



WORKSHOP 1 - Gender-inclusive Leadership and Public Sector Innovation for Sustainable Development: Empowering Women Leaders for Future-ready Public Administration



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Workshop 1 - Session 2: Strategies to Promote Gender Equality in Public Administration - Lessons Learned in Lao PDR

Manivone Luangsombath

Director General, National Commission for the Advancement of Women, Mothers and Children (NCAWMC), Lao PDR

Strategies to promote gender equality in public administration – lessons learned in Lao PDR

Civil Servants in Lao PDR

Indicator	Most Recent Value	Year
<i>Population, total</i>	7,529,475	2023
<i>Female (%)</i>	49.6 %	2023
<i>Male (%)</i>	50.4 %	2023
<i>Total civil servants (about 2.32% of the total population)</i>	175,058	2022
<i>Total female (%)</i>	47%	2022
<i>Total male (%)</i>	53 %	2022
<i>Total male leaders in public sector (%)</i>	82 %	2022
<i>Total female leaders in public sector (%)</i>	18 %	2022

Strategies to promote gender equality in public administration – lessons learned in Lao PDR

Lessons learned from creating gender equality action plans to address challenges related to enhancing women's representation and leadership across all levels of public administration.

- **Sub-national consultations: central, north and south of Laos -regional differences in public administration**
- **Assessment results -Perceptions of gender equality from different regions of Lao PDR**
- **Challenges in promoting gender equality and women leaders**
 - Laos is a male's dominant society
 - Barriers to women's leadership:
 - Legal framework → promotes women's leadership, however, there are no measures or specific actions to enable women to advance their career development
 - Institutional culture → perception, attitude, and expectation of both men and women
 - Work-life-balance → parental leaves
 - Knowledge gaps → including digital knowledge
 - Barriers to achieving gender equality
 - Social norms and expectations
 - Women's and men's perceptions
- **The Action Plan is developed to address the special needs of men and women in the public sector, create special measures towards women, and create an enabling environment for women, as well as ethnic groups and people with disabilities, regarding:**
 - Policy improvement,
 - HR and women's career development,
 - Institutional cultures and work-life balance, and
 - Knowledge and database improvement

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Events and Timeline for Formation & Action Plan:



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Measurable impacts and commitments to promote gender equality and women leadership in the public sector

- Law on Gender Equality (2019)
- The Central Party Committee (CPC) No. 029/CPC and No. 030/CPC instructions to create conditions for women to participate in leadership positions and decision-making
- NPAGE (Commitments of Gov by 2030: %)
 - 30% in leadership positions at the central level
 - 20% in leadership positions at the provincial level
 - 20% in leadership positions at the district level
 - 10% in leadership positions at the village level
 - 50 % of civil servants

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Factors contributing to broader goals of sustainable development and inclusive governance

- Mechanism to promote gender equality
 - NCAWMC, LWU, Women Caucus (women parliaments)
- National legal frameworks
 - 30 years vision; 10 years strategy; and five years action plan on gender equality
- International conventions
 - CEDAW- Implement CEDAW and establish support services for violence against women and children
 - Beijing Declaration
 - SDG
 - ASEAN Declaration on Gender Equality and Family Development and ASEAN Regional Plan of Action on the Elimination of Violence against Women

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Next Steps:

- The GEPA Action Plan is expected to be endorsed by MoHA minister in late 2024
- Oversight roles MoHA, NCAWMC, and Central Party Committee for the implementation of GEPA action plan
- Line ministries (MAF, MONRE, etc) have their own sector action plans, which incorporated NPAGE indicators.
- Sectors and line ministries will be the key implementing partners.