Lao PDR has a strong career-based civil service system, ensuring the stability of its workforce

As seen in the different composite indicators on strategic human resources management, Lao PDR has a strong career-based system. Candidates go through a competitive exam at entry, no posts are open to external recruitment and recruitment targets recent university graduates. Promotions are based on work experience and tenure; it is one of the few countries without performance-related pay. While this has helped to ensure that Lao PDR has an experienced group of civil servants, it will be important to identify skill needs and gaps as the country prepares for digital transformation.

Chapter 5. Human resources management

Type of recruitment system used in central government, 2018
Challenges in attracting particular groups of applicants to the civil service, 2018
Extent to which performance-related pay is used in central government, 2018

Lao PDR has one of the highest proportions of women in parliament in SEA

Lao PDR has the second-highest proportion of women in parliament (28%), higher than the SEA average of 20% in 2017, without having any quota systems. This figure has slightly increased from 2008 (25.2%), although it remains somewhat below the average proportion of women parliamentarians in the OECD (29.5%). In contrast, the share of women ministers is 7.4%, below the SEA average (10.1%), and has declined since 2008, when it was 11.1%.

Chapter 3. Public employment

Share of women parliamentarians, 2008, 2014 and 2018 (lower or single house of parliament)
Share of women ministers, 2008, 2014 and 2017

Lao PDR could strengthen services for citizens by putting in place some core digital tools

Lao PDR is the only country in the region not to have a main national citizens’ portal for government services, and one of a few countries not to have a legally recognised digital identification mechanism. Introducing a single point of access to government services can significantly improve government interaction with citizens and businesses and generate both cost and time savings for all concerned, including government.

Chapter 6. Digital and open government

Existence of a main national citizens portal for government services, 2018
Existence of a legally recognised digital identification (e.g. digital signature) mechanism, 2018
How to read the figures:
Country value in blue (not represented if not available)

g@g data

Fiscal balance (2016)
% of GDP

Government expenditures (2016)
% of GDP

Government revenues (2016)
% of GDP

Government investment* (2016)
% of GDP

Employment in public sector (2016)*
% of total employment

Share of public sector employment filled by women (2016)*

Share of women parliamentarians (2018)*

Share of women ministers (2017)

Budget rules: Types and legal foundation (2017)*

Who provides specialised budget analysis to the legislature? (2017)
### Budgetary information made publicly available (2017)

<table>
<thead>
<tr>
<th></th>
<th>Lao PDR</th>
<th>SEA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Budget approved</td>
<td>YES 10</td>
<td>33</td>
</tr>
<tr>
<td>Budget circular</td>
<td>YES 7</td>
<td>20</td>
</tr>
<tr>
<td>Budget proposal</td>
<td>YES 6</td>
<td>33</td>
</tr>
<tr>
<td>Methodology and economic assumptions for establishing fiscal projections</td>
<td>NO 5</td>
<td>28</td>
</tr>
<tr>
<td>Pre-budget report</td>
<td>YES 5</td>
<td>23</td>
</tr>
<tr>
<td>Sensitivity analyses of fiscal and/or macroeconomic models</td>
<td>NO 3</td>
<td>24</td>
</tr>
<tr>
<td>Independent reviews/analyses of macroeconomic and/or fiscal assumptions</td>
<td>NO 3</td>
<td>28</td>
</tr>
<tr>
<td>Long term perspective on total revenue and expenditure</td>
<td>NO 1</td>
<td>24</td>
</tr>
</tbody>
</table>

Source: 2015 OECD Survey on Budget Practices and Procedures for Asian Countries, updated in 2018

### Dedicated PPP units and value for money assessments of PPPs and TIPs (2017)

<table>
<thead>
<tr>
<th>In how many countries does this practice exist?</th>
<th>Lao PDR</th>
<th>SEA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Use of private partnerships</td>
<td>YES 10</td>
<td>26</td>
</tr>
<tr>
<td>Dedicated PPP units reporting to Ministry of Finance</td>
<td>NO 4</td>
<td>12</td>
</tr>
<tr>
<td>No dedicated PPP unit exists in central/federal government</td>
<td>YES 3</td>
<td>11</td>
</tr>
<tr>
<td>Dedicated PPP units reporting to line ministries</td>
<td>NO 2</td>
<td>8</td>
</tr>
<tr>
<td>Other PPP unit</td>
<td>NO 1</td>
<td>2</td>
</tr>
<tr>
<td>Use of relative value for money assessments for PPPs</td>
<td>n.a.</td>
<td>n.a.</td>
</tr>
<tr>
<td>Use of absolute value for money assessments for PPPs</td>
<td>n.a.</td>
<td>n.a.</td>
</tr>
<tr>
<td>Use of absolute value for money assessments for TIPs</td>
<td>n.a.</td>
<td>n.a.</td>
</tr>
</tbody>
</table>

### Type of recruitment system used in central government (2018)*

- Lao PDR: 0.20
- SEA: 0.41

Source: OECD Strategic Human Resources Management Survey

### Extent of delegation of HRM practices in line ministries in central government (2018)*

- Lao PDR: 0.46
- SEA: 0.50

Source: OECD Strategic Human Resources Management Survey

### Extent of the use of performance assessments in HR decisions in central government (2018)*

- Lao PDR: 0.70
- SEA: 0.75

Source: OECD Strategic Human Resources Management Survey

### Collection and availability of administrative HR data in central government (2018)*

- Lao PDR: 0.84
- SEA: 0.68

Source: OECD Strategic Human Resources Management Survey

### Extent of the use of separate HRM practices for senior civil servants in central government (2018)*

- Lao PDR: 0.50
- SEA: 0.68

Source: OECD Strategic Human Resources Management Survey

### Top five national policy objectives of open government initiatives (2018)*

<table>
<thead>
<tr>
<th>National policy objectives</th>
<th>Lao PDR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Improve accountability of public sector</td>
<td>n.a. 6</td>
</tr>
<tr>
<td>Improve transparency of public sector</td>
<td>n.a. 6</td>
</tr>
<tr>
<td>Improve responsiveness to citizens / business</td>
<td>n.a. 5</td>
</tr>
<tr>
<td>Improve citizen participation in policymaking</td>
<td>n.a. 4</td>
</tr>
<tr>
<td>Improve effectiveness of public sector</td>
<td>n.a. 4</td>
</tr>
<tr>
<td>Improve the efficiency of the public sector</td>
<td>n.a. 3</td>
</tr>
<tr>
<td>Increase citizen trust in public institutions</td>
<td>n.a. 3</td>
</tr>
<tr>
<td>Prevent and fight corruption</td>
<td>n.a. 3</td>
</tr>
<tr>
<td>Generate economic growth</td>
<td>n.a. 1</td>
</tr>
</tbody>
</table>


### Existence of a single national open government strategy (2018)*

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lao PDR</td>
<td>n.a.</td>
<td>n.a.</td>
</tr>
</tbody>
</table>


1. Yes
2. No, but open government initiatives are integrated in other strategies
3. No, there is no single strategic document including open government initiatives, nor are they integrated in other strategies

* See Notes
Open Government Data

OURdata Index:
Open, Useful, Reusable Government Data (2017)*
Composite index: from 0 lowest to 1 highest

Digital Government

Existence of a main national citizens portal for government services and of a legally recognised digital identification (e.g. digital signature) mechanism (2018)

Serving Citizens


Satisfaction and confidence across public services (2017)*
% of citizens expressing confidence/satisfaction

Notes
• Government investment data for Viet Nam is for 2013. Data is recorded on a cash basis and refer to the government sector of budgetary central government.
• Types and legal foundation of fiscal rules - Viet Nam’s revenue rules are referring to National Assembly’s resolutions for a 10-year financial strategy and a 5 year socioeconomic development plan.
• Top five national policy objectives of open government initiatives - Countries selected the top five national policy objectives out of nine.
• Satisfaction and confidence across public services - Health care and education data for Viet Nam are for 2016.

Government at a Glance Southeast Asia 2019

This first edition of Government at a Glance Southeast Asia 2019 draws on data collections from 10 Southeast Asian countries to better inform public sector reforms and evidence-based policy making in the region, with a key focus on a citizen-centric public service. The comparable data presented here also supports peer-to-peer learning between countries. This dashboard of key indicators aims to help policy makers and citizens analyse the relative performance of governments in this highly diverse and fast-developing region. Comparisons are also made against OECD countries in the region such as Australia, Korea, Japan and New Zealand.

The 34 indicators cover key aspects of public management, including public finance and economics, public employment, budgeting practices and procedures, strategic human resources management, digital and open government, and citizen-centric services.

Copyright © OECD, ADB 2019. This Work is available under the Creative Commons Attribution Non-Commercial No Derivatives 3.0 IGO (CC BY-NC-ND 3.0 IGO) public license.

The Excel spreadsheets used to create the tables and figures in Government at a Glance Southeast Asia 2019 are available via the StatLinks provided throughout the publication:
https://doi.org/10.1787/9789264305915-en

For more information on the data (including full methodology and figure notes) and to consult all other Country Fact Sheets: http://oe.cd/gov-data-sea