

**ASEAN AGREEMENT ON
THE MOVEMENT OF NATURAL PERSONS**

ANNEX 1

**SCHEDULE OF COMMITMENTS FOR THE TEMPORARY ENTRY OR
TEMPORARY STAY OF NATURAL PERSONS**

LAO PDR

1. This Schedule sets out the commitments of Lao PDR and the general conditions and limitations governing those commitments in accordance with Article 6 (Schedules of Commitments for the Temporary Entry and Temporary Stay of Natural Persons) of the MNP Agreement in relation to the temporary entry and temporary stay of a natural person of another Member State, which apply only in relation to the categories of natural persons set out in this Schedule.
2. A natural person of a Member State shall be granted temporary entry or temporary stay in Lao PDR in accordance with paragraph 1 of Article 4 (Grant of Temporary Entry or Temporary Stay) of the MNP Agreement.
3. For greater certainty, in accordance with paragraph 3 of Article 4 (Grant of Temporary Entry or Temporary Stay) of the MNP Agreement, Lao PDR may deny temporary entry or temporary stay to natural persons of another Member State who do not comply with paragraphs 1(a) and 1(b) of Article 4 (Grant of Temporary Entry or Temporary Stay) of the MNP Agreement.
4. References to Central Product Classification (CPC) in this Schedule refer to the CPC codes as used in the Provisional Central Product Classification (Statistical Papers Series M No.77, Department of International Economic and Social Affairs, Statistical Office of the United Nations, New York, 1991).
5. The use of (**) against individual CPC codes indicates that the specific commitments for that code shall not extend to total range of services covered under that code.
6. Section I refers to horizontal commitments and Section II refers to sector specific commitments. An empty (blank) conditions and limitations in Section II means that the general conditions and limitations of the horizontal section, including the length of stay, shall apply and could be read as “unbound, except as indicated in Section I”.
7. The Schedules of other Member States shall not be used to interpret Lao PDR’s commitments or obligations under the MNP Agreement.

Additional Notes for Lao PDR

8. For all categories of Natural Person listed in this Schedule: Unless otherwise specified in the Sectoral Section below, these horizontal commitments apply to all sectors listed in Lao PDR’s Schedule of Commitments, including the Financial and Air Transport Schedules under ASEAN Framework Agreement on Services, up to the latest packages. As required by Article 68 of *Labour Law No.43/NA* dated 24 December 2013:

- (i) application for labour quota is required;
 - (ii) total number of skilled foreign natural persons (using physical labour) of any establishment shall not exceed 15% of the total staff;
 - (iii) total number of skilled foreign natural persons (using intellectual labour) of any establishment shall not exceed 25% of the total staff; and
 - (iv) if there is a need to hire the number of skilled labours
 - (v) more than the regulation allows, as mentioned above, one should seek for specific consideration or approval from the government.
9. In accordance with applicable domestic laws and regulations and unilateral and multilateral agreements which Lao PDR is a signatory of, foreign skilled workers shall:
- (i) obtain working permit from the Lao Government;
 - (ii) comply with labour law and *Law on Immigration and Foreigner Management of the Lao PDR*; and
 - (iii) comply with law on taxation, in terms of taxes and other financial obligations and other competent regulations on other non-financial requirement.

SECTION I: HORIZONTAL COMMITMENTS

Categories of Natural Persons	General Conditions and Limitations, including the length of stay
A. Business Visitor	
<p>A natural person seeking to enter or stay in the territory of Lao PDR temporarily, whose remuneration and financial support for the duration of the visit is derived from outside of Lao PDR:</p> <p>(i) as a representative of a goods seller or service supplier, for the purpose of negotiating the sale of goods or supply of services or entering into agreements to sell goods or supply services for that goods seller or service supplier, where such negotiations do not involve direct sale of goods or supply of services to the general public;</p> <p>(ii) as an employee of a juridical person as defined in category B below only, for the purpose of establishing an investment or setting up a commercial presence, for the juridical person in the territory of another Member State; and</p> <p>(iii) for the purpose of participating in business negotiations or meetings.</p>	<p>Such natural persons entering into Lao PDR for the mentioned purposes will be granted maximum 30 days of duration of stay, and renewable twice, each time not more than 30 days.</p>
B. Intra-Corporate Transferee	
<p>Natural persons who have been employed by a juridical person of another Member State outside Lao PDR for a period of not less than one year immediately preceding the request for transfer to Lao PDR, who seek temporary entry to provide services through commercial establishment of that juridical person in Lao PDR, who cannot be substituted by Lao PDR nationals, and who fall within one of the</p>	<p>For the natural persons in the categories defined under Intra-Corporate Transferees for the purpose of temporary entry and stay, shall obtain visa, stay permit, and working permit from competent authorities.</p> <p>Natural persons will be granted with visa, stay permit, or working permit, as long as conditions indicated for each category are satisfied:</p>

Categories of Natural Persons	General Conditions and Limitations, including the length of stay
following categories:	
<p>(i) Executive: a natural person within an organisation who primarily directs the management of the organisation, exercises wide latitude in decision-making, and receives only general supervision or direction from higher-level executives, the board of directors, or shareholders of the business. Executives would not directly perform tasks related to the actual supply of a service or services of the organisation;</p> <p>(ii) Manager: a natural person who possesses knowledge at an advanced level of expertise or proprietary knowledge of a juridical entity product, service, research, equipment, techniques, or management, and who primarily directs the organisation or a department of the organisation; supervises and controls the work of other supervisory, professional, or managerial employees; has the authority to hire and fire or recommend hiring, firing or other personnel actions; and exercises discretionary authority over day-to-day operations. Managers do not include first-line supervisors, unless the employees supervised are professionals, nor do they include employees who primarily perform tasks necessary for the supply of the service; or</p> <p>(iii) Specialist: a natural person within an organisation who possesses knowledge at an advanced level of continued expertise and proprietary knowledge of the organisation's services, research equipment,</p>	<ul style="list-style-type: none"> - Visa for one month at first entry and then renewable for multiple visas for three months, six months, and one year by the Consular Affairs Department, Ministry of Foreign Affairs - Stay permit for the same period as visa by the Ministry of National Security - Working permit for the same period as visa by the Ministry of Labour and Social Welfare

Categories of Natural Persons	General Conditions and Limitations, including the length of stay
techniques, or management and where there are shortages of Lao PDR nationals with requisite skills.	

SECTION II: SECTOR-SPECIFIC COMMITMENTS

Sector or Subsector	Conditions and Limitations
BUSINESS SERVICES	
A. Professional Services	
Legal services, excluding: <ul style="list-style-type: none"> - participation in legal proceedings in the capacity of defenders or representatives of their clients before the courts of Lao PDR; and - legal documentation and certification services of the laws of Lao PDR (part of CPC 861) 	
Accounting, Auditing, and Bookkeeping Services (CPC 862)	
Taxation consulting services (part of CPC 863)	
Architectural Services (CPC 8671)	<ul style="list-style-type: none"> - ASEAN and foreign architects and engineers have intention to exercise their duties in Lao PDR should be registered by Council of Lao Architects and Civil Engineers (CLACE). - Management, Professional and Technical Expertise are allowed to be provided in Lao PDR as specified in the horizontal section.
Engineering Services (CPC 8672)	
Integrated Engineering Services (CPC 8673) <ul style="list-style-type: none"> - Integrated Engineering Services for Transportation Infrastructure Turnkey Projects (CPC 86731) - Integrated engineering and project management services (CPC 86732) - Integrated Engineering Services for the Construction of Manufacturing Turnkey Projects (CPC 86733) 	
Urban Planning and Landscape Architectural Services (CPC 86741+86742) <ul style="list-style-type: none"> - Urban Planning Services (CPC 86741) - Landscape Architectural Services (CPC 86742) 	

Sector or Subsector	Conditions and Limitations
B. Computer and Related Services	
Consultancy Services Related to the Installation of Computer Hardware (CPC 841)	
Software Implementation Services (CPC 842)	
Data Base Services (CPC 844)	
Data Processing Services (CPC 843), excluding sensitive data and for non-commercial purpose	
Other: Maintenance and repair services of computer (part of CPC 84500)	
C. Research and Development Services	
R&D services on natural sciences and engineering (CPC 851)	
R&D services on social sciences and humanities (CPC 852) - Research and experimental development services (CPC 852)	
Interdisciplinary R&D services (CPC 853)	
E. Rental or Leasing Services without Operators	
Rental or leasing services relating to ships (CPC 83103)	
Relating to other machinery and equipment (CPC 83106-83109)	
Leasing or Rental Services concerning Construction Machinery and Equipment without Operator (CPC 83107)	
Relating to other transport equipment (CPC 83101+830102+ 83105)	Lao PDR remains unbound with respect to National Treatment.

Sector or Subsector	Conditions and Limitations
Other rental or leasing services without operator (CPC 832)	
F. Other Business Services	
Advertising Services (CPC 871)	Contents shall be approved by the Ministry of Information and Culture.
Market Research and Public Opinion Polling Services (CPC 864) - Marketing Research Services (CPC 86401)	
Management Consulting Services (CPC 865) - General Management Consulting Services (CPC 86501) - Marketing Management Consulting Services (CPC 86503)	
Technical Testing and Analysis Services (CPC 8676) - Testing and analysis services of the chemical and biological properties of materials such as air, water, waste (municipal and industrial) (CPC 86761)	
Services Incidental to Energy Distribution (CPC 887)	Lao PDR remains unbound with respect to National Treatment.
Placement and Supply Services of Personnel (CPC 872)	
Related scientific and technical consulting services - Geological, Geophysical and Other Scientific Prospecting Services (CPC 86751) - Sub-surface Surveying Services (CPC 86752)	
Maintenance and repair of equipment (not including maritime vessels, aircraft or other transport equipment) (CPC 633+8861-8866)	

Sector or Subsector	Conditions and Limitations
Building Cleaning Services (CPC 874)	
Photographic Services (CPC 875)	
Packaging Services (CPC 876)	
Printing, publishing (CPC 88442)	
Convention services (CPC 87909*)	
Specialty Design Services (CPC 87907)	
COMMUNICATION SERVICES	
A. Postal Services	
Postal Services (CPC 7511)	Lao PDR remains unbound with respect to National Treatment.
B. Courier Services	
Courier Services (CPC 7512) - Multi-Modal Courier Services (CPC 75121)	
C. Telecommunication Services The following services can be supplied only on a facilities basis, for public use, with regard to local and national long distance services.	
Voice telephone services (CPC 7521)	This has to be consistent with the labour law and law on promotion and management of foreign investment.
Packet-switched data transmission services (CPC 7523**) - Electronic Message and Information Services (CPC 75232)	
Circuit-switched data transmission services (CPC 7523**) - Data and Message Transmission Services (CPC 7523)	
Telex services (CPC 7523**)	
Telegraph services (CPC 7522)	

Sector or Subsector	Conditions and Limitations
Facsimile services (CPC7521**+7529**)	
Private leased circuit services (CPC 7522**+7523**)	
Electronic mail (CPC 7523**)	
Voice mail (CPC 7523**)	
On-line information and data base retrieval (CPC 7523**)	
Electronic data interchange (EDI) (CPC 7523**)	
Enhanced or value added facsimile services, including store and forward, store and retrieve (CPC 7523**)	
Code and protocol conversion	
On-line information or data processing (including transaction processing) (CPC 843**)	
Other - Paging Services (CPC 75291) - Telecommunication consulting services (CPC 75440)	
D. Audiovisual Services	
Motion Picture and Video Tape Production and Distribution Services (CPC 9611) - Motion picture production (CPC 96112), excluding video tape - Motion picture distribution (CPC 96113), excluding video tape	
Motion Picture Projection Services (CPC 9612)	
Radio and Television Services (CPC 9613) - Radio Services (CPC 96131) only for production of radio programmes	

Sector or Subsector	Conditions and Limitations
- Television Services (CPC 96132) only for production of TV programmes	
Radio and television transmission services (CPC 7524)	
Sound recording	
Other audiovisual services	
CONSTRUCTION AND RELATED ENGINEERING SERVICES	
A. General Construction Work for Buildings (CPC 512)	This has to be consistent with the labour law, law on promotion and management of foreign investment and law on taxation.
B. General Construction Work for Civil Engineering (CPC 513)	
C. Installation and assembly work (CPC 514+516) - Assembly and Erection of Prefabricated Constructions (CPC 514) - Installation Work (CPC 516)	
D. Building Completion and Finishing Work (CPC 517)	
E. Other (CPC 511+515+518) - Pre-Erection Work at Construction Site (CPC 511) - Special Trade Construction (CPC 515) - Rental services related to equipment for construction or demolition of buildings works with operator (CPC 518)	Only for Intra-Cooperate Transferees in compliance with the law on taxation.
DISTRIBUTION SERVICES	
A. Commission Agents' Services	
Commission Agents' Services (CPC 621)	Lao PDR remains unbound with respect to National Treatment.

Sector or Subsector	Conditions and Limitations
<ul style="list-style-type: none"> - Sale on a fee or contract basis of textiles, clothing, and footwear (part of CPC 621) 	
B. Wholesale Trade Services	
Wholesale Trade Services (CPC 622) <ul style="list-style-type: none"> - Wholesale Trade Services of Textiles, Clothing and Footwear (CPC 6223) on a fee or contract basis 	Lao PDR remains unbound with respect to National Treatment.
D. Franchising	
Franchising only for textiles, clothing and footwear (part of CPC 8929)	Lao PDR remains unbound with respect to National Treatment.
EDUCATIONAL SERVICES	
<ul style="list-style-type: none"> - Curriculum must be approved by the Ministry of Education and concerned ministries. - With respect to C and D below, all subjects are allowed, except for teacher training, religious, and political. 	
A. Primary Education Services	
Primary Education Services (CPC 921)	
B. Secondary Education Services	
Secondary Education Services (CPC 922) <ul style="list-style-type: none"> - Higher Secondary Education Services (CPC 9222) - General Secondary Education Services (CPC 9221) - Technical and vocational training (part of CPC 922) 	
C. Higher Education Services	
Higher Education Services (CPC 923) <ul style="list-style-type: none"> - Post-Secondary Technical and Vocational Education Services (CPC 92310) 	

Sector or Subsector	Conditions and Limitations
D. Adult Education Services	
Adult Education Services (CPC 924)	
E. Other Education Services	
Other Education Services - Short term foreign language training (part of CPC 929)	
ENVIRONMENTAL SERVICES	
A. Sewage Services	
Sewage Services (CPC 9401)	
B. Refuse Disposal Services	
Refuse Disposal Services (CPC 9402)	
C. Sanitation and Similar Services	
Sanitation and Similar Services (CPC 9403)	
D. Other	
<ul style="list-style-type: none"> - Cleaning of exhaust gases (part of CPC 9404) - Noise Abatement Services (part of CPC 9405) - Nature and Landscape Protection Services (CPC 9406) 	
FINANCIAL SERVICES	
A. All Insurance and Insurance-Related Services	
<ul style="list-style-type: none"> a. Direct insurance (including co-insurance) <ul style="list-style-type: none"> (a) Life Insurance Services (CPC 81211) (excluding Health Insurance) (b) Non-Life Insurance Services (CPC 8129) 	<ul style="list-style-type: none"> - Only executives, senior managers, and experts are allowed. - The entry and movement of the mentioned natural persons in Lao PDR shall be approved by relevant authorities of Lao PDR. - Foreign service suppliers and their foreign personnel working within

Sector or Subsector	Conditions and Limitations
b. Reinsurance and retrocession (CPC 81299), excluding pension fund, broking and agency service	Lao PDR shall pay to the Government of Lao PDR the personal income tax, calculated in accordance with the provisions of the applicable laws and regulations of Lao PDR.
B. Banking Services	
Acceptance of deposits and other repayable funds from the public (CPC 81115 – 81119)	
Lending of all types, including consumer credit, mortgage credit, factoring and financing of commercial transaction (CPC 8113)	Only the case of cooperation in line with the necessity of economy, allow for management level and expertise level to come in.
Financial leasing (CPC 8112)	
All payment and money transmission services (CPC 81339**)	
Guarantees and commitments (CPC 81199**)	Only for the case of cooperation in line with the necessity of economy, allow for management level and expertise level to come in.
Trading for own account or for account of customers, whether on an exchange, in an over-the-counter market or otherwise, the following: - transferable securities (CPC 81321*)	
Participation in issues of all kinds of securities, including underwriting and placement as agent (whether publicly or privately) and provision of services related to such issues (CPC 8132)	
Provision and transfer of financial information, and financial data processing and related software by providers of other financial services (CPC 8131)	

Sector or Subsector	Conditions and Limitations
Money broking (CPC 81339**i)	
Asset management, such as cash or portfolio management, all forms of collective investment management, pension fund management, custodial, depository and trust services (CPC 81323*)	
Settlement and clearing services for financial assets, including securities, derivative products, and other negotiable instruments (CPC 81339** or 81319**)	
Advisory, intermediation and other auxiliary financial services on all the financial activities listed under Section B. Banking Services including credit reference and analysis, investment and portfolio research and advice, advice on acquisitions and on corporate restructuring and strategy (CPC 8131 or 8133)	
HEALTH-RELATED AND SOCIAL SERVICES	
Medical and Dental Services (CPC 9312) <ul style="list-style-type: none"> - General and Medical Services (CPC 93121) - Specialised Medical Services (CPC 93122) 	
Private Hospital Services <ul style="list-style-type: none"> - Hospital with more than 100 beds and modern facilities only (part of CPC 93110) 	Based on specific project cooperation agreement.
Services provided by midwives, nurses, physiotherapists and para-medical personnel (CPC 93191)	
Other human health services (CPC 9319 other than CPC 93191)	Lao PDR remains unbound with respect to National Treatment.

Sector or Subsector	Conditions and Limitations
Social Services (CPC 933)	Lao PDR remains unbound with respect to National Treatment.
TOURISM AND TRAVEL RELATED SERVICES	
A. Hotels and restaurants (including catering)	
<ul style="list-style-type: none"> - Hotel lodging services, with 3 stars or more (part of CPC 641) - Meal Serving Services with Full Restaurant Service (CPC 64210) - Beverage Serving Services without Entertainment (CPC 64310) 	Only for general managers and managers.
B. Travel Agency and Tour Operator Services	
Travel Agency and Tour Operator Services (CPC 7471) <ul style="list-style-type: none"> - Travel agencies services, in-bound services only (part of CPC 74710) 	Only for managers.
D. Other	
Tourism consulting services	Only for managers.
RECREATIONAL, CULTURE AND SPORTING SERVICES (OTHER THAN AUDIOVISUAL SERVICES)	
B. News Agency Services	
News Agency Services (CPC 962)	Lao PDR remains unbound with respect to National Treatment.
C. Library, Archive, Museum and Other Cultural Services	
Library, Archive, Museum and Other Cultural Services (CPC 963)	
D. Sporting and Other Recreational Services	
Sporting and Other Recreational Services (CPC 964)	
E. Other	
Other recreational, culture and sporting services	

Sector or Subsector	Conditions and Limitations
TRANSPORT SERVICES	
A. Maritime Transport Services	
Passenger Transportation (CPC 7211)	
Freight Transportation (CPC 7212)	
Rental of vessels with crew (CPC 7213)	
Maintenance and repair of vessels (CPC 8868**)	
Pushing and towing services (CPC 7214)	
Supporting services for maritime transport (CPC 745**) <ul style="list-style-type: none"> - Vessel Salvage and Refloating Services (CPC 7454) (not applicable in harbour) 	
B. Internal Waterways Transport	
Passenger Transportation (CPC 7221)	
Freight Transportation (CPC 7222)	
Rental of vessels with crew (CPC 7223)	
Maintenance and repair of vessels (CPC 8868**)	
C. Air Transport Services	
Aircraft repair and maintenance services (CPC 8868)	
Selling and marketing of air transport services	
Computer reservation system services (CRS) (CPC 7523)	
Aircraft leasing without crew (CPC 83104)	

Sector or Subsector	Conditions and Limitations
Aircraft leasing with crew (CPC 734)	
Air freight forwarding services (CPC 74800)	
Aircraft catering services	
Aircraft line maintenance	
Refueling services	Qualification and competence standards in accordance with International Civil Aviation Organization and domestic regulations are applied.
Cargo Handling Services (CPC 741)	
Ramp handling services	
Baggage handling services	
E. Rail Transport Services	
Passenger Transportation (CPC 7111)	
Freight Transportation (CPC 7112)	
Pushing and Towing Services (CPC 7113)	
Maintenance and repair of rail transport equipment (CPC 8868**)	
Supporting services for rail transport services (CPC 743)	
F. Road Transport Services	
Passenger transportation proposed-taxi (CPC 71221)	Lao PDR remains unbound with respect to National Treatment.
Freight Transportation (CPC 7123)	
Rental of commercial vehicles with operator (CPC 7124)	
Maintenance and repair of road transport equipment (CPC 6112+8867)	
Supporting Services for Road Transport Services (CPC 744)	

Sector or Subsector	Conditions and Limitations
H. Services Auxiliary to All Modes of Transport	
Cargo Handling Services (CPC 741)	Lao PDR remains unbound with respect to National Treatment.
Other Supporting and Auxiliary Transport Services (CPC 749)	Lao PDR remains unbound with respect to National Treatment.
Storage and Warehouse Services (CPC 742) - Storage and warehousing services related to maritime transportation (part of CPC 742)	
Freight Transport Agency Services (CPC 748) - Freight forwarding services - Shipping brokerage services	
I. Other Transport Services	
Driving school for heavy vehicle	Lao PDR remains unbound with respect to National Treatment.
Other Services not Included Elsewhere	
Skill training services (CPC 97090)	