		MPDLC (EU)
94 Health Care Improvement	Anaesthesia & Surgery	2 district doctors	90days		OJT	Long hospital	Doctor from Provincial Hospital		MPDLC (EU)
95 Health Care Improvement	CBDAC training	Houeykoun/villagers	2days	Lao	manual/posters	Bokeo	Dr.Champa,Mr.Keo,Mr.Anil an and Ms. Vienvilay	RDMA/Health Section	RDMA (GTZ)
96 Health Care Improvement	Detoxification	Villager/Pana Village	27days	Lao		Bokeo	Dr. Khamlang	RDMA/Health Section	RDMA (GTZ)
97 Health Care Improvement	Health Education around the water supply	24 villagers	5days		OJT	Chomphet	District Health		MPDLC (EU)
98 Health Care Improvement	Health education around Water supply	24 villagers	5days		course	Chomphet	district health		MPDLC (EU)
99 Health Care Improvement	Malaria control (dye mosquito nets)	107 villagers	1days		OJT	Viengkham	Health staffs		MPDLC (EU)
100 Health Care Improvement	Midwife skills	12 villagers	3days		special Course	VPK	District hospital		MPDLC (EU)
101 Health Care Improvement	Midwife skills	17 VHV	5days		course	Chomphet	district health		MPDLC (EU)
102 Health Care Improvement	Mother & Child primary health	villagers	2days		workshop	VPK	LWU/health office		MPDLC (EU)
103 Health Care Improvement	PHC/Drug revolving Fund	10 district staff and 13 VHV	3days		Study tour	Nambak hospital	District health office		MPDLC (EU)
104 Health Care Improvement	Primary Health Care level 2	22 VHV	5days		course	Chomphet	district health		MPDLC (EU)
105 Health Care Improvement	Primary Health Care Management	5 district staff	10days		course	Viengkham	Provincial Health		MPDLC (EU)
106 Health Care Improvement	surgery & anaesthesia	doctors	90days		OJT	Lnamtha	Provincial hospital		MPDLC (EU)
107 Health Care Improvement	Surgery & Anaesthesia	2 doctors	90days		OJT	Lnamtha	VPK		MPDLC (EU)
108 Health Care Improvement	Training for TBA	Villager/Target Village,Paktha	5days	Lao	Manual	Bokeo	Dr. Khanthong	RDMA/Health Section	RDMA (GTZ)

Table 2 List of Trainings by Rerated Projects

			Table 2 L			S by Kerateu		Resource persons		
									P	Project/Organiza
No.	Sybject	Title	Target group	Dulation	Language	Method	Location/Venue	Names & family names	Agency/sector	tion
	Health Care	Training on impregnating of mosquito net	Villagers	3days	Lao	Manual/practice	Bokeo	Keopasith	RDMA/Health Section	RDMA (GTZ)
	Improvement					F				
110	Health Care	Training on revolving fund	Villagers	5days	Lao	Manual	Bokeo	Dr. Khonesith	RDMA/Health Section	RDMA (GTZ)
	Improvement									
111	Health Care	Village Health Volunteer	17 farmers	3days		course	VPK	Health office		MPDLC (EU)
	Improvement			•						
112	Health Care	Village Health Volunteer/Drug Revolving Fund	10 district staff	5days		visit	Xiengkhouang	Health dept		MPDLC (EU)
	Improvement			•				1		
113	Health Care	Village Health Volunteer/Drug Revolving Fund	39 village volunteers	5days		course	Viengkham	Health office		MPDLC (EU)
	Improvement									
114	Health Care	Village Midwife skills	5 villagers	15days		OJT		VPK	District hospital	MPDLC (EU)
	Improvement									
115	Health Care	Water supply construction	2 health staffs	15days		OJT	Long	private consultant		MPDLC (EU)
	Improvement									
116	Health Care	Water supply maintenance	12 villagers	5days		visit	MP II	Water supply unit		MPDLC (EU)
	Improvement									
117	Income Generation	Business skills	Shop manager	5days		OJT	Long	specialist/ MPDLC		MPDLC (EU)
	Income Generation	Food processing	23 farmers	5days		Course	Lprabang	BAFIS/DED		MPDLC (EU)
	Income Generation	Handicraft training skills	15 women farmers	30days		OJT		VPK	MPDLC/specilist	MPDLC (EU)
	Income Generation	IGA activities (rattan furniture)	5 villages	30days		OJT	Long	Local trainer		MPDLC (EU)
121	Income Generation	Iincome Generation Activities &village Mutual	15 villagers	5days		exchange visit	Lprabang	IGA project		MPDLC (EU)
		Fund								
122	Income Generation	Income generating activities	2 DAFO staffs & 13 villagers	5days		Study tour	Oudomxay	GAA Development project		MPDLC (EU)
123	Income Generation	Income generation	12 villagers/2 project staff	3days		exposure visit	Oudomxay	GAA project		MPDLC (EU)
	Income Generation	Shop manager of NPP shop	district staff	5days		course	Long	trade office		MPDLC (EU)
	Income Generation	Vocational training (weaving)	24 villagers	30days		course	Lprabang	BAFIS/DED		MPDLC (EU)
	Income Generation	Weaving	13 villagers	30days		course	VK	LWU		MPDLC (EU)
	Information and Knowle		Gov't staff and RDMA staff	6days	Lao	Hand out, forms.	, II	Khankeo Oupravanh	RDMA-GTZ	RDMA (GTZ)
		Case study writing (Part 1& part 2)	Gov't staff and RDMA staff	7days	Lao	Training manual	Bokeo, Luang Namtha	Khankeo Oupravanh	RDMA-GTZ	RDMA (GTZ)
	Information and Knowle		Gov't staff and RDMA staff	3days	Lao	Hand out, forms.	Dones, Edding Francia	Khankeo Oupravanh	RDMA-GTZ	RDMA (GTZ)
	Information and Knowle		Gov't staff and RDMA staff	4days	Lao	Forms		Khankeo Oupravanh	RDMA-GTZ	RDMA (GTZ)
	Information and	Report writing	Staff	2days	Lao	Manual	Bokeo	Khonepaseuth	RDMA	RDMA (GTZ)
101	Knowledge Management			200,5	Luo	171411441	Bones	Timonopuseum	1121111	ILDINII (GIL)
132	Information and Knowle	Report writing	Gov't staff and RDMA staff	3days	Lao	Training manual		Khankeo Oupravanh	RDMA-GTZ	RDMA (GTZ)
	Information and	School (library) management	3 district teachers	5days		OJT	Lprabang	Provincial Education		MPDLC (EU)
	Knowledge Management									()
134	Information and	School manager training	13 schools	5days		visit	Sayaboury	District education		MPDLC (EU)
	Knowledge Management						2.0, ,			
135	Information and	Training on Impact Assessment	Staff	3days	Lao/English	Manual/practice	Bokeo	Hand	RDMA	RDMA (GTZ)
	Knowledge Management									
l	gemen					1				1
136	Irrigation	Exchange visit on irrigation management	7 technical staffs	5days		visit	Long	MPDLC		MPDLC (EU)
	Irrigation	Irrigation scheme survey/design & construction	1 DAFO staff	10days	Ì	course	Chomphet/Lprabang	PAFO		MPDLC (EU)
107	J	g 21 21 21 21 21 21 21 21 21 21 21 21 21				1				
138	Irrigation	Micro Irrigation scheme suvey, design and	3 district officers	10days	İ	Practical course	Chomphet	Irrigation sector/ PAFO: Mr.		MPDLC (EU)
-55	J	construction					F	Anousack		
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Table 2 List of Trainings by Rerated Projects

								R	esource persons	
										Project/Organiz
No.	Sybject	Title	Target group	Dulation	Language	Method	Location/Venue	Names & family names	Agency/sector	tion
	Irrigation	Small scale irrigation scheme	4 district staffs	10days	_	course		VPK	PAFO	MPDLC (EU)
	Irrigation	Training for Water User Association	Villager	3days	Lao	Manual	Bokeo	Somsanong/Boualy	RDMA/Irrigation	RDMA (GTZ)
	Irrigation	Water user groups	20 farmers	1days		exchange idea	VPK	DAFO	D . DO	MPDLC (EU)
	Irrigation	Water User Groups	20 farmers	3days		workshop		VPK	DAFO	MPDLC (EU)
	Irrigation	Wooden weirs construction	20 farmers	5days		OJT	*****	VPK	DAFO	MPDLC (EU)
	Livestock	Animal husbandry	15 farmers	3days		workshop	VPK	DAFO		MPDLC (EU)
	Livestock	Bovine and Buffaloes Raising		5 days	Lao and Akha	manual and equipment	Luang Namtha	Dr. Ricarda Mondry	RDMA	RDMA (GTZ)
146	Livestock	Chicken raising	District Agriculture and Forestry Office, VVW and Target group farmers	5 days	Lao and Akha	manual and equipment	Luang Namtha	Dr. Ricarda Mondry	RDMA	RDMA (GTZ)
147	Livestock	Fish Raising on paddy land	Villagers	5days	Lao	Manual/practice	Bokeo	Chansome	RDMA/Agriculture	RDMA (GTZ)
	Livestock	Frog breeding and further management of frog production	2 Trainers and 15 Trainees	7days		Lecture and Practice, hand- out	DTAS	Mr. Sonkvilay Vilavong	DTAS	JICA
149	Livestock	Frog Raising	Villagers	6days	Lao	Manual/practice	Bokeo	Chansome+Khamphan	RDMA/Agriculture	RDMA (GTZ)
	Livestock	Lac insect Raising	Villagers	5days	Lao	Manual/practice	Bokeo	Chansome	RDMA/Agriculture	RDMA (GTZ)
	Livestock	Pig Raising	· magers	5 days	Lao and Akha	manual and equipment	Luang Namtha	Dr. Ricarda Mondry	RDMA	RDMA (GTZ)
	Livestock	Sericulture	Villagers	3days	Lao	Manual/practice	Bokeo	Siphone and Keomano	RDMA/Agriculture	RDMA (GTZ)
	Livestock	Vet training	Villagers	2days	Lao	Manual/practice	Bokeo	Khammy, Sengpaseuth and Khounsavath	RDMA/Agriculture	RDMA (GTZ)
154	Livestock	Veterinary & animal disease	5 DAFO staffs	7days		course	Lnamtha	PAFO/EU livestock		MPDLC (EU)
155	Livestock	Veterinary training (VVW)	Farmers who become Village Veterinary Workers	5 courses of 5 days each	Lao and Akha	manual and equipment	Luang Namtha	Dr. Ricarda Mondry	RDMA	RDMA (GTZ)
156	Livestock	Veterinary training (VVW) TOT	District Agriculture and	15 days	Lao and					
			Forestry Office	,	English	manual and equipment	Luang Namtha	Dr. Ricarda Mondry	RDMA	RDMA (GTZ)
157	Livestock	Village Veterinary Workers	15 villagers	5days	Ŭ	course	Viengkham	DAFO		MPDLC (EU)
158	Livestock	Village Veterinary Workers	19 villagers	5days		course	VK	DAFO		MPDLC (EU)
159	Livestock	Village Veterinary Workers/medicine and tool kits	24 VVW	7days		course	Chomphet	District Livestock Unit		MPDLC (EU)
	Natural Resource Management	Participatory Land Use Planning and Land Allocation at village level	District Agriculture and Forestry Office	14 days Theory and Practice	Lao	manual and equipment (Map, GPS, Aerial photos, Compass)	Luang Namtha	Bounyong Thongmalayvong	RDMA	RDMA (GTZ)
	Natural Resource Management	RRA tools for Non-Timber Forest Product data collection	District Agriculture and Forestry Office	7 days Theory and Practice	Lao	manual and equipment	Luang Namtha	Bounyong Thongmalayvong	RDMA	RDMA (GTZ)
	Natural Resource Management	Village Community Forestry	District Agriculture and Forestry Office and Target group farmers	7 days Theory and Practice	Lao	manual and equipment	Luang Namtha	Bounyong Thongmalayvong	RDMA	RDMA (GTZ)
163	Road Transportation	Road maintenance through communities /tools	15 villagers	3days		OJT		VPK	DCTPC	MPDLC (EU)
	Road Transportation	Road mgnt through communities /tools	10 target villagers/2 DCTPC	3days		Study tour	Muaong Sing	DCTPC		MPDLC (EU)
	Road Transportation	Road, track survey and construction	2 district staffs	10days		OJT	Lprabang	PDCTPC		MPDLC (EU)
	Road Transportation	Road, track survey and construction	2 district technical staffs	10days		OJT	Lprabang	Provincial CTPC		MPDLC (EU)
167	Road Transportation	Suspension bridge survey, design	district staff	30days		OJT	Long	Chinese engineer		MPDLC (EU)
168	Road Transportation	Track mgnt through local participation/tool	15 villagers	5days		course	Long	DCTPC		MPDLC (EU)
	Rural Finance/Village Bank	Credit system	3 district staffs	5days		course	VK	DPC		MPDLC (EU)
	Rural Finance/Village Bank	Credit/IGA/Rice bank Business & Marketing	12 farmers	5days		exposure visit		VPK	Bokeo	MPDLC (EU)
	Rural Finance/Village Bank	Training on drafting and management on Rural Finance	Government staff	2days	Lao	Manual	Bokeo	Bandit	JICA/UNCRD	RDMA (GTZ)
	Rural Finance/Village Bank	Village Mutual Fund	42 villagers	3days		course	VK	DPC		MPDLC (EU)

 Table 2
 List of Trainings by Rerated Projects

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								Resource persons		
										Project/Organiza
No.	Sybject	Title	Target group	Dulation	Language	Method	Location/Venue	Names & family names	Agency/sector	tion
17	Rural Finance/Village	Village Revolving Fund	3 district/2 DPC staffs	5days		course	Lprabang	Mr. Houmphan Project		MPDLC (EU)
	Bank							management training centre		
17-	Rural Finance/Village	Workshop on improving Village Revolving Fund	villagers, RDMA ,Govern	2days	Lao	Manual	Bokeo	Bandit	RDMA	RDMA (GTZ)
	Bank	Concept in different places.	staff							
17.	Rural Finance/Village	Workshop on New model Village Revolving	villagers, RDMA ,Govern	12days	Lao	Manual	Bokeo	Bandit	RDMA	RDMA (GTZ)
	Bank	Fund Management in different places.	staff							
17	Village Education	Educational Management in primary & secondary	10 head of schools	10days		workshop		VPK	Education department	MPDLC (EU)
17	Village Education	Health Education for Children in school	19 teachers	5days		Course	VK	Education office		MPDLC (EU)
17	8 Village Education	Non-Formal Education	20 teachers	5days		course		VPK	Education office	MPDLC (EU)
17	Village Education	Parent association	15 farmers	3days		workshop	VPK	Education department		MPDLC (EU)
18	Village Education	Upgrading formal teachers	25 teachers	5days		course		VPK	Education office	MPDLC (EU)

Source: Survey Result of JICA Study Team, Micro-Project Development through Local Communities Luang Prabang & Luangnamtha, Quaker Service Laos, Regional Non Formal Education Center Suane Luang Luang Prabang

Table 3 List of Training Centers

No. Name of Institution	Agency Responsible	Location	Training Capacity (person)	Domitory Capacity (person)	Present Activity
1 Agriculture Research Center	NAFRI	Thadokkam Vientiane Mun.	60	30	Seminar for different projects Training of MAF Staff
2 NAFRI-Soil Research Center	NAFRI	Dongdok Vientiane Mun.	50	NA	Seminar for different projects Training of MAF Staff
3 Living Aquatic Resource Research Center	NAFRI	Sikhotabong Vientian Mun.	50	NA	Seminar for different projects Training of MAF Staff
4 Horticulture and Vegetable Research Center	NAFRI	Haddockeo Vientiane Mun.	30	30	Seminar for different projects Training of MAF Staff Training of Farmers
5 Livestock Research Center	NAFRI	Nam Souang Vientiane Mun.	30	30	Seminar for different projects Training of MAF Staff Training of Farmers
6 Forest Research Center	NAFRI	Nam Souang Vientiane Mun.	30	NA	Seminar for different projects Training of MAF Staff Training of Farmers
7 Coffee Research Center	NAFRI	35 km, Paksong Champassak	50	30	Seminar for different projects Training of MAF Staff Training of Farmers
8 Northern Agriculture and Forestry Researech Center	NAFRI	Houay Khot Louangprabang	30	30	Seminar for different projects Training of MAF Staff Training of Farmers
9 Shifting Cultivation (Slopping Land) Research Station	NAFRI	Tonkhang, Nan District Louangprabang	30	30	Seminar for different projects Training of MAF Staff Training of Farmers
10 Teak Research Station	NAFRI	Kengben, Pakxueng Louangprabang	30	NA	Seminar for different projects Training of MAF Staff Training of Farmers
11 Namtha Rice Reseqarch Station Luangnamtha	NAFRI	Namtha Louangnamtha	30	NA	Seminar for different projects Training of MAF Staff Training of Farmers
12 30 Ha Rice Research Station Sayaboury	NAFRI	Namtan, Piang District Sayaboury	20	NA	Seminar for different projects Training of MAF Staff Training of Farmers
13 Thasano Rice Research Station Savannakheth	NAFRI	Tassano, Khanthaboury Savannakheth	20	NA	Seminar for different projects Training of MAF Staff Training of Farmers

Table 3 List of Training Centers

No. Name of Institution	Agency Responsible	Location	Training Capacity (person)	Domitory Capacity (person)	Present Activity
19 Northern Agriculture & Forestry Extension Training Center	DOF	Xiang-Gneun Louangprabang	60	60	Seminar for different projects Training of MAF Staff Training of Farmers
20 Southern Agricuolture & Forestry Extension Training Center	DOF	Xepon Savannakheth	60	60	Seminar for different projects Training of MAF Staff Training of Farmers
21 Irrigation Training Center	DOI	Chanthaboury Vientiane Mun.	60	NA	Seminar for different projects Training of MAF Staff Training of Farmers
22 Meteorology and Hydrology Training Center	DOMH	Sikhotabong Vientiane Mun.	30	NA	Seminar for different projects Training of MAF Staff Training of Farmers
23 Savannakheth Agriculture training Center	PAFES Savannakheth	Nakae, Khanthaboury Savannakheth	60	60	Seminar for different projects Training of MAF Staff Training of Farmers
24 Namtan Project Compound	PAFES Sayaboury	Namtan, Piang District Sayaboury	30	30	Seminar for different projects Training of MAF Staff Training of Farmers
25 Vientiane Province Upland Development Center	PAFES Vientiane Province	Hinheup Vientiane Province	30	30	Seminar for different projects Training of MAF Staff Training of Farmers
26 FORCAP	PAFES Vientiane Province	Sivilay, Hinheup Vientiane Province	30	30	Seminar for different projects Training of MAF Staff Training of Farmers
27 Sericulture Development Project	PAFES Vientiane Mun.	Hatsayfong Vientiane Mun.	25	25	Seminar for different projects Training of MAF Staff Training of Farmers
28 Namtha Livestock Development Center	DOLF, PAFES Louangnamtha	Namtha, Louangnamtha	25	25	Seminar for different projects Training of MAF Staff Training of Farmers
29 Louangprabang Livestock Development Center	DOLF, PAFES Louangprabang	Louangprabang	25	25	Seminar for different projects Training of MAF Staff Training of Farmers
30 Agro-Forestry Training Center	PAFES Khammouane Province	Thakhek Khammouane Province	60	30	Seminar for different projects Training of MAF Staff Training of Farmers

Source: Ministry of Agriculture and Forestry Department of Agriculture, National Agriculture and Forestry Extension Service

Table 4 List of Resource Persons

No. Subject	Qualification/Speciality	Resource persons	Current Position title	Telephone
1 Agriculture & Forestry	Aquaculture specialist	Mr. Bounphan Xayavong	Head of fisheries promotion Unit	71-252236
2 Agriculture & Forestry	Bachelor of Agriculture	Mr. Kengkhane Boupphanyveth	NAFES, Head of Unit	20-5411160
3 Agriculture & Forestry	Bachelor of Forestry	Mr. Phet Thippavong	Dong Kham Xang Technical Agriculture Schoo (DTAS), Chief of Forestrey Division	1 20-5697650
4 Agriculture & Forestry	BSc of Silvi-Culture	Mr. Khamphoui Phonxay	Director of Northern Agriculture College	71-570920
5 Agriculture & Forestry	Engineer in forestry	Mr. Bounmee Savath	Head of DAFO in Viengkham	
6 Agriculture & Forestry	Engineer in forestry	Mr. Khamphone Sivilay	Non-Forest Timber Product specialist NAFRI	71-770892
7 Agriculture & Forestry	Engineer in forestry	Mr. Outhay Thammavangsin	Head of DAFO in Chomphet	71-253960
8 Agriculture & Forestry	Engineer of Hydrology, Msc of HRD planning	Mr. Kaysone Vongkhamheng	HRD Planning and Irrigation specialist (PAFO) 71-570108
9 Agriculture & Forestry	Engineer of Irrigation/1988	Mr. Anousack Khattiyalath	Deputy head of irrigation office	71-618152
10 Agriculture & Forestry	Engineer of Irrigation/1990	Mr. Pheng Bounphanith	Head of irrigation office	71-212496
11 Agriculture & Forestry	Mastre of Agriculture (Pest Management and Agro-ecosystem), Integrated Pest Management	Mr. Phoosith Phommavong	NAFES, Head of Center	21-732309
12 Agriculture & Forestry	Medium Level Agriculture	Mrs. Shomehith Samelavngdour	NAFES, Technilac Staff	21-740252
13 Agriculture & Forestry	Msc in agro forestry	Mr. Thansamay	Media information techniques	71-2356039

 Table 4
 List of Resource Persons

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No. Subject	Qualification/Speciality	Resource persons	Current Position title	Telephon
14 Agriculture & Forestry	MSc of Arts/98 (Chiangmai Univ)	Mr. Sihanouvong Savatvong	Head of Provincial Forestry Office	71-212016
15 Agriculture & Forestry	MSc of Rual Dev studies (DRDS)	Mr. Houmchitsavat Sodarack	Head of Upland Research Center (NAFRI)	71-570076
16 Agriculture & Forestry	NTFP	Mr. Sounthone Ketphanh	Head of NTFPs Section FRC	21-770892
17 Agriculture & Forestry	Teacher Forestry	Mr. Phet Thiphavong	Teacher of Dong Khamxay TS	21-5697650
18 Agriculture & Forestry	Teacher of Livestock	Mr. Sonkvilay Vilavong	Deputy Head of DTAS	21-5402798
19 Communication	Civil Engineer/1987	Mr. Atsavin Inphithack	Head of Communication office	71-252047
20 Communication	Civil Engineering	Mr. Mixay Padith	Head of CTPC in Viengkham	71-253960
21 Communication	Civil Engineering	Mr. Vanxeng	Head of CTPC in Chomphet	71-253960
22 Communication	Diploma in Communication/1987	Mr. Sanoud Maniphonh	Road designer & construction supervisor	71-212336
23 Communication	Hydrology Engineer/1986	Mr. Sing Anousone	Deputy head of Communication office	71-212336
24 Education	Bsc in education	Mr. Kaysone Manipoun	New method in teaching in in Chomphet	71-253960
		M. Thalana Dalana	Now wethout in touching in View alshaus	71-212054
25 Education	Bsc in education	Mr. Thalakone Bolavong	New method in teaching in Viengkham	/1-212034

Table 4 List of Resource Persons

No. Subject	Qualification/Speciality	Resource persons	Current Position title	Telephone
26 Education	Bsc in education	Mr. Thalakone Bolavong	New method in teaching in in Viengkham	71-212054
27 Education	BSc in History & Geography	Mr. Boun Sitthinon	Education development Unit	71-212054
28 Education	BSc in Literature/1988	Mr. Vixay Chanthalangsy	New methodology in teaching Unit	71-212054
29 Education	BSc in Math & Physic/1992	Mr. Vankham Inthapanya	Provincial Education Office	71-212054
30 Education	BSc in Social studies/1985	Mr. Thongloun Keothongphet	Formal education Unit	71-212054
31 Education	Diploma in Education /1970	Mr. Houmpheng Alonphong	Dty head Formal & Non-Formal education U	Jnit 71-212054
32 Education	Diploma in Education /1980	Mr. Kham Soulignamat	Teacher development Unit	71-212054
33 Education	Diploma in Education /1980	Ms. Bouathong Tansensy	Kindergarten & library Unit	71-212054
34 Education	Diploma in Education/1998	Mr. Siphanh Souvath	Non-Formal education Unit	71-212054
35 Extension	PHD in Agro-Economy	Dr. Silinthone Sacklokham	Head of Department of Rural Economics, FANU	21-2202563
36 Extension	Rural Development Management	Mr. Somxay Sixanonh	National Project Director	21-732162
37 Finance	Chief of Executive Department	Mr. Bounsy Thanousing	Agricultural Promotion Bank	21-241394
	BSc in Business & Administration	Mr. Khamphet Simmaly	Screening unit	71-670680

Table 4 List of Resource Persons

No. Subject	Qualification/Speciality	Resource persons	Current Position title	Telephone
39 GPAR/Lprabang	Pre-Master in Socio-Economic	Mr. Soukanh Boun yong	Screening unit	71-670680
40 GPAR/Lprabang	Senior Officer	Dr. Bouakhong Nammavang	Deputy chief of the cabinet (Team leader)	71-212537
41 GPAR/Prime Minister's Office	UNDP Support to Governance and Public Agministration Reform	Mr. Nisith Keoqanya	Deputy Director General, Project Manager	21-212545
42 International Organisation	GIS and Remote Sensing Advisor	Mr. Sami Janne	SFRDP, WB	21-2247743
43 International Organisation	Human Resource Development Specialist	Mr. Sengkheo Sithphaxay	Micro-Project Development, Human Resource Development Advisor	71-212209
44 International Organisation	Livestock & Veterinary specialist	Mr. Somphanh Chanphengxay	MAF, EU/livestock, Head of Planning and CooperationEU/livestock	21-416932
45 International Organisation	PHD	Dr. Frank Bolton	, Co-Director, Micro-Project Development	71-212209
46 International Organisation	PHD	Dr. Jens Kallabinki	RDMA in LNT (GTZ), Team Leader	81-212381
47 International Organisation	PHD	Dr. John M. Schiller	Lao-IRRI	21-412352
48 International Organisation	Representative	Ms. Leena M. Kirjavainen	FAO	FAO- LA@fao.org
49 International Organisation	Representative	UNDP	UNDP	21-213395
50 International Organisation	Team Leader	Mr. Siegfried Jaehn	RDMA in Bokeo (GTZ), Team Leader	84-211499

Table 4 List of Resource Persons

io. Subject	Qualification/Speciality	Resource persons	Current Position title	Telepho
51 Lao Women's Union	Propaganda specialist	Ms. Vanmaly Bounkhong	Head of unit	71-21217
52 Lao Women's Union	Trainer in genders & the development	Ms. Somsy Saeng Aphone	Senior officer	71-21217
53 LIvestock	Development of extension trainers, Livestock and Fishery	Mr. Soukhine Keomanivanh	Coordinator of NAFES/CETDU	21-73218
54 Livestock	Diploma of three-year-study in Livestock and Fishery	Mr. Soukvilay Vilavong	Dong Kham Xang Technical Agriculture School (DTAS), Deputy head of livestock and fishery	ol 20-54027
55 Livestock	Livestock & Fisheries specialist	Mr. Khamphay Boualavong	Agriculture Promotion Department (PAFO)	71-25223
56 Livestock	Livestock & Veterinary specialist	Mr.Bounleuth Saeng Aphon	Nam thuam Agricultural Research Centre	71-25228
57 Livestock	Livestock & Veterinary specialist	Mr. Houmphaeng Khansouvong	PPD/EU Livestock project	71-25228
58 MP Luangprabang	Civil Engineer/MPLP phase II	Mr Chanthavong Phonnachith	Senior officer (Deputy of MPLP phase II)	71-21301
59 MP Luangprabang	Civil Engineer/MPLP phase II	Mr. Souliphon Philakoun	Senior Field officer	71-21301
60 MP Luangprabang	Irrigation Engineer/MPLP phase II	Mr. Soulideth	Senior Field officer	71-21287
51 MP Luangprabang	MSc in Rural Development Management/MPLP phase II	Mr. Houmpheng Khammany	Senior officer (Deputy of MPLP phase II)	71-21301
52 NGO's	Bachelor of Agriculture	Mr. Songkao	Quaker Service Laos (QSL), Rprogramme Training Officer	21-31437
63 NGO's	Bachelor of Science	Mr. Khamala Soubandith	Quaker Service Laos (QSL), Programme Training Officer	21-31437

Table 4 List of Resource Persons

No. Subject	Qualification/Speciality	Resource persons	Current Position title	Telephone
64 NGO's	Capacity Building	Ms. Bernadette	CIDSE, Capacity Building Advisor	21-215443
65 NGO's	Contact Person	Laurent Romagny	Action Contre la Faim (ACF), Head of Mission	21-352669
66 NGO's	Contact Person	Michael Peyra	Consortium in the Lao PDR (CONSORTIUM), Country Director	21-214524
67 NGO's	Contact Person	Mr. Massiomo La Rose	Cooporazione e Sviluppo Onlus (CESVI), Representative	21-452323
68 NGO's	Contact Person	Mr. Stephen Rozario	World Vision in Lao PDR (WVL), National Director	21-419333
69 NGO's	Contact Person	Mr. Stuart Morris	BAFIS/DED, Regional Non-Formal Education Centre, DED Advisor	71-212050
70 NGO's	Contact Person	Steven Eaton	Concern Worldwide (CONCERN), Finance and Administrative Manager	21-213578
71 NGO's	Coordinator	Mr. Khammalouna Lexayavong	Sustainable Agriculture Forum (SAF), CUSO, Coordinator	21-313042
72 NGO's	Flexible NTFP Advisor	Mr. Joost Foppes	Netherlands Development Organization (SNV)	21-770892
73 NGO's	Master in Agro Meteorology 1986	Ms. Kulap Phuibunnivong	Quaker Service Laos (QSL), RRDTC Programme Manager	21-314370
74 NGO's	Master in Economics	Ms. Manivone Sayasith	Quaker Service Laos (QSL), Programme Training Officer	21-314370
75 NGO's	Master of Science Engineering	Mr. Phongsamouth Sisayavong	Quaker Service Laos (QSL), Programme Training Officer	21-314370
76 NGO's	Program Co-ordinator	Mr. Bong Munsayaphom	Oxfam, Program Co-ordinator	21-450863
77 NGO's	Staff Development Co-ordinator	Mr. Robert Burgess	Quaker Service Laos (QSL), Staff Development Co-ordinator	21-312510

 Table 4
 List of Resource Persons

No. Subject	Qualification/Speciality	Resource persons	Current Position title	Telephoi
78 NGO's	Contact Person	Mr. Sombath Somphone	Participatory Development Training Centre (PADETC), Director	21-215909
79 Planning & Cooperation	Bachelor in the Planning / IRAP	Mr. Bounvien Latisavath	Deputy Director of PPC department	71-212331
80 Planning & Cooperation	Participatory Planning Specialist (IRAP/EU)	Mr. Onchanh Phoutsavath	Senior Planner of PPC department	71-212331
81 Planning & Cooperation	Planning & statistic	Mr. Bouavanh Chanthalangsy	Head odf planning & statistic in Viengkham	71-21233
82 Planning & Cooperation	Planning & statistic	Mr. Souligna Douangvilaykeo	Head odf planning & statistic in Chomphet	71-253960
83 Private Companies	Bachelor of Food Science and Technology	Mr. Damrong Phomdouangsy	BOMASIS LTD (Engineering & Consulting), Co-Director	20-240851
84 Private Companies	Bachelor of Pharmacy	Mrs. Souriphakone Phommaxay	Industrials and Environment Consultant Co. (IECC), Laboratory Technical Assistance	20-542708
85 Private Companies	Bsc in Law & Administration	Mr. Houmphanh Phimphisane	Director of Project Management Training Centre	
86 Private Companies	Business administration	Ms. Thipphaphone	Managing Director of EDC	71-251050
87 Private Companies	Director of Consulting & training in the development, Vienpark Co.Ltd,	Michael Tuckson	PhD, MA, Expertise in ID, OD, HRD, Participatory Planning & Evaluation	21-312149
88 Private Companies	Lao-Techno Engineering Ltd,	Mr. Douglas A. Handisides	General Engineering	21-514842
89 Private Companies	Master in the Management	Ms. Somehay Soulitham	Operation Manager of EDC	71-251050

Table 4 List of Resource Persons

No. Subject	Qualification/Speciality	Resource persons	Current Position title	Telephone
90 Private Companies	University of Agriculture and Technology Khone khean, Thailand	Mr. Pida Khamkhai	Dong khamxang Technical Agriculture School (DTAS), Mushroom Cultivation Technician	20-312088
91 Public Health	Doctor medicine	Mr. Houmpheng Sribounheuang	Head of Health office in Viengkham	71-212927
92 Public Health	Medical assistant	Mr. Chansy	Head of Health office in Chomphet	71-253960
93 Public Health	Medical doctor	Dr Thongsavath Sayasane	Primary Health Care Unit	71-212057
94 Public Health	Medical doctor	Dr. Bouavanh Siliphong	Mother & Child health Unit	71-212056
95 Public Health	Medical doctor	Dr. Bounthanh Santisouk	Health education Unit	71-212927
96 Public Health	Medical doctor	Dr. Chanthone Vichith	Dpty head of Lp hospital, Primary Health Care	71-212057
97 Public Health	Medical doctor	Dr. Houmphanh	Water supply Unit	71-570646
98 Public Health	Medical doctor	Dr. Kenchanh Khamphanh	Health education Unit	71-212927
99 Public Health	Medical doctor	Dr. Khamphou Philasouk	Malaria control Unit	71-212125
100 Public Health	Medical doctor	Dr. Manivanh	Nutrition & drug Unit	71-212055
101 Public Health	Medical doctor	Dr. Niphone Simphaly	Mother & Child health Unit	71-212056
102 Public Health	Medical doctor	Dr. Viengsavanh Kaseumsouk	Primary Health Care Unit	71-212057
103 Public Health	Medical doctor	Dr. Vilasack Banouvong	Malaria control Unit	71-212125

 Table 4
 List of Resource Persons

Na. Sübject	Qualification/Speciality	Resource persons	Current Position title	Telephone
104 Public Health	Medical doctor	Dr. Vilayphone Phatthana	Nutrition & drug Unit	71-212055
105 Social	PHD in Social-environment	Dr. Viengxong Chittevong	NAFES, Training Specialist	21-732185
106 Statistics	Deputy Director	Dr. Leeber Leebouapao	National Economic Research Institute	21-351369
107 Tourism	Bachelor of Arts	Mr. Khamphoui Phommavang	Head of Provincial Tourism Office	71-212487
108 Tourism	Bachelor of Education	Mr. Houmphanh Ninthara	Deputy Head of Provincial Tourism Office	71-212487

Source: Survey Result of JICA Study Team, Micro-Project Development through Local Communities Luang Prabang & Luangnamtha

Table 5 List of Training Materials

No.	Subject	Primary Code	Secondary Code	Title	Туре	Medium	Language	Agency	Status
1 P	Planning	01	01	Evaluation Report	Report	Hard Copy	English	JICA	Сору
2 P	Planning	01	03	Agricultural and Rural Development Manuals	Manual	Hard Copy	Lao	JICA	Сору
3 P	Planning	01	03	Establishing Computerised Temporary Land Use Certificate Record Systems at PFOs	Technical Book	Hard Copy	English	LSFP	Original
4 P	Planning	01	03	Establishing Temporary Land Use Certificate Record Books	Technical Book	Hard Copy	English	LSFP	Original
5 P	Planning	01	03	Land Use Planning and Land Allocation Procedures and Methods	Technical Book	Hard Copy	English	LSFP	Original
6 P	Planning	01	03	Land Use Planning and Management Practices in NBCAs	Manual	Hard Copy	English	LSFP	Original
7 P	Planning	01	03	Monitoring and Eveluation of Land Use Planning and Land Allocation Activities	Technical Book	Hard Copy	English	LSFP	Original
8 P	Planning	01	03	Northern Region Development Strategy Executive Summary	Report	Hard Copy	English	Committee for Planning	Copy
9 P	Planning	01	03	Procedures and Methods for Land Use Planning and Land Allocation in NBCAs	Technical Book	Hard Copy	English	LSFP	Original
10 P	Planning	01	03	Procedures for Storage Protection of Land Use Planning and Land Allocation Information	Technical Book	Hard Copy	English	LSFP	Original
11 P	Planning	01	03	Strategic Vision, Integrated Watershed Management Approach for Sustainable Upland Development and	Report	Hard Copy	English	MAF	Сору
12 P	Planning	01	03	The fourth 5-year Conclusion of Social Economic Development (1996-2000) and Strategic Plan for the	Report	Hard Copy	Lao	Statistic Institute	Original
13 P	Planning	01	04	Decentralization Report	Report	Hard Copy	English	GOL	Copy
14 P	Planning	01	04	Financing Agricultural Extension in Lao PDR	Report	Hard Copy	English	NAFES, CETDU	Copy
15 P	Planning	01	04	Public Service Reform, People's Participation, Rule of Law and Sound Financial Management	Report	Hard Copy	English	GOL	Copy
16 P	Planning	01	04	Support to the Governance and Public Administration Reform Program (Phase II)	Report	Hard Copy	English	UNDP	Сору
17 P	Planning	01	08	Introduction of Water User's Group Development	Manual	Hard Copy	Lao	FIAT	Original
18 P	Planning	01	12	Programme Management	Guidebook	Hard Copy	English	LSFP	Original
19 E	Environment	02	02	Participatory Environmental Assessment and Planning for Development	Report	Hard Copy	English	Oxfarm	Сору
20 E	Environment	02	02	Status Review of Protected Areas in Lao PDR	Report	Hard Copy	English	LSFP	Original
21 E	Environment	02	03	Annual Report On BUCAP-2002 Lao PDR	Report	Hard Copy	English	BUCAP	Original
22 E	Environment	02	03	National Bio-diversity Conservation Areas (NBCAs) in Lao PDR	Report	Hard Copy	English	LSFP	Original
23 E	Environment	02	03	Project Completion Report 15 July 1995-30 September 2001	Report	Hard Copy	English	IUCN	Сору

Table 5 List of Training Materials

lo. Subject	Primary S Code	Secondary Code	Title	Type	Medium	Language	Agency	Status
31 Social Development	03	02	participatory Institutional Analysis of NTFP Sector & Identification o0f SUNV Advisory Positions in Lao	Report	Hard Copy	English	SUNV Laos	Сору
32 Social Development	03	02	Participatory Land Use Planning and Land Allocation	Manual	Hard Copy	English	LSFP	Original
33 Social Development	03	02	Participatory Training	Textbook	Hard Copy	Lao	NAFES, CETDU	Copy
34 Social Development	03	02	Participatory Training Techniques	Textbook	Hard Copy	Lao	NAFES, CETDU	Copy
35 Social Development	03	02	Participatory Village Development	Case Studies	Hard Copy	English	LSFP	Original
36 Social Development	03		Prepareing Participatory Village Forest and Agricultural Land Management Agreement	Technical Book	Hard Copy	English	LSFP	Original
37 Social Development	03	03	Gender and Development	Guidebook	Hard Copy	English	LSFP	Original
38 Social Development	03	03	Gender in Development	Manual	Hard Copy	Lao	FIAT	Original
39 Social Development	03	03	Gender Issue for Development for Farmer	Manual	Hard Copy	Lao	FIAT	Original
40 Social Development	03	03	Gender Mainstreaming in Programming	Checklist	Hard Copy	English	LSFP	Original
41 Social Development	03	03	Gender Training	Report	Hard Copy	Lao	IUCN	Сору
42 Social Development	03	03	LSFP Gender Strategy	Report	Hard Copy	English	LSFP	Original
43 Extension	04		A Provisional Process for Assessment of Extension Methodologies in Lao PDR	Report	Hard Copy	English	NAFES, CETDU	Copy
44 Extension	04	01	Assessing Master Trainers in Agriculture Extension	Report	Hard Copy	English	NAFES, CETDU	Copy
45 Extension	04		Developing the Competence and Capacity of Master Trainers in Agricultural Extension II	Report	Hard Copy	English	NAFES, CETDU	Сору
46 Human Resource	04	01	Evaluating Training Programs, the Four Levels	Textbook	Hard Copy	English	Donald L. Kirkpatrick	Copy
47 Extension	04	01	Existing Extension Approaches in Lao P. D. R. Survey	Report	Hard Copy	English	NAFES, CETDU	Copy
48 Extension	04	01	First NAFES Extension Formulation Workshop	Report	Hard Copy	English	NAFES, LEAP	Copy
49 Extension	04		First Training in Agricultural Extension for Provincial and District Staff	Report	Hard Copy	English	NAFES, CETDU	Сору
50 Human Resource	04		Introduction for Basic Idea of Technical Village Extension	Manual	Hard Copy	Lao	FIAT	Original
51 Human Resource	04	01	Introduction of Follow up and Evaluation of Training	Manual	Hard Copy	Lao	FIAT	Original
52 Human Resource	04		Introduction of Project Administration and Management	Manual	Hard Copy	Lao	FIAT	Original
53 Extension	04		LEAP Strategic Planning Workshop for 2003, Summary	Report	Hard Copy	English	NAFES, CETDU	Copy
54 Extension	04		LEAP Training of Master Trainers in Agricultural Extension	Report	Hard Copy	English	NAFES, CETDU	Copy
55 Human Resource	04	01	Participatory Rural Appraisal & GPS	Report	Hard Copy	Lao	IUCN	Сору
56 Extension	04	01	People and Development in Agriculture Extension	Textbook	Hard Copy	Lao	NAFES, CETDU	Copy
57 Human Resource	04	01	Report of the External Review and Scoping Mission	Report	Hard Copy	English	LEAP	Сору
58 Extension	04		Review Workshop Assessment on Existing Extension Approaches in Lao P. D. R	Report	Hard Copy	English	NAFES, CETDU	Copy

Table 5 List of Training Materials

No.	Subject	Primary Code	Secondary Code	Title	Type	Medium	Language	Agency	Status
59 E	Extension	04	01	Second Training in Agricultural Extension for Provincial and District Staff	Report	Hard Copy	English	NAFES, CETDU	Сору
60 E	Extension	04	01	Second Training of Master Trainers in Agricultural Extension	Report	Hard Copy	English	NAFES, CETDU	Copy
61 E	Extension	04	01	System and Process of Extension Training for Agriculture and Forestry in Beginning Periods of 21	Report	Hard Copy	Lao	NAFES, CETDU	Сору
	Human Resource	04	01	Technical Paper 2#, Basic Extension Concepts and Processes	Handbook	Hard Copy	English	Development of Agriculture	_
	Human Resource	04	01	Technical Paper 3#, Community-Based Extension Methodology	Handbook	Hard Copy	English	Development of Agriculture	U
	Human Resource	04	01	Technical Paper 4#, Capacity-Building Program for an Extension System in LAO P. D. R.	Handbook	Hard Copy	English	Development of Agriculture	U
	Human Resource	04		Techniceal Paper 1#, Role of a Pilot Project in Development of an Extension System	Handbook	Hard Copy	English	Development of Agriculture	_
66 E	Extension	04	01	Third Training of Master Trainers in Agricultural Extension	Report	Hard Copy	English	NAFES, CETDU	Copy
	Human Resource	04	01	Training Conclusion on Project Management	Report	Hard Copy	Lao	IUCN	Copy
	Human Resource	04	01	Training Course Design, Modules, Lessons and Teaching AID Materials, February 1997	Textbook	Hard Copy	English	FOMACOP	Copy
	Human Resource	04	01	Training Course Design, Modules, Lessons and Teaching AID Materials, January 1997	Textbook	Hard Copy	English	FOMACOP	Сору
	Human Resource	04	01	Training Courses 2003	Catalog	Hard Copy	English	Regional Non Formal	Сору
	Human Resource	04	01	Training Courses 2004 RNFEC Luang Prabang	Catalog	Hard Copy	English	Regional Non Formal	Copy
	Human Resource	04	01	Training Resources for Development in the Lao PDR	List	Hard Copy	English/Lao	The Lao Training	Copy
73 E	Extension	04	01	Vision in Agricultural Extension Improvement	Report	Hard Copy	Lao	NAFES, CETDU	Copy
	Human Resource	04	02	Communication Techniques	Manual	Hard Copy	Lao	FIAT	Original
75 E	Extension	04	02	Communication Techniques	Textbook	Hard Copy	Lao	NAFES, CETDU	Copy
76 E	Extension	04	02	Facikitation Skills	Textbook	Hard Copy	Lao	NAFES, CETDU	Copy
	Human Resource	04	02	Facilitation Skill	Manual	Hard Copy	Lao	FIAT	Original
	Human Resource	04	02	Farmers Problem Solving	Guidebook	Hard Copy	Lao	JICA	Copy
_	Human Resource	04	02	Guideline for Agricultural Development and Extension Staffs Volume 1	Guidebook	Hard Copy	Lao	JICA	Copy
	Human Resource	04	02	Guideline for Implementation of Demonstration	Guidebook	Hard Copy	Lao	JICA	Copy
	Human Resource	04	02	Guideline for Village Territory Delineration	Guideline	Hard Copy	English	Forest Management	Copy
82 E	Extension	04	02	How to Work with Farmers	Textbook	Hard Copy	Lao	NAFES, CETDU	Copy
83 E	Extension	04	02	Integrated Agriculture Extension Trainer Training Curricula 1	Textbook	Hard Copy	Lao	NAFES, CETDU	Copy
84 E	Extension	04	02	Integrated Agriculture Extension Trainer Training Curricula 2	Textbook	Hard Copy	Lao	NAFES, CETDU	Сору
85 E	Extension	04	02	Integrated Agriculture Extension Trainer Training Curricula 3	Textbook	Hard Copy	Lao	NAFES, CETDU	Сору
	Human Resource	04	02	LEAP Info Video, April 04	Promotion	CD	English	LEAP	Original
	Human Resource	04	02	Manual for Extension and Development for Head of Village and Technical Villager	Manual	Hard Copy	Lao	FIAT	Original
88 I	Human Resource	04	02	Manual for Farmer Training for Irrigation Agriculture Development	Manual	Hard Copy	Lao	FIAT	Original
89 I	Human Resource	04	02	Method of Working with Farmer	Manual	Hard Copy	Lao	FIAT	Original

Table 5 List of Training Materials

No.	Subject	Primary Code	Secondary Code	Title	Type	Medium	Language	Agency	Status
90 E	Extension	04	02	2 Methodology Evaluation of Training and Extension on Farmer Needs	Textbook	Hard Copy	Lao	NAFES, CETDU	Сору
	Human Resource	04	02	2 Methods and Instruments for Project Planning and Implementation	Manual	Hard Copy	Lao	FIAT	Original
92 E	Extension	04	02	2 Sloping Land Extension-Fibnance Procedures and Methods	Guidebook	Hard Copy	English	LSFP	Original
93 E	Extension	04	02	2 Study Tour and Field Visit	Textbook	Hard Copy	Lao	NAFES, CETDU	Сору
	Human Resource	04		2 Teaching and Materials	Presentation	Hard Copy	English	FOMACOP	Сору
	Human Resource	04	02	2 Technic for Participatory Training	Manual	Hard Copy	Lao	FIAT	Original
	Human Resource	04	02	2 Tool Book 1 Training Needs Assessment KISS TNA	Manual	Hard Copy	Lao	EU Lao-EU	Сору
	Human Resource	04	02	2 Tool Book 3 Coaching and Monitoring a Learning Project on Village Level	Manual	Hard Copy	Lao	EU Lao-EU	Copy
	Human Resource	04	02	2 Tool Book 4 Farmer to Farmer Exchange FEF	Manual	Hard Copy	Lao	EU Lao-EU	Сору
	Human Resource	04	02	2 Tool Book 5 Extend Village Extension System EVES	Manual	Hard Copy	Lao	EU Lao-EU	Сору
	Human Resource	04	02	2 Tool Kook 2 Constraints Analysis	Manual	Hard Copy	English	LEAP CETDU	Copy
101 E	Extension	04	02	2 Tools Hand Book for Agriculture Extension	Handbook	Hard Copy	English	NAFES, CETDU	Original
	Human Resource	04	02	2 Training Course on Basic Core Group Operations and Participatort Forest Inventory	Guidebook	Hard Copy	English	FOMACOP	Copy
	Human Resource	04	02	2 Training Course on Basic Project Management	Guidebook	Hard Copy	English	FOMACOP	Copy
	Human Resource	04	02	2 Training Course on Forestry Extension and Participatory Rural Appraisal	Guidebook	Hard Copy	English	FOMACOP	Сору
	Human Resource	04	02	2 Training Course on Participatory Forest Inventory	Textbook	Hard Copy	English	Forest Management	Copy
	Human Resource	04	02	2 Training Course on Participatory Land-Use Mapping	Report	Hard Copy	English	FOMACOP	Copy
	Human Resource	04	02	2 Training Course on Strengthening Village Forestry Core Group and Participatory Monitoring and	Guidebook	Hard Copy	English	FOMACOP	Copy
	Human Resource	04	02	2 Training Course on Village Organizing、Boundary Demarcation, and Land-Use Mapping	Guidebook	Hard Copy	English	FOMACOP	Сору
109 E	Extension	04	02	2 Training Folloe up Support	Textbook	Hard Copy	Lao	NAFES, CETDU	Copy
	Human Resource	04	02	2 Training Material for Intensive Workshops on Project Planning, Formulation, Monitoring, Evaluation snd Management in Lao PDR.	Textbook	Hard Copy	English	Forest Planning and Market	Сору
	Human Resource	04	02	2 Training of Trainers	Guidebook	Hard Copy	English	FOMACOP	Сору
112 A	Agriculture	09	01	8 Myths About Technology and Agricultural Development	Report	Hard Copy	Lao	SAF	Original
113 A	Agriculture	09	01	Demonstrating Agricultural Land Use Practices in the Uplands	Technical Book	Hard Copy	English	LSFP	Original
114 A	Agriculture	09	01	District Agriculture and Forestry Office DAFO) Management System	Manual	Hard Copy	English	LSFP	Original
115 A	Agriculture	09	01	Farmer Group Organization and Group Leader Guideline	Guidebook	Hard Copy	Lao	JICA	Сору
116 A	Agriculture	09	01	Field Guide: Farmers' Field Schools for Rice Plant Genetic Resources Conservation, Development and	Guidebook	Hard Copy	English	BUCAP	Original
117 A	Agriculture	09	01	Saving the Seeds, A Video Documentation of BUCAP	Manual	CD	Lao	BUCAP	Original
118 A	Agriculture	09	01	The Conclusion of Agriculture and Forestrey Works in (1996-2000) and Strategic Plan the Fifth 5-year	Report	Hard Copy	Lao	Statistic Institute	Original
119 A	Agriculture	09	01	Training for District Trainer about Irrigation Agriculture	Manual	Hard Copy	Lao	FIAT	Original

Table 5 List of Training Materials

No.	Subject	Primary S Code	Secondary Code	Title	Type	Medium	Language	Agency	Status
120	Agriculture	09	02 Fa	armland Conservation by Using Organic Fertilizer	Manual	CD	Lao	SAF	Original
121	Agriculture	09		formation about Achievment of Using Organic ertilizer	Manual	CD	Lao	SAF	Original
122	Agriculture	09	02 In	formation about Integrated Farming	Manual	CD	Lao	SAF	Original
123	Agriculture	09		ategrated Farming Systems New Alternatives for Lao	Textbook	Hard Copy	Lao	SAF	Original
124	Agriculture	09	02 N	on-Chemical Agriculture	Textbook	Hard Copy	Lao	SAF	Original
125	Agriculture	09		enior Official Meeting on Phytosanitary Capacity evelopment in Cambodia, Lao PDR, Myanmar qand	Report	Hard Copy	English	MAF	Original
126	Agriculture	09		ummary of On-station Research at Thong Khang esearch Station 1992-1999	Report	Hard Copy	English	LSFP	Original
127	Agriculture	09	02 Ti	he 1996 Balay Declaration	Textbook	Hard Copy	English/Lao	SAF	Original
128	Agriculture	09		ntroduction of Calucuration of Irrigation Water equirement	Manual	Hard Copy	Lao	FIAT	Original
129	Agriculture	09		rigation Management (Book 8), Intake Structure and istribution Structure	Manual	Hard Copy	Lao	FIAT	Original
130	Agriculture	09		rigation Management (Book 9), Using Water for rigation	Manual	Hard Copy	Lao	FIAT	Original
131	Agriculture	09	03 M	lethods for Measurementg of Discharge	Manual	Hard Copy	Lao	FIAT	Original
132	Agriculture	09	06 Fl	log Raising	Manual	CD	Lao	SAF	Original
133	Agriculture	09	06 U:	sing Herv from Nature in Poultry Raising	Manual	CD	Lao	SAF	Original
134	Agriculture	09	07 A	Manual on Primary Animal Health Care	Manual	Hard Copy	Lao	EU Lao-EU	Сору
135	Agriculture	09	07 Pr	rimary Animal Health Care	Manual	Hard Copy	Lao	EU	Original
136	Agriculture	09	07 V	VW Manual	Manual	Hard Copy	Lao	EU	Copy
137	Forestry	10	01 Fc	orest and Land Zoning	Technical Book	Hard Copy	English	LSFP	Original
138	Forestry	10	01 Fc	orestry Research Strategy 2000-2005	Report	Hard Copy	English	NAFRI, Forest	Сору
139	Forestry	10	01 Fc	orestry Strategy to Year 2020 (FS 2020), DRAFT	Report	Hard Copy	English	MAF	Copy
140	Forestry	10	01 Jo	oint Forest Management Model 1	Guidebook	Hard Copy	English	LSFP	Original
141	Forestry	10	01 Jo	oint Forest Management Model 2	Guidebook	Hard Copy	English	LSFP	Original
142	Forestry	10		raining Course on Planning the Annual Operations of Village Forest Management Area	Guidebook	Hard Copy	English	FOMACOP	Copy
143	Forestry	10		raining Course on Pre-Harvest Inventory, Village orest Management Contract, and Registration of the	Guidebook	Hard Copy	English	FOMACOP	Copy
144	Forestry	10		raining Course on Village Forest Management	Guidebook	Hard Copy	English	FOMACOP	Сору
145	Forestry	10	Sy	raining Course on Village Forest Management ystems and Formation of the Village Forestry rganization	Guidebook	Hard Copy	English	FOMACOP	Сору
146	Forestry	10	01 Tı	raining Course on Village Forest Regeneration, nprovement, and Protection, and Cost-Benefit	Guidebook	Hard Copy	English	FOMACOP	Сору
147	Forestry	10		raining Course on Village Land-Use Planning and ssessing Options for Instituting Village Forestry	Guidebook	Hard Copy	English	FOMACOP	Copy
148	Forestry	10		illage Forestry Handbook (Formacop Model)	Handbook	Hard Copy	English	FOMACOP	Copy
149	NTFP	10		Guiding the Development of the NTFP Sub-Sector in ao PDR: Towards a Long Term Strategy"	Report	Hard Copy	English	IUCN	Copy
150	NTFP	10	02 Ca Ti	ase Study on Constraints in Marketing of Non- imber Forest Products in Champasak Province, Lao DR	Report	Hard Copy	English	IUCN	Сору

Table 5 List of Training Materials

No.	Subject	Primary Code	Secondary Code	Title	Type	Medium	Language	Agency	Status
151 N	NTFP	10	02	Important Non-Timber Forest Products of Lao PDR	Report	Hard Copy	English	IUCN	Original
152 N	NTFP	10	02	Mushroom Culture by Farmer	Manual	CD	Lao	SAF	Original
153 N	NTFP	10	02	No More Timber, More Non-Timber?	Report	Hard Copy	English	IUCN	Copy
154 N	NTFP	10	02	Non-Timber Forest Products in Lao PDR	Manual	CD	English	IUCN	Сору
155 N	NTFP	10		Non-Wood Forest Products in 15 Countries of Tropical Asis an Overview	Report	Hard Copy	English	EC-FAO Partnership Programme	Сору
156 N	NTFP	10		Strategy Paper Non-Timber Forest Products and the Role of the SUNV Program in Laos	Report	Hard Copy	English	SUNV Laos	Сору
157 F	Forestry	10	02	Study on Teak Plantation Management and Processing	Report	Hard Copy	English/Lao	JICA	Original
158 N	NTFP	10		The Use of Non Timber Forest Products on the Nakai Plateau	Report	Hard Copy	English	NTEC	Сору
159 N	NTFP	10	02	The Use of Non-Timber Forest Products in Lao P. D. R	Report	Hard Copy	English	IUCN	Copy
160 N	NTFP	10	02	White Mushroom Culture	Manual	CD	Lao	SAF	Original
161 F	ishery	11	01	Community Fisheries	Report	Hard Copy	Lao	SAF	Original
162 E	Eco-Tourism	15	04	Community-Based Eco-Tourism in Protected Areas	Manual	Hard Copy	English	LSFP	Original
163 H	Health	17	02	Training Package for Traditional Healers (Ths)	Textbook	Hard Copy	English/Lao		Copy

Table 6 Book Classification

Code	Primary	Code	Secondary	Code	Primary	Code	Secondary
01	Planning and	01	General	08	Communication	01	General
	Administration	02	Integrated Regional Development	1	and Broadcast	02	Mail
		03	Regional Development	İ		03	Electrical Communication
		04	Administration	1		04	Broadcast
		05	Economic Policy	09	Agriculture	01	General
		06	Finance			02	Agricultural Production
		07	Market Economy			03	Irrigation Engineering
		08	Organization/Management	1		04	Agricultural Processing
		09	Democratization Support	1		05	Agricultural Marketing and Distribution
		10	Statistics	1		06	Animal Husbandry
		11	Information and Mass Media			07	Veterinary
	;	12	Project Management	1		08	Livestock Processing
02	Environment	01	General	10	Forestry	01	General
		02	Environment Assessment	1		02	Forest Products and Processing
		03	Natural Environment	11	Fishery	01	General
		04	Measure against Polution	1		02	Fresh Water Products Processing
		05	Social Environment	1		03	Fish Breeding and Culture
03	Social	01	Poverty	1		04	Fishing Port
	Development	02	Participatory Development	1		05	Fishing Boat and Fishing
		03	WID	12	Mining	01	General
		04	Human Rights	13	Industry	01	General
		05	Micro Finance	1		02	Production and Quality Control
		06	Training for Medium and Small Enterprises	1		03	Chemical Industry
04	Human	01	General	1		04	Steel
	Resources	02	Training Materials and Equipment	1		05	Nonfoerrous Metal
		03	Formal Education	1		06	Machine Industry
		04	Non-formal Education and Vocational Training	1		07	Textile Industry
05	Urban	01	General	1		08	Peper and Pulp Industry
	Sanitation	02	Waterworks	1		09	Food Industry
		03	Sewer and Treatment of Human Waste			10	The Others
		04	Waste and Disposal of Waste	14	Energy	01	General Energy
06	Transportation	01	General	1		02	General Electric Power
	and Traffic	02	Urban Transport			03	Thermal Power Genergation
		03	Road	1		04	Waterpower Generation
		ભ	Land Transportation	1		05	Other Power Plants
		05	Railway	1		06	Power Supply, Distribution, Transform and Control
		06	Marine Transportation and Vessel	1		07	Gas, Oil and Coal
		07	Harbor	1		08	New and Renewable Energy
		08	Aviation and Airport	15	Business and	01	Business Management
		09	Weather and Earthquake	1	Tourism	02	Marketing and Distribution
07	Social	01	General .	1		03	Trade
	Infrastructure	02	Urban Planning	1		04	Tourism
		03	Architecture	16	Sience and	01	Sience
	[04	River, Soil Errosion, Coast and Lakes and Mershes	1	Culture	02	Culture
		05	Water Resource Development	13	Health and	01	General
		06	Groundwater Development	1	Medical	02	Health and Medical Equipments
		07	Water Creation	1	Treatment	03	Population and Family Planning
		08	Topographical Map	1		04	AIDS
	[09	Remote Sensing	11	Sociaol Welfare	01	Social Welfare
Sourc	e: JBIC (Modifi	ed by	Study Team)	1		02	Labor
				1	1	L	The Others

Table 7 Description of Training Guide Series byForest Management and Conservation Programme Forest Management Sub-programme (FOMACOP)

1. Name of Training	Training of Trainers	Training of Trainers			
2. General objective	The course is intende	ed to develop the capacity of PAFO trainers to			
	effectively plan, impl	ement, and manage the training that they will			
	provide to DAFO staff	and villagers.			
3. Target Group and No. of	FOMACOP Coordinat	tor, FRMACOP PAFO Coordinator, FOMACOP			
participants	PAFO Trainers,				
4. Methods of Trainings	The course will invo	olve lectures, group discussions, brainstorming			
	sessions, guided indivi	dual and group work, role plays, demonstrations,			
	reflection sessions, gro	up dynamic exercises, and energizers.			
5. Resource persons /facilitators	FOMACOP advisers				
6. Venue	FOMACOP Conference	e Room in Savannakhet			
7. Schedule and Contents of	5-days training				
Training	The schedule of trainin	g sessions and activities is given as follows:			
	Module 1	Principles of learning			
	Lesson 1	Principle of learning			
	Module 2	Training process			
	Lesson 1	Stages of Training			
	Lesson 2	Planning for a training course			
	Lesson 3	Preparing for a training course			
	Lesson 4	Presenting a training course			
	Module 3	Participatory training			
	Lesson 1	Participatory training			
	Lesson 2	FOMACOP training principles and practices			
	Module 4	Participatory training methods and techniques			
	Lesson 1	Selecting appropriate training methods and techniques			
	Lesson 2	Training methods and techniques			
	Lesson 3	Brainstorming			
	Lesson 4	Role playing			
	Lesson 5	Demonstration and practicum			
	Lesson 6	Group process exercise and games			
	Lesson 7	Field visit and study tour			
	Lesson 8	Lecture			
	Lesson 9	Exercises (group or individual)			
	Lesson 10	Peer teaching and tutoring			
	Module 5	Programme of PAFO trainers of the FOMACOP			
		Forest Management Sub-programme			
	Lesson 1	Programe of PAFO trainers of the FOMACOP			
		Forest Management Sub-programme from			
		August 1997 to May 1998			

1. Name of Training	Training Course on For	restry Extension and Participatory Rural Appraisal				
2. General objective	The course is intended	d to develop the capability of PAFO trainers to				
	effectively communica	te the concept of village forestry to villagers and				
	conduct participatory ru	ural appraisal (PRA) work in pilot villages.				
3. Target Group and No. of	FOMACOP Coordinat	or, FOMACOP PAFO Coordinator, FOMACOP				
participants	PAFO Trainers, FOMA	PAFO Trainers, FOMACOP DAFO				
4. Methods of Trainings	The workshop will inv	olve lectures, group discussions, guided individual				
_	and group work, rol	le plays, practicum/demonstrations, sharing of				
	experiences/reflection s	sessions, peer tutoring, and energizers.				
5. Resource persons/facilitators	FOMACOP PAFO Trai	iners and FOMACOP Adviser				
6. Venue	FOMACOP Conference	e Room in Khammouane and Savannakhet				
7. Schedule and Contents of	- 1 m j m m m g					
Training	The schedule of training sessions and activities is given as follows:					
	Module 1	Communication and forestry extension				
	Lesson 1	Effective communication				
	Lesson 2	Forestry extension				
	Lesson 3	Use of extension aid material				
	Lesson 4	Guide in the conduct of forestry extension work				
	Lesson 5	Practicum/role play in the use of the village				
		forestry flipchart				
	Module 2	Participatory rural appraisal				
	Lesson 1	Participatory rural appraisal				
	Lesson 2	PRA methods and tools: semi-structured				
		interview				
	Lesson 3	Time charts (seasonal calendar)				
	Lesson 4	Ranking (pairwise ranking)				
	Lesson 5	Venn diagram				
	Lesson 6	Guide in the conduct of PRA work				
	Lesson 7	PRA guide questions				
	Module 3	Action planning				
	Lesson 1	Action planning and preparation for village work				

Training Course 3 (1/2)

1. Name of Training	Training Course on V	
1. Name of Training	Training Course on Village Organizing, Boundary Demarcation, and Land-Use Mapping	
2. General objective	The course is intended to develop the capacity of PAFO trainers to	
-	provide training to villagers on village organizing, boundary	
	demarcation, and land-use mapping.	
3. Target Group and No. of	FOMACOP PAFO Co	ordinator, FOMACOP PAFO Trainer, FOMACOP
participants	DAFO	
4. Methods of Trainings	The workshop will inv	olve lectures, group discussions, guided individual
		le plays, practicum/demonstrations, sharing of
		sessions, peer tutoring, and energizers.
5. Resource persons /facilitators	FOMACOP Adviser, F	OMACOP PAFO Trainer
6. Venue		e Room in Khammouane and Savannakhet
7. Schedule and Contents of		4-days refresher course
Training	The schedule of trainin	g sessions and activities is given as follows:
	Training course	
	Module 1	Village organizing
	Lesson 1	Rationale and goals of village organizing
	Lesson 2	Participatory principle in village organizing
	Lesson 3	Village organizing process
	Lesson 4	Elements of a village organization
	Lesson 5	Basic village organizing skills: concensus
		building
	Lesson 6	Basic village organizing skills: handling meeting
	Lesson 7	Basic village organizing skills: core group
		formation
	Lesson 8	Village forestry core group
	Module 2	Preparatory to village boundary demarcation and
		land-use mapping
	Lesson1	Village boundary demarcation and land-use
	T 2	mapping in relation to village forestry
	Lesson 2	Interpretation and use of aerial photographs and
	I 2	maps in village boundary
	Lesson 3 Module 3	Use of global positioning system (GPS)
	Lesson 1	Village boundary demarcation
		Stages in village boundary demarcation
	Lesson 2 Module 4	Resolving boundary conflicts between villages Village land-use mapping
	Lesson 1 Lesson 2	Fieldwork on aerial photo interpretation Preparation of sketch map
	Lesson 3	Area measurements and preparation of village
	Lesson 3	land-use map
	Lesson 4	Guide for land-use mapping in pilot villages
	Lesson 5	Action planning for village organizing, boundary
	Lesson J	demarcation, and land-use mapping
		demarcation, and fand-use mapping

Training Course 3 (2/2)

Refresher course	
Module 1	Village organizing
Lesson 1	Rationale and goals of village organizing
Lesson 2	Participatory principle in village organizing
Lesson 3	Village organizing process
Lesson 4	Elements of a village organization
Lesson 5	Basic village organizing skills: concensus building
Lesson 6	Basic village organizing skills: handlingmeetings
Lesson 7	Basic village organizing skills: core group formation
Module 2	Land-use mapping
Lesson 1	Village forestry and land-use mapping
Lesson 2	Interpretation and use of aerial photographs and
	topographic maps in land-use
Lesson 3	Fieldwork on aerial photo interpretation
Lesson 4	Preparation of sketch map
Lesson 5	Area measurements and preparation of village
	land-use map
Lesson 6	Guide for land-use mapping in pilot villages
Lesson 7	Action planning for village organizing, boundary
	demarcation, and land-use mapping

4.37 07	T : : G D	1 0 0 1 1 1 1 1 1 1	
1. Name of Training	Training Course on Basic Core Group operations and Participatory Forest		
	Inventory		
2. General objective	The course in intended to develop the capability of PAFO trainers to pro		
	vide training to villagers on basic Core Group operations and		
	participatory forest inve		
3. Target Group and No. of	FOMACOP PAFO Cod	ordinator, FOMACOP PAFO Trainer, FOMACOP	
participants	DAFO		
4. Methods of Trainings	The workshop will inve	olve lectures, group discussions, guided individual	
	and group work, rol	le plays, practicum/demonstrations, sharing of	
	experiences/reflection s	sessions, peer tutoring, and energizers.	
5. Resource persons /facilitators	FOMACOP PAFO Trai	iners, FOMACOP Advisers	
6. Venue	FOMACOP Conference	e Room in Khammouane and Savannakhet	
7. Schedule and Contents of	5-days training		
Training	The schedule of trainin	g sessions and activities is given as follows:	
	Module 1	Basic Core Group operations	
	Lesson 1	Village profiling	
	Lesson 2	Social mapping	
	Lesson 3	Census mapping	
	Lesson4	Wealth ranking	
	Lesson 5	Introduction to participatory monitoring and	
		evaluation	
	Lesson 6	Action planning	
	Module 2	Participatory forest inventory	
	Lesson 1	Purpose and overview of forest inventory	
	Lesson 2	Preparing for the inventory	
	Lesson 3	Fieldwork	
	Lesson 4	Calculation method	
	Lesson 5	Calculation of results	
	Lesson 6	Action planning for forest inventory	

1 Name of Tusining	Tasiaina Carras an G	Standard Village Ferretter Come Commend	
1. Name of Training	Training Course on Strengthening Village Forestry Core Group and Participatory Monitoring and Evaluation		
2. Commel abitation			
2. General objective	The course is intended to develop the capacity of PAFO trainers to		
	provide training to villagers on strengthening village forestry core groups including participatory monitoring and evaluation.		
2 T			
3 Target Group and No. of		or, FOMACOP PAFO Coordinator, FOMACOP	
participants	PAFO Trainers, FOMA		
4. Methods of Trainings		olve lectures, group discussions, brainstorming	
		dual and group work, role plays, demonstrations,	
		up dynamic exercises, and energizers.	
5. Resource persons /facilitators	•	FOMACOP PAFO Trainers	
6. Venue		nce Room in Khammouane, Savannakhet,	
		Centre and Districe Training Centre	
7. Schedule and Contents of	5-days training		
Training		g sessions and activities is given as follows:	
	Module 1	Group awareness and team building	
	Lesson 1	Advantages of groups	
	Lesson 2	Trust building	
	Lesson 3	Cooperation	
	Lesson 4	Effective team	
	Lesson 5	Effective communication	
	Lesson 6	Effective leadership	
	Module 2	Basic village organizing (VO) skills	
	Lesson 1	Village organizing	
	Lesson 2	Basic VO skills: Consensus building	
	Lesson 3	Basic VO skills: Groundworking	
	Lesson 4	Basic VO skills: Handling meetings	
	Module 3	Participatory monitoring and evaluation	
	Lesson 1	Review of village forestry	
	Lesson 2	Participatory monitoring and evaluation	
	Lesson 3	Steps in conducting PME (purpose of PME and	
		review of VFCG objectives and activities	
	Lesson 4	PME guide questions and indicators	
	Lesson 5	Analysis and presentation of PME results	
	Lesson 6	Action planning	
	2355011 0	- Tenon priming	

1. Name of Training	Training Course on Bas	sic Project Management
2. General objective	The course is intended to develop the capacity of PAFO trainers to	
	effectively communicate the concept of project management to villagers	
	and conduct this work in the field members of the Village Forestry Core	
	Grouop.	
3. Target Group and No. of	FOMACOP Coordinat	or, FOMACOP PAFO Coordinator, FOMACOP
participants	PAFO Trainers, FOM	IACOP Trainers, FOMACOP DAFO Trainers,
	FOMACOP DAFO	
4. Methods of Trainings	The workshop will i	nvolve lectures, group discussions and group
	presentations.	
5. Resource persons /facilitators	FOMACOP Advisors, I	FOMACOP PAFO Trainers
6. Venue	FOMACOP Conference	e Room in Khammouane and Savannakhet
7. Schedule and Contents of	3-days training	
Training	The schedule of training sessions and activities is given as follows:	
	Module 1	Introduction to Basic Project Management
	Lesson 1	What is a project?
	Lesson 2	Introduction to Project Management
	Lesson 3	Problem Analysis
	Lesson 4	Project Screening
	Lesson 5	Introduction to Project Planning
	Lesson 6	Monitoring Impacts by Gender
	Lesson 7	Introduction to Basic Records-the Cash Book
	Lesson 8	Writing a Project Proposal
	Module 2	The Project Management Game
	Module 3	Action Planning
	Lesson 1	Action planning and preparation for village work

1. Name of Training	Training Course on Village Land-Use Planning and Assessing Options	
1. Italie of Italining	for Instituting Village Forestry Organizations	
2. General objective	The objectives of the staff-level training course are:	
2. General objective	To develop the capability of PAFO trainers to provide training to	
	villagers on village land-use planning and on assessing options for	
	organizing the villagers	
		lity of DAFO extension staff to provide assistance
		lucting village land-use planning and village
	organizing	decing vinage land use planning and vinage
3. Target Group and No. of		iners, FOMACOP DAFO Extension staff
participants		mers, i om reor brit o Extension sum
4. Methods of Trainings	Lecture/discussion	
5. Resource persons /facilitators	FOMACOP PAFO and	DAFO sections
6. Venue		e Room in Savannakhet
7. Schedule and Contents of	5-days training	e Room in Savannaknet
Training Contents of		g sessions and activities is given as follows:
Training	Module 1	Land allocation and mapping
	Lesson 1	Overview of land allocation and land-use
	Lesson 1	planning
	Lesson 2	Understanding the map and mapping
	Lesson 3	Basic plane surveying and area calculation for
	Lesson 5	village work
	Lesson 4	Simplified plane table survey
	Lesson 5	Mapping Mapping
	Lesson 6	The village cadastre
	Module 2	Meeting needs for land
	Lesson 1	Assessing community and household needs for
	Lesson 1	land
	Lesson 2	Projecting future requirements for land
	Lesson 3	Land capability assessment
	Lesson 4	Transect walk
	Lesson 5 Module 3	Land capability mapping
	Wiodule 3	Generating and assessing land-use allocation options
	Lesson 1	Laws concerning land allocation
	Lesson 2	Generating land-use allocation options
	Lesson 3	Evaluation land-use allocation options and
	LCSSOII J	drawing the land-use plan
	Lesson 4	Action plan for village land-use planning
	Module 4	Options for instituting village forestry
	1.134410	organizations
	Lesson 1	Village organization building and development
	2000011	framework
	Lesson 2	Basic considerations in forming village forestry
		organizations
	Lesson 3	Understanding present village structures
	Lesson 4	Options for instituting village forestry
	Desson r	organizations
	Lesson 5	Action plan for assessing options for instituting
	LCGGOII J	village forestry organizations
	l	Things forestry organizations

	Training Cou	
1. Name of Training	Training Course on Village Forest Management Systems and Formation	
	of the Village Forestry Organization	
2. General objective	The objectives of the staff-level training course are:	
	To develop the capability of PAFO trainers to provide training to	
	villagers on village forest management systems and on formation of the	
	village forestry organization	
		ity of DAFO extension staff to provide assistance
		ing a management system for their forests and in
		heir village forestry organization.
3. Target Group and No. of participants	FOMACOP PAFO Trai	iners, FOMACOP DAFO Extension Staffs
4. Methods of Trainings	Discussion, Group Disc	cussion, Presentation
5. Resource persons /facilitators	FOMACOP PAFO and	DAFO Sections
6. Venue	FOMACOP Conference	ce Room and Staff Room in Savannakhet and
	District Training Centre	es
7. Schedule and Contents of	5-days training	
Training	The schedule of trainin	g sessions and activities is given as follows:
	Module 1	Specifying the forest harvests
	Lesson 1	What is a forest management system?
	Lesson 2	What forest products to harvest and who
		harvests them-customary rights and management
		rights
	Lesson 3	When to harvest the forest products-harvesting
		cycles
	Lesson 4	Where to harvest the forest products-dividing the
		forests into timber harvesting compartments
	Lesson 5	How much forest products to harvest-assessing
		the forest resources
	Lesson 6	How much forest products to harvest-annual allowance timber harvests
	Lesson 7	What trees to harvest-rules for selecting trees to be harvested Rules for harvesting non-timber
	Lesson 8	Rules for harvesting non-timber forest products
	Module 2	Forest regeneration, improvement, and
		protection
	Lesson 1	How to regenerate the forest after harvest and
		how to improve its condition
	Lesson 2	How to protect the forest
	Module 3	Pre-harvest and post-harvest assessment of the
		timber stand and the action plan
	Lesson 1	Pre-harvest forest inventory
	Lesson 2	Post-harvest assessment of the timber stand
	Lesson 3	Action plan for specifying the village forest
		management system (with cases for both single
		and multiple village territories)
	Module 4	Initiating the formation of the village forestry organization
	Lesson 1	Name, vision, and objectives of the VFO
	Lesson 2	Structure of the VFO
	Lesson 3	Membership in the VFO
	Lesson 4	Officers of the VFO
	Lesson 5	Election of officers of the VFO
	Lesson 6	Action plan for initiating the formation of the
	Lesson 0	VFO

Training Course 9 (1/2)

Training Course 9 (1/2)		
1. Name of Training	Training Course on Village Forest Regeneration, Improvement, and Protection, and Cost-Benefit Sharing in Village Forestry Organizations	
2. General objective	The objectives of the staff-level training course are:	
2. General objective	To develop the capability of PAFO trainers to provide training to	
	villagers on village forest regeneration, improvement, and protection, and	
		in village forestry organizations.
		lity of DAFO extension staff to provide assistance
		ying the systems for village forest regeneration,
		tection, and in deciding on a cost-benefit sharing
		n their village forestry organization.
3. Target Group and No. of		iners and FOMACOP DAFO Extension Staff
participants		
4. Methods of Trainings	Lecture, Discussion, Pr	resentation
5. Resource persons /facilitators	FOMACOP PAFO and	
6. Venue		ce Room and Staff Room in Savannakhet and
o. venue	District Training Centre	
7. Schedule and Contents of	5-days training	
Training		g sessions and activities is given as follows:
	Module 1	Regenerating the village forest
	Lesson 1	Forest types in Dong Sithouance
	Lesson 2	Condition of the village forest after the harvest
	Lesson 3	Regeneration survey in Dong Sithouane
	Lesson 4	Alternatives for regeneration the village forest
	Lesson 5	Guidelines for ensuring good natural
	Ecoson 3	regeneration-before the harvest
	Lesson 6	Guidelines for ensuring good natural
	Ecoson o	regeneration-during the harvest
	Module 2	Improving the quality of the village forest
	Lesson 1	Promoting the development of the valuable
		species after the harvest
	Lesson 2	Enrichment planting, thinning, and other timber
		stand improvement treatments
	Lesson 3	Further consideration in regenerating and
		improving the dry dipterocarp forest
	Module 3	Protecting the village forest
	Lesson 1	Agents of forest destruction and their impacts on
		the forest
	Lesson 2	Active management as a tool against illegal
		logging and unplanned conversion of forests to
		other land uses
	Lesson 3	Effects of fire and grazing on forest quality
	Lesson 4	Prevention and control of forest fire
	Module 4	Sharing costs between the state and the villagers,
		and among villagers
	Lesson 1	Costs related to the functions of the village
		forestry organization
	Lesson 2	Costs related to the functions of the state forestry
		agencies
	Lesson 3	Sharing costs between the state and the village forestry organization
	Lesson 4	Sharing costs among the members of the village
		forestry organization

Training Course 9 (2/2)

Module 5	Sharing benefits between the state and villages,
	and within the village
Lesson 1	Benefits from village forestry
Lesson 2	Sharing benefits between the state and the
	village forestry organization
Lesson 3	Sharing benefits among the members of the
	village forestry organization
Lesson 4	Action plan for specifying the cost-benefit
	sharing system

	Training Cou	
1. Name of Training	Training Course on Village Forest Management Planning and Village Forestry Organization By-laws	
2. General objective	The objectives of the staff-level training course are:	
2. General objective	To develop the capacity of PAFO trainers to provide training to villagers	
	on drafting the Village Forest Management Plan and the Village Forestry	
	Organization By-laws	TATO
		y of DAFO extension staff to provide assistance to
		heir Village Forest Management Plan and Village
	Forestry Organization	
3. Target Group and No. of participants	FOMACOP PAFO Tra	iners and FOMACOP DAFO Extension Staff
4. Methods of Trainings	The course will involve	e lectures, discussion, and group discussions.
5. Resource persons /facilitators	FOMACOP PAFO and	
6. Venue		ce Room in Savannakhet and District Training
o. vende	Centres	to it som in savamante and bistice framing
7. Schedule and Contents of	5-days training	
Training		ng sessions and activities is given as follows:
	Module 1	Preparing for drafting the Village Forest Management Plan
	Lesson 1	Organizing the planning team and designing the
		planning approach
	Module 2	Writing parts of the Village Forest Management
		Plan
	Lesson 1	Writing the introduction
	Lesson 2	Drawing the Village Forest Management Area
		from the Village Land-use Plan
	Lesson 3	Presenting the forest inventory results and growth information
	Lesson 4	Writing about the managers and their rights, the forest products and services, and the harvesting cycle
	Lesson 5	Drawing the forest harvesting sites
	Lesson 6	Presenting the annual allowance timber harvest
	200000	and which trees are to be harvested
	Lesson 7	Writing about the timber harvesting method and
	LCSSUII /	
	T O	plan
	Lesson 8	Writing about the plan for regenerating,
		improving, and protecting the forest
	Lesson 9	Writing about the implementation of the plan
	Lesson10	Writing about the benefits and impacts of implementing the plan
	Module 3	Securing approved of the Village Forest Management Plan
	Lesson 1	Securing approval of the plan by the village and the authorities
	Lesson 2	Action plan for drafting the Village Forest Management Plan

1. Name of Training	Training Course on Pr	Training Course on Pre-harvest Inventory, Village Forest Management	
Traine of Training	Contract, and Registration of the Village Forestry Organization		
2. General objective	The objectives of the staff-level course are:		
2. General objective		y of PAFO trainers to provide training to villagers	
		tory, drafting the Village Forest Management	
		ng the Village Forestry Organization	
		ity of DAFO extension staff to provide assistance	
		ing the pre-harvest inventory, drafting the Village	
	<u> </u>	Contract, and registering the Village Forestry	
	Organization.	contained, and registering the single research	
3. Target Group and No. of		iners and FOMACOP DAFO Extension Staff	
participants			
4. Methods of Trainings	The course will involve	e lectures and discussion.	
5. Resource persons /facilitators	FOMACOP advisers		
6. Venue	FOMACOP Conference	e Room and Staff Room in Savannakhet	
7. Schedule and Contents of	4-days training		
Training	The schedule of training sessions and activities is given as follows:		
	Module 1 Pre-harvest inventory		
	Lesson 1	Objectives of and preparing for the pre-harvest	
		inventory	
	Lesson 2	Design and layout of the pre-harvest inventory	
	Lesson 3	Pre-harvest inventory field work	
	Lesson 4	Pre-harvest inventory field practice exercises	
	Lesson 5	Pre-harvest inventory calculations and results	
	Module 2	Village forest management contract	
	Lesson 1	The Village Forest Management Contract	
	Lesson 2	Negotiation and Signing the Village Forest	
		Management Contract	
	Module 3	Registration of the village forestry organization	
	Lesson 1	VFO registration	
	Lesson 2	VFO Articles Association	

1. Name of Training	Training Course on Planning the Annual Operations of a Village Forest	
	Management Area	
2. General objective	The objectives of the staff-level course are:	
		pility of PAFO trainers to provide training to
	villagers on planning	the annual operations of a Village Forest
	Management Area	
		ity of DAFO extension staff to provide assistance
	to villagers in planni	ing the annual operations of a Village Forest
	Management Area.	
3. Target Group and No. of	FOMACOP PAFO train	ners and FOMACOP DAFO Extension Staff
participants		
4. Methods of Trainings		e lectures, discussion and group work.
5. Resource persons /facilitators	FOMACOP advisers	
6. Venue	FOMACOP Conference	e Room and Staff Room in Savannakhet
7. Schedule and Contents of	5-days training	
Training	The schedule of training sessions and activities is given as follows:	
	Lesson 1	Introduction: rationale and objectives of the
		annual operation plan
	Lesson 2	Preparing the planning maps and other necessary
		information
	Lesson 3	Selecting seed trees and trees to be harvested
	Lesson 4	Laying out the road network
	Lesson 5	Non-wood forest products and post-harvest
		assessment
	Lesson 6	Regenerating and improving the forest
	Lesson 7	Forest protection
	Lesson 8	Implementing the Annual Operations Plan
	Lesson 9	Benefits and other impacts of the annual
		operations



List of informants

1.	Mrs. Xeme Permanent Secretary, Mr. Phomy Office MAF
2.	Mr. Phaydy PHIAXAYSARAKHAM, DOA
3.	Dr. Lasay, Mr. Viengsavay, PPC
4.	Mr. Sounthone FRC (NTFP)
5.	Mr. Songkheo, Mr. Thong Fan, Dr. Frank MicroProject Development
6.	Dr. Silinthone, Faculty of Agriculture NU
7.	Mr. Bouma, Agricultural Collage
8.	Northern Provinces Master Plan (ADB Project)
9.	Statistic Institute
10.	Irrigation School
11.	Mr. Bong, Oxfam
12.	Dr. Phet, Mr. Somxay, LAEP
13.	Mr. Damrong, BOMASIS
14.	Mrs. Khankeo, GTZ
15.	DOF (Enhancing Sustainable Forest Harvesting in Asia)
16.	Mr. Bounsy, Agricultural Promotion Bank
17.	Mr. Robert Burgess, Quarker Service Lao
18.	Mr. Nisith Governance and Public Administration Reform
19.	Central Extension Training and Development Unit
20.	Sustainable Forestry and Rural Development Project
21.	CIDSE
22.	Mr. Khammalounla, Sustainable Agriculture Fotum (SAF)
23.	Mr. Somphanh, DLF
24.	Mr. Joost, SNV

OUTLINE OF THE PROJECT

1.	NAME OF THE PROJECT	:
2.	EXECUTING AGENCY	:
3.	FUNDING/SUPPORTING ORGANIZATION	:
4.	PROJECT AREA	;
5.	TARGET GROUP AND NUMBER OF VENEFICIARY	:
6.	PROJECT PERIOD	:
7.	PROJECT COST/BUDGET	:
8.	PROJECT COMPONENT	
9.	TRAINING/TRAINING COURSE UNDERTAKEN BY THE PROJECT (Please fill up Form-2)	

OUTLINE OF THE TRAINING/TRAINING COURSE

1.	NAME OF THE PROJECT	;
2.	NAME OF TRAINING/TRAINING COURSE	:
3.	RESPONSIBLE ORGANIZATION (DEPT./UNIT)	:
4.	OBJECTIVE	;
5.	TARGET GROUP NO. OF PERTICIPANT	:
6.	METHODOLOGY APPLIED	
7.	CONTENTS OF TRAINING	:
8.	TRAINING PERIOD AND SCHEDULE /TIME TABLE	:
9.	PLACE/VENUE OF TRAINING	:
10.	NAME OF TRAINER/LECTURER/RESOURCE PERSON (Please fill in Form-3)	:
11.	TRAINING MATERIALS/EQUIPMENT USED (LIST) You are kindly requested to offer the training materials (text books etc.)	

CURRICULUM VITAE (CV) FORMAT OF TRAINER / LECTURER / RESOURCE PERSON

1.	NAME	:				
2.	DATE OF BIRTH	:				
3.	NATIONALITY	:				
4.	PERSONAL ADDRESS	:				
	TELEPHONE NO.	:				
	FAX NO.	:				
	E-MAIL ADDRESS	:				
5.	SPECIALITY/BACKGROUND					
6.	EDUCATION	:				
7.	OTHER TRAINING	:				
8.	LANGUAGE & DEGREE OF PROFICIENCY	:	English French Lao Thai	: : :		
9.	MEMBERSHIP IN PROFESSIONAL SOCIETIES	:				
10.	OFFICIAL LICENCE/QUALIFICATION					
11.	COUNTRIES OF WORK EXPERIENCE	:				
12.	EMPLOYMENT RECORD	:				
	PERIOD	:	FROM	ТО		
	EMPLOYER	:				
	POSITION HELD AND DESCRIPTION OFDUTIES	:				
13.	DETAILED EXPERIENCES AS A TRAINER/LECTURER/RESOURCE PERSON					
	PERIOD	:	FROM	TO		
	PROJECT/INSTITUTION	:				
	NAME OF THE TRAINING/TRAINING COURSE	:				
	PURPOSE AND TRAINEE/PERTICIPANT	:				
	TASKS TAKEN AND DESCRIPTION OF TRAINING	:				
14.	HER/HIS REPUTATION FOR TRAINER/LECTURER/RESOURCE PERSON	:				

Evaluation Form for Internal/External Resource Person (Examination for Acceptance)										
Name of Training						Code/R	tef.No			
1. Name						2. Sex				
3. Date of Birth						4. Natio	•	<u> </u>		
5. Institution						6. Positi				
7. Specialty	①				2					
8. Years of Experience		Years								
9. Confirmation The experience of the resource person as a lecturer by FORCOM in the past. □Yes □No If "Yes" Confirm the result of the evaluation of Form-2 and Form-3 If this person satisfies both working experiences and the scope of training, evaluation 10 can be proceeded. If he/she does not, evaluate other candidate.										
10. Evaluation bas	sed on the	CV or/and In	iterview							
Items			Note					Evalu		
		((Reason of Eval	luation)			Pas	s	Fair	
(1) Years of Expease specialist	eriences					\perp				
(2) Years of Exposition as Trainer	eriences									
(3) Foreign Lang	guage			_	-		_		_	
(4) Official Certi	ficates									
(5) Health Condi	ition									
(6) Other (Specif	fy)									
Results of Eva	luation	□ Pas	ss \square	l Fail						
Verified by		Name				Signati	ure			
(person in charge))					(/		/ 200)	

note 1) Evaluator is: Team Leader or Person in Charge 2) Tick ✓ in the applicable □.

Verification Record for Training by External/Internal Resource Person									
Examination for	· Acce	ptance							
Name of Training		•					Code/Ref.N o		
Date		/	/ 200	to	/	/ 200			
Venue									
Contents of Training									
Methodology									
	Nan	<u>ne</u>							
Resource Person	Add	Address <u>Institution</u>							
	Tel/	Fax:			e	-mail:			
Verification	Items Training Methodology Training Materials Period and Venur Cost Others: In case of "Others", denote the content of the con					<u>ceptable</u>	Acceptable with Condition	Not-acceptable	
After Completion	of Tr	aining							
Items				I	Evaluation			Note/Reason	
Contents		□A(Exc	ellent)	□B(Good)	□C(Fair)	□D(Po	oor)		
Materials		□A(Exc	ellent)	□B(Good)	□C(Fair)	□D(Po	oor)		
Valuation of train	nees	□A(Exc	ellent)	□B(Good)	□C(Fair)	□D(Pc	oor)		
Achievement		□A(Exc		□B(Good)	□C(Fair)	□D(Pc	oor)		
Total Evaluation	n	□A(Exc	ellent)	□B(Good)	□C(Fair)	□D(Pc	oor)		
Note									
Attachment		pecificati thers (-	uirement, 🗖 '	Training Ma	terials, □	List of Attenda	unt	
Verified by	Nam	ne				Signature			
(person in charge)						(/	/ 200)	

note 1) Evaluator is: Team Leader or Person in Charge 2) Tick ✓ in the applicable □.

FORM-2 (dd/mm/yy)

Internal/External Resource Person Evaluation (After Completion of Training)											
Name of Training							Cod	e/Re	f.no.		
1. Name	2. Sex									□Male	□Female
3. Date of Birth							4.Na	ation	ality		
5. Institution								ositio itutio			
7. Evaluation Based on	the Result of	f the 7	Гraini								
Items				Evalua						Note/R	eason
(1) Technical Skill	□A(Excell	ent)	□В	(Good)	□C(Fair)		ID(Po	or)			
(2) Teaching Skill	□A(Excell	lent)	□В	(Good)	□C(Fair)		lD(Po	or)			
(3) Training Material Preparation Ability	□A(Excell	ent)	□В	(Good)	□C(Fair)		ID(Po	or)			
(4) Valuation of Trainee	□A(Excell	ent)	□В	(Good)	□C(Fair)		lD(Po	or)			
(5) Cooperativity	□A(Excell	lent)	□В	(Good)	□C(Fair)		lD(Po	or)			
(6) Foreign Language Ability	□A(Excell	ent)	□В	(Good)	□C(Fair)		ID(Po	or)			
(7) Health Condition	□ Good	□ Po	or								
Total Evaluation	□A(Excell	ent)	□В	(Good)	□C(Fair)		ID(Po	or)			
Comments											
Classification(Large)											
1. Common Civil Engineering	☐ 5. Archite				☐ 10. Social		•			 Language Administra 	ation Dlamaina
☐ 2. Social Base	☐ 6. Mecha ☐ 7. Electri				☐ 11. Environ		111			17. Education	ation Frammig
☐ 3. Transportation	□ 8. Agricu	•			□ 13 Fores					18. Others	
☐ 4. Urban Sanitary Infrastructure	☐ 9. Geolog	gy/Soil	Engin	eering	☐ 14. Tourisi	m De	evelop	ment			
Classification(Middle)											
☐ (1. Common Civil Enginee	ring)		2-D	Water R	esources			4-]	o w	aste Disposal	
□ 1-A Hydrology				Develop				4-]		ther Urban Sai	nitary
☐ 1-B Hydraulics			2-E	Other So portation)	cial Base			(E A		frastructure	
☐ 1-C Structural Engine	-		3-A		t Planning				rchitec	rchitectural Pla	anning
☐ 1-D Construction Eng☐ 1-E Hydraulics Mode	-		3-B	Road	t i iaiiiiig						cilities Design
☐ 1-E Hydraunes Wood ☐ 1-F Boring	anng		3-C	Airport						ther Architectu	_
☐ 1-G Topographic Sur	vey		3-D	Railway				(6. M	echani	cs)	
☐ 1-H Other Civil Engin	-		3-E	Port				6-2	A M	Iechanics	
☐ (2. Social Base)			3-F		ansportation					ipeline	
□ 2-A River				-	Infrastructure)					ther Mechanic	S
□ 2-B Dam			4-A 4-B	Waterwo Sewer	orks			•	ectron	ics) lectronics	
☐ 2-C Hydropower			4-B	Urban D	rainage					ransmission Li	ne

FORM-3 (dd/mm/yy)

	7-C	Communic	ation		☐ (10. Social Base)					☐ (14. Tourism Development)			
☐ 7-D Other Electronics					□ 10-A Economic Analysis				\Box (1	5.Lang	uage)		
□ (8	8. Agric	ulture)			10-B	Land Use				15-A	English		
	8-A	Agricultural Management			10-C				□ 15-B Interpretation				
	8-B	Irrigation/D	Drainage			Administrative Organization			☐ (16. Administration Development)				
	8-C	Rural Deve	lopment Planning			Other Soci	al Econo	omy		16-A	Community Development		
	8-D	U	Development	`	☐ (11. Environment)					Planning			
		Planning				Environme		essment		16-B	Administration Development		
	8-E	Agricultura	l Products		11-B	Water Qua	lity			16-C			
	0.5	Planning	1.7.7		11-C	Ecology			_	16 D	Organization		
	8-F	Soil and La			11-D	Other Envi	ronment	İ		16-D	Settlement Planning		
	8-G		l organization	,	12. Fish	• /				16-E	Others		
	8-H	·	l Infrastructure		12-A	Fishery De	velopme	ent	,	7.Educ	·		
	8-I	C	l Economy	_		Planning					Teaching		
	8-J	_	d Cooperative		12-B	Sea Farmir	_			17-B	HDR		
	0 V	Society	vidono.		12-C	Freshwater	•	_			Extension		
	8-K 8-L	Farming G			12-D	Processing		Products	,	18. Othe	*		
		Other Agric			12-E	Other Fish	ery				Computer		
		ogy/Soil Engi	•	,	13. Fore	• /				18-B	Public Heath		
	9-A	Soil Engine	eering		13-A	•				18-C	Industry Planning		
	9-B	Geology			13-B	Forest Development				18-D	Business Management		
	9-C 9-E	Landslide	/C - :1		13-C	Planning				18-E	Financial Management •		
	9-E	Other Geol Engineering	0.			Afforestation			_	10 E	Auditing		
		Liigineering	5		13-D	NTFP				18-F	Carpentry		
				Ц	13-E	Other Forestry			Ц	18-G	Others		
8. <i>A</i>	Addres	SS											
9. 7	Γel /Fa	x No.					10. e-	-mail					
11.	Educa	ational											
Bac	ckgrou	ind /											
	tificat												
	Langu		☐ Lao	□ Er	nglish	☐ Japan	ese \square	German		Filipii	no 🗖 Lithuanian		
				□ Tur		☐ Denis		Greek		Frenc			
			□ Urdu	□ Slo	vak	☐ Russia	an 🗆	l Malaysia		Swedi	•		
			☐ Spanish	□ Chi	nese	☐ Tahi		l Swahili		Hunga	<u> </u>		
				□ Ind	onesia	n							
13.	Famil	y Status	☐ Married		Single		Oo not l	know					
* 7			Name					Signati	ıre				
	rified b							Ü					
(person in charge)		r charge)							(/ / 200)		

note 1) Evaluator is: Team Leader or Person in Charge 2) Tick ✓ in the applicable □.