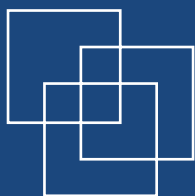




International
Labour
Organization

DECENT WORK COUNTRY PROGRAMME FOR LAO PDR

2017-2021



Decent Work Country Programme (DWCP) 2017–2021

The Lao People's Democratic Republic (Lao PDR)

May 2017



Memorandum of understanding

Whereas the Government of the Lao People's Democratic Republic (Lao PDR), the undersigned workers' and employers' organizations, and the International Labour Organization (ILO), represented by the International Labor Office (referred collectively as Parties), wish to collaborate in order to promote and advance decent work in Lao PDR.

Now therefore, the Parties hereby agree as follows:

1

The Parties affirm their commitment to collaborate in the implementation of the Decent Work Country Programme (DWCP).

The following are agreed as priorities of the DWCP:

Priority 1: Promote employment and technical/vocational skills development in line with market demand;

Priority 2: Promote ratification and implementation of international labour standards;

Priority 3: Strengthen and expand social protection;

Priority 4: Strengthen tripartite cooperation and social dialogue.

2

The ILO agrees to assist in mobilization of resources and to provide technical 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 the 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 participate in the ILO activities, the provisions of the Convention on the Privileges and Immunities of the Specialized Agencies and its Annex I relating to the ILO, to which Lao PDR has acceded on 9 August 1960.

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 a constituting a waiver of privileges and immunities enjoyed by the ILO.

6

The DWCP 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

**For and on behalf of the
International Labour Office**

H.E. Mme. Baykham KATTIYA
Vice Minister
Ministry of Labour and Social Welfare
30th May 2017

Mr. Maurizio BUSSI
Director of Country Office for Thailand,
Cambodia, and Lao PDR
30th May 2017

H.E. Dr. Kikeo CHANTHABOURY
Vice Minister of Ministry of Planning
and Investment
30th May 2017

**For and on behalf of
Workers' organization**

**For and on behalf of
Employers' organization**

H.E. Mr. Symoun OUNLASY
Vice President of Lao Federation of Trade Unions
30th May 2017

Mr. Daovone PHACHANTHAVONG
Vice President
Lao National Chamber of Commerce and Industry
30th May 2017





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Endorsement of the DWCP

The 2017–21 DWCP for the Lao People’s Democratic Republic (Lao PDR) provides a five-year framework for cooperation between the International Labour Organization (ILO) and the national constituents (the Lao PDR Government and employers’ and workers’ organizations). The document represents the outcome of consultations that culminated in a final tripartite endorsement in Vientiane on 3 March 2017. It reflects the priorities of the national constituents as well as findings of a review of the DWCP 2011–15 and an analysis of decent work trends, opportunities and challenges in Lao PDR.

Executive summary

Lao PDR’s strategic development directions are set out in the 8th National Socio-Economic Development Plan 2016–20 (NSED), the overarching policy framework within which the ILO DWCP 2017–21 will be implemented. In turn, the NSED aligns to the Lao PDR Socio-Economic Development Strategy 2016–25, the Lao PDR Vision 2030 and the Global Goals for Sustainable Development (SDGs).

A majority of the 8th NSED targets are closely linked to the SDGs. These reflect the Decent Work Agenda, in particular through SDG Goal 8 regarding the promotion of sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all.

The Lao PDR-United Nations Partnership Framework (UNPF) 2017–2021 reflects these strategic directions and sets out the priorities for the UN system in Lao PDR as a whole, including with respect to implementation of the Decent Work Agenda within which the ILO plays a key role.

Underpinning the ILO engagement are relevant outcomes set out in its Programme and Budget 2018–19¹ as well as international labour Conventions, resolutions and recommendations adopted jointly by governments, employers’ organizations and workers’ organizations through the International Labour Conference (ILC) and other international forums. Prominent among these is the landmark ILO Declaration on Social Justice for a Fair Globalization (2008). This affirms ILO values and the ILO’s key role in helping to achieve progress and social justice in the context of globalization. The Declaration promotes decent work through a coordinated approach to achieving four strategic objectives: employment, social protection, social dialogue, and fundamental principles and rights at work. As reaffirmed in the 2016 resolution on Advancing Social Justice through Decent Work, gender equality and non-discrimination

¹ International Labour Organization, *The Director-General’s Programme and Budget Proposals for 2018-19 (GB.329/PFA/1)*, Geneva, as presented to the 329th Session of the ILO Governing Body, Geneva, 9-24 March, 2017

are crosscutting components of the ILO's strategic objectives. These principles are also key to ensuring that no one is left behind in the implementation of the 2030 Agenda.

At the regional level, key policy frameworks supporting the ILO's partnership with national constituents to promote decent work priorities in Lao PDR include the Vientiane Declaration on Transition from Informal Employment to Formal Employment towards Decent Work Promotion in ASEAN (2016) and the Bali Declaration adopted by the 16th ILO Asia and the Pacific Regional Meeting, Bali, Indonesia, 6–9 December 2016.

Lao PDR has in recent years seen strong economic growth, which has contributed, albeit from a low base, to reduced poverty levels and improved living standards. This growth has been accompanied by an ongoing but still fragile development of labour market institutions. At the same time, significant decent work challenges remain, particularly those related to high levels of vulnerability and informality, as well as to low skill levels in an economy still dominated by the agricultural sector, despite recent (slow) expansion of the industrial and service sectors.

By implementing the current NSEDP, the Lao PDR Government aims to graduate from least developed country (LDC) status by 2020 and to consolidate regional and international integration in the context of the ASEAN Economic Community (AEC). Progress has been made in meeting the three criteria for LDC graduation, particularly with respect to income levels, but major areas remain to be addressed, particularly with respect to economic vulnerability, where expanding and strengthening social protection will be a key priority.

In the medium-term, a “demographic dividend” presents the country with a major opportunity in terms of a rapidly expanding, youthful working population. In 2015, the total dependency ratio was 57 persons for every 100 persons of working age, down from 77 in 2005². This long-term population dynamic offers the potential for savings from a reduced social services burden to pave the way for more investment in inclusive socio-economic development. However, the full benefits of the demographic dividend will only be realized if new jobs keep pace with the growth of the working age population and if young women and men are better equipped with the appropriate skills and knowledge.

Building on progress and lessons from the previous DWCP period, this DWCP targets strategic areas that will support Lao PDR in addressing its decent work challenges, while taking advantage of opportunities available through developments such as ASEAN integration and the demographic dividend. The major strategic deliverables of the programme between 2017 and 2021 will include the development and initial implementation of national strategies for rural employment and social protection.

Although the ILO is a non-resident agency in Lao PDR, since the late 1980s it has been engaged in supporting national development in a range of key areas related to the Decent Work Agenda. During the 2011–15 period, the ILO supported its tripartite constituents in achieving significant progress in the development of national policies, laws and decrees, strategies, action plans, institutional mechanisms and capacities for implementation of decent work commitments.

The DWCP 2017-2021 was developed through intensive consultations between the ILO and its national constituents during 2016 and early 2017. It represents the joint commitments of the

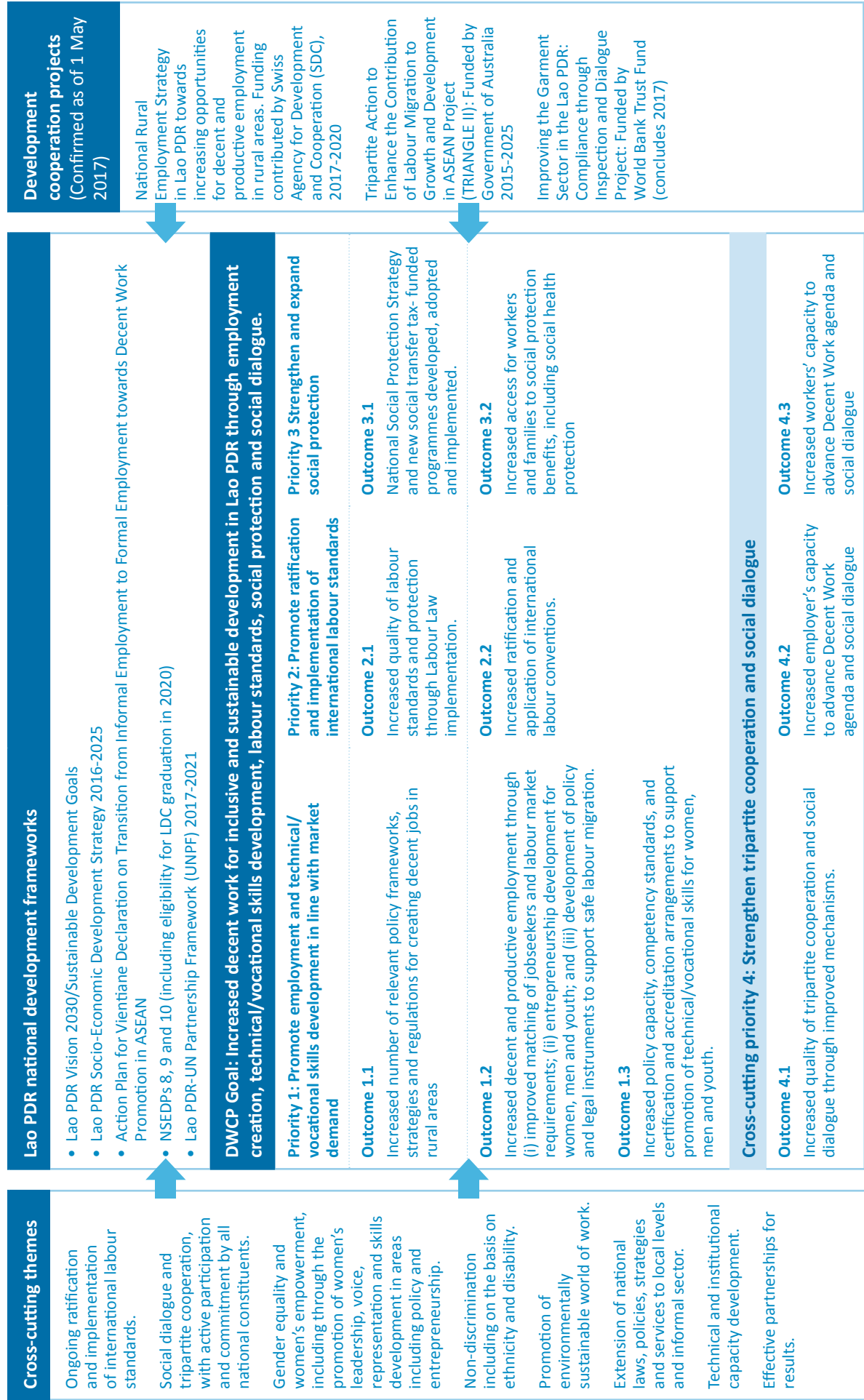
² Lao Bureau of Statistics (2016). *Lao PDR 4th national population and housing census, 2015*, <http://lsb.gov.la/en/index.php> [accessed 4 May, 2017].

ILO and the tripartite partners to support the implementation of targeted components of the above-listed international and national development frameworks. Among other things, the DWCP has benefited from the “My World of Work” survey (2015) involving ILO and national constituent identification of perceptions and aspirations related to the Decent Work Agenda among the Lao PDR population.

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. National constituents will continue to work together to strengthen local ownership of DWCP initiatives and outcomes and to ensure long-term sustainability and impact. The DWCP will be conducted and regularly updated in line with the Bali Declaration, constituent needs and progress towards the 2030 Sustainable Development Agenda.



Lao PDR DWCP at a glance



Decent work challenges

More and better jobs – formalizing employment & maximising demographic dividend

Addressing vulnerability, strengthening & expanding social protection (including as part of LDC graduation process)

Addressing inequalities – gender, ethnicity, disability, urban/rural

Strengthening social dialogue via improved mechanisms & national constituent capacities

Alignment of the DWCP to key national and international development frameworks (see Results Framework for further elaboration)

8th NSEDP outcomes	Sustainable Development Goals	Lao PDR-UNPF 2017– 21	ILO programme and budget outcomes (2018– 19)	Bali Declaration (2016): ILO Actions
<p>Outcome 1 (economic): Strong economic foundation and reducing economic vulnerability.</p> <p>Outcome 2 (social): Human resource development, poverty reduction, access to quality education and health services, protection and development of the unique national culture.</p> <p>Outcome 3 (environmental): Effectively protect the natural environment while using its resources in line with green and sustainable directions; prepare to cope effectively with natural disasters and climate change.</p>	<p>Goal 1: End poverty, reduce inequality, particularly Target 1.3 on nationally appropriate social protection systems and measures for all.</p> <p>Goal 4: Quality education/lifelong learning.</p> <p>Goal 5: Gender equality, empower women and girls.</p> <p>Goal 8: Full and productive employment and decent work for all, particularly the following: Target 8.3: Decent jobs entrepreneurship, formalization and MSMEs. Target 8.5: Full productive and decent work for all, including youth and persons with disabilities, and equal pay for work of equal value. Target 8.7: Elimination of the worst forms of child labour. Target 8: Protection of labour rights and OSH, including migrant workers.</p>	<p>Outcome 1: By 2021, all women and men have increased opportunities for decent livelihoods and jobs.</p> <p>Outcome 2: More people have access to social protection benefits, in particular vulnerable groups and the poor.</p> <p>Outcome 4: Children and youth enjoy better access to inclusive and equitable quality basic education and vocational skills.</p> <p>Outcome 8: People enjoy improved access to justice and fulfilment of their human rights.</p>	<p>Outcome 1: More and better jobs for inclusive growth and improved youth employment prospects.</p> <p>Outcome 2: Ratification /application of international labour standards.</p> <p>Outcome 3: Creating and extending social protection floors.</p> <p>Outcome 4: Promoting sustainable enterprises.</p> <p>Outcome 5: Decent work in the rural economy.</p> <p>Outcome 6: Formalization of the informal economy.</p> <p>Outcome 7: Promoting workplace compliance through labour inspection.</p> <p>Outcome 9: Promoting fair and effective labour migration policies.</p> <p>Outcome 10: Strong and representative employers' and workers' organizations.</p>	<p>Decent Work Country Programmes, designed and implemented in consultation with the social partners. Country programmes should be actioned and regularly updated in line with the Bali Declaration, constituent needs and progress towards the 2030 Sustainable Development Agenda.</p> <p>A campaign to promote the ratification and implementation of fundamental labour standards.</p> <p>Building capacity of constituents to effectively contribute to decent work for sustainable and inclusive development through enhanced social dialogue and collective bargaining.</p> <p>Better data collection and reporting on the status of the world of work, with particular emphasis on labour relations and employers' and workers' organizations.</p> <p>Strengthening capacity-building programmes for employers' and workers' organizations.</p>



Acronyms and abbreviations

ABND	Assessment-Based National Dialogue
ADB	Asian Development Bank
AEC	Asian Economic Community
AQRF	ASEAN Qualifications Regional Framework
ASEAN	Association of Southeast Asian Nations
CBED	Community-Based Enterprise Development
CEACR	Committee of Experts on the Application of Conventions and Recommendations
CO-BKK	Country Office – Bangkok (ILO)
DTC	DWCP Tripartite Committee
DWCP	Decent Work Country Programme
DWCP MEWG	DWCP M&E Working Group
DWT	Decent Work Team
ESC	employment services centre
ESJC	employment services job centre
EVI	economic vulnerability index
GDP	gross domestic product
GMS	Greater Mekong Subregion
GNI	gross national income
HAI	human assets index
HIV/AIDS	human immunodeficiency virus and acquired immune deficiency syndrome
ICT	information and communications technology
ILC	International Labour Conference
ILO	International Labour Organization
IT	information technology
KAB	Know About Business
LAK	Laotian currency (Lao kip)
LDC	least developed country
LFS	Labour Force Survey
LFTU	Lao Federation of Trade Unions

LMI	labour market information
LNCCI	Lao Chamber of Commerce and Industry
LSCO	Standard Classification of Occupations
LWU	Lao Women's Union
MDGs	Millennium Development Goals
M&E	monitoring and evaluation
MfDR	Results-based Management
MoES	Ministry of Education and Sports
MoLSW	Ministry of Labour and Social Welfare
MOU	memorandum of understanding
MPI	Ministry of Planning and Investment
MoLSW	Ministry of Labour and Social Welfare
MRC	Migrant Resource Centre
MRS	mutual recognition of skills
MSMEs	micro, small and medium-sized enterprises
NCAW	National Commission for Advancement of Women
NGO	non-governmental organization
NHIB	National Health Insurance Bureau
NPA	National Plan of Action
NRES	National Rural Employment Strategy
NSEDP	National Socio-Economic Development Plan
NSPS	National Social Protection Strategy
NSSF	National Social Security Fund
NTC	National Training Council
NTC	National Tripartite Committee
PES	public employment services
PPP	purchasing power parity
OSH	occupational safety and health
RBM	Managing for Development Results
RBSA	Regular Budget Supplementary Account
RBTC	Regular Budget Technical Cooperation
ROAP	Regional Office Asia-Pacific
SDC	Swiss Agency for Development and Cooperation

SDG	Sustainable Development Goal
SMEs	small and medium-sized enterprises
SSC	South-South cooperation
SSO	social security organization
TC	technical cooperation
TRIANGLE	Tripartite Action to Protect Migrants within and from the Greater Mekong Subregion from Labour Exploitation
TTC (IR)	Technical Tripartite Committee on Industrial Relations
TVET	technical and vocational education and training
UN-OHRLLS	UN Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States
UNPD	United Nations Partnership Framework
UXO	Unexploded ordnance
VZF	Vision Zero Fund
WTO	World Trade Organization
XB	extra-budgetary (resources)



1. Status of Lao PDR ratification of international labour Conventions

Lao PDR has ratified the following international labour Conventions:

- Forced Labour, 1930 (No. 029), C029; ratified 23 January, 1964.
- Night Work of Young Persons, 1919 (No. 6), C006; ratified 23 January, 1964.
- White Lead (Painting), 1921 (No. 13), C013; ratified 26 January, 1964.
- Worst Forms of Child Labour, 1999 (No. 182), C182; ratified 13 June, 2005.
- Equal Remuneration, 1951 (No. 100), C100; ratified 13 June, 2008.
- Discrimination (Employment and Occupation), 1958 (No. 111); C111; ratified 13 June, 2008.
- Minimum Age, 1973 (No. 138), C138; ratified 13 June, 2008.
- Tripartite Consultation, 1976 (No. 144), C144; ratified 29 October, 2010.
- Night Work (Women): Denounced 2014, C004; ratified 23 January, 1964. Denounced 4 June, 2014.
- Night Work, 1990 (No. 171), C171; ratified 4 June, 2014.

Sources: International Labour Organization, NORMLEX Information System on International Labour Standards, Available at <http://www.ilo.org/dyn/normlex/en/f?p=1000:1:0::NO:RP::> [accessed 15 May. 2017].

2. National development framework

The DWCP represents the joint commitment of ILO and the national constituents of Lao PDR to implement the decent work-related elements of the Sustainable Development Goals (SDGs) and Lao PDR's national development framework. There follow the core elements of the national development framework to which DWCP priorities and outcomes are directly linked.

2.1 8th National Social and Economic Development Plan 2016–2020 (NSEDP)

The 8th NSEDP provides the overarching policy framework within which the ILO DWCP 2017–21 will be implemented. In turn, the NSEDP aligns to the Lao PDR Socio-Economic Development Strategy 2016–25, the Lao PDR Vision 2030 and the Global Goals for Sustainable Development (SDGs). Most 8th NSEDP targets are closely linked to the SDGs.

Central to the plan is a commitment to “facilitate eligibility for graduation from least developed country (LDC) status by 2020 and to consolidate regional and international integration in the context of launching of the ASEAN Economic Community (AEC) in 2015.”

The NSEDP aims to achieve the following three core outcomes:



Economic. Establish a strong economic foundation and reduce economic vulnerability.



Social. Develop human resources; reduce poverty; improve access to quality education and health services; protect and develop the unique culture of the nation.



Environmental. Effectively protect the natural environment while using it in line with green and sustainable directions; prepare to cope effectively with natural disasters and climate change.

Outputs of direct relevance to the DWCP 2017–21 include the following:

- **Outcome 1, Output 1.** Ensure sustained and inclusive economic growth,
- **Outcome 1, Output 5.** Improve public/private labour force capacity,
- **Outcome 1, Output 6.** Local entrepreneurs are competitive in domestic and international markets.³
- **Outcome 2, Output 1.** Improved living standards through poverty reduction using Sam Sang-oriented directions (including the following Target: ‘To formulate a national rural employment strategy that concentrates on designing strategies, methods and programmes which create jobs and income in rural areas’).⁴
- **Outcome 2, Output 5.** Extended access to social protection.
- **Cross-cutting Output 8.21.2.** Promote and develop gender equality, juveniles and youth.

2.2 Key laws, strategies and national plans relevant to the DWCP

A number of Lao PDR laws, decrees, strategies and plans provide further key reference points for DWCP planning and implementation. These include the following:

- Labour Law (2014)
- Law on Social Security (2013)
- Women and Child Protection Law (2004)
- Amended education law (with compulsory education until lower secondary education), 2016
- Draft Prime Ministerial Decree on Occupational Safety and Health (2017)
- Draft Prime Ministerial Decree on Labour Dispute Resolution (2017)
- Prime Ministerial Decree on National Action Plan for Prevention and Elimination of Child Labour (2015)
- Ministerial Decision on Labour Inspection (2016)
- Ministerial Decision on technical and vocational education and training (TVET) and skills development (2011)
- TVET Law (2013)
- 2020 Vision for Women’s Advancement
- Strategic Plan for Gender Equality 2016–25 and Gender Equality Development Plan 2016–20
- Agricultural Development Strategy 2025
- 3rd SME Development Plan 2016–20
- TVET Development Plan 2016–2020
- 2nd National Occupational Safety and Health (OSH) Programme, 2011–2015

³ Includes technical and vocational education and training (TVET)

⁴ “The Sam Sang (“Three Builds”) directive proposes villages as the development unit, districts as the integration unit, and provinces as the strategic unit. Subsequent guidance from the National Assembly, Prime Minister and the Guiding Committee for Sam Sang Pilot Projects suggest that Sam Sang is three things: (1) a political manifesto; (2) an approach to decentralized administration; and (3) a national targeted development program.” See http://ladf.org/images/publications/141215_ladlf_samsang_study.pdf [accessed 29 Apr. 2017].

In addition, the Government of Lao PDR has adopted a number of laws and policies (including several of those above) which contain provisions pertaining to people with disabilities, including their right to decent and productive work and access to basic services.

2.3 Development partnerships complement national efforts

International development cooperation will make important contributions to Lao PDR's socio-economic development investments during the period 2017–21. Key frameworks for development cooperation include the following:

- Vientiane Declaration on Partnership for Effective Development Cooperation, 2016–25;
- Lao PDR – UN Partnership Framework, 2017–21; and
- Lao PDR/Development Partners Round Table Process, including ten thematically-focused Sector Working Groups.⁵

2.4 Comparative ILO advantages

The ILO brings the following comparative advantages as the core partner for the national constituents under the DWCP 2017–21:

- international norm setting and monitoring roles based on the international labour conventions and other resolutions and recommendations adopted by the International Labour Conference (ILC);
- policy support and technical expertise;
- ability to draw on the relevant experience of diverse countries within the Association of Southeast Asian Nations (ASEAN) and worldwide; and
- a tripartite membership base of governments, employers' representatives and workers' representatives.

Drawing on these comparative advantages in the context of DWCP design and implementation, the ILO is uniquely placed to provide support and advice in areas including policy/strategy support; legislative/decreedrafting; research; institutional and technical capacity development; technical advice; development cooperation projects; and knowledge sharing, including access to other-country experience.

⁵ The priority focus for ILO engagement in the Round Table Process will be the Macroeconomic Sector Working Group.

3. Advancing the Decent Work Agenda: Challenges and opportunities

3.1 Population dynamics provide basis for “democratic dividend”

Lao PDR is a land-locked and mountainous country bordering on the Kingdom of Cambodia, the People’s Republic of China, the Republic of the Union of Myanmar, the Kingdom of Thailand and the Socialist Republic of Viet Nam. The country is an active member of the Greater Mekong Subregion (GMS) Economic Cooperation Program, ASEAN, and the World Trade Organization (WTO).

Lao PDR’s 2015 census indicated a total population of about 6.5 million, with an annual population growth rate of 1.45 per cent (2005–15), reduced from 2.08 per cent (1995–2005). The proportion of urban population increased by approximately 6 per cent during the same period, from 27 per cent in 2005 to 33 per cent in 2015. The rural population accounted for 67 per cent of the national total, of which 59 per cent lived in rural areas with road access and 8 per cent without road access.⁶

The nation’s population was the youngest in ASEAN, with 32 per cent of the population aged 14 years or younger. The working population aged 15–64 years accounted for 64 per cent of the total, with another 4 per cent of the total population aged 65 years and older. In 2015, the total dependency ratio for every 100 people of working age was 57 people, down from 77 in 2005.⁷ At the same time, the population was projected to increase by 38 per cent from 6.4 million in 2010 to 7.8 million in 2030, with an estimated 96,000 young people joining the workforce annually in the following decade.⁸

As a result, Lao PDR is set to benefit in the medium-term from a “demographic dividend” to the economy as savings resulting from a reduced social services burden pave the way for more investment in economic development. However, the full benefits of the demographic dividend will be realized only if new jobs are able to keep pace with the growth of the working age population and young women and men are better equipped with the appropriate skills and knowledge. This issue will become all the more critical with the move towards regional integration.

⁶ Lao Statistics Bureau: *Lao PDR 4th population and housing census, 2015* (Vientiane, 2016), <http://lsb.gov.la/en/index.php> [accessed 4 May, 2017].

⁷ Ibid.

⁸ Lao Statistics Bureau; *Labour force survey* (Vientiane, 2010),

Lao PDR is an ethnically diverse country, with 49 officially recognized groups and hundreds of sub-groupings. Different socio-cultural traditions, higher poverty levels and low literacy levels characterize the groups living in remote mountainous areas.⁹

Among the population aged five years and older, according to the census, the overall prevalence of disability was 2.8 per cent,¹⁰ a statistic often linked to Lao PDR's ongoing legacy of being one of the most heavily bombed nations in the world. More than 40 years after the end of the Second Indochina War, unexploded ordnance (UXO) still affected 15 of Lao PDR's 18 provinces.¹¹

3.2 Foundations for transition from least developed country status

Lao PDR aims to graduate beyond least developed country (LDC) status by 2020. The country has cleared the income threshold for LDC graduation, with gross national income (GNI) per capita reported as US\$1,600 in 2014 according to the World Bank's Atlas method.¹² Analysis in the Lao PDR Human Development Report 2016¹³ shows that, in 2015, the value of Lao PDR's human assets index (HAI) was about 92 per cent of the LDC graduation threshold. The economic vulnerability index (EVI) required sustained attention, however, with progress towards universal social protection a key priority to protect human development gains from shocks and misfortunes.¹⁴

Strong economic growth in recent years has enabled Lao PDR to move from low-income to lower middle-income status. This development links back to reforms introduced in the late 1980s to a centrally planned economy, leading to the privatization of some productive assets and the introduction of free-market principles. The economy grew at an average rate of about 8 per cent in the period 2010–15, and is predicted to continue growing at a similar rate during the current DWCP period.¹⁵ From 2005 to 2013, the hydropower and mining sectors together generated about one-third of the country's economic growth. The natural resources area was characterized by a high ratio of capital to labour, however, and in 2013, with only 22,000 workers, it was able to produce about 18 per cent of Lao PDR's gross domestic product (GDP).¹⁶ To date, high levels of economic growth have so far been unable to generate a significant and sustained rise in shared growth and employment.

The agriculture and fishery sectors remained key to the country's overall development, accounting for about 63 per cent of employed persons in 2013.¹⁷ Although the share of agriculture in GDP declined from 41 per cent to 27 per cent, its share in employment has not declined commensurately, still accounting for over 60 per cent of the economy's total working hours.¹⁸ However, productivity levels in agriculture were four to ten times lower than non-agricultural sectors in 2010 (less than half those of Thailand).

⁹ UN Country Team; Lao PDR: *Country analysis report: Analysis to inform the Lao PDR-UN Partnership Framework (2017–2021)*, 2015. PDF available online [accessed 4 May 2017].

¹⁰ Lao Statistics Bureau (2016), *op. cit.*

¹¹ UN Country Team, Lao PDR (2015), *op. cit.*

¹² *Ibid.*

¹³ UNDP/Ministry of Planning and Investment: *Graduation from least developed country status Lao PDR, 2017*. The 5th National Human Development Report (2017), PDF available online [accessed 4 May 2017].

¹⁴ *Ibid.*

¹⁵ *Vientiane Times*, 24 March, 2016

¹⁶ UN Country Team, Lao PDR (2015), *op. cit.*

¹⁷ World Bank: *Lao development report: Expanding productive employment for broad-based growth* (2014). <http://www.worldbank.org/en/country/lao/publication/lao-pdr-development-report-2014> [accessed 4 May 2017].

¹⁸ UNDP/Ministry of Planning and Investment, *op. cit.*

The need to improve rural livelihoods by increasing productivity and skills levels in the agricultural sector presents a key long-term structural challenge in addressing Lao PDR's employment gaps. These measures would release a large "reserve labour pool" for employment in the manufacturing and service sectors, where labour shortages present a major concern.¹⁹ The range of complementary measures required to ensure sustainable and inclusive growth include the following: improvement of working conditions in all employment areas; reducing employment vulnerability; enhancing the environment for private sector (including SME) development; raising wage levels to match living costs; and lifting literacy levels.

3.3 Addressing poverty and inequality

Lao PDR achieved the poverty-related Millennium Development Goal (MDG) by halving its national poverty rate by 2015. However, poverty reduction and consumption growth lagged behind national GDP growth. The progress in poverty reduction varied by location, education, ethnicity, prevailing agricultural prices and the occupation of household heads. Despite a fall in the rural poverty headcount ratio from 51.8 to 28.6 over two decades,²⁰ one-third of the population in upland areas remained below the poverty line, with the poverty rate in rural areas 2.9 times that of urban areas. At the same time, the growth in consumption benefited the richer quintiles more than the poorer segments of the population, and the rural-urban gap remained significant.²¹

The Gini coefficient increased slightly from 35.0 to 36.2 in the period 2007/8 to 2012/13. Although inequality decreased in rural areas during this five-year period (due to a slowdown of growth in incomes of the rural non-poor population), this was more than offset by rising inequality in urban areas.²²

3.4 Workforce profile shows majority are unpaid family or own-account workers

Of the total population aged 10 years and older, the 2015 census showed that 68 per cent were "usually employed" and 29 per cent were outside the labour force. The overall unemployment rate was 2.1 per cent, with a higher rate (3.7 per cent) in urban areas. Most employed people in Lao PDR were either unpaid family workers (43 per cent) or own-account workers (38 per cent). Paid employees constituted 19 per cent of the country's workforce in 2015, of which more than half worked as government employees or in state cooperatives. Less than one per cent of the total workforce were employers.²³

Among women in the labour force, 61 per cent worked as unpaid family workers, compared to only 26 per cent of men. Only one in four working women were reported to be own-account workers, while one in two men had a similar status, indicating that women had less autonomy and control in the way they earned a living. There were also proportionately more male than female employees in formal paid jobs, particularly in public sector employment. Nearly 15

¹⁹ World Bank: *Lao development report: Expanding productive employment for broad-based growth* (2014), <http://www.worldbank.org/en/country/lao/publication/lao-pdr-development-report-2014> [accessed 4 May 2017].

²⁰ Ibid.

²¹ Ibid.

²² Ibid.

²³ *Lao Statistics Bureau* (2016), op. cit.

per cent of employed men worked in government jobs or in state cooperatives, compared with 7 per cent of employed women.²⁴

Labour force participation was high for young people aged 15–19 years, at 48.9 per cent. Among 20- to 24-year-olds the rate was 83.7 per cent.²⁵ Youth employment was dominated by low-skilled, low-paid, low-productivity and unremunerated work. Young people in rural areas in particular relied on subsistence farming, which did not allow them to escape the poverty cycle. This situation was compounded for young women from ethnic and poorer socio-economic backgrounds due to their lower secondary school completion levels.²⁶

SMEs in Lao PDR were a major employer but their productivity was relatively low. In 2010, SMEs accounted for 81 per cent of the total employed by registered firms.²⁷ However, they contributed only about 16 per cent to GDP, which was a relatively low share compared to several other ASEAN countries. It also reflected the low productivity of SMEs versus larger firms. Overall, in 2014, fewer than 20 per cent of SMEs had access to long-term credit, which made it difficult for them to grow and compete against other SMEs in ASEAN.²⁸

A significant proportion of Lao children were working, with an estimated 15 per cent of all children aged 5–17 years classified as “working children.” Some 10 per cent of the same age group (or two-thirds of all working children) were further classified as “child labour”, meaning they worked under conditions hazardous to their health and well-being, even though this was illegal. Some 94 per cent of children in child labour had dropped out of school or college or had never attended school or college. Child labour was primarily a rural phenomenon. Some 89 per cent of all working children lived in rural areas and 90 per cent were employed in the agriculture, forestry and fishing sectors. Some 67 per cent were in unpaid family work.²⁹

²⁴ Ibid.

²⁵ United Nations Population Fund (UNFPA) Lao PDR: *Lao PDR's pathway to a demographic dividend* (2015).

²⁶ Ibid.

²⁷ Department for Small and Medium-sized Enterprise Promotion, Government of Lao PDR, <http://www.smepdo.org/?lang=en> [accessed 4 May 2017].

²⁸ World Bank: “Lao PDR's small and medium-sized enterprises to benefit from new World Bank financing” Media release (9 June, 2014), Available at: <http://www.worldbank.org/en/news/press-release/2014/06/09/lao-pdr-small-medium-enterprises-benefit-new-world-bank-financing> [accessed 4 May 2017].

²⁹ UN Country Team, Lao PDR (2015), op. cit.



3.5 ASEAN integration brings challenges and opportunities

A key factor in the national context was the introduction of the ASEAN Economic Community (AEC) at the end of 2015. Under a modelled scenario of improved trade measures, the AEC may generate an additional 130,000 jobs by 2025, representing an additional 2.7 per cent of the 4.8 million people forecast to be employed in 2015. However, women are expected to be employed in only 36.2 per cent of these additional jobs, and over half of these new jobs may be in vulnerable work.³⁰

Without appropriate policies (e.g. in infrastructure, education, wages, social protection and skills recognition), job growth arising from regional integration will not lead to quality employment and may perpetuate gender disparities. Key issues for Lao PDR in this context include the following: low levels of education and skills among its young population; low productivity levels, particularly in agriculture; and weak institutional capacities at the national, provincial and district levels.³¹ Furthermore, agriculture will remain the country's largest employer, requiring investment in off-farm employment opportunities such as agro-processing.³²

Lao PDR has undertaken several initiatives in preparation for AEC entry. In particular, the Government is emphasizing entrepreneurship development; examining the implications for its labour force, including skills development under ASEAN mutual recognition of skills (MRS) arrangements; and establishing measures to better manage and ensure quality investment.³³ In 2016, while under Lao PDR's leadership, ASEAN adopted the Vientiane Declaration on Transition from Informal to Formal Employment towards Decent Work Promotion in ASEAN. This upholds the fundamental principles of decent work, encourages South-South cooperation and fosters intra-ASEAN learning on relevant issues regarding formalization, with special attention to rural employment.

3.6 Workforce vulnerability levels high

The share of vulnerable employment in Lao PDR remained high at 84 per cent of the workforce overall. Sectors with particularly high vulnerability levels included agriculture and fisheries (93 per cent) and sales workers (73 per cent). Vulnerable and informal employment was also widespread in other sectors, characterized by low pay, poor working conditions and no social protection.³⁴ People outside the formal economy (such as own-account and unpaid family workers) were unable to contribute to the formal social security system, while many in the formal private sector (62 per cent) were not members.³⁵ Movement out of agriculture rarely represented a pathway out of poverty, since it often led to equally low-paid informal economy jobs. Women in particular were moving out of agriculture at a faster rate than men, although given the large proportion of women working in the informal economy, this did not always equate to a transition out of vulnerable employment.

³⁰ ILO and Asian Development Bank (ADB): *ASEAN community 2015: Managing integration for better jobs and shared prosperity*. Bangkok, ILO and ADB, (2014), <https://www.adb.org/sites/default/files/publication/42818/asean-community-2015-managing-integration.pdf> [accessed 4 May 2017].

³¹ UN Country Team, Lao PDR (2015), op. cit.

³² ILO-ADB: *Will the AEC support Lao PDR's goal to overcome least developed status?* Lao PDR Country Brief (2015), http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/meetingdocument/wcms_357415.pdf [accessed 3 May 2017]. See also op. cit. ILO-ADB (2014).

³³ Ibid.

³⁴ ILO: *National Rural Employment Strategy in Lao PDR towards increasing opportunities for decent and productive employment in rural areas (2017–2019)*. Project document (2016).

³⁵ Lao Statistics Bureau. (2010). *Labour force survey*, op. cit.

Periodic increases in the minimum wage have had little impact on the position of the more than a third of working people who did not earn sufficient income to lift themselves out of poverty. Some 36 per cent of employed people belonged to the two poorest quintiles of the household population. They were less likely to have various amenities and services (such as clean water and toilets), and were more likely to be negatively affected by droughts, disasters and catastrophic health expenditure.³⁶ Vulnerability was reinforced by the fact that two-thirds of the population of Lao PDR lived on less than \$2 purchasing power parity (PPP) per day, compared with the poorest 10 per cent in Thailand and Viet Nam. The per capita consumption of 60 per cent of those who moved out of poverty between 2007/2008 and 2012/2013 was no more than 50 per cent above the poverty line.³⁷

3.7 International labour migrants face decent work challenges

International labour migration was an important feature of the employment landscape and provided a key source of income for families in southern Lao PDR, in particular.

Migrant labour made up around 8 per cent of the working population, mostly in low-paid, labour-intensive work in neighbouring Thailand. Remittances sent back home by Lao migrants in 2013 accounted for between 1.9 per cent and 2.5 per cent of national GDP.³⁸ In 2014, 11.5 per cent of the adult population received international remittances, varying from nearly 20 per cent in the South to 2.7 per cent in the North.³⁹

Migrants were disproportionately exposed to a range of decent work issues, including occupational injury or illness, weak representation and threats and extortion by police and other authorities. Migrants were also at greater risk of trafficking.⁴⁰ The Government has been taking steps to protect Lao migrants by establishing mechanisms in receiving countries to extend legal and other services, while the Lao Trade Union Federation (LFTU) is setting up formal cooperation arrangements with counterpart union bodies in destination countries.

3.8 Vocational skills development a cornerstone of socio-economic development

Lao PDR suffers a severe shortage of skilled workers – a significant issue for ASEAN integration as well as for long-term socio-economic development. The demand for medium-skilled and high-skilled workers generated by AEC entry and Lao PDR's own development requirements cannot be met without addressing the current mismatch between labour market needs and young people's education and skills. The challenge lies in both demand and quality issues. Despite increased enrolment in TVET, only one-third of enrolment quotas for TVET are filled due to a tendency to undervalue technical and vocational training compared with university education.⁴¹ The quality of education and training provided in TVET institutions is further affected by a shortage of appropriately qualified and trained teachers, weaknesses in curricula and teaching/learning materials, and lack of facilities. The poor quality of basic education and

³⁶ UN Country Team, Lao PDR (2015), op. cit.

³⁷ UNDP/Ministry of Planning and Investment: *Graduation*, op. cit.

³⁸ Ibid.

³⁹ UN Country Team, Lao PDR (2015), op. cit.

⁴⁰ Ibid.

⁴¹ United Nations Population Fund (UNFPA) Lao PDR : *Situation of youth in Lao PDR* (2013).



resultant low literacy levels are also key factors contributing to low technical and vocational skill levels.⁴²

Critical to addressing these issues will be the strengthening of existing efforts to upgrade public employment services (PES) and labour market information (LMI) systems, as well as the development of demand-driven training programmes linked to skills standards and certification in strategic sectors. Lao PDR is part of the ASEAN Mutual Recognition of Skills (MRS) arrangements, which provide guidelines for recognizing eight occupations among ASEAN members and for facilitating labour mobility. As of February 2017, MRS arrangements were in place for Lao PDR in two occupational areas: bricklaying and plastering. As of this writing, however, the overall impact of MRS arrangements on current employment trends in Lao PDR is likely to be limited, since the overall number of persons working in occupations that these guidelines cover is around 38,000, about 1.3 per cent of total employment in the country.⁴³ A recent survey of ASEAN employers found that only one-third of respondents agreed that the skills of secondary graduates in Lao PDR matched enterprise needs.⁴⁴

A further challenge to upgrading vocational skills is the existence of two parallel qualification systems – one under the Labour Law (2014) applying to the Ministry of Labour and Social Welfare (MoLSW) programme, and the other under the TVET law. This is compounded by the lack of coordination between donor projects supporting the development of occupational and competency standards, curricula and training materials.

⁴² UN Country Team, Lao PDR (2015), op. cit.

⁴³ Ibid.

⁴⁴ Ibid.

3.9 Progress with gender equality and empowering women and girls, but challenges remain

The 2016 *Global gender gap report* of the World Economic Forum⁴⁵ ranked Lao PDR overall at 43 out of 144 countries, second in ASEAN after the Philippines. Lao PDR's highest score was in economic participation and opportunity, where it ranked second overall. The lowest ranking was 115th for educational attainment. This was despite a narrowing of the gender gap in education, with gender equity nearly achieved for primary education. However, girls still encountered considerable challenges in continuing with secondary education and improving literacy. In 2015, literacy levels for the population over the age of 15 showed a large gender gap, with female literacy at 79 per cent, in contrast to 90 per cent for males.⁴⁶ Early marriage was one of many factors leading to high female dropout rates from secondary school, with Lao PDR having by far the highest rate of early marriage in ASEAN.⁴⁷

In employment, women generally occupied the lower rungs of the labour market and predominated in more vulnerable sectors. As noted, 61 per cent of working women were unpaid family workers, compared to only 26 per cent of men, while only 25 per cent of working women were reported as own-account workers, compared with 50 per cent of men. Male employments rates in government jobs or in state cooperatives were more than double those of women.⁴⁸ While they played a critical role in agriculture and played a primary role in ensuring their families' food security, women were often pushed into the informal economy and marginal livelihood activities as a result of gender inequalities in access to assets and resources for income generation and education.⁴⁹

At the same time, women accounted for more than half of the owners of newly registered SMEs. Around 31 per cent of formal enterprises with more than five employees were owned by females in Lao PDR, which compared favourably with many countries and regions, but was still lower than the average for East Asia.⁵⁰ While the legal framework for doing business did not include gender-discriminatory elements, in practice enterprises owned and operated by women faced a number of barriers, including the fact that Laotian women on average spent 2.4 hours per day on unpaid care work, compared with 0.5 hours per day for men.⁵¹ Female entrepreneurs in Lao PDR were also less likely to have a bank account or credit line.⁵² Further affecting participation by women in economic and social life was the fact that one in seven women had experienced physical or sexual violence from their partners at least once in their lifetime, with most experiencing such violence many times.⁵³

⁴⁵ World Economic Forum: *Global gender gap report* (2016). Available at: <http://reports.weforum.org/global-gender-gap-report-2016/> [accessed 4 May 2017].

⁴⁶ Lao Statistics Bureau. (2016), op. cit.

⁴⁷ UNFPA (2015), op. cit.

⁴⁸ Lao Statistics Bureau (2016), op. cit.

⁴⁹ ILO: *National rural employment strategy*, op. cit.

⁵⁰ UN Country Team, Lao PDR (2015), op. cit.

⁵¹ UNDESA Time Use Data Portal (data as of May 2016), <http://unstats.un.org/unsd/gender/timeuse/> [accessed 30 Apr. 2017].

⁵² UN Country Team, Lao PDR, op. cit.

⁵³ UNFPA: "Landmark report: Violence against women a 'hidden scourge' in Lao PDR". Press release (10 March, 2016), <http://asiapacific.unfpa.org/news/landmark-report-violence-against-women-'hidden-scourge'-lao-pdr> [accessed 4 May 2017].

3.10 Social protection expansion and strengthening key to addressing poverty

A large part of Lao PDR's population lacked access to adequate protection from a variety of social and economic risks. This was especially true of people outside the formal economy and in poverty who were unable to contribute to formal social security arrangements. Particularly affected were children, women, people with disability and older persons. At the same time, continued economic growth meant that the government's fiscal capacity was expected to improve over the medium to long term, enabling gradual creation and expansion of social welfare programmes for most vulnerable groups.⁵⁴

Existing social protection provisions in Lao PDR comprised a range of schemes including contributory social security insurance for formal workers; voluntary health insurance for the informal sector; free health care for the poor; maternity and under-five child support; and a variety of schemes targeting vulnerable groups in areas such as disaster relief, education and livelihoods.⁵⁵

However, these various initiatives were implemented by diverse line ministries and agencies – they were not yet part of an integrated strategic approach to social protection. Steps have been taken under the auspices of the Social Security Law (2013) and regulations (2014) to improve coordination and coherence through (1) the merger of private and public sector social security schemes under the National Social Security Fund and (2) integration of existing health-related schemes under the newly created National Health Insurance Bureau (NHIB) at the Ministry of Health. Long-term social protection priorities are under consideration through the multi-stakeholder assessment-based national dialogue (ABND) on social protection which is expected to provide the conceptual and analytical basis for the development of a National Social Protection Strategy.⁵⁶

3.11 Strengthening social dialogue mechanisms and capacities an underlying priority

The key social dialogue parties in Lao PDR, the ILO's national constituents, are the Ministry of the Labour and Social Welfare (MoLSW), the Lao National Chambers of Commerce and Industry (LNCCI) and the Lao Federation of Trade Unions (LFTU). The MoLSW is the ILO's primary Lao PDR government focal point. The Ministry's Master Plan 2007–20 provides a key foundation for cooperation, supplemented by various related strategic and other plans, decrees and regulations.

Established in 1989, the LNCCI is an independent body with more than 1000 members represented through chambers of commerce (CCIs) in 14 provinces as well as sector-based business associations and groups. As the primary nexus between the state and private enterprises, the LNCCI represents inter alia the concerns of its members to the Government and contributes to the formulation of policies and legislation relevant to the national business

⁵⁴ Silas Theile and Michael Cichon: *Definition and costing of a social protection floor in Lao PDR: Preliminary assessment report* (unpublished, 2016).

⁵⁵ Ibid.

⁵⁶ Ibid.

environment.⁵⁷ The LFTU is the sole national trade union centre in Lao PDR. Affiliated with the World Federation of Trade Unions, it is directly linked to the Lao People's Revolutionary Party and has staff and offices at provincial and district levels throughout the country. Migrant labour is a key LFTU priority, underpinned by a National Policy and Action Plan on Migration (2011–13) adopted at a joint LFTU-ILO workshop in 2011.⁵⁸

While tripartite mechanisms, capacities and culture remain at a relatively early stage of development in Lao PDR, a number of formal tripartite mechanisms do exist and operate as vehicles for social dialogue with varying degrees of effectiveness at national, provincial, enterprise and specific project levels. At the time of this writing, discussion was underway in the latter stage of the previous DWCP on the establishment of a high-level National Tripartite Committee and associated sub-committees, drawing on the experience and approaches of other ASEAN countries. The primary focus of tripartite engagement in the meantime was the Technical Tripartite Committee on Industrial Relations, which was established in 2010. Inter alia it provides a mechanism for consideration of minimum wage adjustments, labour dispute settlements, industrial relations and Labour Law revisions. Fourteen tripartite committees function at the provincial level with varying degrees of regularity and effectiveness. This number was expected to increase as the LNCCI's provincial representation expanded.⁵⁹

A key element of the national social dialogue and tripartite architecture is the Labour Law, promulgated in 2014 to better comply with international labour Conventions. Among other things this covers labour protection, collective bargaining, occupational safety and health (OSH), labour inspection, skills development, disputes resolution, minimum wage setting, compliance with employment contracts, and equality and non-discrimination in the workplace. In this context, in 2015 Lao PDR drafted its first-ever labour dispute resolution measure through a Prime Ministerial Decree. The Labour Law now contains numerous important new provisions compared with its 2006 predecessor, for example in the areas of OSH, maternity benefits and protection, and protections with regard to discrimination and equal pay.⁶⁰

A number of key issues remain to be addressed during the next DWCP period:⁶¹

- more effectively and consistently promotion and application of the Labour Law, including within Lao PDR's informal economy and at provincial and district levels;
- addressing gaps in the Labour Law as it stands, including in areas such as a comprehensive definition of discrimination to cover both direct and indirect forms of discrimination and the need to strengthen provisions on sexual harassment in line with C111;
- improvement of social dialogue mechanisms, culture and related capacities of national constituents at the national, provincial, local and enterprise levels; and
- strengthening national constituent capacities and the workplace collective bargaining culture.

⁵⁷ http://www.laocci.com/index.php?option=com_content&view=article&id=22&Itemid=27&lang=en

⁵⁸ Clarke, Don., Venevankham, Kolakot. (July 2016). *Lao PDR Decent Work Country Programme (2011-2015): Review Report*

⁵⁹ Ibid.

⁶⁰ Ibid.

⁶¹ Ibid.

“My World of Work” survey highlights young worker’s challenges and aspirations

The My World of Work survey was conducted in Lao PDR in 2015 through a joint exercise involving the ILO, MoLSW, (LNCCI) and LFTU.⁶² The survey gathered data and personal perspectives in Vientiane and Vang Vieng as well as in Savannakhet and Sekong provinces. Focus groups were conducted in Sekong Province and a questionnaire was distributed to around 1,900 respondents overall. Four main sectors were selected for feedback: agriculture (paddy, oranges and coffee), construction, hospitality and SMEs. Most respondents ranged between 18 and 30 years of age. Key findings from the survey included the following:

- **Status of current employment.** Nearly three-quarters (73.1 per cent) were employees and about one-quarter (25.4 per cent) were contributing family workers.
- **Social protection and OSH at the workplace.** If accidents occurred, in the workplace or elsewhere, a majority of the costs involved were covered by “out-of-pocket” funding. More than one-third of the respondents (34.3 per cent) financed the costs from their own savings while families bore the cost in 31.3 per cent of cases.
- **Goals for the next five years for the respondents and their family.** These goals included better pay (24.1 per cent); better jobs (23.9 per cent); improved skills for career advancement (20.1 per cent); better education for the children (16 per cent); and improved health care for the family (16 per cent).
- **Expectations of the Government over the following five years.** Respondents reported better wages (29.3 per cent); opportunities for skills development (17.8 per cent); better infrastructure (17.5 per cent); safer working conditions (13.6 per cent); job creation (12.3 per cent); and access to labour market information (9.6 per cent).

In addition to the survey, field work in Sekong Province with respect to agricultural employment reported the following:

- Regardless of the reduction in absolute poverty, most people remained poor.
- Most worked in the primary sector, mainly in agriculture, forestry and fishing.
- Subsistence farming with slash-and-burn cultivation remained most common, with comparably few people engaged in commercial farming and non-farm activities.
- Vulnerable work and under-employment were big challenges in the province, with 90 per cent of working people aged 15 and older either self-employed or employed as unpaid family workers.
- In 2015, the market price for coffee dropped severely (from LAK3,000 (Lao kip) in 2014 to LAK1,000), increasing poverty levels.
- In Sekong’s coffee plantations, the yields, technology levels, farming techniques and external investment were significantly lower than in neighbouring provinces.
- Workplace safety was a significant issue in the agricultural sector, particularly with the rise in health problems due to pest infestations and animal-related diseases.

⁶² Priyanjali Mitra: ‘My World of Work’ survey 2015, Lao PDR. Decent Work Country Programme (DWCP) 2016 (2015).

4. Overall programme goal and strategy



Overall programme goal

Increased decent work for inclusive and sustainable development in Lao PDR through employment creation, technical/vocational skills development, labour standards, social protection and social dialogue.



Overall programme strategy

The DWCP has been developed in the course of extensive consultations during 2016 and early 2017 between the ILO and its national constituents. It also reflects the findings and recommendations that emerged from the final review of the previous programme.⁶³ All strategic aspects of related 2017–21 Lao PDR-ILO cooperation build on the achievements and lessons of its 2011–15 counterpart. In particular, the joint development process of the 2017–21 DWCP was designed to ensure the following considerations are taken into account:

- consolidating and building on the achievements of the Government and the social partners during the period of the previous DWCP;
- successfully completing and implementing value-added initiatives that remain underway;
- ensuring that DWCP design is grounded in local realities and capacities and is realistic; and
- sharpening programme focus, including through (1) including an overarching DWCP Goal, (2) strengthening in-depth attention to the agreed priority areas, and (3) improving cross-programme synergies and efficiencies.

As elaborated in the DWCP Results Framework, the DWCP directly supports implementation of the following national and international development frameworks:

- Sustainable Development Goals (particularly SDGs 1, 4, 5 and 8);
- Lao PDR's 8th National Socio-Economic Development Plan (NSED) 2016–2020 (Outcomes 1, 2 and 3);
- Lao PDR-UN Partnership Framework (UNPF) 2017–2021 (Outcomes 1, 2, 4 and 8);
- Vientiane Declaration on Transition from Informal Employment to Formal Employment towards Decent Work Promotion in ASEAN (2016);
- Bali Declaration adopted by the 16th ILO Asia and the Pacific Regional Meeting, 2016.

⁶³ Don Clarke and Kolakot Venevankham: *Lao PDR Decent Work Country Programme (2011–2015): Review report* (7 July 2016).

DWCP annual reporting will be closely aligned to requirements under these frameworks to ensure synergies and efficient use of resources.

The following interrelated and mutually reinforcing programme drivers underpin the DWCP and are reflected in the four DWCP priorities:

- promotion of **decent employment** (particularly in rural areas), through the development and implementation of a National Rural Employment Strategy; strengthening of employment services and labour market information; entrepreneurship promotion; improving labour migration policy frameworks; and technical/vocational skills development to meet the demands of a changing labour market;
- promotion of **formalization of employment** through implementation of the Vientiane Declaration on Transition from Informal Employment to Formal Employment towards Decent Work Promotion in ASEAN (2016), which in turn is closely linked to addressing vulnerability and increasing decent and productive employment opportunities, especially in rural areas;
- strengthening and expansion of **social protection**, including measures to ensure Lao PDR is able to meet the vulnerability criteria for Lao PDR to achieve eligibility for LDC graduation;
- strengthening of **tripartite mechanisms** as well as **partner institutional and technical capacities** to (1) work effectively with each other to achieve national development objectives and (2) promote and serve the interests of their respective constituencies; and
- ongoing ratification and implementation of **international labour Conventions**, which provide the cornerstones of all aspects of the programme, including implementation of the Labour Law (2014).

Each programme driver links to and mutually reinforces the others. For example, there are close linkages between improving the skills of the rural workforce, implementing the Labour Law at the local level and promoting small enterprise development – all of which are key aspects of the planned development and implementation of the national rural employment strategy. Likewise, the development and implementation of a National Social Protection Strategy is a critical element in addressing both high levels of employment vulnerability and meeting the economic vulnerability index (EVI) requirements of LDC graduation.

Several cross-cutting programme drivers apply across all aspects of the programme. These are elaborated in section 12. Local ownership and ensuring long-term sustainability and impact are further cornerstones of DWCP design and implementation.

By the end of the five-year DWCP period, the following overall results are expected to have been achieved:

- An increased number of relevant policy frameworks, strategies and regulations for creating decent jobs in rural areas of Lao PDR, particularly through the development, adoption and initial implementation of (1) a national rural employment strategy and (2) Lao PDR action plan for implementation of the Vientiane Declaration on Transition from Informal Employment to Formal Employment towards Decent Work Promotion in ASEAN, which inter alia prioritizes rural employment promotion.
- Increased numbers of Lao PDR citizens in decent and productive employment through (1) improved matching of jobseekers and labour market requirements; (2) entrepreneurship development for women, men and youth; (3) development of policy and legal instruments to support safe labour migration, increased; and (4) national policy capacity, as well as

competency standards and certification and accreditation arrangements to support the promotion of technical/vocational skills for women, men and youth.

- Improved labour standards and protection through (1) more effective implementation of the Labour Law (2014), including in rural areas and the informal economy, and (2) more effective implementation of ratified international labour Conventions (with at least one additional ratification during the DWCP period).
- Expanded access to social protection through (1) the development, adoption and initial implementation of a National Social Protection Strategy; (2) the introduction of at least one new social transfer tax-funded programme; (3) revision and dissemination of the Social Security Law and (4) harmonization of social health insurance schemes and systems.
- Strengthened tripartite cooperation and social dialogue through (1) the development of a new National Tripartite Committee; (2) improvement of existing tripartite mechanisms and procedures, including with respect to minimum wage reviews; and (3) the further development of national constituent capacities for social dialogue.

Development cooperation projects funded by international development partners comprise a major component element of DWCP delivery, providing critical resources and skills to support activities that contribute to implementation of the overall programme goal and related outcomes. Whenever appropriate, national oversight of development cooperation projects under the DWCP will be exercised through a tripartite mechanism. Evaluation findings and learning from the implementation of such projects will be fed into wider DWCP review, evaluation and planning processes. Where development cooperation projects are already confirmed for the period 2017–21, or have a reasonable likelihood of eventuating, these are listed under the relevant outcome in the Result Framework.





5. Programme priorities, strategies, outcomes, indicators and targets

Priority 1: Promote employment and technical/vocational skills development in line with market demand.

Three inter-linked outcomes support implementation of this priority. These address challenges and gaps in the following areas:

- Availability of decent work opportunities and employment options in rural areas – particularly the need for greater strategic direction, focus and national coordination in targeting resources and efforts to address this challenge (**Outcome 1.1**).
- Matching available technical/vocational skills with labour market demand through improved public- employment services and labour market information (**Outcome 1.2**).
- Micro and small business and entrepreneurship skills development, including in rural areas (**Outcome 1.2**).
- Ensuring safe labour migration that brings national development benefits to Lao PDR in terms of skills development and incoming overseas remittances (**Outcome 1.2**).
- Raising technical and vocational skill levels within the national workforce to meet the requirements of both Lao PDR’s national development priorities and ASEAN economic integration over the coming years as the balance shifts between the agricultural, industrial and service sectors of the economy (**Outcome 1.3**).

A national rural employment strategy will be one significant output in this context. This strategy will draw on the experience and lessons of integrated approaches to rural employment creation which will be piloted in selected communities of Sekong and Savannakhet provinces.

Outcome 1.1: Increased number of relevant policy frameworks, strategies and regulations for creating decent jobs in rural areas.



Supported by development cooperation project: National Rural Employment Strategy in Lao PDR towards Increasing Opportunities for Decent and Productive Employment in Rural Areas. Funding contributed by Swiss Agency for Development and Cooperation (SDC), 2017–20.

This outcome links to NSEDP Outcome 2 (Output 1) and Cross-cutting Output 8.21.2; Lao PDR-UNPF Outcome 1; SDGs 1, 4, 5 and 8; and ILO P&B Outcomes 4, 5 and 6.

The need to create decent and productive employment opportunities in rural areas is high on the agenda of the Lao PDR Government. The NSEDP accordingly prioritizes rural employment creation and identifies the development of a national rural employment strategy as a key means to achieve this (Outcome 2, Output 1: To formulate a national rural employment strategy that concentrates on designing strategies, methods and programmes which create jobs and income in rural areas). Such a strategy will provide a national framework to focus and coordinate government, international development partner, and civil society organization efforts to create decent jobs in rural areas.

The Government of Lao PDR has requested the ILO's support to develop the strategy, building on the ILO's previous engagement in piloting integrated approaches to rural employment generation in selected communities of Sekong province (2015-16). Drawing on lessons and progress in the previous work, ongoing ILO technical and capacity development support under the DWCP will pursue the following measures: (i) continued piloting of integrated rural employment creation approaches in Sekong, expanded to Savannakhet province in 2017; (ii) drawing upon the lessons of this pilot activity to provide an evidence base for development of the national strategy; (iii) conducting additional strategic research to inform drafting of the strategy; (iv) supporting the facilitation of inclusive national consultations to inform the strategy development process; (v) supporting the costing of implementation; and (vi) supporting the initial phase of implementation (**Indicator 1.1.1**).

Complementing and contributing to the development of the national strategy under this outcome, ILO technical and capacity development support will further target:

- The development, improvement and extension of relevant rural employment policies and services in the two selected provinces (**Indicator 1.1.2**). As well as contributing to decent work promotion in the provinces concerned, the lessons learned in this respect will also inform the development of the national strategy.
- The formulation and selective implementation of a five-year action plan to implement the Vientiane Declaration on Transition from Informal Employment to Formal Employment towards Decent Work Promotion in ASEAN, which inter alia prioritizes rural employment promotion. Priority in this context will be placed on the delivery of outputs which will provide opportunities for Lao PDR national constituents to learn from and apply lessons and experience from other ASEAN countries with respect to the promotion of decent rural employment (**Indicator 1.1.3**).

Indicators of achievement	Targets
<p>Indicator 1.1.1 Availability of gender, ethnicity, disability and environmentally sensitive national rural employment strategy (NRES), action plan and associated costings.</p>	<p>Target 1.1.1 NRES and action plan developed, adopted and costed through an inclusive national process, drawing on lessons from pilot activities in two provinces, with (i) initial implementation underway by 2021 and (ii) reflection of gender, ethnicity, disability and environmental sustainability considerations.</p>
<p>Indicator 1.1.2 Number of new or improved policies and services related to rural employment introduced and implemented as extension of existing laws and strategies in Sekong and Savannakhet provinces.</p>	<p>Target 1.1.2 At least one gender-responsive measure taken to address identified policy or service gaps in each province by 2019.</p>
<p>Indicator 1.1.3 Number of South-South cooperation (SSC) initiatives conducted as part of implementation of Vientiane Declaration on Transition from Informal Employment to Formal Employment towards Decent Work Promotion in ASEAN.</p>	<p>Target 1.1.3 (a) Five-year action plan adopted to implement Vientiane Declaration by 2018; includes focus on rural jobs and taking account of gender, ethnic community and disability considerations.</p> <p>Target 1.1.3 (b) At least three SSC activities related to rural employment elements of the Vientiane Declaration implemented by Lao PDR and ASEAN counterparts by 2019.</p>

Outcome 1.2: Increased decent and productive employment through (i) improved matching of jobseekers and labour market requirements; (ii) entrepreneurship development for women, men and youth; and (iii) development of policy and legal instruments to support safe labour migration.



Supported by development cooperation project(s): Development of phase 2 of ILO/China South-South Cooperation Project on employment services and labour market information in Cambodia and Lao PDR (timeframe and arrangements to be indicated in 2017).

Tripartite Action to Enhance the Contribution of Labour Migration to Growth and Development in ASEAN Project (TRIANGLE II): funded by Government of Australia 2015–25.

This outcome links to NSEDP Outcome 1 (Output 1); Lao PDR-UNPF Outcome 1; SDGs 1, 4, 5 and 8; and ILO P&B Outcomes 1, 4 and 9.

Drawing on lessons and progress under the previous DWCP, key priorities identified by the national constituents to increase opportunities for decent work in Lao PDR over the next five-year period include the following:

- improve matching of available technical/vocational skills with labour market demand through improved Public Employment Services (PES) and Labour Market Information (LMI);
- MSME development and growth, including the improvement of entrepreneurship skills; and
- ensure safe labour migration and enhance its national development benefits to Lao PDR, including in terms of skill development and remittances.

In line with these identified priorities, the ILO will provide technical and capacity development support in the following selected areas:

- Strengthening PES and LMI via the development of an integrated national strategy led by the MoLSW. This will include, inter alia, measures for (i) the establishment of a legal basis for PES in line with C88; (ii) an enhanced MoLSW role in regulating and monitoring standards for employment services (public and private) in line with C181; and (iii) greater integration between services provided by employment service job centres (ESJCs) and Migrant Resource Centres (MRCs) (**Indicator 1.2.1**).
- Related to the above, increasing the availability of LMI through more regular Labour Force Surveys in order to inform national policy and service development (**Indicator 1.2.2**).
- Increasing the number of jobseeker registrations and placements (**Indicator 1.2.3**).
- Enhancing the policy and legal frameworks governing safe labour migration. This will be achieved through technical support by the TRIANGLE Project for the adoption or revision of at least one piece of legislation, policy and/or MOU to better reflect international standards (**Indicator 1.2.4**).

- Increasing the number of provinces in which public employment and labour migration services are operating collaboratively (**Indicator 1.2.5**).
- Promoting entrepreneurship skills and leadership development for women, men and youth, including through building the capacity of LNCCI, business development services (BDS) providers and LFTU to sustainably deliver training in this regard, with a focus on outreach to women and the informal economy (**Indicator 1.2.6**).

Indicators of achievement	Targets
<p>Indicator 1.2.1</p> <p>Availability of national strategy and action plan for development of public employment services (PES) and labour market information (LMI).⁶⁴</p>	<p>Target 1.2.1 (a)</p> <p>National strategy and action plan for development of PES and LMI developed and adopted by 2018, including the following: (i) establishment of legal bases for public employment services in line with C88; (ii) enhanced MoLSW role in regulating and monitoring standards for employment services (public and private) within Lao PDR in line with C181; and (iii) greater integration of services provided by employment service job centres (ESJCs) and Migrant Resource Centres (MRCs).</p> <p>Target 1.2.1 (b)</p> <p>MOUs developed between MoLSW and the LNCCI and the LFTU respectively for cooperation in implementing PES/LMI strategy by 2018.</p> <p>Target 1.2.2 (c)</p> <p>Employer skills need surveys conducted annually from 2018 (with pilot project initiated by 2018 to gather such data on a sector and/or specific geographic basis).</p>
<p>Indicator 1.2.2</p> <p>More regular Labour Force Surveys conducted,</p>	<p>Target 1.2.2</p> <p>At least three Labour Force Surveys conducted by 2021.</p>
<p>Indicator 1.2.3</p> <p>Number of jobseeker registrations and job placements, disaggregated by sex, at central and provincial ESJCs.</p>	<p>Target 1.2.3</p> <p>By 2021, 60% of registered jobseekers per annum placed in formal employment, at least 50% of whom are women and 2.8% are people with disabilities in line with national disability statistics.</p>

⁶⁴ All engagement in employment services and LMI is conducted in coordination and synergy with the Asian Development Bank (ADB) Capacity Development Technical Assistance Project: Lao PDR. ADB: *Strengthening capacity to develop the employment service system: Technical assistance report*, <https://www.adb.org/projects/documents/lao-capacity-dev-employment-service-system-tar> [accessed 30 Apr. 2016]. This project includes a focus on (1) the establishment and improvement of PES ICT and communication systems at national and provincial levels and (2) improving outreach to jobseekers at district and local levels.



Indicator 1.2.4

Legislation, policies and MOUs linked to labour migration adopted or amended in line with international standards and good practices.

Target 1.2.4

At least one piece of legislation, policy and/or MOU adopted or revised to better reflect international standards by 2021.

Indicator 1.2.5

Number of provinces in which migrant labour services are available through MRCs working in liaison with ESJCs.

Target 1.2.5

MRCs operational and working in liaison with ESJCs in at least five provinces by 2021, including at least two MRCs managed by the LFTU.

Indicator 1.2.6

Number of employers' organizations, workers' organizations and business service providers with increased technical capacity to provide entrepreneurship training to women, men and youth.

Target 1.2.6

By 2021, at least two employers' organizations, workers' organizations or business service providers have received training and other support to increase their technical capacity to deliver entrepreneurship leadership and skills training to women, men and youth, including in the informal economy.

Outcome 1.3: Increased policy capacity, competency standards, and certification and accreditation arrangements to support promotion of technical/vocational skills for women, men and youth.

A core priority under the NSEDP is raising technical and vocational skill levels within the national workforce to meet the requirements of both Lao PDR's national development priorities and ASEAN economic integration, especially as the balance between the agricultural, industrial and service sectors of the economy shifts over coming years.

This outcome links to NSEDP Outcome 1 (Output 5), Outcome 1 (Output 6), and Cross-cutting output 8.21.2; Lao PDR-UNPF Outcome 4; SDGs 1, 4, 5 and 8; and ILO P&B Outcome 1.

Building on progress under the previous DWCP, and alongside other initiatives supported by international development partners, the ILO will provide technical and capacity development support to these measures:

- Strengthening the capacity of the National Training Council (NTC) and MoLSW to develop national policy and systems to promote technical/vocational skills, complementing wider efforts by the Lao PDR Government and international partners to develop a National Qualifications Framework (**Indicator 1.3.1**).
- Developing and promulgating technical/vocational skill/competency standards as well as certification and institutional accreditation arrangements in occupations prioritized by the NTC and MoLSW (**Indicators 1.3.2 and 1.3.3**).
- Developing at least three new technical/vocational skills areas under the ASEAN mutual recognition of skills (MRS), in line with the ASEAN Qualifications Regional Framework (AQR) (**Indicator 1.3.4**).

Indicators of achievement	Targets
<p>Indicator 1.3.1</p> <p>Number of initiatives to strengthen the capacity of national mechanisms for the development of technical/vocational skills policy and systems.</p>	<p>Target 1.3.1</p> <p>At least two initiatives to strengthen National Training Council and MoLSW technical capacity for national technical/vocational skills policy and systems development by 2021.</p>
<p>Indicator 1.3.2</p> <p>Number of technical/vocational skills/competency standards promulgated at national level.</p>	<p>Target 1.3.2</p> <p>At least five new technical/vocational skills/competency standards promulgated at national level by 2021, with special attention to addressing skills/competency standards in non-traditional occupations for women.</p>
<p>Indicator 1.3.3</p> <p>Number of additional technical/vocational skill areas developed for standards, certification and accreditation.</p>	<p>Target 1.3.3 (a)</p> <p>At least two additional technical/vocational skills areas developed/completed for standards, certification and accreditation of institutions by 2021, with special attention to female-dominated occupational areas.</p> <p>Target 1.3.3 (b)</p> <p>At least 50% of trainees in the additional technical/vocational skill areas are assessed and certified by 2021.</p>
<p>Indicator 1.3.4</p> <p>Number of new technical/vocational skill areas developed under the ASEAN mutual recognition of skills (MRS) in line with the ASEAN Qualifications Regional Framework (AQRF).</p>	<p>Target 1.3.4</p> <p>At least three new technical/vocational skills areas developed under ASEAN MRS by 2021.</p>



Priority 2: Promote ratification and implementation of international labour standards.

The ratification and implementation of international labour Conventions is fundamental to achieving the DWCP goals for 2017–21. The Conventions are reflected in the Lao PDR Labour Law (2014) as well as in a range of government decrees and decisions. They underpin all aspects of DWCP design and implementation.

Two inter-linked outcomes support the implementation of this priority. They address existing challenges and gaps in the following areas:

- The need to strengthen awareness and national implementation of the Labour Law, which inter alia covers labour protection, collective bargaining, OSH, labour inspection, skills development, disputes resolution, minimum wage setting, compliance with employment contracts and equality/non-discrimination in the workplace (**Outcome 2.1**).
- The need to prioritize ratifications that remain under consideration and improve implementation, monitoring and reporting (**Outcome 2.2**).

Special priority will be given in the period 2017–21 to extending awareness and implementation of the Labour Law to district and local levels, as well as to Lao PDR's extensive and diverse informal economy. Relevant technical and capacity development support for social partners will be prioritized under DWCP Priority 4.

Outcome 2.1: Increased quality of labour standards and protection through Labour Law implementation.



Supported by development cooperation project: Completion of labour inspection project in the garment sector (LAO/13/01/IDA) and possible new project with MoLSW on labour inspection and OSH, submitted for funding by the Vision Zero Fund (VZF).⁶⁵

This outcome links to NSEDP Outcome 1 (Output 2); Outcome 1 (Output 5), Outcome 2 (Output 5) and Cross-cutting output 8.21.2; Lao PDR-UNPF Outcome 8; SDGs 1, 4, 5 and 8; ILO P&B Outcomes 1 and 7; and the Bali Declaration.

The Labour Law was revised and promulgated in 2014 to improve, inter alia, compliance with international labour standards. The review of the 2011–15 DWCP highlighted issues in coverage by the law (particularly in the informal economy and rural areas), implementation and compliance. In this context, ILO technical and capacity development support provided in the period until 2021 will focus on addressing the identified gaps in the following ways:

- strengthening the regulatory environment underpinning enforcement of the law, with a particular focus on informal outreach and gender dimensions With respect to the latter, the comments of the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) respecting gender equality—in particular the comments concerning Convention Nos. 100 and 111—will to addressed to the extent possible in the elaboration of regulations under the Labour Law (**Indicator 2.1.1**)
- developing an action plan for implementation of a recently adopted ministerial decision on labour inspection (covered under the Labour Law), **Indicator 2.1.2**;
- finalizing and implementing a prime ministerial decree on OSH, including specific action to establish a national mechanism and associated capacity for the sex-disaggregated reporting of workplace accidents (**Indicator 2.1.3**); and
- maintaining momentum with the implementation of the National Plan of Action (NPA) on the Prevention and Elimination of Child Labour adopted under the previous DWCP by requiring annual reporting by national constituents on actions taken (**Indicator 2.1.4**).

This Outcome directly links those under DWCP Priority 4 on strengthening the capacity of the LNCCI and LFTU to (i) serve their respective memberships and (ii) improve tripartite cooperation and social dialogue.

⁶⁵ The G7-initiated Vision Zero Fund initiative (VZF) aims to prevent work-related deaths, injuries and disease in global supply chains. http://www.ilo.org/safework/projects/WCMS_517539/lang--en/index.htm [accessed 22 May 2017]

Indicators of achievement	Targets
<p>Indicator 2.1.1</p> <p>Number of gender-sensitive regulations prepared in consultation with the social partners and promulgated by 2019 to strengthen implementation of the 2014 Labour Code.</p>	<p>Target 2.1.1</p> <p>At least two gender-sensitive regulations prepared in consultation with the social partners and promulgated by 2019 to strengthen implementation of the 2014 Labour Code, with the principles enshrined in C100 and C111, and the outstanding comments of the CEACR respecting those Conventions, taken into consideration as appropriate.</p>
<p>Indicator 2.1.2</p> <p>Number of actions taken to implement annual action plans for Ministerial Decision 4277 (2016) on labour inspection.</p>	<p>Target 2.1.2</p> <p>By 2018 annual action plans for labour inspection developed and implemented in line with international labour standards, e.g. C81, including OSH components and measures to increase number of female inspectors; at least two actions taken annually to implement action plans.</p>
<p>Indicator 2.1.3</p> <p>Number of actions taken annually to implement Prime Ministerial Decree (2017) on OSH.</p>	<p>Target 2.1.3</p> <p>Action plan for implementation of Prime Ministerial Decree on OSH by National Constituents developed by 2018, with at least two actions taken annually to implement the plan by 2021.</p>
<p>Indicator 2.1.4</p> <p>National baseline established by Lao PDR Government for monitoring of workplace accidents.</p>	<p>Target 2.1.4</p> <p>National mechanism established and related capacity developed for sex-disaggregated reporting of workplace accidents by 2018.</p>
<p>Indicator 2.1.5</p> <p>Number of reports by national constituents on actions taken annually to implement National Plan of Action (NPA) on the Prevention and Elimination of Child Labour.</p>	<p>Target 2.1.5</p> <p>By 2018 annual reports by national constituents developed and disseminated on implementation of the NPA in their respective areas of responsibility.</p>

Outcome 2.2: Increased ratification and application of international labour Conventions.

This outcome links to NSEDP Outcomes 1 and 2; Lao PDR-UNPF Outcomes 1, 2, 4, 7 and 8; SDGs 1, 4, 5 and 8; P&B Outcome 2; and the Bali Declaration .

The review of the 2011-15 DWCP identified these key gaps with respect to the ongoing ratification and identification of international labour Conventions:

- the need for prioritization of ratifications that remain under consideration
- improvement of implementation, monitoring and reporting, including through strengthening the necessary institutional and technical capacities. In this regard, the CEACR has noted Lao PDR’s failure to respect its standards-related reporting obligations, in particular the obligation to provide reports on ratified Conventions and reports on the submission, to the competent authorities, of instruments adopted by the ILC. Indicator 2.2.3 is intended to address this gap in standards-related reporting.

Accordingly, ILO technical and capacity development support in the period 2017–21 will prioritize these measures:

- further ratifications in line with national priorities and capacities (**Indicator 2.2.1**);
- a more systematic approach to planning and monitoring implementation of each ratified Convention, with particular attention to C100 and C111 (**Indicator 2.2.2**)
- improving the timeliness and quality of reporting (**Indicator 2.2.3**).

Indicators of achievement	Targets
<p>Indicator 2.2.1 Number of international labour Conventions ratified by Lao PDR.</p>	<p>Target 2.2.1 Lao PDR has ratified at least one additional international labour Convention by 2021.</p>
<p>Indicator 2.2.2 Number of actions taken annually to implement international labour Conventions.</p>	<p>Target 2.2.2 (a) By 2021, at least five actions taken to implement international labour Conventions, with particular attention to C100 and C111.</p> <p>Target 2.2.2 (b) At least one initiative by 2019 to strengthen national constituent capacity to implement, monitor and report on ratified Conventions.</p>
<p>Indicator 2.2.3 Lao PDR’s constitutional obligations to submit reports on ratified Conventions and other standards-related matters satisfied in a timely manner.</p>	<p>Target 2.2.3 All reports requested by the ILO supervisory bodies, pursuant to Articles 19 and 22 of the ILO Constitution, are submitted by 2021.</p>



Priority 3: Strengthen and expand social protection.

The strengthening and expansion of social protection is critical to Lao PDR's ability to meet the economic vulnerability index (EVI) requirements for graduation from LDC status as well as to reducing the country's high levels of vulnerable employment.

Two inter-linked outcomes support the implementation of this priority. The outcomes address identified needs in the following areas:

- need for strategic direction, focus and national coordination in targeting resources and effort for social protection (**Outcome 3.1**);
- sustainability of social protection schemes and coverage (**Outcome 3.1**);
- increased awareness of and access to social protection services, particularly for workers outside formal employment (**Outcome 3.2**);
- Social Security Law implementation (**Outcome 3.2**); and
- coordinated implementation of the health insurance reforms supported under the previous DWCP, building on progress to date (**Outcome 3.2**).

A significant output in this context will be a National Social Protection Strategy (NSPS). This will draw on recommendations of the assessment-based national dialogue (ABND) initiated under the previous DWCP.

Special priority will also be given to extending awareness and implementation of the Social Security Law, as well as social protection policies and services more generally, to district and local levels as well as to Lao PDR's extensive and diverse informal economy.

Outcome 3.1: National Social Protection Strategy and new social transfer tax-funded programme(s) developed, adopted and implemented.



Supported by development cooperation projects: Development of regional social protection facility involving Lao PDR, Cambodia and Myanmar. The facility will make technical expertise and third-country experience available to the development of Lao PDR's social protection policy and system.

Potential Phase 2 of ILO/China South-South Cooperation Project, expanded to include social protection as a priority focus.

This outcome links to NSEDP Outcome2 (Output 5) and Cross-cutting output 8.21.2; Lao PDR-UNPF Outcome 2; SDGs 1 (Outcome 1.3), 5 and 8; and P&B Outcome 3.

Building on previous engagement to improve and harmonize social protection policy, institutional arrangements and delivery, the ILO will provide strategically targeted technical and capacity development support to Lao PDR partners in the following areas:

- development of a National Social Protection Strategy, as recommended by the ABND process. This will provide an essential framework for the prioritization, coherence and coordination of national efforts and resources to ensure that (i) social protection is available over time to all Lao PDR citizens; (ii) is resourced on a sustainable basis; and (iii) is of high quality (**Indicator 3.1.1**); and
- introduction of at least one new social transfer tax-funded programme based on ABND recommendations (**Indicator 3.1.2**).

This will include close cooperation with other international development partners in the context of the UNCT joint working group on employment creation and social protection.

Indicators of achievement	Targets
<p>Indicator 3.1.1 Availability of gender, disability and ethnicity-sensitive National Social Protection Strategy, action plan and associated costings.</p>	<p>Target 3.1.1 (a) ABND on social protection completed by 2017 as basis for formulation of NSPS and prioritizing government social protection initiatives, with active engagement by national constituents and including gender, ethnicity and disability considerations.</p> <p>Target 3.1.1 (b) NSPS including gender, ethnicity and disability considerations developed, adopted and costed by 2020 through an inclusive national process involving national constituents that (i) draws on outcomes of ABND process and (ii) uses costings from the rapid assessment basic protocol developed under the ABND.</p>
<p>Indicator 3.1.2 Number of new social transfer tax-funded programmes established as result of ABND recommendations.</p>	<p>Target 3.1.2 At least one new social transfer tax-funded programme designed based on the ABND recommendations and (i) implemented by 2021 and (ii) at least 50% funded by domestic resources.</p>

Outcome 3.2: Increased access for workers and families to social protection benefits, including social health protection.

In order to reinforce coordinated UNCT action on social protection, this outcome directly relates to Outcome 2 and related Targets of the Lao PDR-UN Partnership Framework 2017–2021: More people have access to social protection benefits, including social health protection.

This outcome links to NSEDP Outcome 2 (Output 5) and Cross-cutting output 8.21.2; Lao PDR-UNPF Outcome 2; SDGs 1 (Outcome 1.3), 5 and 8; and P&B Outcome 3.

Along with the need for a more strategic and coherent national approach to the long-term development of social protection in Lao PDR, pressing immediate gaps in coverage require urgent attention, particularly for workers and families outside the public sector and formal economy.

To this end, ILO technical and capacity development support in the period 2017–21 will strengthen and expand the following efforts:

- social protection coverage in line with ABND recommendations (**Indicators 3.2.1 and 3.2.2**);
- harmonized social health arrangements, building on progress under the previous DWCP (**Indicator 3.2.3**); and
- dissemination and implementation of the revised law in active cooperation with national constituents (**Indicator 3.2.4**).



Indicators of achievement	Targets
<p>Indicator 3.2.1 Number of formally employed women and men enrolled in National Social Security Fund (NSSF), excluding armed forces and police officials.</p>	<p>Target 3.2.1 At least 300,000 formally employed women and men workers (excluding armed forces and police officials) enrolled in NSSF by 2021.⁶⁵</p>
<p>Indicator 3.2.2 Percentage of poor women and men covered by social protection schemes.</p>	<p>Target 3.2.2 At least 95% of poor women and men covered by social protection schemes by 2021,⁶⁶ with people with disabilities comprising at least 2.8% of social protection beneficiaries.⁶⁷</p>
<p>Indicator 3.2.3 Number of initiatives to harmonize social health arrangements and institutional systems.</p>	<p>Target 3.2.3 At least two initiatives to complete harmonization of social health insurance benefits and information technology (IT) systems by 2020.</p>
<p>Indicator 3.2.4 Existence of revised Social Security Law and regulations in alignment with international standards, with focus on informal economy access.</p>	<p>Target 3.2.4 Social Security Law revised, approved and disseminated by end of 2018, with active engagement of national constituents and input of ILO-produced actuarial valuations.</p>

⁶⁶ Linked to Lao PDR-UNPF Target 2.1.

⁶⁷ Linked to Lao PDR UNPF Target 2.2.

⁶⁸ This target reflects the nationwide prevalence of disability (Lao PDR 4th Population and Housing Census, 2015).

Cross-cutting priority 4: Strengthen tripartite cooperation and social dialogue.

Effective tripartite cooperation and social dialogue between national constituents is the foundation upon which implementation of the DWCP ultimately rests across all outcomes.

Given the early stage of development of the necessary mechanisms, capacities and approaches in Lao PDR, this additional cross-cutting priority has been included in the DWCP 2017–21 to continue and build on relevant activities initiated in the period 2011–15. Outcomes under this cross-cutting priority are designed to strengthen tripartite cooperation and social dialogue by targeting the following priority areas for development identified in the review of the previous DWCP:

- appropriate and effective institutional mechanisms and procedures for cooperation and dialogue at national, provincial, district and enterprise levels (**Outcome 4.1**); and
- strengthening of relevant institutional and technical capacities of the social partners (**Outcomes 4.2 and 4.3**).

The review of the 2011–15 DWCP further identified a need to bring a stronger strategic focus and clear longer-term priorities to ILO partnerships with both the LNCCI and the LFTU. Accordingly, implementation of this priority will be underpinned by the development of multi-year cooperation frameworks with each organization, backed up by an annual review and planning process.

The cooperation frameworks will be explicitly linked to implementation of the DWCP as a whole and will include joint commitments to practical steps in areas including these: (i) promoting social dialogue and tripartite cooperation; (ii) gender mainstreaming and strengthening women's role in leadership and decision-making; (iii) implementation of the NPA on child labour; (iv) strengthening employment services and LMI; (v) ensuring safe labour migration; (vi) technical/vocational skills development; (vii) strengthening collective bargaining; (viii) promotion of the Labour Law, Social Security Law and Trade Union Law; and (ix) ratification and implementation of international labour Conventions.

Outcome 4.1: Increased quality of mechanisms and procedures for tripartite cooperation and social dialogue.

This outcome links to NSEDP Outcome 1 (Output 1), Outcome 1 (Output 5) and Cross-cutting output 8.21.2; SDGs 5 and 8; ILO P&B Outcome 10; and the Bali Declaration.

The development of Lao PDR's tripartite cooperation and social dialogue architecture remains at a relatively early stage. In line with national constituent priorities, ILO technical and capacity development support under the DWCP focus on the following inter-linked areas:

- establishment of a high-level National Tripartite Committee (currently under discussion among tripartite partners, arising out of the previous DWCP), helping to raise the profile, visibility and level of engagement in tripartite cooperation and dialogue (**Indicator 4.1.1**);
- increasing the regularity and evidence-base of tripartite minimum wage processes (**Indicator 4.1.2**);
- strengthening collective bargaining culture and capacities at enterprise and sector levels (**Indicator 4.1.3**); and
- more rigorous oversight and monitoring of the resolution of industrial disputes, beginning at a modest level during the coming five-year period (**Indicator 4.1.4**).

Indicators of achievement	Targets
<p>Indicator 4.1.1 Establishment of National Tripartite Committee and associated sub-committees.⁶⁸</p>	<p>Target 4.1.1 National Tripartite Committee and at least two associated sub-committees established by end of 2018; subcommittees include one on gender equality and non-discrimination at work, with at least 30% female members.</p>
<p>Indicator 4.1.2 Number of evidence-based and gender-sensitive tripartite minimum wage reviews.</p>	<p>Target 4.1.2 National constituents (i) agree on procedures and criteria for more regular minimum wage reviews; (ii) agree on measures to ensure that gender considerations are addressed in this context and (iii) hold at least two reviews under revised approach by 2021.</p>
<p>Indicator 4.1.3 Increase in number of collective bargaining agreements at enterprise or sectoral level.</p>	<p>Target 4.1.3 Ten per cent increase in number of collective bargaining agreements negotiated between employers and workers by 2021.</p>
<p>Indicator 4.1.4 Percentage of recorded industrial disputes which are resolved before reaching the courts</p>	<p>Target 4.1.4 Thirty per cent of recorded industrial disputes resolved through social dialogue or statutory procedures by 2021.</p>

⁶⁸ Potential establishment of national tripartite committees and sub-committees under consideration by the national constituents in 2016–17, including the study of other country examples within ASEAN.

Outcome 4.2: Increased capacity of employers to advance Decent Work Agenda and social dialogue.

The outcome links to NSEDP Outcome 1 (Output 1), Outcome 1 (Output 5) and Cross-cutting output 8.21.2, SDGs 5 and 8; ILO P&B Outcome 10; and the Bali Declaration.

Lao PDR employers have a critical role to play in implementing the NSEDP and in Lao PDR's longer-term development agenda, including the provision of decent and productive work and the mobilization of resources. Key to the success of long-term employer engagement is the role and effectiveness of the LNCCI, particularly its ability to: (i) promote and serve member interests; (ii) represent the diversity of the country's employers in national policy, programmatic and budgetary decision-making processes; and (iii) cooperate successfully with both government counterparts and workers, represented by the LFTU.

To this end, priority ILO technical and capacity development support during the 2017–21 period will enhance the following LNCCI capacities:

- contributions to national legislative, policy, strategy and planning processes (**Indicator 4.2.1**);
- promoting member interests and engaging in tripartite cooperation and social dialogue (**Indicator 4.2.2**);
- expanding membership, with a focus on MSME membership (**Indicator 4.2.3**); and
- addressing internal gender disparities and providing a role model by increasing the number of women in leadership and senior decision-making roles (**Indicator 4.2.4**).

Indicators of achievement	Targets
<p>Indicator 4.2.1 Number of LNCCI initiatives annually to influence national laws, policies, strategies and plans.</p>	<p>Target 4.2.1 At least two LNCCI initiatives annually to influence national laws, policies, laws, strategies and plans.</p>
<p>Indicator 4.2.2 Number of LNCCI capacity development initiatives annually aiming to (i) engage in tripartite cooperation and/or (ii) serve member interests.</p>	<p>Target 4.2.2 At least two initiatives annually (averaged over five years) to strengthen member capacity to (i) engage in tripartite cooperation and/or (ii) serve member interests in line with the LNCCI National Strategic Policy Framework.</p>
<p>Indicator 4.2.3 Percentage increase in MSME membership of LNCCI.</p>	<p>Target 4.2.3 Twenty per cent increase in MSME membership of LNCCI by 2021.</p>
<p>Indicator 4.2.4 Percentage increase in number of women in LNCCI leadership and management positions.</p>	<p>Target 4.2.4 At least 30% of leadership and management positions held by women by 2021.</p>



Outcome 4.3: Increased capacity of workers to advance Decent Work Agenda and social dialogue.

The outcome links to NSEDP Outcome 1 (Output 1), Outcome 1 (Output 5) and Cross-cutting output 8.21.2, SDGs 5 and 8; ILO P&B Outcome 10; and the Bali Declaration.

Alongside Lao PDR employers, the country's workers have a critical role to play in implementing the NSEDP and Lao PDR's longer-term development agenda, among other things ensuring the protection and advancement of worker rights and access to decent and productive work. Key to the long-term impact of workers' engagement is the role and effectiveness of the LFTU, particularly its ability to (i) promote and serve member interests; (ii) represent the interests of women and men workers in national policy, programmatic and budgetary decision-making processes; and (iii) cooperate successfully around shared priorities with both government counterparts and, represented by the LNCCI, employers.

To this end, targeted ILO technical and capacity development support during the 2017–21 period aims to enhance the LFTU's capacity to pursue the following measures:

- contribute to national legislative, policy, strategy and planning processes, including revision of the Trade Union Law (**Indicator 4.3.1**);
- serve member interests and engage in tripartite cooperation and social dialogue, including implementation of the LFTU action plan on protection of migrant workers (**Indicator 4.3.2**);
- expand membership, with a focus on expanding both formal private sector and informal sector membership (**Indicator 4.3.3**); and
- address internal gender disparities and provide a role model by increasing the number of women in leadership and senior decision-making roles (**Indicator 4.3.4**).

Indicators of achievement	Targets
<p>Indicator 4.3.1 Number of LFTU initiatives annually to influence national laws, policies, laws, strategies and plans.</p>	<p>Target 4.3.1 At least two LFTU initiatives annually to influence national laws, policies, laws, strategies and plans, including revision of Trade Union Law in 2017.</p>
<p>Indicator 4.3.2 Number of capacity development initiatives annually to strengthen capacity to (i) engage in tripartite cooperation and/or (ii) serve member interests.</p>	<p>Target 4.3.2 At least two initiatives annually (averaged over five years) to strengthen member capacity to (i) engage in tripartite cooperation and/or (ii) serve member interests in line with LFTU priorities, including in implementation of the Trade Union Law and LFTU action plan on protection of migrant workers.</p>
<p>Indicator 4.3.3 Percentage increase in number, disaggregated by sex, of formal and informal workers covered by unions.</p>	<p>Target 4.3.3 At least 50% increase in number of private sector formal workers and 100% increase in the number of informal workers (disaggregated by sex) covered by unions by 2021.</p>
<p>Indicator 4.3.4 Percentage increase in number of women in LFTU leadership and management positions.</p>	<p>Target 4.3.4 At least 30% of leadership and management positions held by women by 2021.</p>



6. Cross-cutting programme drivers

The following cross-cutting programme drivers will underpin DWCP programme and project design, implementation, monitoring and evaluation:

- the ongoing ratification and implementation of **international labour standards**;
- **social dialogue and tripartite cooperation**, with active participation and commitment by all national constituents key to the achievement of programme outcomes;
- **mainstreaming of gender equality and women's empowerment**, including (i) at senior leadership, decision-making and management levels within national constituent organizational structures and processes and (ii) through the promotion of women's leadership, voice, representation and skills development in areas including policy development and entrepreneurship;
- **non-discrimination** in all respects, including on the bases of ethnicity or disability;
- promotion of an **environmentally sustainable world of work**, particularly within the rural employment component of the DWCP (linked to implementation within the Lao PDR DWCP context of the ILO Green Initiative);
- **extension of national laws, policies, strategies and services** to district and local levels, as well as to Lao PDR's extensive and diverse informal economy;
- institutional and technical **capacity development** at all levels; and
- development of **effective partnerships** between (i) the ILO and national constituents; (ii) the constituents themselves; and (iii) the ILO and other international partners, including within the context of the Lao PDR-UN Partnership Framework (UNPF).

These key cross-cutting programme drivers will be reflected in meetings of the Tripartite DWCP Committee and Tripartite Monitoring and Evaluation (M&E) Working Group. They will require attention by all stakeholders, supported by ILO technical advice, to ensure that relevant data is disaggregated, to the extent possible, by sex, ethnicity and disability.

7. Tripartite architecture in Lao PDR

The key social dialogue parties in Lao PDR are the MoLSW, the LNCCI and the LFTU. Along with the Ministry of Planning and Investment (MPI), each party is a signatory to the DWCP 2017–21.

A number of tripartite mechanisms exist at national, provincial, enterprise and specific project levels as vehicles for social dialogue and tripartite cooperation. These are outlined below. Discussion was underway at the outset of the current DWCP period regarding the potential establishment of a high-level National Tripartite Committee and associated sub-committees.

National Tripartite Committee (proposed)			
<ul style="list-style-type: none"> • National-level policy recommendations to Government • Wider overview encompassing other ministries, including MoES, MCI, MPI and others • At Ministerial and Presidential level 			
Technical and project tripartite committees	Technical Tripartite Committee on Industrial Relations TTC (IR)	DWCP Tripartite Committee (DTC)	Provincial tripartite committees (14 in 2016)
Set up according to need at different levels (e.g. OSH national and local tripartite committees; oversight of specific ILO projects).	Chaired at DG level, rotated between MoLSW, LFTU and LNCCI.	Chaired at Vice-Ministerial/ Vice-President level.	Serviced by provincial DLSW. Will extend to further provinces as LNCCI expands at provincial level.
Chairing and secretariat responsibilities vary.	Meets at least quarterly to consider industrial relations matters, including minimum wage adjustments.	Meets at least annually to oversee monitor and manage DWCP. Serviced by DWCP M&E Working Group (DWCP MEWG) consisting of M&E focal points of MoLSW, MPI, LFTU, LNCCI and ILO. Meets at least quarterly. Chairing role shared.	



8. Cross-DWCP synergies and linkages

A key finding of the review of the 2011–15 DWCP was that the efficiency, effectiveness and impact of DWCP implementation was multiplied by synergies and linkages between the various parts of the overall programme. A key focus of implementation for the period 2017–2021 will thus include strengthening of such synergies by way of the following:

- regular review of this factor by the DWCP Tripartite Committee and the DWCP Tripartite MEWG;
- inclusion of this factor in the terms of reference for DWCP reviews and project evaluations; and
- active interaction between the relevant staff in the ILO Regional and Country Offices.



9. Knowledge sharing

The generation and sharing of knowledge related to decent work in Lao PDR comprises a core DWCP component. This occurs in various ways, including these:

- in the course of interaction between (i) the national constituents and (ii) between ILO specialists and Lao PDR counterparts;
- in the context of research, studies, reviews, evaluations and production of knowledge products;
- as part of training processes, seminars and workshops;
- among ILO staff engaged in supporting Lao PDR initiatives under the DWCP; and
- drawing on other country knowledge.

Ensuring the quality and effectiveness of knowledge sharing will be a priority focus in DWCP planning, implementation, monitoring and evaluation during 2017–21.

10. Resourcing DWCP implementation

In line with its internationally mandated role and comparative advantages, the ILO is not a funding agency.

DWCP implementation will be resourced by a combination of national constituent, ILO regular budget and extra-budgetary sources. Extra-budgetary resources that have already been confirmed in the context of development cooperation projects are listed in the results framework. Where there are funding gaps, the ILO will work with national constituents to identify, prioritize and follow-up potential financing sources.

In this context, key resourcing priorities during implementation of the 2017–21 DWCP will include the following:

- Strengthened ILO collaboration with other international development partners active in DWCP priority areas to (i) enhance long-term joint planning based on shared priorities; (ii) maximize efficiencies in the use of available resources; (iii) deepen relations with potential donors; and (iv) enhance programme impact.
- Further development of South-South cooperation modalities as a key source of resources, knowledge and skills.
- Strengthened linkages between the various components of the DWCP to improve internal programme synergies and efficiencies.





11. Key DWCP partnerships

The core partnerships underpinning the DWCP are those between the ILO, the Ministry of Labour and Social Welfare (MoLSW), the Ministry of Planning and Investment (MPI), the Lao National Chambers of Commerce and Industry (LNCCI) and the Lao Federation of Trade Unions (LFTU).

This core is supplemented by partnerships developed with these actors:

- other international development agencies, including under the auspices of the Lao PDR-UNPF;
- other government ministries and mass organizations; and
- international and local civil society organizations and other actors active in DWCP priority areas.

The ILO will further participate to the extent possible in UNCT joint mechanisms as part of its commitment to the “UN Delivering as One” and to benefit from access to the wider resources of the UN Country Team (UNCT) in Lao PDR. This will include participation in the following:

- multi-agency working groups under relevant Lao PDR-UNPF outcomes, with priority on the joint UNCT working group on employment creation and social protection;
- UN Operations Management Team (under the auspices of the UN Business Operations Strategy), which will strengthen day-to-day working relations; and
- UN Monitoring and Evaluation Working Group, which will share good M&E practices and learning.

12. DWCP management and implementation framework

12.1 Collaboration between ILO and national constituents

The Government of Lao PDR and the social partners will collaborate with the ILO in the implementation and regular review of the DWCP within the framework of tripartite architecture described in section 12. All partners will participate fully at all stages of the DWCP cycle, including an annual tripartite meeting to review implementation. The ILO will also cooperate with other key stakeholders in the country, including UN system programmes, funds, and agencies through the Lao PDR-UNPF. Such cooperation will be based on a shared commitment to support national development priorities and a mutual respect for the respective mandates, expertise and resources of each partner.

12.2 Government-social partner coordination

Effective development, implementation and review of the DWCP depends on close coordination among ministries and other government agencies, and between the Government and the social partners. The body that ensured this coordination during the 2011–15 DWCP, the DWCP Tripartite Committee (supported by the tripartite DWCP MEWG), will continue to ensure coordination and ownership throughout the period of the current DWCP. ILO commitments to, and alignment with, the Lao PDR-UNPF will be assessed under the annual UNCT review process and reporting obligations to the Lao PDR Government.

12.3 Internal ILO oversight and coordination

Within the ILO, DWCP implementation is led and coordinated by the Country Office for Thailand, Cambodia and Lao PDR, with active support from the Decent Work Team for East and South-East Asia and the Pacific, the Regional Office for Asia and the Pacific, and ILO Headquarters in Geneva. Within this framework, the ILO National Coordinator based in Vientiane provides the primary focal point for DWCP implementation and relations at country level.



13. Advocacy and communications

Evidence-based advocacy for decent work is an important part of the ILO role at the country level. Such advocacy is conducted in the context of dialogue and cooperation with national constituents and other partners. It is informed by relevant research, other country experience and the findings of programme reviews and evaluations.

Key messages in ILO advocacy and communications include:

- the role of International Labour Conventions and SDG 8 in promoting inclusive and sustainable development in Lao PDR
- the importance of effective partnerships to address Lao PDR's decent work challenges, implement the SDGs and achieve domestic development priorities
- success stories emerging from initiatives under the DWCP and their contribution to achieving Lao PDR's development agenda

The ILO and the national constituents will draw upon the above messages to develop targeted materials and approaches for resource mobilization purposes, including through the website maintained by the ILO Country Office for Cambodia, Lao PDR and Thailand. To supplement these efforts, the ILO will participate in the Lao PDR UN Communications Group (under the auspices of the UNCT Communications Strategy), which will provide opportunities to increase the public profile of the DWCP.

14. Monitoring, evaluation, learning and reporting

Critical to the successful implementation of the DWCP are effective monitoring and evaluation, linked to continuous learning and reporting. To this end, the following measures will be taken:

- mid-term and end-of-term and DWCP reviews, linked to similar processes under the Lao PDR-UNPF;
- evaluation of development cooperation projects to be linked to their contribution to the achievement of overall DWCP outcomes; and
- development and regular updating (at least quarterly) of the DWCP Monitoring Plan.

The DWCP M&E Working Group will meet at least quarterly to ensure oversight and coordination of the above measures. Its agenda will include the following:

- review of the updated DWCP Monitoring Plan;
- review of findings of recent programme and project reviews and evaluations;
- developing links with the UNCT Evaluation Working Group;
- maintaining an overview of other relevant ILO thematic and multi-country evaluations; and
- based on the above, recommendations to the annual review meeting of the DWCP Tripartite Committee on adjustments required to ensure continued relevance, effectiveness and impact of DWCP implementation.

Adjustments made to the DWCP as part of the annual review process will particularly apply at Output, Indicator and Target levels.

The DWCP Tripartite Committee will prepare an annual report on DWCP implementation and develop a draft work plan for the following year, with support of the ILO Coordinator in Lao PDR. These documents will be considered at the annual DWCP Tripartite Committee review meeting, which includes the MPI.

The finalised report will feed into both the UNPF annual report to the Lao PDR Government and the Government's annual NSEDP report. The ILO will report internally on implementation under its own requirements and procedures.

Strengthening the M&E capacities of Lao PDR National Constituents will be a priority of capacity development support provided under the DWCP.

The increase in regularity of the Labour Force Survey supported by the DWCP will be an important source of data against which DWCP implementation can be assessed and adjusted as necessary.



15. Risk analysis and management

Achieving the DWCP outcomes will depend on the availability of the necessary financial and human resources from both Lao PDR and ILO sources. This includes delivery by the ILO of timely technical support and efficient fund transfers. Accordingly, the DWCP results framework takes account of both the availability of resources and the potential risks that may need to be addressed during programme implementation.

A detailed description of assumptions and risks is set out in annex I. The major issues identified concern the following: (i) availability of the necessary resources for implementation, and (ii) timely ILO provision of the necessary technical, capacity development and financial support.

The DWCP Tripartite Committee, supported by the tripartite DWCP MEWG provides the main mechanism for monitoring these and other risks, and for adjusting the DWCP as necessary.



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Annexes: Key documents for implementation of the DWCP 2017–2021

The following documents support DWCP implementation, monitoring, review, evaluation and learning:

- I DWCP assumptions and risks framework
- II Terms of reference: National Decent Work Tripartite Committee, DWCP 2017–2021
- III Lessons learned from previous DWCP experience
- IV DWCP results framework

Annex I: DWCP assumptions and risks framework

Priority 1: Promote employment and skills development in line with market demand.

Outcome 1.1 Increased number of relevant policy frameworks, strategies and regulations for creating decent jobs in rural areas			
Assumptions	Risks	Level of risk	Mitigation measures
Adequate financial and human resources available to support strategy development, including for rural infrastructure and services.	<p>Insufficient financial and human resources undermines development and implementation of NRES.</p> <p>Rural employment plans and initiatives set back by factors related to climate change.</p> <p>Delays in the provision of agreed technical, financial and capacity development support.</p>	Medium.	<p>Maintain regular dialogue between relevant parties on resourcing requirements.</p> <p>Climate change risks and mitigating factors built into (i) the design of the rural employment development cooperation project and (ii) the formulation of the NRES.</p> <p>ILO to involve IDPs actively in development of the NRES and planning for implementation.</p>

Outcome 1.2

Increased decent and productive employment through (i) improved matching of jobseekers and labour market requirements; (ii) entrepreneurship development for women, men and youth; and (iii) development of policy and legal instruments to support safe labour migration.

Assumptions	Risks	Level of risk	Mitigation measures
<p>Adequate financial and human resources available for (i) effective and expanded PES and LMI; (ii) implementation of the Vientiane Declaration on Transition from Informal Employment to Formal Employment towards Decent Work Promotion in ASEAN; (iii) implementation of the 3rd SME Development Plan 2016–2020; and (iv) closer integration of public employment and labour migration services.</p>	<p>Insufficient financial and human resources at national and provincial levels lead to sub-optimal implementation of the NSEDP commitments in these areas.</p> <p>Lack of coordination between (i) key government ministries and (ii) between IDPs leads to inefficiencies in the use of existing human and financial resources.</p> <p>Delays in the provision of agreed technical, financial and capacity development support.</p>	Medium.	<p>Maintain regular dialogue between relevant parties on resourcing requirements.</p> <p>ILO to explore alternative funding sources, including South-South cooperation.</p> <p>ILO to support improved coordination within Government and among IDPs. In case of PES and LMI, collaborate closely with ADB project in these areas.</p>

Outcome 1.3

Increased policy capacity, competency standards, and certification and accreditation arrangements to support promotion of technical/vocational skills for women, men and youth

Assumptions	Risks	Level of risk	Mitigation measures
<p>Stronger linkages developed between labour market requirements, improved LMI and TVET planning.</p> <p>Improved use of available resources due to better coordination among relevant ministries, particularly MoLSW and MoES.</p> <p>IDPs improve coordination of their efforts in support of TVET.</p>	<p>Current skill/market mismatches continue as result of insufficient improvement of PES and LMI, undermining NSEDP and AEC implementation.</p> <p>Delays in the provision of agreed technical, financial and capacity development support.</p>	Medium.	<p>Maintain regular dialogue between relevant parties on resourcing requirements.</p> <p>Explore alternative funding sources, including South-South cooperation.</p> <p>ILO to support improved coordination within Government and among IDPs.</p>

Priority 2: Promote ratification and implementation of international labour standards.

Outcome 2.1

Increased quality of labour standards and protection through Labour Law implementation.

Assumptions	Risks	Level of risk	Mitigation measures
<p>National constituents committed to ensuring that the Labour Law is visible, widely understood and applied at all levels and in all sectors of Lao society.</p> <p>In the context of a rapidly developing economy and expanding labour market, the need to address occupational safety and health concerns will increase.</p>	<p>Implementation of Labour Law (including OSH components) undermined by (i) lack of awareness of the law, particularly among informal workers and in rural areas and (ii) insufficient resources.</p> <p>Delays in the provision of agreed technical, financial and capacity development support.</p>	Medium.	<p>Maintain regular dialogue between relevant parties on resourcing requirements.</p> <p>ILO to pursue the proposed Development Cooperation Project (Outcome 2.1) to support implementation of the PM's Decree and other measures on OSH.</p>

Outcome 2.2

Increased ratification and application of international labour Conventions.

Assumptions	Risks	Level of risk	Mitigation measures
<p>Priorities agreed for future ratifications and the necessary technical and capacity support available from the ILO.</p>	<p>Future ratifications as well as implementation of currently ratified and unratified Conventions held back by (i) insufficient local capacity and (ii) insufficient ILO technical and capacity development support.</p> <p>Delays in the provision of agreed technical, financial and capacity development support.</p>	Medium.	<p>Develop realistic priorities and plans for (i) future ratifications and (ii) implementation of current relevant Conventions (both ratified and unratified), with ILO technical and capacity development support.</p>

Priority 3: Strengthen and expand social protection.

Outcome 3.1

National Social Protection Strategy and new social transfer tax-funded programme(s) developed, adopted and implemented.

Assumptions	Risks	Level of risk	Mitigation measures
<p>ABDN process produces clear priorities, including with respect to development of a National Social Protection Strategy (NSPS).</p> <p>The necessary financial and human resources available to support implementation of ABND recommendations which are accepted by the Lao PDR Government.</p> <p>Coordination improved among (i) the various ministries and (ii) IDPs involved in social protection delivery and development.</p>	<p>Development of NSPS delayed by lack of resources.</p> <p>Lack of fiscal space affects (i) sustainable implementation of tax payer-funded programmes under the NSPS and (ii) establishment of the national infrastructure and staffing arrangements required for nationwide delivery.</p> <p>Effective and efficient development of integrated social protection approaches held back by lack of (i) cross-government and (ii) IDP coordination.</p> <p>Delays in the provision of agreed technical, financial and capacity development support.</p>	High.	<p>Maintain regular dialogue between relevant parties on resourcing requirements.</p> <p>ILO to provide technical and capacity development support for development, costing and implementation of NSPS.</p> <p>ILO to explore transitional funding options, including South-South cooperation.</p> <p>ILO to support/facilitate coordinated approaches among relevant government agencies and IDPs.</p>

Outcome 3.2

Increased access for workers and families to social protection benefits, including social health protection.

Assumptions	Risks	Level of risk	Mitigation measures
<p>Long-term financial implications of moving towards tax payer-funded options fully costed and a long-term financing plan developed.</p> <p>Revised Social Welfare Law (i) in line with international standards, including with respect to gender and disability, and (ii) widely disseminated at all levels.</p> <p>Coordination between the relevant ministries and agencies, particularly MoLSW and MOH, is strengthened.</p>	<p>Lack of fiscal space affects ability to move towards tax payer funded options.</p> <p>Access by informal workers remains problematical due to lack of financial and financial resources.</p> <p>Lack of coordination between government ministries/agencies affects progress towards full integration of social protection policy and services.</p> <p>Delays in the provision of agreed technical, financial and capacity development support.</p>	<p>High.</p>	<p>Maintain regular dialogue between relevant parties on resourcing requirements.</p> <p>ILO to explore transitional funding options, including South-South cooperation.</p> <p>ILO to support/facilitate coordinated approaches among (i) relevant government agencies and (ii) international development partners, including World Bank.</p>

Cross-cutting Priority 4: Strengthen tripartite cooperation and social dialogue.

Outcome 4.1

Increased quality of tripartite cooperation and social dialogue through improved mechanisms.

Assumptions	Risks	Level of risk	Mitigation measures
<p>National Tripartite Committee and sub-committees established.</p> <p>Agreement among national constituents on moving to a more regular minimum wage review process.</p> <p>Resources available to support improvements in tripartite cooperation and social dialogue, including collective bargaining.</p>	<p>Roles and benefits of tripartite bodies and processes not well understood, particularly at provincial and district levels, undermining their value in supporting NSEDP implementation.</p> <p>Insufficient resources available to support tripartite processes, affecting their effectiveness and sustainability.</p> <p>Delays in the provision of agreed technical, financial and capacity development support.</p>	Medium.	<p>ILO technical and capacity development assistance as necessary to (i) support the new Tripartite Committee; (ii) develop criteria and procedures for minimum wage setting; and (iii) improve LNCCI and LFTU capacity for tripartite cooperation and social dialogue, including collective bargaining.</p> <p>ILO to facilitate joint resource mobilization efforts.</p>

Outcome 4.2

Increased capacity of employers to advance Decent Work Agenda and social dialogue.

Assumptions	Risks	Level of risk	Mitigation measures
<p>In the context of its National Strategic Policy Framework, the LNCCI commits the necessary staff and financial resources to effective social dialogue; strengthening services to members; and expanding membership, including SMEs and provincial coverage.</p>	<p>A lack of (i) comprehensive coverage of employers nationally and (ii) active membership participation undermines LNCCI contribution to NSEDP implementation.</p> <p>Delays in the provision of agreed technical, financial and capacity development support.</p>	Low.	<p>ILO technical and capacity development support to improve LFTU ability to expand and serve membership.</p> <p>ILO to facilitate joint resource mobilization efforts.</p>

Outcome 4.3

Increased capacity of workers to advance Decent Work Agenda and social dialogue.

Assumptions	Risks	Level of risk	Mitigation measures
<p>The LFTU commits the necessary staff and financial resources to effective social dialogue, strengthening its services to members and expanding membership, including among informal workers.</p>	<p>A lack of comprehensive coverage of workers across all sectors nationally affects (i) LFTU contribution to NSEDP implementation and (ii) ability to protect workers' rights and conditions in context of rapid economic change.</p> <p>Delays in the provision of agreed technical, financial and capacity development support.</p>	Medium.	<p>ILO technical and capacity development support to improve LFTU ability to expand and serve membership.</p> <p>ILO to facilitate joint resource mobilization efforts.</p>

Cross-cutting theme

Effective application of laws for gender equality and strengthening of tripartite gender mainstreaming capacities.

Assumptions	Risks	Level of risk	Mitigation measures
<p>The key national gender equality institutions – National Commission for Advancement of Women, Mother and Child (NCAWMC) and Lao Women's Union (LWU) can play active advocacy roles in areas relevant to DCWP priorities.</p> <p>Gender considerations given the necessary attention in NSEDP implementation and monitoring.</p> <p>LNCCI and LFTU gender equality commitments reflected in increased numbers of women in leadership and senior management.</p>	<p>Progress in implementing the NSEDP on an inclusive and equitable basis undermined by insufficient resourcing of gender equality aspects.</p>	Medium.	<p>Engage the NCAWMC and the LWU in planning and implementation of DWCP activities where-ever possible.</p> <p>ILO to include specific markers in all DWCP interventions and projects to keep focus on gender considerations in planning, implementation and review/evaluation.</p> <p>ILO to seek specific resourcing for implementation of gender commitments within DWCP.</p>

Annex II: Terms of reference

National Tripartite Decent Work Committee Decent Work Country Programme for Lao PDR 2017–2021

I. Background

The Decent Work Country Programme (DWCP) for Lao PDR 2017–2021 was developed through a series of consultations with tripartite organizations in Lao PDR, namely the Government, workers' and employers' organizations, and contains the strategy for planned interventions.

Within the overarching theme of Decent Work for All, the DWCP will concentrate on the following four priorities for the period 2017–2021;

- Priority 1: Promote employment and technical/vocational skills development in line with market demand.
- Priority 2: Promote ratification of international labour standards and improve implementation of the Labour Law.
- Priority 3: Develop National Social Protection Strategy and improve social protection policy and mechanisms.
- Priority 4: Strengthen tripartite cooperation and social dialogue.

To realize the DWCP objectives, the Government, workers' and employers' organizations decided to set up a Steering Committee for the DWCP 2017–2021.

ILO development cooperation activities in Lao PDR, in particular the Decent Work Country Programme 2017–2021, are undertaken within the framework of the national development policies. The DWCP contributes to the UN Partnership Programme for Lao PDR 2017–2021 and supports the implementation of the 8th National Social and Economic Development (8th NSEDP) and the achievements of the Sustainable Development Goals (SDGs). The ILO development cooperation programme in Lao PDR consists of programmes, projects, and other technical assistance activities funded by a mix of ILO funding as well as national contributions.

While the SDGs are universal and inter-related, each country will draw up its own strategy on how to achieve them and will report on results. It is therefore important for the tripartite constituents to increase their influence in this process. In addition, development cooperation must increasingly be driven by constituents' needs and more from the bottom up. Eventually, the promotion of decent work is a cooperative effort that involves a range of national development partners as well as international development partners.

The tripartite organizations' active participation in the design, implementation, monitoring, evaluation, as well as in the coordination and oversight of ILO development cooperation activities is important. The overall aim of the National Decent Work Tripartite Committee is to contribute to the efficiency and effectiveness of the ILO development cooperation through interaction with national and in-country partners. The Committee provides a space to promote the sustainability of ILO development cooperation interventions, seeking alignment with national policy frameworks and budgets.

II. Composition and membership

The Committee shall be composed of a minimum of seven persons nominated as follows: the Government (two), LNCCI (two), LFTU (2) and ILO (one). The Committee is encouraged to invite the organizations (national or international) that play an active role in the ILO development cooperation and the promotion of decent work to meetings. In this way the Committee can build a multi stakeholder platform for decent work in support to the implementation of the national Sustainable Development Agenda.

III. Roles and responsibilities

Under the chair responsibility of the Ministry of Labour and Social Welfare, in cooperation with Lao Federation of Trade Unions (LFTU) and Lao National Chamber of Commerce and Industry (LNCCI), with the support of the M&E working group and the ILO National Coordinator in Lao PDR, the Committee will be responsible for the following tasks:

- Promote the DWCP and ILO development cooperation under the DWCP to all government ministers; members of the National Assembly; various government departments, agencies, and institutions; members of employers' and workers' organizations; other stakeholders and the public at large in order to create greater awareness, understanding and visibility of the programme, ensuring as effective and wide ranging an impact as possible, aiming to ground the most efficient, impactful and synergetic development cooperation activities possible.
- Provide policy guidance to the ILO office, national constituents, other national partners and development partners to ensure that both new and ongoing DWCP development cooperation initiatives remain aligned with national priorities.
- Ensure that DWCP priorities and outcomes, including those implemented through development cooperation programmes/projects, are integrated with other national efforts, including the implementation plan of the 8th NSEDP, the Labour and Social Welfare Strategy, and the UN Partnership Framework.
- Regularly monitor DWCP implementation as per the monitoring plan and accompanying results and monitoring framework, taking into account development cooperation interventions in support of the DWCP.
- Ensure the active participation of all key stakeholders in the promotion of decent work, including through social dialogue initiatives.
- Advise on new or adjusted areas of work in support to national decent work priorities, aiming to ensure continuing alignment with the evolving national development context.
- Participate in the periodic DWCP review and evaluation, regularly assessing their impacts on the country-level SDGs.

IV. Frequency of meetings

The committee shall meet on a regular basis – annually, at least – to review the progress of the implementation and discuss the annual work plan. The Minister of Labour and Social Welfare may also convene meetings of the Committee on an ad hoc basis to address issues of major concern at the request of the majority of the Committee members.

V. Principles

- The Committee takes a Managing for Development Results (MfDR)/Results-based Management (RBM) approach, as per the 2016 Vientiane Declaration on Aid Effectiveness as well as the MfDR/RBM policies of UN/ILO.
- Also in light of the Vientiane Declaration, the work of the Committee shall be guided by the principles of national ownership, national capacity development, alignment with the national system, and mutual accountability.
- The work of the DWCP Committee shall therefore be treated as part of the core work of the constituents, and not as “additionality”.
- Committee decisions shall be consensual.

VI. Meetings

- The DWCP MEWG may meet as often as necessary, but a minimum of once every quarter, to carry out the aforementioned responsibilities.
- The Lead Chair shall be responsible for convening a MEWG meeting, including sending out invitations, securing the venue, preparing a minutes, etc.

Annex III: Lessons learned from previous DWCP experience

The final review of the 2011–15 DWCP highlighted the following key lessons to be taken into account in future DWCP planning and implementation:⁷⁰

- need to carefully tailor the DWCP to the Lao PDR context, including national political processes and partner capacities;
- need to focus on ownership and sustainability through regular partner dialogue;
- need to maintain focus on extending policies and programmes to (i) district and local levels and (ii) the informal economy;
- more focus needed in all gender equality and disability issue areas to ensure that (i) rights are promoted and protected and (ii) programme results are maximized;
- a joint focus on improving data is vital to strengthen policy and programme development;
- effective implementation of DWCP requires greater coordination (i) with other development partners and (ii) between government ministries;
- capacity development is a long-term process that must be owned and driven by the national partners;
- the quality and balance of partnerships at all levels is vital to DWCP impact – hence these need regular review;
- effective coordination and synergies between different parts of the DWCP helps to strengthen overall DWCP impact;
- effective monitoring and evaluation (M&E) at all levels is vital to DWCP success – and to this end it is important to support partner capacity;
- good practices identified by project evaluations need to be followed up with the application of lessons learned;
- joint development of DWCP indicators and targets is needed to reinforce national ownership.

⁷⁰ Clarke and Venevankham (2016), *op. cit.*



Annex IV: DWCP results framework

Goal: Increased decent work for inclusive and sustainable development in Lao PDR through employment creation, technical/vocational skills development, labour standards, social protection and social dialogue.

DWCP Priority 1							
Promote employment and skills development in line with market demand.							
DWCP Outcome 1.1	Means of verification	Partners	Integrated resource requirements				
<p>Increased number of relevant policy frameworks, strategies and regulations for creating decent jobs in rural areas.</p> <p>Supported by development cooperation project: National Rural Employment Strategy in Lao PDR towards increasing opportunities for decent and productive employment in rural areas. Funded by Swiss Agency for Development and Cooperation (SDC), 2017–19.</p>	<p>3rd Lao PDR Labour Force Survey.</p> <p>5th Lao PDR Population and Housing Census.</p> <p>Annual progress reports on implementation of 8th NSEDP.</p> <p>Mid-term/final evaluations and impact assessment of rural employment development cooperation project</p>	<ul style="list-style-type: none"> • MoLSW/DLSW. • Overseen by national and provincial coordinating bodies involving all relevant government ministries and departments, LWU, LYU, LNCCI and LFTU. • National Committee of Rural Development and Poverty Eradication. • World Bank. • International and local non-governmental organizations (NGOs). 	<table border="1"> <tr> <td>Estimated as available (US\$)⁷⁰</td> <td>To be mobilized (US\$)</td> </tr> <tr> <td>\$2.7 million</td> <td>\$800,000</td> </tr> </table>	Estimated as available (US\$) ⁷⁰	To be mobilized (US\$)	\$2.7 million	\$800,000
Estimated as available (US\$) ⁷⁰	To be mobilized (US\$)						
\$2.7 million	\$800,000						

⁷¹ Under all Outcomes, technical assistance will be provided by the ILO. Resourcing of DWCP implementation will further be supported by National Constituents via National Budget allocations and/or in-kind contributions (Lao PDR Government); and respective internal resources and in-kind contributions (LNCCI and LFTU)

Links to NSEDP ⁷¹	Links to Lao PDR-UNPF ⁷²	Links to SDGs	Links to ILO P&B outcomes ⁷³
<p>Outcome 2, Output 1: Improved living standards through poverty reduction using Sam Sang-Oriented Directions (including the following Target: To formulate a national rural employment strategy that concentrates on designing strategies, methods and programmes that create jobs and income in rural areas).</p> <p>Cross-cutting Output 8.2.1.2: Promote and develop gender equality, juveniles and youth.</p>	<p>Outcome 1: By 2021, all women and men have increased opportunities for decent livelihoods and jobs.</p>	<p>Goal 1: End poverty, reduce inequality.</p> <p>Goal 4: Ensure quality education, promote lifelong learning.</p> <p>Goal 5: Achieve gender equality, empower women and girls.</p> <p>Goal 8: Promote full and productive employment and decent work for all.</p>	<p>Outcome 4: Promoting sustainable enterprises, specifically Indicator 4.2</p> <p>Outcome 5: Decent work in the rural economy, specifically Indicators 5.1, 5.2 and 5.3.</p> <p>Outcome 6: Formalization of the informal economy, specifically Indicators 6.1, 6.2 and 6.3.</p>
<p>Indicator 1.1.1 Availability of gender, ethnicity and disability-sensitive National Rural Employment Strategy (NRES), action plan and associated costings.</p>	<p>Baselines No national strategy to promote rural employment in place: prioritized in NSEDP. Sixty-three per cent of employed persons are in agriculture and fisheries, with a 93% level of vulnerability.⁷⁴ Proportion of own-account and contributing family workers in total workforce: 81%, with high proportion in rural areas.⁷⁵ Nineteen per cent of workforce in formal employment.⁷⁶</p>	<p>Target 1.1.1 NRES and action plan developed, adopted and costed through an inclusive national process, drawing on lessons from pilot activities in two provinces, with (i) initial implementation underway by 2021 and (ii) reflection of gender, ethnicity and disability considerations.</p>	

⁷² 8th National Social and Economic Development Plan

⁷³ Lao PDR-UN Partnership Framework 2017–2021

⁷⁴ Programme and Budget proposals for 2018–2019: ILO Governing Body 328th Session, 27 October – 10 November 2016

⁷⁵ World Bank. (2016). *Lao Economic Monitor 2015–2016*

⁷⁶ Ibid.

⁷⁷ Lao Statistics Bureau (2016). *Lao PDR 4th Population and Housing Census, 2015*

Links to NSEDP	Links to Lao PDR-UNPF	Links to SDGs	Links to ILO P&B outcomes
<p>Indicator 1.1.2 Number of new or improved policies and services related to rural employment introduced and implemented as extension of existing laws and strategies in Sekong and Savannakhet provinces.</p>	<p>Baseline Implementation of existing policies and services related to rural employment at provincial and district levels is hampered by lack of human and financial capacity.</p>	<p>Target 1.1.2 At least one gender-responsive measure taken to address identified policy or service gaps in each province by 2019.</p>	
<p>Indicator 1.1.3 Number of South-South cooperation (SSC) initiatives conducted as part of implementation of Vientiane Declaration on Transition from Informal Employment to Formal Employment towards Decent Work Promotion in ASEAN.</p>	<p>Baseline The Vientiane Declaration was adopted in September 2016.</p>	<p>Target 1.1.3 (a) Five-year action plan adopted to implement Vientiane Declaration by 2018; includes focus on rural jobs and inclusion of gender, ethnic community and disability aspects.</p> <p>Target 1.1.3 (b) At least three SSC activities related to rural employment elements of Vientiane Declaration implemented with ASEAN counterparts by 2019.</p>	

DWCP Outcome 1.2	Means of verification	Partners	Integrated resource requirements	
			Estimated as available (US\$)	To be mobilized (US\$)
<p>Increased decent and productive employment through (i) improved matching of jobseekers and labour market requirements; (ii) entrepreneurship development for women, men and youth; and (iii) development of policy and legal instruments to support safe labour migration.</p>	<p>Third Lao PDR Labour Force Survey.</p> <p>Fifth Lao PDR Population and Housing Census.</p> <p>Annual MoLSW reports on public employment services.</p> <p>Annual reports of LNCCI and LFTU on entrepreneurship training for members.</p>	<ul style="list-style-type: none"> • MoLSW • Lao Bureau of Statistics • MCI SME Development Department • UNCT • LNCCI • LFTU • Asian Development Bank 	<p>\$700,000 for safe labour migration project (estimated)</p> <p>\$30,000 for employment service in 2017</p>	<p>\$500,000</p>
<p>Supported by development cooperation project(s): Development of phase 2 of ILO/China South-South Cooperation Project on employment services and labour market information in Cambodia and Lao PDR (timeframe and arrangements to be indicated in 2017).</p>	<p>Annual progress reports on implementation of 8th NSEDP.</p> <p>Annual MoLSW data on labour migration.</p> <p>TRIANGLE project annual reporting and mid-term evaluation findings.</p>			
<p>Tripartite Action to Enhance the Contribution of Labour Migration to Growth and Development in ASEAN Project (TRIANGLE II): funded by Government of Australia 2015–25.</p>				

Links to NSEDP	Links to Lao PDR-UNPF	Links to SDGs	Links to ILO P&B outcomes
<p>Outcome 1, Output 1: Ensuring sustained and inclusive economic growth.</p> <p>Outcome 1, Output 6: Local entrepreneurs competitive in domestic and international markets (includes skills upgrading and TVET).</p> <p>Cross-cutting Output 8.2.1.2: Promote and develop gender equality, juveniles and youth.</p>	<p>Outcome 1: All women and men have increased opportunities for decent livelihoods and jobs.</p>	<p>Goal 1: End poverty, reduce inequality.</p> <p>Goal 4: Ensure quality education, promote lifelong learning.</p> <p>Goal 5: Achieve gender equality, empower women and girls.</p> <p>Goal 8: Promote full and productive employment and decent work for all.</p>	<p>Outcome 1: More and better jobs for inclusive growth and improved youth employment prospects, particularly Indicator 1.6.</p> <p>Outcome 4: Promoting sustainable enterprises, specifically Indicator 4.2.</p> <p>Outcome 9: Promoting fair and effective labour migration policies, particularly Indicator 9.1.</p>
<p>Indicator 1.2.1 Availability of national strategy and action plan for development of public employment services (PES) and labour market information (LMI).⁷⁸</p>	<p>Baselines Nine provincial employment services job centres (ESJCs) and one national employment service centre (ESC) existed as of February 2017.</p> <p>First survey of employer skills needs conducted by LNCCI in 2015–16.</p> <p>Lao Standard Classification of Occupations (LSCO) to six-digit level finalized in 2016.</p>	<p>Target 1.2.1 National strategy and action plan for development of PES and LMI developed and adopted by 2018, including the following: (i) establishment of legal basis for public employment services in line with C88; (ii) enhanced MoLSW role in regulating and monitoring standards for employment services (public and private) in line with C181; and (iii) greater integration of services provided by ESJCs) and MRCs.</p> <p>Target 1.2.1 (b) MOUs developed between MoLSW and the LNCCI and the LFTU respectively for cooperation in implementing PES/LMI strategy by 2018.</p> <p>Target 1.1.2 (c) Employer skills needs surveys conducted annually from 2018 (with pilot project initiated by 2018 to gather such data on a sectoral and/or specific geographic basis).</p>	

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Links to NSEDP	Links to Lao PDR-UNPF	Links to SDGs	Links to ILO P&B outcomes
<p>Indicator 1.2.2 More regular Labour Force Surveys conducted.</p> <p>Indicator 1.2.3 Number of jobseeker registrations and job placements, disaggregated by sex, at central and provincial ESJCs.⁷⁸</p>	<p>Baselines Labour force surveys conducted to date in 2010 and 2016.</p> <p>Baselines 13,000 vacancies recorded and 2,300 job placements made by the ESJCs in the period 2014–15. Number of newly employed persons nationwide in 2015: 74,824.⁷⁹ Eighth NSEDP target for newly employed each year: 716,193.</p>	<p>Target 1.2.2 At least three Labour Force Surveys conducted by 2021.</p> <p>Target 1.2.3 By 2021, 60% of registered jobseekers per annum placed in employment, at least 50% of whom are women and 2.8% are people with disabilities in line with national prevalence statistics.</p>	
<p>Indicator 1.2.4 Legislation, policies and MOUs linked to labour migration adopted or amended in line with international standards and good practices.</p>	<p>Baselines Main legislative cover for international labour migration is provided by the Labour Law (2014). Labour migration MOUs in place with the Republic of Korea, Thailand and Singapore. Approximately 600,000 Lao migrants work abroad, 50% of them in Thailand.⁸⁰</p>	<p>Target 1.2.4 At least one piece of legislation, policy and/or MOU has been adopted or revised to better reflect international standards by 2021.</p>	
<p>Indicator 1.2.5 Number of provinces in which migrant labour services available through MRCs working in liaison with ESJCs.</p>	<p>Baselines Three MRCs under ILO TRIANGLE project operational at provincial level as of February 2017, one of which operated by the LFTU.</p>	<p>Target 1.2.5 MRCs operational and working in liaison with ESJCs in at least five provinces by 2021, including at least two MRCs managed by the LFTU.</p>	
<p>Indicator 1.2.6 Number of employers' organizations, workers' organizations and business service providers with increased technical capacity to provide entrepreneurship training to women, men and youth</p>	<p>Baselines National roll-out of KAB into secondary school curriculum underway in 2016–17. Limited capacity available in LNCCI, LFTU and business service providers for entrepreneurship training</p>	<p>Target 1.2.6 By 2021, at least two employers' organizations, workers' organizations or business service providers have received training and other support to increase their technical capacity to deliver entrepreneurship leadership and skills training to women, men and youth, including in the informal economy.</p>	

⁷⁹ MoLSW administrative data, 2016

⁸⁰ MoLSW administrative data, 2015–2016

⁸¹ Southichack, Mana. (2014). *Lao Labour Migration and Remittances: Trends and Livelihood Implications*

DWCP Outcome 1.3	Means of verification	Partners	Integrated resource requirements				
<p>Increased policy capacity, competency standards, and certification and accreditation arrangements to support promotion of technical/vocational skills for women, men and youth.</p>	<p>Annual data of MoES Education Management System.</p> <p>Annual progress reports on implementation of 8th NSEDP.</p> <p>Annual MoLSW reports.</p> <p>LNCCI employer skills needs surveys.</p>	<ul style="list-style-type: none"> • MoLSW • National Skills Council • LNCCI • LFTU • UNCT • Lao-Korea Skills Development Institute 	<table border="1"> <tr> <th data-bbox="341 454 405 819">Estimated as available (US\$)</th> <th data-bbox="341 152 405 454">To be mobilized (US\$)</th> </tr> <tr> <td data-bbox="405 454 517 819">\$40,000 for 2017–18 from ILO-Republic of Korea partnership programme.</td> <td data-bbox="405 152 517 454">\$500,000.</td> </tr> </table>	Estimated as available (US\$)	To be mobilized (US\$)	\$40,000 for 2017–18 from ILO-Republic of Korea partnership programme.	\$500,000.
Estimated as available (US\$)	To be mobilized (US\$)						
\$40,000 for 2017–18 from ILO-Republic of Korea partnership programme.	\$500,000.						
<h3 style="text-align: center;">Links to NSEDP</h3>							
<p>Outcome 1, Output 5: Improved public/private labour force capacity (including the following Target): Test and issue standard skill certificates for ten construction-related professions, seven car mechanic-related professions, six information and communications technology (ICT)-related professions and four professions in tourism.</p> <p>Outcome 1, Output 6: Local entrepreneurs competitive in domestic and international markets (includes TVET).</p> <p>Cross-cutting Output 8.21.2: Promote and develop gender equality, juveniles and youth.</p>	<h3 style="text-align: center;">Links to Lao PDR-UNPF</h3> <p>Outcome 4: Children and youth enjoy better access to inclusive and equitable quality basic education and vocational skills.</p>						
<h3 style="text-align: center;">Links to SDGs</h3>							
<p>Goal 1: End poverty, reduce inequality.</p> <p>Goal 4: Ensure quality education, promote lifelong learning.</p> <p>Goal 5: Achieve gender equality, empower women and girls.</p> <p>Goal 8: Promote full and productive employment and decent work for all.</p>							
<h3 style="text-align: center;">Links to ILO P&B outcomes</h3> <p>Outcome 1: More and better jobs for inclusive growth and improved youth employment prospects, particularly Indicator 1.3 (on skills development).</p>							

Links to NSEDP	Links to Lao PDR-UNPF	Links to SDGs	Links to ILO P&B outcomes
<p>Indicator 1.3.1</p> <p>Number of initiatives to strengthen capacity of national mechanisms for development of technical/vocational skills policy and systems.</p>	<p>Baselines</p> <p>Adoption of TVET Law (2013) and TVET Development Plan 2016–20.</p> <p>National Qualifications Framework not yet in place.</p> <p>New MoLSW skills development department to be set up.</p> <p>Thirty per cent of youth (female/male) employed through TVET 2015).⁸¹</p> <p>Number of students enrolled in TVET in 2015: 65,000.⁸² NSEDP target: 105,000.</p>	<p>Target 1.3.1</p> <p>At least two initiatives to strengthen National Training Council and MoLSW technical capacity for national technical/vocational skills policy and systems development by 2021.</p>	
<p>Indicator 1.3.2</p> <p>Number of new technical/vocational skills and competency standards promulgated at national level.</p>	<p>Baselines</p> <p>National skills standards established in ICT, tourism, automotive and construction for certification and accreditation.</p> <p>In 2014, 50 workers were certified by the Lao-Korean Skills Development Centre using the national skills standard developed for the automotive sector.</p>	<p>Target 1.3.2</p> <p>At least five new technical/vocational skills and competency standards promulgated at national level by 2021, with attention to addressing skills/competency standards in non-traditional occupations for women.</p>	
<p>Indicator 1.3.3</p> <p>Number of additional technical/vocational skill and competency standards developed for certification and accreditation.</p>	<p>Baselines</p> <p>National skills standards established in ICT, tourism, automotive and construction for certification and accreditation.</p> <p>In 2014, 50 workers were certified by the Lao-Korean Skills Development Centre using the national skills standard developed for the automotive sector.</p>	<p>Target 1.3.3 (a)</p> <p>At least two additional technical/vocational skill areas developed/completed for standards, certification and accreditation of institutions by 2021, with attention to female-dominated occupational areas.</p> <p>Target 1.3.3 (b)</p> <p>At least 50% of trainees in the additional technical/vocational skill areas assessed and certified by 2021.</p>	

⁸² Lao PDR-UN Partnership Framework, 2017–2021

⁸³ Government administrative data (2015)

Links to NSEDP	Links to Lao PDR-UNPF	Links to SDGs	Links to ILO P&B outcomes
Indicator 1.3.4 Number of new technical/vocational skill areas developed under the ASEAN Mutual Recognition of Skills (MRS) ⁸⁵ in line with the ASEAN Qualifications Regional Framework (AQRf).	Baseline ASEAN MRS arrangements in place for two skills (bricklaying and plastering). First skills assessment conducted at Lao-Korea Skills Development Institute in 2016.		Target 1.3.4 At least three new technical/vocational skills areas developed under ASEAN MRS by 2021.

DWCP Priority 2

Promote ratification and implementation of international labour standards

DWCP Outcome 2.1	Means of verification	Partners	Integrated resource requirements	
Increased quality of labour standards and protection through Labour Law implementation. ⁸⁴ Supported by development cooperation project: Completion of labour inspection project in the garment sector (LAO/13/01/IDA) and possible new project with MoLSW on labour inspection and OSH, submitted for funding by the Vision Zero Fund (VZF).	Third Lao PDR Labour Force Survey (OSH data). Reports of National Tripartite Labour Standards Committee. LNCCI and LFTU reports.	<ul style="list-style-type: none"> • MoLSW • LNCCI • LFTU • National Tripartite Labour Standards Committee 	Estimated as available (US\$)	To be mobilized (US\$)
			\$352,145 (Jan.– Aug 2017)	\$1,000,000

⁸⁴ Priority skills/occupations decided by ASEAN Members States

⁸⁵ Note: The Labour Law 2014 inter alia covers: labour protection, collective bargaining, OSH, labour inspection, skills development, disputes resolution, minimum wage setting, compliance with employment contracts & equality & non-discrimination in the workplace

Links to NSEDP	Links to Lao PDR-UNPF	Links to SDGs	Links to ILO P&B outcomes	Bali Declaration
<p>Outcome 1, Output 1: Ensuring sustained and inclusive economic growth.</p> <p>Outcome 1, Output 5: Improved public/private labour force capacity.</p> <p>Outcome 2, Output 5: Extended access to social protection.</p> <p>Cross-cutting Output 8.2.1.2: Promote and develop gender equality, juveniles and youth.</p>	<p>Outcome 8: People enjoy improved access to justice and fulfilment of their human rights.</p>	<p>Goal 1: End poverty, reduce inequality.</p> <p>Goal 4: Ensure quality education, promote lifelong learning.</p> <p>Goal 5: Achieve gender equality, empower women and girls.</p> <p>Goal 8: Promote full and productive employment and decent work for all.</p>	<p>Outcome 1: More and better jobs for inclusive growth and improved youth employment prospects, particularly Indicator 1.5.</p> <p>Outcome 7: Promoting safe work and workplace compliance in global supply chains, particularly Indicators 7.1 and 7.2.</p>	<p>A campaign to promote the ratification and implementation of fundamental labour standards.</p>
<p>Indicator 2.1.1 Number of gender-sensitive regulations prepared in consultation with the social partners and promulgated by implementation of the 2014 Labour Code.</p>		<p>Baseline Relevant existing regulations as of February 2017 set out in PM decrees on labour dispute resolution (draft); OSH (draft); and ministerial decision on labour inspection (2016). Labour Law guideline published for employers (2016). Labour inspection checklist developed (2014).</p>	<p>Target 2.1.1 At least two gender-sensitive regulations prepared in consultation with the social partners and promulgated by 2019 to strengthen implementation of the 2014 Labour Code, with the principles enshrined in C100 and C111, and the outstanding comments of the CEACR respecting those Conventions, taken into consideration as appropriate.</p>	
<p>Indicator 2.1.2 Number of actions taken to implement action plans for Ministerial Decision 4277 on labour inspection.</p>		<p>Baseline Ministerial Decision 4277 adopted in 2016.</p>	<p>Target 2.1.2 By 2018, annual action plans for labour inspection developed and implemented in line with international standards, e.g. C181, including OSH components and measures to increase number of female inspectors: at least two actions taken annually to implement action plans.</p>	

Links to NSEDP	Links to Lao PDR-UNPF	Links to SDGs	Links to ILO P&B outcomes	Bali Declaration
<p>Indicator 2.1.3 Number of actions taken to implement Prime Ministerial Decree (2017) on OSH.</p>	<p>Baseline Draft Prime Ministerial Decree on OSH.</p>	<p>Target 2.1.3 Action plan for implementation of Prime Ministerial Decree on OSH by national constituents developed by 2018, with at least two actions taken annually to implement the plan by 2021.</p>		
<p>Indicator 2.1.4 Baseline established for monitoring of workplace accidents.</p>	<p>Baseline No comprehensive, up-to-date data available on workplace accidents.</p>	<p>Target 2.1.4 National mechanism established and related capacity developed for sex-disaggregated reporting of workplace accidents by 2018.</p>		
<p>Indicator 2.1.5 Number of reports by national constituents on actions taken to implement National Plan of Action (NPA) on the Prevention and Elimination of Child Labour.</p>	<p>Baseline Child labour survey report (2010).</p>	<p>Target 2.1.5 By 2018, annual reports by national constituents developed and disseminated on implementation of the NPA in their respective areas of work.</p>		
DWCP Outcome 2.2	Means of verification	Partners	Integrated resource requirements	
Increased ratification and application of international labour Conventions.	<p>NORMLEX. ILO Information System on International Labour Standards.</p> <p>Reports of National Tripartite Labour Standards Committee.</p>	<ul style="list-style-type: none"> • MoLSW • LNCCI • LFTU 	Estimated as available (US\$)	To be mobilized (US\$)
				\$350,000

Links to NSEDP	Links to Lao PDR-UNPF	Links to SDGs	Links to ILO P&B outcomes	Bali Declaration
<p>Currently ratified Conventions, as well as those under review, are directly relevant to achievement of NSEDP Outcomes 1 and 2 as a whole:</p> <p>Outcome 1: Economic - strong economic foundation and reduced economic vulnerability</p> <p>Outcome 2: Social-human resource development, poverty reduction, access to quality education and health services, protection and development of the unique national culture.</p>	<p>Currently ratified Conventions, as well as those under review, are directly relevant to achievement of the following Lao PDR-UNPF Outcomes:</p> <p>(1) decent livelihoods and jobs; (2) social protection benefits, particularly for vulnerable groups and the poor; (4) inclusive and equitable quality education and vocational skills; (7) delivery of quality services; and (8) access to justice and fulfilment of human rights.</p>	<p>Goal 1: End poverty, reduce inequality.</p> <p>Goal 4: Ensure quality education, promote lifelong learning.</p> <p>Goal 5: Achieve gender equality, empower women and girls.</p> <p>Goal 8: Promote full and productive employment and decent work for all.</p>	<p>Outcome 2: Ratification and application of international labour standards, particularly Indicators 2.1, 2.2 and 2.3.</p>	<p>A campaign to promote the ratification and implementation of fundamental labour standards</p>
<hr/>				
<p>Indicator 2.2.1 Number of international labour Conventions ratified and applied by Lao PDR.</p>	<p>Baselines Lao PDR had ratified the following international labour Conventions as of February 2017: C006 (Night Work of Young Persons); C013 (White Lead [Painting]; C029 (Forced Labour); C100 (Equal Remuneration); C111 (Discrimination); C138 (Minimum Age); C144 (Tripartite Consultation); C171 (Night Work); C182 (Worst Forms of Child Labour).</p>	<p>Target 2.2.1 Lao PDR has ratified and is applying at least one additional international labour Convention by 2021.</p>		

Links to NSEDP	Links to Lao PDR-UNPF	Links to SDGs	Links to ILO P&B outcomes	Bali Declaration
<p>Indicator 2.2.2</p> <p>Number of actions taken to implement ratified Conventions.</p>	<p>Baseline</p> <p>National Tripartite Labour Standards Committee established in 2016. Role includes overseeing and monitoring ratification, implementation and reporting of international labour standards.</p>	<p>Target 2.2.2 (a)</p> <p>At least one action per year taken to implement international labour Conventions, with particular attention to C100 and C111.</p> <p>Target 2.2.2 (b)</p> <p>At least one initiative by 2019 to strengthen national constituent capacity to implement, monitor and report on ratified Conventions, with particular attention to C100 and C111.</p>		
<p>Indicator 2.2.3</p> <p>Lao PDR's constitutional obligations to submit reports on ratified Conventions and other standards-related matters are satisfied in a timely manner.</p>	<p>Baselines</p> <p>National Tripartite Labour Standard Committee established in 2016.</p> <p>Role includes overseeing and monitoring ratification, implementation and reporting of international labour standards.</p>	<p>Target 2.2.3</p> <p>All reports requested by the ILO supervisory bodies, pursuant to Articles 19 and 22 of the ILO Constitution, are submitted by 2021.</p>		

DWCP Priority 3 Strengthen and expand social protection

DWCP Outcome 3.1	Means of verification	Partners	Integrated resource requirements
<p>National Social Protection Strategy and new social transfer tax-funded programmes developed, adopted and implemented.</p> <p>Supported by development cooperation projects: Development of regional social protection facility involving Lao PDR, Cambodia and Myanmar. The facility will make technical expertise and third-country experience available to the development of Lao PDR's social protection policy and system.</p>	<p>National Social Strategy, action plan and costings.</p> <p>Final report of ABND process.</p> <p>Annual progress reports on implementation of 8th NSEDP.</p> <p>MoLSW reports.</p>	<ul style="list-style-type: none"> • MoLSW • MoH & other relevant ministries • UNCT & other IDPs • LNCCI • LFTU 	<p>Estimated as available (US\$) To be mobilized (US\$)</p> <p>\$50,000 for social protection strategy formulation. \$150,000</p> <p>Technical assistance via Regional Social Protection Facility.</p>

Links to NSEDP

Outcome 2, Output 5:
Extended access to social protection.

Cross-cutting Output 8.21.2:
Promote and develop gender equality, juveniles and youth.

Links to Lao PDR-UNPF

Outcome 2:
More people have access to social protection benefits, in particular vulnerable groups and the poor.

Links to SDGs

Goal 1: End poverty, reduce inequality, particularly Outcome 1.3 (implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable).

Goal 5: Achieve gender equality, empower women and girls.

Goal 8: Promote full and productive employment and decent work for all.

Links to ILO P&B outcomes

Outcome 3:
Creating and extending social protection floors, particularly Indicators 3.1 and 3.3.

Links to NSEDP	Links to Lao PDR-UNPF	Links to SDGs	Links to ILO P&B outcomes
<p>Indicator 3.1.1 Availability of gender, disability and ethnicity-sensitive National Social Protection Strategy (NSPS), action plan and associated costings.</p>	<p>Baselines Development of National Social Protection Strategy prioritized by preliminary report of the Assessment-Based National Dialogue (ABND). Merger of public and private schemes to form National Social Security Fund (NSSF) in 2015, as key step towards more integrated approach to social protection.</p>	<p>Target 3.1.1 (a) ABND on social protection completed by 2017 as basis for formulation of NSPS and prioritizing government social protection initiatives, with active engagement by national constituents and including gender, ethnicity and disability considerations. Target 3.1.1 (b) NSPS including gender, ethnicity and disability considerations developed, costed and adopted by 2020 through</p>	<p>Target 3.1.1 (a) ABND on social protection completed by 2017 as basis for formulation of NSPS and prioritizing government social protection initiatives, with active engagement by national constituents and including gender, ethnicity and disability considerations. Target 3.1.1 (b) NSPS including gender, ethnicity and disability considerations developed, costed and adopted by 2020 through</p>
<p>Indicator 3.1.2 Number of new social transfer tax-funded programmes established as result of ABND recommendations.</p>	<p>Baseline Data is being collected as part of the ABND process.</p>	<p>Target 3.1.2 At least one new social transfer tax-funded programme is designed based on the ABND recommendations and is (i) implemented by 2021 and (ii) at least 50% funded by domestic resources.</p>	<p>Target 3.1.2 At least one new social transfer tax-funded programme is designed based on the ABND recommendations and is (i) implemented by 2021 and (ii) at least 50% funded by domestic resources.</p>
<p>DWCP Outcome 3.2</p> <p>Increased access for workers and families to social protection benefits, including social health protection. Supported by development cooperation Project: Regional Social Protection Facility involving Lao PDR, Cambodia and Myanmar, funded by Government of Luxembourg (2017–19).</p>	<p>Means of verification</p> <p>Annual Records of the SSF Office. Annual Health Equity Fund data. Reports of the National Health Insurance Bureau (NHIB), MoLSW and MoH. Annual progress reports on implementation of 8th NSEDP. Reports of LNCCI and LFTU.</p>	<p>Partners</p> <ul style="list-style-type: none"> • MoLSW • MoH • UNCT • LNCCI • LFTU • World Bank 	<p>Integrated resource requirements</p> <p>Estimated as available (US\$) To be mobilized (US\$)</p> <p>Technical assistance via Regional Social Protection Facility. \$1,500,000</p>

Links to NSEDP	Links to Lao PDR-UNPF	Links to SDGs	Links to ILO P&B outcomes
<p>Outcome 2, Output 5: Extended access to social protection.</p> <p>Cross-cutting Output 8.2.1.2: Promote and develop gender equality, juveniles and youth.</p>	<p>Outcome 2: More people have access to social protection benefits, in particular vulnerable groups and the poor.</p>	<p>Goal 1: End poverty, reduce inequality, particularly Outcome 1.3 (implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable).</p> <p>Goal 5: Achieve gender equality, empower women and girls.</p> <p>Goal 8: Promote full and productive employment and decent work for all.</p>	<p>Outcome 3: Creating and extending social protection floors, particularly Indicator 3.2.</p>
<p>Indicator 3.2.1 Number of formally employed women and men enrolled in National Social Security Fund (NSSF), excluding armed forces and police officials.</p>	<p>Baselines Merger of public and private schemes to form National Social Security Fund (NSSF) in 2015, as key step towards more integrated approach to social protection.</p> <p>Number of formally employed workers enrolled in NSSF in 2014: 550,339.</p> <p>Number of informal sector workers covered by social security in 2015: 2,986 (female: 1,197).⁸⁵</p>	<p>Target 3.2.1 At least 300,000 formally employed women and men workers (excluding armed forces and police officials) enrolled in NSSF by 2021.⁸⁶</p>	

⁸⁵ Social Security Office. (2015). Annual Administrative Data

⁸⁶ Targets 2.1 and 2.2 directly align with those of the Lao PDR UNPF in order to reinforce coordinated UNCT action on social protection strengthening and expansion.

Links to NSEDP	Links to Lao PDR-UNPF	Links to SDGs	Links to ILO P&B outcomes
<p>Indicator 3.2.2 Percentage of poor women and men covered by social protection schemes.</p>	<p>Eighty per cent of poor covered by social protection schemes.⁸⁷</p> <p>Number of informal economy workers covered by social security in 2015 : 2,986 (female: 1,197).⁸⁸</p> <p>Eight NSEDP target for informal sector worker coverage: 10,000.</p>	<p>Baselines</p>	<p>Target 3.2.2 At least 95% of poor women and men are covered by social protection schemes by 2021, people with disabilities making-up at least 2.8% of social protection beneficiaries.⁸⁹</p>
<p>Indicator 3.2.3 Number of initiatives to harmonize social health arrangements and institutional systems.</p>	<p>Baseline National Health Insurance Bureau (NHIB) established as hub of social health harmonization efforts.</p>	<p>Target 3.2.3 At least two initiatives to complete harmonization of social health insurance benefits and IT systems by 2020.</p>	
<p>Indicator 3.2.4 Existence of revised Social Security Law and regulations in alignment with international standards, with focus on informal sector access</p>	<p>Baseline Social Security Law revised in 2013, regulations adopted in 2014. Under revision in 2016–17.</p>	<p>Target 3.2.4 Social Security Law revised, approved and disseminated by end of 2018, with active engagement of national constituents and input of ILO produced actuarial valuations.</p>	

⁸⁷ Lao PDR-UN Partnership Framework, 2017–2021

⁸⁸ Social Security Office. (2015). Annual Administrative Data

⁸⁹ In line with national disability prevalence indicated by 4th Lao PDR National Population and Housing Survey

Cross-cutting priority 4

Strengthen tripartite cooperation and social dialogue

DWCP Outcome 4.1	Means of verification	Partners	Integrated resource requirements	
			Estimated as available (US\$)	To be mobilized (US\$)
Increased quality of mechanisms and procedures for tripartite cooperation and social dialogue.	<p>Reports of the National Tripartite Committee (once established).</p> <p>Reports of the Technical Tripartite Committee on Industrial Relations.</p> <p>Reports of the MoLSW, LNCCI and LFTU.</p>	<ul style="list-style-type: none"> • MoLSW • LNCCI • LFTU 	Estimated as available (US\$)	To be mobilized (US\$)
				\$350,000
Links to NSEDP	Links to Lao PDR-UNPF	Links to SDGs	Links to ILO P&B outcomes	Bali Declaration
<p>Outcome 1, Output 1: Ensuring sustained and inclusive economic growth.</p>	<p>Outcome 1, Output 5: Improved public/private labour force capacity.</p> <p>Cross-cutting Output 8.2.1.2: Promote and develop gender equality, juveniles and youth</p> <p>The Lao PDR-UNPF highlights the need for mutual accountability for development results, interpreted as “the respective accountability of parties working together towards shared outcomes”.</p>	<p>Goal 1: End poverty, reduce inequality.</p> <p>Goal 4: Ensure quality education, promote lifelong learning.</p> <p>Goal 5: Achieve gender equality, empower women and girls.</p> <p>Goal 8: Promote full and productive employment and decent work for all.</p> <p>ILO cross-cutting policy drivers:</p>	<p>Paragraph 124 of the proposed ILO Programme and Budget for the Biennium 2018–2019 states:</p> <p>Achieving decent work and social justice for all⁹⁰ and meeting the transformative goals and commitments of the 2030 Agenda in a sustainable manner requires the active engagement of employers’ and workers’ representatives with governments in economic and social policy-making.</p>	<p>Building capacity of constituents to effectively contribute to decent work for sustainable and inclusive development through enhanced social dialogue and collective bargaining.</p> <p>Better data collection and reporting on the status of the world of work, with particular emphasis on labour relations and employers’ and workers’ organizations.</p>

⁹⁰ Reflecting the 2008 ILO Declaration on Social Justice for a Fair Globalization (Social Justice Declaration)

Links to NSED	Links to Lao PDR-UNPF	Links to SDGs	Links to ILO P&B outcomes	Bali Declaration
<p>Indicator 4.1.1 Establishment of National Tripartite Committee and associated sub-committees.</p>	<p>Baselines Establishment of a National Tripartite Committee under discussion between national constituents in 2016–17. Other key elements of tripartite architecture as of February 2017 included the following:</p> <ul style="list-style-type: none"> • Technical Tripartite Committee on Industrial Relations (reviews minimum wage on periodic basis); • 14 provincial tripartite committees; • OSH committees at national and enterprise level; • National Tripartite Labour Standards Committee; • tripartite governance arrangements for the National Social Security Fund; and • DWCP Tripartite Committee and Tripartite M&E Working Group. 	<p>Target 4.1.1 National Tripartite Committee and at least two associated sub-committees established by end of 2018; subcommittees include one on gender equality and non-discrimination at work, with at least 30% female members.</p>		
<p>Indicator 4.1.2 Number of evidence-based and gender-sensitive tripartite minimum wage reviews.</p>	<p>Baseline As of February 2017, tripartite minimum wage reviews occurred on a periodic basis in the Technical Tripartite Committee on Industrial Relations. Minimum wage as of February 2017: 900,000 Kip/person/month, effective from 1 April 2015, an increase of 50% over previous level.</p>	<p>Target 4.1.2 National Constituents (i) agree on procedures and criteria for more regular minimum wage reviews;(ii) agree on measures to ensure that gender considerations are addressed in this context and (iii) hold at least two reviews under revised approach by 2021.</p>		
<p>Indicator 4.1.3 Increase in number of sector- and enterprise-level collective bargaining agreements negotiated between employers and workers.</p>	<p>Baseline Five hundred collective agreements as of 2017, but mostly in state enterprises. Few collective agreements in the formal private sector.</p>	<p>Target 4.1.3 Ten per cent increase in number of collective bargaining agreements negotiated between employers and workers by 2021.</p>		
<p>Indicator 4.1.4 Percentage of recorded industrial disputes resolved before reaching the courts.</p>	<p>Baseline Data to be collected as part of the implementation of the Labour Dispute Resolution Decree once adopted.</p>	<p>Target 4.1.4 Thirty per cent of recorded industrial disputes solved through social dialogue or statutory procedure by 2021.</p>		

DWCP Outcome 4.2	Means of verification	Partners	Integrated resource requirements	
<p>Increased capacity of employers to advance Decent Work Agenda and social dialogue.</p>	<p>LNCCI reports on implementation of its Strategic Policy Framework</p> <p>MoLSW reports on tripartite activity.</p> <p>LNCCI policy reports and papers presented to the Government.</p> <p>Annual reviews of ILO/LNCCI cooperation framework.</p>	<ul style="list-style-type: none"> LNCCI 	<p>Estimated as available (US\$)</p>	<p>To be mobilized (US\$)</p> <p>\$500,000</p>
<p>Links to NSEDP</p>	<p>Links to Lao PDR-UNPF</p>	<p>Links to SDGs</p>	<p>Links to ILO P&B outcomes</p>	<p>Bali Declaration</p>
<p>Outcome 1, Output 1: Ensuring sustained and inclusive economic growth.</p> <p>Outcome 1, Output 5: Improved public/private labour force capacity.</p>	<p>The Lao PDR-UNPF highlights the need for mutual accountability for development results, defined as “the respective accountability of parties working together towards shared outcomes”.</p>	<p>Goal 5: Achieve gender equality, empower women and girls.</p> <p>Goal 8: Promote full and productive employment and decent work for all.</p>	<p>Outcome 10: Strong and representative employers’ and workers’ organizations, particularly Indicators 10.1, 10.2 and 10.3.</p>	<p>Building capacity of constituents to effectively contribute to decent work for sustainable and inclusive development through enhanced social dialogue and collective bargaining.</p> <p>Strengthening capacity-building programmes for employers’ and workers’ organizations.</p>
<p>Cross-cutting Output 8.2.1.2: Promote and develop gender equality, juveniles and youth.</p>				

Links to NSEDP	Links to Lao PDR-UNPF	Links to SDGs	Links to ILO P&B outcomes	Bali Declaration
<p>Indicator 4.2.1</p> <p>Number of LNCCI initiatives to influence national laws, policies, laws, strategies and plans.</p>	<p>Baselines</p> <p>LNCCI contributed actively to Labour Law (2014) revision and development of Social Security Law (2013), as well as to other legislative and policy developments in 2011–16.</p> <p>LNCCI Guide on the Labour Law launched 2016.</p>	<p>Target 4.2.1</p> <p>At least two LNCCI initiatives annually to influence national laws, policies, laws, strategies and plans.</p>		
<p>Indicator 4.2.2</p> <p>Number of LNCCI capacity development initiatives to strengthen capacity to (i) engage in tripartite cooperation and/or (ii) serve member interests.</p>	<p>Baseline</p> <p>LNCCI Strategic Policy Framework launched May 2016.</p>	<p>Target 4.2.2</p> <p>At least two initiatives annually (averaged over five years) to strengthen member capacity to (i) engage in tripartite cooperation and/or (ii) serve member interests in line with the LNCCI National Strategic Policy Framework.</p>		
<p>Indicator 4.2.3</p> <p>Percentage increase in MSME membership of LNCCI.</p>	<p>Baselines</p> <p>LNCCI membership base in 14 provinces.</p> <p>Data to be updated by LNCCI as part of maintaining membership records.</p>	<p>Target 4.2.3</p> <p>Twenty per cent increase in MSME membership of LNCCI by 2021.</p>		
<p>Indicator 4.2.4</p> <p>Percentage increase in number of women in LNCCI leadership and management positions.</p>	<p>Baseline</p> <p>Data to be updated by LNCCI as part of regular internal monitoring.</p>	<p>Target 4.2.4</p> <p>At least 30% of leadership and management positions held by women by 2021.</p>		

DWCP Outcome 4.3	Means of verification	Partners	Integrated resource requirements	
			Estimated as available (US\$)	To be mobilized (US\$)
Increased capacity of workers to advance Decent Work Agenda and social dialogue.	<p>LFTU reports on implementation of its national strategy and plans.</p> <p>MoLSW reports on tripartite activity.</p> <p>LFTU policy reports and papers presented to Government.</p> <p>Annual reviews of LFTU cooperation framework.</p>	<ul style="list-style-type: none"> • LFTU • APHEDA Union Aid Abroad (Australia) • Oxfam Lao PDR 	\$500,000	
Links to NSEDP	Links to Lao PDR-UNPF	Links to SDGs	Links to ILO P&B outcomes	Bali Declaration
<p>Outcome 1, Output 1: Ensuring sustained and inclusive economic growth.</p> <p>Outcome 1, Output 5: Improved public/private labour force capacity.</p> <p>Cross-cutting Output 8.21.2: Promote and develop gender equality, juveniles and youth.</p>	<p>The Lao PDR-UNPF highlights the need for mutual accountability for development results, defined as “the respective accountability of parties working together towards shared outcomes”.</p>	<p>Goal 5: Achieve gender equality, empower women and girls.</p> <p>Goal 8: Promote full and productive employment and decent work for all.</p>	<p>Outcome 10: Strong and representative employers’ and workers’ organizations, particularly Indicators 10.1, 10.2 and 10.3.</p>	<p>Building capacity of constituents to effectively contribute to decent work for sustainable and inclusive development through enhanced social dialogue and collective bargaining.</p> <p>Strengthening capacity-building programmes for employers’ and workers’ organizations.</p>

Links to NSEDP	Links to Lao PDR-UNPF	Links to SDGs	Links to ILO P&B outcomes	Bali Declaration
<p>Indicator 4.3.1</p> <p>Number of LFTU initiatives to influence national laws, policies, laws, strategies and plans.</p>		<p>Baselines</p> <p>LNCCI contributed actively to Labour Law (2014) revision and development of Social Security Law (2013), as well as to other legislative and policy development in 2011–16.</p>	<p>Target 4.3.1</p> <p>At least two LFTU initiatives annually to influence national laws, policies, laws, strategies and plans, including revision of Trade Union Law in 2017.</p>	
<p>Indicator 4.3.2</p> <p>Number of LFTU capacity development initiatives to strengthen capacity to (i) engage in tripartite cooperation and/or (ii) serve member interests.</p>		<p>Baselines</p> <p>LFTU capacity includes offices/staff at national, provincial and district levels, as well as OSH mobile teams in each province.</p> <p>As of February 2017, the LFTU managed the Migrant Resource Centre (MRC) in Savannakhet Province.</p>	<p>Target 4.3.2</p> <p>At least two initiatives annually (average over five years) to strengthen member capacity to (i) engage in tripartite cooperation and/or (ii) serve member interests in line with LFTU priorities, including implementation of the Trade Union Law and the LFTU action plan on protection of migrant workers.</p>	
<p>Indicator 4.3.3</p> <p>Percentage increase in number, disaggregated by sex, of formal and informal workers covered by unions.</p>		<p>Baseline</p> <p>LFTU membership of 184,314 workers as of 2016.</p> <p>Limited coverage in the informal economy, including among agricultural workers.</p>	<p>Target 4.3.3</p> <p>At least 50% increase in number of private sector formal workers and 100% increase in the number of informal workers (disaggregated by sex) covered by unions by 2021.</p>	
<p>Indicator 4.3.4</p> <p>Percentage increase in number of women in LFTU leadership and management positions.</p>		<p>Baseline</p> <p>Data to be updated by LFTU as part of internal monitoring.</p>	<p>Target 4.3.4</p> <p>At least 30% of leadership and management positions held by women by 2021.</p>	

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DECENT WORK

A better world starts here.