



LAO PEOPLE'S DEMOCRATIC REPUBLIC
PEACE INDEPENDENCE DEMOCRACY UNITY PROSPERITY

The National Assembly

No. 39/NA
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**LAW ON LAO FEDERATION OF TRADE
UNIONS**
(Amended)

Part I
General Principles

Article 1. (Amended) Objectives

The Law on Lao Trade Unions defines the principles, rules and measures relating to the organizational management structure, movement, management and supervision of the Lao Federation of Trade Unions, and ensure the quality of the implementation its roles, right and commitments to be more effective in fostering the solidarity its members and strengthening the capacity of trade unions to protect the legitimate rights and interests of workers and employees, contributing to workforce safeguarding and National development.

Article 2. (Amended) Lao Federation of Trade Unions

The Lao Federation of Trade Unions is an extensive Mass Organization in the political system of the Lao People's Democratic Republic under the direction of the Lao People's Revolutionary Party. The Lao Federation of Trade Unions represents its affiliates in undertaking a mandate to protect the legitimate rights and interests of union members, workers, and employees.

Article 3. (Amended) Interpretation of Terms

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

1. **Professional Trade Union staff** refers to any person who is elected, appointed, or assigned to implement the trade union's regular tasks in the Lao Federation of Trade Union's organizational structure.
2. **Semi-Professional Trade Union staff** refers to any person who is elected, appointed, or assigned to implement the trade union's irregular tasks, not limited to a combination of administrative functions or particular professional roles.
3. **Grassroots Trade Union** refers to a trade union unit of a grassroots organization or workplace where the number of union members is less than one hundred people.
4. **Large Educational Institution, Factory, Company groups** refers to organizations and workplaces where the number of union members is greater than one hundred people.
5. **Other Laborers** refers to civil servants, students, academics, farmers, technicians, administrators and freelance professionals using physical and cognitive labour. This terms includes both formal and informal sector workers.
6. **Formal Workers** refers to laborers who are employed in the workplaces that are legally registered.
7. **Informal Workers** refers to laborers who are employed outside of formal workplaces including staff and freelance professional workers.
8. **Workplaces** refers to production units, businesses, and all socio-economic service sectors that are officially registered.
9. **Production groups** refers to a group of organizations, cooperatives, or production associations that are based on their professional sector e.g. industrial groups, crafts, farmers, or other occupations.
10. **Occupational diseases** refers to any affliction caused by the workplace.
11. **Tripartite Principles** refers to the standards governing the consultative mechanism of the Tripartite Committees, which includes representatives of government, employer groups, and workers associations. The mechanism is a cooperation between stakeholders to discuss issues and resolve labour disputes.
12. **The Government Representative Organization** refers to the appointed government organization e.g.: Ministry of Labor and Social Welfare, Vientiane Municipality; Provincial Labor and Social Welfare Office,

Municipality, City; District Labor and Social Welfare Division; Village Labor and Social Welfare Unit

13. **Employer Representative** refers to the assigned organization representing the rights, needs, interests, and concerns of employers e.g.: Lao National Chamber of Commerce and Industry, Vientiane Capital; Provincial Chamber of Commerce and Industry
14. **Employee Representative** refers to the assigned organization representing the rights, needs, interests, and concerns of workers e.g.: Lao Federation of Trade Unions; Ministerial Trade Unions; Governmental Organizations; Provincial Trade Unions; Vientiane Municipality Trade Unions; District Trade Unions, Municipality, City; and Grassroots Trade Unions.

Article 4. (Amended) National Policies Governing the Actions of Lao Trade Unions

In fulfilling its obligations to protect the legitimate rights and interests of workers and laborers, the Government has appointed the Lao Federation of Trade Unions as its representative body to undertake this crucial task.

The Government has adopted policies that promote and enhance the organization of the Party, State, the Lao Front for National Development, Mass Organizations on all levels, Private and State Enterprises, and Foreign Direct Investment Units, in establishing organized grassroots unions and performing trade union activities, and are provided with an appropriate budget, facility, and human resources.

Article 5. (Amended) Principles of Trade Union Activities

The trade union movement will act in accordance with the following principles:

1. Comply with and abide by the Lao Constitution, and the laws and regulations of the Lao Federation of Trade Unions;
2. Operate in line with the principles of democratic centralism and unified leadership under the Lao Revolutionary Party;
3. Voluntarily apply to be a union member and support the trade union movement;
4. Fulfill the Tripartite Principles and collaborate with the relevant government authorities including the Lao Front for National Development and other Mass Organizations;
5. Uphold the international conventions and agreements that Lao PDR has ratified as a State Signatory.

Article 6. (Amended) Scope of the Application of the Lao Federation of Trade Unions Law

The Law applies to; all union members, civil servants, students and academics affiliated with government organizations, the Lao Front for National

Development, Mass Organizations, formal and informal workers and laborers, in the workplaces of Lao PDR. The respective trade union guidelines and trade union functions have been separately defined for National Defense and Security organizations.

Article 7. (Amended) International Relations

The Government promotes international relations and cooperation between organizations at national, regional, and international levels, that is relevant to trade union activities including but not limited to; study exchange, sharing information and lessons-learned, training, human resources development, and the implementation of treaties and international conventions which Lao PDR has ratified as a State Signatory.

Part II

Lao Federation of Trade Unions Organization

Chapter 1

Lao Federation of Trade Unions

Article 8. (Amended) Lao Federation of Trade Unions

The Lao Federation of Trade Unions is an organizational system of the Lao People's Democratic Republic. It is a political and social organization of workers and laborers, established, guided and educated by the Lao People's Revolutionary Party.

Article 9. (Amended) Organization and Trade Union Movement

The Lao Federation of Trade Unions was established in the government organizational system, by the Lao Front for National Development, as a Mass Organization and workplace which has an equivalent political status to Government Organizations, the Lao Front for National Development, and other Mass Organizations.

The Lao Federation of Trade Unions is an elected organization. The Trade Union Executive Management Committees at each level are elected by Trade Union Managerial Delegation Leaders during the Executive Meeting, and are to carry out their respective roles under the direction, supervision, and comprehensive leadership of the Party Committees.

The Lao Federation of Trade Unions fulfills its mandate to protect the legitimate rights and interests of union members, workers and other laborers, through public administration services in compliance with the principles of democratic centralism and unity. Through the appointment of a Director, subsequent trade union units must abide by all directions respective of their position within the organizational hierarchy, and all staff must comply with

the organizational guidelines, policies, and actions decided upon in the Executive Meeting.

Article 10. (Amended) Roles of Trade Unions

The trade unions shall perform the following roles:

1. Advocate, educate, motivate and consolidate the unity of union members, workers and laborers and increase awareness of policies, rights, obligations, and interests of its members; to develop the knowledge, understanding, and technical capacities of members; promote professionalism and strong work ethic;
2. Represent union members in protecting the legitimate rights and interests of all workers, employees and laborers;
3. Participate in monitoring and supervision of the State's economic, social, and cultural administrations, including the administration of the State's body, in every level and labour unit;
4. Participate in monitoring and supervision for the National Assembly performance indicators, including the Provincial Assembly and its members.

Chapter 2

Organizational Structure of Trade Unions

Article 11. (Amended) Organizational Structure of Trade Unions

The trade union management structure is organized by the following four levels of hierarchy (descending):

1. Central Lao Federation of Trade Unions
2. Ministerial Trade Unions; Government Organizations; Provincial and Vientiane Capital Trade Unions
3. District Trade Unions, municipality, city; large academic institutions; large factories; groups of companies
4. Grassroots Trade Unions

Article 12. (Amended) Rights and Responsibilities of the Lao Federation of Trade Unions

The rights and responsibilities of the Lao Federation of Trade Unions are as follows:

1. Review and apply the directions, policies and agreements from the Executive Management Committee Congress Meeting in implementing

- the relevant action plans, programs, projects and detailed activities, with respect to the required timeline;
2. Educate, advocate, disseminate information, and direct the implementation of policies, law, and agreements from the Executive Management Committee Congress Meeting to union members, workers and other laborers;
 3. Foster solidarity; motivate union members, workers, and other laborers to participate in organized union processes; and provide opportunities for all members to engage in capacity-building and professional development;
 4. Propose recommendations for the development and continuous improvement of relevant laws; promulgate and apply all relevant legislation in accordance with the Trade Union Law; cease and desist activities relating to any resolution, guidelines, notices, or regulation of union units that is inconsistent with the law, regulations, or resolutions set out by the Executive Management Committee Congress Meeting;
 5. Establish or remove processes or mechanisms under its line management necessarily; establish or remove subdivisions or units under its line management necessarily; educate, strengthen, and increase capacity on trade union theory and technical professions in each union level;
 6. Approve the establishment of a Worker Representative in the workplaces under its purview;
 7. Participate in consultation meetings and determine appropriate solutions for problems threatening the legitimate rights and interests of union members, workers and other laborers, in accordance with the Tripartite Coordination Mechanism;
 8. Gather statistics and provide a Union Membership Card for all affiliates both in-country and abroad, in order to monitor employment conditions and effectively protect the rights and interests of its members;
 9. Monitor working environments; welcome and acknowledge all feedback and comments from Worker Representatives; establish collective bargaining agreements in the workplaces under its purview;
 10. Motivate and encourage production units and industrial groups to establish Grassroots Unions for informal workers;
 11. Encourage and promote skills training; provide information and training on Occupational Safety and Health for workers and other laborers;
 12. Promote legal income generation; manage and effectively use income to strengthen capacity of union organizations in fulfilling their mandate;
 13. Participate in monitoring and supervision for the National Assembly performance indicators, including the Provincial Assembly and its members;
 14. Coordinate and cooperate in solidarity with International Trade Unions, International Organizations, and International Non-Governmental Organizations both in-country and worldwide;

15. Submit regular reports related to the trade union movement and the implementation of its obligations to upper management levels;
16. Operate within the guidelines set herein and implement other tasks as defined in the Trade Union Law.

Article 13. (Amended) Rights and Responsibilities of the Lao Federation of Trade Unions for Ministries, Organizations, Provinces, and Municipalities

The following rights and responsibilities are applied to the Lao Federation of Trade Unions for ministries, organizations, provinces and municipalities:

1. Thoroughly understand the decrees of the Party Committee, Ministry, organizations, local socio-economic development plans, and the resolutions of the Trade Union Executive Committee meeting; and apply directly for the timely development of trade union programs, projects and activities;
2. Educate and advocate union members, workers and other laborers, to completely understand the directions, policies, laws, regulations, and resolutions of the Trade Union Executive Management Committee Meeting;
3. Motivate and unify solidarity of union members, workers and other laborers, to join the collective learning process and provide opportunities to comprehensively increase their capacity;
4. Consider the establishment or removal of its supporting mechanism branches; propose to establish or remove trade union subdivisions; increase understanding of trade union philosophies and technical capacities of trade union staff;
5. Promote the establishment of Worker Representatives in the workplaces under its responsibility;
6. Participate in consultation meetings and determine appropriate solutions to solve problems related to the legitimate rights and interests of union members, workers and other laborers with regards to the Tripartite Coordination Mechanism;
7. Gather statistics and provide union membership cards for affiliates are under its responsibility;
8. Monitor working environments, listen and acknowledge commentaries and expectations from the Representative of workers and laborers; and represent workers and laborers to establish collective bargaining agreements in the workplaces are under its responsibility;
9. Motivate and encourage production units and industrial groups to set up Grass-root Unions for informal workers;

10. Encourage and promote technical skills training; provide information and provide training on Occupational Safety and Health for workers and other laborers;
11. Promote legal income generation; manage and make effective use of the income to strengthen the capacity of union organization and the pursuit of its mandate;
12. Participate in monitoring and supervision for the National Assembly, Provincial Assembly and its members, to perform their obligations;
13. Coordinate and cooperate in solidarity with international trade unions, international organizations, INGOs in the country and worldwide, according to the assignment from the upper management level;
14. Submit regular reports related to the implementation of its obligations to upper management levels;
15. Exercise union rights and implement other tasks defined in the Trade Union Law herein.

Article 14. (Amended) Rights and Duties of the Federation of Trade Unions of Districts, Urbanites, Cities, Large Educational Institutes, Large Industries and Groups of Entrepreneurs

The Federations of Trade Unions of Districts, Urbanites, Cities, Large Educational Institutes, Large Industries and Groups of Entrepreneurs, have the following rights and duties to:

1. Ensure thorough understanding of the decrees of the Party Committee, Ministry, organizations, local socio-economic development plans and the resolutions from Trade Union Executive Committee meeting; and apply directly for the timely development of trade union programs, projects and activities;
2. Educate; advocate; disseminate information on the policies, laws, and resolutions of the Trade Union Executive Management Committee meeting to union members, workers and other laborers;
3. Motivate and unify solidarity of union members, workers and other laborers, to join the collective learning process; and provide opportunities to comprehensively increase their capacity;
4. Propose the establishment or removal of supporting branches and propose to establish or remove trade union subdivisions; establish, educate, increase understanding of trade union philosophies and technical capacities of trade union staff;
5. Promote the establishment of Worker Representatives in the workplaces under its responsibility;

6. Gather statistics and provide union membership cards for affiliates under its responsibility;
7. Monitor working environments, listen and acknowledge the commentaries and expectations from the Representative of workers and laborers; and represent workers and laborers in establishing collective bargaining agreements in the workplaces are under its responsibility;
8. Participate in consultation meetings and collaborate with the concerned organizations to resolve conflicts related to the legitimate rights and benefits of union members, workers and other laborers;
9. Motivate and encourage production units and industrialized groups to establish Grass-root Unions for informal workers;
10. Provide training on trade union concepts; participate in skills development training; provide information and training on Occupational Safety and Health for union members, workers and other laborers;
11. Promote legal income generation; manage and make effective use of the income to strengthen capacity of union organization and the pursuit of its mandate;
12. Submit regular reports related to the implementation of its obligations to upper management levels;
13. Exercise union rights and implement other tasks defined in the Trade Union Law herein.

Article 15. (Amended) The Rights and Duties of Grass-root Trade Unions

Grass-root Trade Unions have the following rights and duties to:

1. Promote and foster union solidarity; encourage trade union members, workers and other laborers in the workplaces to comply with the policies, constitution, laws and regulations of the workplace;
2. Propose the establishment, improve the organization, recruit trade union members, organize regular union member consultation meetings, and pay union member fees according to the established rules and regulations of trade unions;
3. Represent workers and laborers to carry out collective bargaining sessions, establish collective bargaining agreements, provide recommendations to the establishment process and improve the internal rules of the workplace;
4. Organize and lead the collaboration sessions of trade unions with similar implementation of professional duties; carry out the plans of the workplaces in each period of time by using appropriate processes and procedures;
5. Gather statistics and manage union membership cards for its affiliates in the workplace;

6. Collaborate with the concerned organizations to monitor, inspect, and ensure the compliance with policies, including social welfare and minimum wage to workers and other laborers;
7. Provide information and training on Occupational Safety and Health for union members, workers and other laborers in the workplace;
8. Represent union members, workers and laborers to negotiate, compromise and determine solutions for resolving conflicts of legitimate rights and benefits of unions members, workers and other laborers in the workplace;
9. Submit regular reports related to the implementation of its obligations to upper management levels;
10. Exercise union rights and implement other tasks defined in the Trade Union Law herein.

Chapter 3

Structure of Trade Union Executive Management Committees

Article 16. (Amended) Structure of Trade Union Executive Management Committees

The Trade Union Executive Management Committees in each level include:

- President of the Executive Management Committee
- Vice President of the Executive Management Committee
- President of Inspection Executive Committee
- Executive Committee Members

Trade Union Executive Management Committees are comprised of professional trade union staff and semi-trade union staff, who were selected at the Trade Union Congress Meeting in each level. If necessary, the Executive Management Committee members can accept nominations from the Party Committee or relevant organizational authorities.

Article 17. (Amended) The Rights and Duties of the President of Trade Union Management Committee

The President of Trade Union Management Committee in each level have the rights and duties to:

1. Provide direction and take leadership in the implementation of the resolutions from the Trade Union Meeting in its level; agree and adopt its program

strategy for the comprehensive trade union movement, between meeting periods;

2. Consider crucial issues related to trade union activities that are under its responsibility, on the basis of the agreement of the Trade Union Management Committee;
3. Coordinate and consult on issues related to trade union activities and other significant obligations, with the relevant Party-government authorities, the Lao Front for National Development, and other Mass Organizations, at equivalent management level, if necessary;
4. Convene members and agree to Chair the LFTU Congress Meeting, Ordinary Executive Management Committee Meeting, and Extraordinary Executive Management Committee Meeting;
5. Encourage, monitor, and supervise trade union performances both in-country and abroad, as per its purview;
6. Provide recommendations to the relevant Party and Government Organization regarding the implementation of policies related to union members, workers and other laborers; especially to develop union member knowledge, skills, and capacity; promotion of rank and salary; promotion, recognition, or discipline, and other policies related to the legitimate rights and benefits of affiliate members;
7. Submit regular reports related to trade union activities to the LFTU Executive Management Committee and upper management level;
8. Exercise union rights and implement other tasks defined in the Law.

Article 18. (Amended) The Rights and Duties of the Vice President of Management Committee

The Vice President of Management Committee in each level has the rights and duties to:

1. Provide close support in the implementation of directions and assume leadership of the duties assigned by the President of Executive Management Committee of its level;
2. Provide consultation and recommendations in assisting the President of Executive Management Committee of its level, in order to implement trade union commitments and other relevant activities;
3. Act as President of Management Committee of its level when the President is unavailable or assigned the responsibility according to the given assignment;
4. Exercise union rights and implement other tasks defined in the Law.

Article 19. (Amended) The Rights and Duties of the Trade Union Management Committee Members

The Trade Union Management Committee Members have the rights and duties to:

1. Be responsible for particular tasks assigned by the Executive Management Committee in its level;
2. Attend meetings and consultations, provide comments, and vote to accept motions relating to significant issues of trade union activities in its respective level and subsequent divisions;
3. Exercise the rights and implement other tasks defined in the law herein.

Chapter 4

Trade Union Members

Article 20. The Members of Trade Unions

Trade Union members include; government employees, students and academics of Government Organizations, the Lao Front for National Development, Mass Organizations, and workers and other laborers who have been recruited and registers as a union member in their workplace. The process and mechanism related to the recruitment of union members has been identified in the rules of the Lao Federation of Trade Unions.

Article 21. (Amended) Trade Union Member Eligibility Criteria

The key eligibility criteria for the recruitment of trade union members are as follows:

1. Be a civil servant, student or other academic, formal or informal laborer, holding a Lao Nationality and over 18 years of age; in accordance with the principles of non-discrimination against gender, ethnicity, level of education, belief, or socio-economic status;
2. Agree to comply with all regulations of the workplace, abide by regulations of the Lao Federation of Trade Unions, and remain an active participant of the trade union movement;
3. Be of good moral standing, work ethic, and professionalism; maintain qualifications and commitment to professional duties; remain accountable, and act as a role model for others;
4. Willingly and voluntarily apply for being a trade union member by him/herself.

Article 22. (Amended) Duties and Expectations of Trade Union Members

The following duties and expectations apply equally to all trade union members:

1. Advocate and model to workers and other laborers how to implement the policies, Constitution and laws of the State, and comply with the regulations of the Lao Federation of Trade Unions, and strictly conform the internal rules of the workplaces;

2. Actively participate in the implementation of union tasks, attend regular Grass-root Union meetings and effectively pay union member fees as defined in the rules and regulations of trade unions;
3. Actively participate in carrying out the authorized activities of Mass Organization and Civil Society Organizations;
4. Monitor, consult, propose and provide comments related to the activities of trade unions and other duties under the scopes of its responsibilities;
5. Regularly receive necessary information and training to increase knowledge and capacity
6. Participate in elections, apply to be elected for a headship position of trade unions in each level; vote to select the significant activities during the trade union meeting in its level;
7. Propose to the Lao Federation of Trade Unions to protect the legitimate rights and benefits of itself when being mistreated or exploited;
8. Accept the policy on health care from the trade union, in accordance with the regulations in its level when encountering sickness or health-related difficulties;
9. Participate in improving, establishing, and organizing trade unions in its level, motivate workers and other laborers to apply to join as union members;
10. Engage in personal development to promote good citizenship; model good knowledge, capabilities, and self-discipline as a trade union member;
11. Exercise union rights and perform other tasks defined in the Law.

Article 23. Benefits for Trade Union Members

All trade union members shall be entitled to the following benefits:

1. Opportunities for recruitment and promotion in accordance with the regulations for employment set by the Party, State organizational structure, the Lao Front for National Development, other mass organizations and labor units, based on individual performance;
2. Receive information and access to services related to working conditions, legitimate rights and benefits for union members;
3. Receive assistance and/or representation in conflict management and dispute resolution for any violation of the rights and benefits defined herein;
4. Participate in activities and events organized by the trade union;
5. Receive any benefit that may not be listed here but is defined in other policies or law.

Chapter 5

Union Organizing and Member Recruitment

Article 24. (New) Union Organizing in the Workplace

Workplaces and production units where the number of workers and laborers exceeds 10 people, are qualified to organize a union. In the case of workplaces and production units which do not meet the minimum standard for organizing a grassroots union, workers are permitted to appointed or elect a temporary representative as per the advice and approval of the Trade Union

Management Committee or relevant supervising authority, according to the law and regulations of the Lao Federation of Trade Unions.

Article 25. (New) Union Member Recruitment in the Workplace

The recruitment of union members should be pursued in workplaces and production units that are absent of an organized union. The Trade Union Department of the government authority supervising said workplace, or the Worker Representative of the workplace is responsible for advocating, encouraging, and facilitating the recruitment of members.

Chapter 6

Worker Representative

Article 26. (New) Worker Representative

Worker Representative refers to an individual who is elected by the workers and laborers of the workplace, to be their representative in order to protect their legitimate rights and benefits, in accordance with Article 24 of the law herein.

The Worker Representative must be approved within 15 days by the Trade Union Office or the relevant Government Authority which supervises the workplace. The functions of the Worker Representative will cease upon the establishment of the Grass-root Union.

Article 27. (New) The Rights and Roles of Workers Representative

The Workers Representative has the following rights and roles:

1. Foster solidarity; educate and motivate union members, workers, and other laborers to actively implement their roles and strictly follow the rules of the workplace;
2. Participate in collective bargaining negotiation; represent workers and laborers to set up a Collective Bargaining Agreement; and provide recommendations to establish and improve the internal regulations of the workplace;
3. Negotiate using appropriate methods, to solve labor disputes; in the event a labor dispute cannot be resolved, the Workers Representative has the right to report to the upper trade union management leader and relevant authority to raise awareness of the results of the negotiation;
4. Monitor compliance with minimum wage regulations, conditions of the working environment, and implementation of the social security scheme to workers and other laborers in the workplaces under his/her responsibility;
5. Motivate workers and laborers to join Grass-root Unions in her/his workplace;

6. Exercise union rights and perform other tasks according to relevant articles defined in the Law.

Part III

Meetings of the Lao Federation of Trade Unions

Article 28. Types of Meetings

There are three types of meetings of The Lao Federation of Trade Union:

1. General LFTU Executive Congress Meeting;
2. The Ordinary Meeting;
3. The Extraordinary Meeting;

Article 29. (Amended) General LFTU Meeting

The General LFTU Congress includes an LFTU Executive Management Committee Meeting and a General Meeting of the trade union management members.

The General LFTU Executive Meeting is a meeting for union delegations nationwide, representing National, Provincial, Metropolitan, Ministerial, equivalent-Ministerial, District, Municipal, and Sectorial levels, which shall convene every five years, and shall be called by the President of Trade Union at such level. Prior to the convening of the general LFTU Meeting, the President of Trade Unions at any level must give notice to the members of the Executive Committee of that trade union and the trade unions at lower levels, at least six months in advance.

The General Meeting of the trade union management members is a general meeting for the Grass-root Union members which is organized every five years, and the meeting shall be called by the President of Grass-root Trade Unions at such level. Prior to convening the general meeting, Union Members Meeting must give notice to all members at least three months in advance.

If necessary, the LFTU Executive Meeting could be held sooner or later than the time defined, but by a period no later than six months, provided appropriate reasons are submitted to upper management level and Executive Management Committee members and respective subdivisions are notified at least two months prior.

Article 30. (Amended) Rights and Duties of General LFTU Congress Meeting

The main rights and duties of general LFTU Congress Meeting shall be as follows:

1. Study, consider and adopt the political report of the Executive Management Committee members throughout the period of his/her leadership tasks;
2. Adopt both short term and long term strategic plans of the trade unions at its level;
3. LFTU Executive Management Committee Members Meeting are to study, consider and approve the development of the capacities of its subjects and improve the regulations of the Lao Federation of Trade Unions;
4. Conduct the political meeting with the Executive Management Committee of Trade Unions at its level;
5. Elect new members of the Executive Committee and its representative, to attend the next level of general LFTU Executive Congress Meeting;
6. Consider and announce the results of the first meeting of the Executive Management Committee members regarding the election of the new President, Vice-President, and President of Inspection Committee at its level;
7. Adopt the resolutions of the general LFTU Executive Management Committee of trade unions at its level.

Article 31. The Ordinary Meeting

The Ordinary Meeting refers to a meeting of the annual LFTU Executive Management Committee members, which shall be called by the President of Trade Unions of that level. At least three months prior to holding the meeting, the President of Trade Unions shall notify the LFTU Executive Standing Committee members in upper and lower levels. The Ordinary Meeting can convene in quorum with at least two-thirds of the LFTU Executive Management Committee members in attendance.

Article 32. (Amended) The Rights and Duties of the Ordinary Meeting

The rights and duties of the Ordinary Meeting shall be as follows:

1. Analyze and adopt the summarized progress report related to trade unions movements, economic status, annual financial report, upcoming activities, and future programmatic direction;
2. Examine and provide recommendations on improving the key issues related trade union annual activity performances, with regards to the questions of the Executive Management Committee members;
3. Conduct an annual meeting to assess the leadership performances of the Executive Management Committee members at its level;

4. Appoint or elect additional members of the Executive Committee when there is a vacancy;
5. Consider and approve the important issues regarding the respective trade union;
6. Approve the resolutions of the meeting of its trade union.

Article 33. 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 request of the President or the Executive Committee of its level, with at least one-fourth of its members and two-thirds of the members of the Executive Committee in attendance.

Article 34. Resolutions of the Meetings

Resolutions of the LFTU Executive Management Committee, Ordinary and Extraordinary Meetings, are to be adopted in the trade union meeting by the members in attendance. Resolutions of the meetings shall be considered valid, provided that the number of votes represents more than half of the total delegation present in the meeting.

Part IV

The Responsibility of the Government and Workplace to Trade Unions Movement

Article 35. (New) Responsibility of the Government to the Trade Unions Movement

The Government shall accept the following responsibilities:

1. Create good conditions and support to organize trade unions in the workplace and implement their functions and duties;
2. Respect the rules and principles of trade unions in terms of activity performances;
3. Recognize the results of the election of the Trade Union Executive Management Committees at the respective level;
4. Promote the roles, participation, and accountability of trade union members to contribute to National socio-economic and cultural development;
5. Provide necessary resources to implement trade union duties such as budget, premise, meeting room, materials, and vehicles to support the implementation of trade union activities.

Article 36. (New) Responsibilities of Trade Union Workplaces

Responsibilities of the workplaces to support Trade Union activities include:

1. Create good conditions; support the organization of trade unions in the workplace to implement its functions and duties;
2. Approve the results of the election of the Trade Union Executive Management Committee and Worker Representative of its level;
3. Support and provide opportunities for trade union staff to access professional development opportunities, so they may increase their comprehensive knowledge on the theory and technical profession;
4. Grant permission to the Trade Union President and Vice President who are responsible for the timely implementation of trade union activities with the consent of the Company Director, and are entitled to a full salary;
5. Provide necessary resources and support to trade union staff to implement trade union tasks including; workplace, meeting room, materials, and vehicles for union activities at its level;
6. Promote the roles, participation, and accountability of trade union members to contribute to socio-economic and cultural development in the workplace and Nation.

Part V

Financial Resources of Trade Unions

Article 37. (Amended) Sources of Incomes of Trade Unions

Trade unions may generate income from following sources:

1. Budget allocated by the State;
2. Membership fees;
3. Mutual Self-help Funding Schemes (of trade union members);
4. Aid or financial support by domestic or foreign organizations, and individuals;
5. Other types of income provided that is in accordance with the law

Article 38. (New) Administration and make use of Sources of Incomes

The trade unions of each level shall establish budget plans in accordance with the administration and effective use of its source of incomes with transparency and accountability.

The trade unions of each level shall comply with appropriate accounting system, to record the incomes-expenses and expenditures, and report them to the relevant authorities defined in the law.

The membership fees of trade unions in lower levels shall be submitted to the trade union of the superseding level in accordance with regulation.

Article 39. (New) The Management and Use of Trade Union Member Fees

The management and use of trade unions member fees will be according to the regulations of trade unions.

Article 40. (New) Mutual Self-Help Funding Schemes

Mutual Self-Help Funding Schemes refers to the contribution of funds from members of mutual self-help funding schemes to mutually support members with financial or health-related difficulties.

The regulations of mutual self-help funding schemes have been well-defined separately.

Part VI

Settlement of Disputes on Rights and Benefits

Article 41. (New) Dispute on Rights and Benefits

Disputes on rights and benefits refers to the disagreement among workers and laborers, and employers about the rights and benefits during the period of time of the valid contract.

Article 42. (Amended) The Settlement of Disputes on the Rights and Benefits

The settlement of disputes on the rights and benefits among workers and laborers, and employers, must abide with the processes of negotiation and reconciliation.

The reconciliation process can be exercised between trade unions or the Worker Representative and employers of the workplace.

In the even a dispute cannot be resolved through negotiation, the parties can submit the matter to a relevant authority to manage the dispute in accordance with the articles defined in the Law.

Part VII

Prohibitions

Article 43. (Amended) Prohibitions for the Executive Management Members, Member of Trade Unions, and Workers Representative

The Executive Management Members, trade union members, and Workers Representative are prohibited from the following:

1. Refuse to continue or altogether terminate the employment contract without the authorization of concerned organization or otherwise inconsistent with the Law;

2. Abuse any position of power or political status; commit illegal acts by using their trade union membership card;
3. Lead, motivate, or organize an illegal group; gather, protest, incite civil unrest, or other acts causing damage to the organization, State, community, individuals, or property of the workplace;
4. Other acts consider unlawful or a contradiction to social order.

Article 44. (Amended) Prohibitions for Individuals and Organizations

The organizations and individuals are prohibited from the following acts:

1. Dismiss or terminate the labor contracts of the President, Vice-President of Trade Union, the President and Vice-President of the Inspection Committee, or members of the Executive Committee at any level without reason; or replace positions with others without any consultation and written agreement from the upper management level;
2. Forge, produce, distribute or use the logo, uniform or stamp of trade unions without explicit permission from the Lao Federation of Trade Unions;
3. Violate the legitimate rights and benefits of union members, workers and other laborers; abuse positions of power or political status to corrupt or otherwise forge the property of the Lao Federation of Trade Unions;
4. Engage in other acts which contradict the Law.

Part VIII

Inspection of the Activities of Trade Unions

Article 45. (New) Inspection of the Trade Union Movement

The inspection of the trade union activities is to assess the implementation of resolutions of the LFTU Executive Meeting, law, rules and other regulations of trade unions in the organizations and workplaces where have already organized unions, evaluate the implementation of its duties, roles and responsibilities of executive committee members, trade unions staff, unions' members in its level and subdivision.

Article 46. (Amended) The Trade Union Movement Inspection Committee

The Trade Union Movement Inspection Committee is established in the trade union organizational structure of the Lao Federation of Trade Unions.

The Trade Union Movement Inspection Committee in each level has an equivalent working period to the Trade Union Executive Management Committee members. The Inspection Committee President is elected from the first meeting of the Executive Management Committee. The Vice President and

Inspection Committee members are appointed and dismissed by the respective Trade Union President.

Article 47. (Amended) Rights and Duties of the Trade Union Movement Inspection Committee

The rights and duties of the Inspection Committee are as follows:

1. Analyze and develop inspection activities to establish the programs, projects and action plans for its union;
2. Evaluate the implementation of policies, laws, treaties and international conventions related to trade union activities;
3. Assess union organization and movement implementation at the appropriate level and respective subdivisions;
4. Propose to the President of Trade Unions to consider to ceasing or removing any policy or practice of the lower trade union divisions that contradict the law, resolutions and mandate of upper level divisions;
5. Collaborate with the State-Party Inspection Committee, the Lao Front for National Development, and other Mass Organizations at the same level, to implement union activities under its purview;
6. Propose the plan and procedure of addressing the results of its union inspections;
7. Comply with responsibilities and perform other duties according to the articles defined in the law.

Article 48. (New) Contents of Inspection

The contents of inspection for trade union activities are as follows:

1. Examine the implementation of the roles, duties, rights, tasks, responsibilities and working plans of the Trade Union Executive Committee, trade union staff, union members and subdivisions;
2. Examine the operation of State laws, and the application of meeting resolutions and regulations of the Lao Federation of Trade Unions;
3. Examine the implementation of principles and working plans of its Union Executive Management Committee;
4. Review the establishment, management, application and performance of policies, the protection of the legitimate rights and benefits of trade unions members, workers and laborers;
5. Review the management, application of properties, finance including mutual self-help funding schemes of its unions and lower trade union divisions.

Article 49. Forms of Inspection

The forms of Trade Unions Inspection are as follows:

1. Regularly scheduled systematic inspection, according to the work plan, for conducting assessments of programs, at the time set by the Inspection Committee at the respective level;
2. Inspection by providing advanced notice of intent to examine the agreement, directions, and recommendations of the Inspection Committee; and requests from the Lao Federation of Trade Unions in each level, by giving notice to the relevant target organizations in advance;
3. Immediate Inspection without giving advance notice.

Part IX

**Anniversary Date, Emblem, Uniform
and Stamp of Lao Trade Unions**

Article 50. (Amended) Anniversary Date of Lao Federation of Trade Unions

The Anniversary marking the establishment of the Lao Federation of Trade Unions is 1 February, 1956. An annual nationwide celebration of the Lao Federations of the Trade Unions Day shall be organized at each level respectfully.

Article 51. Emblem of the Lao Federation of Trade Unions

The emblems, pins, and flags of the Lao Federation of Trade Unions is provided in accordance with the respective regulation.

Article 52. (New) Trade Union Uniform

The uniform of the Lao Federation of Trade Unions, including form and administration, is provided in accordance with the respective regulation.

Article 53. (Amended) Stamp

The Lao Federation of Trade Unions in each level has its own particular stamp for official use.

Part X

Policies for Persons with Exemplary Performance and Measures for Violators

Article 54. Policy for Persons with Exemplary Performance

Individuals or organizations with outstanding performances in implementing the Law on Lao Trade Unions shall be awarded in accordance with the respective regulation.

Article 55. Measures Against Violators

Persons or organizations that are found in breach of this law, shall be penalized according to the following measures; re-education, formal warning, punishment or other discipline that is proportional to the level of violations, in addition to monetary compensation for all damages incurred.

Part XI

Final Provisions

Article 56. (Amended) Implementation

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

Article 57. Effectiveness

This law shall be put into effect by the decree of the President of the Lao People's Democratic Republic, and promulgated fifteen days after delivering the official letter.

Regulations and provisions in contradiction to this law shall be void.

President of the National Assembly