

DAY 2

23 April 2024

**GEPA Action Plans in Lao PDR - Institutional and Policy
Framework for Women's Participation and Leadership in
Public Administration**

Action Plan for Promoting Gender Equality in Public Administration 2025-2023

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The GEPA action plan is jointly developed by MoHA, MCAWMC and LWU with the overall goal to a minimum 25–30 per cent of women at the leadership/decision-making level in public administration at both the national and subnational levels in line with the five-year NSDP and the NPAGE.

The Action Plan aims to address the needs of men and women in the public sector and create an enabling environment for women, ethnic groups and persons with disabilities. It will cover:

(i) Policy improvement, (ii) HR and women's career development, (iii) Institutional culture and work-life balance, and (iv) Database improvement.

Lao PDR's Legal Framework to Promote Gender Equality

Challenges:

- Existing laws/policies **do not** adequately address the distinct needs of women and men and therefore often fail to respond to the needs of female civil servants:
 - Parental leave and childcare
 - Work-life balance
 - Training/capacity development
 - Protection (from harassment)

Current Laws:

- Law on the Lao Women's Union (2013) addresses the development, protection and advancement of women, their participation and decision-making;
- Law on Gender Equality (2019), addresses equality in elections, and requirements for appointment to positions;
- Law on Civil Servants (2017) addresses equality in obtaining civil servant positions and the code of conduct.

Gender Equality Action Plan proposes the following:

1. Revise existing laws/regulations with a gender lens and incorporate gender-related aspects and responses to women and men's needs.
2. Develop instructions on GEPA towards women in leadership positions; and HR policies, including policies on recruitment, retention, work-life balance, protection against all kinds of harassment at the workplace, etc.

Legal Framework

Actions/Activities Objectives	Indicators	Means of Verification	Time frame (divided into quarters (Q))	Required Resources	Responsible Party	Required but Missing Capacities
1. Policy Frameworks: National Laws and Regulations on GEPA -→ gender equality Law to add GEPA						
1.1 <u>Revise</u> existing laws/regulations with a gender lens. <u>Incorporate</u> gender-related aspects and responses to women’s and men’s needs regarding leadership positions; parental leaves; capacity building, retention, work-life balance, protection against all kinds of harassment at the workplace, etc.	Revised laws (e.g. Law on Civil Servants, Decree on Staff Capacity Development), policies and guidelines are updated and approved by the government	<ol style="list-style-type: none"> Recruit expert(s) with a background in law and gender to assist MoHA in revising specific laws and policies related to GEPA Hold policy revision consultation workshops 	Q4, 2025	Budget, law/ policy/ gender expert(s)	Led by MoHA, supported by NCAWMC	Budget and legal expert(s)
1.2 <u>Develop</u> administrative/executive order/Decree/Minister’s instructions on how to implement the updated/revised policies	Implementation guidelines on the revised laws/regulations with a gender lens developed and approved by MoHA	<ol style="list-style-type: none"> Initiate policy dialogue at the national and <u>subnational</u> level Develop instruction orders/sub-legislation measures. For instance, add conditions to the existing policy by spelling out the number of women for each sector Develop standards and conditions for women to have the opportunity to participate in various decision-making positions and processes 	Q2, 2026	Budget, law/ policy/ gender expert(s)	Led by MoHA, supported by NCAWMC/LWU	Budget and gender expert(s) Commitment from MoHA



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