

Committee on the Application of Standards

Date: 21 May 2024

Governments appearing on the preliminary list of individual cases have the opportunity, if they so wish, to supply on a purely voluntary basis, written information before 20 May 2024.

▶ Information on the application of ratified Conventions supplied by governments on the preliminary list of individual cases

Lao People's Democratic Republic (ratification: 2008)

Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

The Government has provided the following supplementary information.

Article 1(2) of the Convention. Inherent requirements.

Article 33 section 3 of the Labour Law of 2014 is not intended to discriminate against foreign workers because the reserved jobs are related to the unique art and culture of Lao PDR. The list of occupations reserved for Lao citizens is still in the process of consultation with the relevant sectors to create legislation on defining the reserved list of occupations for Lao citizens. The Government has applied a list of types of businesses reserved for Lao citizens under the Lao standard industrial Classification of all Economic Activities No 1328/MoIC, dated 13 July 2015 (Amended).

Article 2. Equality of opportunity and treatment between men and women.

The Government has been stepping up its efforts to promote and develop relevant legislation by implementing the Law on Gender Equality No. 77/NA, dated 28 November 2019, Article 12.

- (i) The measures taken in the framework of the Women's Development Plan (2021–25) are specified in Chapter VII, sections 1 and 2 of the Implementing Guidelines for the 2nd National Action Plan to Prevent and Eliminate Violence against Women and Children over a five year period (2021–2025) No. 206/NCAWMC, dated 29 September 2021; the National Strategy for Gender Equality (2016–2025) stated in Section II Chapter III; and the National Action Plan for Gender Equality indicated in Chapter II section 2.3 (2016–20).
- (ii) The specific provisions which relate to the prohibition of discrimination in employment and occupation are included in Chapter II, article 8, of the Law on Gender Equality No. 77/NA, dated 28 November 2019.

- (iii) The Amending Committees of Labour Law plan to evaluate the implementation of Labour Law (2014) in order to improve and continue to research consultation with the relevant parties to take the issue as the consideration.
- (iv) According to the third Labour Force Survey report in Lao PDR, 2022, there are 2.475 million people employed, with 1.1 million women, in the public and private sectors; and in the informal economy, there are 2.1 million people employed with 990,000 women. However, the data on participation in education and vocational training has not been provided from a related sector (Ministry of Education and Sports) yet.

Equality of opportunity and treatment irrespective of religion and ethnicity.

In conformity with article 22 of the Constitution (amended 2015) No. 63/NA, dated 8 December 2015, the State has made great efforts to narrow the gap between ethnic groups by focusing on the implementation of the national education policy in order to strengthen the Lao people with regard to decent citizenship, qualifications, knowledge and careers as well as to actively develop national education to improve its quality and create opportunities and conditions for people to receive education throughout the country, especially people in rural areas, ethnic groups, women, children, the underprivileged and people with disabilities. In addition, the Decree on Ethnic Group No. 207/GoV, dated 20 March 2020, article 4, states that the State does not allow any act and behaviour which leads to any discrimination within and between ethnic groups.

Persons with disabilities and older workers.

Based on the implementation of the Law on Persons with Disabilities, the Party – Government – has applied the Decree on Endorsement and Publication of Policies, Strategy, and the National Action Plan for Persons with Disabilities No. 539/GoV, dated 12 December 2020 as well as the Strategy of Social Protection. According to the statistics on disabilities, of the total population of 6.4 million in the country in 2015 aged 5 years and older, there are 160,881 persons with disabilities, of whom 80,115 are women. The types of disabilities are visual (78,175 persons, 40,753 women), hearing (71,667 persons, 37,826 women), physical (75,506 persons, 40,640 women), remembering 69,743 persons, 38,891 women), self-care (63,665 persons, 35,226) and communication (54,964 persons, 29,732 women). For the resolution of discrimination in employment and occupations of persons with disabilities, the implementation is based on the Law on Employment No. 37/NA, dated 17 July 2023. Article 5 pledges that the right of access to employment and information on the labour market and the workforce should include the disadvantaged, and persons with disabilities who are able to work.

Article 5. Special measures. Women.

The measures taken are only limited to maternity protection based on occupational safety and health risk assessments and the protection of mother and child. They do not constitute obstacles to the employment of women, to their access to posts with career prospects and responsibilities.

Enforcement.

The Government promotes equality without discrimination as set forth in article 8 of the Constitution. The Labour Inspectorate has not found or received any complaints in regard to cases of discrimination.