



Criteria for Noi Friendly Business Entities

Investing in employees for higher productivity and achieving the Sustainable Development Goals

Investing in employees is a smart business decision. Evidence shows that employers can get a high return on investment when they spend on employee wellbeing.

The following set of criteria aligned with the Sustainable Development Goals and Noi 2030 Framework are developed with an aim to encourage private sector contribution towards development of human capital and empowerment of adolescent girls and young women by expanding their opportunities to have healthy food, continued education, access to health information and services including family planning, social protection, prevention of gender based violence and ending child labour.

Implementation of these criteria will benefit the businesses by reducing turnover, absenteeism and increasing workforce productivity and will help Lao PDR in achieving the Sustainable Development Goals.

SDG 2: Zero Hunger

- Food pyramid is displayed prominently in the business premises showing diverse groups of food and correct amounts of nutrients – protein, fat, carbohydrates, vitamins and minerals required to maintain good health.
- Inform all employees in local language and simple way through biannual sessions about diverse food groups, balanced diet and good eating habits for them and their families.

SDG 3: Good health and Wellbeing

- Annual health checkups for employees are conducted and information about youth friendly health facilities are shared with employees.
 - Quarterly health education sessions on sexual and reproductive health, adolescent pregnancy, HIV/AIDS, family planning are conducted for employees for promoting good health and wellbeing of employees and their families.
- First Aid kit is made available for employees. Make business premises accessible and friendly to people with disability.
- All employees are covered under the Lao National Health Insurance.
 - Provide full maternal leave as per the Lao Labour Law.

SDG 4: Quality Education

- Inform all employees through annual sessions that education for children up-to lower secondary is compulsory and encourage all the employees to send all their children to school.

- Inform all employees through annual sessions about opportunities for lifelong learning and formal/non-formal education and training.

SDG 5: Gender equality

- Inform all employees about the minimum age for marriage under the Lao Family Law.
- Inform all employees and take preventive measures to prevent gender based discrimination, violence against children and women and sexual exploitation in business premises in any form.
- Follow zero tolerance policy for sexual exploitation and deal with the defaulters in an unbiased manner, reporting the incidence to appropriate authorities, protect the rights and interests of the survivor and link the survivor with care, protection, legal, medical, psycho-social and other needful services without any delay.

SDG 8: Decent Work and Economic Growth

- Employ only those persons in business who are legally eligible to work under the Lao Labour Law and do not engage any child labour in any form.
- Cover all employees under the Lao Social Security System for Enterprise Employees and the employer contributes regularly for this scheme.

Implementation modalities through a supportive mechanism, certification and annual review are being finalized. For more information on these criteria and implementation process, please contact:

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