

# National Profile of Occupational Safety and Health (OSH) of Lao PDR

## Preface

In the year 2003, the ILO adopted the “New Global strategies in Occupational Safety and Health (OSH)”, in which the development of the National OSH Programme is mentioned as a pillar. Lao PDR, as one member country of the ILO, has carried out many activities to improve OSH and we are now developing the National OSH Programme.

As the important first step to developing the National OSH Programme of Lao PDR, we have collected existing OSH information and available data, reviewed all laws and regulations related to OSH, and compiled all the collected information as a national OSH profile. Analysing the collected information and data, we have prioritized important actions to be included in the National OSH Programme.

The following persons provided the information and data and developed this national OSH profile:

- Mr. Sisouvanh Tandavong, Director-General of the Labour Department, Ministry of Labour and Social Welfare
- Mr. Sounchanh Phommachack, Deputy Director of the Labour Department
- Mr. Nikone Vongsavath, Director of Labour Management Division
- Mr. Somlith Sayaphol, Secretary of the Minister, Office of the Agricultural Science, Ministry of Agriculture
- Mr. Vang Kheuapphaphone, Social Security Organization
- Dr. Phitthanosone, Ministry of Public Health
- Mr. Phetrassorn, Ministry of Industry and Handicraft
- Mr. Khampheaw, Science Technology and Environment Agency
- Mr. Thongvanh Phetthavyseng, Director of Division of the Transport Department, Ministry of Communication, Transportation, Post and Construction
- Mr. Taypasavanh Yengthong, Director of the Division of Health and Environment, Department of Health and Diseases Protection, Ministry of Public Health
- Mr. Khampheng Souvannbouathong, Director of the Labour Protection Department, Lao Federation of Trade Union
- Ms. Sengdavone Bangonsengdeth, Chief of the Employer Representative’s Office, Lao National Chamber of Commerce and Industry
- Mr Leuthvisay Keola, Director, Design Center, Lao National Chamber of Commerce and Industry
- Ms Niphananh Keola, Design Center, Lao National Chamber of Commerce and Industry
- Mr Tsuyoshi Kawakami, Occupational Safety and Health Specialist, ILO Subregional Office for East Asia.

It is my sincere wish that this profile will provide a platform to understand the current OSH situation in Lao PDR and to develop practical action plans for future improvements.

October 2005

Mr. Sisouvanh Tandavong,  
Director-General of the Labour Department  
Ministry of Labour and Social Welfare

<b>Contents</b>	<b>Page</b>
1. National OSH policy in Lao PDR.	04
1.1 Written national OSH policy and OSH-related articles in the National Socio-Economic Development Plan	04
1.2 National tripartite consultation/advisory mechanisms in OSH	05
2. Legislative frameworks for occupational safety and health	05
2.1 Laws and regulations relating to OSH issued under MOLSW	05
2.2 Laws and regulations defining the powers and roles of labour inspectorates	06
2.3 Laws and regulations on compensation for occupational accidents and injuries	06
2.4 List of occupational accidents and injuries and of compensable accidents and injuries	09
2.5 Occupational accidents and injuries recording and notification requirements	09
2.6 List of laws and regulations covering aspects related to OSH but issued under other Ministries (Labour, Industry, Health, Agriculture, Environment, Transport, etc.)	09
3. OSH inspection systems	12
3.1 Scope of sectoral coverage	12
3.2 Number of OSH inspectors with the breakdown by types of OSH inspectors and by provinces	12
3.3 Roles of inspectors	12
3.4 Trade union inspectors	12
3.5 Roles of inspectors in OSH training	13
3.6 Advisory services of inspectors for OSH improvements	13
3.7 Joint OSH inspections with other ministries and organizations	13
3.8 Tools used for OSH inspections	13
4. National competent authorities or other bodies with responsibilities related to OSH	13
4.1 Organizational structure of MOLSW and roles of occupational safety-related divisions	13
4.2 Organizational structures of occupational safety administration at provincial and district levels	14
4.3 OSH-related research institutions and laboratories	14
4.4 Occupational accident and disease insurance/compensation systems	14
5. Coordination and collaboration mechanisms among concerned government agencies and workers' and employers' organizations	15
5.1 Inter-agency/ministry coordination mechanisms at both national and provincial levels	15
5.2 Mechanisms for collaboration and participation of Employers' and Workers' organizations at national, provincial and enterprise levels	15
6. OSH education and training	15
6.1 OSH programmes and the number of training courses	15
6.2 OSH training structures run by employers' or workers' organizations	15
6.3 Institutions conducting training for OSH	16
7. Overall national level of human resources active in the area of OSH	16
8. Statistics and information concerning OSH	16

8.1	Number of undertakings and the number of workers by types of industries and other relevant statistics showing socio-economic conditions	16
8.2	Number of occupational fatalities per year for the last five years	19
8.3	Number of reported cases of occupational accidents and injuries	19
8.4	Number of occupational accident cases which received employment injury compensation	19
8.5	List of compensable occupational accidents and injuries	19
9.	National OSH campaign	19
10.	Enterprises' voluntary initiatives in OSH	19
11.	International cooperation activities	20
11.1	International cooperation activities in OSH with the international organizations	20
11.2	International cooperation activities in OSH based on bilateral projects/agreements	20
12.	Special OSH programmes for specific industrial sectors	20
12.1	OSH programmes/activities for small enterprises	20
12.2	OSH programmes/activities for construction	20
12.3	OSH programmes/activities for agriculture	20
12.4	List of other special programmes on OSH and their brief summary	21
13.	Research activities in OSH	21
14.	Essential future national actions to further promote and improve national OSH programmes and actions to assist workplaces in implementing OSH improvements	21

## National Occupational Safety and Health (OSH) Profile of Lao PDR

### 1. National OSH policy in Lao PDR

1.1 Written national OSH policy and OSH-related articles in the National Socio-Economic Development Plan.

Lao PDR is still at the beginning of the development of an adequate national OSH policy and law. The National Socio-Economic Development Plan does not include OSH-related articles. However, there is an article which is mentioned in the Social Security Scheme in the Decree of Prime Minister No. 157, dated 6 October 2004, regarding promulgation and implementation of the Social – Economic Development Plan and National Budget of the Fiscal Year 2004-2005.

Article 15: Requests the Ministry of Labour and Social Welfare in cooperation with related agencies to study and make a draft of the law regarding the Social Security Scheme to cover all economic sectors. Analyze the policy on wages, including foreign investment enterprises. Make an operational plan and project for skill development to ensure a good level of skills. Find a solution to the migrant workers from abroad and the problem of Lao workers going to work in other countries...

However, mention is made of the HIV/AIDS Programme as a Poverty – Related National Programme in the National Growth and Poverty Eradication Strategy as well as in the National Poverty Eradication Programme.

Chapter 4: The NPEP (The National Poverty Eradication Programme)'s Operational Framework.

Drawing on the national poverty assessments, the NPEP's medium-term operational framework comprises four main sectors, various supporting sectors, several cross-sector priorities as well as specific national programmes addressing poverty eradication. Each sector has a nationwide mandate to contribute to building-up the country and its capacities and to foster its economic and social integration. The sector/supporting sector action mainly addresses their nationwide mandate.

The four main sectors are agriculture/forestry, education, health and infrastructure, especially rural roads. The supporting sectors (potential growth sectors) comprise emerging industrial development through energy and rural electrification, agro-forestry, tourism, mining and construction materials industries. Trade facilitation and market linkages pervade most sectors and have an important impact on poverty eradication. Cross sector priorities encompass environment, gender, information and culture, population and social security. An issue cutting across all sectors is capacity building.

There are three poverty-related national programmes – The National Drug Control programme, the UXO Decontamination programme and the National Action Plan for HIV/AIDS.

\*Law No 10/NA, dated 22 October 2004, on the Promotion of Domestic Investment, President of the National Assembly.

\*Law No. 11/NA, dated 22 October 2004, on the Promotion of Foreign Investment, President of the National Assembly.

Chapter 1 General Provision, Article 3: Promotion of Domestic and Foreign Investment. Domestic and Foreign Investors may invest in all business sectors in Lao PDR, except in business activities which are detrimental to national security or cause a negative impact on the environment in the present and long term, or are detrimental to health or national tradition.

The content of Article 7 in Chapter II in the Law of Domestic Investment is the same as the content of 13 in Chapter III in the Law of Foreign Investment:

\*Law No 10/NA, dated 22 October 2004, on the Promotion of Domestic Investment, President of the National Assembly.

Chapter II: Rights, benefits and Obligations of Domestic Investors.

Article 7: Obligations of Domestic Investors:

\*Law No. 11/NA, dated 22 October 2004, on the Promotion of Foreign Investment, President of the National Assembly.

Obligations of the Domestic and Foreign Investments are:

- To address welfare matters, health care and safety of employees in their enterprises.
- To protect the environment and ensure that business activities do not cause an adverse impact on the public, the national security or social order.
- To maintain the reservation in accordance with laws and regulations.
- To maintain insurance and social security policies in accordance with laws and regulations related to insurance and social security.

1.2 National tripartite consultation/advisory mechanisms in OSH.

The first national tripartite consultation in OSH was held in May 2000. In this consultation it was concluded that Lao PDR needs to improve and accelerate its effort in OSH promotion. The workshop identified 3 priority action areas in OSH. They were: small enterprises, construction and agriculture. The second tripartite workshop was organized in July 2004. This workshop was an important step toward “the development of National OSH Plan”. Following the new global strategy and recommendation of the ILO in developing a National OSH action plan, Lao PDR, as a member country of the ILO, intends to develop this mater plan. The Department of Labour coordinated the 2 workshops. Representatives from different involved ministries and organizations such as Ministry of Public Health, Ministry of Communication, Transportation, Post and Construction, Ministry of Industry and Handicraft, Ministry of Agriculture and Forestry, Science Technology Agency, Lao Federation of Trade Union (LFTU), Lao National Chamber of Commerce and Industry (LNCCI), participated at the meetings and discussed OSH matters and related activities and the possibility of cooperation.

## **2. Legislative frameworks for occupational safety and health**

2.1 Laws and regulations relating to OSH issued under MOLSW.

\* Labour Law of Lao People’s Democratic Republic, Decree No. 24/PR of the President of Republic, dated 21 April 1994, promulgating law No. 002/NA of 14 March 1994, concerning Labour.

Chapter X: Labour Protection

Article 49: Guarantees of safety and working conditions:

The employer shall be responsible for ensuring that the workplace, machinery, materials and the various stages of production, including the use of chemicals, under its supervision are safe and not hazardous to the worker’s health.

The employer shall be responsible for drawing up work rules concerning labour and health protection, including the implementation of such measures as may be required to ensure protection in the use of machinery and the installation of various safety equipment, in consultation with trade unions or worker’s representatives in its labour unit. Workers shall be informed about these rules, which shall be visible posted in an open place where they can be read by all those concerned.

Necessary measures to ensure safety and sanitation at the workplace shall include:

- appropriate lighting by means of an electrical installation or natural light, limitation of excessive noise, ventilation designed to expel dust and odours which are hazardous to health;
- a supply of drinking water and washing water, showers, toilets, a cafeteria, and a changing room for workers;

- a storage room where toxic substances can be kept safely without risk of leakage;
- the provision, free of charge, of such personal protective equipment and clothing as may be required by workers engaged in the production process;
- the installation of protective equipment or fencing around any dangerous machinery or at other places posing a risk, and other necessary measures, such as fire alarms or protective equipment against electric shocks.

The employer shall furthermore ensure that workers acquire sufficient knowledge of the rules governing their own safety and health protection and should organize training courses in this aspect. All measures related to workers' safety and health protection in each labour unit shall be free of charge to workers.

Each worker shall diligently and scrupulously observe such measures for their own and other colleagues' safety and health, and must cooperate with the employer in its implementation of compulsory measures designed to protect the workers' safety and health.

The employer shall not use narcotics or substances hazardous to the health of workers.

\*Decree of the Prime minister No. 98/PM, dated 14 December 1995, regarding the implementation of the Labour Law of Lao PDR.

Chapter III: The establishment and duties of the Employer's representative.

Article 13: The employer's representative has the duties to encourage and promote the employers to follow the agreements, regulations, labour law, labour contract and other responsibilities which are related to the matters of the management and use of labour, working conditions, occupational health and safety, rest time, labour cost, training, upgrading of technical skills and social security scheme for the workers following the regulation and labor law.

Chapter IV: Internal working regulation, labour unit and labour contract.

Chapter 14: Any working unit which employs more than 10 employees should have an internal working regulation which should be communicated to all workers for their understanding and implementation.

The content of such a regulation should contain some necessary points as follows:

- Working hours
- Rest time and time for lunch
- Weekly holiday and official holiday
- Use of Personal Protective Equipment and guards
- Bringing something into and taking something out of the labour unit
- Overtime and payment for overtime work
- Absence from work caused by illness and other personal reasons
- Complaints and how to solve Labour problems
- Punishment for any person who contravenes the provision of the internal working regulation.

It should be noted that the OSH-related ILO Conventions have been the basis for the development of labour regulations and law under the MoLSW.

2.2 Laws and regulations defining the power and roles of labour inspectorates. It is noted that the agreement of the Minister of Labour and Social Welfare on "Labour inspection" was drafted and updated in September 2004. This agreement has not yet been approved.

2.3 Laws and regulations on compensation for occupational accidents and injuries.

- Labour Law of Lao People's Democratic Republic, Decree No. 24/PR of the President of Republic, dated 21 April 1994, promulgating law No. 002/NA of 14 March 1994, concerning Labour.

## Chapter XI: Occupational Injury

### Article 51: Occupational Injury:

An occupational injury means an accident which results in injury, disability or handicap to a worker or in their consequent death, and which occurs:

- during the performance of occupational duties at the workplace or at any other place in accordance with the instructions of the employer or the person in charge of labour management on its behalf;
- in a recreational area, cafeteria, or any other unit.

Any form of occupational disease shall be regarded as an occupational injury.

The labour administration shall cooperate with the health administration and trade unions in establishing the types of occupational diseases.

Injuries sustained by workers during work performance for personal purposes without instructions from their employer or its representative shall be considered an occupational injury.

### Article 53: Compensation to victims of occupational injury or disease:

Compensation for workers who sustain an occupational injury or contract an occupational disease shall be as follows:

- Throughout the period of medical treatment and rehabilitation prescribed by a physician, victims of an occupational injury shall be entitled to receive their regular salary or wage for up to six months. Where the said period exceeds six months they shall be entitled to receive only 50 percent of their salary or wage for each month thereafter, up to 18 months, after 18 months benefits under the social security system shall be granted.
- Where workers are disabled or suffer from any organ amputation as a result of an occupational injury, or where workers are disabled because of an occupational disease or die as a result thereof, the employer shall pay compensation to the victim or to their heirs in accordance with the regulations in force.
- Where the employer has paid contributions to a compensation fund or a social security fund as provided for under article 48 of this law or has secured insurance coverage for its workers from an insurance company, all the above allowances shall be the responsibility of such compensation fund or insurance company in accordance with applicable regulations.

\* Decree No. 207/PM dated 23 December 1999, on Social Security System for Enterprise Employees, published by Social Security Organization, Ministry of Labour and Social Welfare (effective from 1 July 2000).

## Chapter 8: Employment injury or Occupational Disease Benefit.

### Article 50: Employment injury.

An employment injury constitutes a potential threat causing injury, disability, invalidity or death of employees during the performance of their work within the work premises, canteens or elsewhere under the responsibility of the labour unit and at the assignment of the employer or the labour managing person on behalf of the employer.

### Article 51: Occupational Diseases:

All types of diseases arising from occupations and affecting the body and mind of employees are considered as occupational diseases.

The list of occupational diseases shall be in the line with the ILO Convention.

Employees contracting diseases not included in such a list, but being given a certificate from the Medical Committee that such diseases truly arose from their occupation, will be entitled to receive benefits.

### Article 52:

An insured person sustaining an employment injury or occupational disease is entitled to receive benefits without any requirement in the contribution period. However, if the

insured person has voluntarily caused such employment injury or occupational disease, there will be no entitlement to such benefits.

Article 53: Granting of Benefit without Coverage:

In case an employee not targeted by this Decree sustains an employment injury or occupational disease, the employer shall be responsible for providing benefits as provided by this Decree to such employee.

Article 53: Employment Injury and Occupational Disease Benefits:

If an employee sustains an employment injury or occupational disease, the following benefits will apply:

1. Medical care and health recovery benefit
2. Benefit for temporary loss of working capacity
3. Caretaker benefit
4. Benefit for permanent loss of working capacity
5. Funeral benefit
6. Survivors' benefit.

Article 55: Medical Care:

An employee sustaining an employment injury or occupational disease will be entitled to medical care as provided under Chapter 4 of this Decree. Where the medical costs are paid from other sources, SSO will pay the balance between the payments made from such other sources and the actual costs of medical care.

Article 56: Temporary Loss of Working Capacity:

During sick leave following an employment injury or occupational disease, an insured person is entitled to receive a benefit for temporary loss of working capacity until he/she is able to resume work.

\* Decree of the Prime minister No. 98/PM, dated 14 December 1995, regarding the implementation of the Labour Law of Lao PDR.

Chapter VIII: Handling occupational accidents:

Article 30: In case of an accident, the employer should provide proper help and assistance immediately. At the same time the case should be reported to the Trade Union or employee's representatives in the labour unit to make a notice of the said accident. If it is necessary for more information about the accident to be obtained, the employer or his representative in cooperation with the trade union or employee's representative will investigate the cause of the accident at the place where the accident happened.

Where there are no trade union or employee's representatives, the employer or his representative can invite some related person or a witness to the accident to complete the notice.

Article 31: If any employee suffers from occupational accident or occupational disease, or his death was caused by the said accident or disease, the employer has to pay a once-off compensation to his family member as follows:

- If the deceased person worked less than 3 years, compensation of six times his monthly salary (before his death) must be paid.
- If the working time was between 3 years and one month and ten years, compensation of 8 times his monthly salary (before his death) must be paid.
- If the working time was between 10 and 20 years, compensation of 12 times his monthly salary (before his death) must be paid.
- If the working time was 20 years and one month and up, compensation of 15 times his monthly salary (before his death) must be paid.

The employer has to provide proper help and financial assistance for the funeral ceremony of not less than 3 times his salary (before his death).

If the employer and deceased employee have both paid in full their contribution to the social security fund, the funeral cost and compensation to the family members will be born by the social security scheme.

- \* Law on Manufacturing, Agreement of National Assembly No. 01-99/NA, dated 3 April 1999, regarding the approval of the law on manufacturing and Decree of the President No. 10/PDR, dated 26 April 1999, regarding the promulgation of the law on manufacturing.

Chapter VI: Conflict handling, Compliments for person or corporation who adhered to the law and sanctions to the person or corporation who broke the law:

Article 55: Measure of Compensation: A person or organization who performs a manufacturing activity which negatively impacts on the workers, the factory and outside the factory has to pay or compensate accordingly.

Article 56:

Person or corporate that contravenes the provision of this law shall be punished in the following cases:

1. Do not provide an example of the product or copy of the related documents requested by officials relating to the safety of the factory or of the products.
2. Do not follow orders of the related official who has requested changes or improvements to the factory building or machinery that may negatively impact on or can be hazardous to others.

Article 57:

Person or corporate that contravenes the provision of this law, such as changing the business license or related documents, not following measures to ensure factory safety and which lead to the death or health problems of others, will be punished in accordance with the law.

2.4 List of occupational accidents and injuries and of compensable accidents and injuries. In principle, the Social Security scheme tries to cover all kinds of occupational accidents and injuries for those who have maintained their contributions to the said scheme.

2.5 Occupational accidents and injuries recording and notification requirements. Once an occupational accident has occurred, the employer or the manager must take the injured person to hospital and then inform the Social Security Organization (SSO). The employer must record the case and make a report for the SSO. If the accident was a major and serious one, the police are informed and a report made.

2.6 List of laws and regulations covering aspects related to OSH but issued under other Ministries (Labour, Industry, Health, Agriculture, Environment, Transport, etc.)

- \* Labour Law of Lao People's Democratic Republic, Decree No. 24/PR of the President of Republic, dated 21 April 1994, promulgating law No. 002/NA of 14 March, concerning Labour.

Chapter X: Labour Protection

Article 49: Guarantees of safety and working conditions:

(Content please see under 2.1)

\*Law on Sanitation, Diseases Protection and Health Promotion, published by Ministry of Public Health in cooperation with Department of Law's Campaign and Distribution, Ministry of Justice, Decree No. 49/President of Lao PDR, dated 25 April 2001, promulgating law No. 04/NA. President of National Assembly, dated 10 April 2001, concerning Sanitation, Diseases Protection and Health Promotion.

Article 18: Sanitation in the workplace:

Sanitation in the workplace refers to taking care of the working conditions focusing on the health protection of the workers in the industry, agriculture, and handicraft sectors, etc. The workers shall be protected from diseases, chemicals, etc. which are hazardous to the workers' and their family members' health and lives.

The employer shall provide personal protective equipment for the workers, including ensuring sufficient sanitation of the work place, such as good lighting and ventilation. Temperature, relative humidity, noise, odours, dust shall not exceed the allowed standards which have been mentioned in the regulations.

The workers shall have the right to receive health checks and treatment according to the regulations stated in the Labour law, especially for those who work in the hazardous sectors.

Article 20: Sanitation in the Construction sites and Repair stations:

Sanitation in the Construction sites and Repair stations refers to the implementation of necessary measures and methods in the construction of roads, buildings and repair of houses and other activities. This implementation should meet the sanitation regulation to ensure safety and should not be hazardous to the health and lives of the workers, the community in the nearby area as well as the people who travel in the area.

To ensure the safety, sanitation and convenience of the construction sites and repair stations, the employer or the manager shall install safety signs and fences, use screens and nets to cover the said sites, or shall water the sites to protect the construction material from dusts.

- \* Law on Mining, Decree No. 36/PDR, President of Republic, dated 31 May 1997, promulgating law No. 04/97/NA of 12/4/1997, concerning mining.

Article 42: Responsibility of entrepreneurs who operate mining businesses:

Chapter 6: Ensure the training and further qualification in technical fields for Lao personnel including ensuring the welfare, health and safety of the workers.

Article 45: Standard of Techniques and Technology:

When performing any mining activity, the allowed person shall use proper techniques and technology which meet international standards and are approved by the Ministry of Industry and Handicraft and other concerned authorities to guarantee the capacity and safety to serve the environment.

- \* Law on Manufacturing, Agreement of National Assembly No. 01-99/NA, dated 3 April 1999, regarding the approval of the law on manufacturing and Decree of the President No. 10/PDR, dated 26 April 1999, regarding the promulgation of the law on manufacturing.

Chapter II: Manufacturing in Industry and Handicraft sector:

Group 3: Condition of the performance of the factory:

Article 14: Condition of the performance of the factory:

A factory which has received a performance license has to start its operating activity following the agreed goal, as well as ensuring the quality and standard of products and observing the regulation on safety and health and factory environment.

Group V: Environment preservation:

Article 20: Measures of environment preservation:

The establishment and performance of factory activities must be done in such a manner as to avoid or reduce the impact to society and the environment on transportation, noise, light, color, odour, poisons, dust, smoke, vibration, temperature, relative humidity and so on. Also, the transportation and use of poisonous chemicals must follow the regulation of the environment preservation and the regulation of the Ministry of Industry and Handicraft.

Chapter IV: Rights and duties of the manufacturer:

Article 42: Duties of the manufacturer:

6. Provision of technical training and upgrading the status of Lao workers including ensuring the wages, welfare, health and safety of the workers.

\* Law No. 01/98/NA, dated 10 October 1998, regarding agriculture, President of the National Assembly.

Chapter I General Provision, Article 6: environment protection:

A person or organization that performs agricultural activities has an obligation to preserve the environment.

Chapter II: Agricultural enterprise, Article 10: rights and obligation of agriculture entrepreneurs: obligations:

- Do not cause difficulties during agricultural production to other persons or the environment and natural resources.
- Implement technical safety measures.
- Cooperate with the management official for agricultural inspection.

Chapter V: The protection of environment:

Articles 65, 66 and 67 formulate the methods of protection environment, human resources.

Article 65: the social and natural environments have to be protected, including people, animals, earth, water, forest and air.

Article 66: Care must be taken when using and storing pesticides to prevent their negative impact.

Article 67: environment protection measures for livestock:

Livestock must be kept in appropriate places and should not be under the house or near the (water-) spring, etc. There must be regular sanitation maintenance to protect humans and the environment.

\* Regulation No. 0886/AF, dated 10 March 2000, on Management and use of pesticides

Chapter II: Pesticides: Types of pesticides, poisonous grade of pesticides

Chapter IV: Distribution and Use of pesticides:

Article 26: Information on pesticide specifications:

4. Using safety signs to prevent accidents.

\* Notice, No. 200, dated 11 February 2005, regarding the Standards for establishing the license and management of wood processing and forestry products in Vientiane Capital, signed by Director of agriculture and forestry division, Vientiane capital.

1. The forestry section of Vientiane Capital shall cooperate with district forestry sectors to determine the areas for expansion, based on the number of factories per limited area and the appropriate conditions, such that the factories do not cause difficulties for the community and adversely impact on the environment.
2. A factory may not be established in the vicinity of a protected forest. Technical standards must be ensured, systems for the environment and labour protection must be applied, the machinery must be properly installed.

### **3.OSH inspection systems**

### 3.1 Scope of sectoral coverage

Based on the draft of the “agreement of labour inspection” there are no occupations/workplaces which are excluded from OSH inspections.

### 3.2 Number of OSH inspectors with the breakdown by types of OSH inspectors and by provinces.

Throughout the entire country there are 188 labour inspectors who are under the labour division of the provincial and district levels. The numbers are as follows:

No.	Provinces/Division of Labour and Social Welfare	Number of inspections	Workplaces at provincial labour division	Workplaces at labour office district level
1.	Division of Labour Management	4		
2.	Sekong	5	1	4
3.	Attapeu	5	1	4
4.	Xayabuly	20	5	15
5.	Vientiane	12	2	10
6.	Saravan	9	1	8
7.	Savannakhet	14	1	13
8.	Champasak	13	3	10
9.	Khammouane	12	2	10
10.	Luang Prabang	15	2	13
11.	Luang Namtha	6	1	5
12.	Oudomxay	9	2	7
13.	Houaphan	9	1	8
14.	Phongsaly	3	3	0
15.	Xiengkhuang	9	2	7
16.	Vientiane Capital	24	6	18
17.	Bolikhamxay	7	2	5
18.	Bokeo	9	4	5
19.	Saysomboun Special zone	3	1	2
	Total	188	40	144

### 3.3 Roles of inspectors

Labour inspectors not only have specific roles to inspect factories. Most of these inspectors also have other responsibilities. They also work in management since there are not a sufficient number of officers.

In the law on manufacturing, mention is made of the types of inspection. These are regular inspection, inspection with prior notice and emergency inspection. In reality, the inspection work under the Ministry of Industry and Handicraft has not yet been implemented well. The inspection job needs qualified personnel and has to be done in close cooperation with other Ministries such as Ministry of Construction (for inspecting the quality of buildings).

### 3.4 Trade union inspectors

Besides the above data on the number of inspectors under the Labour Department of MoLSW, the Lao Federation of Trade Union also conducts inspection. However, the LFTU has faced challenged in promoting the cooperation from employers in inspecting enterprises. The LFTU has mostly asked for permission of the owner of the enterprise (time after work) to provide some topics of the WISE (Work Improvement in Small Enterprises) training programme developed by the ILO.

\* In the law on manufacturing, the role of the management and inspection authority is formulated. The said authority consists of Industry and Handicraft division, related agencies and local administration. They also have the right to inspect factories.

Where the activity of the factory relates to other authorities, the inspection will be done in close cooperation with the concerned authorities and the representatives of the said authorities will participate at the inspection.

The establishment and performance of the factory will be inspected focusing on the appropriate methods of building construction that meet the technical standards, the standards of machinery and equipment, product standard, safety standards, use of labour, the implementation of their rights and duties, health and impact on the environment. Furthermore it should be an inspection as the regulation of other related authorities requested.

### 3.5 Roles of inspectors in OSH training

The department of labour in cooperation with the ILO have organized OSH trainings for inspectors. The first OSH training conducted by the inspectors at the provincial level was held in February 2005 following the OSH Training of Trainers.

### 3.6 Advisory services of inspectors for OSH improvements

On their visits to factories, inspectors have provided knowledge on law to the employers and sometimes methods for improving OSH, such as good ventilation, using natural air, and natural sun light. They have also advised employers to provide Personal Protective Equipment free of charge to the workers.

### 3.7 Joint OSH inspections with other ministries and organizations

The joint committee for inspection was formed at the provincial level. This committee includes representatives of Lao Federation of Trade Union, Lao National Chamber of Commerce and Industry, division of Trade, Police, and mass organizations such as Youth organizations and women's unions.

### 3.8 Tools used for OSH inspections

The Draft checklist for labour inspection which includes an OSH section (translated version from Lao) is enclosed with this report.

## **4. National competent authorities or other bodies with responsibilities related to OSH**

### 4.1 Organizational structure of MoLSW and roles of occupational safety-related divisions.

The Ministry of Labour and Social Welfare (MoLSW) is led by the Minister. Directly under the supervision of the Minister are 2 Vice Ministers. There are 7 departments and one Office of the Minister. The Departments are: Department of Labour, Department of Inspection\*, Department of Organization, Department of Social Welfare, Department of Veteran and Disabled, Department of Pensions and Elderly, Department of Social Security and Office of the Minister.

\*The Department of Inspection is not related to Labour and OSH inspection. It is more related to the organizational matter of the Ministry.

Occupational safety is the direct role and responsibility of the Labour management division which is under the Department of Labour. The following articles will explain the roles and responsibility of the Labour management division related to OSH.

Decree No. 2405/MoLSW, dated 28 August 2000/Minister of MoLSW referring to the Organization and Activity of the Department of Labour.

Article 1: Department of Labour is one department under the organizational structure of the Ministry. The roles of the departments are: Assist the Minister in drafting Labour policy, regulations, regulation on the management of the use of Labour, Labour skill development and employment promotion for Lao citizens based on the Labour law and decree on the organizational structure and activity of the Ministry of Labour and Social Welfare.

Article 5: Structure of Department of Labour:

The Department consists of 3 Divisions: 1. Division of Labour Policy and Planning; 2. Division of Labour Protection; 3. Division of Skill Development and Employment Promotion.

The roles and responsibilities of the Division of Labour Protection are:

- Implement the contents of the Labour law, decrees, regulations on the management of the use of labour and the labour policy.
- Draft regulations which are necessary for the Labour management which are not covered, such as regulation on the Labour inspection; on resolution of Labour conflicts, etc.
- Distribute, guide, follow up, encourage the implementation of the labour law, decrees, regulations on management of the use of Labour and policy.
- Guide, follow up, encourage Labour inspection to ensure that employees can benefit fully as per the labour law.
- Promote and assist the employers and employees to have the understanding to ensure safety at work, regulation of work and good relationships between the employers and employees or between the employee's organization and the employers.
- Coordinate with mass organizations and concerned authorities to resolve labour conflicts.
- Register and manage foreign workers in Lao PDR.
- Study all documents which are related to the management of Labour in Lao PDR.
- Organize training courses on the topics which are related to the job of the division.
- Coordinate with other involved authorities and international organizations who are involved in similar activities of the division.

#### 4.2 Organizational structures of occupational safety administration at provincial and district levels

There is no separate occupational safety administration at provincial and district levels. The numbers of inspectors at the provincial level will be found in 3.2.

#### 4.3 OSH-related research institutions and laboratories.

The Science Technology and Environment Agency and the Ministry of Public Health have some laboratory equipment but it is used for many proposes.

The Technical School of Medicine in Vientiane has tools for checking air (given by an international organization/no further details) which are used to educate students.

#### 4.4 Occupational accident and disease insurance/compensation systems.

The Social Security Organization was established to respond to the necessity of the Social Security Scheme. The decree No. 207/PM, dated 23 December 1999, promulgated the regulation on the Social Security System. This System is applied to Enterprises which employ more than 10 workers. The division of Claim of the SSO is responsible for the collection of statistics of occupational accidents. This division keeps all records of occupational accidents involving members, since payment for hospital treatment of accidents has to be settled by this division. Until now, only occupational accidents have been reported. There have been no cases of occupational diseases reported as yet, because doctors have not certified whether or not the accident is really an occupational disease. This division has stated that it would be difficult to say which case could be occupational disease since the OSH management is not yet strong enough.

The Social Security Scheme is still very young. An OSH prevention and promotion programme funded by the Scheme does not yet exist. Grateful thanks are due to the ILO Social Security Project for their necessary support in training of trainers in OSH and for subsidizing the OSH trainings in the factories allowing the workers to learn about methods of OSH improvement and OSH prevention.

## **5. Coordination and collaboration mechanisms among concerned government agencies and workers' and employers' organizations.**

5.1 Inter-agency/ministry coordination mechanisms at both national and provincial levels.

There is no official body directly responsible for coordinating overall or specific aspects of occupational safety. Based on the roles and responsibilities of the Labour management division under the Department of Labour, the said division has concentrated their efforts on coordinating OSH activities. In cooperation with the ILO, the Labour management division has organized meetings and workshops to discuss OSH matters and further actions to improve OSH. The representatives of concerned agencies and ministries were invited to participate in the OSH workshops.

5.2 Mechanisms for collaboration and participation by Employers' and Workers' organizations at national, provincial and enterprise levels.

The employers' organization – Lao National Chamber of Commerce and Industry (LNCCI) – represented by its “Design Center” which is responsible for training on SME (small and medium-sized enterprises) promotion – provides OSH training and advice. The training activity of this organization has to generate income. The fee for training has to be charged to the participants who are members of the Branch organizations of the LNCCI. Unfortunately it does not function very well because enterprises only participate on their own initiatives.

The workers' organization – Lao Federation of Trade Union – also has an OSH trainer team of their own. The team organizes OSH training in the enterprises using the HIV/AIDS Programme in addition to OSH and ILO's WISE programmes.

## **6. OSH education and training**

6.1 OSH programmes and the number of training courses

The following details show the numbers of OSH training courses and participants over the last 5 years:

- The Design Center, LNCCI organized 20 OSH training courses with about 480 participants over the last 5 years.
- The LFTU organized 14 training courses with 507 participants.
- The Labour management Division, Department of Labour organized 8 training courses with 280 participants.

6.2 OSH training structures run by employers' or workers' organizations

The Design Center is the training center of the Lao National Chamber of Commerce and Industry (an employer's organization). The Center has an OSH trainer capacity and can provide OSH advice and organize OSH training.

On the other hand, a trainer from the Design Center assisted in training of trainers from the Lao Federation of Trade Union (a workers' organization). The team of trainers for LFTU provides OSH training for enterprises.

In the period 2003 – 2004, the LFTU organized 14 trainings at 14 enterprises. 507 people participated, of which 354 were women.

6.3 Institutions conducting training in OSH

The Design Center is the only institution which organizes OSH-related training courses for employers of small enterprises and their workers. The “Design Center” is the only institution which has an OSH trainer team which can provide OSH training. Besides that, there are more than 20 WISE trainers who participated at the first WISE training of trainers in August 2000. Most of them returned to their original institutions or enterprises. They could operate as OSH practitioners at their enterprises to help the enterprises in OSH improvement.

The Ministry of Industry and Handicraft has sometimes organized OSH-related training in industry. This kind of activity has mainly occurred in cooperation with a donor agency. It is observed that the training activity depends on the action plan of the donor agency. The ministry just operates as a coordinator.

## **7.Overall national level of human resources active in the area of OSH**

The exact numbers of such OSH officers are not available, but there are some OSH practitioners in the enterprises. There are more than 10 OSH experts who have been trained abroad and returned to the country, but they do not work directly in the field of OSH. The Technical School of Medicine also provides classes on OSH as part of the subject, but the number of students is still small. After the students have finished their studies, most of them work in general medicine.

\* The labour inspection training for responsible member institutions has to be strengthened. The training workshops on WISE, WISCON (Work Improvement n Small Construction Sites) should be continued to upgrade the knowledge of labour inspectors at provincial and district levels, since they are the people directly responsible for the inspection job.

## **8.Statistics and information concerning OSH**

8.1 Number of undertakings and the number of workers by types of industries, and other relevant statistics showing socio-economic conditions.

Lao PDR has a total population of about 5.6 Mio. Of this, there are about 3.6 Mio. people of working age.

# Below are the data of the GDP (Economy) in 2003:

Agriculture:	48%
Industry:	26%
Services:	25%
Import duties:	1%

(Source: National Statistic Center, Committee for Planning and Cooperation)

The following tables show the data of the total number of enterprises and number of workers:

Table 1: Number of industries – Handicraft enterprises for the whole country by provinces (Year 2002)

No.	Provinces	Enterprise size		
		Large	Medium	Small
1.	Vientiane Capital	58	181	1,810
2.	Phongsaly	0	0	1,565
3.	Luang Namtha	2	11	485
4.	Oudomxay	0	12	1,546
5.	Bokeo	0	7	524
6.	Luang Prabang	0	46	2,290
7.	Huaphan	0	6	427
8.	Xayabury	1	15	1,351
9.	Xiengkhuang	0	16	1,070
10.	Vientiane	2	79	2,718
11.	Bolikhambay	7	34	1,610
12.	Khammouane	18	26	1,860
13.	Savannkhet	11	80	2,396
14.	Saravan	1	16	1,467
15.	Sekong	0	10	403
16.	Champasak	12	55	1,989
17.	Attapeu	0	7	346
18.	Xaysomboun Special Region	0	3	169
Total		121	604	24,026

Remarks: The Small-sized enterprises employ less than 10 people.  
The Medium-sized enterprises employ between 10 and 99 people.  
The Large-sized enterprises employ more than 100 people.

Source: Ministry of Industry and Handicraft.

Table 2: Number of workers: In the statistics of the year 2002, which were published in May 2004, the number of workers distributed by sex and types of employment was as follows: (Unit in person)

No.	Types of Labour	Male	%	Female	%	Total
1.	Permanent labour	30,505	65.5	21,198	63.8	51,703
2.	Contract labour	14,581	31.4	11,270	33.9	25,851
3.	Unpaid employees	1,411	3.0	740	2.2	2,151
Total:		46,497	100	33,208	100	79,705

Source: Data are from Establishment survey in 2002

Table 3: Number of workers distributed by main activities and enterprise size was as follows: (Unit in person)

Main activities	Enterprise size							
	<9		10-99		100+		Total	
	Total	%	Total	%	Total	%	Total	%
Quarrying	68	4.4	622	40.1	860	55.5	1,550	100
Manufacturing	785	1.9	7,842	19.0	32,624	79.1	41,251	100
Electricity, water supply	16	0.3	781	15.0	4,413	84.7	5,210	100
Construction	482	3.8	7,938	62.7	4,242	33.5	12,662	100
Wholesale, retail trade and car maintenance	860	19.3	2,461	55.2	1,141	25.6	4,462	100
Hotel and restaurants	495	9.2	2,006	37.2	2,894	53.6	5,395	100
Transport and communication	173	3.2	1,506	27.9	3,727	68.9	5,406	100
Other business	166	6.3	917	35.0	1,539	58.7	2,622	100
Education and health care	110	9.6	766	66.8	271	23.6	1,147	100
Total	3,155	4.0	24,839	31.2	51,711	64.9	79,705	100

Source: data are from Establishment survey in 2002

Table 4: Principal imported goods:

Items	Unit	2002	2003
Electric power	Mill.kwh	201	217
Trucks	Unit	6,525	22,728
Sedan cars	Unit	802	4,036
Specialized cars	Unit	135	1,118
Buses	Unit	527	1,515
Tractors	Unit	8,391	11,084
Motorcycles	Unit	15,133	35,193
Bicycles	Unit	29,879	32,568
Fuel	Th.tons	264	236
Cement	Th.tons	175	87
Iron	Th.tons	25	29
Paper	Tons	7,304	3,654
Cotton thread	Tons	253	106
Fabric	Tons	858	275
Medicine	Th.US\$	2,313	2,077
Sugar	Tons	16,837	8,737
Sewing machines	Unit	2,443	1,688
Rice	Tons	7,399	16,010

Source: Custom Department, Ministry of Finance and Ministry of Industry and Handicraft.

Remarks: The data of electric power are from the primary report of the year 2003, other data are from the first 6 months of the year 2003.

Table 5: Principal Exported goods:

Items	Unit	2002	2003
Electric power	Mill.kwh	2,798	2,316
Timber	Th.m3	17	19
Lumber	Th.m3	298	76
Plywood	Th.sheets	693	945
Coffee	Tons	18,966	11,055
Gypsum	Th.ton	110	77
Tin	Tons	603	322

Source: Custom Department, Ministry of Finance and Ministry of Industry and Handicraft.

Remarks: The data of electric power are from the primary report of the year 2003, other data are from the first 6 months of the year 2003.

#### 8.2 Number of occupational fatalities per year for the last five years.

The data are not available. The report from the Social Security Organization showed that only 3 fatal accidents were reported in the year 2003. The Labour management division recorded 8 fatalities from 3 provinces during the period 2001-4. (Luang Prabang province: 2, Xiengkhuang: 4 and Champasak: 2). It could be stated that there could have been more fatalities as there was not a proper reporting system. Some employers did not prioritise the reporting of accidents.

#### 8.3 Number of reported cases of occupational accidents

The Social Security Organisation provided the figures of 48 occupational accidents for the period of 2001-2004 in Vientiane Capital. (In 2001: 1 accident; 2002: 14 accidents; 2003: 17 accidents and 2004: 16 accidents). 15 occupational accidents from 4 provinces were recorded by the labour management division.

#### 8.4 Number of occupational accidents resulting in the payment of employment injury compensation.

The Social Security Organisation paid employment injury compensation to all people who suffered from work-related accidents under the condition that they were members of the organization and had paid their contribution to the organization fund. All 48 accidents occurred in Vientiane.

#### 8.5 List of compensable accidents and injuries

Accidents reported to the Social Security Organisation could only be recorded if accident compensation payment had been made. The data has still not been completed because not all enterprises with more than 10 employees are members of the said organization.

### 9. National OSH campaign

In 2003, the Social Security Project in cooperation with the Social Security Department, celebrated World Day for Safety and Health at Work (28 April). Banners for the campaign were shown in the newspaper and on the streets of Vientiane. A workshop on Occupational Safety and Health was organized. About 25 participants representing businesses and organizations attended the workshop.

### 10. Enterprises' voluntary initiatives in OSH

There are some enterprises who have voluntarily introduced OSH on their own initiatives, such as Lao Brewery, Trimax Garment factory, Trio Export (Laos). Mostly they are some large companies which are invested in by joint venture or managed by international or foreign executive personnel. These personnel have introduced OSH in the companies.

## **11. International cooperation activities**

### 11.1 International cooperation activities in OSH with international organizations

- The ILO supported the MoLSW in organizing many OSH training workshops for small enterprises and construction sites.
- The ILO Social Security Project supported several trainings on OSH (participants came from Lao Federation of Trade Union and Social Security Organisation and Department), such as Training of Trainers, Follow-up activities. The same project also provided assistance to the trained trainers in organizing OSH training workshops at the enterprises.
- Currently the Lao Federation of Trade Union in cooperation with Union Aid Abroad APHEDA from Australia is organizing advanced workshops on OSH and OSH Monitoring and Evaluation approaches.

### 11.2 International cooperation activities in OSH based on bilateral projects/agreements.

In the past, there was only one activity in OSH training which was supported by the German Technical Agency (GTZ). Originally the Department of Higher Technical and Vocational Education introduced the Multiplier Training System to upgrade the teaching skills of the Vocational Teachers. The said system contained 4 modules and OSH was introduced as the 5<sup>th</sup> module.

The Ministry of Industry and Handicraft, in cooperation with international organizations such as the Project “Cleaner Production” of Denmark, occasionally conducted training packages containing OSH topics. Two years ago OSH training was conducted in the provinces with funding from the national budget. No further details are available as the training was planned and organized by the international organizations. The Ministry only coordinated the activity.

## **12. Special OSH programmes for specific industrial sectors**

### 12.1 OSH programmes/activities for small enterprises

The United Nation Economic and Social Commission for the Asia and Pacific (UNESCAP), in cooperation with the ILO Bangkok and local authorities such as the Lao National Chamber of Commerce and Industry and the Ministry of Commerce, introduced the WISE programme to Lao PDR. In June 2000, Awareness training on WISE was organized for 40 participants representing private businesses from the garment and handicraft sectors. In August 2000, one Training of Trainers on WISE with follow-up activities was conducted. Following this, the trained trainers organized WISE trainings themselves under the umbrella of the Design Center, Training Center of LNCCI. Furthermore, the Manual on “Higher Productivity and a Better Place to Work” was translated into the Lao language. A group of trainers (11 trainers for LFTU and SSO) has continued to organize OSH training workshops in enterprises (pls. see 11.1).

### 12.2 OSH programmes/activities for construction

The WISE training method OSH programme for the construction industry was also introduced. Several training workshops on Work Improvement in Small Construction (WISCON) were conducted to upgrade the understanding of OSH for the inspectors of the MoLSW.

\*A survey on working conditions of construction workers was undertaken in 2003. The survey was expected to reveal the reality of the working conditions.

### 12.3 OSH programmes/activities for agriculture

\*Agriculture is the main industry sector in Lao PDR. About 80% of the total population works in agriculture. Agriculture is one of the priorities of the National Poverty Eradication Strategy and Programmes. It is well known that agriculture is associated with a work environment that is hazardous to the health of workers. Working with

chemicals can cause occupational diseases. Unfortunately OSH programmes/activities for agriculture have not yet been properly introduced and implemented in Lao PDR. However there are some OSH campaigns and Radio spots announcing the risks of the misuse of chemicals. These spots point out that people should wear Personal Protective Equipment such as gloves, masks, and so on when they work with chemicals. The representative of the Ministry agreed that there were some accidents and that there were certainly some occupational diseases as well, but the exact number of cases was not known. In the past there had been some reports on problems from time to time (not continued), but there had not been any recording of accidents and case studies. Safety matters were included in technical assistance and advice provided to agricultural workers so they could understand the risk and protect themselves. The Ministry also provided assistance to people by explaining how to use pesticides in very small amounts, thereby reducing the import of chemicals.

#### 12.4 List of other special programmes on OSH and their brief summary

- \* The Social Security Organisation promotes the Social Security Scheme to enterprises which have more than 10 employees.
- \* The labour protection division of the Lao Federation of Trade Union, in cooperation with the National Committee for HIV/AIDS prevention, also has a programme on HIV/IDS.

### **13. Research activities in OSH**

\* In 2003, as an example, a survey on working conditions on small construction sites was implemented. The main findings were that most construction workers had a very low level of education. They did not have a good understanding of OSH. Most of the workers did not know about their rights.

### **14. Essential future national actions to further promote and improve national OSH programmes and actions to assist workers in implementing OSH improvements**

- A written policy on the OSH programme in the National Socio-Economic Plan is strongly encouraged.
- A separate regulation on OSH and on OSH inspection should be issued.
- A master plan for promoting OSH should be formulated.
- A National Committee on OSH, with clear roles and responsibilities of the concerned authorities, is urgently needed. For example: who will be responsible for conducting the inspection work, measuring of standards on noise, light, dust, and so on.
- The roles of Ministries in the inspection work should be reviewed.
- A central point should be identified to coordinate the work.
- All activities which are related to OSH, such as minutes of meetings and consultations, should be recorded and kept in written form so that documents can be used for further work.
- The reporting system for occupational accidents and injuries should be improved.
- The Government of Lao PDR should establish an inspection mechanism along with the provision of training.
- A single institutional should be accepted as the legal OSH training provider.
- In the law on Sanitation of the Ministry of Public Health, the standards on noise, pollution, etc. are mentioned. The said standards should be clarified and communicated to the public.
- More safety campaigns should be shown in the mass media.
- One other vital point is customer satisfaction. In many cases, buyers can play a very important role in promoting OSH by asking the suppliers to fulfill additional categories. For example, when contracts are issued, discussions on product quality and the addition of an OSH checklist should occur.

- There must be more funding to promote OSH activities.
- The Ministry of Communication, Transport, Post and Construction should be more involved in OSH than has occurred in the past. Based on discussions with the representative of the Ministry, it was shown that only road traffic safety has been focused on and implemented. There has been a lot of discussion on the causes, ways to reduce accidents, campaigns to promote safety, etc. In actual fact, the construction industry is one of the largest and most hazardous industries and should be represented in the new (to be established) OSH Committee. In this way, the representative of this Ministry can bring some experience to the new work.
- Further OSH trainings should be organized to raise OSH awareness.

**References:**

1. Labour Law of Lao People's Democratic Republic, Decree No. 24/PR of the President of Republic, dated 21 April 1994, promulgating law No. 002/NA of March 1994, concerning Labour.
2. Law on Sanitation, Diseases Protection and Health Promotion, Decree No. 49/President of Lao PDR, dated 25 April 2001, promulgating law No. 04/NA, President of National Assembly, dated 10 April 2001 concerning Sanitation, Diseases Protection and Health Promotion, published by Ministry of Public Health in cooperation with Department of Law's Campaign and Distribution, Ministry of Justice.
3. Law on the Processing Industry, Decree No. 10/PDR, by the President of Lao PDR, dated 26 April 1999, promulgating the Law on the Processing Industry, published by the Ministry of Industry in cooperation with the Department of Campaign and Distribution of Laws, Ministry of Justice.
4. Decree on Social Security System for Enterprise Employees, Decree No. 207/PM, dated 23 December 1999, published by Social Security Organization, Ministry of Labour and Social Welfare.
5. Law on Mining, Decree No. 36/PDR, President of Republic, dated 31 May 1997, promulgating law No. 04/97/NA of 12/4/1997, concerning mining.
6. Decree No. 2405/MoLSW, dated 28 August 2000, Minister of MoLSW referring to the Organization and Activity of the Department of Labour.
7. National Poverty Eradication Programme (NPEP), Eight Round Table Meeting, Vientiane, September 4-5, 2003.
8. Law No. 10/NA, dated 22 October 2004, on the Promotion of Domestic Investment, President of the National Assembly.
9. Law No. 11/NA, dated 22 October 2004, on the Promotion of Foreign Investment, President of the National Assembly.
10. Summary of laws, decrees, regulations, agreements, notices and technical standards of the sector of Agriculture and Forestry, dated 8 May 2004, Minister of the Ministry of Agriculture and Forestry.
11. Lao PDR Economic Monitor, the World bank Office Vientiane, November 2004.
12. Socio-Economic Development Plan for 2004-2005, Committee for Planning and Investment proposed to and approved by the 6<sup>th</sup> Ordinary Session of the National Assembly (Fifth Legislature), 29 September – 22 October 2004.
13. Agreement of the National Assembly No. 39, dated 5 October 2004, concerning the approval of the Socio-Economic Development Plan and State Budgeting of 2004-2005.
14. Decree of the Prime Minister regarding the promulgation and implementation of the Socio-Economic Development Plan and State Budgeting of 2004-2005.
15. The proposal of the President of the Committee for Planning and Investment No. 1134/CPI, dated 3 November 2004, regarding the Implementation of the Socio-Economic Development Plan 2004-2005.

16. Statistics of the year 2003, National Statistical Center, Committee for Planning and Investment, Vientiane, May 2004.