



# Rapid Appraisal of Labor Market Information in Laos

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# Purpose

1. Examine what information is available from existing studies on Lao labour market
2. Examine what information the government (HRD Commission) and businesses (LNCCI) need to inform their HRM and HRD policies and strategies

# Methodology

- **Review relevant literature on Lao labour market over the period 2007-2016**
- **Map labour market information into four main groups:**
  1. Demand for labour
  2. Supply of labour
  3. State of labour market
  4. Regulatory environment
- **These main groups are further disaggregated into 10 indicators:**

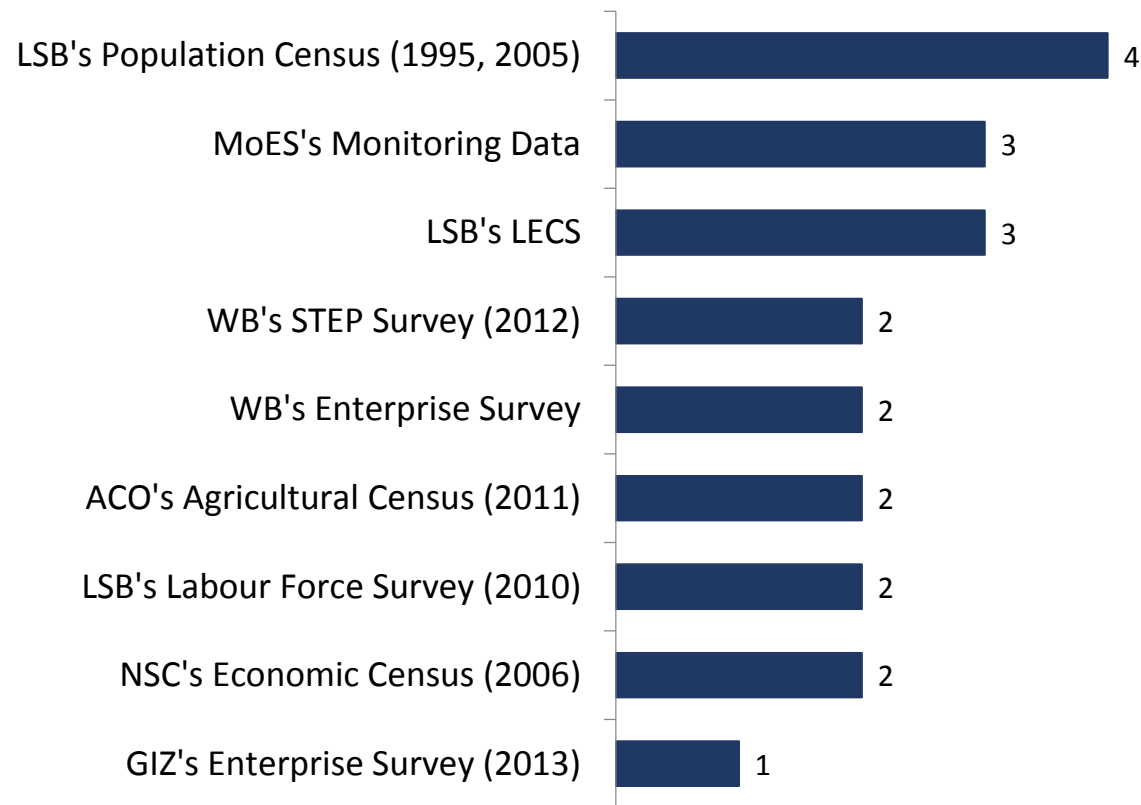
1. Jobs in demand	6. Occupational employment and wage
2. Skills need	7. Sectoral employment and wage
3. Number and location of TVET	8. Provincial employment and wage
4. Number of graduates from TVET	9. Productivity
5. TVET's program details and duration	10. Labour market regulations

# Reference

1. NSC (2007) Economic Census
2. MPI and UNDP (2009) Employment and Livelihood in Laos, 4th NHDR
3. ADB (2010) Labour Market Assessment of Laos
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6. UNESCO (2013) Policy Review of TVET in Lao PDR, Paris
7. World Bank (2013) Skills for Quality Jobs and Development in Lao PDR
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9. World Bank (2014a) Lao PDR Investment Climate Assessment
10. World Bank (2014b) East Asia Pacific At Work: Employment, Enterprise, and Well-Being
11. World Bank (2014c) Laos Development Report – Expanding Productive Employment for Broad-based Growth
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14. LSB (2016) Statistical Year Book
15. World Bank (2016) The Labor Impact of Lao Export Growth
16. Ministry of Education and Sport (2016) Online Database of Education Statistics
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# Sources of Labor Market Information

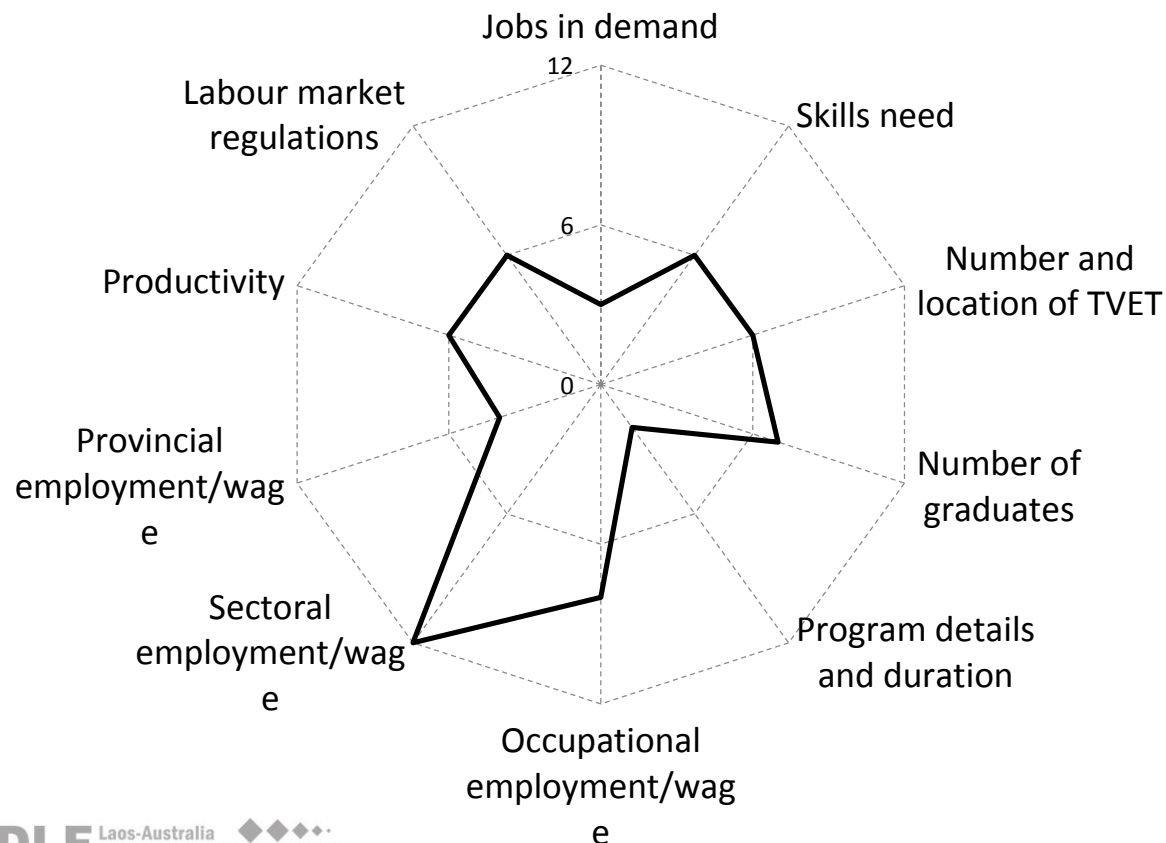
Frequency of data sources used in the analysis of labour market



- Key data sources for the analysis of Labor market are population census and LECS by LSB and education monitoring data by MoES.
- Enterprise surveys by the World Bank and GIZ are useful for labor market analysis, but they are mostly used for policy-oriented research rather than for human resource management for private sector.
- Labour market information in Laos is supplied in an efficient manner: 60% of the reports (10 out of 17 reports) published labour market information within one year after the survey data were collected or released.

# Availability of Labour Market Information

## Key indicators of labour market information



- Labour market information is available across all variables, but:
  - It is fragmented.
  - It has many gaps, e.g. number of jobs in demand, TVET programs, and provincial employment /wage.
- Limited understanding of future needs constrains the linkage between demand and supply of skilled labour.
  - 6 out of 17 studies reported the need for skilled labour, but none projects/quantifies these needs in the future.
  - Accuracy of employment forecasts is limited by infrequent time series data and the lack of quantitative analysis in existing studies.



# Recommendations

1. **Fragmented labour market information suggests the need for integrating LMI and facilitating its flow across public and private sectors. This could be done through the establishment of a labour market information system (LMIS) and/or a synthesized LMI report published annually.** This would support human resource management practices of SMEs and large businesses, while improving the effectiveness of public sector in development planning.
2. **The development of a useful LMIS requires a good understanding of information needs from potential users of labour market information.** A simple survey of these potential users could ask questions about what information is needed, how often and how best this information could be provided to ensure usefulness.
3. **Limited use of private sector data for labour market analysis suggests that future analysis of labour market need better integration of private sector data.** A national enterprise survey focused on labour needs would enable a rapid appraisal of labour demands from a private sector perspective.





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# THANK YOU