



LAO PEOPLE'S DEMOCRATIC REPUBLIC
PEACE INDEPENDENCE DEMOCRACY UNITY PROSPERITY

The National Assembly

No. 12/NA
Vientiane Capital, dated 25 December 2007

LAW ON LAO TRADE UNIONS

Part I General Principle

Article 1. Objectives

The law on Lao Trade Unions defines the principles, rules [and] measures relating to the organization and activities of the Lao Federation of Trade Union in order to promote and facilitate the development of activities and growth of Trade Union, [and to] strengthen, [and] build [its] strong capacity to represent to protect the legitimate rights and interests of workers and employees aiming to contribute to the national defense and development.

Article 2. Lao Trade Unions

Lao Trade Unions are a mass organization in the political system of the democratic centralism unified leadership under the Lao Revolution Party, present to protect the legitimate rights and interests of its members, workers and employees.

Article 3. Interpretation of Terms

Defined terms used in the law shall be interpreted as follows:

1. **Trade Union** means the organization of trade union and the members of trade union;
2. **Federation of Trade Unions** mean the organizations of trade unions from the Central to district [and] sectoral organizations levels;
3. **Protection of Rights and Interests** means the protection of legitimate rights and interests of members of trade union, workers, employees and intelligentsias¹ in State' sectors, collective, and private sectors, which shall be defined under laws;

¹ In Lao philosophy, the term "intelligentsias" in Lao word means the students, scientific academics, and researchers which are also regarded as the workers.

4. **Labour Disputes** mean the dispute between the employers and employees such as: breach of the employment contract;
5. **Legal Disputes** mean the dispute arising from the breaching of the labour law and regulations such as: working hours, [and] rest hours;
6. **Disputes related to Interests** mean the dispute regarding the rights and interests the workers or employees which shall be performed by the employers such as raising of wage, incentives or benefits and other means of welfares;
7. **Labourt Units** mean the units in product, business, or service of all social-economic sectors;
8. **Occupational Diseases** mean any illness associated with or arising out of a particular occupation.
9. **Accident at Work** means any dangerous event causes the employees injured, disable, deformed, or dead during the execution of work, traveling from and to house and workplace and other places in accordance with Article 54 of the Lao Labour Law.

Article 4. The [State’s] Policies forwards the Activities of the Lao Trade Unions

State has policies to promote and enhance all labour units to organize its trade unions in order to supervise, lead, manage and mobilize the workers to the performance of production plans[;] contribute to the State’s and social-economic administration [management]², to present the workers, employees and intelligentsias in order to protect [their] legitimate rights and interests.

Article 5. The General [Working] Methods of the Trade Unions

The trade unions shall take the following general [working] methods:

1. Organize and conduct its activities in line with the principles of democratic centralism and unified leadership under the Lao Revolution Party³;
2. Establish its organizations based on voluntary agreements by the staff, workers, employees and intelligentsias, which represent its legitimate rights and interests;
3. Exercise [its rights] in accordance with the Constitution, laws and regulations regarding the labour and other relevant laws and regulations;

² The phrase “State’s and social-economic administration” is direct translation; literally it means that the workers are encouraged and supported by the State to participate in the social-economic development of the country.

³ The phrase “democratic centralism” literally means the decision must be made by majority vote, the phrase “unified leadership under the Lao Revolution Party” means the decision must be made within the scope of the policies and working methods drawn by the Party, and thus, this paragraph shall mean the principle of the majority vote and under the Party’s policies and methods.

4. Mobilize the staff, workers, and labour to perform their duties in management, production, business operation, Stat's and social-economic administration under their roles and responsibilities.

Article 6. Obligations of the State and Labour Units to Trade Unions

The State's organizations at all levels and all labour units shall have the obligations to allocate the budgets and facilitate the carrying out of activities of the trade unions based on their abilities and capacities such as: workplace [for the trade unions], meeting venues, dormitories, necessary vehicles and equipments.

Article 7. Obligations of the Trade Unions to State and Labour Units

The trade unions have obligations to perform the programmes, the work-plans assigned by the organizations, the production plans in the labour units to archive their targets, to ensure the quality [and] effectiveness of works, based on the employment contracts, to respect to regulations and principles on labour strictly, to contribute to the protection of their work-places, premises, organizations, labour units, as well as to obey and respect the Constitution and laws and regulations.

Article 8. International Relations and Cooperation

The State promotes international relations and cooperation with the foreign, regional and international organizations which regard to the trade unions by exchanging the lesson learns, providing of assistance, implementing the Treaties, International Agreements related to the activities of the trade unions.

**Part II
Trade Unions**

**Chapter 1
Status and Functions of Trade Unions**

Article 9. Status of Trade Unions⁴

A trade union [,] is an organization of the mass organizations [,] has the equivalent-governmental status as the governmental organization and other mass organizations.

⁴ The translators understood that the term "Trade Union" in this article may mean the Lao Federation Trade Union because the trade unions in industrial-commercial fields and others may not be regarded as the governmental organizations but they are public organizations.

Article 10. Functions of Trade Unions

The trade unions shall have the following functions as to:

1. Educate the workers, employees to become good citizen, work with disciplines, participate in political economy, build the capacity-technology knowledge, and civilization and moral;
2. Represent the legitimate interests and interests of the workers, employees, [and] intelligentsias;
3. Participate in Inspection the implementation and upheld of laws, the State's and social-economical administrations such as: the administration of the State's organ in every levels and labour units.

Chapter 2

Rights and Obligations of Trade Unions

Article 11. Rights of Trade Unions

The trade unions have the following rights to:

1. Represent the workers to sign the collective employment contracts; based upon the request by the workers, [they can] request to modify or terminate the employment contract with employer if it is found that such contract is unfair;
2. Register the members of trade unions and workers in the domestic and foreign labour units in order to administrate the trade union's activities;
3. Participate in the inspection activities[;], prevent and combat the anti-corruption, [and] the negative influences conduct by the Party and State's organizations, other mass organizations based the request and their scope of responsibilities;
4. Monitor the employment situation, accident at work, occupation disease, implementation of social security policy, social welfares of all labour units to protect the legitimate rights and interests of workers;
5. Participate in the political organizations, social-economical organizations, [which] found by the Party and State, the Lao Font for National Construction, other mass organizations, give the comments or recommendations to the State's and Party's policies, laws, social-economical development plans, programme, and production plans of the labour units within their limited scopes of functions;
6. Exercise other rights as provide in the laws and regulations.

Article 11. Obligations of Trade Unions

The trade unions have the following obligations to:

1. Mobilize , maintain and uphold the unity and solidarity, educate and encourage the members of trade unions, staff, employees, workers, and intelligentsias to bring into full play their role in

- politic, consciously abide by and implement the laws and regulations;
2. Build, upgrade the knowledge of the members of trade unions, workers in political regime, ideology, professional skills, profession, regulations and laws; improve, increase, and administrate the members of trade unions and the organizations within the scope of their functions;
 3. Encourage the employers to be responsible to conduct the trainings on technical-professional skills, upgrade the professional skills for the workers, maintain the safe at work places and support the workers to health check in accordance with relevant regulations;
 4. Provide the legal consultations, take the requests and conduct the mediation on labour, [and] legal disputes and the interests between the workers and employers;
 5. Coordinate and cooperation with the Party and State's organs, the Lao Front for National Construction and other mass organizations;
 6. Exercise other rights and perform duties as stipulate in laws and regulations.

Part III **Establishments of Trade Unions**

Chapter 1 **Establishments of Trade Unions**

Article 13. Establishment Principles of Trade Unions

The trade unions established based on the principles of democratic centralism, unified leadership based on consensus to be achieved [at meetings], [and] division of responsibility, lower levels perform [its duties] as recommended by the superior levels, persons respect to [the decision] by the organization, and all trade unions perform [their duties] by the resolutions of the meetings of the trade unions.

The trade unions are the elected organizations; the [members of] administrative committee of the trade unions must be elected by their members in their General Meetings.

The detailed principles on the organizations of the trade unions are defined separately in special regulation.

Article 14. System of Trade Unions

The trade unions divide into four levels:

1. The Central Lao Federation of Trade Union;
2. The Federations of Trade Unions of the provinces, metropolitans, ministries, and agencies;
3. The Federations of Trade Unions of the districts, municipalities, sectoral agencies;
4. Trade Unions at Root Level.

Chapter 2

Organizational Structure and Personnel

Article 15. Organizational Structures

The organizational structures of each level of trade union and trade unions at root level are defined in specific regulations based on the needs and real conditions as required from time to time.

Article 16. Personnel

The personnel of the Central Lao Federation of Trade Union, the federation of trade unions at provincial, metropolitan, ministerial, agencies, district, municipality, sectoral agencies, and field levels shall comprise the presidents, vice-presidents, chairmen and vice-chairmen of inspection and members of the executive committees.

Article 17. Rights and Duties of the President of [the Central Lao Federation of] Trade Union

The President of the Central Lao Federation of Trade Union has the rights and duties to:

1. Convene, call for [the meetings], be the chairman of the general assembly, ordinary and extraordinary meetings;
2. Supervise, lead, and monitor the carrying out of activities of trade unions in country and foreign countries;
3. Summarize, report the trade unions in all aspects to the executive committee and the upper level for consideration and seeking advices;
4. Discuss, coordinate with the Party and State's organs, the Lao Front for National Construction, and other mass organizations at central level on the importance matters of the Lao Central Federation of Trade Union as it is seen necessary.
5. Exercise other rights and perform duties as stipulate in laws and regulations.

The rights and duties of the presidents of the federations of trade unions at provincial, metropolitan, ministerial, ministry-equivalent organizations, district, municipality, sectoral agencies, and trade unions at root levels are defined in specific regulation.

Article 18. Rights and Duties of the Vice-President of [the Central Lao Federation of] Trade Union

The vice-presidents of the Central Lao Federation of Trade Union have duty to assist the president to operate the works, and will be assigned to be responsible to number of the tasks by the president of the Lao Central Federation of Trade Union.

Part IV
The Membership of Trade Unions

Chapter 1
The Membership of Trade Unions

Article 19. The Membership of Trade Unions

The members of trade unions are from staff, employees, workers and intelligentsias, who work using their physical and mind powers, and may be paid in return in forms of the salaries, wages, and stipends and have been registered as the members of trade unions with the trade unions in the Party's and State's organs, the Lao Front for National Construction, mass organizations and labour units.

Article 20. Criteria to be the Member of Trade Unions

The applicant intending to be the member of trade union must have the following criteria:

1. Being the staff, worker, employee, and intelligentsia irrespective of their gender, beliefs, political [and] social-economical status, educational level, ethnic group [;] holding Lao Nationality, [and] being over 18 years old;
2. Having good behavior, self-development, disciplines, obtained progressively experience in work in the administration and production fields;
3. Having commitments to obey the laws, regulations of trade unions and carry out the activities of trade unions;
4. Have voluntarily submitted the application to be the member of trade unions by itself.

Procedure for admission of member of trade unions shall be defined in specific regulation.

Chapter 2
Rights, Duties and Interests of the Members of Trade Union

Article 21. Rights and Duties of the Membership of Trade Unions

The members of trade unions have the following rights and duties to:

1. Implement the policies, laws and regulations, regulations of trade unions and their labour units properly and strictly;
2. Elect and be elected to the executive committees of all levels of trade unions, to vote for decision making in the meetings at all level of trade union;

3. Participate actively to carry out the production plans and activities within their organizations;
4. Obtain the trainings and upgrading their capacity, assist their colleagues and build up active self-development, build up the strong labour unions and increase its members widely;
5. Monitor, access to information, discuss, give comments on the activities of trade unions and other matters regarding to the its organizations;
6. Claim to protect their legitimate rights and interests when infringed through their trade unions;
7. Receive the leaves, care and assistance and other benefits from the trade unions where they are belong too in accordance with the laws and regulations;
8. Exercise other rights and perform duties as stipulate in laws and regulations.

Article 22. Interests of the Membership of Trade Unions

The members of trade unions shall have the following interests to:

1. Be recruit and promoted to the position as appropriate in the employment of the Party's, State's organs, the Lao Front for National Construction, other mass organizations and labour units based on their performances, conditions and regulations;
2. Participate in and carry out the production, legal business and services activities, choose the liked-professional positions, have chance to be employed, receive the fair compensations and incentives under the laws and regulations;
3. Obtain the trainings and upgrade the knowledge and capacity, labour skills, conduct the research and invention the technology-science, receive the medical checkup and care, equip with the facilitated instruments in their works, safety at work-places, welfares under policies and regulations, and participate in creative and social events such as art performance, sport activities and other activities;
4. Receive the benefits and other policies in accordance with the laws and regulations.

**Part V
The Meetings of Trade Unions**

Article 23. Types of the Meetings

There are three types of the meetings of trade union namely:

1. The general assembly;
2. The ordinary meeting;
3. The extraordinary meeting.

Article 24. General Assembly

General Assembly is the meeting of the trade unions from the national, provincial, metropolitan, ministerial, equivalent-ministerial, district, municipality, sectoral levels, which shall be convened in every five year, and shall be called by the president of trade union at such level. Prior the convening of the general assembly, the president of trade union at any level must give the notice to the members of the executive committee of that trade union and the trade unions at lower levels six months.

The general assembly of the trade unions at root level, which the meeting of the members of the field unions, shall be convened in every three year by the notice to meeting by the president of that trade unions at root level prior the convention one month.

Article 25. Rights and Duties of General Assembly

The rights and duties of general assembly shall be as follows:

1. Draft and adopt the political report, the missions, report on its finance and economic status;
2. Draft and adopt the amendment of its bylaws, regulations for the general assembly of the representatives of trade unions nationwide;
3. Conduct the assessment and evaluation of the members of the executive committee on the performance of their duties and responsibilities;
4. Elect the new members of the executive committee and its representative to attend the next level of general assembly;
5. Elect the president, vice-presidents, president of the inspection committee at its level in the first general assembly of each new term of office of new executive committee;
6. Adopt the resolutions of the general assembly of trade union at its level.

Article 26. The Ordinary Meeting

The ordinary meeting is the meeting of the executive committee of trade union which shall be convened one a year and shall be called by the president of trade union in that level. At least three months Prior holding the meeting, the president of trade union shall notify to the executive committee of trade union in upper and lower levels. The ordinary meeting can be convened at least two-third of the members of the executive committee attended.

Article 28. Rights and Duties of Ordinary Meeting

The rights and duties of ordinary meeting shall be as follows:

1. Draft and adopt the summarized progress report, policies and directions, work plans, the report on its annual finance and economic status;
2. Conduct the political assessment and evaluation of the members of the executive committee on the implementation of the works and programmes annually;

3. Explore and give the comments on its regulations to be amended or revised;
4. Consider, elect the additional member of the executive committee when there is a vacancy;
5. Consider and approve the importance issues regarding its trade union;
6. Approve the resolution of the meeting of its trade union.

Article 28. The Extraordinary Meeting

The extraordinary meeting is the meeting that may be convened between the two ordinary meetings in order to consider and decide on important and necessary issues upon the requests by the president or the executive committee of its level at least one-fourth [of its members] and two-third of the members of executive committee attended, which is subject to the call for meeting by the president of trade union.

Article 29. Resolutions of the Meetings

Resolutions of the general assembly ordinary and extraordinary meeting are adoption of the considered and decided issues on those meetings by the members of trade union attending the relevant meetings. Resolutions of the meetings shall be valid only if there are passed by more than one half of the total number of the members present in the meetings.

**Part VI
Prohibitions**

Article 30. Prohibitions for the Member of Trade Unions

The members of trade unions are prohibited to act as follows:

1. Stop working or cancel the employment contract without authorizations by concerned organizations or inconsistency with laws
2. Abuse the power, position and political status, conduct the illegal acts by using the member of trade union card;
3. Organize an illegal group, gathering, protest against or acts causing the damages to the organizations, life, State's, collective, and individual properties;
4. Divide the solidarity between the ethnics, members of trade union, workers, and employees;
5. Other acts against the laws and social orders.

Article 31. Prohibitions for Labour Units

The labour units are prohibited to act as follows:

1. Obstruct the carrying out of labour organizations and activities;
2. Dismiss any member of trade union, worker or employee without reasons and improperly by laws;

3. Cancel the employment contract without reasons, oppress the workers to work improperly with the laws and regulations or abuse the workers;
4. Delay the salaries or wages, or pay them irregular, deduct or cut the salaries or wages without any reason;
5. Other acts against the laws and social orders.

Article 32. Prohibitions for Organizations and Individuals

The organizations and individuals are prohibited to act as follows:

1. Dismiss or remove the president, vice-president of trade union, the president and vice-president of the inspection committee of trade union or members of the executive committee at any level except in cases that it is deemed necessary and consent by higher level of trade union has received;
2. Obstruct, threat, use of violence to cause the obstruction to the organization and carrying out of activities of trade union;
3. Obstruct the carrying out of labour organizations and activities;
4. Violate the rights, interests of trade union, abuse of power to embezzle, swindle the property of trade union to be their property;
5. Other acts against the laws and social orders.

Part VII

Financial [Resources] and Budget of Trade Unions

Article 33. Sources of Incomes of Trade Unions

The trade unions have its incomes from following sources:

1. Membership fees;
2. Budget allocated by the State;
3. Fund raising activities of trade union in each level;
4. Aid or financial supports by the domestic or foreign organizations, and individuals;
5. Other types of incomes as provided in the laws.

Article 34. Administration of Sources of Incomes

The trade unions in every level shall administrate and manage its source of incomes in accordance with the principle of unified centralism, the accounting system identifying the incomes and expenditures shall be set up in accordance with the regulation on finance-budgeting management, the incomes and expenditures shall be reported on the monthly, quarter, yearly, and five year basis.

The membership fees of trade union in low level shall be to the trade union in next higher level in accordance with regulation.

Article 35. The Disbursement Rule of Incomes

The trade unions in every level shall disburse its incomes for as follows:

1. Administrate and manage of its regular activities;
2. Organizations of its general assembly, ordinary and extraordinary meetings;
3. Implementations of the policies forwards outstanding members, heath treatment and death of its member in accordance with regulation;
4. Other activities as provided in regulations.

Part VIII
Administration and Inspection of Trade Unions

Chapter 1
Administration of Trade Union

Article 36. Administrative Organizations

The administrative organizations of the trade unions comprise:

1. The Lao Central Federation of Trade Union;
2. The Federations of Trade Unions of Provinces, Metropolitans, Ministries, [and] Equivalent-Ministerial Organizations;
3. The Federations of Trade Unions of Districts, Municipalities, Sectors;
4. The Trade unions at root levels.

Article 37. Rights and Duties of the Lao Central Federation of Trade Union

In administration and Inspection of the activities of the trade union, the Lao Central Federation of Trade Union has the following rights and duties:

1. To study and transform [incorporate] the Constitution, laws, social-economic development programmes, its resolutions to programmes, plans and detailed projects them implement and materialize those programmes, plans and projects;
2. To propaganda, [and] disseminate the policies, laws, regulations, resolutions and guidelines on trade union's activities;
3. To supervise, monitor and support the implementation of laws [and] regulations regarding the trade union, safety at workplace, rights and interests of the members of trade unions, workers, and employees nationwide;
4. To mobilize, gather, [and] educate the workers of all ethnics to rise up the political ideology, respect the working class disciplines, good behavior, build up the knowledge and capacity in profession, upgrade the labour and professional skills, contribute to the national development and defense;
5. To cancel or suspend the resolutions, guidelines, notices and regulations issued by the trade unions in lower levels if it is deemed that those are inconsistency with the laws and regulations and its resolutions;
6. To consider the establishment or dissolve of its supporting departments or divisions [;] approve the establishment or dissolve of the associations and labour units within its limited scope of functions and responsibilities; propose to establish or dissolve the trade union in lower level;
7. To monitor the disbursement of its incomes, using of State's property, sources of income [;] prevent and oppose the luxuriousness, combat the corruption and other bad influences under its functions;

8. To explore the funds of the trade unions by various forms which are as provided in the laws in order to carry out its activities effectively;
9. To promote, encourage the relevant organizations and the employers to develop the professional and labour skills in country or aboard in order to meet the needs of the labour market;
10. To liaise and cooperation with the foreign, regional and international trade unions, including the international organizations as provided in the laws;
11. To summarize and report the activities of trade unions throughout the country to higher level on regular basis;
12. Exercise other rights and perform duties as stipulate in laws and regulations.

Article 38. Rights and Duties of the Federations of Trade Unions of Provinces, Metropolitans, Ministries, and Organizations

In administration and Inspection of the activities of the trade union, the federations of trade unions of provinces, metropolitans, ministries, and organizations have the following rights and duties:

1. To transform [and incorporate] the resolutions of the higher level of the trade union to their programmes, plans and detailed projects in order to implement and materialize those programmes, plans and projects;
2. To propaganda, [and] disseminate the policies, laws, regulations, resolutions and guidelines on trade union's activities;
3. To supervise, monitor and support the carrying out of activities of the trade unions at its level and lower levels;
4. To mobilize, gather, [and] educate the workers of all ethnics to rise up the political ideology, respect the working class disciplines, good behavior, build up the knowledge and capacity in profession, upgrade the labour and professional skills, contribute to the national development and defense;
5. To consider the establishment or dissolve of its supporting departments or divisions [;] to establish or dissolve the trade unions in lower level;
6. To implement and encourage the policies, forms and programmes on various missions and competitive campaigns such as production competition, innovation campaigns among the workers;
7. To explore the funds of the trade unions by various forms which are as provided in the laws in order to carry out its activities effectively;
8. To promote, encourage the relevant organizations and the employers to develop the professional and labour skills in country or aboard in order to meet the needs of the labour market;
9. To liaise and cooperation with the relevant organizations regarding the trade unions' activities such as: settlement of labour disputes, employment contracts and labour relations as provided in the laws;
10. To liaise and cooperation with the foreign trade unions as approved by the higher level of trade unions;

11. To summarize and report the activities of trade unions throughout the country to the Lao Central Federation of Trade Union on regular basis;
12. Exercise other rights and perform duties as stipulate in laws and regulations.

Article 39. Rights and Duties of the Federations of Trade Unions of Districts, Municipalities, and Sectors

In administration and Inspection of the activities of the trade union, the federations of trade unions of districts, municipalities, and sectors have the following rights and duties:

1. To implement and materialized the resolutions and guidelines of the higher level of trade unions and its level;
2. To monitor, encourage the implementation of its trade unions and trade unions at root levels;
3. To implement and encourage the policies, forms and programmes on various missions and competitive campaigns such as production competition, innovation campaigns among the workers;
4. To liaise and cooperation with the relevant organizations regarding the trade unions' activities such as: settlement of labour disputes, employment contracts and labour relations as provided in the laws;
5. To summarize and report the activities of trade unions throughout the country to the Lao Central Federation of Trade Union on regular basis;
6. Exercise other rights and perform duties as stipulate in laws and regulations.

Article 40. Rights and Duties of the Federations of Trade unions at root levels

In administration and Inspection of the activities of the trade union, the trade unions at root levels have the following rights and duties:

1. To implement and materialized the resolutions and guidelines of the higher level of trade unions and its level;
2. To implement and encourage the policies, forms and programmes on various missions and competitive campaigns such as production competition, innovation campaigns among the workers;
3. To conclude and sign the employment contracts with the employers and perform that contractual obligations [;] to liaise and cooperation with the relevant organizations regarding the trade unions' activities such as: settlement of labour disputes, employment contracts and labour relations as provided in the laws;
4. To summarize and report the activities of trade unions throughout the country to the Lao Central Federation of Trade Union on regular basis;
5. To exercise other rights and perform duties as stipulate in laws and regulations.

Chapter 2

Inspection of the Activities of Trade Unions

Article 41. Inspection Organizations

The Inspection organizations of the trade unions are the same as the administrative organizations as provided in Article 33 of this law, which are called the Inspection committees of the trade unions.

There shall be an inspection committee of trade union at every level, which shall comprise the president, vice-presidents and members of the Inspection committee. The vice-presidents and members of the inspection committee are appointed or removed by the president of each trade union and shall have the same office term as the term of the executive committee of that trade union.

Article 42. Rights and Duties of Inspection Organizations

The inspection organizations have the rights and duties as follows:

1. To evaluate the implementation of the laws and regulations, and the resolutions of the general assembly, of trade union at its level and lower levels;
2. To evaluate the creation, administration, management the staff of trade unions and increase of the members of trade unions;
3. To asses and audit the economic situation, finance, the management of property, and assets of the trade unions;
4. To monitor the protection of rights and interests of the members of the trade unions, including the workers and employees;
5. To monitor the administration and management of use of labour, labour movement [migration], the making of employment contracts, performance of employment contracts, the working conditions of workplaces for workers, preventive measures for safety at work, accident at work, and occupational diseases, the livelihood of the workers under its limited scopes of functions;
6. To follow up, [and] monitor the implementation of outcomes of the settlement of labour disputes;
7. To recommend the measures and resolution means to solve the outcomes of Inspection;
8. To exercise other rights and perform duties as stipulate in laws and regulations.

Article 43. Forms of Inspection

There are three forms of Inspection as follows:

1. Regular scheduled systematic inspection;
2. Inspection by giving the advance notice;
3. Immediate Inspection without giving the advance notice.

Part IX Settlement of Disputes

Article 44. Settlement of Labour Disputes

The settlement of labour disputes is the mediation, [and] education of the trade union in every level in order to encourage the workers, [or] employees and employers in a labour unit and field to have better understanding and can reach the agreement based upon their employment contracts.

In the event that labour disputes cannot be solved, the provisions of Article 45 and 46 of this law shall be obligated.

Article 45. Settlement of Legal Disputes

The legal disputes between the workers and employers shall be settled by the parties to disputes or their representatives properly and accordingly with the law on labour, the law on Lao Trade Unions, bylaws of the labour units and regulations on work.

In the event that the parties to disputes can reach the agreement partly or fully, the written agreement shall be made and signed by parties to disputes and witnesses and it shall be referred to the trade union, labour administrative organization in that level within five days from the date of it is signed in order to execute such agreement.

In the event that the workers and [or] employers have not performed [the rights and obligations] as set forth in that agreement, they are entitled to request the labour administrative organizations as provided in Article 66 of the law on Labour to consider and take actions.

In the event that the labour administrative organization cannot solve the disputes based upon such requests or partly solve the issues within fifteen days, if that outcome is not satisfied by the parties to disputes, they can bring the disputes to the people's courts to consider and adjudicate.

Article 46. Settlement of Dispute related to Interests

The dispute related to interests shall be settled in according with the procedures of settlements of legal disputes as provided in Articles 44 and 45 of this law.

In the event that the labour administrative organization cannot solve the disputes within fifteen days from the date it received the request to settle the disputes submitted by the employers and workers, the labour administrative organization shall refer the dispute to the trade union in the next level to consider. In the event that such dispute cannot be still settled, it may be referred to the labour dispute settlement committee or to the courts as provided in Articles 63 and 64 of the law on labour.

Part X
Establishment Day, Emblem and Stamp of Lao Trade Unions

Article 47. Establishment Day of Lao Trade Unions

The establishment day of Lao trade unions is 1 February 1956.

The Federations of the trade unions at each level with the workers, employees and intelligentsias shall organize and celebrate this day nationwide every year.

Article 48. Emblem

The Federations of the trade unions in all levels shall have their emblems, pins and flags as provided in the specific regulations.

Article 49. Stamp

In carrying out of the activities, the federations of the trade unions at each level shall have its own stamp for official use.

Part XI
**Policies Forwards Persons with Outstanding Performance
and Measures against Violators**

Article 50. Policies Forwards Persons with Outstanding Performance

Individuals or organizations with outstanding performance in implementing the law on Lao trade unions should be awarded or other policies [incentives] in accordance with regulations.

Article 51. Measures against Violators

Organizations and individuals that violate this law such as cause the damages to the interests of the trade unions or infringe of legitimate rights and interests of the members of the trade unions, workers, employees should be subject to measures such as: re-education, warning, disciplinary measures or being sue in a court of law depending on seriousness degree of the damages as well as compensation for damages caused by them.

Part XII
Final Provisions

Article 52. Implementation

The government of the Lao People's Democratic Republic and the Lao Central Federation of Trade Union shall implement this law.

Article 53. Effectiveness

This law shall enter into force on 1 February 2008 by the decree of the president of the Lao People's Democratic Republic to promulgate this law.
Regulations and provisions contradict to this law shall be void.

President of the National Assembly

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