



LAO PEOPLE'S DEMOCRATIC REPUBLIC
PEACE INDEPENDENCE DEMOCRACY UNITY PROSPERITY

National Assembly

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LAW ON LAO TRADE UNIONS

Part I
General Provisions

Article 1 Objective

The Law on Lao Trade Union defines the principles, rules and measures on the organization and activities of the Trade Union Federation in order to develop and strengthen the activities of the Trade Union in representing and protecting the legal rights and interests of workers and laborers with the view to contribute into the protection and development of the nation.

Article 2 Lao Trade Union

Lao Trade Union is a large mass organization in the political system of the people's democratic regime in which the Lao People's Revolutionary Party is the leading nucleus. The Lao Trade Union represents and protects the legal rights and interests of the members of the Unions, workers and laborers.

Article 3 Definition of Terms

Terms used in this Law have the following meanings:

1. Trade Union refers to the Trade Union organization and its members;
2. Trade Union Federation refers to the organizational system of trade unions from the central level down to the districts and sectors levels;
3. Protection of rights and interests refers to protection of the due legal rights and interests of the Trade Union, workers, laborers, students and intellectuals, both of State, collective and private sectors;
4. Labor dispute refers dispute arising between the employers and workers, such as: violation of labor contracts;
5. Legal dispute refers to dispute arising from violation of regulations on labor, such as: working hours, rest hours;
6. Dispute on interests refers to dispute on the due rights and interests of the workers and labors, mainly, increase of wages, awards and other welfares;
7. Labor unit refers to the unit of production, business or services of all socio-economic sectors;
8. Professional disease refers to any disease arising from work performance;

9. Labor accident refers to any hazards occurring to the workers which result in injury, disability, handicap or death while work performing and traveling to and from the residences and workplaces; and others as provided for in Article 54 of labor Law.

Article 4 Policy on Lao Trade Union Activities

State has a policy to encourage and promote all labor units to create the trade union within their organizations in order to direct, lead, manage and mobilize all labor force to take part in the implementation of their production plans, in State and socio-economic management, as well as to represent and to protect the legal rights and interests of workers, laborers, students and intellectuals.

Article 5 General principles of Trade Union

Trade Union carries out the activities on the basis of the main general principles as follows:

1. Organize and perform the activities in accordance with the democratic centralism principles under the leadership of Lao People's Revolutionary Party;
2. Establish on the basis of voluntary of civil servants, workers, students and intellectuals gathering together to protect their legal rights and interests;
3. Comply with the Constitution, labor laws and regulations and other laws;
4. Organize the civil servants, workers and laborers into the duties performance in the areas of administration, production, business, and into the State, social and economic management accordingly to their respective roles.

Article 6 Obligations of State and Labor Units towards Trade Union

State organizations at all levels and all labor units have the obligations to allocate the budgets and to facilitate the activities operation of the trade unions, mainly such as: workplaces, meeting places, accommodation, vehicles and necessary technical equipments.

Article 7 Obligations of Trade Union towards State and labor units

Trade Unions have the obligations to implement the plans, assigned tasks and production plans of the labor units to fulfill the targets and to ensure the quality and effectiveness based on the labor contracts, to strictly comply with the labor disciplines and to contribute into the protection of the offices, agencies and labor units as well as to comply with the Constitution, laws and regulations.

Article 8 International Cooperation

State promotes the relations and cooperation with foreign countries, regional and international organizations in the areas of trade union activities by exchanging the lessons, assistance and implementation of international treaties and agreements relating to trade union activities.

Part II Trade Unions

Section 1 Place and Role of Trade Unions

Article 9 **Place of Trade Union**

Trade Union is a part of mass organizations which has a status equivalent to those of other State and mass organizations.

Article 10 **Role of Trade Union**

Trade Union has a main role as follow:

1. Educate the workers and laborers to be good citizens, to be disciplined in working, to be politically impulsive, to have a scientific and technological knowledge and mental civilization;
2. Represent the workers, laborers, students and intellectuals in protecting their legal rights and interests;
3. Participate in monitor, supervision and management of State, socio-economic management at all levels, particularly, of State organizations and labor units.

Section 2 Rights and Duties Of Trade Unions

Article 11 **Rights of Trade Unions**

The Trade Unions have the following rights:

1. Represent the workers in signing collective labor contracts, submit on the request of workers the proposal to the employers to modify or to cancel the labor contracts when such contracts are deemed unfair;
2. Register for management the trade union members and workers of domestic labor units and of labor units in abroad;
3. Participate in the supervision of activities in preventing and combating with corruption and other negative misconducts of the Party and State organizations and of other mass organizations on the requests and in accordance with their own roles;
4. Monitor the situation of the use of labor force, labor accidents, professional diseases, social insurance and welfare system implementation in all labor units in order to protect the legal rights and interests of workers;
5. Participate in the political and socio-economic activities organizations of the Party, State, Lao Front for National Construction and other mass organizations, give comments and recommendations to the policies of the Party, laws and regulations of the State, State socio-economic development plan and production plans of the labor units accordingly to their own roles;
6. Perform other rights as prescribed by the laws and regulations.

Article 12 Duties of Trade Unions

The Trade Unions have the following duties:

1. Mobilize, encourage unanimous solidarity, educate the trade union members, civil servants, workers, laborers, students and intellectuals for political impulsion and legal conscience;
2. Train and build the trade union members and workers in terms of political conception, technique, laws and regulations, improve and develop the members and organizations within their own responsibilities;
3. Encourage the employers to be responsible for professional and technical trainings organizations, enhance the skills of the workers, protection of safety in workplaces and send the workers for medical health checking in accordance with the laws and regulations;
4. Give legal consultations, receive the propositions and mediate the disputes between employers and workers regarding to labor force, law and interest issues;
5. Coordinate and work in relation with organizations of the Party, State, Lao Front for National Construction and other mass organizations;
6. Perform other duties as prescribed by the laws and regulations.

Part III
Organizational System
Of Trade Unions

Section 1
Trade Union organization

Article 13 Principles of Trade Union Organization

The Trade Union is organized on the basis of democratic centralism principles by which work is carried out in group, individual is responsible for one's own action, low rankings follow higher rankings, individual depends on organization and trade unions at all levels shall comply with the decisions of meetings of trade unions.

The Trade Union is an elected organization so that the leadership of each level shall be elected by the General meeting of the respective trade unions.

Detailed principles on trade union organization are prescribed in specific regulation.

Article 14 Organizational system of Trade Union

Organizational system of Trade Union consists of four levels:

1. Trade union federation at central level;
2. Trade unions at provincial, capital, ministry and agency levels;
3. Trade unions at district, municipality and sector levels;
4. Trade unions at grass root levels.

Section 2
Organizational and Personnel Structures

Article 15 Organizational Structure

Organizational structure of trade unions at each level is determined in specific regulation accordingly to the requirements and the real conditions of activities of each period.

Article 16 Personnel Structure

Personnel structure of trade unions at central, provincial, capital, ministry, agency, district, municipality, sectors and grass roots levels consists of one president, a certain number of vice-presidents, president and vice-president of supervision committee and a certain number of members of executive committee.

Article 17 Rights and Duties of President of Trade Union

The president of the Central Trade Union Federation has the rights and duties as follows:

1. Decide, convene and chair the General meetings, both ordinary and extraordinary meetings;
2. Direct, lead and supervise the activities of trade union federations carried out within the country and in abroad;
3. Summarize and submit the reports on trade union activities to the executive committee and to the higher organizations for consideration and directives;
4. Consult and coordinate with relevant organizations of the Party, State, Lao Front for National Construction and other mass organizations on important matters as deemed necessary;
5. Perform other rights and duties as prescribed by laws and regulations.

The rights and duties of the presidents of trade union federations at provincial, capital, ministry, agency, district, municipality, sectors and grass root levels are prescribed in specific regulations.

Article 18 Rights and Duties of Vice-Presidents of Trade Unions

The vice-presidents of trade unions have the duties to assist the presidents in carrying out the activities and shall be responsible for a certain tasks assigned by the presidents of trade unions of the same levels.

In case that the president is busy the vice-president assigned by the president shall act on behalf of the latter.

Part IV
Trade Unions Members

Section 1
Trade Unions Members

Article 19 Trade Unions Members

The members of trade unions are from civil servants, workers, laborers, students and intellectuals who are working by using physical and

brainy forces. Their incomes may be in the forms of salaries, wages and educational daily allowances. They are registered as trade union members in the organizations of the Party, State, Lao Front for National Construction, mass organizations and labor units.

Article 20 Conditions of Trade Union Members

To be the trade union members the following conditions shall be fulfilled:

1. Be civil servants, workers, laborers, students and intellectuals who have Lao nationality and more than eighteen years of age regardless of their gender, belief, political and socio-economic status, education level, ethnic groups;
2. Have a good moral, progress and discipline and be trained and educated through work process in the areas of administration and production;
3. Voluntarily apply for being the trade union member by oneself;

Stages of recruiting of trade union members are defined in specific regulations.

Section 2
Rights, Duties and Interests
Of Trade Union Members

Article 21 Rights and Duties of Trade Union Members

The members of the trade unions have the rights and duties as follows:

1. Duly and strictly implement the policies, laws and regulations, bylaws of trade unions and regulations of labor units;
2. Elect and be elected to the leadership of trade unions at all levels and vote for the decisions on all matters in the meetings of trade unions;
3. Actively participate in production plan implementation and in other activities of organization to which they are working for;
4. Receive the trainings, assist their own colleagues and actively build oneself, strengthen the trade union units and develop the membership of trade unions;
5. Monitor, receive information, consult, give comments on trade unions and other activities accordingly to their organizational lines;
6. Lodge the complaint through trade unions for the protection of their own legal rights and interests which are violated;
7. Receive the rests, care and assistance and other policies from the organizations to which they belongs;
8. Perform other rights and duties as prescribed in the laws and regulations.

Article 22 Interests of Trade Union Members

Interests of the trade unions members are as follow:

1. Be recruited and appointed to appropriate job positions of the organizations of the Party, State, Lao Front for National Construction, other mass organizations and labor units accordingly to their activities achievements, conditions and regulations;
2. Participate in, operate lawful business production and services, choose their own occupations, have the rights of jobs, receive compensation and other policies accordingly to regulations;
3. Receive training opportunity to enhance technical knowledge, capacity building and labor skills, make the research on scientific innovation and technique, receive medical health checking and protection, receive working facilities and safety, receive social welfares as prescribed by the laws and regulations and participate in various activities, mainly such as artistic and cultural, sportive and athletic activities and others;
4. Receive other interests and policies as prescribed by the laws and regulations.

Part V

Meetings of Trade Unions

Article 23 Types of meetings

The meetings of the trade unions are comprised of three types as follows:

1. General meetings;
2. Ordinary meetings;
3. Extraordinary meetings.

Article 24 General Meetings

The General meeting is a meeting of the representatives of all trade unions throughout the country from various provinces, capital, ministries, agencies, districts, municipalities and sectors convened once in every five years by the presidents of relevant trade union federations. Before the meeting the president shall notify all members of the executive committees of the trade unions at own level and those of trade union organizations at lower levels six month in advance.

The meeting of the trade unions at grass root level is the meeting of all trade union members of such level which is convened by the president of such grass-root trade union every three years with prior notification of one month.

Article 25 Rights and Duties of the General Meeting

The General Meeting has the rights and duties as follows:

1. Study and approve the activities achievements report, directives and summary on economic and financial situation of trade union at its own level in the past period;
2. Study and approve the improvement and modification of trade union bylaws for the General meeting of all trade union members throughout the country;
3. Evaluate the activities performance in the past period of the executive committee at its own level;

4. Elect the executive committee of trade union at its own level and select its representatives to attend the General meeting of trade union at consecutive higher level;
5. Elect the president, vice-president and president of supervisory committee at its own level in the preliminary meeting of each session;
6. Approve the resolution of the General meeting of trade union at its own level.

Article 26 Ordinary meeting

The ordinary meeting is a meeting of all members of the executive committee convened once a year by the president of trade union at such level. Before the meeting the president shall notify all members of executive committee of the trade union at own level and those of trade union organizations at lower levels three month in advance. The meeting can be convened only if at least two thirds of the executive committee members have participated in such meeting.

Article 27 Rights and duties of ordinary meeting

Rights and duties of ordinary meeting are as follows:

1. Study and approve the activities achievements report, directives and annual summary on economic and financial situation of trade union at its own level;
2. Evaluate the annual activities performance of the executive committee of trade union at its own level;
3. Study and give comments to the improvement and modification of trade union bylaws;
4. Study and elect additional members of the executive committee to replace the vacant positions;
5. Decide on the important issues of the trade union at its own level;
6. Approve the resolution of the meeting of trade union at its own level.

Article 28 Extraordinary meeting

The extraordinary meeting is a meeting convened between two sessions of the ordinary meetings by the president of trade union at own level to consider the necessary, important and urgent issues on the proposition of the presidential board or of at least one fourth of the members of the executive committee and with the participation of at least two thirds of the members of the executive committee.

Article 29 Resolution of the meeting

The resolutions of the General meeting, ordinary and extraordinary meetings are the approvals of the contents of the relevant meetings by the participants of the meetings. The resolution of the meeting shall be valid only if it has received the majority of votes of the delegated members participated in the meeting.

Part VI
Prohibitions

Article 30 Prohibitions for trade union members

Members of trade unions are prohibited to act as follows:

1. Stop working or terminate the labor contracts without authorization from the sectors concerned or do it in a way against the law;
2. Abuse the power or use the trade union membership cards for doing unlawful acts;
3. Organize in group to protest or to do any illegal acts which cause losses to the organizations, life, State or collective properties and to any other persons;
4. Have other unlawful acts.

Article 31 Prohibitions for labor units

Labor units are prohibited to act as follows:

1. Impede the organization and activities of trade unions;
2. Unreasonably and illegally remove trade union members, workers or laborers from their jobs;
3. Unreasonably terminate the labor contracts, illegally oblige the workers or use the violence towards the workers;
4. Delay the payment of or irregularly pay the salaries or wages to workers, unreasonably cut off the salaries or wages of the workers;
5. Have other unlawful acts.

Article 32 Prohibitions for organizations and other persons

Organizations and other persons to act as follows:

1. Remove the presidents or vice-presidents of trade unions, presidents or vice-presidents of supervisory committees and members of the executive committee of any levels of trade unions, except in case of necessity with the consent of the trade unions at higher consecutive levels;
2. Impede, threat, use the violence towards the organizations and activities of trade unions;
3. Violate the rights and interests of trade unions, abuse of duties and positions to misappropriate the properties of trade unions;
4. Have other unlawful acts.

Part VII Finance and Budget of Trade Unions

Article 33 Sources of incomes

The incomes of trade unions at each level are as follows:

1. Membership fee;
2. Budget authorized by the State;
3. Incomes from carrying out of activities of trade unions at each level;
4. Incomes from assistance from organizations and individuals within the country and in abroad;
5. Other lawful incomes.

Article 34 Income sources management

The trade unions at each level centrally and unanimously manages their own incomes, follows the income and expenditure regime in accordance

with the laws and regulations on finance and budget, summarizes and makes the monthly, quarterly, yearly and five years reports.

The membership fees of the lower level trade unions shall be transferred to consecutive higher level trade union organizations accordingly to the regulations.

Article 35 Use of incomes sources

The uses of incomes sources of trade unions at each level are as follows:

1. Payment in regular activities of trade unions;
2. Payment in General meetings, ordinary meetings an extraordinary meetings of trade unions at their own levels;
3. Payment in awards, health cares and death of trade union members accordingly to the regulations;
4. Payment in other activities in complying with the regulations.

Part VIII Management and Supervision Of Trade Union Activities

Section 1 Management of Trade Union Activities

Article 36 Trade union activities management authorities

Trade union activities management authorities consist of:

1. Central Trade Union Federation;
2. Provincial, Capital, Ministry, Agency Trade Union Federations;
3. District, Municipality, Sector Trade Union Federations;
4. Grass Root Trade Union.

Article 37 Rights and duties of Central Trade Union Federation

To manage the activities of trade unions the Central Trade Union Federation has the following rights and duties:

1. Study and develop the Constitution, laws, State socio-economic development plan, resolutions of the General meetings of trade unions at their own levels into programs, projects and detailed plans for realized implementation;
2. Disseminate and publish the policies, directives, laws and regulations, decisions and instructions on trade union activities;
3. Direct, monitor and encourage the implementation of laws and regulations on trade union activities, labor safety, use of labor force relating to the rights and interests of trade unions, workers and laborers throughout the country;
4. Mobilize, gather, educate the multi-ethnic laborers to be politically impulsive, to have worker characteristics, revolutionary quality moral, technical knowledge and capacity, labor skills, discipline and to participate in the protection and development of the nation;

5. Cancel and suspend the implementation of the lower trade union decisions, recommendations, notices and other regulations if deemed contrary to the laws and regulations and to its own decisions;
6. Consider the establishment and cancellation of their own auxiliary apparatus, authorize and cancel the labor associations and units within their own responsibility, propose to establish or cancel the lower level trade unions;
7. Monitor the use of funds, State assets, trade union income sources, prevent and combat against luxuries, corruption and other misconducts accordingly to their own roles;
8. Seek the incomes of trade unions by various lawful means to serve their own activities;
9. Encourage and promote all sectors concerned, domestic and foreign labor employers in labor skill development in order to meet the needs of labor markets;
10. Relate and cooperate with foreign, regional and international trade union organizations, including international organizations in accordance with the laws and regulations;
11. Regularly summarize and make the report on trade union activities throughout the country to the higher organizations;
12. Perform other rights and duties as prescribed by the laws and regulations.

Article 38 Rights and duties of provincial, capital, ministry, agency Trade Union Federations

To manage the activities of trade unions the provincial, capital, ministry agency trade union federations have the rights and duties as follows:

1. Develop the decisions of higher level trade unions and of their own levels for implementation;
2. Disseminate and publish the policies, directives, laws and regulations, decisions, instructions on trade union activities;
3. Direct, monitor, encourage the activities of trade unions at their own levels and of lower level trade unions;
4. Mobilize, gather, educate the multi-ethnic laborers to be politically impulsive, to have worker characteristics, revolutionary quality moral, technical knowledge and capacity, labor skills, discipline and to participate in the protection and development of the nation;
5. Consider the establishment and cancellation of their own auxiliary apparatus, propose to establish or cancel the lower level trade unions;
6. Organize and implement the contents, forms and methods of various competition processes, such as production, creative innovation among workers;
7. Seek the incomes of trade unions by various lawful means to serve their own activities;
8. Encourage and promote all sectors concerned, domestic and foreign labor employers in labor skill development in order to meet the needs of labor markets;

9. Coordinate with other sectors concerned in carrying out their own activities, mainly, resolutions of labor disputes, labor contracts and labor rapports in accordance with the laws and regulations;
10. Relate and cooperate with foreign trade union organizations with the consent of the higher level organizations;
11. Regularly summarize and make the report on activities of trade unions at their own levels to the Central Trade Union Federation;
12. Perform other rights and duties as prescribed by the laws and regulations.

Article 39 Rights and duties of District, municipality and sector trade unions

To manage the activities of trade unions the District, municipality and sector trade unions have the following rights and duties:

1. Organize, implement and realize the resolutions of the General meetings of the higher level trade union organizations and of their own levels;
2. Monitor and encourage the implementation of activities of the trade unions at their own levels and of grass root levels;
3. Organize and implement the contents, forms and methods of various competition processes, such as production, creative innovation among workers;
4. Coordinate with other sectors concerned in carrying out their own activities, mainly, resolutions of labor disputes, labor contracts and labor rapports in accordance with the laws and regulations;
5. Regularly summarize and make the report on activities of trade unions at their own levels to consecutive higher level organizations;
6. Perform other rights and duties as prescribed by the laws and regulations.

Article 40 Rights and duties of grass root trade unions

To manage the activities of trade unions the grass root trade unions have the following rights and duties:

1. Organize, implement and realize the resolutions of the General meetings of the higher level trade union organizations and of their own levels;
2. Organize and implement the contents, forms and methods of various competition processes, such as production, creative innovation among workers;
3. Conclude and sign the labor contracts with the employers and follow the obligations of such, coordinate with other sectors concerned in carrying out their own activities, mainly, resolutions of labor disputes, labor contracts and labor rapports in accordance with the laws and regulations;
4. Regularly summarize and make the report on activities of trade unions at their own levels to consecutive higher level organizations;
5. Perform other rights and duties as prescribed by the laws and regulations.

Section 2

Trade Union Activities Supervision

Article 41 Trade union activities supervision authorities
The trade union activities supervision authorities are the same as of management authorities as stipulated in Article 36 of this Law, called the trade union activities supervision committees.

Each trade union activities supervision committee has a president, a vice-president and members. The vice-president and members of trade union of each level are appointed and removed by the president of the same level and have the office term equivalent to the term of the executive committees of such levels.

Article 42 Rights and duties of supervision committees
Rights and duties of supervision committees are as follows:

1. Supervise the implementation of the laws and regulations, bylaws and the resolutions of the General meetings of trade unions at their own levels and of the lower level trade unions;
2. Supervise the creation, management and use of trade union staffs and the development of trade union membership;
3. Supervise the situation of economy, finance, the management and use of equipments and assets of trade unions;
4. Supervise the protection of the rights and interests of trade union members, including workers and laborers;
5. Supervise the situation of the management, use and remove of labor force, conclusion and implementation of labor contracts, conditions of workplaces of workers, labor safety protection, labor accidents, professional diseases, conditions of living conditions of workers accordingly to their own roles;
6. Monitor and supervise the results of labor dispute resolutions;
7. Propose the methods and measures to remedy the results of supervision;
8. Perform other rights and duties as prescribed by the laws and regulations.

Article 43 Forms of supervision
Forms of supervision are as follows:

1. Regular supervision pursuant to the work plans;
2. Prior notification supervision;
3. Emergency supervision without any prior notification.

Part IX

Resolution of Disputes

Article 44 Labor dispute resolution
Resolution of labor dispute is mediation and education of the trade unions at all levels in order to make the employers and workers in the labor

units and grass root levels understand and can reach the agreement based on the labor contracts.

In case of labor disputes cannot to be settled the Article 45 and 46 of this Law shall be applied to such.

Article 45 Resolution on legal disputes

The legal disputes between the workers and employers shall be considered and resolved in accordance with the labor laws, law on Lao trade union, bylaws of labor units and work regulations with the participation of both parties or the representatives of either party.

In the case that the parties cannot reach the agreement, wholly or partially, a minute shall be made with the signatures of the parties together with their witnesses and, then, the minute shall be sent to the trade union organizations and to the labor management authorities at their own levels within five days from the date of signatures of the minute for implementation.

In case that the worker and employers failed to comply with the minute, either of the parties has the rights to request the labor management authorities as stipulated in Article 66 of this Law for consideration and resolution.

In the event that the labor management authorities cannot wholly resolve the disputes or can partially resolve such disputes within fifteen days, the disagreed party has the right to lodge the complaint to the people courts for consideration and judgment.

Article 46 Resolution of disputes on interests

The resolution of disputes on interests shall be follow the same stages and procedure of resolution of legal disputes as stipulated in Article 45 of this Law.

In case that the labor management authorities cannot resolve the disputes within fifteen days from the date of receiving the complaint, the workers and employers shall submit the disputes to the consecutive higher levels trade union organizations for consideration. In case of non resolution or failure to resolve, the disputes shall be submitted for resolution to the labor dispute resolution committee or to the court as stipulated in Article 63 and 64 of the labor Law.

Part X

Establishment Date, Logo and Seal of Trade Union

Article 47 Date of Lao trade union establishment

The date of establishment of the Lao trade union is the 1st February 1956.

The trade union federations at all levels throughout the country together with all workers, laborers, students and intellectuals organize the celebration of that day every year.

Article 48 Logo
The trade unions have the logos, signs and flags which are determined in specific regulation.

Article 49 Seal
To carry out their own activities the trade unions at all levels have their own seals which are determined in specific regulation.

Part XI
Awards towards Outstanding Achievements
Persons and Measures against Violators

Article 50 Awards to outstanding achievements persons
Organizations and individuals having outstanding achievements in implementing the law on trade union shall be awarded or shall receive other policies in accordance with laws and regulations.

Article 51 Measures against violators
Organizations and individuals violating this law and causing the damages to the interests of the organizations, trade unions or to the legal rights and interests of workers and laborers shall be sanctioned by various measures, such as: education, warning, discipline or prosecution accordingly to minor or severe cases and with compensation for damages occurred.

Part XII
Final Provisions

Article 52 Implementation
The Government of the Lao People's Democratic Republic and the Central Trade Union Federation are responsible to organize the implementation of this Law.

Article 53 Effectiveness
This Law is effective from the 1st February 2008 by the promulgation Decree of the President of Lao People's Democratic Republic.
All provisions which are in contradiction with this Law are cancelled.

President of National Assembly

(Signature and Sealed)

Thongsing Thammavong