

Women and the World of Work in Lao PDR



GENDERED LABOUR MARKETS ARE STILL AT PLAY:

In 2023, less women than men were in labour force



Source: World Bank Gender Data Portal.

In 2022, more women than men were in **vulnerable employment**



Source: World Bank Gender Data Portal.

In 2022, more women than men were in **informal employment**



Source: ILOSTAT.

With a **global gender gap index** of

70%

Lao PDR ranked

89th

out of 146 countries.

Source: World Economic Forum, Global Gender Gap Index 2024 edition.

In 2018, **firms with female participation in ownership** were



Source: World Bank Gender Data Portal.

Average hourly earnings (PPP USD) in 2022



Professionals



Craft and related trades workers



Plant and machine operators and assemblers

Source: ILOSTAT.

● Women ● Men

TO SUPPORT WOMEN TO THRIVE AND SAFEGUARD THEIR ECONOMIC RIGHTS, GENDER-TRANSFORMATIVE ACTIONS NEED TO ADDRESS:

Women's decision-making power

In 2022, women had

26% of **managerial** positions

Source: SDG Global Database.

26% of **senior and middle management** positions



Ownership of productive resources

22% Women **25%** Men

owned a **debit card** in 2021

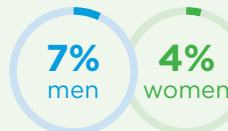
Source: World Bank Gender Data Portal.



1% Women **1%** Men

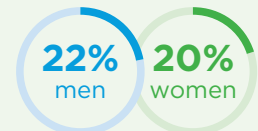
owned a **credit card** in 2021

Source: World Bank Gender Data Portal.



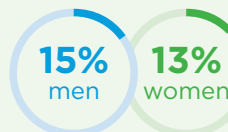
used a **mobile money account** in 2021

Source: World Bank Gender Data Portal.



made or received a **digital payment** in 2021

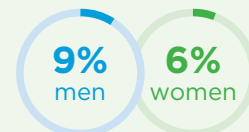
Source: World Bank Gender Data Portal.



saved

to start, operate, or expand a farm or business in 2017

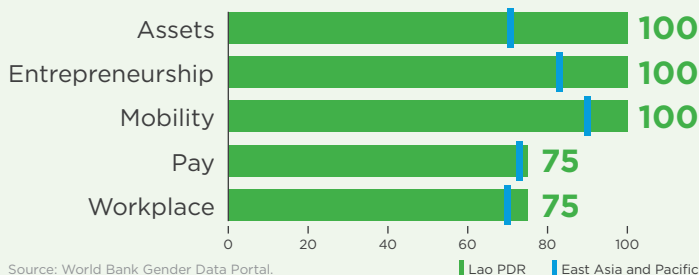
Source: World Bank Gender Data Portal.



borrowed

Gender-blind systems

Women, Business and the Law Index scores, in 2023



Source: World Bank Gender Data Portal.



As of 2018, there were **NO established systems** to monitor and allocate resources for **gender equality** and **women's empowerment**

Source: SDG Global Database.



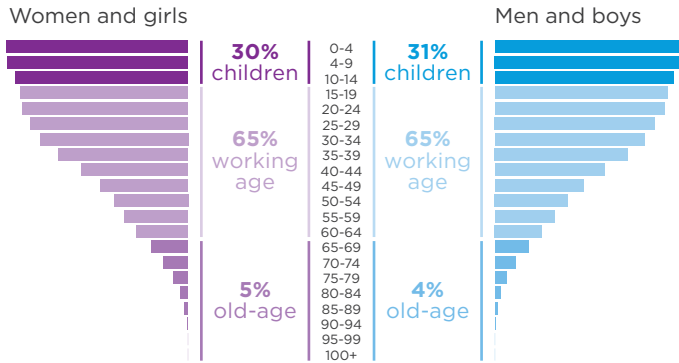
As of 2023, **NO** law mandated **equal remuneration** for women and men for work of equal value

Source: World Bank Gender Data Portal.

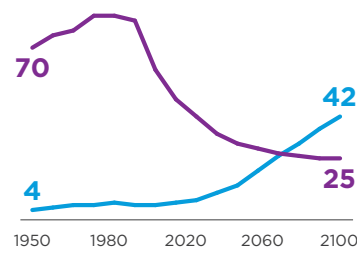
Transforming Care Systems in Lao PDR



POPULATION STRUCTURE SHAPES THE DEMAND FOR CARE SERVICES



Source: UN DESA, Population Division, World Population Prospects 2024.



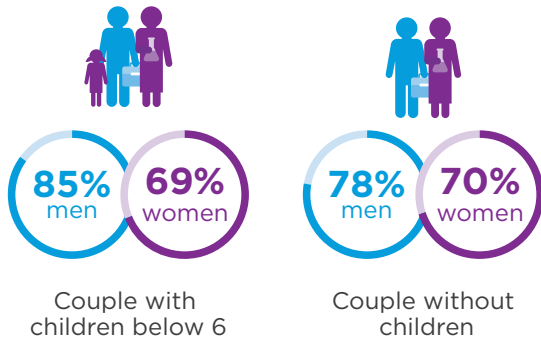
Source: UN DESA, Population Division, World Population Prospects 2024.

Demographic shifts present challenges and opportunities. While rising demands for unpaid care may hinder women's economic empowerment, they create potential for job creation.

TO UNLEASH THE POWER OF GENDER-RESPONSIVE ECONOMIES, INVESTMENTS NEED TO:

Tackle inequality of opportunities in the labour market

In 2022, prime-age (25-54 years) employment-to-population ratio was



Source: UN DESA Gender Data Hub.

20% **19%**

Women Men
worked **part-time** in 2022

Source: UN DESA Gender Data Hub.

25% **20%**

Women Men
aged 15 to 24 were **not in education, employment or training** in 2022

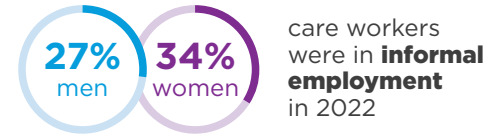
Source: SDG Global Database.

Expand care services and create decent care jobs



workers were in **care employment** in 2022

Source: Authors' elaboration based on ILOSTAT data.



care workers were in **informal employment** in 2022

Source: ILOSTAT.

CARE-ENABLING AND GENDER-EQUALIZING ACTIONS NEED TO ADDRESS:

Discriminatory social norms

In 2017, among women aged 20-24 years

33% were married or in a union **before age 18**

7% **before age 15**

Source: SDG Global Database.



Disproportionate unpaid care gaps



In 2017, women and girls spent more time on **unpaid domestic and care work** than men and boys

Source: Authors' elaboration based on data from SDG Global Database.



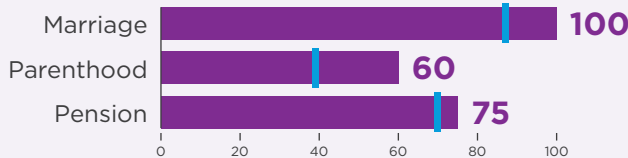
Women and girls



Men and boys

Gender-blind systems

Women, Business and the Law Index scores, in 2023



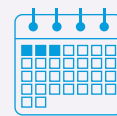
Source: World Bank Gender Data Portal.

Legend: Lao PDR (purple), East Asia and Pacific (blue)

In 2023, workers were entitled to



105 days of **maternity leave**



3 days of **paternity leave**

Source: World Bank Gender Data Portal.

In 2021, **maternity cash benefits** reached only **8%** of mothers with newborns

Source: SDG Global Database.