

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

**LAO PDR'S SCHEDULE OF MOVEMENT OF NATURAL
PERSONS COMMITMENTS**

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Sector or Subsector	Limitation on Market Access	Limitation on National Treatment	Additional Commitments
I. HORIZONTAL COMMITMENTS			
<p>For all categories of business visitors and intra-corporate transferees listed in this Schedule: Unless otherwise specified in the Sectoral Section below, these horizontal commitments apply to all sectors listed in Laos' Schedule of Commitments, including the Financial and Air Transport Schedules under AFAS, up to the latest packages</p>	<p>In all cases:</p> <ul style="list-style-type: none"> (i) application for labor quota is required (ii) total number of skilled foreign natural persons (using physical labor) of any establishment shall not exceed 10% of the total staff; (iii) total number of skilled foreign natural persons (Using intellectual labor) of any establishment shall not exceed 20% of the total staff; (iv) if there is a need to hire the number of skilled labor more than the regulation allows, as mentioned-above, one should seek for specific consideration/ approval from the government. <p>A. Business Visitors a natural person seeking to enter or stay in the territory of Lao P.D.R. temporarily, whose remuneration and financial support for the duration of the visit is derived from outside of Lao P.D.R;</p> <ul style="list-style-type: none"> (i) as a representative of a 	<p>In accordance with applicable domestic laws and regulations and unilateral and multilateral agreements which Lao P.D.R is a signatory of.</p> <p>Foreign skilled workers</p> <ul style="list-style-type: none"> (i) shall obtain working permit from the Lao Government (ii) shall comply with Labor Law and Decree on Immigration-Migration Management (iii) shall comply with Law on Taxation, in terms of taxes and other financial obligations and other competent regulations on other non-financial requirements. 	

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	<p>goods seller/service supplier, for the purpose of negotiating the sale of goods or supply of services or entering into agreements to sell goods or supply services for that goods seller/service supplier, where such negotiations do not involve direct sale of goods or supply of services to the general public;</p> <p>(ii) as an employee of a juridical person as defined in category B. below only, for the purpose of establishing an investment or setting up a commercial presence, for the juridical person in the territory of another Member State;</p> <p>(iii) for the purpose of participating in business negotiations or meetings; or</p> <p>Such natural persons enter into the Lao P.D.R for the mentioned-above purposes will be granted maximum thirty days of duration of stay, and renewable twice, each time not more than thirty days</p> <p>B. <u>Intra-Corporate Transferee</u> Natural persons who have been employed by a juridical person of another Party outside the Lao PDR for a period of not less than</p>		

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	<p>one year immediately preceding the request for transfer to the Lao PDR, who seek temporary entry to provide services through commercial establishment of that juridical person in the Lao PDR, who cannot be substituted by Lao nationals, and who fall within one of the following categories:</p> <p>a) Executives: Natural persons within an organization who primarily direct the management of the organization, exercise wide latitude in decision-making, and receive only general supervision or direction from higher-level executives, the board of directors, or shareholders of the business. Executives would not directly perform tasks related to the actual supply of a service or services of the organization; and</p> <p>b) Managers: Natural persons who possess knowledge at an advanced level of expertise or proprietary knowledge of a juridical entity product, service, research, equipment, techniques, or management, and who primarily direct the organization or a department of the organization; supervise and control the work of other supervisory, professional or</p>		

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	<p>managerial employees; have the authority to hire and fire or recommend hiring, firing or other personnel actions; and exercise discretionary authority over day-to-day operations. They do not include first-line supervisors, unless the employees supervised are professionals, nor do they include employees who primarily perform tasks necessary for the supply of the service.</p> <p>c) <u>Specialists</u>: Natural persons within an organization who possess knowledge at an advanced level of continued expertise and who possess proprietary knowledge of the organization's services, research equipment , techniques, or management and where there are shortages of Lao nationals with requisite skills.</p> <p>For the natural persons in the categories defined under intra-corporate transferees for the purpose of temporary entry and stay, shall obtain Visa, Stay Permit (ID) and Working Permit (WP) from competent authorities.</p> <p>Natural persons will be issued, as long as conditions indicated for</p>		

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	<p>each category are satisfied:</p> <ul style="list-style-type: none"> - Visa for one month at first entry and then renewable for multiple visas for three months, six months and 1 year by the Consular affairs Department, MoFA - Stay Permit (ID): for the same period as visa, one month, three months, six months and 1 year, by the Ministry of National Security (MoNS) - Working Permit (WP) for the same as period as visa one month, three months, six months and 1 year, by the Ministry of Labor and Social Welfare (MoLSW) 		

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II. SECTOR SPECIFIC COMMITMENTS			
BUSINESS SERVICES			
A. Professional Services			
Accounting, auditing and bookkeeping services (CPC 862)	(i) participating as an employee of an registered accounting and auditing firm (ii) The number of foreigners should not exceed 30% of total employees as indicated in the LICPA's by Law	As specified in the horizontal section	
Taxation consulting services (Part of CPC 863)	Unbound, except as indicated in horizontal section	Unbound, except as indicated in horizontal section	
Architectural services (CPC 8671)	As specified in the horizontal section	As specified in the horizontal section	
Engineering services (CPC 8672)	Unbound, except as indicated in the horizontal section	Unbound, except as indicated in the horizontal section	
Integrated engineering services (CPC 8673) - Integrated engineering services for transportation infrastructure turnkey projects (CPC 86731) - Integration engineering and project management services (CPC 86732) - Integrated engineering services for the construction of manufacturing turnkey projects (CPC 86733)	As specified in the horizontal section	As specified in the horizontal section	

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Urban Planning and Landscape architectural services (CPC 86741+86742) - Urban planning services (CPC 86741) - Landscape architectural services (CPC 86742)	Unbound, except as indicated in the horizontal section	Unbound, except as indicated in the horizontal section	
Medical and dental services - General and Medical services (CPC 93121) - Specialized Medical services (CPC 93122)	Unbound, except indicated in horizontal section and based on the specific project cooperation agreements	Unbound, except as indicated in the horizontal section	
B. Computer and Related Services			
Consultancy services related to the installation of computer hardware (CPC 841)	As specified in the horizontal section	Same as mentioned in Market Access and in Law on Taxation	
Software implementation services (CPC 842)			
Data base services (CPC 844)			
Data processing services, excluded sensitive data and for non-commercial purpose (CPC 843)	Unbound, except as indicated in the horizontal section	Unbound, except as indicated in the horizontal section	
Other: Maintenance and repair services of computer (Part of CPC 84500)			

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C. Research and Development Services			
R&D services on natural sciences (CPC 851)	Unbound, except as indicated in the horizontal section	Unbound, except as indicated in the horizontal section	
R&D services on social sciences and humanities (CPC 852) - Research and experimental development services (CPC 852)			
Interdisciplinary R&D services (CPC 853)			
E. Rental / Leasing Services without Operator			
Rental/Leasing Services relating to ships (CPC 83103)	As indicated in the Horizontal Section	As indicated in the Horizontal Section	
Relating to other machinery and equipment (CPC 83106-83109)			
F. Other Business Services			
Advertising services (CPC 871) Contents shall be approved by the Ministry of Information and Culture of Lao PDR	Unbound, except as indicated in the horizontal measures	Unbound, except as indicated in the horizontal measures	

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Market research and public opinion polling services (CPC 864) (Marketing research services CPC 86401)	Unbound, except as indicated in the horizontal section	Unbound, except as indicated in the horizontal section	
Management consulting services (CPC 865) - General management consulting services (CPC 86501) - Marketing management consulting services (CPC 86503)			
Technical testing and analysis services(CPC 8676) CPC 86761: Testing and analysis services of the chemical and biological properties of materials such as air, water, waste (municipal and industrial)			
Related scientific and technical consulting services - Geological, geophysical and other scientific prospecting services (CPC 86751) - Sub-surface surveying services (CPC 86752)			
Maintenance and repair of equipment (not including maritime vessels, aircraft or other transport equipment) (CPC 633+8861-8866)			
Building-cleaning services (CPC 874)			
Photographic services (CPC 875)			
Packaging services (CPC 876)			
Printing, publishing (CPC 88442)			

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COMMUNICATION SERVICES			
A. Postal services (CPC 7511)	Unbound	Unbound	
B. Courier services (CPC 7512) Multi-modal courier services (CPC 75121)	As specified in the horizontal section	As specified in the horizontal section	
C. Telecommunication services The following services can be supplied only on a facilities basis, for public use, with regard to local and national long-distance services.			
Voice telephone services (CPC 7521)	This has to be in consistence with the labour law and law on promotion and management of foreign investment	As specified in the horizontal section	
Packet-switched data transmission services (CPC 7523**) (Electronic message and information services (CPC 75232))	Unbound, except as indicated in the horizontal section	Unbound, except as indicated in the horizontal section	
Circuit-switched data transmission services (CPC 7523**) Data and message transmission services (CPC 7523))			
Telex services (CPC 7523**)			

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Telegraph services (CPC 7522)	Unbound, except as indicated in the horizontal section	Unbound, except as indicated in the horizontal section	
Facsimile services (CPC7521**+7529**)			
Private leased circuit services (CPC 7522**+7523**)			
Electronic mail (CPC 7523**)			
Voice mail (CPC 7523**)			
On-line information and data base retrieval (CPC 7523**)			
Electronic data interchange (EDI) (CPC 7523**)			
Enhanced / value-added facsimile services, incl. store and forward, store and retrieve (CPC 7523**)			
On-line information and / or data processing (incl transaction processing) (CPC 843**)			
Other Paging services (CPC 75291) Telecommunication consulting services (CPC 75440)			

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D. Audiovisual services			
Motion picture and video tape production and distribution services (CPC 9611) - Motion Picture Production (CPC 96112 excl. video tape) - Motion Picture Distribution (CPC 96113 excl. video tape)	Unbound, except as indicated in the horizontal section	Unbound, except as indicated in the horizontal section	
Motion picture projection service (CPC 9612)			
Radio and television services (CPC 9613) - Radio Services only for production of radio programmes (CPC 96131) - Television Services only for production of TV programmes (CPC 96132)			
CONSTRUCTION AND RELATED ENGINEERING SERVICES			
A. General construction work for buildings (CPC 512)	This has to be in consistence with the labour law and law on promotion and management of foreign investment	Same as mention in Market Access and in Law on Taxation	
B. General construction work for civil engineering (CPC 513)			
C. Installation and assembly work (CPC 514+516) - Assembly and Erection of Prefabricated Constructions(CPC 514) - Installation Work (CPC 516)			
D. Building completion and finishing work (CPC 517)			

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E. Other (CPC 511+515+518) - Pre-erection Work at Construction Site (CPC 511) - Special Trade Construction (CPC515) - Rental services related to equipment for construction or demolition of buildings works with operator (CPC 518)	Unbound, except intra cooperate transfer and as per conditions in the horizontal section	Same as mention in Market Access and in Law on Taxation	
DISTRIBUTION SERVICES			
A. Commission agents' services (CPC 621) Sale on a fee or contract basis of textiles, clothing and footwear (Part of CPC 621)	Unbound	Unbound	
B. Wholesale trade services (CPC 622) Wholesale trade services on a fee or contract basis of textiles, clothing and footwear (6223 (Part of CPC 622)			
D. Franchising (CPC 8929) included only for textiles, clothing and footwear (Part of CPC 8929)			

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EDUCATIONAL SERVICES			
A. Primary education services (CPC 921)	Unbound, except as indicated in the horizontal section	Unbound, except as indicated in the horizontal section	
B. Secondary education services (CPC 922) - Higher Secondary Education Services (CPC 9222) - General Secondary Education services (CPC 9221) - Technical and vocational training (Part of CPC 922)			
C. Higher education services (CPC 923) - Post Secondary Technical and Vocational Education Services (CPC 92310)			
D. Adult education (CPC 924)			
E. Other education services Short term foreign language training (Part of CPC 929)			

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ENVIRONMENTAL SERVICES			
A. Sewage services (CPC 9401)	Unbound, except as indicated in the horizontal section	Unbound, except as indicated in the horizontal section	
B. Refuse disposal services (CPC 9402)			
C. Sanitation and similar services (CPC 9403)			
D. Other - Cleaning of exhaust gases (Part of CPC 9404) - Noise abatement services (Part of CPC 9405) - Nature and Landscape Protection Services(CPC 9406)			
FINANCIAL SERVICES			
A. All insurance and insurance related services			
Direct insurance (including co-insurance) (a) Life insurance (Excluding Health Insurance) (CPC 81211) (b) Non-life insurance (CPC 8129) Reinsurance and retrocession (CPC 81299), excluding pension fund, broking and agency service	Unbound, except the following: a. Only senior managers, experts are allowed. b. The entry and movement of the mentioned natural persons in Lao PDR shall be approved by relevant authorities of Lao PDR.	Unbound, except as specified in the Limitation on Market Access. Foreign service suppliers and their foreign personnel working within the Lao PDR shall pay to the Lao Government the personal income tax, calculated in accordance with the provisions of the applicable Laws and regulations of the Lao PDR.	

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Acceptance of deposits and other repayable funds from the public (CPC 81115 – 81119)	Unbound, except as indicated in the horizontal commitments	Unbound, except as indicated in the horizontal commitments	
Lending of all types, including consumer credit, mortgage credit, factoring and financing of commercial transaction (8113)	Unbound, except for the case of cooperation in line with the necessity of economy, allow for management level and expertise level to come in	Unbound, except for the case of cooperation in line with the necessity of economy, allow for management level and expertise level to come in	
Financial leasing (CPC 8112)	Unbound, except as indicated in the horizontal commitments	Unbound, except as indicated in the horizontal commitments	
All payment and money transmission services (CPC 81339**)	Unbound, except as indicated in the horizontal commitments	Unbound, except as indicated in the horizontal commitments	
Guarantees and commitments (CPC 81199**);	Unbound, except the case of cooperation in line with the necessity of economy, allow for management level and expertise level to come in	Unbound, except the case of cooperation in line with the necessity of economy, allow for management level and expertise level to come in	
Trading for own account or for account of customers, whether on an exchange, in an over-the-counter market or otherwise, the following: transferable securities (CPC 81321*)	Unbound except as indicated in horizontal commitments	Unbound except as indicated in horizontal commitments	
Participation in issues of all kinds of securities, incl. underwriting and placement as agent (whether publicly or privately) and provision of services related to such issues (CPC 8132)	Unbound except for categories of horizontal commitments	Unbound except for categories of horizontal commitments	
Provision and transfer of financial information, and financial data processing and related	Unbound except for categories of horizontal commitments	Unbound except for categories of horizontal commitments	

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software by providers of other financial services (CPC 8131).			
Money broking (CPC 81339**i).	Unbound except for categories of horizontal commitments	Unbound except for categories of horizontal commitments	
Asset management, such as cash or portfolio management, all forms of collective investment management, pension fund management, custodial, depository and trust services (CPC 81323*).	Unbound except for categories of horizontal commitments	Unbound except for categories of horizontal commitments	
Settlement and clearing services for financial assets, incl. securities, derivative products, and other negotiable instruments (CPC 81339** or 81319**)	Unbound except for categories of horizontal commitments	Unbound except for categories of horizontal commitments	
Advisory, intermediation and other auxiliary financial services on all the activities listed in sub-sectors 6.above incl. credit reference and analysis, investment and portfolio research and advice, advice on acquisitions and on corporate restructuring and strategy (CPC 8131 or 8133)	Unbound except for categories of horizontal commitments	Unbound except for categories of horizontal commitments	

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HEALTH RELATED AND SOCIAL SERVICES			
A. Private Hospital services Hospital with more than 100 beds and modern facilities only (Part of CPC 93110)	Unbound, except as indicated in horizontal section and based on specific project cooperation agreement	Unbound, except as indicated in horizontal section	
TOURISM AND TRAVEL RELATED SERVICES			
A. Hotels and restaurants (incl catering) <ul style="list-style-type: none"> - Hotel lodging services, with 3 stars or more (Part of CPC 641) - Meal serving services with full restaurant service (CPC 64210) - Beverage serving services without entertainment (CPC 64310) 	Unbound, except for intra-corporate transferees of general manager and managers	Unbound, except as indicated in the Horizontal Section	
B. Travel agencies and tour operators services Travel agencies services, in-bound services only (Part of CPC 74710)	Unbound, except for managers	Unbound, except as indicated in the horizontal section	
D. Other Tourism consulting services	Unbound, except for managers	Unbound, except as indicated in the horizontal section	

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TRANSPORT SERVICES: Where relevant Decree on Control List will be Applied on the sub-sectors			
A. Maritime transport services			
Passenger transportation (CPC 7211)	Unbound, except as indicated in the Horizontal Section	Unbound, except as indicated in the Horizontal Section	
Freight transportation (CPC 7212)			
Rental of vessels with crew (CPC 7213)			
Maintenance and repair of vessels (CPC 8868**)			
Pushing and towing services (CPC 7214)			
Supporting services for maritime transport (CPC 745**) - Vessels salvage and re-floating services (not applicable in harbor) (CPC 7454)			
B. Internal Waterways Transport			
Passenger transportation (CPC 7221)	Unbound, except as indicated in the Horizontal Section	Unbound, except as indicated in the Horizontal Section	
Freight transportation (CPC 7222)			
Rental of vessels with crew (CPC 7223)			
Maintenance and repair of vessels (CPC 8868**)			

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C. Air Transport Services			
Aircraft repair and maintenance services	As indicated in horizontal section	As indicated in horizontal section	
Selling and Marketing of Air Transport services			
Computer reservation system services (CRS)			
Aircraft leasing without crew			
Aircraft leasing with crew			
Air freight forwarding services			
Aircraft catering services			
Aircraft line maintenance			
E. Rail Transport Services			
Passenger transportation (CPC 7111)	As specified in the Horizontal Section	As specified in the Horizontal Section	
Freight transportation (CPC 7112)			
Pushing and towing services (CPC 7113)			
Maintenance and repair of rail transport equipment (CPC 8868**)			
Supporting services for rail transport services (CPC 743)			
F. Road Transport Services			
Freight transportation (CPC 7123)	As specified in the Horizontal Section	As specified in the Horizontal Section	
Rental of commercial vehicles with operator (CPC 7124)	As specified in the Horizontal Section	As specified in the Horizontal Section	

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Maintenance and repair of road transport equipment (CPC 6112+8867)	Unbound, except as indicated in the Horizontal Section	Unbound, except as indicated in the Horizontal Section	
Supporting services for road transport services (CPC 744)	As specified in the Horizontal Section	As specified in the Horizontal Section	
H. Services auxiliary to all modes of transport			
Storage and warehouse services (CPC 742) Storage and warehousing services related to maritime transportation (Part of CPC 742)	Unbound, except as indicated in the Horizontal Section	Unbound, except as indicated in the Horizontal Section	
Freight transport agency services (CPC 748) - Freight forwarding services - Shipping brokerage services			
Other services not included elsewhere			
Skill training services (CPC 97090)	Unbound, except as indicated in the Horizontal Section	Unbound, except as indicated in the Horizontal Section	