

Lao People's Democratic Republic

Peace Independence Democracy Unity Prosperity

Ministry of Labor and Social Welfare

No. 3006/MoLSW

Vientiane Capital, Dated 21 August 2013

### Decision of the Minister

#### On Health and Safety on Construction Sites

- Pursuant to the Law on Labor, No. 06/NA, Dated 27 December 2006; and
- Pursuant to the Decree of the Prime Minister, No. 138/PM, Dated 04 May 2007 on the Establishment and Operations of the Ministry of Labor and Social Welfare.

**The Minister of Labor and Social Welfare issued the following Decision:**

#### Part I

#### General Provisions

##### Article 1: Objectives

This Decision on Health and Safety on Construction Sites is aimed at determining the principles, regulations regarding the supporting and promoting construction sites to health and safety standards, labor accident and occupational diseases prevention measures in order to protect the lives and property of workers and employers who work on construction sites and as a reference for the implementation in the event of health and safety issues in construction areas.

##### Article 2: Definitions

The terms used in this Decision shall have the following meanings:

1. **Construction** means undertaking activities involving construction, repairs, renovations, expansions, alterations, extensions, the dismantling of categories of constructed items, such as: buildings, airports, railway tracks, roads, tunnels, ports, bridges, hydroelectric dams, drainage pipes, water supplies, fences, walls, constructed items for the attachment of signs, including the movement and the destruction of constructed items;
2. **Construction site** means an area where construction is undertaken;
3. **Dangerous area** means areas of construction sites, scaffolding, use of cranes, machinery or electrical equipment for construction, areas for the transport of construction materials, fuels, explosive materials or construction equipment storage areas;
4. **Electrical equipment** means tools, equipment or electrical machinery and other electrical items;

5. **Piling** means the method of placing piles in the ground as required by the use of drilling or pounding;
6. **Piling machines** means equipment used for piling comprising of frame structures, compressors which may be separated from each other or used jointly;
7. **Floating platforms** means boats, rafts and other similar items used in water based construction;
8. **Walls** means walls or reinforced concrete as walls or retaining walls of underground structures, constructed by excavating or digging and pouring concrete into the excavated or drilled area;
9. **Support** Means a temporary structure to accommodate or increase the strength of structures, scaffolding or concrete molds between constructions;
10. **Machine** means an item comprised of many parts for the generation of power, including equipment or engines;
11. **Derrick** means a machine used for lifting using guyed masts, which may be articulated over a load by adjusting its guys;
12. **Temporary lift** means equipment used for moving materials up or down to benefit construction lift gunnels or lifts and machinery;
13. **Temporary passenger lifts** means equipment used for moving people up or down to benefit construction lift gunnels or lifts and machinery;
14. **Scaffolding** means a work place raised-up from the ground or the floor of a building or part of a construction, to support workers or materials in temporary construction works;
15. **Tunnel** means an underground route, path or funnel through a mountain;
16. **Water based construction** means all types of constructions in water or above constructed items located in water and constructions on floating platforms;
17. **Engineer** means a person authorized to undertake an occupation in accordance with engineering laws and regulations; and
18. **Foreman** means a person responsible for facilitating or controlling construction works in accordance with the characteristics and category of the works.

### **Article 3: Scope**

This Decision applies to workers and employers who work in all construction sites provided in Item 1 of Article 2 whether they be individuals legal entities, of State organizations or the private sector, State and domestic and foreign private enterprise joint ventures in cities and rural areas nationwide.

## **Part II**

### **Designation of Construction Sites**

### **Article 4: Designation of Construction Areas**

Employers shall determine construction areas as follows:

- Erect a fence or balustrade of a height of not less than two meters that is strong and stable or close-off the construction area with appropriate materials in accordance with the characteristics of the works; and
- Erect construction area signage that are clearly visible and workers shall be forbidden to reside in buildings during construction of such.

**Article 5: Designation of Dangerous Areas**

Employers shall designate dangerous area within construction areas by erecting fences or block-off such areas using suitable materials and erect warning signage that are clearly visible.

Warning lights shall be switched on throughout nighttime and workers and persons not related to the works shall be strictly forbidden access.

**Part III**

**Electric Works and Fire Prevention**

**Article 6: Installation and Use of Electricity in Construction Areas**

Employers shall prepare electrical wiring plans and keep such plans for inspection by labor officers at all times and organize methods of control and use of such in a safe and standardized manner. Install on-off switches to control the use of electricity, install systems to prevent circuit leaks and shocks by grounding electrical panels and all types of permanent electrical equipment to ensure safety in accordance with the regulations of the relevant authorities. During installation, inspection, repairs or maintenance of electrical systems workers shall attach locks in order to prevent the turning on and off of electricity throughout the period of such works and erect signage using signs or logos prohibiting the turning on and off or install hazard warning lights at the location of transformers and panels.

**Article 7: Storage of Fuels and Explosive Materials**

It is prohibited to store fuels and explosive materials in or near buildings that are under construction and worker camp sites in construction areas. Persons who have no involvement shall be strictly forbidden access to areas where fuels and explosive materials are stored, at the same time danger signage and forbidden access signs shall be erected in such areas.

**Article 8: Fire Extinguishers**

Employers shall provide mobile fire extinguishers that have an appropriate chemical extinguishing composition and size that can contain no less than 4 kilograms and shall be placed at all places where there is welding and other activities that may cause fires and also in areas where fuels and explosive materials are stored.

The installation of fire extinguishers in construction sites shall be no higher than 1.50 meters, are visible, easily accessed for use and shall be inspected at least once every 6 months.

**Article 9: Fire Escapes**

Employers shall arrange for fire escapes and stairways and erect signage on each floor of buildings under construction which shall not be obstructed. Fire escapes shall be at least 1.10 meters wide.

The construction of buildings 15 meters high and higher or a total area of all floors in a single building exceeding 2000 square meters shall have fire alarms that can be heard throughout the building.

**Part IV**

**Excavation and Drilling Works**

**Article 10: Excavation and Drilling**

Excavation, drilling and other similar works shall have a surrounding fence or balustrade, and warning signs. At nighttime warning lights or signs shall be turned on that can be clearly visible as a safety measure throughout the period of the works.

Areas of risk of falling into shall be covered by steel plates or other strong materials and surrounded by wood or steel balustrades.

**Article 11: Working in Deep Areas**

Excavation and drilling deeper than 2 meters and more shall be performed as follows:

- 1) Have convenient and safe access;
- 2) Have efficient water pumps;
- 3) Have good ventilation and sufficient light;
- 4) Have an experienced foreman who has completed assistance and first-aid training in order to provide assistance at all times;
- 5) Have communications equipment, cables or ropes and safety belts and equipment that may be grabbed onto to provide assistance in cases of emergency;
- 6) Shall have a steel housing and other equipment to prevent landslides and workers shall be prohibited from working in holes less than 75 centimeters wide that are deeper than 2 meters or more.

**Part V**

**Construction Work Involving Piles, Walls and Supports**

**Article 12: Principles for the Use of Piling Equipment**

Employers shall provide training to workers who control piling equipment in accordance with principles, methods and real conditions, the assembly, installation, testing, use, maintenance and inspection of piling equipment, the details and characteristics of piling equipment and manuals provided by the manufacturer. Upon installation of the piling equipment, the employer shall have an engineer recorder

the date and time of inspection and results of inspection approving the installation prior to using such piling equipment and the inspection documents shall be kept for inspection by labor inspectors.

Employers shall supply manuals for using piling equipment, erect signage stating the load limits at points and locations that can be easily seen by the controller. Prior to the commencement of piling each day the equipment shall be inspected, lubricated and thoroughly checked that it can be used in a safe manner and also check that the foundation is strong. The time and date and results of inspection shall be recorded and kept by the employer for inspection by labor inspectors.

**Article 13. Control and Movement of Piling Equipment**

Employers shall erect a roof made of steel and steel mesh on each side not exceeding 20 millimeters to prevent items dropping onto the controller.

The employer shall manage the moving of piling equipment to ensure the safety of workers. If tracks are used the piling equipment shall be placed at a suitable level and strong cushioning shall also be set in place. In the event that piling equipment is moved using other methods, the engineer or foreman shall determine the method of movement and control such in a safe manner. Erection of piling equipment onto tracks shall use locks or steel slings to hold the piling equipment in place in accordance with its design. The installation or movement of piling equipment close to power cables shall be undertaken in accordance with standards of the electricity authority.

**Article 14: Maintenance of Piling Equipment**

In the event that piling equipment is damaged or in an unsafe condition use of such is strictly prohibited until it is repaired to a safe condition for use.

The use of piling equipment that has an internal center hole of a diameter of 15 centimeters or more the hole point shall be closed by strong materials when drilling to prevent items or people from falling from falling into the hole. Large-scale piling works of a diameter of 70 centimeters or more shall be undertaken in the presence of an experienced engineer at all times and workers shall be experienced in large scale piling works.

**Article 15: Use of Workers for Piling Works**

In the event that piles weighing more than 2 tones or more with a distance less than 6 times the diameter of the pile, workers shall be prohibited from entering the hole to work. While other nearby pile holes have not yet been filled with concrete or the concrete has not hardened. Workers shall be prohibited from undertaking piling work and pile-hole works during thunderstorms or other natural disasters, except where necessary and approved by an engineer permitting workers to finish incomplete works, but special safety measures shall be implemented.

**Article 16: Walls**

The construction of walls shall be undertaken in the presence of expert, knowledgeable and experienced engineers in order to ensure that workers are safe at all times. During underground constructions and excavations in the vicinity of the walls, vibration measuring equipment shall be installed to measure wall movements and warn of dangers to workers. In the event of wall movements or warning signals are emitted or in the event of other dangers, workers shall be ordered to stop work and moved away from the area immediately.

**Article 17: Supports**

Employers shall calculate, design and inspect the use of supports and approved by an engineer as follows:

- 1) Supports with steel must be able to hold a weight not less than twice the load, if other materials are used it must be able to hold four times the load;
- 2) Supports with wood shall use wood that is not rotten or use weak wood, that is not durable and have an ultimate bending stress of not less than 300 kilograms per square centimeter;
- 3) Steel shall have a yield point not less than 2,400 kilograms per square centimeter;
- 4) Couplings and mountings of the supports shall be strong. Holding areas must be able to carry a weight of not less than two times the weight of the hold; and
- 5) Supports shall be flexible or attached to the ground or construction area that is strong and stable.

In the event that concrete is poured between the supports workers shall ensure that the pouring of concrete is undertaken according to standards and prevent individuals who are not involved in the works from entering the area where the concrete is being poured and the supports shall be inspected for strength and safety at all times.

**Part VI**

**Machinery and Cranes**

**Article 18: Machinery**

In the event of installation or testing of machinery and equipment inside or outside buildings that are under construction that may result in danger, workers shall have an engineer plan and undertake the testing at all times. If the installation or testing is not completed the area or room where the machinery or equipment is held shall be closed-off for safety purposes. Working with dangerous machinery shall be undertaken by workers experienced in the use of such equipment and who have undergone training in accordance with regulations and actual conditions. Employers shall provide safety equipment to workers who work with equipment such as: welding equipment, etc. as suitable free of charge. Persons who are not involved in the works shall be prohibited access to rooms or areas where the machinery is in operation. In the event that machinery poses a risk of danger such as: noise and light emissions warning signs shall be erected that are clearly visible.

**Article 19:      Cranes**

Employers shall use workers who use cranes, signal operators, holders and materials stabilizers and controllers who have undergone training to carry out such duties and continued training and testing shall be undertaken. Operating, testing and maintenance and repairs shall be undertaken in accordance with the manuals of the manufacturer. In the absence of such manuals, the works shall be undertaken in accordance with the characteristics or manuals specified by an engineer in writing.

**Part VII**

**Temporary Materials and Passenger Lifts**

**Article 20:      Conditions for the use of Temporary Materials and Passenger Lifts**

Temporary materials and passenger lifts shall contain details of lift parts and manuals for use. Signs shall be erected in clear view inside and outside the lift indicating the maximum weight of the load and maximum number of passengers. The lift parts and equipment shall be inspected each month by control engineers and the time and date and results of such shall be recorded shall be kept as evidence for inspection by labor inspectors.

**Article 21:      Control of Lift Use**

The use of lifts shall be performed as follows:

- 1) Lift use instructions shall be placed in areas where lifts are used that are clearly visible and such instructions shall be strictly implemented;
- 2) Lift controllers shall have undergone previous training and shall be 18 years old or higher;
- 3) Lift control rooms shall have a secure and strong enough roof to prevent the danger of falling items;
- 4) Lifts shall be inspected daily prior to use. If any part is damaged it shall be repaired to normal condition and fit for use. In the event that the lift is in a condition not fit for use or the lift controller is absent, the lift shall be sealed-off and locked and a sign "lift use prohibited" shall be erected to notify workers; and
- 5) Prevent items from falling and dropping into the lift structure, transportation by wheeled vehicles or machinery shall be prevented from moving.

**Part VIII**

**Use of Ropes, Steel Slings and Ball Bearings and Temporary High Level Walkways**

**Article 22:      Use of Ropes, Steel Slings and Ball Bearings**

The use of ropes, steel slings and ball bearings shall use ropes, steel slings and ball bearings that are not brittle, cracked, durable, strong and of a size appropriate with the ball bearings. In the event that the ropes or steel slings are damaged, such shall be repaired or replaced by the employer.

**Article 23: Temporary High Level Walkways**

Temporary high level walkways of a height of 150 centimeters or higher shall be constructed from strong materials that can carry the actual load, but such shall be not less than 250 kilograms per square meter, the width shall be not less than 45 centimeters and shall have a fence to prevent falls. Temporary high level walkways shall be covered to prevent slipping and be inspected at all times.

**Part IX**

**Prevention of Accidents from Falling from Heights**

**Article 24: Construction of Scaffolding and Ladders when Working from Height**

In the event that employers instruct workers to work at heights in excess of two meters, the employer shall erect scaffolding, ladders or platforms that meet the requirements of the actual work.

In the event that employers instruct workers to work in areas that are not flat in excess of 30 degrees, Paragraph One shall be implemented and at the same time safety harnesses shall also be supplied as well as other suitable safety equipment to enable workers to work safely.

**Article 25. Protective Measures for Working from Heights**

In the event that employers instruct workers to work in places that may be dangerous from falling off [high places] or items falling onto workers, such as: place that have ducts or working at heights in excess of 4 meters shall be closed-off, fenced-off, have fences to prevent falls, barrier or other strong equipment to prevent workers or items from falling, provide safety cables and harnesses and other equipment to enable workers to work safely. Construction work that involves ducts or other open holes that workers or materials fall down shall be covered by strong plates, fences and barriers not less than 90 centimeters high and warning signs shall be erected.

**Article 26: Use of Scaffolding**

Employers shall take care of their workers and not allow workers to:

- 1) Work on unstable scaffolding;
- 2) Work on scaffolding that is in any way damaged which may cause danger; and
- 3) Work on scaffolding during heavy rain or strong wind which may cause danger and in such cases the scaffolding shall be dismantled immediately.

In the event of working off many levels of scaffolding employers shall arrange protective measures to not endanger people on the ground. Scaffolding shall be strong and erected in accordance with standard designs and regulations of the relevant authorities and emphasis placed on regular inspections.

**Article 27: Use of Ladders and Platforms**



Employers shall provide ladders or platforms that have a strong structure, are durable and safe for work, have sufficient space to be used and maintained and inspected on a regular basis.

**Article 28: Standards of Scaffolding and Platforms**

The erection of scaffolding and platforms shall be performed as follows:

- 1) When constructed from wood, the wood shall be strong durable and not cracked;
- 2) When constructed from steel, the steel shall meet required standards, be strong and able to carry the weight of the load;
- 3) Space shall be sufficient for the erection of the scaffolding and platforms and ensure stability and strong enough to hold the required weight;
- 4) The structure shall be attached to the ground or strongly attached to other structures;
- 5) The scaffolding shall have barriers to prevent falls; and
- 6) Scaffolding and platforms shall ensure the availability of ladders while working.

**Article 29: Measures to Prevent Danger from Collapse and Falling Materials**

Working in areas which pose a risk from the collapse and falling of soil, stone, sand bricks or construction materials, such materials shall be kept in an orderly manner or other methods used to prevent such collapsing or falling.

If working in tunnels, holes or water wells which pose a risk of collapse, strong barriers or nets shall be erected to block or support falling materials or use other methods to prevent danger.

When materials are being move up to, or down from high places, such shall be done on rails or through funnels and use tools and other methods to move such in an appropriate and safe manner. If conveyor belts are used, supporting ropes and steel slings shall be used to attach the materials so they can be moved safely.

**Part X**

**Tunneling and Construction in Water**

**Article 30: Tunneling**

Employers shall provide fluorescent clothing to all workers, record their entry and exit each time provide tunneling and safety training to workers and training reviews shall be undertaken annually. Tunnel excavating and drilling shall be designed by engineers and experienced technicians who shall also supervise the works throughout the period of the project. Excavation and drilling using explosive materials shall be supervised by an explosives expert.

**Article 31: Construction Work in Water**

- A. Prior to allowing workers to work in water, employers shall:

- 1) Determine plans of operation prevent working hazards;
  - 2) Determine emergency plans, provide training and practical training to workers and be prepared for any danger that may occur;
  - 3) The operations plans and emergency plans shall be posted in writing in a suitable place where they can be clearly seen by workers; and
  - 4) Provide safety equipment such as: life jackets, safety harnesses and other personal safety equipment in a number not less than the total number of workers working in water, except where the water level does not change.
- B. When working on floating platforms or on the surface of the water employers shall provide the following:
- 1) Extensions or install frames and support frames and other safety equipment on the platforms;
  - 2) Walkway bridges and ladders that connect the platforms to the land or connect platforms to each other shall be strong and stable;
  - 3) Platforms shall be well maintained throughout; and
  - 4) Life jackets shall be worn at all times and if work is undertaken at night fluorescent materials shall be used.

## **Part XI**

### **Demolition Works**

#### **Article 32: Demolition Works**

Prior to the demolition of constructed items, permission must first be requested in accordance with regulations, plans, methods and procedures shall be determined and the [works] shall be supervised to ensure safety and training provided prior to undertaking the works.

#### **Article 33: Demolition Works Procedures**

In order to ensure safety during building demolition works, employers shall undertake the following procedures:

- 1) Cut-off the electricity, gas, water, team and other power supplies use in the building to be demolished;
- 2) Eradicate or remove chemicals, gas canisters, flammable materials, explosive materials and other dangerous substances from the demolition site using proper and safe methods;
- 3) Remove all sharp objects, rings glasses that can break easily prior to commencing demolition works;
- 4) Fences, barriers or nets shall be erected of a sufficient strength or size to catch falling items and prevent them from destroying constructed items; and
- 5) Water shall be sprayed or other methods used to prevent or eradicate dust throughout the period that the works are being undertaken.

**Article 34: Demolition Using Explosive Materials**

Demolition works that use explosive materials shall be supervised by explosives experts and experienced engineers and danger signs shall be erected.

**Part XII**

**Personal Safety Management**

**Article 35: Personal Protective Equipment**

Employers shall provide equipment and workers shall use such while working in the following:

- 1) Safety helmets, facemasks and boots that cover the heels shall be worn when woodworking, painting, steelworks, tunneling, glass paneling, plastering, concreting, such as: concrete mixing and pouring;
- 2) Masks or safety goggles, trousers and long-sleeved shirts, gloves, boots that cover the heel shall be worn when welding and cutting by electrical equipment, gas and other power sources;
- 3) Safety helmets, goggles, mouth masks, gloves, boots that cover the heel or safety boots shall be worn when doing work that involves cutting, removing and hammering;
- 4) Ear protectors shall be worn when working in noise emitting environments in excess of regulator noise emissions;
- 5) When working with poisonous substances safety helmets, safety masks gloves and rubber soled boots shall be worn at all times;
- 6) Safety helmets, safety harnesses and rubber soled boots shall be worn when working from heights; and
- 7) Appropriate personal protective equipment shall be worn while doing excavation and drilling works.

**Article 36: Standards of Personal Protective Equipment**

Personal protective equipment detailed in Article 35 above shall meet industrial manufacturing standards or other standards of relevant sectors.

In the event that the use of other equipment not covered in Article 35 above is needed, employers shall provide appropriate equipment.

**Part XIII**

**Appointment of Health and Safety Officers<sup>1</sup>**

**Article 37: Appointment of Health and Safety Officers**

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<sup>1</sup> The Lao reads “the appointment of persons responsible for health and safety”.

Employers shall appoint a health and safety officer at construction sites that employ 10 or more workers. For 50 workers or more a health and safety committee shall be appointed at the site. Such committee shall comprise directors and experts from all relevant sectors within the site, including an equal number of worker representatives and employer representatives.

Health and safety officers shall be qualified or have received training and certified by the relevant authorities.

**Article 38: Duties of Health and Safety Officers and Committees**

Worker health and safety officers and committees at [construction] sites have the following duties:

- Formulate worker health and safety plans;
- Provide health and safety training within its labor unity;
- Provide health and safety consultation and advice;
- Inspect and maintain safety equipment and personal protective equipment;
- Inspect sites and working conditions of workers, if it is found that any danger could arise the health and safety officer shall notify the employer and resolve the situation urgently;
- Undertake risk analysis, search potential causes of accidents and occupational diseases;
- Disseminate legislations or information from the Labor Management Organization to workers periodically including contract parties; and
- In the event of labor accidents and occupational diseases notify the employer and investigate the cause in order to impose preventative measures.

**Article 39: Duties and Responsibilities of Employers**

- 1) Employers shall formulate health and safety plans at the workplace for construction work as follows:
  - In buildings with a total area including floors exceeding 1000 square meters or buildings higher than 15 meters;
  - Bridge work of 30 meters long or more or bridge work that crosses crossroads or leveled crossroads;
  - Work involving excavation, repairs or dismantling public utilities at heights of 3 meters or more; and
  - Tunneling and routing.
- 2) Employers shall appoint a foreman responsible for workplace safety prior to commencement of the works and during the works.
- 3) Shall keep the construction site clean by storing construction materials and equipment in an orderly manner and separate hazardous waste and non-hazardous waste;
- 4) In the event that explosive materials are used in construction works, employers shall organize a safe storage system and ensure that such is not used for other works;
- 5) In the event that workers work at heights in construction sites from 1.5 meters and above, employers shall supply ladders or walkways and fences or strong barriers to ensure safety;

- 6) Employers are prohibited from permitting workers to work during natural disasters, except in safe places or providing disaster relief, herein, the safety of workers shall be considered;
- 7) Employers shall ensure that there is sufficient emergency lighting for use during power-cuts and also erect warning signs at all vehicle access points and assign a signaler to direct vehicles entering and exiting the construction site;
- 8) Signs displaying the telephone numbers of the relevant authorities shall be erected at construction sites for use in emergency situations, such as the telephone numbers of the nearest hospitals, the fire services, etc.;
- 9) Employers shall provide facilities for the following necessary benefits as follows:
  - Personal protective equipment as provided in Article 35 of this Decision;
  - First aid kits;
  - Clean and safe drinking water for all workers;
  - Toilets, washrooms, and washbasins which are clean and are of a sufficient number and located to worksites and male and female toilets shall be separated; and
  - Suitable hygienic rest-rooms and canteens and other necessary facilities.

**Article 40: Responsibilities of Workers**

In order to prevent worker accidents and occupational diseases, workers shall perform strictly accordance with the Law on Labor, and other health and safety laws and regulations of labor units.

**Article 41: Safety Policies**

Employers shall set-out health and safety policies and such policies shall determine:

- 1) The names of all levels of administrators and inspectors;
- 2) Training programs for administrators and workers, especially for those working at heights and with cranes;
- 3) Safety systems and mechanisms for risk and dangerous work;
- 4) Duties and responsibilities of foremen and workers;
- 5) Disseminate data and information regarding health and safety of workers; and
- 6) The organization of the health and safety committee at worksites.

**Article 42: Budgets for Worker Accident Prevention Activities**

Employers shall provide appropriate budgets for worker accident and occupational disease prevention activities, such as: personal protective equipment, worker safety equipment, worker training, payment of expenses for safety consultancy services, payment to such individuals and summaries shall be recorded periodically.

**Part XIV**

**Labor Safety Protection Measures**

**Article 43: Training**

Individuals responsible for construction shall organize training, disseminate regulations and provisions regarding labor safety activities of the Labor Management Organization and labor units to workers at least twice per year. Prior to hiring new or replacement worker, employers shall provide worker safety training.

**Article 44: Resolution of Issues on the Occurrence of a Labor Accident During Work**

Individuals responsible for construction shall take responsibility for all labor accidents and provide immediate assistance to workers who suffer accidents, such as movement of the injured, first-aid and transport to the hospital and other assistance.

**Article 45: Responsibilities of the Labor Unit towards Workers who Suffer Accidents**

Upon the occurrence of an accident during work, the person responsible or the project contractor shall record the labor accident in writing. If the injured party need to remain off work for more than one day, a report shall be submitted to the Labor Management Organization to which it is responsible at the end of the month as normal. If the injured party is seriously injured or the injury results in the death of the worker the Labor Management Organization shall be notified urgently, but not later than seven days from the date of the accident. The labor unit shall also be responsible towards the victim through the implementation of the laws and regulations of the Lao PDR promulgated periodically.

If the construction site does not have warning signs and markers that can be clearly seen as provided in Article 9 of this Decision and anyone suffers an accident the labor unit or project contractor shall be criminally and civilly liable in accordance with laws and regulations.

**Part XV**

**Incentives for Good Performance and Measures Against Violators**

**Article 46: Incentives for Good Performance**

Individuals or legal entities and persons responsible for construction implement labor safety regulations at construction sites will be commended and receive other incentives from the relevant authorities.

**Article 47: Measures Against Violators**

Individuals or legal entities and persons responsible for construction violate the Decision on Labor Health and Safety on Construction Sites will be educated, fined in accordance with the Decision of the Minister on the Organization and Operations of Labor Inspectors or prosecuted in accordance with other relevant laws depending on the severity of the case.

**Part XVI**

**Final Provisions**

**Article 48: Implementation**

The Labor Management Department, the Provincial and City Labor and Social Welfare Divisions, District Labor and Social Welfare Offices, all levels of relevant organizations and all construction, bridge builders house repair companies, enterprises are responsible for the strict implementation of this Decision.

**Article 49: Effectiveness**

This Decision shall be effective 90 days from the date of signature onwards.

Minister

[seal and signature]

Oonchanh THAMMAVONG