



International  
Labour  
Organization

# ► Decent Work Country Programme for the Lao People's Democratic Republic, 2022–2026



## Memorandum of Understanding

Whereas the Government of the Lao People's Democratic Republic, represented by the Ministry of Planning and Investment and the Ministry of Labour and Social Welfare, the Lao Federation of Trade Unions, and the Lao National Chamber of Commerce and Industry, and the International Labour Organization (ILO), represented by the International Labour Office itself represented by the ILO Country Office for Thailand, Cambodia and Lao People's Democratic Republic (referred collectively as the Parties), wish to collaborate in order to promote and advance decent work in the Lao People's Democratic Republic.

Whereas the Lao People's Democratic Republic Decent Work Country Programme (DWCP) 2022–2026 provides the framework for the contributions by the ILO, the national tripartite constituents and other national partners to implement the United Nations Sustainable Development Cooperation Framework (UNSDCF) 2022–2026 for the Lao People's Democratic Republic, the 9<sup>th</sup> National Social and Economic Development plan 2021-2025 and the Sustainable Development Goals 2030.

Now therefore, the Parties here by agree as follows:

1. The Parties affirm their commitment to collaborate in the implementation of the DWCP. The following are agreed as Outcomes of the DWCP 2022 – 2026:
  - **DWCP Outcome 1:** Smooth transition beyond least developed country (LDC) graduation with focus on international labour standards (ILS) and the Decent Work Agenda: The Lao People's Democratic Republic develops, implements and monitors a strategy ensuring a smooth transition from the LDC category, with ILS and decent and productive work for all as a key driver.
  - **DWCP Outcome 2:** Social protection: Government at the national and subnational levels has increased capacity and infrastructure to deliver an inclusive, gender-and-disability-responsive, shock-responsive and sustainable social protection system throughout the life cycle.
  - **DWCP Outcome 3:** Migration policy: Strengthened multi-stakeholder capacity to protect the rights of women and men migrants and create a conducive environment for safe and fair migration for decent work through advocacy and enhanced regulatory and law compliance.
  - **DWCP Outcome 4:** Rural development: Government at the national and sub-national levels has enhanced capacity to facilitate new gender-and-disability inclusive opportunities in rural areas through integrated rural development planning and prioritization for employment promotion for rural women and men, youth, persons with



disabilities and lesbian, gay, bisexual, transgender, intersex, queer, asexual and other sexually or gender diverse persons.

- **DWCP Outcome 5:** Private sector and skills development, employment promotion and digitalization: Enhanced multi-stakeholder capacity and improved gender-responsive policy and harmonized regulatory environment for a resilient, productive, competitive, and innovative private sector that (i) seizes opportunities from trade, digital transformation and e-commerce development; (ii) is integrated with regional and global value chains; and (iii) is supported by targeted and demand-driven skills and entrepreneurship development, especially for women, youth, persons with disabilities and lesbian, gay, bisexual, transgender, intersex, queer, asexual and other sexually or gender diverse persons.
2. The ILO agrees to assist in the mobilization of resources and to provide development cooperation in the implementation of the DWCP, subject to its rules, regulations, directives and procedures, the availability of funds and conditions to be agreed upon in writing.
  3. In relation to DWCP and to any related activities of the ILO in the country, the Government will apply, to the Organization, its personnel and any person designated by the ILO to perform services under this Agreement, the provisions of the Convention on the Privileges and Immunities of the Specialized Agencies (1947) and Annex I thereof relating to the ILO, which Lao PDR has acceded on 9<sup>th</sup> August 1960 together with Agreement relating to technical assistance signed on 1 and 18 June 1954.
  4. This Memorandum of Understanding (MoU) may be modified by agreement between the Parties.
  5. Nothing in or relating to this MoU shall be construed as constituting a waiver of the privileges and immunities enjoyed by the ILO.
  6. The DWCP document is attached to this MoU. In the event that the terms contained in the DWCP document are incompatible with the terms of this MoU, including the provisions referenced in article 3, then the latter shall govern and prevail.
  7. The original of the MoU has been written and signed in English. If this MoU is translated into another language, the English version shall govern and prevail.

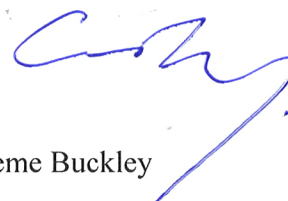
This MoU, superseding all communications on this matter between the Parties, shall enter into force with effect from its signature by the authorized representatives of the Parties.

For and on behalf of the Government



H.E. Mr. Leepao YANG  
Vice Minister  
Ministry of Labour and Social Welfare  
Vientiane Capital, on

For and on behalf of the International Labour  
Organization



Mr. Graeme Buckley  
Director  
ILO Country Office for Thailand, Cambodia  
and Lao People's Democratic Republic  
Vientiane Capital, on



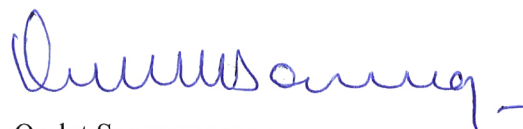
H.E. Dr. Sthabandith Insisiengmai  
Vice Minister  
Ministry of Planning and Investment  
Vientiane Capital, on

For and on behalf of Workers' Organization



Mr. Vilay Vongkhaseum  
Vice President  
Lao Federation of Trade Unions  
Vientiane Capital, on

For and on behalf of Employers' Organization



Mr. Oudet Souvannavong  
President  
Lao National Chamber of Commerce and  
Industry



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## ► Acronyms and abbreviations

<b>ADB</b>	Asian Development Bank
<b>ASEAN</b>	Association of Southeast Asian Nations
<b>CSO</b>	civil society organization
<b>DWCP</b>	Decent Work Country Programme
<b>EU</b>	European Union
<b>FAO</b>	Food and Agriculture Organization
<b>IFAD</b>	International Fund for Agricultural Development
<b>LGBTIQA+</b>	Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, Asexual
<b>LDC</b>	least-developed country
<b>LFS</b>	labour force survey
<b>LFTU</b>	Lao Federation of Trade Unions
<b>LMI</b>	labour market information
<b>LNCCI</b>	Lao Chamber of Commerce and Industry
<b>LSB</b>	Lao Statistics Bureau
<b>MOU</b>	memorandum of understanding
<b>MPI</b>	Ministry of Planning and Investment
<b>MoIC</b>	Ministry of Industry and Commerce
<b>MoLSW</b>	Ministry of Labour and Social Welfare
<b>MRC</b>	Migrant Worker Resource Centre
<b>MSMEs</b>	micro-, small- and medium-sized enterprises
<b>NHI</b>	National Health Insurance
<b>NHIB</b>	National Health Insurance Bureau
<b>NPA</b>	National Plan of Action
<b>NRES</b>	National Rural Employment Strategy
<b>NSEDP</b>	National Socio-Economic Development Plan
<b>NSPS</b>	National Social Protection on Strategy
<b>NSSF</b>	National Social Security Fund
<b>P&amp;B</b>	Programme and Budget (ILO)
<b>PES</b>	public employment services



<b>OSH</b>	occupational safety and health
<b>RG</b>	Result Group
<b>UN</b>	United Nations
<b>UNCDF</b>	United Nations Capital Development Fund
<b>UNDP</b>	United Nations Development Programme
<b>UNFPA</b>	United Nations Population Fund
<b>UNICEF</b>	United Nations Children's Fund
<b>UNCT</b>	United Nations Country Team
<b>UNRC</b>	UN Resident Coordinator
<b>UNSDCF</b>	United Nations Sustainable Development Cooperation Framework
<b>VSS</b>	Voluntary Social Security Scheme
<b>WFP</b>	World Food Programme
<b>WHO</b>	World Health Organization

## ► The DWCP at a glance

### Supporting implementation of the Lao PDR national development agenda and the United Nations Sustainable Development Cooperation Framework (UNSDCF), 2022–2026

<i>Lao PDR national development frameworks</i>	<ul style="list-style-type: none"> <li>► Lao PDR Vision 2030</li> <li>► Lao PDR National Sustainable Development Goals (SDGs) Roadmap</li> <li>► 9th National Socio-Economic Development Plan (NSED), 2021–2025</li> <li>► National Rural Employment Strategy (NRES), Vision 2030 and Goal 2025</li> <li>► National Social Protection Strategy (NSPS), Vision 2030 and Goal 2025</li> <li>► National Green Growth Strategy of Lao PDR till 2030</li> <li>► 5th Five-Year Labour and Social Welfare Development Plan of the Ministry of Labour and Social Welfare (MoLSW), 2021–2025.</li> <li>► National Action Plan on the Elimination of the Worst Forms of Child Labour and Decent Work Promotion for Youth, 2021–2025/2030.</li> <li>► Strategic Action Plan for Private Sector Development in the Lao PDR, 2021–2025, Lao National Chamber of Commerce and Industry (LNCCI)</li> <li>► 4th Five-Year Plan 2020–2025 of the Lao Federation of Trade Unions (LFTU)</li> </ul>
Primary DWCP link with the UNSDCF	The primary focus of the DWCP 2022–2026 is to support implementation of the decent work dimensions of <b>UNSDCF Strategic Priority 2: Inclusive prosperity</b> , and associated outcome and outputs.
DWCP Goal	<b>To contribute to national efforts by the Lao People's Democratic Republic to ensure that people, especially the most vulnerable and marginalized, will benefit from more inclusive, and resilient, transformative and sustainable socio-economic opportunities, including productive and decent work and social protection for all, to reduce poverty and inequalities</b> (adapted from UNSDCF).
Links to SDGs	SDG 1 (no poverty); SDG 3 (good health and wellbeing); SDG 4 (quality education); SDG 5 (gender equality); SDG 8 (decent work and economic growth); SDG 10 (reduced inequalities); SDG 17 (partnerships for the goals); SDG 18 (lives safe from UXOs).
DWCP Outcome 1	<b>Smooth transition beyond least developed country (LDC) graduation with focus on international labour standards (ILS) and the Decent Work Agenda:</b> The Lao People's Democratic Republic develops, implements and monitors a strategy ensuring a smooth transition from the LDC category, with ILS and decent and productive work for all as a key driver (adapted from UNSDCF).
DWCP Outputs	<p>1.1: Increased ratification and implementation of international labour standards, supported by improved monitoring and timely reporting to ILO supervisory bodies.</p> <p>1.2: New gender-responsive labour-related legislation developed, amended and adopted in line with international labour standards.<sup>1</sup></p> <p>1.3: Improved capacities of tripartite constituents at national and provincial levels for social dialogue (including policy engagement and collective bargaining) and provision of membership services.</p> <p>1.4: Increased capacity of tripartite constituents to ensure safe and healthy working conditions for women and men workers and reduce the prevalence of worst forms of child labour and incidence of forced labour.</p> <p>1.5: Evidence-based, gender-responsive and regularized minimum wage setting system established through tripartite social dialogue, supported by an agreed, transparent and independent data gathering mechanism.</p>

<sup>1</sup> The Government of the Lao People's Democratic Republic plans to develop and enact legislation in the following areas in the period 2022–2026: OSH, skills development, labour inspection, labour protection, employment and social protection.



DWCP Outcome 2	<b><i>Social protection:</i></b> Government at the national and subnational levels has increased capacity and infrastructure to deliver an inclusive, gender-and-disability-responsive, shock-responsive and sustainable social protection system throughout the life cycle (adapted from UNSDCF).
DWCP Outputs	<p>2.1: Strengthened gender-responsive legal, institutional and financial frameworks to support implementation of the National Social Protection Strategy, including improved harmonization of services and systems between the responsible ministries and agencies.</p> <p>2.2: Increased social protection coverage of women and men in formal and informal workplaces and business units, including national health insurance coverage of the total population.</p>
DWCP Outcome 3	<b><i>Migration policy:</i></b> Strengthened multi-stakeholder capacity to protect the rights of women and men migrants and create a conducive environment for safe and fair migration for decent work through advocacy and enhanced regulatory and law compliance (adapted from UNSDCF).
DWCP Outputs	<p>3.1: New or strengthened gender-responsive national policy, legislative and institutional frameworks and capacity to promote and protect rights of departing and returnee migrant workers and promote coherence with employment, skills, social protection and other relevant policies.</p> <p>3.2: Increased availability of and access to pre-migration and on-return services, as well as to migrant workers' associations/networks, for women and men migrant workers, including in the areas of skills development, access to employment, and prevention of and protection from violence and harassment, including gender-based violence and harassment.</p>
DWCP Outcome 4	<b><i>Rural development:</i></b> Government at the national and sub-national levels has enhanced capacity to facilitate new gender-and-disability inclusive opportunities in rural areas through integrated rural development planning and prioritization for employment promotion for rural women and men, youth, persons with disabilities and LGBTIQA+ persons (adapted from UNSDCF).
DWCP Outputs	<p>4.1: Strengthened gender-responsive national policies and institutional frameworks to support implementation of the National Rural Employment Strategy (NRES), including coordination with other relevant national strategies.</p> <p>4.2: Increased capacities of MoLSW, other relevant ministries/agencies, constituents and other stakeholders to implement the NRES at national, provincial and district levels.</p>

DWCP Outcome 5	<i>Private sector and skills development, employment promotion and digitalization:</i> Enhanced multi-stakeholder capacity and improved gender-responsive policy and harmonized regulatory environment for a resilient, productive, competitive, and innovative private sector that (i) seizes opportunities from trade, digital transformation and e-commerce development; (ii) is integrated with regional and global value chains; and (iii) is supported by targeted and demand-driven skills and entrepreneurship development, especially for women, youth, persons with disabilities and LGBTIQ+ persons (adapted from UNSDCF).
DWCP Outputs	<p>5.1: National initiatives developed and implemented through tripartite social dialogue to accelerate transition from informal to formal economy, with attention to MSME development and sectors where women workers are concentrated.</p> <p>5.2: Increased number of financial and non-financial business development options and digital tools are available for MSMEs, young aspiring entrepreneurs, persons with disabilities and LGBTIQ+ persons.</p> <p>5.3: Improved TVET and skills development systems, including through (i) improved access for women and persons with disabilities and (ii) increased private sector engagement in governance.</p> <p>5.4: Increased availability of gender-responsive digital and green skills development opportunities to meet labour market needs and Industry 4.0 requirements through: (i) TVET and skill development institutions; and (ii) workplace-based training.</p> <p>5.5: Improved capacity and tools to provide up-to-date gender-responsive labour market analysis to support the effectiveness of public employment services (PES) and to inform TVET planning.</p>





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ຄັງວັນທີ 16 ມິຖຸນາ 2022 ທີ່ ໂຮງແຮມພຣາຊາ, ນະຄອນຫລວງວຽງຈັນ  
National Workshop and Signing Ceremony of Lao PDR and ILO  
Decent Work Country Programme 2022-2026



# 1.

## Introduction

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The Lao People's Democratic Republic Decent Work Country Programme (DWCP) 2022–2026 provides the framework for the contributions by the ILO Office, tripartite constituents and other national partners to implement the United Nations Sustainable Development Cooperation Framework (UNSDCF) 2022–2026 for the Lao People's Democratic Republic. Replacing the 2017–2021 Lao People's Democratic Republic–UN Partnership Framework, the UNSDCF is the first such framework to be introduced since the reform of the UN Development System following the adoption of UN General Assembly Resolution 72/279 in 2018. This resolution seeks to transform the way the UN works by building national platforms for greater coordination, coherence, effectiveness and development impact.

Within this context, the DWCP aims to advance equal opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity. As part of the joint contribution by the UN to support the Lao People's Democratic Republic in achieving its development priorities and objectives, the ILO will draw on its distinctive global normative mandate centred on the promotion of international labour standards and social dialogue, on its unique tripartite base and on its decent work expertise in order to promote decent work for all. At the core of DWCP implementation will be the ILO's tripartite constituents in the Lao People's Democratic Republic, which are led by the Ministry of Labour and Social Welfare (MoLSW), the Lao National Chamber of Commerce and Industry (LNCCI) and the Lao Federation of Trade Unions (LFTU).

The DWCP is fully aligned to and designed to support implementation of decent work dimensions of the Lao People's Democratic Republic's 9th National Socio-Economic Development Plan (NSED), 2021–2025, including in the context of graduation from least developed country (LDC) status in 2026. The DWCP further aims to contribute to the longer-term realization of the Lao People's Democratic Republic's Vision 2030, the National Sustainable Development Goal (SDG) Roadmap, and relevant national laws, policies, strategies and plans. The DWCP further aligns with the three pillars of the ILO Centenary Declaration for the Future of Work (2019);<sup>2</sup> the ILO global call to action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient (2021); the global ILO Strategic Plan 2022–2025; the ILO Programme and Budget (P&B) 2022–2023 approved by ILO constituents through the International Labour Conference; and the Bali Declaration adopted by the 16th ILO Asia and the Pacific Regional Meeting (2016).

The DWCP was developed in the context of the formulation and finalization of the UNSDCF. The ILO Office and tripartite constituents contributed to the UN Common Country Analysis (United Nations 2021), which informed UNSDCF formulation, as well as to the drafting of the UNSDCF itself (including the development of shared outputs and indicators).

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<sup>2</sup> The three pillars are: (i) increasing investment in people's capabilities; (ii) increasing investment in the institutions of work; and (iii) increasing investment in decent and sustainable work.



The UNSDCF sets out four Strategic Priorities: (1) people's wellbeing; (2) inclusive prosperity; (3) governance and the rule of law; and (4) environment and climate change and resilience. The overall focus of the DWCP will be on the implementation of the joint UN outcomes and outputs that support Strategic Priority 2 on inclusive prosperity. With the United Nations Children's Fund (UNICEF), the ILO co-leads the joint work of the UN Country Team (UNCT) in implementation of Strategic Priority 2.

The ILO's four pillars of decent work provide the core drivers for the contributions of the DWCP to UNSDCF implementation in this area. The pillars are: (1) promoting jobs and enterprise; (2) guaranteeing rights at work; (3) extending social protection; and (4) promoting social dialogue, with gender equality as a cross-cutting theme. The four pillars are crucial to advancing the entire sustainable development agenda.

DWCP formulation involved extensive collective and individual engagement with ILO constituents throughout 2021, through both a comprehensive review of progress and lessons of the preceding DWCP and a dedicated consultative process for development of the current document. The latter included constituent consultations on 11 November 2021 (LFTU); 12 November 2021 (LNCCI); 15 November 2021 (MoLSW). Inputs for DWCP design were also received through the review process, including from the Ministry of Planning and Investment (MPI), the Ministry of Industry and Commerce (MoIC), the Lao Social Security Organization (LSSO), the National Health Insurance Bureau (NHIB), the Lao Statistics Bureau (LSB), the Association of the Lao Garment Industry (ALGI), and the Lao Coffee Association (LCA). DWCP development was further informed by review feedback from the UN Resident Coordinator in the Lao People's Democratic Republic, UNCT members with which the ILO works closely, and other international agencies.<sup>3</sup>

This is the third DWCP in the Lao People's Democratic Republic. It builds on the progress, partnerships and lessons of the DWCP 2017–2021. A high degree of continuity exists through successive DWCPs. This reflects: (i) the long-term and systemic nature of the core components of the Decent Work Agenda; (ii) the time required to develop sustainable national ownership, capacities, and understandings in critical areas; and (iii) the number of priority work areas that are already planned and resourced to carry forward into the next DWCP period.

Implementation of the DWCP will be supported by a mix of financial and human resources from the national constituents, the ILO and development cooperation projects supported by international development partners and ILO internal funding. National constituents will continue to work together to strengthen local ownership of the DWCP and to ensure long-term sustainability and impact.

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<sup>3</sup> The UN and other international agencies contributing to the DWCP review were: UNICEF Lao Office; WHO Lao Office, the European Union Delegation to the Lao People's Democratic Republic, Swiss Agency for Development and Cooperation, the Embassy of Germany in the Lao People's Democratic Republic, and the Embassy of Luxembourg in the Lao People's Democratic Republic.



A woman wearing a pink long-sleeved shirt and a patterned sarong is working in a rice field. She is holding a large bundle of green rice seedlings. She is wearing a colorful headscarf. The background shows a lush green field and a small hut in the distance.

# 2.

## Country progress towards decent work and sustainable development

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**This section presents a diagnostic of the country's decent work and sustainable development. It draws on the UN Common Country Assessment for the Lao People's Democratic Republic (United Nations 2021), supplemented by selected other relevant documentation. It is presented through the lens of the three pillars of the ILO Centenary Declaration: (i) the capacities of all people to benefit from the opportunities of a changing world of work; (ii) institutions of work to ensure adequate protection of all workers; and (iii) sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all.**

## 2.1. Overview: Critical transitions

Through this Decade of Action and over the next 20 years, the Lao People's Democratic Republic will move through a number of critical transitions that need to be successfully managed to move the country forward and translate into resilient development results.

Irreversible trends including domestic and international migration, rapid urbanization, increased transportation links with China through the new fast train system and imminent changes in the population age structure will transform the country's profile. In this early stage of the demographic transition, increased human capital investments – starting from before birth – can yield long-term, sustainable returns and enable people to reach their full potential through the realization of a demographic dividend (see section below for elaboration).

With the five-year preparatory phase recommended in 2021, graduation from LDC status is now expected to take place in 2026. This initiates a process that will see the end of special support measures associated with LDC status as the country transitions to a stronger position in terms of international economic and political engagement.

Situated strategically along the Mekong River, in the centre of South-East Asia, the country shares vital assets with its neighbours, and regional inter-dependence will become yet more pronounced as climate change, economic integration and digitalization accelerate. Climate change and disaster-related risks are increasing, becoming one of the most significant threats to development progress.

At the same time, the COVID-19 pandemic has had an unprecedented impact on the realization of the SDGs, destabilizing progress on poverty eradication, health and education, and creating a national, regional and global economic fallout with consequences that will be felt for years. The speed, sustainability and inclusiveness of the recovery from the pandemic will be determined by the policies implemented now.

Managed effectively, these transitions could present valuable human and economic development opportunities, but these will require strategic vision and prioritization to prevent increased tension, to reduce inequality and improve access to crucial services, and to address environmental and disaster risks.

Addressing these challenges and seizing the opportunities will require a more inclusive and sustainable development course that takes into account the uniqueness of the Lao People's Democratic Republic, including the diverse and largely young and rural population and distinct geography that make up the human and natural resources of the country (Government of the Lao People's Democratic Republic and UN 2021).



## 2.2. Capacities of all people to benefit from opportunities of a changing world of work

**COVID-19 sets back development trajectory:** As of 11 May 2022, the Lao People's Democratic Republic had recorded 209,149 confirmed cases of COVID-19 with 752 deaths,<sup>4</sup>. Besides the tragic loss of life and the damage to people's health and communities, the pandemic has had devastating effects on the world of work in the country. Of the Lao People's Democratic Republic's total population of 7.1 million, almost half a million people are estimated to have lost their jobs, pushing large numbers back into poverty and further exacerbating pre-existing inequalities. As a result, the COVID-19 pandemic has put at risk the Lao People's Democratic Republic's hard-won development gains of the last decade and hinders its progress towards the SDGs and its ambitions for upper-middle-income status. The SDGs most likely to be highly negatively affected are Goals 1, 2, 3, 8 and 10 (SDSN 2020).

According to MoLSW data, more than 200,000 Lao migrants had to return in 2021 without opportunities for employment and income. The unemployment rate was estimated to have risen to more than 20 per cent in 2020, bringing heightened risks of unemployment, under-employment, informality and working poverty. A multi-agency assessment of the socio-economic impact of COVID-19 on returnee migrant workers in the Lao People's Democratic Republic further found that the pandemic had aggravated gender inequalities concerning unpaid care work, discriminatory behaviours (especially towards migrant returnees) and potential risks of gender-based violence (Oxfam 2020). It also indicated that access to and the provision of social security support for workers to cope with the pandemic are very limited. When workers have social protection coverage, it was found that the level of benefits received in practice is very low. Overall, women and children in rural areas were found to be most affected by the negative impacts of the pandemic, including increased early marriage and child labour; an increased school dropout rate and almost 50 per cent of households at risk of food insecurity.<sup>5</sup>

**Pre-COVID progress encouraging:** Prior to the outbreak of the COVID-19 pandemic, the Lao People's Democratic Republic's gross domestic product (GDP) had grown at an annual rate of between 4 per cent and 8.6 per cent for the last 25 years. Since the first Lao Expenditure and Consumption Survey in 1992/1993, poverty incidence had fallen from a 46 per cent share of the total population to 18.3 per cent in 2018/2019. Likewise, the country's Human Development Index had risen from 0.400 in 1990 to 0.613 in 2020. Progress in first achieving the Millennium Development Goals, and subsequently in attaining the SDGs, was encouraging.<sup>6</sup>

However, not all had equally benefited from economic growth and progress. Poverty persisted, basic services were not yet available in many districts, and inequality was increasing within urban areas, between urban and rural areas, and between provinces. The high rate of economic growth was not being translated into an equally high rate of poverty reduction. For each 1 per cent of GDP increase per capita, poverty decreased only by 0.47 per cent, making the Lao People's Democratic Republic lag in terms of capacity to transform economic growth into poverty reduction compared with neighbours like Cambodia or Viet Nam. While net enrolment in education had increased in recent years, it was still much lower among the poor, particularly in levels above primary education. As a result, the Lao workforce remains the least literate and numerate in South-East Asia.

**Climate change and the world of work:** The growing impacts of climate change inevitably affect the Lao People's Democratic Republic's capacity to benefit from the opportunities of a changing world of work. The Lao People's Democratic Republic is among the most vulnerable countries in the region to projected climate change trends. With 74 per cent of the Lao population in vulnerable employment

4 As per the Ministry of Health's Centre of Information and Education for Health.

5 The Impact of COVID-19 on Children, Adolescents and Their Families in Lao PDR report. Conducted by the Economic Policy Research Institute (EPRI) with the technical and financial support of UNICEF, UNFPA, EU and SIDA.

6 National Social Protection Strategy (NSPS), 2025.

in rural areas, many of whom are in seasonal jobs, addressing the impacts of climate will be critical. The Asian Development Bank and World Bank (2020) observe that significant adaptation efforts are required to address reductions in yields driven by projected increases in the incidence of extreme heat during the growing season of staple crops such as rice, particularly for poorer communities operating subsistence and rain-fed agriculture. The potential impacts will also have significant implications for health, infrastructure, poverty reduction efforts and labour migration (both external and internal).

These challenges put the spotlight on the Lao People's Democratic Republic's national policies and strategies to promote climate change adaptation, green growth, and disaster preparation and management in line with its international commitments. Key in this context will be improved climate change information; long-term planning; stronger policy coordination across sectors; stronger international cooperation; taking account of the implications for women, youth, informal workers and vulnerable groups; mainstreaming relevant skills into education and training; and promoting climate resilient economic development models.

**Developing a skilled workforce:** The Government has made strong efforts to develop quality skilled labour to meet the needs of socio-economic development through initiatives such as the development of 32 national skills standards. However, in the period 2017–2021, despite the increased attention to labour skill development, there have only been minor improvements in labour efficiency to date. Public and private investment in skills development is still limited, and often without focus on specific occupational development in strategic growth areas. Skills development and workforce supply have not been able to meet the needs of key sectors, such as electricity and mining, that are main contributors to economic growth.<sup>7</sup>

**Shifting the needle on gender equality:** Lao PDR's commitments to gender equality at all levels are set out in the 2030 Vision for Women's Advancement; the Strategic Plan for Gender Equality 2016–2025; and related five-year plans. In line with the Women Protection Law (2004), these inter alia promote women's leadership, skills, equitable employment and small business development to reduce poverty. The law itself spells out women's rights and interests in areas including employment, safe conditions and environments, social security and remuneration.

At the same time, the UN's Gender Inequality Index ranked Lao PDR as 113 out of 162 in 2019. The most positive areas of progress towards greater gender equality were political representation (women accounted for 27.6 per cent of the National Assembly) and participation in the labour market (76.7 per cent for women and 80.2 per cent for men).<sup>8</sup> Despite the relatively high labour market participation rate however, women still predominate in more vulnerable sectors of the economy. While they play a critical role in agriculture and ensuring their families' food security, women are often pushed into the informal economy and marginal livelihoods, with limited control over or access to assets and resources for income generation. Lao women on average spend 2.4 hours per day on unpaid care work, compared with 0.5 hours per day for men. This affects women's ability to engage in education, training and leadership roles. While women account for more than half of the owners of newly registered small- and medium-sized enterprises (SMEs), female entrepreneurs are less likely to have a bank account or credit line and face more barriers than male counterparts in accessing finance. Gender-based violence and harassment remain a serious issue, including in workplaces. One in seven women furthermore experience physical or sexual violence from their partners at least once in their lifetime, many on a multiple basis (Lao National Commission for Advancement of Women and Lao Statistics Bureau 2015). Factors such as ethnicity and gender diversity reinforce the likelihood of women being left behind.

**Persons with disabilities:** Up to 14 per cent of the population live with varying degrees of disabilities, many of them being survivors of accidents involving unexploded ordnance (UXOs). Despite legislative

<sup>7</sup> The 9th NSEDP.

<sup>8</sup> UN Gender Inequality Index. Accessed on 9 May 2022. <https://hdr.undp.org/en/content/gender-inequality-index-gii>

protection for the rights of persons with disabilities,<sup>9</sup> barriers in accessing services, economic opportunities and skills development training are widespread. Women and girls with disabilities are doubly disadvantaged and stigmatized. A predominantly charity-based and medical approach to disability assessment has led to an underestimation of the number of people living with a disability and inadequate policy interventions (Government of the Lao People's Democratic Republic and UN 2021a).

**Expanding and strengthening social protection:** Recent years have seen important steps forward in the development of social protection in the Lao People's Democratic Republic. These include:

- i. improved and expanded national health insurance coverage through the National Health Insurance scheme, including for informal economy workers, pregnant women and infants;
- ii. improved and strengthened income protection; and
- iii. expansion of social welfare assistance in areas ranging from educational support to the Mother and Early childhood Grant (MECG) in Attapeu, disability grants in Xiengkhouang implemented by MOLSW and emergency assistance and rehabilitation for disaster victims.<sup>10</sup>

The improvements to social health protection have been particularly significant. As of 2021, the social health protection covered over 90 per cent of the population either through their contributions to the National Social Security Fund (NSSF) or through government subsidies<sup>11</sup>. However, the sustainability of government financing of the scheme is at risk. Current policy options being considered include decreasing subsidies and lowering benefits, which would be detrimental to adequate social health protection. Enhancing financial sustainability and decreasing out-of-pocket payments are among the top priorities to maintain the achievements so far

At the same time, it is estimated that just 10 per cent of workers employed in formal workplaces in the private sector are covered by the NSSF. For informal workers who are eligible to register with the Voluntary Social Security Scheme (VSS) under the NSSF, the coverage level is much lower. In 2018, VSS registrations accounted for only 3 per cent of total NSSF registrations, despite the high levels of informality within the workforce. By the end of 2020, only 13,076 informal workers were registered nationwide under the VSS (LSSO 2021). Compulsory private enterprise registrations accounted for 36 per cent of all registrations; compulsory government registrations for 61 per cent. (Oxfam 2021). A number of social protection challenges underpin these low levels of participation in the social protection system. These include fiscal constraints, a lack of institutional and human resource capacity, and low levels of public awareness and employer compliance.

**Demographic transition offers important window of opportunity:** More than half of the Lao People's Democratic Republic's population is under the age of 25 years. The ratio of the working age population to children and older persons dependent on them is projected to fall from 61 per cent in 2015 to 47 per cent in 2045, due to a decline in the population below 14 years of age (despite a rise in the population of persons aged 65+), but it will be several decades before the population of the country ages significantly overall. If the cohorts of adolescents and youth reaching working age over the coming years are healthier and better educated, they will have the potential to achieve higher levels of labour force participation and higher wages than previous generations, and so help accelerate the transition to a more productive and competitive economy.

Whereas the demographic transition presents a great opportunity for the development of the Lao People's Democratic Republic if sufficiently invested in, a lack of progress in making use of this window of

9 The Disability Law, 2019, states, for example: "Labor units, public and private organizations, as well as international organizations in Lao PDR must prioritize and create conditions for people with disabilities to apply for employment opportunity in accordance with their ability and capacity; and provide basic facilities for people with disability in work place" (article 38).

10 National Social Protection Strategy (NSPS), 2025.

11 National health insurance report, 2021.

opportunity would risk leaving a great part of the Lao labour force in low-productivity activities and with higher incidence of poverty. If poverty is deepened, so will the risk for social and economic frustrations be increased, leaving women and children particularly vulnerable to violence, exploitation and harmful practices including increased child labour and early marriage. A lack of care policies and services is an important issue in this context, making it more challenging for workers, particularly women (even if better educated) to join or be retained in the labour market. Investment in care services and policies would also provide more jobs for those entering the labour market.

**Creating opportunities for a youthful workforce:** The Lao People's Democratic Republic offers limited opportunities to its young population seeking productive work or educational advancement, a situation which has worsened since the beginning of the COVID-19 pandemic. As of 2019, 22 per cent of the pre-COVID labour force in the Lao People's Democratic Republic was comprised of youth (ages 15–24). The youth unemployment rate (aged 15–24) currently stands at 18.2% (female:15.5, and male: 20.8. The NEET (not in employment, education or training) rate was 42.1 per cent (female: 44.9 per cent male: 39.1 per cent). This is more than twice the global average, where one in five young people are considered NEET. This can be linked to structural and persistent barriers that prevent women from entering and remaining in education, training and the labour market, such as the lack of care services and policies, and women's disproportionate unpaid care responsibilities. With a predominantly informal economy, youth who are employed also contend with a job market that exhibits significant decent work deficits. In addition, specific challenges for youth trying to access the labour market in the Lao People's Democratic Republic include a lack of labour market information and job search experience, skills mismatch, and lack of diversified working experience and access to capital. As a result, many youths, particularly low-skilled workers, migrate to other Association of Southeast Asian Nations (ASEAN) countries for employment, with Thailand a major destination.

## 2.3. Institutions of work to ensure adequate protection of all workers

**International labour standards:** The Lao People's Democratic Republic has ratified a number of international labour Conventions, including five of the eight fundamental Conventions.<sup>12</sup> However, the enforcement of international labour rights and standards remains generally limited across the Lao workforce, with poor working conditions, low wages and long hours prevalent in most sectors. Key contributing factors include the high levels of informal and vulnerable work; under-resourced enforcement of the Labour Law and international labour standards; and the limited capacities and outreach of relevant stakeholders.

More broadly the Lao People's Democratic Republic has ratified seven of nine core human rights treaties<sup>13</sup> and is cooperating with human rights mechanisms and bodies, accepting 160 of 226 recommendations made during the 3rd cycle of the Universal Periodic Review.

<sup>12</sup> The Lao People's Democratic Republic has ratified the following Conventions (with the fundamental Conventions in bold):

- **Forced Labour Convention, 1930 (No. 29);**
- Night Work of Young Persons (Industry) Convention, 1919 (No. 6);
- White Lead (Painting) Convention, 1921 (No. 13);
- **Worst Forms of Child Labour, 1999 (No. 182);**
- **Equal Remuneration Convention, 1951 (No. 100);**
- **Discrimination (Employment and Occupation) Convention, 1958 (No. 111);**
- **Minimum Age Convention, 1973 (No. 138);**
- Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144);
- Night Work (Women) Convention, 1919 (No. 4) – denounced 2014;
- Night Work Convention, 1990 (No. 171).

<sup>13</sup> CAT - Convention against Torture and Other Cruel Inhuman or Degrading Treatment or Punishment; CCPR - International Covenant on Civil and Political Rights; CEDAW - Convention on the Elimination of All Forms of Discrimination against Women; CERD - International Convention on the Elimination of All Forms of Racial Discrimination; CESC - International Covenant on Economic, Social and Cultural Rights; CRC - Convention on the Rights of the Child; CRPD - Convention on the Rights of Persons with Disabilities.

**Tackling occupational safety and health (OSH):** Recent years have seen positive progress in the development of a national OSH legal and policy architecture.<sup>14</sup> Decree No. 22/GOV was approved by the Prime-Minister's Office in 2019 and the Government has committed to ratification of OSH-related ILO Conventions Nos 187 and 155. The MoLSW Five-Year Plan 2021–2025 further sets out several OSH targets, including the development of a law on OSH; capacity development for labour inspectors at the national and provincial levels; building a national centre for OSH; 3rd National OSH profile 2022 – 2026; conducting research and developing a data collection system for workplace injury and occupational disease; and promoting workplace safety and health by developing a standard measurement on OSH for employers and employees throughout country.<sup>15</sup> Measures to promote OSH have been prioritized for the COVID-19 recovery plan (Government of the Lao People's Democratic Republic 2021b).

At the same time, significant issues and gaps remain in existing national OSH arrangements. These include the lack of a functional system of recording and notification of fatal and non-fatal occupational injuries and diseases; weak compliance and enforcement of laws, including the Labour and Investment Laws; lack of capacity (resources, finance, systems) at all levels; weak coordination and complementarity within government (horizontal and vertical); high levels of informal and seasonal employment workers who are outside the scope of OSH services; the low levels of LSSO membership in the private sector and among informal workers; and the unregulated use of hazardous chemicals in agricultural production.

**Counting down to the elimination of child labour:** In Lao PDR, child labour refers to children working either (a) under hazardous working conditions or (b) working for more hours than would be expected from those in their age group in economic activities or household chores (UNICEF Lao PDR Office, 2021). According to the Lao Social Indicator Survey (LSIS) 2017, 95 per cent of children in child labour had discontinued or dropped out (71.5 per cent) or never attended school (24.2 per cent). As noted earlier, the impacts of COVID-19 have increased the prevalence of child labour as a household coping strategy in the face of increased poverty. This issue is high on the Lao PDR Government agenda through a revised draft National Plan of Action (NPA) on the Elimination the Worst Forms of Child Labour. The 2021–2022 Lao PDR Labour Force Survey included a child labour component to strengthen the evidence base for policy and programme development.

**Social dialogue and tripartite architecture:** Formal tripartite social dialogue mechanisms operate with varying degrees of effectiveness at the national and provincial levels in Lao PDR, covering areas such as industrial relations, social security and OSH. The high-level National Tripartite Committee was established in September 2021 under Prime Ministerial Decree No. 571. The Committee will provide policy advice to the Government on issues related to decent work. Prior to the establishment of the Committee, the main national tripartite body dealing with labour and industrial relations issues was the Technical Committee on Industrial Relations. This was established in 2010, the same year the Lao People's Democratic Republic ratified Convention No. 144 on tripartite cooperation. The Technical Committee on Industrial Relations has provided key inputs for the revision of minimum wages (from 900,000 Lao kip to 1,100,000 kip) and reform of the Social Security Law, the PM's Decree on labour disputes resolution and the PM's Decree on OSH. The Technical Committee has also provided a platform for discussing COVID-19 impacts and response, as well as issues related to disputes resolution at company levels and the establishment of the new national tripartite committee. Going forward, it would be useful for the constituents to review

<sup>14</sup> Relevant legislation, strategies and plans currently in place or under development are the:

- Labour Law, 2013;
- National OSH Decree, 2019;
- Amended Law on Social Security, 2018;
- Chemical Management Law, 2017;
- Law on Hygiene, Disease Prevention and Health Promotion, 2001;
- Law on Agriculture, 1998;
- National Social Protection Strategy (2020);
- 3rd National OSH Plan; and
- National Labour Inspection Plan.

<sup>15</sup> As per the final draft the National Occupational Safety and Health (OSH) Profile of Lao PDR 2021 (Ministry of Labour and Social Welfare and ILO, unpublished).



the effectiveness of existing tripartite social dialogue mechanisms in the areas of representation, functioning, monitoring, follow up arrangements and support for implementation at the provincial level.

At the bipartite level, there is no formal institutional bipartite dialogue mechanism at the central/national or sectoral level between employers' organizations and workers' organizations, although issue-based consultations between the LNCCI and LFTU do sometimes take place. At the enterprise level, Lao Labour Law provides for consultations with trade union or employee representatives; collective bargaining; and dispute resolution through consultation, negotiation and compromise. It would be in the interest of enterprise productivity, competitiveness and decent work objectives for the LNCCI and LFTU to review the implementation and effectiveness of these bipartite mechanisms and to identify what and how these could be improved.

With regard to gender representation on social dialogue bodies, adequate information is not yet available to assess the actual situation of women's voice, representation and leadership in tripartite social dialogue mechanisms. There are currently no explicit criteria (established percentage or quotas) for ensuring women's representation while seeking nominations. However, it is generally acknowledged by constituents that the gender imbalances found globally in tripartite dialogue institutions and processes are reflected in the Lao context. The current DWCP prioritizes actions in to rectify the gender imbalance in this regard.

## 2.4. Sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all

**The Lao People's Democratic Republic has built a foundation of peace and stability and has been among the fastest growing economies in South-East Asia**, supporting its transition from low-income to lower-middle-income status in 2011. In February 2021, the Lao People's Democratic Republic was recommended for graduation from LDC status as a result of meeting all three criteria by a considerable margin. Graduation is expected to take place in 2026. This will initiate a process that will see the end of special support measures associated with LDC status. Subsequently, most exports to the European Union (EU) will be subject to tariffs under the standard Generalized System of Preferences (CDP and UNCTAD 2020).

**Micro-small-and medium-sized enterprises (MSMEs) - backbone for job creation:** MSMEs account for more than 80 per cent of employment and contribute significantly to the engagement of women and youth in the economy. Boosting the role of MSMEs is thus a critical element of Lao People's Democratic Republic efforts to move toward full, inclusive and productive employment and decent work for all, particularly for women and youth and in rural areas where the majority of the population lives. However, aspiring entrepreneurs in the Lao People's Democratic Republic face a business environment with weak regulatory effectiveness, limited access to finance, high levels of informality, unfair competition and gender-based discrimination, which further inhibit MSME growth and business formalization. These challenges are reflected in the World Bank's annual Cost of Doing Business Survey, which ranked the Lao People's Democratic Republic as 154 out of 190 countries in 2020, 2019 and 2018, down from 141 in 2017.

**Agriculture remains the largest employer**, accounting for 61 per cent of total workforce – down from 74 per cent in 2008. Services account for 26 per cent of employment, up from 19 per cent in 2008, with industry accounting for the remaining 13 per cent (World Bank, n.d.). Formal job creation is mainly concentrated in the cities, with agricultural employment largely in more marginal, low-productivity activities. Fewer opportunities exist for women and youth to take part in the economic development in rural areas, driven in particular by women's high burden of unpaid house labour. Many internal migrants moving from rural to urban areas also find work only in the informal sector, and Lao workers who migrate abroad often find themselves with similar low productivity prospects (United Nations 2021).

**Links between job quality and international labour standards:** Working conditions across the economy present a picture of employment vulnerability, weak or non-existent enforcement of the labour

law and regulations, low wages, and increasing OSH issues in the workplace in the context of rapid economic growth. While union coverage is 100 per cent in the formal public sector, it drops to 50 per cent in the formal private sector. In the export-oriented garment industry, an important component of the formal economy, labour standards are often poorly enforced, and women often work long hours in poor conditions. Young uneducated rural women who have migrated into urban centres for work are exposed to higher risks of violent or coercive sexual encounters, unwanted pregnancy and unsafe abortion. When young women migrate to another country for work, most often Thailand, the risks of abuse and exploitation are heightened (United Nations 2021).

**Digital technology a growing factor in economic development:** Access to mobile broadband is increasing in the Lao People's Democratic Republic, but many rural and more remote communities remain unserved or underserved. A number of challenges hold back digitalization of the Lao economy, even as other parts of ASEAN move rapidly ahead. These include the accessibility, quality and affordability of internet services (World Bank 2018). In response to the importance of the emerging digital economy and the challenges to be addressed, the National Assembly in November 2021 adopted a National Digital Economic Development Plan for 2021–2025.

**International labour migration an important livelihood option:** It is estimated that 1.3 million Lao nationals were living abroad prior to the COVID-19 pandemic, of whom 56 per cent were women (UNDESA 2020, as cited in ILO 2021). Patterns of migration in the Lao People's Democratic Republic are complex, including both inbound and outbound flows of migrant workers. Thailand is the largest destination country for Lao migrants, primarily driven by wage differentials. Lao migrant workers in Thailand are predominantly employed in domestic work, construction, manufacturing, agriculture and entertainment work, mainly in neighbouring border provinces and larger cities.

Financial remittances from migrant workers are a significant source of income within the Lao People's Democratic Republic. An estimated US\$271 million in remittances was received in 2020 (World Bank 2020, as cited in ILO 2021). The legislative framework governing labour migration from the Lao People's Democratic Republic displays several gaps, despite recent legislative developments. For example, migration for domestic work – a major sector of employment in Thailand for Lao women – often occurs outside of formal channels. Legal changes that resulted from the adoption of the Decree on Placement of Lao Workers to Work Abroad (Decree No. 245) in May 2020 have clarified that domestic work is a potential sector for regular migration, but regular recruitment has not yet commenced. The adoption of Decree No. 245 is a positive step, though several areas within the Decree would benefit from the development of subordinate legislation or policies that could guide rights-based implementation.





# 3.

## National development frameworks underpinning DWCP design and implementation

► Table 1. DWCP alignment with key national strategies and plans

Key national strategy or plan	Relevant objectives, outcomes (or equivalent) for DWCP implementation
9th NSEDP	<p><b>Outcome 1:</b> Continuous quality, stable and sustainable economic growth.</p> <p><b>Outcome 2 – Output 3:</b> Workforce equipped with improved and diverse skills, expertise, better industrial discipline, secure employment and higher incomes, capable of meeting the demands of socio-economic development.</p>
National Rural Employment Strategy (NRES)	<p><b>Strategic objective 1:</b> Skills development and vocational training based on demand from economic sectors. This is to ensure rural labour have the capacity for work, stable employment and skills that are relevant to the labour market.</p> <p><b>Strategic objective 2:</b> Promote stable employment for rural labour, improve labour productivity and generate decent incomes. This is achieved by creating an environment to facilitate production groups, cooperatives and services to improve the livelihoods of rural labour and to further development in rural areas.</p> <p><b>Strategic objective 3:</b> Promote investment by government, private sector and development partners to maintain and expand infrastructure, public utilities and an environment to facilitate investment in rural areas. This is to ensure that rural labour have stable employment, increased income and reduced poverty.</p> <p><b>Strategic objective 4:</b> Harmonize government services at the national and local levels through improved coordination and create linkages with regional and international initiatives.</p> <p><i>Climate change is integrated into strategic objective 2 as follows:</i></p> <p><i>(2.5). Promote rural employment that enables adaptation to respond to climate change by building the capacity of labour and the community to reduce their risk and improve their response to disasters. In addition, promote a sustainable working environment in rural areas, and protect nature through organic approaches, environmental services and natural resource management, and sustainable energy management.</i></p>

<b>National Social Protection Strategy (NSPS)</b>	<p><b>Objective 2.1:</b> All the workers and self-employed workers in the formal sector are covered by social security.</p> <p><b>Objective 2.2:</b> Social security covers an increasing number of workers in the informal sector.</p>
<p><b>National Strategic Plan for the UXO Sector in the Lao People's Democratic Republic, 2011–2020.</b></p> <p><b>“The Safe Path Forward II”</b></p>	<p><b>This strategy aims to achieve the Lao People's Democratic Republic's additional Sustainable Development Goal – SDG18: Lives safe from UXO</b> – adopted in September 2016. By 2030, the country aims to ensure that:</p> <p>(1) annual casualties from UXO accidents are eliminated to the extent possible;  (2) residual UXO activities are undertaken and all known UXO contamination in high priority areas and all villages defined as “poor” cleared; and  (3) all identified UXO survivors and victims have their needs met in health, and support provided for livelihoods/ employment to most poverty risk survivors.</p>
<b>National Green Growth Strategy of the Lao PDR till 2030</b>	<p><b>The economic pillar</b> focuses on encouraging economic growth, creating jobs and income generating activities for people; improving living standards and making the economic growth strong and resilient to the global economic uncertainties.</p> <p><b>The social pillar</b> focuses comprehensiveness, inclusiveness, equality and social equity with the aim to decreasing the gap between urban and rural areas, between ethnic groups, between men and women, between the rich and the poor and so on.</p> <p><b>The environment pillar</b> focuses on raising the efficiency, effectiveness and sustainability of natural resources utilization; decreasing the pollution, waste and greenhouse gas emissions; minimizing the risks and vulnerability to natural disasters.</p>
<b>MoLSW: 5th Five-Year Labour and Social Welfare Development Plan</b>	<p><b>Outcome 1:</b> The workforce skills have been developed with variety of professions, being expert in their fields, being disciplined, have stable employment with higher income.</p> <p><b>Outcome 2:</b> The marginalized group of people, the employees of the enterprises and individual enterprise, including those who are the achievers of the national revolution in accessing the social protection services more effectively.</p> <p><b>Outcome 6:</b> Improve the labour management-administration and social welfare in accordance with the rule of laws and regulations in an effective manner.</p>
<b>LNCCI: Strategic Action Plan for Private Sector Development in the Lao PDR 2021–2025</b>	<p><b>Pillar I:</b> Public private dialogue for a better business environment  <b>Pillar II:</b> SME Support and Service Centre (SSC)  <b>Pillar IV:</b> Regional integration and investment promotion  <b>Pillar V:</b> Entrepreneurship development and employers' activities  <b>Pillar VI:</b> Information, public relations, and membership</p>
<b>LFTU: 4th Five-Year Plan of the LFTU 2020–2025</b>	<p><b>Program 3:</b> Improve, expand the LFTU organization and membership  <b>Program 4:</b> Protect the rights and interests of LFTU members, workers, and labourers  <b>Program 7:</b> LFTU Human Resource Development  <b>Program 8:</b> Improve LFTU internal cooperation  <b>Program 9:</b> Strengthen LFTU inspection capacity</p>





# 4.

## DWCP priorities, outcomes, outputs and theory of change

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## 4.1. ILO Comparative advantage

DWCP design and implementation demonstrate the comparative advantages of both the UN system as a whole in the Lao People's Democratic Republic and of the ILO specifically. Core aspects of the UN and ILO comparative advantage are:

**UNSDCF:** The relevance of the SDGs and 2030 Agenda, which serves as a key reference for both the Government and most of the Lao People's Democratic Republic's development partners.

*For the ILO, this is reflected in the vital contributions made by implementation of the Decent Work Agenda and the ILO Centenary Declaration to the achievement of the SDGs, as well as by its custodial and shared responsibilities for SDG indicators (refer to Annex 4).*

**UNSDCF:** The capacity of the 25 UN agencies, funds and programmes operating in the Lao People's Democratic Republic, and the wide range of technical expertise and experience that their national and international staff hold.

*For the ILO, the DWCP 2022–2026 focuses its technical expertise and experience around the implementation of the Decent Work Agenda in all its aspects. In the Lao People's Democratic Republic context these include decent work creation and MSME development, market-based skills development, social protection access and systems, the rights and decent employment of migrant workers, occupational safety and health, and strengthening the capacities of employers' and workers' organizations.*

**UNSDCF:** The reform of the UN Development System, with a stronger, more cohesive, and integrated approach, which the Cooperation Framework will advance, aims to strengthen capacity to mobilize targeted resources over a wide span of development challenges in line with national priorities.

*For the ILO, this increases the opportunities for expanded partnerships and resourcing for the promotion of decent work as a core element of achieving national development priorities and the SDGs.*

**UNSDCF:** The UN's specialization in providing policy advice for critical policy frameworks (such as national development plans and important legislation), and in building the capacity of national institutions.

*For the ILO, the DWCP focus in this regard is on legislative, policy and strategy development and implementation, as well as institutional strengthening, related to the Decent Work Agenda (including international labour standards, tripartism and social dialogue).*

**UNSDCF:** The UN's ability to act as a convener of both national and international stakeholders when required, to coordinate partners and funding partners, and to offer a neutral space for all to contribute to development policy and programming.

*For the ILO, its tripartite structure at all levels provides a unique platform for bringing together government, employer, and worker representatives to develop and implement joint solutions to shared interests and concerns related to the world of work.*

**UNSDCF:** The UN's normative role in promoting the human-rights based approach to development, gender equality and women's empowerment, on ensuring that no one is left behind, and on climate and environmental challenges. The UN is the custodian of international treaties and conventions and is well-placed to support the Lao People's Democratic Republic in implementing, fulfilling and reporting its international obligations.

*For the ILO, the core of its role as a normative agency is the promotion, increased ratification, implementation and monitoring of international labour standards, supported by technical and capacity development assistance at the country level, including for meeting reporting obligations.*

**UNSDCF:** The networks of the UN Development System across the globe, and its ability to mobilize global practice and knowledge, experience, lessons, and innovative approaches across contexts, and to tackle regional challenges.

*For the ILO, its tripartite structure provides a unique basis for facilitating the sharing of global and*

*regional good practices knowledge, experience, lessons, and innovative approaches with respect to the Decent Work Agenda, including through promoting regional cooperation at multiple levels.*

## 4.2. Building on previous DWCP achievements and lessons

The DWCP builds on and carries forwards the progress, achievements and lessons of previous country programmes. A comprehensive review conducted of the previous DWCP (2017–2021) found that the DWCP had been highly relevant to the Lao People's Democratic Republic's priorities and needs, had delivered good results efficiently, and was contributing to longer-term impacts in areas including strengthening social protection systems and access, occupational safety and health (OSH), workforce skills development, SME development, supporting migrant workers, increasing rural employment and supporting the Lao People's Democratic Republic's response to the COVID-19 pandemic (Clarke and Phakdisoth, unpublished).

Key among these are:

- National ownership and commitment are the foundation of successful and sustainable DWCP implementation. They require working with a long-term perspective; promoting mutual respect; investment of the necessary time and resources into effective partnerships; and being realistic about what can be progressed within existing human and financial resources.
- Continuing to broaden partnerships beyond the tripartite constituents, including within the wider Lao government system and the National Assembly, can be a crucial contributor to sustaining DWCP interventions. Strengthening engagement with the Ministry of Planning and Investment (MPI) is an important priority in this context.
- While the ILO has provided significant capacity-strengthening support to its constituents and partners over many years, the gaps that remain indicate a need for more systematic and long-term approaches.
- Enhancing information sharing, synergies and mutual reinforcement among DWCP projects is crucial for promoting greater efficiency and impact in country programme implementation.
- An increased focus on strategically targeted support to strengthening constituent and other stakeholder capacities for the collection and analysis of labour market information will both address significant gaps and contribute to evidence-based policy advocacy and development.
- Increasing private sector engagement through the LNCCI role within the DWCP Tripartite Steering Committee, as well as through the LNCCI and direct private sector involvement in programme, project and activity design, is a vital factor for leveraging resources and skills for sustainable DWCP implementation.

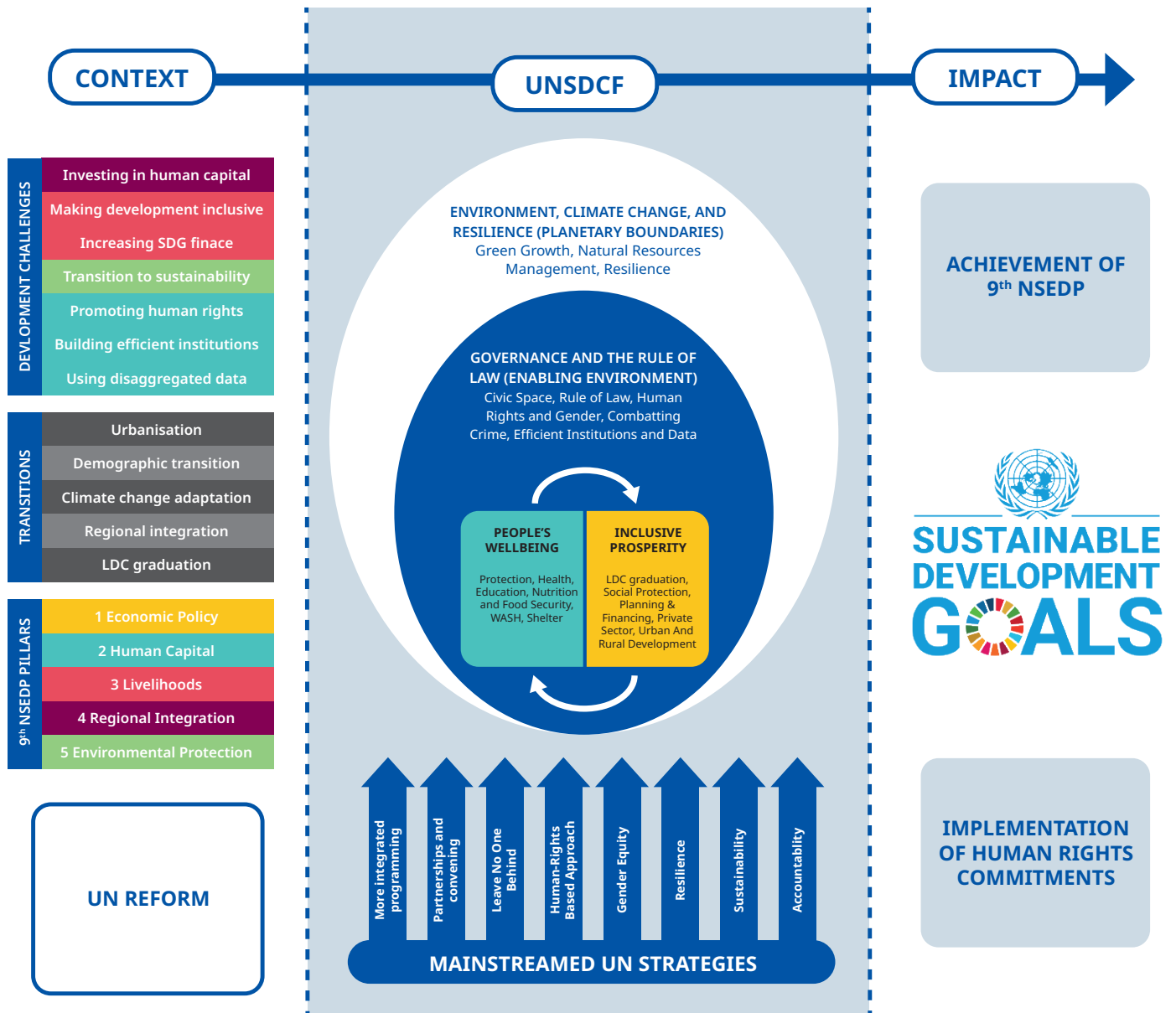
## 4.3. DWCP alignment with UNSDCF theory of change, priorities, outcomes and outputs

### 4.3.1. UNSDCF theory of change

The UNSDCF theory of change – within which the ILO theory of change is positioned – is summed up in the following diagram (figure 1).



► Figure 1. UNSDCF theory of change diagram



Source: UNSDCF for Lao PDR 2022-2026

Implementation of the UNSDCF Theory of Change is supported by four priorities and outcomes, as follows:

**Priority 1: People's wellbeing (aligned with 9th NSEDP Outcomes 2 and 3)**

- Integrating related efforts to build human capital through investments in education and skills; protection; health; water, sanitation and hygiene (WASH); food security; nutrition; and shelter.

**Priority 2: Inclusive prosperity (aligned with 9th NSEDP Outcomes 1, 3, and 5)**

- Integrating work to strengthen the macroeconomic framework, economic policymaking relating to the labour market, social protection and MSME development, and regional integration as means to improved livelihoods.

**Priority 3: Governance and rule of law (aligned with 9th NSEDP Outcome 6)**

- Integrating efforts to strengthen the efficiency, transparency and accountability and effectiveness of institutions, including through better quality data and more effective decentralization, and advancing the human rights agenda.

**Priority 4: Environment, climate change and resilience (aligned with 9th NSEDP Outcome 4)**

- Integrating work to tackle environmental degradation and climate change, and to reduce and manage risks from increasingly frequent natural disasters in a holistic and transformative way, linking mitigation with adaptation and resilience.

**Within the UNSDCF theory of change, priorities and outcomes, the DWCP 2022–2026 will focus, by agreement with the UN Resident Coordinator, on Priority 2 and Outcome 2.**

The decent work-aligned elements of the UNSDCF theory of change for Priority 2 and Outcome 2 are as follows:

Through the combined efforts of all relevant stakeholders, it is expected that:

**IF** there are enhanced human and institutional capacities towards more inclusive, gender and shock-responsive, and rights-based social protection systems in line with the National Social Protection Strategy (NSPS);

**IF** governments at the national and subnational levels prioritize measurement, social policies and strategies to address poverty in all its dimensions, especially among children;

**IF** there are improved harmonized labour standards, and effective migration management mechanisms through enhanced regulatory excellence and compliance with laws;

**IF** labour, trade, and inclusive and sustainable industrial development policies are better designed, synthesized and accompanied, based on efficient partnerships between the public and the private sectors, for poverty reduction, equal opportunity, better linkages between the supply and demand of labour, jobs creation and income generation, population and migration dynamics, skills and productivities improvement, and lifelong learning (with specific attention to youth, women, volunteers, informal, unpaid and migrant workers, as well as to rural areas where the bulk of Lao labour force is found);

**IF** people, in particular women, youth, rural populations and internal and international migrants and their families, have better access to the labour market; safe, orderly and regular migration pathways; inclusive finance; remittances; social protection systems; and lifelong learning opportunities;

**IF** evidence-based national, sectoral and sub-national planning policies reflect territorial approaches, considering the challenges and opportunities of urban, rural, remote and UXO-affected areas;

IF there is improved public sector financial management, a more conducive, transparent and predictable policy, legal, regulatory, and business and investment environment aligned with the 2030 Agenda, and there are specific incentives and policies to support a regionally integrated private sector, enhanced export competitiveness, sustainable and climate-resilient agriculture, financial inclusion, digital transformation, fair trade practices, and safe e-commerce transactions;

**THEN**, by 2026, people, especially the most vulnerable and marginalized, will benefit from more inclusive, resilient, transformative, and sustainable socio-economic and demographic opportunities to reduce poverty and inequalities.

Realization of these conditions for change will involve:

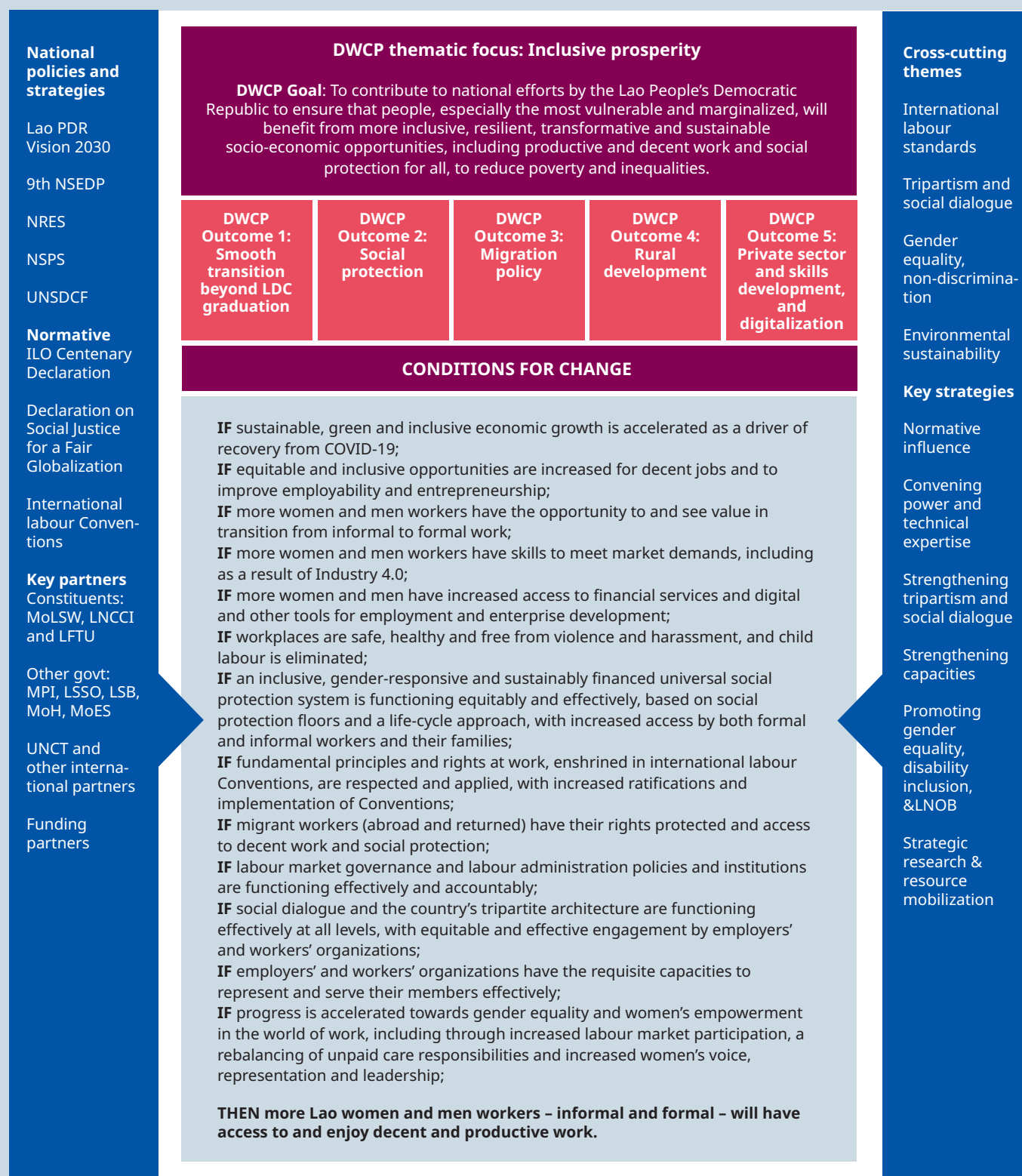
- The prioritization of public investments in social and green sectors that have the highest returns, especially in the medium to long term, as part of a shift to a more inclusive and more environmentally responsible and climate resilient development pathway.
- Better alignment of the private sector to the 2030 Agenda, enhanced regional integration, simplification of procedures for MSMEs, skills/capacity development and diversification of growth towards dynamic sectors through the developments of e-commerce, in order to ensure economic opportunities for all across the rural–urban continuum.
- Resilient and gender-responsive social protection systems that protect people from falling back into poverty and ensure long-lasting development progress, even if disasters and shocks hit.
- Eventually, an improved labour market, made more inclusive through appropriate regulatory and legal changes, and better linked with the education system, ASEAN skills standards, and economic and sectoral policies, which leads to the creation of decent and fulfilling jobs. This way, the Lao People's Democratic Republic will realize opportunities for inclusive prosperity for all and reap the benefits of the demographic dividend.
- Leaving No One Behind, with particular attention to inclusion of the following groups identified by the UN Common Country Analysis (United Nations 2021): (1) Non-Lao-Tai ethnic groups; (2) women; (3) children, adolescents and youth; (4) migrants; (5) internally displaced persons; (6) persons at risk of statelessness; (7) LGBTIQ+ persons; (8) persons with disabilities; (9) people living with HIV; (10) older persons; and (11) populations in informal settlements and camps.

#### 4.3.2. DWCP theory of change in support of the UNSDCF

In the context of the UNSDCF's overarching theory of change, the following DWCP theory of change (figure 2) will guide the ILO's contributions to the implementation of the Decent Work Agenda in the Lao People's Democratic Republic in the period 2022–2026.



► Figure 2. DWCP theory of change diagram



The following DWCP outcomes and outputs (table 2) support the DWCP theory of change. Refer to the DWCP Results Matrix (Annex 5) for the full set of DWCP outcomes, outputs, indicators and targets.

► **Table 2. DWCP thematic focus, strategic objective, outcomes and outputs**

<b>DWCP Goal</b>	<b>To contribute to national efforts by the Lao People's Democratic Republic to ensure that people, especially the most vulnerable and marginalized, will benefit from more inclusive, and resilient, transformative and sustainable socio-economic opportunities, including productive and decent work and social protection for all, to reduce poverty and inequalities</b> (adapted from UNSDCF).
<b>Links to SDGs</b>	SDG 1 (no poverty); SDG 3 (good health and wellbeing); SDG 4 (quality education); SDG 5 (gender equality); SDG 8 (decent work and economic growth); SDG 10 (reduced inequalities); SDG 17 (partnerships for the goals); SDG 18 (lives safe from UXOs).
<b>DWCP Outcome 1</b>	<b><i>Smooth transition beyond least developed country (LDC) graduation with focus on international labour standards (ILS) and the Decent Work Agenda: The Lao People's Democratic Republic develops, implements and monitors a strategy ensuring a smooth transition from the LDC category, with ILS and decent and productive work for all as a key driver</i></b> (adapted from UNSDCF).
<b>Links to SDG Targets</b>	<p><b>1.1:</b> By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than US\$1.25 a day.</p> <p><b>5.5:</b> Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.</p> <p><b>8.7:</b> Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.</p> <p><b>8.8:</b> Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.</p> <p><b>16.6:</b> Develop effective, accountable and transparent institutions at all levels.</p> <p><b>16.7:</b> Ensure responsive, inclusive, participatory and representative decision making at all levels.</p>

<b>DWCP Outputs</b>	<p><b>1.1:</b> Increased ratification and implementation of international labour standards, supported by improved monitoring and timely reporting to ILO supervisory bodies.</p> <p><i>Aligns with:</i></p> <p><i>P&amp;B Output 2.1: Increased capacity of member-States to ratify international labour standards, and.</i></p> <p><i>P&amp;B Output 2.2: Increased capacity of Member States to apply international labour standards.</i></p> <p><b>1.2:</b> New gender-responsive labour-related legislation developed, amended and adopted in line with international labour standards.<sup>16</sup></p> <p><i>Aligns with P&amp;B Output 7.1: Increased capacity of Member States to ensure respect for, promote and realize fundamental principles and rights at work.</i></p> <p><b>1.3:</b> Improved capacities of tripartite constituents at national and provincial levels<sup>17</sup> for social dialogue (including policy engagement and collective bargaining) and provision of membership services.</p> <p><i>Aligns with P&amp;B Output 1.4: "Strengthened institutions and mechanisms for social dialogue that address current and emerging challenges in the world of work at national and provincial level"</i></p> <p><b>1.4:</b> Increased capacity of tripartite constituents to ensure safe and healthy working conditions for women and men workers and reduce the prevalence of worst forms of child labour and incidence of forced labour.</p> <p><i>Aligns with:</i></p> <p><i>P&amp;B Output 7.2: Increased capacity of Member states to ensure safe and healthy working conditions.</i></p> <p><i>P&amp;B Output 7.1: Increased capacity of Member States to ensure respect for, promote and realize fundamental principles and rights at work.</i></p> <p><b>1.5:</b> Evidence-based, gender-responsive and regularized minimum wage setting system established through tripartite social dialogue, supported by an agreed, transparent and independent data gathering mechanism.</p> <p><i>Aligns with P&amp;B Output 7.3: Increased capacity of Member States to set adequate wages and promote decent working time.</i></p>
<b>DWCP Outcome 2</b>	<p><b><i>Social protection: Government at the national and subnational levels has increased capacity and infrastructure to deliver an inclusive, gender-and-disability-responsive, shock-responsive and sustainable social protection system throughout the life cycle</i></b> (adapted from UNSDCF).</p>
<b>Links to SDG Targets</b>	<p><b>1.3:</b> Implement nationally appropriate gender-responsive social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable.</p> <p><b>5.4:</b> Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies, and the promotion of shared responsibility within the household and the family as nationally appropriate.</p> <p><b>10.4:</b> Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.</p>

<sup>16</sup> The Government of the Lao People's Democratic Republic plans to develop and enact legislation in the following areas in the period 2022–2026: OSH, skills development, labour inspection, labour protection, employment and social protection.

<sup>17</sup> Including the establishment and effective functioning of the new National Tripartite Committee.

DWCP Outputs	<p><b>2.1:</b> Strengthened gender-responsive legal, institutional and financial frameworks to support implementation of the National Social Protection Strategy, including improved harmonization of services and systems between the responsible ministries and agencies.</p> <p><i>Aligns with P&amp;B Output 8.2: Increased capacity of Member states to improve governance and sustainability of social protection systems.</i></p>
	<p><b>2.2:</b> Increased social protection coverage of women and men in formal and informal workplaces and business units, including national health insurance coverage of the total population.</p> <p><i>Aligns with P&amp;B Output 8.1: Increased capacity of Member States to develop new or reformed sustainable national social protection strategies, policies or legal frameworks to extend coverage and enhance benefit adequacy.</i></p>
DWCP Outcome 3	<p><b>Migration policy: Strengthened multi-stakeholder capacity to protect women and men migrants' rights create a conducive environment for safe and fair migration for decent work through advocacy and enhanced regulatory and law compliance</b> (adapted from UNSDCF).</p>
Links to SDG Targets	<p><b>10.7:</b> Facilitate orderly, safe, and responsible migration and mobility of people, including through implementation of planned and well-managed migration policies.</p>
DWCP Outputs	<p><b>3.1:</b> New or strengthened gender-responsive national policy, legislative and institutional frameworks and capacity to promote and protect rights of departing and returnee migrant workers, and promote coherence with employment, skills, social protection and other relevant policies.</p> <p><i>This and the following output align with P&amp;B Output 7.5: Increased capacity of Member States to develop fair and effective labour migration frameworks, institutions and services to protect migrant workers.</i></p>
	<p><b>3.2:</b> Increased availability of and access to pre-migration and on-return services, as well as to migrant workers' associations/networks, for women and men migrant workers, including in the areas of skills development, access to employment and prevention of and protection from violence and harassment, including gender-based violence and harassment.</p>
DWCP Outcome 4	<p><b>Rural development: Government at the national and sub-national levels has enhanced capacity to facilitate new and inclusive opportunities in rural areas through integrated rural development planning and prioritization for employment promotion for rural women and men, youth, persons with disabilities and LGBTIQ+ persons</b> (adapted from UNSDCF).</p>
Links to SDG Targets	<p><b>8.2:</b> Achieve higher levels of productivity of economies through diversification, technological upgrading and innovation, including through a focus on high value added and labour-intensive sectors.</p> <p><b>8.3:</b> Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage formalization and growth of micro, small and medium-sized enterprises including through access to financial services.</p> <p><b>8.5:</b> By 2030 achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.</p>
DWCP Outputs	<p><b>4.1:</b> Strengthened gender-responsive national policies and institutional frameworks to support implementation of the National Rural Employment Strategy (NRES), including coordination with other relevant national strategies.</p> <p><i>This and following Outputs align to P&amp;B Output 3.2: Increased capacity of Member states to formulate and implement policies and strategies for creating decent work in the rural economy.</i></p>
	<p><b>4.2:</b> Increased capacities of MoLSW, other relevant ministries/agencies, constituents and other stakeholders to implement the NRES at national, provincial and district levels.</p>



<b>DWCP Outcome 5</b>	<p><b><i>Private sector and skills development, employment promotion and digitalization:</i></b> Enhanced multi-stakeholder capacity and improved gender-responsive policy and harmonized regulatory environment for (i) a resilient, productive, competitive, and innovative private sector that seizes opportunities from trade, the digital transformation and e-commerce development; (ii) is integrated with regional and global value chains; and (iii) is supported by targeted and demand-driven skills and entrepreneurship development, especially for women, youth, persons with disabilities and LGBTIQ+ persons (adapted from UNSDCF).</p>
<b>Links to SDG Targets</b>	<p><b>4.3:</b> By 2030 ensure equal access for all women and men to affordable quality technical, vocational and tertiary education, including university.</p> <p><b>4.4:</b> By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.</p> <p><b>8.2:</b> Achieve higher levels of productivity of economies through diversification, technological upgrading and innovation, including through a focus on high value added and labour-intensive sectors.</p> <p><b>8.2:</b> Achieve higher levels of productivity of economies through diversification, technological upgrading and innovation, including through a focus on high value added and labour-intensive sectors.</p> <p><b>8.3:</b> Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage formalization and growth of micro, small and medium-sized enterprises including through access to financial services.</p> <p><b>8.5:</b> By 2030 achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p> <p><b>8.6:</b> By 2020 substantially reduce the proportion of youth not in employment, education or training.</p>
<b>DWCP Outputs</b>	<p><b>5.1:</b> National initiatives developed and implemented through tripartite social dialogue to accelerate transition from informal to formal economy, with attention to MSME development and sectors where women workers are concentrated.</p> <p><i>Aligns with P&amp;B Output 4.3: Increased capacity of Member States to develop policies, legislation and other measures that are specifically aimed at facilitating the transition of enterprises to formality.</i></p> <p><b>5.2:</b> Increased number of gender-responsive financial and non-financial business development options and digital tools are available for MSMEs, young aspiring women and men entrepreneurs, persons with disabilities and LGBTIQ+ persons.</p> <p><i>Aligns with P&amp;B Output 4.2: Strengthened capacity of enterprises and their support systems to enhance productivity and sustainability.</i></p> <p><b>5.3:</b> Improved TVET and skills development systems, including through (i) improved access for women and persons with disabilities and (ii) increased private sector engagement in governance.</p> <p><i>Aligns with P&amp;B Output 5.2: Increased capacity of Member states to strengthen inclusive skills and lifelong learning policies, governance models and financing systems.</i></p> <p><b>5.4:</b> Increased availability of gender-responsive digital and green skills development opportunities to meet labour market needs and Industry 4.0 requirements through: (i) TVET and skill development institutions; and (ii) workplace-based training.</p> <p><i>Aligns with P&amp;B Output 5.3: Increased capacity of Member States to design and deliver innovative, flexible and inclusive learning options, encompassing work-based learning and quality apprenticeships.</i></p> <p><b>5.5:</b> Improved capacity and tools to provide up-to-date gender-responsive labour market analysis to support the effectiveness of public employment services (PES) and inform TVET planning.</p> <p><i>Aligns with P&amp;B Output 5.1: Increased capacity of Member States to identify current skills mismatches and anticipate future skills needs.</i></p>

### 4.3.3. DWCP contributions to UNSDCF outcomes 1, 3 and 4

In addition to the focused contribution to the achievement of UNSDCF Outcome 2, as described above, the DWCP will contribute to the achievement of UNSDCF outcomes 1, 3 and 4 in the following specific ways:

#### UNSDCF Priority 1: People's wellbeing

***UNSDCF Outcome 1: By 2026, people, especially the most vulnerable and marginalized, will have more equitable and inclusive access to and will benefit from better quality health, nutrition, food, shelter, protection, water, sanitation and hygiene (WASH), and education and learning, including during emergencies.***

ILO programmes and projects will contribute to the following two outputs:

**Output 1. Protection:** Strengthened multi-stakeholder capacities to prevent and respond to all forms of violence against women and girls, children, migrant workers, and other vulnerable groups, across the development and humanitarian continuum (with IOM, UNFPA, UNICEF and WHO).

**Output 3. Education:** Government and key stakeholders at national and subnational levels and communities have enhanced capacities, knowledge and resources to ensure children, youth and adults have access to and complete inclusive, equitable and quality teaching-learning and skills development programmes (with FAO, IOM, UNESCO, UNFPA, UNICEF and WFP).

#### UNSDCF Priority 3: Governance and rule of law

***UNSDCF Outcome 3: Integrating efforts to strengthen the efficiency, transparency and accountability and effectiveness of institutions, including through better quality data and more effective decentralization, and advancing the human rights agenda.***

The ILO is listed as a contributing agency for the following Output in the UNSDCF. ILO programmes and projects will accordingly synergize with those of other UNCT members in this area:

**Output 3: Rule of Law and Access to Justice:** Enhanced capacity of key justice agencies and legal professionals to ensure rule of law, access to justice, in particular, for marginalized and vulnerable groups to demand and contribute to access to justice, in line with relevant international human rights obligations and laws that the Lao People's Democratic Republic is a party to (with IOM, OHCHR, UNDP, UNICEF and UNODC)

#### UNSDCF Priority 4: Environment, climate change, and resilience

***UNSDCF Outcome 4: Integrating work to tackle environmental degradation and climate change, and to reduce and manage risks from increasingly frequent natural disasters in a holistic and transformative way, linking mitigation with adaptation and resilience.***

ILO programmes and projects will contribute in the following ways:

- Promotion of green job creation, including support for expanded use of digital tools by MSMEs.
- Development of green skills through tourism sector skills development in selected occupations.
- Ensuring climate resilience is embedded as relevant in all programme and project design.
- Capacity development and technical support for implementation of Strategic Objective 2.5 of the National Rural Employment Strategy: Promote rural employment that can cope with climate change by empowering rural workers and communities to reduce their risks and cope with the effects of disasters, as well as promote environmental sustainability in rural areas and the protection of natural resources.

### 4.3.4. Assumptions underpinning the DWCP

The following high-level assumptions (adapted from the UNSDCF) also underpin the design and implementation of the DWCP:

- Political will and inclination exists to considerably shift fiscal and economic policymaking, including on debt management, tax reform and capacity to progressively increase social protection financing (adapted from UNSDCF);
- The demographic window of opportunity and overcoming intersecting inequalities are prioritized by the Government;
- Smooth transition strategy for LDC graduation developed and implemented;
- Absorption of returnee migrant workers into the local economy, or resumption of opportunities to go abroad;
- Access to higher productivity employment and other economic opportunities within the region continues to improve;
- The global and Lao economies recover from COVID-19 within the timeframe of the 9th NSEDP;
- Increasing frequency of hazards and disasters;
- Acceptance and application of the principle of gender equality among stakeholders;
- Strong and capable social partners and civil society organizations; and
- Availability of official development assistance (ODA) resources and other resource flows for technical assistance.

#### In addition, for the DWCP:

- Advancing the Decent Work Agenda remains a priority focus within political and economic decision-making.
- The new high-level National Tripartite Committee functions effectively and contributes to the strengthening of social dialogue as a key vehicle for the development of joint policies and solutions to shared concerns related to the world of work.
- Strengthened employers' and workers' voices in national decision-making as well as in UNSDCF planning and implementation.

## 4.4. Managing risks

The following key risks identified for UNSDCF implementation also apply to DWCP implementation. The ILO response and mitigation strategies are set out in each case:

- Limited availability of resources to be invested in the realization of national development priorities, including those related to the Decent Work Agenda. This is considered both a high likelihood and high impact.

*ILO response/mitigation: ILO Office resource mobilization planning and efforts, together with the ILO's Lao constituents, will aim to ensure the adequate resourcing of initiatives jointly prioritized for the implementation of the Decent Work Agenda.*

- Constraints in multi-stakeholder engagement and efficient coordination between relevant stakeholders. This is considered a moderate likelihood, but potentially high impact.

*ILO response/mitigation: The ILO Office will have a particular role in promoting and supporting engagement and coordination under UNSDCF Strategic Priority and Outcome 2, and among the MoLSW, LNCCI and LFTU.*

- COVID-19 spreading uncontrollably in the country, with implications for people's wellbeing, socio-economic activity, and the implementation of the Cooperation Framework. This is considered moderate likelihood, but potentially high impact.

*ILO response/mitigation: The ILO Office and constituents have a particular role in promoting and supporting policies and measures to ensure awareness, safety and protection at the workplace level.*

- Regional geopolitical tensions disruptively spilling over into the Lao People's Democratic Republic. This is considered a moderate likelihood, but potentially high impact.

*ILO response/mitigation: The ILO Office and constituents will be part of the joint UNSDCF monitoring of and response to such developments, with a particular focus on the rights and protection of migrant workers and vulnerable groups.*

- Climate change and disaster-related threats increase in frequency and/or intensity. This is considered a high likelihood and high impact. Climate change resilience is a strategic objective of the National Rural Employment Strategy that is a central focus of the DWCP.

*ILO response/mitigation: The ILO Office and constituents will ensure that climate change resilience considerations are part of all programme, project and activity design, planning and implementation under the DWCP.*

- Limited national absorption capacity, delayed reforms, and high turnover of staff leading to lack of national ownership and sustainability. This is considered a moderate likelihood and impact.

*ILO response/mitigation: The DWCP is based on national ownership through alignment with the 9th NSEDP; its joint development and approval by the MoLSW, MPI, LNCCI and LFTU; and its national governance structure based on a Tripartite Steering Committee. Concerns about absorption capacity, further strengthening ownership at all levels and sustainability will be a focus of all programme, project and activity planning and implementation under the DWCP.*





# 5.

## Management, implementation, monitoring, reporting and evaluation arrangements

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## 5.1. The ILO within the UNSDCF governance and management structure

As a non-resident agency in the Lao People's Democratic Republic, the ILO Office (and constituents when appropriate) will participate to the degree possible in the following key levels of the governance and management structures of the UNSDCF. This will be achieved through a balance of Country Office and ILO Lao People's Democratic Republic Joint Projects Office participation, as well as careful prioritization in light of available resources. Wherever possible, the ILO Office will advocate for, support and help facilitate engagement of constituents in UNSDCF monitoring, planning and review processes.

**The Government of the Lao People's Democratic Republic–UN Joint Steering Committee:** This is the apex governing body for the UNSDCF and ensures national ownership and alignment of the UNSDCF with national priorities. It is co-chaired by the Deputy Minister of Foreign Affairs and the UN Resident Coordinator. Core membership is made up of the chairs and co-chairs of the Results Groups under the UNSDCF (see below) Both resident and non-resident UN entities are included as core members and observers in the Joint Steering Committee.

**UN Programme Oversight Group:** This is responsible for programmatic-level coordination, oversight of cross-outcome priorities and ensuring adherence to the Guiding Principles of the UNSDCF. The Programme Oversight Group has an advisory role to the Results Groups (see below) and reports to the UNCT to support improved programming effectiveness and efficiency. Programme Oversight Group membership consists of deputy representatives or senior technical staff, and staff with expertise in human rights, gender equality, non-discrimination and agency safeguards.

**Joint Outcome Results Groups (RGs):** Four joint RGs, aligned to the four strategic priorities, are the coordination mechanisms for the implementation, monitoring and reporting of outcomes under the UNSDCF. The RGs are co-chaired by two UNCT members on a rotational basis, along with two government focal points from relevant ministries or institutions. The ILO co-chairs the RG for Strategic Priority 2 with UNICEF.

**Output coordination groups:** These work on closely related initiatives under the oversight of the RGs and will facilitate ongoing, practical and programmatically focused exchanges of information, work planning and development of joint initiatives among UN entities.

**Joint Work Plans** are at the core of UNSDCF implementation. These will focus on the outcome level and contain planned interventions and resource contributions from UN entities towards the achievement of joint outputs and outcomes. The Joint Work Plans also form the basis for preparing the Annual Performance Review and Annual Country Results Report from January 2022 to December 2026. These are drafted by the RGs, with secretariat support from the UN Resident Coordinator's Office. Joint Work Plans will be endorsed by the UNCT and the Joint Steering Committee, and will contribute to the Annual Performance Review and Annual Country Results Report submitted by 31 March to the UN Development Coordination Office through the UN Resident Coordinator. The ILO will have particular responsibilities for the development of the Joint Work Plan for UNSDCF Outcome 2.

Implementation of the UNSDCF will be supported by the following three operational groups. The ILO will prioritize engagement in the first two groups

**UN Monitoring, Evaluation and Learning Group:** Composed of monitoring and evaluation focal points from UN entities, the Monitoring, Evaluation and Learning Group is tasked with the development and monitoring of the UNSDCF Results Framework, working closely with the RGs in the preparation of periodic progress reports and ensuring compliance with results-based management best practices.

**UN Communications Group:** This supports the implementation of the UNSDCF through the facilitation of joint and integrated communication of UN initiatives, events and campaigns, and advocates for development change in line with the 2030 Agenda for Sustainable Development.

**Operations Management Team:** This provides support and advice to the UNCT to improve efficiency in

operations by harmonizing business operations.

## 5.2. ILO internal programme management arrangements

Within the above UNSDCF context, the following provide key cornerstones of ILO internal programme management:

**ILO Country Office for Thailand, Cambodia and the Lao People's Democratic Republic and the ILO Lao People's Democratic Republic Joint Projects Office:** DWCP implementation is led overall and supervised by the ILO Country Office for Thailand, Cambodia and the Lao People's Democratic Republic, with support from the ILO Decent Work Team for East and South-East Asia and the Pacific, the ILO Regional Office for Asia and the Pacific and ILO Headquarters in Geneva. The ILO Lao People's Democratic Republic Joint Projects Office in Vientiane, headed by the ILO National Coordinator, leads and coordinates implementation at the country level.

**Tripartite governance of the DWCP:** Constituent oversight of DWCP implementation and development is maintained through the DWCP Tripartite Steering Committee. This is chaired by the Vice Minister of Labour and Social Welfare and co-chaired by the Vice-Presidents of LNCCI and LFTU or their designate and meets at least every six months. The below-mentioned DWCP Monitoring Plan will be a regular agenda item.

**Cooperation plans with ILO constituents:** The ILO Joint Projects Office in the Lao People's Democratic Republic and relevant ILO specialists from the ILO Regional Office for Asia and the Pacific will jointly develop with each constituent a five-year cooperation plan to cover the duration of the DWCP. This plan will set out:

- iv. priorities for institutional and technical capacity development and national and provincial levels;
- v. programmes and projects that will be a focus of cooperation, with budgetary estimates, milestones and timeframes; and
- vi. expectations for the constituent's role and participation in tripartite social dialogue mechanisms and processes, including the DWCP Tripartite Steering Committee and the DWCP Tripartite Monitoring and Evaluation Working Group.

The constituent cooperation plans will make links as relevant with the Joint Work Plans of the UNCT under the UNSDCF.

## 5.3. DWCP monitoring and evaluation

**UNSDCF monitoring and evaluation:** The UNSDCF Results Matrix (Annex 5) is the main tool against which UNCT progress will be measured. The Results Framework is managed by the UN Monitoring, Evaluation and Learning Group (see above). The ILO is charged with tracking progress for indicators for which it is a custodian agency, under the strategic coordination of the UN Resident Coordinator's Office.

Supporting national statistical capacity has been identified as a priority across all outcomes, particularly with regards to collecting additional and more disaggregated data. ILO support in this regard will focus on strengthening the availability of labour market information through capacity development and technical support to the Lao Statistics Bureau, MoLSW, LNCCI and LFTU. This will include support for the conduct of Labour Force Surveys and associated modules (such as, time-use surveys), employer skills need surveys conducted by LNCCI, and targeted research in specific areas of priority to DWCP implementation.

**UNSDCF annual performance review and country results reporting:** The ILO will participate in and support the UNCT annual review of the implementation of the UNSDCF, which will draw on the

Programme Oversight Group, the RGs, and the Monitoring, Evaluation and Learning Group.<sup>18</sup> The annual Progress Report will be presented to the Joint Steering Committee and inform decisions on course corrections for UNSDCF implementation.

**UNSDCF evaluation plan:** The ILO will contribute to an independent final evaluation of the UNSDCF, which will be carried out in the penultimate year of the Cooperation Framework cycle. The ILO will aim to ensure that its own programme evaluations and those of the joint programmes it is part of will be sequenced in such a way that these reports are available to inform the UNSDCF evaluation.

DWCP monitoring and evaluation: In the above context, the ILO Office will:

- With the DWCP Tripartite Steering Committee, prepare a DWCP Monitoring Plan which will be reviewed and updated regularly at Tripartite Steering Committee meetings. This plan will be linked to the DWCP Results Matrix. Associated reporting will be synchronized to the extent possible with ILO internal reporting to the Regional Office for Asia and the Pacific and ILO Headquarters, as well as UNSDCF reporting to the Lao Government.
- Support the effective functioning of the DWCP Tripartite Monitoring and Evaluation Working Group, which reports to and advises the DWCP Tripartite Steering Committee on matters related to monitoring and evaluation.
- With the DWCP Tripartite Steering Committee, conduct mid-term and end-of-term reviews of DWCP progress, lessons and contributions to UNSDCF implementation. Such reviews may be conducted on an internal or independent basis.
- Conduct a thematic review of capacity-development initiatives under the DWCP in order to identify success factors, lessons and recommendations for improving impact.
- Engage with constituents in any ILO independent high-level evaluations as part of the ILO Evaluation Office's rolling work plan, should this be approved by the Governing Body during the DWCP period.
- Engage with constituents in any independent evaluation of the DWCP that may be conducted by the ILO Evaluation Office.
- Ensure that all development cooperation projects include plans and resourcing for independent evaluation, and new project designs link to both the UNSDCF and DWCP results and indicators.
- Draw on the above in contributing to UNCT reporting to the Lao Government, as well as to UNSDCF mid-term and end-of-term evaluations.
- Ministry of Planning and Investment on monitoring and evaluation of the DWCP's programmes and projects based on the Decree 357/PM on ODA using the M&E allocated budget.

## 5.4. Gender mainstreaming and inclusion

**Gender mainstreaming and inclusion:** In line with ILO and broader UN commitments to gender mainstreaming and inclusion, the ILO Joint Projects Office will continue efforts to increase staff and constituent awareness and capacities to internally and externally mainstream gender, promote women's empowerment, promote inclusion of persons with disability and LGBTIQ+ persons, and ensure no one is left behind. In this respect, the Office will:

<sup>18</sup> The UN INFO online platform will provide a transparent, publicly available record of UN support to the Lao People's Democratic Republic, presented in alignment with the SDGs as well as the outcomes and joint outputs of the Cooperation Framework and funding/financing sources.



- Facilitate opportunities for ILO project staff, constituents and other stakeholder staff to participate in training on gender mainstreaming, disability inclusion and LNOB.
- Ensure programme /project documents and evaluation ToRs routinely include attention to and require evidence of gender mainstreaming, disability inclusion and LNOB. At the programme/project delivery level, this may include activities concerning awareness raising; relevant training for partners, stakeholders and beneficiaries; anti-harassment committee development; peer support network development; and GBV/sexual harassment policy development.

The Office will further encourage and support greater participation by women representatives of constituents in the DWCP Tripartite Steering Committee and Projects Advisory Committees (PACs), as well as efforts to increase the number of women in leadership and senior management roles in constituent organizations and social dialogue processes. Achieving a target of 35 per cent of members being women at meetings of the DWCP Tripartite Steering Committee and PACs will be encouraged and supported. The Office will work with constituents to establish appropriate targets for women in leadership and senior management roles in constituent organizations and social dialogue processes more generally.





# 6.

## Resource mobilization plan

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The ILO Office and tripartite constituents will work together to identify, mobilize and monitor resources to achieve the outcomes and outputs proposed for the DWCP for the period 2022–2026.

It is estimated that additional resource mobilization level of at least US\$10 million will again be required for the DWCP period. As of January 2022, around US\$5 million was available from ongoing Development Cooperation Projects, which will carry forward into 2022–2026. Thus, total estimated resource to support the DWCP is around US\$15 million.

The following sources of financial resources and technical inputs for DWCP implementation are envisaged:

**Tripartite constituents' resources:** The ILO will support the deployment of technical and financial resources from its constituents in the strategic focus areas of the DWCP. This will include budgetary allocations from the Government as well as the commitment of staff time, access to facilities and other practical support from constituents to formulate and implement policies, programmes and projects that lead to achievement of DWCP outcomes and outputs.

**Extra-budgetary development cooperation projects funded through the various multi/bilateral development partners:** The main resourcing of DWCP implementation comes from extra-budgetary development cooperation (XBDC) funding, which is contributed by various bilateral, multilateral and private sources. These include the EU and other inter-governmental organizations, UN agencies, International Financial Institutions (IFIs), Public Private (PPPs) and domestic funding. International NGOs (INGOs) are also a potential XBDC funding source.<sup>19</sup> XBDC-funded initiatives may include South-Technical Cooperation Projects.

**Joint UN programming, including the multi-partner trust fund:** Leveraging joint efforts within the UNCT and with other international development partners to broaden the resource base and increase efficient use of available resources is a key component of ILO resource mobilization efforts in the Lao People's Democratic Republic. Engagement by the ILO in the development and implementation of joint work plans under the UNSDCF and in the development of partner working groups will provide an important platform for such collaboration. This includes collaboration under recently concluded global partnership agreements between the ILO and UNDP, IOM, UNICEF and UN Women. The ILO will further participate in the development and implementation of financing strategies at the UNSDCF level, with a particular focus on engagement of the private sector through the ILO's employer organization constituents. A further potential resourcing vehicle is provided by the UN Secretary-General's call for a Global Accelerator for Jobs and Social Protection in order to achieve a job-rich recovery and a just transition to a sustainable and inclusive economy,

**ILO technical resources:** Technical backstopping and advisory support will be provided by ILO specialist

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<sup>19</sup> Details also available on the [ILO Development Cooperation Dashboard](#).

staff in the Decent Work Team in Bangkok, as well as the global ILO specialist and programme support units at ILO Headquarters in Geneva.

**ILO local and regional programmes:** The ILO implements various programmes at the global and regional levels to address the common issues faced by the countries covered. These are supported by various funding sources, including bilateral funding partners, multilateral agencies and private foundations. At the global level, relevant ILO frameworks include the following flagship programmes International Programme on the Elimination of Child Labour and Forced Labour (IPEC+); Safety + health for All; and Social Protection Floors for All.

**ILO Regular Budget Supplementary Account (RBSA):** Programmes of strategic significance for can be funded for specific periods by the Regular Budget Supplementary Account, which is based on unearmarked voluntary contributions to the ILO by various development partners.

In addition, the ILO will contribute to broader **SDG and other financing initiatives** through its collaboration with the UNCDF to identify options for sustainable funding of social protection in the Lao People's Democratic Republic.

At the UNSDCF level, the ILO will support the development and implementation of a multi-year Funding Framework for implementation of the Cooperation Framework. This will include supporting the development of joint UN programmes to increase cost-effectiveness and impact; efforts to engage with the private sector; and working with the Lao Government in identifying new sources of SDG financing.

Building on the above, the ILO Office will develop a short **resource mobilization strategy** within the first year of the DWCP, in alignment with and supporting the Funding Framework to be developed by the UNCT. The ILO strategy will be based on a more detailed resourcing gap analysis related to the implementation of the DWCP Results Matrix. It will further include a focus on efforts to secure core/operational rather than projectized funding, particularly in the context of ILO regional and global resource mobilization efforts.



# 7.

## Advocacy and communication plan





Evidence-based advocacy and communications for decent work policies, legal frameworks, strategies, plans and resourcing are an important part of the ILO's role at the country level. This has three main aspects:

- i. policy advocacy and support for strengthening the Government's decent work policy, legal and programmatic architecture;
- ii. outreach to partners and other stakeholders active in promoting the Decent Work Agenda; and
- iii. outreach to the broader Lao public.

ILO advocacy and communications will be conducted within the context of – and will support – broader UNSDCF advocacy and communications strategies and efforts. Inter alia it will draw on disaggregated data in relation to SDG monitoring and reporting. Wherever possible, success stories and examples from the implementation of the DWCP will be featured in UNCT public outreach.

A key message in ILO advocacy and communications will be that the advancement of the Decent Work Agenda, including international labour standards and effective social dialogue, are essential contributors to:

- i. The Lao People's Democratic Republic's achievements of the SDGs and national development priorities and objectives.
- ii. An inclusive and sustainable recovery from the COVID-19 pandemic in line with the 9th NSEDP, which encompasses decent work, social protection and skills development, among other relevant areas.
- iii. LDC graduation in 2026, enhancing the Lao People's Democratic Republic's international trade opportunity access and long-term socio-economic progress.
- iv. Effective, high impact and sustainable implementation of the UNSDCF.

Alongside the above-mentioned development of a resource mobilization strategy, an inter-linked short ILO advocacy and communications strategy will be developed in the first year of the DWCP, aligned to and supporting the UNSDCF Communication Strategy when it has been completed.



## ► Annexes

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<b>Annex 1.</b>	Key references
<b>Annex 2.</b>	Consultations conducted to inform DWCP development
<b>Annex 3.</b>	Ratification international labour Conventions by the Lao People's Democratic Republic
<b>Annex 4.</b>	SDG indicators for which ILO is custodian or shared responsibility
<b>Annex 5.</b>	DWCP Results Matrix
<b>Annex 6.</b>	Ongoing Development Cooperation Projects in Lao PDR.



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## Annex 2. Consultations conducted to inform DWCP development

Date	Consultation with/inputs from
11 November 2021	LFTU consultation meeting
12 November 2021	LNCCI consultation meeting
16 November 2021	MoLSW consultation meeting
March 2022	DWCP Tripartite Steering Committee

The following inputs were also important to the development of the Lao People's Democratic Republic DWCP 2022–2026:

- Contributions to the review conducted of the DWCP 2017–2021 by the DWCP Tripartite Steering Committee (23 September 2021), the MoLSW; the Ministry of Planning and Investment (MPI), the Lao National Chamber of Commerce and Industry (LNCCI), the Lao Federation of Trade Unions (LFTU), the Ministry of Industry and Commerce (MoIC), the Lao Social Security Office (LSSO), the National Health Insurance Bureau (NHIB), the Lao Statistics Bureau (LSB), the Association of Lao Garment Industry (ALGI), the Lao Coffee Association (LCA), the UN Resident Coordinator, UNICEF Lao People's Democratic Republic, WHO Lao People's Democratic Republic, the Swiss Agency for Development and Cooperation, the European Delegation to the Lao People's Democratic Republic, the German Embassy in the Lao People's Democratic Republic, and the Embassy of Luxembourg in the Lao People's Democratic Republic.
- Inputs provided to both the DWCP 2017–2021 review and drafting of the current DWCP by the ILO National Coordinator (Lao People's Democratic Republic); the ILO Country Office for Thailand, Cambodia and the Lao People's Democratic Republic; ILO specialist staff from the ILO Decent Work Team in Bangkok; and ILO project staff based in Vientiane.



## Annex 3. Ratification of international labour Conventions by the Lao People's Democratic Republic<sup>20</sup>

### Fundamental

Convention	Date	Status	Note
Forced Labour Convention, 1930 (No. 29)	23 Jan 1964	In Force	
Equal Remuneration Convention, 1951 (No. 100)	13 Jun 2008	In Force	
Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	13 Jun 2008	In Force	
Minimum Age Convention, 1973 (No. 138) Minimum age specified: 14 years	13 Jun 2005	In Force	
Worst Forms of Child Labour Convention, 1999 (No. 182)	13 Jun 2005	In Force	

### Governance (Priority)

Convention	Date	Status	Note
Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	29 Oct 2010	In Force	

### Technical

Convention	Date	Status	Note
Night Work (Women) Convention, 1919 (No. 4)	23 Jan 1964	Not in force	Abrogated Convention
Night Work of Young Persons (Industry) Convention, 1919 (No. 6)	23 Jan 1964	In Force	
White Lead (Painting) Convention, 1921 (No. 13)	23 Jan 1964	In Force	
Night Work Convention, 1990 (No. 171)	04 Jun 2014	In Force	

<sup>20</sup> As per the ILO NORMLEX Information System on International Labour Standards.

## Annex 4. SDG indicators for which ILO is custodian or has shared responsibility

SDG Goal	Indicator	Tier	Custodian agency
1	1.1.1 Proportion of population below the international poverty line, by sex, age, employment status and geographical location (urban/rural)	Tier I	World Bank, ILO
	1.3.1 Proportion of population covered by social protection floors/ systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, new-borns, work-injury victims and the poor and the vulnerable	Tier II	ILO, World Bank
	1.a.2 Proportion of total government spending on essential services (education, health and social protection)		ILO, UNESCO-UIS, WHO
4	4.3.1 Participation rate of youths and adults in formal and non-formal education and training in the previous 12 months, by sex		CA: UNESCO-UIS PA: OECD, Eurostat, ILO
	4.4.1 Proportion of youth and adults with information and communications technology (ICT) skills, by type of skill		CA: UNESCO-UIS, ITU PA: OECD, ILO
5	5.4.1 Proportion of time spent on unpaid domestic and care work, by sex, age and location		ILO UNSD, UN Women
	5.5.2 Proportion of women in managerial positions	Tier I	ILO
8	8.2.1 Annual growth rate of real GDP per employed person	Tier I	ILO, World Bank, UNSD
	8.3.1 Proportion of informal employment in total employment, by sector and sex	Tier II	ILO
	8.5.1 Average hourly earnings of female and male employees, by occupation, age and persons with disabilities	Tier II	ILO
	8.5.2 Unemployment rate, by sex, age and persons with disabilities	Tier I	ILO
	8.6.1 Proportion of youth (aged 15–24 years) not in education, employment or training	Tier I	ILO
	8.7.1 Proportion and number of children aged 5–17 years engaged in child labour, by sex and age	Tier II	ILO, UNICEF
	8.8.1 Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status	Tier II	ILO,
	8.8.2 Level of national compliance with labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status	Tier II	ILO
	8.9.1 Tourism direct GDP as a proportion of total GDP and in growth rate	Tier II	CA: UNWTO, ILO PA: UNEP
	8.b.1 Existence of a developed and operationalized national strategy for youth employment, as a distinct strategy or as part of a national employment strategy		ILO, World Bank, OECD
9	9.2.2 Manufacturing employment as a proportion of total employment		UNIDO, ILO

10	10.4.1 Labour share of GDP, comprising wages and social protection transfers	Tier II	ILO, IMF
	10.7.1 Recruitment cost borne by employee as a proportion of monthly income earned in country of destination	Tier II	ILO, World Bank
	10.7.2 Number of countries with migration policies that facilitate orderly, safe, regular and responsible migration and mobility of people		CA: UNDESA Population Division, IOM PA: World Bank, Global Migration Group, ILO
12	12.6.1 Number of companies publishing sustainability reports		UNEP, UNCTAD, ILO
14	14.c.1 Number of countries making progress in ratifying, accepting and implementing through legal, policy and institutional frameworks, ocean-related instruments that implement international law, as reflected in the United Nations Convention on the Law of the Sea, for the conservation and sustainable use of the oceans and their resources		UN-DOALOS, FAO, UNEP, ILO, other UN Oceans agencies
16	16.10.1 Number of verified cases of killing, kidnapping, enforced disappearance, arbitrary detention and torture of journalists, associated media personnel, trade unionists and human rights advocates in the previous 12 months		CA: OHCHR PA: ILO, UNESCO-UIS

**Note:** CA = custodian agency; PA = participating agency.

### Tier classification criteria/definitions:

**Tier I:** Indicator is conceptually clear, has an internationally established methodology and standards are available, and data are regularly produced by countries for at least 50 per cent of countries and of the population in every region where the indicator is relevant.

**Tier II:** Indicator is conceptually clear, has an internationally established methodology and standards are available, but data are not regularly produced by countries.

**Tier III:** No internationally established methodology or standards are yet available for the indicator, but methodology/standards are being (or will be) developed or tested. (As of the 51st UNSC, the global indicator framework does not contain any Tier III indicators.)

## Annex 5. DWCP Results Matrix

### DWCP Results Framework 2022–2026

*The primary focus of the Lao People's Democratic Republic Decent Work Country Programme 2022–2026 (DWCP) is to support implementation of the decent work dimensions of UNSDCF Strategic Priority 2: Inclusive prosperity, and associated outcome and outputs.*

**DWCP Goal:** To contribute to national efforts by the Lao People's Democratic Republic to ensure that people, especially the most vulnerable and marginalized, will benefit from more inclusive, resilient, transformative and sustainable socio-economic opportunities to reduce poverty and inequalities, including through productive and decent work and social protection for all (adapted from UNSDCF).

**SDGs supported by the outcome:** SDG1 (no poverty); SDG 3 (good health and wellbeing); SDG4 (quality education, including TVET); SDG 5 (gender equality); SDG 8 (decent work and economic growth); SDG 10 (reduced inequality); SDG 17 (partnerships for the goals); SDG 18 (lives safe from UXOs).

**Links with 9th National Socio-Economic Development Plan (NSED) outcomes:** (1) Continuous quality, stable, and sustainable economic growth achieved; (2) improved quality of human resources to meet development, research capacity, science and technology needs; (3) enhanced wellbeing of the people; and (6) public governance and administration improved, and society protected by effective rule of law.

**Key national partners:** Ministry of Labour and Social Welfare (MoLSW), Lao National Chamber of Commerce and Industry (LNCCI), Lao Federation of Trade Unions (LFTU), National Assembly, Ministry of Planning and Investment (MPI), Ministry of Industry and Commerce (MoIC), Ministry of Education and Sports (MoES), Ministry of Agriculture and Forestry (MAF) / Agriculture Research Centre for Southern Laos (ARC), Ministry of Health / National Health Insurance Bureau (NHIB), Lao Social Security Organization (LSSO), Lao Statistics Bureau (LSB), Association of Lao Garment Industry (ALGI), Lao Coffee Association (LCA), Lao Women's Union (LWU), technical and vocational education and training (TVET) centres, skills development institutes, and local civil society organizations (CSOs).

**UNCT partners:** FAO, IOM, UNCDF, UNFPA, UNICEF, UNDP, WHO, UN Women

**Other international partners and funding partners:** Asian Development Bank (ADB), Australia, Canada, China, European Union (EU), Germany, Luxembourg, Japan, Oxfam, Republic of Korea, Switzerland and World Bank.



Indicators	Baseline(s)	Targets (by 2026 unless otherwise stated)	Data source(s)	Assumptions (based on UNSDCF)
<p>(i): Share of population that is covered by the National Social Security Scheme (%). (UNSDCF).</p> <p><i>ILO is listed as UNSDCF custodian in this area.</i></p>	4.4% (326,526 insured persons; female 152,551, 2021).	<p>7% by 2025 (469,675 insured persons). Target 2% additional persons (157,500). (Source UNSDCF).</p> <p><i>The ILO will contribute towards the achievement of this target through initiatives under the DWCP as part of the UNCT in Lao PDR.</i></p>	LSSO	<p>World and Lao PDR economies recover from COVID-19 within the timeframe of 9th NSEDP.</p> <p>The demographic window and overcoming intersecting inequalities prioritized by Lao Government.</p> <p>Smooth transition strategy is developed and effectively implemented for LDC graduation, which includes ratification and implementation of international labour standards and strengthening of social dialogue institutions and processes.</p>
<p>(ii): Unemployment rate (% of total labour force). (UNSDCF).</p> <p><i>ILO is listed as UNSDCF custodian in this area.</i></p>	20%. Government estimation 2020. 2017 base year.	<p>15% by 2026 (source UNSDCF)</p> <p><i>The ILO will contribute towards the achievement of this target through initiatives under the DWCP as part of the UNCT in Lao PDR.</i></p>	<p>Lao National Labour Force Survey Report</p> <p>ILOSTAT database</p>	<p>Returned migrant workers are absorbed into the local economy.</p> <p>Improved access to higher productivity employment and other regional economic opportunities.</p> <p>Increasing frequency of hazards and disasters, with implications for DWCP implementation which need to be continuously monitored and reflected in planning and project design.</p> <p>The necessary resources are available through the national budget and/or international partner support.</p> <p>All DWCP initiatives prioritize gender equality and women's empowerment, as well as the inclusion and rights of informal workers, youth, migrant workers, persons with disability, ethnic minority communities, LGBTQI persons and other vulnerable groups, with "Leave No One Behind" as a driver of all engagement.</p>
<p>(iii): Youth unemployment (%). (UNSDCF).</p> <p><i>ILO is listed as UNSDCF custodian in this area.</i></p>	<p>18.2% (Female: 20.8 Male: 15.5). 2017 base year.</p>	<p>15% by 2025 (source UNSDCF).</p> <p><i>The ILO will contribute towards the achievement of this target through initiatives under the DWCP as part of the UNCT in Lao PDR.</i></p>	<p>Lao National Labour Force Survey Report</p> <p>ILOSTAT database</p>	<p>Returned migrant workers are absorbed into the local economy.</p> <p>Improved access to higher productivity employment and other regional economic opportunities.</p> <p>Increasing frequency of hazards and disasters, with implications for DWCP implementation which need to be continuously monitored and reflected in planning and project design.</p> <p>The necessary resources are available through the national budget and/or international partner support.</p> <p>All DWCP initiatives prioritize gender equality and women's empowerment, as well as the inclusion and rights of informal workers, youth, migrant workers, persons with disability, ethnic minority communities, LGBTQI persons and other vulnerable groups, with "Leave No One Behind" as a driver of all engagement.</p>

**Outcome 1: Smooth transition beyond least developed country (LDC) graduation with focus on international labour standards (ILS) and the Decent Work Agenda: The Lao People's Democratic Republic develops, implements and monitors a strategy ensuring a smooth transition from the LDC category, with ILS and decent and productive work for all as a key driver** (adapted from UNSDCF).

**SDGs supported by the Outcome:** SDG 5 (gender equality); SDG 8 (decent work and economic growth); SDG 10 (reduced inequality); SDG 17 (partnerships for the goals); SDG 18 (lives safe from UXOs).

**Links with 9th NSEDP outcomes:** (1) Continuous quality, stable, and sustainable economic growth achieved; (3) enhanced wellbeing of the people; and (6) public governance and administration improved, and society protected by effective rule of law.

**National partners:** Ministry of Labour and Social Welfare (MoLSW), Lao National Chamber of Commerce and Industry (LNCCI), Lao Federation of Trade Unions (LFTU), National Assembly, Ministry of Planning and Investment (MPI), Ministry of Industry and Commerce (MoIC).

**UNCT partners:** ITC, UNCDF, UNCITRAL, UNCTAD, UNDESA, UNDP, UNIDO

**Other international partners and funding partners:** ADB, Australia, Canada, China, EU (including through the Spotlight Initiative), Germany, Luxembourg, Japan, Oxfam, Republic of Korea, SDC and World Bank.

Indicators	Baseline(s)	Target (by 2026 unless otherwise stated)	Data source(s)	Assumptions
1(i): Number of new and strengthened legal and institutional frameworks which (i) address international labour rights obligations required to be met following LDC graduation in order to retain concessional international trade access and (ii) strengthen tripartite social dialogue as a vehicle to progress social-economic development.	<p>Lao PDR has ratified 5 out of 8 fundamental international labour standards (ILS). (Two additional ILS ratified in 2021–22).</p> <p>The Labour Law (2013) has been prioritized for reform in the current DWCP period (refer below).</p> <p>A new National Tripartite Committee will be established in 2022 under Decree 571 in line with priorities set under the DWCP 2017–2021.</p>	At least 6 new or strengthened legal and institutional frameworks (1 new ILS, 5 new laws and an effectively functioning social dialogue system at the national and provincial levels).	<p>MoLSW</p> <p>ILO NORMLEX Information System on International Labour Standards</p> <p>ILO project reports</p>	<p>Lao PDR's recovery from COVID-19 keeps the country on track towards LDC graduation.</p> <p>The ILO's tripartite partners prioritize efforts towards LDC graduation in their own strategic and operational planning.</p> <p>The necessary resources are available through the national budget and/or international partner support.</p> <p>The role of tripartite and bipartite social dialogue in COVID-19 recovery and meeting Lao PDR's development objectives is recognized and prioritized by ILO constituents.</p> <p>The new National Tripartite Committee is successfully established and ILO constituents are committed to supporting its effective functioning.</p> <p>At least one ILS is prioritized through tripartite social dialogue for ratification over the next 5 years.</p>

**DWCP Outputs to support implementation of Outcome 1**

DWCP Outputs	Indicators	Baseline(s)	Targets (by 2026 unless otherwise stated)	Data source(s)
<p>1.1: Increased ratification and implementation of international labour standards, supported by improved monitoring and timely reporting to ILO supervisory bodies.</p> <p><i>Aligns with:</i></p> <p><i>P&amp;B Output 2.1: Increased capacity of member-States to ratify international labour standards.</i></p> <p><i>P&amp;B Output 2.2: Increased capacity of Member States to apply international labour standards.</i></p>	<p>1.1.1: Number of new international labour Conventions ratified.</p> <p>1.1.2: Percentage of reports submitted to ILO supervisory bodies (i) assessed as satisfactory and (ii) submitted by deadline.</p>	<p>Lao PDR has ratified 10 international labour Conventions, including 5 of 8 fundamental Conventions.</p> <p>Approval from the National Assembly in 2021 for the Lao Government to ratify OSH Conventions Nos. 155 and 187.</p>	<p>At least 1 new international labour Convention ratified.</p> <p>100% of reports to ILO supervisory bodies submitted on time.</p>	<p>ILO NORMLEX Information System on International Labour Standards</p>
<p>1.2: New gender-responsive labour-related legislation developed, amended and adopted in line with international labour standards.</p> <p><i>Aligns with P&amp;B Output 7.1: Increased capacity of Member States to ensure respect for, promote and realize fundamental principles and rights at work.</i></p>	<p>1.2.1: Number of labour related laws developed or amended and adopted with social partner input.</p>	<p>The following are in place; Labour Law, Social Security Law, OSH Decree, and Labour Inspection Ministerial Decision</p>	<p>5 legal frameworks developed/amended and adopted with social partner input in the following areas: OSH, skills development, labour, social security and labour inspection.</p>	<p>National Gazette</p> <p>Relevant laws</p>
<p>1.3: Improved capacities of tripartite constituents at national and provincial levels for social dialogue (including policy engagement and collective bargaining) and provision of membership services.</p> <p><i>Aligns with P&amp;B Output 1.4: Strengthened institutions and mechanisms for social dialogue that address current and emerging challenges in the world of work at national and provincial level.</i></p>	<p>1.3.1: Number of initiatives to strengthen relevant tripartite constituents' capacities.</p> <p>1.3.2: Number of new national policies, laws and strategies showing evidence of social partner input.</p> <p>1.3.3: Number of social partner initiatives to expand membership and strengthen services.</p> <p>1.3.4: Number of collective bargaining agreements negotiated between employers and workers.</p>	<p>Assessments of social partner capacity development progress under the DWCP 2017–2021 indicated progress alongside significant remaining gaps (Review of DWCP 2017–2021).</p> <p>106 new collective agreements agreed during 2017–2020, covering 13,680 workers (9,918 female).</p>	<p>At least 10 initiatives to strengthen tripartite constituents' capacities.</p> <p>At least 5 new policies, laws and/or strategies show evidence of social partner input.</p> <p>Review conducted of current status of social dialogue in Lao PDR at national, sector, provincial and workplace levels, with recommendations for prioritization of capacities that require strengthening through ILO and other stakeholder support.</p> <p>5-year plan in place with each constituent for cooperation with the ILO Office in areas including: (i) improved capacities at national and provincial levels, (ii) increased MSME membership for LNCCI, and (iii) increased LFTU membership, and (iv) establishment of worker representation and/or worker committees at workplace level.</p>	<p>LNCCI and LFTU reports.</p> <p>ILO project reports.</p> <p>Training evaluation reports.</p>

<p>1.4: Increased capacity of tripartite constituents to ensure safe and healthy working conditions for women and men workers and reduce the prevalence of worst forms of child labour and incidence of forced labour.</p> <p><i>Aligns with:</i></p> <p><i>P&amp;B Output 7.1: Increased capacity of Member States to ensure respect for, promote and realize fundamental principles and rights at work.</i></p> <p><i>P&amp;B Output 7.2: Increased capacity of Member states to ensure safe and healthy working conditions</i></p>	<p>1.4.1: Number of initiatives to establish national system to record frequency rates of fatal and non-fatal occupational injuries by sex and if possible, by migrant status.</p> <p>1.4.2: Number of initiatives to further strengthen national labour inspection system.</p> <p>1.4.3: Number of initiatives to strengthen capacities of social partners to promote and comply with OSH policies and regulations in public and private sector, including those on emerging OSH risks associated with the COVID-19 pandemic.</p> <p>1.4.4: Percentage of children engaged in hazardous work among the total child population aged 5–17 years</p>	<p>No national system in place to record frequency rates of fatal and non-fatal occupational injuries. Reliance on LSSO claims data as proxy source of such data.</p> <p>OSH Decree (No. 22) adopted in 2019. 2nd national OSH profile in place.</p> <p>Labour Inspection Plan in place.</p> <p>Approval from the National Assembly in 2021 for the Lao Government to ratify OSH Conventions Nos 155 and 187.</p> <p>Revised draft National Plan of Action (NPA) on the Elimination the Worst Forms of Child Labour. 2021–2022 LFS included child labour component. Data to be available in 2021. Ministerial Agreement No. 4182 on list of hazardous work and No. 4183 on the list of light works issued in 2015.</p> <p>Lao PDR has ratified C029 on forced labour, C138 on minimum wage, C182 on worst forms of child labour.</p>	<p>National system established to record frequency rates of fatal and non-fatal occupational injuries by sex and, if possible, by migrant status.</p> <p>At least 5 initiatives to strengthen labour inspection and social partner OSH capacities, including with respect to promotion and application of “new normal” requirements.</p> <p>Plans agreed to promote and implement C155 and C187.</p> <p>At least 5 initiatives to strengthen capacities of tripartite constituents to contribute to implementation of NPA on child labour elimination.</p> <p>Prevalence of worst forms of child labour reduced to zero.</p> <p>At least 1 policy, legal and/or capacity development initiative taken to support implementation of C029.</p>	<p>MoLSW reports</p> <p>DWCP progress reports</p> <p>ILO project reports</p> <p>National statistics</p> <p>Labour Force Survey</p> <p>Reports on NPA implementation.</p>
<p>1.5: Evidence-based, gender-responsive and regularized minimum wage-setting system established through tripartite social dialogue, supported by an agreed, transparent and independent data gathering mechanism.</p> <p><i>Aligns with P&amp;B Output 7.3: Increased capacity of Member States to set adequate wages and promote decent working time.</i></p>	<p>1.5.1: System in place and functioning, including independent data collection mechanism.</p> <p>1.5.2: Number of minimum wage adjustments agreed under new system</p> <p>1.5.3: Number of initiatives to strengthen constituent capacity and understanding with respect to minimum wage setting and new system.</p>	<p>Current tripartite approach to minimum wage setting is irregular and ad hoc, and is not supported by independently verifiable criteria.</p>	<p>System including independent data mechanism agreed and established by end of 2022.</p> <p>At least 2 minimum wage decisions made under new system (annual from 2023).</p> <p>At least 2 initiatives to strengthen constituent capacity and understanding.</p>	<p>MoLSW</p> <p>ILO project reports</p>



**Outcome 2: Social protection: Government at the national and subnational levels has increased capacity and infrastructure to deliver an inclusive, gender-and-disability-responsive, shock-responsive, sustainable social protection system throughout the life cycle** (adapted from UNSDCF)

**SDGs supported by the outcome:** SDG 1 (no poverty); SDG 5 (gender equality); SDG 8 (decent work and economic growth); SDG 10 (reduced inequality); SDG 17 (partnerships for the goals)

**Links with 9th NSEDP outcomes:** (3): Enhanced wellbeing of the people.

**National partners:** Ministry of Labour and Social Welfare (MoLSW), Lao National Chamber of Commerce and Industry (LNCCI), Lao Federation of Trade Unions (LFTU), National Assembly, Ministry of Planning and Investment (MPI), Lao Social Security Organization (LSSO), Ministry of Health / National Health Insurance Bureau (NHIB), Lao Women's Union (LWU), local CSOs and provincial authorities (Champasak, Sekong, Saravan, Attapue)

**UNCT partners:** UNCDF, UNFPA, UNICEF, WHO, WFP

**Other international partners and funding partners:** ADB, Australia, EU (including through the Spotlight Initiative), Germany, Luxembourg, Oxfam, Republic of Korea, World Bank

Indicators	Baseline(s)	Target (by 2026 unless otherwise stated)	Data source(s)	Assumptions
2(i): Number of policies, legal reforms and financing mechanisms supported for improved shock-responsive, inclusive social protection based on a life-cycle approach in Lao PDR (adapted from UNSDCF).	The following are in place: National Social Protection Strategy (NSPS), National Health Insurance Strategy (NHIS) and Social Security Law financing mechanisms (2021).	At least 5 policies, legal reforms or financing mechanisms, including 1 new law.  <i>The ILO will contribute towards the achievement of this target through initiatives under the DWCP as part of the UNCT in Lao PDR.</i>	National Assembly  Official Gazette	ILO constituents and the Lao Government as a whole remain committed to the implementation of the NSPS in their own spheres and jointly.  The necessary resources are available through the national budget and international partner support for the progressive implementation of the NSPS.
2(ii): Number of women and men stakeholder representatives who participate in initiatives to strengthen national capacities to deliver sustainable, inclusive social protection and to advocate for strengthened social protection measures that address the different lifecycle risks and vulnerabilities (adapted from UNSDCF).	National capacity development initiatives at the institutional level, including in association with other international development partners, have included MoLSW, MoH/NHIB LSSO, LNCCI and LFTU	Capacity strengthening for at least 200 national, provincial and district government staff, workers, employers and CSO representatives through ILO supported initiatives, with particular attention to participation by women.	MoLSW, ILO project reports	Coordination across government ministries and agencies increases to ensure effective and efficient use of available resources.

**DWCP Outputs to support implementation of Outcome 2.**

DWCP Output	Indicators	Baseline(s)	Targets (by 2026 unless otherwise stated)	Data source(s)
<p>2.1: Strengthened legal, institutional and financial frameworks to support implementation of the National Social Protection Strategy, including improved harmonization of services and systems between the responsible ministries and agencies.<sup>20</sup></p> <p><i>Aligns with P&amp;B Output 8.2: Increased capacity of Member states to improve governance and sustainability of social protection systems.</i></p>	<p>2.1.1: Number of gender-responsive social protection laws, strategies and institutional frameworks developed or strengthened, with constituent inputs.</p> <p>2.1.2: Number of measures agreed to strengthen sustainable financing of social protection, including with respect to transparency and equity and solidarity.</p> <p>2.1.3: Number of modern, transparent payment mechanisms for social transfers assessed and/or supported.</p> <p>2.1.4: Number of additional measures undertaken to improve harmonization of services and systems.</p>	<p>No Social Welfare Law in place. Social Security Law and National Health Insurance Law in place.</p> <p>National Health Insurance Strategy in place.</p> <p>Development of social protection financing options (ILO/UNCDF) for follow through in 2022–2026 period.</p> <p>Progress on harmonization of health insurance schemes covering all provinces except Vientiane Capital. Lao Health Insurance information System Master Plan is developed.</p> <p>Social Protection Committee Secretariat established and functioning.</p> <p>Cash transfer approaches and systems piloted through a COVID response scheme in the garment sector and mother and infant cash transfer scheme in Savannakhet and Attapeu.</p>	<p>One new law developed and adopted: Social Welfare Law</p> <p>Two laws revised: (i) Social Security Law, and (ii) National Health Insurance Law. One strategy revised: National Health Insurance Strategy.</p> <p>Priorities and measures agreed among relevant stakeholders on increasing sustainable social protection financing, with the establishment of at least one new financing mechanism.</p> <p>At least 5 payment mechanisms for social transfers assessed; at least 1 online-based payment mechanism explored for implementation.</p> <p>At least 5 additional measures undertaken in collaboration with relevant national and international partners to improve social protection services and systems harmonization, including with respect to health costs and charges nationally.</p> <p>At least 1 strategic research project conducted by ILO to support implementation of NSPS.</p> <p>Tripartite policy dialogue facilitated on the development of childcare policies and provision services, with view to increased focus under this and the next DWCP in this area.</p>	<p>MoLSW</p> <p>LSSO</p> <p>NHIB</p> <p>ILO project reports</p>

20 Relevant government ministries and agencies are MoLSW, Ministry of Health, Ministry of Public Security, LSSO and NHIB

<p>2.2: Increased social protection coverage of women and men in formal and informal workplaces and business units, including national health insurance coverage of the total population.</p> <p><i>Aligns with P&amp;B Output 8.1: Increased capacity of Member States to develop new or reformed sustainable national social protection strategies, policies or legal frameworks to extend coverage and enhance benefit adequacy.</i></p>	<p>2.2.1: Number of formally employed women and men enrolled with the LSSO, excluding armed forces and police officials.</p> <p>2.2.2: Number of informal women and men workers in coffee and tea sectors enrolled with the LSSO Voluntary Social Security Scheme (VSS).</p> <p>2.2.3: Percentage of population covered by National Health Insurance (NHI).</p>	<p>314,753 (female: 144,810) formally registered (LSSO, August 2021). Estimated that 10% of workers in formal private sector workplaces are covered by the LSSO.</p> <p>12,000 people (female: 5,789) enrolled with the VSS (LSSO 2020).</p> <p>NHI covered 94% of the Lao population in August 2021 (NHIB).</p> <p>Registration of 1,524 pregnant women and children. Delivery of cash transfer to over 70% in 4 tranches (ILO/UNICEF Early Childhood Grant project, UNICEF 2021)</p>	<p>By 2025, additional 28,500 formal enrolments with support of joint efforts of ILO and other international partners. Civil service: 1,500; private sector: 27,000; informal workers: 3,000</p> <p>100% NHI coverage achieved, supported by joint efforts of ILO, WHO, ADB and World Bank.</p>	<p>LSSO</p> <p>NHIB</p> <p>ILO project reports.</p>
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**Outcome 3: Migration policy: Strengthened multi-stakeholder capacity to protect women and men migrants' rights create a conducive environment for safe and fair migration for decent work through advocacy and enhanced regulatory and law compliance** (adapted from UNSDCF).

**SDGs supported by the outcome:** SDG 5 (gender equality); SDG 8 (decent work and economic growth); SDG 10 (reduced inequality); SDG 17 (partnerships for the goals)

**Links with 9th NSEDP outcomes:** (3) enhanced wellbeing of the people; and (6) public governance and administration improved, and society protected by effective rule of law.

**National partners:** Ministry of Labour and Social Welfare (MoLSW), Department of Labour and Social Welfare Provincial (DoLSW), Lao National Chamber of Commerce and Industry (LNCCI), Lao Federation of Trade Unions at national and provincial levels (LFTU), National Assembly, Ministry of Planning and Investment (MPI), Ministry of Foreign Affairs (MFA), Ministry of Public Security (MoPS), Migrant Worker Resource Centres, Lao Women's Union (LWU) and local CSOs.

**UNCT partners:** IOM

**Other international partners and funding partners:** Australia, Canada, CARE International, EU (including through the Spotlight Initiative), Japan

Indicators	Baseline(s)	Target (by 2026 unless otherwise stated)	Data source(s)	Assumptions
3(i): Number of new or revised gender-responsive policies relevant to migration and with a clear reference to migration-related evidence (disaggregated by policy area, mobility flows and sex) supported by the UN. (UNSDCF).	2 new or revised policies (2022)	2 new or revised policies, including on Regulation of Recruitment Agency Associations	Relevant policy documents	ILO constituents and the wider Lao Government system remain committed to addressing pressing issues concerning departing and returning Lao migrant workers throughout the COVID-19 recovery period and beyond.
3(ii): Number of gender-responsive initiatives or support provided by UN on migration related global/regional/sub-regional initiatives that enable access to migration analysis and fulfilment of commitments for governments and other relevant stakeholders (UNSDCF).	1 initiative (2022)	At least 3 initiatives <i>The ILO will contribute towards the achievement of this target through initiatives under the DWCP as part of the UNCT in Lao PDR.</i>	UNCT progress reporting ILO project reporting	The necessary resources are available through the national budget and/or international partner support for the progressive implementation of agreed policies and programmes to address the needs of departing and returned migrant workers.
3(iii): Number of areas of support to enhance robust mechanisms and service delivery for migrants throughout the migration cycle.	3 areas underway as of 2022	3 areas of support <i>The ILO will contribute towards the achievement of this target through initiatives under the DWCP as part of the UNCT in Lao PDR.</i>	UNCT progress reporting ILO project reporting	Particular attention is given by all stakeholders to the particular priorities and needs of women migrant workers in this context.



**DWCP Outputs to support implementation of Outcome 3.**

DWCP Outputs	Indicators	Baseline(s)	Targets (by 2026 unless otherwise stated)	Data source(s)
<p>3.1: New or strengthened gender-responsive national policy, legislative and institutional frameworks and capacity to promote and protect rights of departing and returnee migrant workers, and promote coherence with employment, skills, social protection and other relevant policies</p> <p><i>Aligns with P&amp;B Output 7.5: Increased capacity of Member States to develop fair and effective labour migration frameworks, institutions and services to protect migrant workers.</i></p>	<p>3.1.1: Number of new or strengthened gender-responsive policy, legislative and/or institutional frameworks.</p>	<p>Existing framework: Decree on Placement of Lao Workers to Work Abroad (Decree 245, May 2020).</p> <p>Draft Ministerial Decision on the Establishment and Management of the Employment Service Enterprise available (2022).</p>	<p>At least 3 new frameworks adopted or established, as follows:</p> <p>Ministerial Decision on the Establishment and Management of the Employment Service Enterprise</p> <p>Regulation of the Lao Employment Service Association</p> <p>Lao Employment Service Association.</p>	<p>ILO project reports</p>
<p>3.2: Increased availability of and access to pre-migration information and premigration and on-return services, as well as to migrant workers' associations/networks, for women and men migrant workers, including in the areas of skills development, access to employment and prevention of and protection from violence and harassment, including gender-based violence and harassment.</p> <p><i>Aligns with P&amp;B Output 7.5: Increased capacity of Member States to develop fair and effective labour migration frameworks, institutions and services to protect migrant workers.</i></p>	<p>3.2.1: Number of initiatives to increase the capacity and effectiveness of Migrant Worker Resource Centres (MRCs), working in cooperation with Employment Services Job Centres (ESJCs).</p> <p>3.2.3: Number of initiatives to strengthen capacities of relevant organizations to improve their accessibility and support to migrant workers, including provision of safe migration information, particularly for women migrant workers.</p>	<p>5 MRCs in place, 3 managed by LFTU and 2 by MoLSW.</p>	<p>At least 5 initiatives to increase the capacities and availability of MRCs to meet needs of departing and returnee migrant workers, especially women migrant workers.</p> <p>At least 3 initiatives to strengthen capacities of relevant organizations to improve their accessibility and support to migrant workers, particularly women migrant workers, including with respect to gender-based violence and harassment.</p>	<p>MoLSW reports</p> <p>LFTU/MRC reports</p> <p>ILO project reports</p>

**Outcome 4: Rural development: Government at the national and subnational levels has enhanced capacity to facilitate new and inclusive opportunities in rural areas through integrated rural development planning and prioritization for employment promotion for rural women and men, youth, persons with disabilities and LGBTIQ+ persons** (adapted from UNSDCF).

**SDGs supported by the outcome:** SDG 1 (no poverty); SDG 5 (gender equality); SDG 8 (decent work and economic growth); SDG 10 (reduced inequality); SDG 17 (partnerships for the goals)

**Links with 9th NSEDP outcomes:** (1) Continuous quality, stable, and sustainable economic growth achieved; (3) enhanced wellbeing of the people and (6) public governance and administration improved, and society protected by effective rule of law.

**National partners:** Ministry of Labour and Social Welfare (MoLSW), Lao National Chamber of Commerce and Industry (LNCI), Lao Federation of Trade Unions (LFTU), National Assembly, Ministry of Planning and Investment (MPI), Ministry of Industry and Commerce (MoIC), Ministry of Finance (MoF), Ministry of Agriculture and Forestry (MAF) / Agriculture Research Centre for Southern Laos (ARC)/ National Poverty Reduction Fund, Lao Women's Union (LWU) and local civil society organizations (CSOs) provincial authorities.

**UNCT partners:** FAO, IFAD, UNDP, UNICEF

**Other international partners and funding partners:** ADB, Lux Development, EU, SDC, Swiss Contact, USAID, World Bank

Indicators	Baseline(s)	Target (by 2026 unless otherwise stated)	Data source(s)	Assumptions
4(i): Number of rural women and men, including people with disabilities and youth, who have received livelihood support from ILO interventions in support of the National Rural Employment Strategy (NRES) (adapted from UNSDCF: disaggregated by sex, disability and age)	In 2017–2021, two provinces were the focus of the ILO Rural Employment Project: Savannakhet and Sekong. Experience in these two provinces informed formulation of the NRES.  By 2021, 567 households in Savannakhet and Sekong benefited from increased incomes of at least 30 per cent. Around 50 per cent are female, and 40 per cent are youth, ages 35 and younger.	28,000 (male: 15,400, female: 12,600) through UNCT efforts – of whom 7,500 (at least 50% women), are employed as a result of extension of the current ILO Rural Employment Project in support of NRES implementation.  At least 2 additional provinces selected for extension of the ILO Rural Employment Project, with at least 1 of these in northern Lao PDR.	NRES implementation reports/MoLSW  ILO project reports	ILO constituents and the Lao Government as a whole remain committed to the implementation of the NRES in their own spheres and jointly.  The necessary resources are available through the national budget and/or international partner support for the progressive implementation of the NRES.  The NRES national and provincial governance structure and a national secretariat are established with adequate resourcing and function effectively.  Coordination across relevant government ministries and agencies is developed to ensure effective and efficient use of available resources.
4(ii): Number of additional provinces selected for NRES roll-out support by ILO.				

**DWCP Outputs to support implementation of Outcome 4.**

DWCP Output	Indicators	Baseline(s)	Targets (by 2026 unless otherwise stated)	Data source(s)
<p>4.1: Strengthened gender-responsive national policies and institutional frameworks to support implementation of the National Rural Employment Strategy (NRES), including coordination with other relevant national strategies.</p> <p><i>Aligns with P&amp;B Output 3.2: Increased capacity of Member states to formulate and implement policies and strategies for creating decent work in the rural economy.</i></p>	<p>4.1.1: Number of new and/or strengthened gender-responsive policies in place to support NRES implementation.</p> <p>4.1.2: Number of new and strengthened gender responsive institutional frameworks in place to support NRES implementation.</p>	<p>With the Lao Government's adoption of the NRES, priority tasks to support implementation include the establishment of the national, provincial and district governance and secretariat infrastructure necessary to coordinate and support implementation.</p> <p>NRES implementation links with the national Green Growth Strategy; the National Social Protection Strategy; the National Strategy on Climate Change of Lao PDR; the National Strategic Plan for the UXO Sector in Lao PDR; The Safe Path Forward II; and the Vientiane Declaration on Transition from informal employment to formal employment towards decent work promotion in ASEAN, among others.</p>	<p>At least 2 new and/or strengthened gender-responsive policies in place to support NRES implementation.</p> <p>At least 3 new gender-responsive institutional frameworks in place, including: (i) NRES governance infrastructure at national level; (ii) governance infrastructure in prioritized provinces; and (iii) a national secretariat established and functioning. At least 35% of participants in governance structures should be women.</p>	<p>MoLSW ILO project reports</p>
<p>4.2: Increased capacities of MoLSW, other relevant ministries/agencies, constituents and other stakeholders to implement the NRES at national, provincial and district levels.</p> <p><i>Aligns with P&amp;B Output 3.2: Increased capacity of Member states to formulate and implement policies and strategies for creating decent work in the rural economy.</i></p>	<p>4.2.1: Number of gender-responsive initiatives to develop MoLSW and other stakeholder capacities for NRES implementation at national, provincial and district levels.</p>	<p>As above, ensuring adequate capacities and resourcing of relevant stakeholders, particularly MoLSW as the lead ministry for NRES implementation, will be critical to success.</p>	<p>At least 10 training and/or advisory initiatives to develop stakeholder capacities (jointly where feasible) for NRES implementation at national, provincial and district levels. At least 35 % of training participants should be women.</p>	<p>MoLSW ILO project reports</p>

**Outcome 5: Private sector and skills development, employment promotion and digitalization: Enhanced multi-stakeholder capacity and improved gender-responsive policy and harmonized regulatory environment for a resilient, productive, competitive, and innovative private sector that (i) seizes opportunities from trade, the digital transformation and e-commerce development; (ii) is integrated with regional and global value chains; and (iii) is supported by targeted and demand-driven skills and entrepreneurship development, especially for women, youth, persons with disabilities LGBTIQ+ persons** (adapted from UNSDCF).

**SDGs supported by the outcome:** SDG 1 (no poverty); SDG 4 (quality education); SDG 5 (gender equality); SDG 8 (decent work and economic growth); SDG 10 (reduced inequality); SDG 17 (partnerships for the goals)

**Links with 9th NSEDP outcomes:** (1) Continuous quality, stable, and sustainable economic growth achieved; (2) improved quality of human resources to meet development, research capacity, science and technology needs; (3) enhanced wellbeing of the people; and (6) public governance and administration improved, and society protected by effective rule of law.

**National partners:** Ministry of Labour and Social Welfare (MoLSW), Lao National Chamber of Commerce and Industry (LNCCI), Lao Federation of Trade Unions (LFTU), National Assembly, Ministry of Planning and Investment (MPI), Ministry of Industry and Commerce (MoIC), Ministry of Education and Sports (MoES), Lao Statistics Bureau (LSB), technical and vocational education and training (TVET) centres, Lao Women's Union (LWU) and local civil society organizations (CSOs).

**UNCT partners:** FAO, IOM, UNCDF

Other international partners and funding partners: ADB, EU, Germany, Lux Development, SDC, SWISS Contact, World Bank,



Indicators	Baseline(s)	Target (by 2026 unless otherwise stated)	Data source(s)	Assumptions
5(i): By 2026, number of gender-responsive policy and regulatory reviews supported for an improved employment and business environment through participatory dialogue with stakeholders (adapted from UNSDCF).	0 (2022)	3 gender-responsive policy and regulatory reviews conducted by the UNCT with ILO engagement and focus on participation of women.  <i>The ILO will contribute towards the achievement of this target through initiatives under the DWCP as part of the UNCT in Lao PDR.</i>	ILO project reports	Global, regional and Lao PDR's recovery from COVID-19 allows the progressive development of economic and skills development initiatives to expand opportunities for decent work for women and men, youth and vulnerable groups.  The ILO's tripartite partners prioritize efforts for employment generation and skills development in their own strategic and operational planning.
5(ii): Number of women and other persons belonging to one or more vulnerable groups or groups in situations of vulnerability, including youth and persons with disabilities, who have benefitted from skills development – including vocational skills, entrepreneurship and financial literacy, essential life skills and digitization – delivered through gender-responsive public-private partnerships and initiatives supported by UN agencies (adapted from UNSDCF).	n.a.	5,530 through UNCT, including at least 375 in the area of entrepreneurship supported by ILO initiatives. At least 50% of skills development participants are women.	ILO project reports	The necessary resources are available through the national budget and /or international partner support for expanded economic development, decent work generation and market-driven skills development during the COVID-19 recovery period and beyond.
5(iii): Number of initiative/tools made available through national institutions to support increased private sector development.	9 (2022)	2 initiative/tools through UNCT initiatives, of which at least 1 is supported by the ILO.	ILO project reports	

**DWCP Outputs to support implementation of Outcome 5**

DWCP Output	Indicators	Baseline(s)	Targets (by 2026 unless otherwise stated)	Data source(s)
<p>5.1: National initiatives developed and implemented through tripartite social dialogue to accelerate transition from informal to formal economy, with attention to MSME development and sectors where women workers are concentrated.</p> <p><i>Aligns with P&amp;B Output 4.3: Increased capacity of Member States to develop policies, legislation and other measures that are specifically aimed at facilitating the transition of enterprises to formality.</i></p>	<p>5.1.1: Number of gender-responsive initiatives to accelerate transition from informal to formal economy.</p> <p>5.1.2: Number of femaleintensive sectors prioritized</p>	<p>88% of rural employment is informal (LFS 2017), with mainly unregistered MSMEs accounting for more than 80 per cent of employment overall. Formal jobs are mainly concentrated in urban areas.</p> <p>Relevant national strategies are NRES (above), the national Green Growth Strategy, the National Strategy on Climate Change of Lao PDR, and the Vientiane Declaration on Transition from informal employment to formal employment towards decent work promotion in ASEAN, among others.</p>	<p>At least 5 initiatives involving tripartite social dialogue, with focus on removing barriers to women' labour market participation.</p> <p>At least 1 femaleintensive sector prioritized</p>	<p>MoLSW</p> <p>ILO project reports</p>
<p>5.2: Increased number of gender-responsive financial and non-financial business development options and digital tools are available for MSMEs, young aspiring women and men entrepreneurs, persons with disabilities and LGBTIQ+ persons.</p> <p><i>Aligns with P&amp;B Output 4.2: Strengthened capacity of enterprises and their support systems to enhance productivity and sustainability.</i></p>	<p>5.2.1: Number of business development options and digital tools made available for MSMEs and young aspiring women and men entrepreneurs.</p> <p>5.2.2: Number of MSMEs trained through ILOsupported business development support (BDS) (by female/male owned or led).</p> <p>5.2.3: Percentage of MSMEs who receive access to bank loans as result of training (by female/male owned or led).</p>	<p>At least 10 business development support (BDS) providers active as a result of ILO projects under the DWCP 2017–2021. Includes the LNCCI SME Service Centre. A key training tool for BDS providers and the Ministry of Industry and Commerce (MoIC) is the ILO “Laos in Business” package.</p> <p>As of October 2021, 803 formal and informal enterprises had received training through the LNCCI Service Centre to develop business and financial plans. 148 of these had accessed low-interest bank loans.</p>	<p>At least 3 gender-responsive business development options and digital tools.</p> <p>At least 250 MSMEs trained through ILO-supported BDS (at least 60% female owned or led).</p> <p>At least 200 of the MSMEs receive information and training on access to bank loans (at least 60% female owned/led)</p>	<p>ILO project reporting</p> <p>LNCCI</p>

<p>5.3: Improved TVET and skills development systems, including through (i) improved access for women and persons with disabilities, and (ii) increased private sector engagement in governance.</p> <p><i>Aligns with P&amp;B Output 5.2: Increased capacity of Member states to strengthen inclusive skills and lifelong learning policies, governance models and financing systems.</i></p>	<p>5.3.1: Number of gender-responsive initiatives to strengthen TVET and skills development systems, including increased inclusion and engagement of the private sector in TVET governance.</p>	<p>419,264 students undertaking TVET training in 2021 (female: 184,556 or 44%). (9th NSEDP).</p> <p>Peer-to-peer network established with China, Cambodia to improve Lao TVET/skills development systems.</p>	<p>At least 5 gender and disability responsive initiatives undertaken to strengthen TVET and skills development systems, including through increased inclusion and private sector engagement.</p> <p>At least 50% of TVET participants are women.</p>	<p>MoLSW data</p>
<p>5.4: Increased availability of gender-responsive digital and green skills development opportunities to meet labour market needs and Industry 4.0 requirements through: (i) TVET and skill development institutions; and (ii) workplace-based training.</p> <p><i>Aligns with P&amp;B Output P&amp;B 5.3: Increased capacity of Member States to design and deliver innovative, flexible and inclusive learning options, encompassing work-based learning and quality apprenticeships.</i></p>	<p>5.4.1: Number of formal gender-responsive digital and green skills programmes available through public TVET and skills development institutions.</p> <p>5.4.2: Number of initiatives in partnership with LNCCI to promote and support workplace-based learning.</p>	<p>Digital and green skills part of ILO technical support to development</p>	<p>At least 3 new gender-responsive Navailable through public TVET and skills development institutions, with demonstrated attention to inclusion by gender, disability and ethnicity.</p> <p>At least 2 capacity-development or planning initiatives with LNCCI to improve capacity to support members in carrying out workplace-based skills training.</p>	<p>MoLSW data</p> <p>ILO project report on cooperation with LNCCI.</p>
<p>5.5: Improved capacity and gender-responsive tools to provide up-to-date labour market analysis to support the effectiveness of public employment services (PES) and to inform TVET planning.</p> <p><i>Aligns with P&amp;B Output 5.1: Increased capacity of Member States to identify current skills mismatches and anticipate future skills needs.</i></p>	<p>5.5.1: Number of gender-responsive labour market status and anticipation initiatives undertaken, including labour force surveys (LFS) and employers' skills needs surveys.</p> <p>5.5.2: Number of gender-responsive initiatives to improve labour market information analytical capacities of tripartite constituents and the Lao Statistics Bureau (LSB)</p>	<p>No regular comprehensive national labour market update available. LNCCI conducted employers' skills needs survey in COVID context in 2020.</p> <p>2nd LFS conducted in 2017. 3rd LFS conducted in 2021, with child labour component.</p>	<p>At least 5 gender-responsive national initiatives on labour market status and trends produced, including:</p> <p>(i) at least 2 LFS, with inclusion of: (a) a pilot time-use survey module; and (b) coverage of the situation of women and men migrant workers</p> <p>(ii) at least 1 gender-responsive LNCCI employers' skills needs survey</p> <p>(iii) at least 1 gender-responsive consolidated labour market information (LMI) update for wider dissemination.</p>	<p>MoLSW and LSB</p> <p>LFS reports</p> <p>LNCCI employers' skills needs survey</p> <p>Further LMI documentation produced with ILO support</p> <p>ILO project reports</p>

## Annex 6. Ongoing Development Cooperation Projects in Lao PDR.

No	Project Name	Implementing partner(s)	Total Available Resources <sup>21</sup> (US\$)	Disaggregate by donor	Period	DC Project teams in Lao PDR
<b>Skills and employment</b>						
1	Strengthening Skills Development and triangular cooperation	Ministry of Labour and Social Welfare, LFTU, LNCCI	383 925.38	Ministry of Human Resources and Social Security of P.R. China	Jan 2019 -Dec 2023	Ms. Keovanlay Phanthavong, National Project Coordinator Email: <a href="mailto:phanthavong@ilo.org">phanthavong@ilo.org</a>
2	Rural Employment Promotion through reduced vulnerability of returnee migrant workers through linkages to employment opportunities and integration into local economic development in response to COVID-19	Ministry of Labour and Social Welfare, LFTU, LNCCI	848 937	Japanese Government US\$641,729  ILO/Japan SSN: US\$207 208	April 2022 – March 2023	Ms. Anousone SOSENGINH, National Project Coordinator Email: <a href="mailto:sosenginh@ilo.org">sosenginh@ilo.org</a>  Ms. Milanty Phabmixay, Programme Assistant Email: <a href="mailto:phabmixay@ilo.org">phabmixay@ilo.org</a>
<b>Migration</b>						
3	Tripartite Action to Enhance the Contribution of Labour Migration to Growth and Development in ASEAN (TRIANGLE in ASEAN)	Ministry of Labour and Social Welfare (MOLSW), Lao Federation of Trade Unions (LFTU), Lao National Chamber of Commerce and Industry (LNCCI)	1 200 000	Regional programme funded by DFAT and Canada (where Australia funds US\$20,000,000; and Canada funds US\$5,500,000)	2015-2025	Mr. Vongtavanh Sayavong, National Project Coordinator Email: <a href="mailto:Sayavong@ilo.org">Sayavong@ilo.org</a>  Ms. Khitsamone Outhammavong, Project Admin and Finance Assistant Email: <a href="mailto:khitsamone@ilo.org">khitsamone@ilo.org</a>
4	Safe & Fair: Realizing women migrant workers' rights & opportunities in the ASEAN region project	Ministry of Labour and Social Welfare (MOLSW), Lao Federation of Trade Unions (LFTU), Lao National Chamber of Commerce and Industry (LNCCI)	1 037 000	EU - Spotlight Initiative (25,500,000 EUR Regional programme funding)	2018-2023	Mr. Viengprasith Thiphasouda, National Project Coordinator Email: <a href="mailto:thiphasouda@ilo.org">thiphasouda@ilo.org</a>  Ms. Visetsinh Huangvilay, National project Admin and Finance Assistant Email: <a href="mailto:huangvilay@ilo.org">huangvilay@ilo.org</a>
5	South East Asia Regional Programme on Labour Migration in the Fishing Sector	Ministry of Labour and Social Welfare Lao Federation of Trade Unions Lao National Chamber of Commerce and Industry	111 682		August 2020 – July 2024	Ms. Anonglack Phaniphong, National project Admin and Finance Assistant Email: <a href="mailto:phaniphong@ilo.org">phaniphong@ilo.org</a>
<b>Enterprise development</b>						

21 The available resources need to be updated by the projects



6	Supporting resilience of Lao MSMEs in response to COVID-19	Lao National Chamber of Commerce	826 733	SDC	Jan 2021 - July 2022	<p>Ms. Anousone SOSENGINH, National Project Coordinator Email: <a href="mailto:sosenginh@ilo.org">sosenginh@ilo.org</a></p> <p>Ms. Nalinh INLATSAMY, Provincial Project Coordinator in Louangprabang province Email: <a href="mailto:inlatsamy@ilo.org">inlatsamy@ilo.org</a></p> <p>Ms. Visetsinh Huangvilay, National project Admin and Finance Assistant Email: <a href="mailto:huangvilay@ilo.org">huangvilay@ilo.org</a></p>
<b>Child labour</b>						
7	Country Assessment on the Impact of COVID-19 to Child Labour and Youth towards the Implementation of the NPA to Eliminate Child Labour and Promote Decent Work for Youth in Lao PDR	Ministry of Labour and Social Welfare, Lao Statistic Bureau, National Committee for implementation of National Action plan on the elimination of child labour	982 478.49	<p>ILO RBSA – US\$200,000</p> <p>JICA - US\$782 478.49</p>	March 2021 - December 2022	<p>Mr. Bounthavy Bounmy, National Project Coordinator Email: <a href="mailto:bounmy@ilo.org">bounmy@ilo.org</a></p> <p>Ms. Milanty Phabmixay, Programme Assistant Email: <a href="mailto:phabmixay@ilo.org">phabmixay@ilo.org</a></p>
<b>OSH</b>						
8	Enhancing and Implementing Occupational Safety and Health Standards in Lao PDR	MoLSW, LNCCI, LFTU	300 000	ILO-Korea partnership	June 2021 – December 2023	Ms. Noutthong Alounthong, National Project Coordinator email: <a href="mailto:alounthong@ilo.org">alounthong@ilo.org</a>
<b>Social Protection</b>						
9	UN Joint Programme on leaving no one behind: Establishing the basis for social protection floors in Lao PDR		950 739	<p>UNSDG Fund: US\$816 539</p> <p>DFAT: US\$134 200</p>	Jan 2020 – June 2022	<p>Ms. Loveleen DE, Project Manager Email: <a href="mailto:del@ilo.org">del@ilo.org</a></p> <p>Mr. Thongleck Xiong, National Project Coordinator Email: <a href="mailto:thongleck@ilo.org">thongleck@ilo.org</a></p> <p>Ms. Sengdeuan Phommasoukha, Project Admin and Finance Assistant Email: <a href="mailto:phommasoukha@ilo.org">phommasoukha@ilo.org</a></p>
10	ILO/Korea Partnership Programme “Supporting the Implementation of Sustainable Social Protection Floors for Workers and their Families in ASEAN – Phase III”	Lao Social Security Organisation, Ministry of Labour and Social Welfare, LFTU, LNCCI	319 927 (Lao PDR component)	Republic of Korea	1 June 2021 – 31 Dec 2023	<p>Ms. Loveleen DE, Project Manager Email: <a href="mailto:del@ilo.org">del@ilo.org</a></p> <p>Mr. Thongleck Xiong, National Project Coordinator Email: <a href="mailto:thongleck@ilo.org">thongleck@ilo.org</a></p> <p>Ms. Sengdeuan Phommasoukha, Project Admin and Finance Assistant Email: <a href="mailto:phommasoukha@ilo.org">phommasoukha@ilo.org</a></p>

11	Reducing vulnerability in Lao PDR: Advancing social protection and labor rights and entitlements in the coffee and tea sectors of Lao PDR (SoLaR)	Lao Social Security Organisation, Ministry of Labour and Social Welfare, LFTU, LNCCI	EUR 1 million	EU Delegation in Lao PDR	Nov 2021 – May 2024	Ms. Loveleen DE, Project Manager Email: <a href="mailto:del@ilo.org">del@ilo.org</a>  Ms. Noutthong Alounthong, National Project Coordinator email: <a href="mailto:alounthong@ilo.org">alounthong@ilo.org</a>  Ms. Sengdeuan Phommasoukha, Project Admin and Finance Assistant Email: <a href="mailto:phommasoukha@ilo.org">phommasoukha@ilo.org</a>
12	Extension of Social Health Protection in South East Asia Focus: Lao PDR	National Health Insurance Bureau of MoH  Lao Social Security Organization of MoLSW  LFTU  LNCCI	690 000	Luxemburg	May 2022 – December 2025	Ms. Marielle Phe Goursat Project Manager Email : <a href="mailto:goursat@ilo.org">goursat@ilo.org</a>

# Decent Work Country Programme for the Lao People's Democratic Republic, 2022–2026



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