



Presentation by

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Main duties in organization.

- As a vice president of Lao National Chamber of Commerce and Industry (LNCCI), my primary responsibilities encompass a wide range of activities related to Industrial Relations (IR), Human Resource Management (HRM), and Human Resource Development (HRD).
- Play a pivotal role in fostering a harmonious and productive work environment that aligns with the business organization's strategic goals and objectives. (2021-2025)
- Chairman of Employer Activities Bureau at LNCCI as well as representative at tripartite committee and coordinate with other related organization/ partnership
- Co-Chair tripartite meeting to discuss about Industrial Relations.



Issues / Challenges

- **Skills gap:** There is a significant gap between the skills of the Lao workforce and the needs of the Lao economy. This is due to a numbers of factors, including:
 - ✓ **The rapid growth of the Lao economy:** The Lao economy has grown rapidly in recent years, but the education and training system has not been able to keep up with the demand for skilled workers.
 - ✓ **The lack of vocational training:** Laos has a relatively low level of vocational training, which means that many workers do not have the specific skills that are needed by businesses.
 - ✓ **The lack of investment in HRD:** Companies in Laos often do not invest enough in HRD, which means that their employees do not have the opportunity to develop the skills they need.



Issues / Challenges

- **Low productivity:** Lao workers are generally less productive than workers in other countries in the region. This is due to a number of factors, including:
 - **The lack of skills:** The skills gap described above is a major contributor to low productivity.
 - **The lack of motivation:** Many Lao workers are not motivated to work hard, as they do not see a clear link between their work and their standard of living.
 - **The lack of management skills:** Lao managers often do not have the skills they need to motivate and develop their employees.
- **High turnover:** Lao companies have a high rate of employee turnover. This is due to a number of factors, including:
 - **The low level of wages:** Wages in Laos are generally low, which means that workers are easily attracted to higher-paying jobs in other countries.
 - **The poor working conditions:** Working conditions in Laos are often poor, which leads to employee dissatisfaction and turnover.
 - **The lack of career development opportunities:** Lao companies often do not offer career development opportunities, which leads to employee frustration and turnover.



Objectives & Expectation:

- **Objective:**

- To provide an overview of the current state of industrial relations and human resource management in Laos.
- To share the findings of the Pre-Training Report on Industrial Relations and HRM
- To discuss the challenges and opportunities for improving industrial relations
- To promote (LNCCI) as a leading organization in the field of industrial relations, HRM and business services.



Expectations:

- To gain a better understanding of the latest trends and developments in industrial relations and human resource management.
- To learn from the experiences of other countries in improving industrial relations and human resource management.
- To network with other professionals in the field of industrial relations and human resource management.
- To generate new ideas and strategies for improving industrial relations and human resource management in Laos.
- To contribute to the development of a more productive and harmonious industrial relations environment in Laos

Thank you



**Lao National Chamber of
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