



# **Sub-Working Group for Improvement of Education and Training Activity Report 2014 - 2016**

**Sub-Working Group for Improvement of Education and Training  
The Project for Human Resource Development in the Legal Sector  
in the Lao PDR**

**With collaboration between the Office of the Public  
Prosecutor, the People's Court, Ministry of Justice, the  
Faculty of Law and Political Science of the National  
University of Laos together with JICA of Japan**

**2017**

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of Education and Training  
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# **Sub-Working Group for Improvement of Education and Training**

## **Activity Report**

### **2014 - 2016**

## **I. Introduction**

### **1. Background of the Sub-Working Group for Improvement of Education and Training**

The Project for Human Resource Development in the Legal Sector in the Lao PDR Phase 1 began in July, 2014. It accomplished the handbook on Civil Procedure law, handbook on the Criminal Procedure, the Q&A book on Civil Law, the Chart on Civil Procedure, the Chart on Criminal Procedure and other materials in the Lao PDR. These materials are disseminated to some government officials who have related duties around the country by the trainers from each related Sub - Working Group (SWG) that is responsible for making these materials. The SWG for Improvement of Education and Training was established in the period of JICA Legal Project Phase 2, in August 2014 which consist of 4 organizations such as: Faculty of Law and Political Science (FLP), National Justice Institute (NIJ), Judge Training and Research Institute (JTRI), and Research and Training Prosecutor Institute (RTPI). The role of the SWG is to disseminate the project phase 1's materials to judges, public prosecutors, investigation officers, judicial officers and attorneys around the country. It also has a role to improve the teaching - learning curriculum in order to avoid the overlap curriculums of 4 legal educational institutes and make them have good quality.

There are 19 members in the SWG for Improvement of Education and Training as follows:

#### **- Faculty of Law and Political Science: 5 persons**

- |   |                                     |   |
|---|-------------------------------------|---|
| 1 | Asst Prof. Viengvilay THIENGCHANXAY | Dean of Faculty of Law and Political Science      |
| 2 | Asst Prof. Bounthieng PHOMMACHAN    | Vice Dean of Faculty of Law and Political Science |
| 3 | Mr. Vixay SYHAPANYA                 | Director General of Civil Law Department          |

- |   |                       |   |
|---|-----------------------|---|
| 4 | Ms. Vilay LANGKAVONG  | Director General of Political Science<br>Department |
| 5 | Ms. Keophila ANOUVONG | Deputy Head of Civil Law Unit                       |

**- National Justice Institute: 4 persons**

- |   |                               |   |
|---|-------------------------------|---|
| 1 | Dr. Chomkham BOUPHALIVANH     | Director of Judicial Administration<br>Department         |
| 2 | Mr. Sengphachanh VONGPHOTHONG | Vice Director General of Cabinet                          |
| 3 | Ms. Phetsamay XAYMOUNGKHOUNE  | Vice Director General of National Institute<br>of Justice |
| 4 | Ms. Patthana BOUNPHENG        | Head of Judicial Professional Building<br>Unit            |

**- Research and Training Prosecutor Institute: 5 persons**

- |   |                             |   |
|---|-----------------------------|---|
| 1 | Ms. Phonephet OUNKEO        | Director General of Research and Training<br>Prosecutor Institute |
| 2 | Ms. Bouakham PADAPDY        | Deputy Director General of Inspection<br>Department               |
| 3 | Mr. Dabsadachanh VONGXAY    | Head of Cabinet of Research and Training<br>Prosecutor Institute  |
| 4 | Mr. Kham On NAMNOUVONG      | Head of Training Division   |
| 5 | Ms. Viengsavanh SENGSOULIYA | Deputy Head of Training Division                                  |

**- Judge Training and Research Institute and People's Supreme  
Court: 5 persons**

- |   |                              |   |
|---|------------------------------|---|
| 1 | Mr. Bounkhouang THAVISACK    | Director of Cabinet, People's Supreme<br>Court                              |
| 2 | Mr. Sisavanh LUANGLATH       | Director General of Judge Training and<br>Research Institute                |
| 3 | Mr. Thipphasone LADVONGSAY   | Head of Administration Division of Judge<br>Training and Research Institute |
| 4 | Mr. Soulinhthone PHOMMACHANH | Technical Staff   |
| 5 | Ms. Davone KHAMSAY           | Technical Staff   |

## **2. Role of the SWG**

The SWG for Improvement of Education and Training has the following roles:

- 1) Research on teaching - learning curriculum in the 4 legal educational institutes;

- 2) Research on teaching - learning textbooks in the 4 legal educational institutes;
- 3) Conducting the dissemination on the successful of the project phrase 1;
- 4) Making a civil mock case file and a criminal mock case file for teaching in the 4 legal educational institutes
- 5) Mock teaching on the civil mock case file and the criminal mock case File for the related officials to develop their legal skills.

## **II. Past activities in the SWG**

### **1. Research on curriculums**

Before the National Justice Institute was established, the National University of Laos, the Lao Bar Association, the Judge Training and Research Institute and the Research and Training Prosecutor Institute are responsible for developing each legal professionals.

In accordance with the Decree of Prime Minister issued no. 101/PM on April 21<sup>st</sup> in 2015, the National Justice Institute was established to collect all legal professionals and to train together. In the past, each of the legal educational institute has a responsible for building their own legal professionals. Therefore, the interpretation of the laws and the way of applying the laws are different in each legal professionals and that caused the inefficiency of law enforcement. After the National Justice Institute was established, it became possible to have the system for developing legal professionals together and to have the mutual understanding of the meaning of laws. All activities mentioned above are planned to implement in the project activities in the SWG for Improvement of Education and Training.

Throughout the period so far, the SWG dedicated to conduct their duties in accordance with their roles, especially internal activities in the country and study tour in Japan (Specify in item 1.1 and 1.2). We found that the subjects that we have taught in each legal educational institutes are overlapped each other. Therefore, it was necessary to divide the scope of teaching to establish good teaching system in order to send legal professionals with good quality to the society.

(See the annex 1 “Table of subjects that overlap in the 4 legal educational institutes” and the annex 2 “Table of contents of 3 main subjects that amended by dividing the scope of teaching”).

### **1.1 Internal Activities**

- From July 28<sup>th</sup> to 30<sup>th</sup> in 2015, Retreat at Thalat in Vientiane Province with 35 participants to research on teaching - learning curriculums of 4 legal educational institutes was held in order to strengthen and develop Lao legal educational system and legal professionals.



- The purpose of retreat from December 3<sup>rd</sup> to 5<sup>th</sup> in 2015 at Thalat in Vientiane Province is:
  - To improve the teaching - learning curriculums of 4 legal educational institutes to avoid overlapping subjects;
  - To discuss the contents and table of contents of the textbooks of 4 legal educational institutes.
  - To discuss the SWG’s future activities from December 2015 to March 2016;
  - To establish small groups in the SWG for Improvement of Education and Training by the representatives from each legal

educational institute in order to work together on the overlapping subjects. First, they focused on 3 main subjects such as: Penal Law, Civil Procedure Law and Criminal Procedure Law.

- On December 18<sup>th</sup> in 2015, the small group discussed the scope of overlap subjects in the four legal educational institutes.
- On January 6<sup>th</sup> in 2016, the small group organized the retreat at Thalath in Vientiane Province to revise and summarize the overlap subjects that they discussed on previous meeting December 18<sup>th</sup> in 2015 for the retreat with all members in the SWG on January 7<sup>th</sup> ~ 9<sup>th</sup> in 2016.
- From January 7<sup>th</sup> to 9<sup>th</sup> in 2016, The SWG had a retreat at Thalath in Vientiane Province to report the result of each small group' progress on discussing of the contents of overlapping subjects in order to provide information to improve the teaching -learning curriculums. The teachers who teach penal law, criminal procedure law and civil procedure law in 4 legal educational institutes participated in the retreat in order to make them understand about the overlap subjects and to plan the retreat from January 28<sup>th</sup> to 29<sup>th</sup> in 2016.
- From January 28<sup>th</sup> to 29<sup>th</sup> in 2016, the SWG had a retreat at Thalath in Vientiane Province to discuss the three main overlapping subjects.



- On February 24<sup>th</sup> in 2016, the 17 SWG members conducted the TV conference with Japanese professors. The purpose of this is to report the progress of activities so far in this two or three months and to consult the Japanese professors about the plan of future activity.
- On March 9<sup>th</sup> in 2016, the SWG had a meeting at Lao Plaza Hotel with 32 participants to exchange opinions and share information among the 4 education institutes with Japanese professors.





## 1.2 Study tour in Japan

### ➤ The problem discussed

From August 21<sup>st</sup> to September 2<sup>nd</sup> in 2015, the 17 SWG members went to the study tour in Tokyo, Japan. The purposes of this study tour are:

- To learn how to develop legal professionals in Japan.
- To learn about teaching - learning methods from experienced teachers at university, law school and legal educational institutes of Japan in order to bring this experience to improve the teaching - learning curriculum of 4 legal educational institutes in Laos.
- To discuss problems and obstacles and find clues in developing legal professionals in Laos.



## **2. Dissemination of Civil Procedure Law and Criminal Procedure Law handbooks**

The SWG has disseminated the criminal procedure law handbook 3 times and the civil procedure law handbooks 1 time as follows:

- First, the conference to disseminate the criminal procedure law handbook was held from March 10<sup>th</sup> to 14<sup>th</sup> in 2015 at Savannakhet province with 70 attendees who came from different organizations such as: the provincial police, the district police, the regional prosecutor, the provincial prosecutor, the zonal prosecutor, the regional court, the provincial court, the zonal court, the attorney, the provincial justice department, and the forestry officials from 3 provinces such as: Champasack, Savannakhet and Khammouan.
- On March 17<sup>th</sup> in 2015, the 15 SWG members organized the meeting at JICA Legal Project Office at Simuang village to discuss lessons from the dissemination conference of the criminal procedure law handbook from March 10<sup>th</sup> to 14<sup>th</sup> in 2015.
- Second, the conference to disseminate criminal procedure law handbook was held from May 4<sup>th</sup> to 8<sup>th</sup>, 2015 at Saravanh Province with 65

participants that came from different organizations such as: the provincial police, the district police, the regional prosecutor, the provincial prosecutor, the zonal prosecutor, the regional court, the provincial court, the zonal court, the attorney, the provincial justice department , and the forestry officials from 3 provinces as: Saravanh, Xekong and Attapue.



- Third, the conference to disseminate the criminal procedure law handbook was held from June 8<sup>th</sup> to 12<sup>th</sup>, 2015 at Oudomxay Province that divided into 2 parts such as:
  - Firstly, the dissemination from June 8<sup>th</sup> to 10<sup>th</sup>, 2015 with 72 participants including 12 females that came from different organizations such as: the provincial court, the zonal court, the provincial prosecutor, the zonal prosecutor, provincial police, the provincial forestry officials and the chief of cabinet in the department of execution of judgement in Bokeo, Luangnamtha and Phongsaly Provinces and also the participants from the regional court and the regional prosecutor of Luangphabang province.
  - Secondly, the dissemination on June 8<sup>th</sup> ~ 10<sup>th</sup>, 2015 with 76 participants including 10 females that came from different organizations such as: the

provincial court, the zonal court, the provincial prosecutor, the zonal prosecutor, the provincial police, the provincial forest officials and the chief of cabinet in the department of execution of judgement in Luangphabang, Xayyabouly and Oudomxay Provinces.



- Fourth, the conference to disseminate the civil procedure law handbook was held from March 15<sup>th</sup> to 16<sup>th</sup>, 2016 at Luangphabang Province with 42 participants that came from different organizations such as: the provincial court, the zonal court, the provincial prosecutor, the zonal prosecutor, the provincial justice department, the lawyer, the provincial economic police in Luangphabang and Xayyabouly Provinces .





- On April 6<sup>th</sup> in 2016, the 16 SWG members had the meeting at JICA Legal Project Office in Simuang village to discuss lesson learned from the previous dissemination of civil procedure law handbook at Luangphabang Province and to discuss the future plan. The SWG members agreed to organize the retreat at Thalath in Vientiane Province from May 4<sup>th</sup> to 6<sup>th</sup> in 2016. (see the annex 3 and 4)

### **III. Evaluation and lesson learned**

#### **1. Evaluation**

##### **1.1 Evaluation of research on curriculum**

Throughout the previous Education and Training SWG's activities we researched the curriculums in the four legal educational institutes by comparing three main subjects which is the penal law, the criminal procedure law and the civil procedure law. As a result, the scope of teaching and learning in the four legal educational institutes should focus on as follows:

- The Faculty of Law and Political Science is in charged to teach the theory of laws or fundamental knowledge of laws and research on laws. The fundamental education in legal field should be provided by the FLP. The student at bachelor's degree at the FLP learn 80% in the theory of laws 80% and 20% is practical matters.
- The National Justice Institute pays particular attention to set up the seminar on teaching - learning by using case study to train their students. They practice how to find the fact by laws. The proportion of teaching

the theory of laws is only 40% and 60% is for practicing and preparing to the final examination.

- The Judge Training and Research Institute, The People's Supreme Court and The Research and Training Prosecutor Institute and the Office of the Supreme People's Prosecutor train the officials who working at the court and the prosecutor's office to get them professional skills by developing their ability such as collection of evidence, how to select evidence and how to find the facts by laws. The proportion in teaching the theory of laws is not more than 10 % of total teaching hours.

#### **1.1.1. Internal activities**

- Throughout the Education and Training SWG's research, it turned out that some subjects in the legal education institutes were overlapped. After improving the curriculum, we were able to divide the scope of teaching - learning subjects in each legal education institute clearly. We learned how to divide the scope of subjects in each legal educational institute and how to design each level among them. In the past, the scope of teaching - learning in each legal educational institute was not clear, in addition to that, how to transfer knowledge to students was not clear and how to deal with the overlapping curriculums in each legal educational institutes.

- Throughout the research and exchange information with the project experts and Japanese Professors, the Education and Training SWG agreed to make the civil and criminal mock case files which used in 4 legal education institutes by making use of lessons learned from Japan. Teachers pay particular attention to the important point and exercise (homework) to look for similar points and different points in answering and to set up the questions to students and trainees. The important thing is not making the conclusion in the case study of "correct or incorrect" but finding reasons to support the answer. To develop teaching - learning system by creating manuals to find the reason which supports the conclusion is important as well.

#### **1.1.2. Study tour in Japan**

In Japan, teachers in both civil and criminal law pay attention to self-thinking concept. In the contrast, most of Lao teachers conduct lecture of on way street. At this point, the way of teaching in legal field in Laos has not been the same as Japan. The method of training in the JTRI and the RTPI to train the officials pay attentions to practical things and it does not make the trainees give self-thinking and other professional necessary skills. Particularly, the trainees receive direct suggestions about practical matters, but they do not receive legal skills and self-thinking. The training programs focus on practical matters than self-thinking.

According to exchanging opinions and information about legal system with Japan, if you compare way of teaching-learning in legal field in Laos to it in Japan it seems that Lao method of teaching-learning is not broad and the legal teaching-learning system and training system are not comprehensive. In general, the way to become judges in Laos, it may take from 11 to 13 years to get the required criteria to be judges. The way to become judges in Japan, it takes only from 7 to 8 years that is shorter than Laos. The important thing is we should consider time to develop judges with high ability should be still longer or become shorter. According to the summary of technical officers, if you would like to have good quality in training there should be four points as follows:

- Good system - the good education and administration and the good curriculum
- Good teaching and good training
- Good teacher and good quality
- Good method of teaching, good facilitation and good documents for teaching.

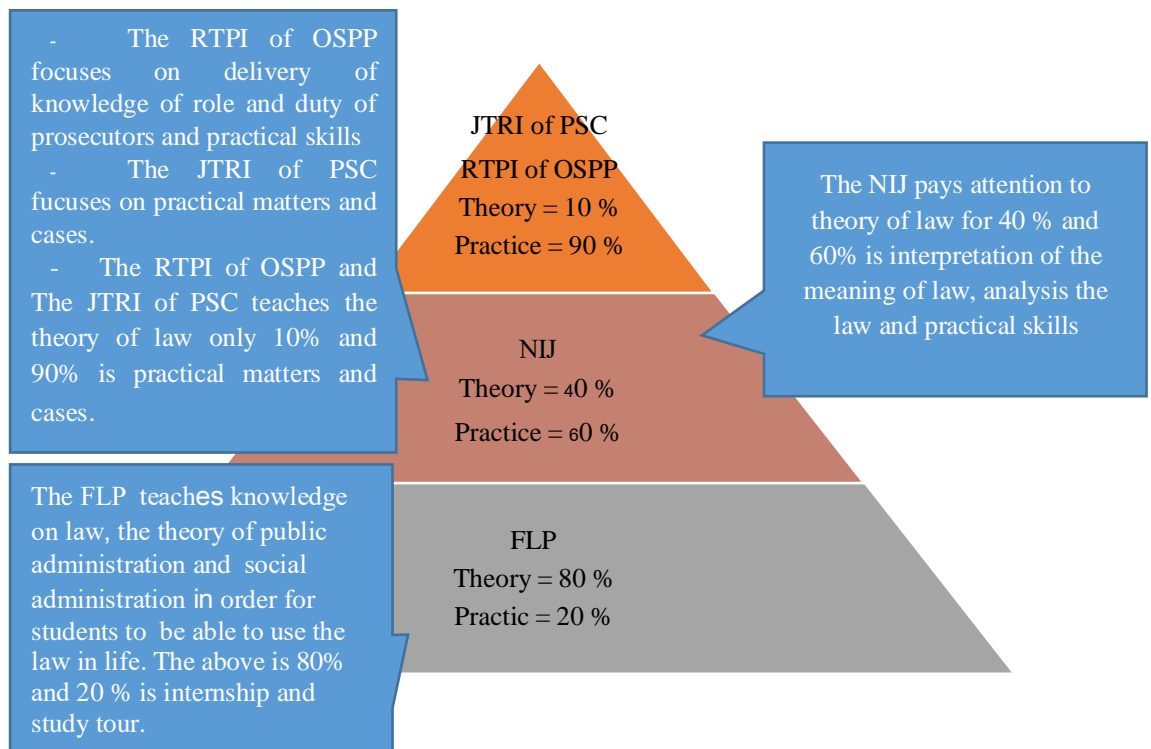
At this point, Laos has had the shortage of cases study; they focus on principles and theories in training program. In the contrast, Japan concentrates the self-thinking and discussion more than listening what teachers say. This is the good lesson for Laos to improve the quality and make it more efficiency. We are going to prepare teaching curriculums and teaching documents in order for trainees to understand self-thinking that we should consider about this.

### **1.1.2. Summary**

Each related legal educational institutes such as the FLP, the NIJ, the JTRI of PSC and the RTPI of OSPP shall make use of these lessons above and shall change the scope of teaching-learning in this report as follows:

- The scope of teaching - learning in the FLP focuses on the fundamental theory of law, and the rule of law (focus on transferring the fundamental knowledge of law)
- The scope of teaching - learning in the NIJ pays attention to interpret the meaning of law and analysis the law and the practical skills
- The scope of teaching - learning in the RTPI of OSPP focuses on delivery the knowledge of role and duty of prosecutors and practical skills.
- The scope of teaching - learning in the JTRI of PSC focuses on practical matters and cases.

### Summary of delivery of legal knowledge in Laos





This pyramid image shows the scope of 4 legal educational institutes which are the FLP, the NIJ, the JTRI of PSC and the RTPI of OSPP. Throughout the SWG's activities in this one year, we reached the conclusion as the SWG as follows:

- Research on curriculums: 4 legal educational institutes such as the FLP, the NIJ, the JTRI of PSC and the RTPI of OSPP is going to cooperate each other to re-improve their legal teaching-learning curriculums and to re-improve contents of overlapping subjects. At this point, we have already completed the improvement in 3 overlapping subjects: the penal law, the criminal procedure law and the civil procedure law.

- The JTRI of PSC pays particular attention to research on civil and criminal cases by concentrating practical skills and practical matters. To teach the fundamental theory or the basic knowledge of civil and criminal proceedings and the penal law, the civil procedure law and the criminal procedure law are belonged to the FLP. The NIJ focuses on legal professional skills, principle and the rule of law to use by teaching real practice and mock cases. The RTPI of OSPP focuses on case procedures that related to their organization.

By the cooperation between four legal educational institutes, the SWG is creating the civil and criminal mock case files<sup>1</sup> which is needed for capacity building of legal professionals by learning from the real cases.

The four legal educational institutes will be able to use these mock case files to teach in their institutes, but the way of utilization of these varies from each institution for cohesive and comprehensive education and clear division of role in teaching. This is also to avoid the former teaching-learning method and to avoid overlapping subjects that occurred in many subjects which will be needed to discuss in the future. Moreover, the SWG aims to that these mock case files will become the main subject in the four legal educational institutes.

Through the lesson learned from Japan, we are going to bring this experience into our teaching-learning system. The FLP and the NJI are going to improve their curriculums. Especially the justice professional program is going to reduce the training hours from 6 months to 5 months and is going to increase the

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<sup>1</sup> The mock case file will be selected from the real cases that already made decision as final verdict, however, some information may change as necessary.

internship program from 4 months to be 6 months. On top of that, it is going to reduce the hours for report from 2 months to 1 month.

The lessons from Japan is that people want to work for justice sectors must hold the bachelor degree and continue to study at law school for 2 or 3 years and then continue to train at the justice institute for at least 1 year and in total it takes 3 years, which is different from the current Lao legal educational system. Currently, in Laos people who want to work for the justice sector must graduate from bachelor or associate certificate of law program and then continue to study at the NIJ for 1 year if you want to be a judge, a prosecutor or an attorney. When you compare between Japanese legal educational system and Lao legal educational system, they are different. Therefore, The NIJ re-improved its curriculum by extending hours for internship program more than studying the theory of laws to get legal professional skills. For the JTRI and the RTPI re-improved their curriculum by improvement of the subjects and the system to make it more efficient and better service in the social work.

## **1.2. Evaluation of dissemination on handbooks**

The Education and Training SWG successfully organized the conference to disseminate the civil procedure law handbook one time at Luangphabang province and the criminal procedure law handbook three times at Savannakhet, Saravan and Oudomxay provinces.

The result of evaluation of dissemination on the civil and criminal procedure law handbook by participant were mostly very positive and they said that they want this program around the country.

## **2. Lesson learned**

### **2.1 Research on curriculums in Japan**

- We understood deeply the experience of Japan in capacity building of legal professionals that is after graduation from bachelor's degree then continue to study at Law school for 2 or 3 years (depend on the field graduated). After graduation from Law school, you need to enter the justice institutes to study for 1 year. To become judges, prosecutors and attorneys, you need to practice the related legal professional skills as follows:

- At law school, you study how to interpret the meaning of articles in law and learn case studies like the legal professionals do.

- At legal institute, you study how to interpret the meaning of articles in law that you will be able to use in real cases in the future. The method of training is different from studying at law school which the trainees shall select the suitable evidences by themselves in order to point out the facts in the case to reach the conclusion. At law school, students study how to apply the law, interpret meaning of law, concepts of each article in law and how to find facts in the cases based on law in order to make the conclusion in process of learning the content of law. The legal institute uses the method for capacity building of the legal professional practitioner that they can have legal skills, apply the content of articles in law, interpret the meaning of law, understand concept of articles in law and know how to find facts in the case based on law make the conclusion of the case.

The Japanese Justice training system is belonged to the Supreme Court and the training term is for one year. Details are as follows:

- 1) The first training program: 2 months
- 2) Internship in 4 institutions: 8 months as below
  - At civil chamber: 2 months
  - At criminal chamber: 2 months
  - At the office of prosecutor: 2 months
  - At the office of bar association: 2 months
- 3) Training program and final exam: 2 months.

The lesson learned is going to be used to improve the system to develop legal professional practitioners in Laos and we will choose the suitable way according to the situation. The platform of case proceeding between Laos and Japan may be different, but we can make use of the Japanese experience in legal training in Laos.

The textbooks that are used in teaching-learning in justice professional will be improved in the period of the project and it will depend on the necessities. The method of teaching is not fixed in the textbook, but it is adapted

based on the real situation and the trainers will not only make decision on the case if it is guilty or not guilty, but they will find the right way to make the trainees examine the cases and get self-thinking.

- The training program will keep combining the deeper specific field and the trainees will get knowledge from universities, law schools and the legal institutes in order to become lawyers in specific field.

## **2.2. Handbook dissemination**

The dissemination of handbooks that each SWG accomplished are very positive for the central and local officials and they will know and have more harmonized understanding of the laws. The dissemination will be implemented by each SWG. They may have better understanding about the content of handbook because they created them and they can bring the experience in dissemination to improve their handbook in the future.

## **IV. Future activity plan**

### **1. Scope of Work**

- To continue to improve the teaching - learning curriculums in the four legal educational institutes in order to combine them together.

- To create a civil and criminal mock case file for teaching in the four legal educational institutes.

- To conduct the seminar on curriculum and scope of teaching - learning curriculums for officials within and outside the four legal educational institutes in order to make them understand and implement together.

- To conduct mock lectures on the civil and criminal case file to the teachers in the four legal educational institutes in order to make them understand the mutual way of teaching.

### **2. Method of implementation**

- According to the scope of teaching - learning in each legal educational institute as aforementioned, we must continue improvement of curriculum in each legal educational institute and improvement of the subjects that overlapped each other to make them be cohesive each other.

- To conduct the dissemination on curriculum to teachers in the four legal educational institutes.

- To create a civil and criminal mock case file as a part of teaching - learning program in civil and criminal procedure subjects at the four legal educational institutes to divide the scope of teaching - learning of each institute more clearly.

- To implement the dissemination by conducting seminars on a mock civil and criminal case file to their teachers at four legal educational institutes for developing united understanding of this program.

The success of SWG in this one year as aforementioned is because of dedication and responsibility by all SWG members from the four legal educational institutes. The SWG members consist of not only director general of these institutes but technical staffs come from the FLP, the NIJ, the JTRI of PSC and the RTPI of OSPP. Most of them have important role and responsibility to improve the curriculum and teaching-learning programs. These legal educational institutes will exchange necessary information each other. Moreover, the SWG will invite the teachers who are in charge of teaching at from the four legal educational institutes to the joint SWG activities and that will make the SWG be able to find out the actual problems in teaching-learning programs and right way to solve these problems. In the future, we will continue to cooperate and exchange information and solve the existing problems together.

## Annex

1. Table on comparing of overlapping subjects
2. Table of brief comparison of three main subjects
3. Evaluation form in the conference to disseminate the civil procedure law handbook
4. Evaluation form in the conference to disseminate the criminal procedure law handbook
5. Chart of scope of teaching program in the four legal educational institutes
6. Name list of the SWG
7. Abbreviation- FYI from the interpreter: no attached even in Lao version.

**Annex1: Table on comparison in the current subjects in each  
legal educational institutes: made by SUDA Hiroshi**

| FLP  | NIJ  | JTRI  | RTPI   |
|--|--|---|--|
|  | 32 Subjects  | 17 Subjects   | 14 Subjects  |
| Political subject                                  | Feature of politic,<br>revolutionary feature of<br>judicial staffs | Feature of politic,<br>revolutionary feature of<br>court staffs | Feature of politic,<br>revolutionary feature<br>of prosecutors |
| Ethic of lawyer                                    | Ethic of judicial staff  | Ethic of court staff  | Ethic of prosecutors   |
|  |  |   | Regulation on<br>government staffs                             |
| Constitution                                       |  | Constitution  |  |
| Fundamental<br>human rights                        |  |   |  |
| Theory of public<br>and law                        |  |   |  |
| Lao study 1  |  |   |  |
| Lao study 2  |  |   |  |
|  |  | Fundamental knowledge<br>of civil relationship                  |  |
| Basic civil law 1                                  |  |   |  |
| Basic civil law 2                                  |  |   |  |
| Property law                                       |  |   |  |
| Law on relation<br>outside contract                |  |   |  |
| Law on relation<br>inside contract                 |  |   |  |
| Family law   |  |   |  |
| Inheritance law                                    |  |   |  |
| Family register law                                |  |   |  |
| Land law   |  |   |  |
| Law on guarantee<br>to enforcement the<br>contract |  |   |  |

|                                    |   |                        |   |
|------------------------------------|---|------------------------|---|
| Law on execution of judgements     |   |                        |   |
| Civil procedure law                | Civil proceeding  | Civil procedure law    | Civil procedure law   |
|                                    |   |                        | Civil proceeding and civil case consideration of People's Court                       |
|                                    |   |                        | Civil proceeding at first instance, appellate instance, cassation and reopen court    |
| International law (individual)     |   |                        |   |
| Basic penal law 1                  | Indicating of components of criminal offence and punishment | Penal law              | General Penal Law   |
| Basic penal law 2                  |   |                        |   |
| Penal law in specific part 1, 2, 3 |   |                        | Penal law in specific part  |
| Penal law in specific part         |   |                        |   |
| Criminal procedure law             | Criminal proceeding   | Criminal procedure law | Criminal procedure law  |
|                                    |   |                        | Case proceeding by investigations agency and the office people's prosecutors          |
|                                    |   |                        | Criminal proceeding at first instance, appellate instance, cassation and reopen court |
|                                    |   |                        |   |
| Child judicial system              | Child case's proceeding                                     | Child procedure law    | Child procedure law   |
|                                    |   |                        | Child protection law  |



|  |  |  |  |
|--|--|--|--|
|  |  | Court fee law  |  |
|  |  | People's court law                                       |  |
| Judges and clerk's task                                      | Judge's task                                       |  |  |
|  | Technique on civil court session                   |  |  |
|  | Technique on mediation                             |  |  |
|  | Technique on criminal court session                |  |  |
|  | Technique to draft criminal judgements             | drafting of judgements (civil, criminal and child cases) |  |
|  | Technique to draft civil judgements                |  |  |
| Technique on criminal investigations and evidence evaluation | Technique on criminal investigations and testimony |  | Technique on criminal investigations by investigations agency  |
|  |  |  | Technique on testimony and incriminating evidence collection on criminal cases   |
|  |  | Case summary and preparing the issue to prosecute        | Technique on case examination, summary, warrant, statement and drafting agreements by head of the office of people's prosecutor on criminal case |
|  | Examination of civil case file                     |  |  |
|  | Criminal case file examined by                     | Case file examination                                    |  |

|  |                                      |  |  |
|--|--------------------------------------|--|--|
|  | prosecutors and judges               |  |  |
|  |                                      | Case trial in the court<br>(civil, criminal and child cases) |  |
|  |                                      | Drafting of case summary report                              |  |
| The office of people's prosecutor administration | Prosecutor's task                    |  | Roles, rights and duties of prosecutors  |
|  |                                      |  | Office management  |
|  |                                      |  | Technique on official letter drafting  |
|  | Indictment to the court              |  |  |
|  |                                      |  | Method of testimony  |
|  | Technique on testimony in civil case |  | Technique on testimony and incriminating evidence collection in civil cases  |
|  |                                      |  | Technique on case examination, summary, warrant, statement and drafting agreements by head of the office of people's prosecutor in civil cases |
|  |                                      |  | Monitoring on execution of civil judgements during case proceeding in the court  |
|  |                                      |  | Technique on monitoring of execution of civil judgements during case proceeding in the court   |

|  |                   |  |   |
|--|-------------------|--|---|
|  |                   |  | Monitoring on execution of judgements   |
|  |                   |  | Monitoring on enforcement of laws by investigations agency  |
|  |                   |  | Technique on monitoring of enforcement of laws by investigations agency   |
|  |                   |  | Monitoring on enforcement of laws by court in criminal proceeding   |
|  |                   |  | Technique on monitoring enforcement of laws by court in criminal proceeding                                     |
|  |                   |  | Monitoring on enforcement of laws at arrest location, jail, reeducation center and re-habit center              |
|  |                   |  | Technique on monitoring of enforcement of laws at arrest location, jail, reeducation center and re-habit center |
|  |                   |  | Technique on monitoring of agreement of civil and criminal court  |
|  | Monitoring on law |  |   |

|                                     |  |  |  |
|-------------------------------------|--|--|--|
|                                     | enforcement by agency<br>in civil proceeding and<br>verdict enforcement in<br>civil case                               |  |  |
|                                     | Monitoring on law<br>enforcement by agency<br>in criminal proceeding<br>and verdict<br>enforcement in<br>criminal case |  |  |
| Fundamental<br>drafting of contract |  |  |  |
|                                     | Attorney's task  |  |  |
|                                     | Technique on civil<br>letter drafting by<br>attorneys  |  |  |
|                                     | Technique on civil case<br>to fight by attorneys   |  |  |
|                                     | Legal counseling on<br>civil case by attorney s  |  |  |
|                                     | Technique on criminal<br>case to fight by<br>attorneys   |  |  |
| Method to draft<br>case file        |  |  |  |
|                                     | Coordination between<br>prosecutors, judges and<br>attorneys   |  |  |
|                                     | Civil Statement and<br>warrant drafted by<br>prosecutors, judges and<br>attorneys (3 items)                            |  |  |
|                                     | Criminal Statement and<br>warrant drafted by   |  |  |

|   |   |  |                    |
|---|---|--|--------------------|
|   | prosecutors, judges and attorneys           |  |                    |
|   |   |  | General Inspection |
| Political philosophy                            |   |  |                    |
| Syllogism                                       |   |  |                    |
| ASEAN Organization                              | International Cooperation in justice sector | International Cooperation in case proceeding (ASEAN members) |                    |
| Policy  |   |  |                    |
| Enterprise law                                  |   |  |                    |
| Environment law                                 |   |  |                    |
| General administrative law                      |   |  |                    |
| Law on government property                      |   |  |                    |
| Public international law                        |   |  |                    |
| Bankruptcy law and cooperate reconstruction law |   |  |                    |
| Judicial organization                           |   |  |                    |
| Public security                                 |   |  |                    |
| Tax and custom law                              |   |  |                    |
| Insurance law                                   |   |  |                    |
| Basic Roman law                                 |   |  |                    |
| Law on economic dispute solution                |   |  |                    |
| Law on execution of judgments                   |   |  |                    |
| Notary law                                      |   |  |                    |
| Labor law                                       |   |  |                    |
| Law on protection                               |   |  |                    |

|                                      |                |                     |  |
|--------------------------------------|----------------|---------------------|--|
| for consumer                         |                |                     |  |
| Law on investment promotion          |                |                     |  |
| Intellectual property law            |                |                     |  |
| Internship                           |                |                     |  |
| Thesis and final thesis presentation |                |                     |  |
| General Psychology                   |                |                     |  |
| Foreign languages                    |                |                     |  |
| Political Economic                   |                |                     |  |
| Writing thesis                       |                |                     |  |
|                                      | Enterprise law |                     |  |
|                                      |                | Human relationships |  |

## Annex 2: Table of brief comparison of three main subjects

### ➤ The subjects on Criminal Law

| FLP   | NIJ   | RTPI  | JTRI    |
|---|---|---|---------|
| Amended   | Amended   | Amended   | new     |
| <p>Subject name:</p> <p>➤ Fundamental criminal law subject 1</p> <p>You learn comprehensive principle, interpretation of penal law, scope of application of penal law, difference between penal law and civil law, factors in crimes and criminals, justifiable cause of ability to fulfill responsibilities, responsibilities in criminal case, guilty and principle of punishment</p> | <p>Subject name: Application of penal law</p> <p>➤ Penal law</p> <p>We will explain the theories as follows:</p> <p>-Guilty in criminal cases</p> <p>-Factors in guilty</p> <p>-Punishment (real cases, analysis and reference of laws)</p> | <p>Subject name: Criminal procedure</p> <p>➤ Penal law</p> <p>- Responsibility in criminal cases</p> <p>-Negligence (analysis on guilty)</p> <p>-Classification of guilty (four factors in guilty)</p> <p>- Causes of irresponsibility in criminal cases</p> <p>-Guilty</p> <p>- Causes of suspension of punishment</p> | deleted |
| <p>Subject name: Fundamental criminal law 2</p> <p>➤ Fundamental criminal law</p>   |   |   |         |

|  |  |  |  |
|--|--|--|--|
| <p>subject 2</p> <p>You learn cause of suspension of punishment, period of limitation in execution of judgements, conditional parole, measures by courts to juveniles, measures by courts to mental disabilities and measures by courts to educate intoxicated people because of alcohol or drugs.</p>                                 |  |  |  |
| <p>Subject name: Fundamental criminal law 3</p> <p>➤ Fundamental criminal law subject 3</p> <p>You learn common law including structure of guilty in the U.K and the U.S., comparison between Lao system and Civil law system including structure of guilty in European countries and you compare variety of systems in the world.</p> |  |  |  |



➤ **The subjects on Criminal Procedure Law**

| FLP  |  | NIJ   | RTPI  | JTRI   |
|--|--|---|---|--|
| Amended  |  | Amended   | Amended   | New  |
| <p>Subject name:</p> <ul style="list-style-type: none"> <li>➤ Criminal procedure law subject 1</li> </ul> <p>You study on general criminal proceeding, basic principles of criminal proceeding, criminal case procedure, evidence and component of evidence in criminal case, opening investigation and coercive measure.</p> <ul style="list-style-type: none"> <li>➤ Criminal procedure law subject 2</li> </ul> <p>This subject continues from Criminal procedure law subject 1. You learn the way of inspecting the criminal proceeding by the office of people's prosecutor, suspension and dismissal of criminal case, criminal case consideration by first instance</p> |  | <p>Subject name:</p> <ul style="list-style-type: none"> <li>➤ Criminal procedure law subject</li> </ul> <p>-Evidence in criminal procedure case</p> <p>- Investigations</p> <p>-Pressing charge to the court and criminal proceeding in the court</p> | <p>Subject name:</p> <ul style="list-style-type: none"> <li>➤ Criminal procedure law subject</li> </ul> <p>-Evidence in criminal procedure cases</p> <p>- Rights and duties in criminal case investigations agency</p> <ul style="list-style-type: none"> <li>- Attendances at court</li> <li>- Criminal proceeding of investigations agency</li> <li>- Criminal proceeding in the office of people's prosecutors</li> <li>- Criminal proceeding in the court</li> <li>- Criminal case reopening proceeding in the court</li> </ul> | <p>Subject name:</p> <p>Examination of criminal case files</p> |

|  |   |  |  |  |
|--|---|--|--|--|
| court, criminal case consideration by appellate court and cassation court, execution of judgments in criminal cases.   |   |  |  |  |
| <p>➤ Criminal procedure law subject 3</p> <p>After studying Criminal procedure law subject 1 and Criminal procedure law subject 2, the Criminal procedure law subject 3 is to bring the issues that found in the Criminal procedure law subject 1 and Criminal procedure law subject 2 and you examine and research them to get basic background in studying criminal law in the future.</p> | International cooperation in criminal proceeding (proposal) |  |  |  |

➤ **The subjects on Civil Procedure Law**

| FLP   | NIJ  | RTPI   | JTRI   |
|---|--|--|--|
| Amended   | Amended  | Amended  | New  |
| <p>Subject name:</p> <p>Basic knowledge on as follows:</p> <ul style="list-style-type: none"> <li>- General knowledge on civil proceeding, attendances and civil proceeding in the court, first instance court, appellate court and cassation court, execution of civil judgments, and civil reopening case.</li> <li>- International cooperation in Civil proceeding (proposal)</li> </ul> | <p>Subject name:</p> <p>Research on:</p> <ul style="list-style-type: none"> <li>- Evidence in civil procedure cases</li> <li>- Civil proceeding at first instance court</li> <li>- Appellate court</li> <li>- Cassation court and reopening court</li> <li>- Civil proceeding in accordance with the complaint.</li> </ul> | <p>Subject name:</p> <ul style="list-style-type: none"> <li>➤ Civil procedure law subject</li> <li>- Roles, rights and duties of the office of people's prosecutor in civil proceeding</li> <li>- The procedure in participate in civil proceeding of the office of people's prosecutor</li> <li>- Monitoring on enforcement of laws by the court in civil, commercial, family, and juvenile case proceeding</li> <li>- Civil case reopening.</li> </ul> | <p>Subject name:</p> <ul style="list-style-type: none"> <li>- examination on Civil case files</li> </ul> |

**Comments:** According to the interview of teachers at the FLP, the criminal procedure law subject in the FLP consists of three parts such as: Criminal procedure law subject 1, Criminal procedure law subject 2 and Criminal procedure law subject 3.

### Annex 3:

#### Evaluation form of dissemination on the civil procedure law handbook

(Date:....., Location:.....)

Please mark (✓) in the square

1. After dissemination on civil proceeding at first instance, what did you think about it?

- Lectures                      Very good ☐      Good ☐              Fair ☐              Poor ☐

- Contents                      Very good ☐      Good ☐              Fair ☐              Poor ☐

- Understanding              Very good ☐      Good ☐              Fair ☐              Poor ☐

- Benefit received from the dissemination

.....

- Points should be improved

.....

.....

2. After dissemination on civil proceeding, what did you think about it?

- Lectures                      Very good ☐      Good ☐              Fair ☐              Poor ☐

- Contents                      Very good ☐      Good ☐              Fair ☐              Poor ☐

- Understanding              Very good ☐      Good ☐              Fair ☐              Poor ☐

- Benefit received from the dissemination

.....

.....

- Points should be improved

.....

.....

3. After dissemination on court fee, what did you think about it?

- Lectures                      Very good ☐      Good ☐              Fair ☐              Poor ☐

- Contents                      Very good ☐      Good ☐              Fair ☐              Poor ☐

- Understanding              Very good ☐      Good ☐              Fair ☐              Poor ☐

- Benefit received from the dissemination

.....

.....

- Points should be improved.....

4. After dissemination on civil case trial in the court, what did you think about it?

- Lectures                      Very good ☐              Good ☐              Fair ☐              Poor ☐

- Contents                      Very good ☐              Good ☐              Fair ☐              Poor ☐

- Understanding              Very good ☐              Good ☐              Fair ☐              Poor ☐

- Benefit received from the dissemination

.....

.....

- Points should be improved

.....

.....

5. After dissemination on the method of consideration on civil case request to process the case, what did you think about it?

- Lectures                      Very good ☐              Good ☐              Fair ☐              Poor ☐

- Contents                      Very good ☐              Good ☐              Fair ☐              Poor ☐

- Understanding              Very good ☐              Good ☐              Fair ☐              Poor ☐

- Benefit received from the dissemination

.....

.....

- Points should be improved .....

.....

6. After dissemination on civil case reopening, what did you think about it?

- Lectures                      Very good ☐              Good ☐              Fair ☐              Poor ☐

- Contents                      Very good ☐              Good ☐              Fair ☐              Poor ☐

- Understanding              Very good ☐              Good ☐              Fair ☐              Poor ☐

- Benefit received from the dissemination

.....

.....

- Points should be improved .....

.....

7. The time of dissemination is suitable or not?

Very suitable ☐      Suitable ☐      Not suitable ☐

8. The attendees of dissemination are suitable or not?

Very suitable ☐      Suitable ☐      Too little ☐

9. The contents of dissemination are suitable or not?

Very suitable ☐      Suitable ☐      Too little ☐

10. What did you think about administrative service in dissemination?

Very good ☐      Good ☐      Fair ☐      Poor ☐

11. Your comment on this dissemination

+ Dissemination implementing.....

.....

+ Contents.....

.....

+ Lecturer.....

.....

+ Other comment.....

(Thank you)

**Annex 4:**  
**Evaluation form of dissemination on the criminal procedure law**  
**handbook**

(Date:....., Location:.....)

Please mark (✓) in the square

1. After dissemination on criminal procedure chart, what did you think about it?

- |   |                                    |                               |                               |                               |
|---|------------------------------------|-------------------------------|-------------------------------|-------------------------------|
| - Lectures                                | Very good <input type="checkbox"/> | Good <input type="checkbox"/> | Fair <input type="checkbox"/> | Poor <input type="checkbox"/> |
| - Contents                                | Very good <input type="checkbox"/> | Good <input type="checkbox"/> | Fair <input type="checkbox"/> | Poor <input type="checkbox"/> |
| - Understanding                           | Very good <input type="checkbox"/> | Good <input type="checkbox"/> | Fair <input type="checkbox"/> | Poor <input type="checkbox"/> |
| - Benefit received from the dissemination |                                    |                               |                               |                               |

.....

.....

- Points should be improved

.....

.....

2. After dissemination on criminal procedure chart of investigations agency and the office of people's prosecutors, what did you think about them?

- |   |                                    |                               |                               |                               |
|---|------------------------------------|-------------------------------|-------------------------------|-------------------------------|
| - Lectures                                | Very good <input type="checkbox"/> | Good <input type="checkbox"/> | Fair <input type="checkbox"/> | Poor <input type="checkbox"/> |
| - Contents                                | Very good <input type="checkbox"/> | Good <input type="checkbox"/> | Fair <input type="checkbox"/> | Poor <input type="checkbox"/> |
| - Understanding                           | Very good <input type="checkbox"/> | Good <input type="checkbox"/> | Fair <input type="checkbox"/> | Poor <input type="checkbox"/> |
| - Benefit received from the dissemination |                                    |                               |                               |                               |

.....

.....

- Points should be improved

.....

.....

3. After dissemination on criminal procedure chart of court, what did you think about it?

- |                 |                                    |                               |                               |                               |
|-----------------|------------------------------------|-------------------------------|-------------------------------|-------------------------------|
| - Lectures      | Very good <input type="checkbox"/> | Good <input type="checkbox"/> | Fair <input type="checkbox"/> | Poor <input type="checkbox"/> |
| - Contents      | Very good <input type="checkbox"/> | Good <input type="checkbox"/> | Fair <input type="checkbox"/> | Poor <input type="checkbox"/> |
| - Understanding | Very good <input type="checkbox"/> | Good <input type="checkbox"/> | Fair <input type="checkbox"/> | Poor <input type="checkbox"/> |

- Benefit received from the dissemination.....

.....

- Points should be improved

.....

.....

4. After dissemination on criminal procedure chart of attorneys, what did you think about it?

- Lectures                      Very good ☐      Good ☐              Fair ☐              Poor ☐

- Contents                      Very good ☐      Good ☐              Fair ☐              Poor ☐

- Understanding              Very good ☐      Good ☐              Fair ☐              Poor ☐

- Benefit received from the dissemination .....

.....

- Points should be improved .....

.....

5. After dissemination on the overview of criminal procedure, what did you think about it?

- Lectures                      Very good ☐      Good ☐              Fair ☐              Poor ☐

- Contents                      Very good ☐      Good ☐              Fair ☐              Poor ☐

- Understanding              Very good ☐      Good ☐              Fair ☐              Poor ☐

- Benefit received from the dissemination .....

.....

- Points should be improved .....

.....

6. After dissemination on criminal case investigations and monitoring on law enforcement of investigations agency and pressing charge defendant to court of the office of the people's prosecutors, what did you think about them?

- Lectures                      Very good ☐      Good ☐              Fair ☐              Poor ☐

- Contents                      Very good ☐      Good ☐              Fair ☐              Poor ☐

- Understanding              Very good ☐      Good ☐              Fair ☐              Poor ☐

- Benefit received from the dissemination .....

.....



- Points should be improved.....  
.....

7. After dissemination on criminal case consideration of first instance court and appellate court, what did you think about them?

- Lectures                      Very good ☐      Good ☐              Fair ☐              Poor ☐  
- Contents                      Very good ☐      Good ☐              Fair ☐              Poor ☐  
- Understanding              Very good ☐      Good ☐              Fair ☐              Poor ☐  
- Benefit received from the dissemination .....

- Points should be improved.....  
.....

8. After dissemination on criminal case consideration of cassation court and reopening court, what did you think about them?

- Lectures                      Very good ☐      Good ☐              Fair ☐              Poor ☐  
- Contents                      Very good ☐      Good ☐              Fair ☐              Poor ☐  
- Understanding              Very good ☐      Good ☐              Fair ☐              Poor ☐  
- Benefit received from the dissemination .....

- Points should be improved.....  
.....

9. After dissemination on role of attorney in criminal proceeding and court agreement enforcement, what did you think about them?

- Lectures                      Very good ☐      Good ☐              Fair ☐              Poor ☐  
- Contents                      Very good ☐      Good ☐              Fair ☐              Poor ☐  
- Understanding              Very good ☐      Good ☐              Fair ☐              Poor ☐  
- Benefit received from the dissemination .....

- Points should be improved.....  
.....

10. The time of dissemination is suitable or not?

Very suitable ☐      Suitable ☐              Not suitable ☐

11. The attendees of dissemination are suitable or not?

Very suitable ☐      Suitable ☐      Too little ☐

12. The contents of dissemination are suitable or not?

Very suitable ☐      Suitable ☐      Too little ☐

13. What did you think about Administrative service in dissemination?

Very good ☐      Good ☐      Fair ☐      Poor ☐

14. Your comment on this dissemination

+ Dissemination implementing.....

.....

+ Contents.....

.....

+ Lecturer.....

.....

+ Other comment.....










(Thank you)

## Annex 5: Scope of curriculums in the four legal educational institutes

| FLP                  | NIJ                                       | RTPI                                      | JTRI                                      |
|----------------------|---|---|---|
|                      |   | Collecting evidence<br>40 %               | Collecting evidence<br>40 %               |
|                      | Finding facts<br>based on<br>evidence 30% | Finding facts<br>based on<br>evidence 30% | Finding facts<br>based on<br>evidence 30% |
|                      | Evaluating<br>facts based on<br>law 30 %  | Evaluating<br>facts based on<br>law 30 %  | Evaluating<br>facts based on<br>law 30 %  |
| Theory of law<br>80% | Theory of law<br>40%                      | Theory of law<br>10%                      | Theory of law<br>10%                      |
| Content of<br>Law    | Content of<br>Law                         | Content of<br>Law                         | Content of<br>Law                         |

Annex 6: Name list of the SWG for improvement of education and training

| No | Name and Surname                 | Position  | Organization | Photo   |
|----|----------------------------------|---|--------------|---|
| 1  | Mr. Viengvilay<br>THIENGCHANXAY  | Dean of Faculty of Law and<br>Political Science             | FLP          |    |
| 2  | Mr. Bounthieng<br>PHOMMACHAN     | Vice Dean of Faculty of Law<br>and Political Science        | FLP          |    |
| 3  | Mr. Vixay SYHAPANYA              | Head of Civil Law<br>Department                             | FLP          |    |
| 4  | Ms. Vilay<br>LANGKAVONG          | Head of Political Science<br>Department                     | FLP          |    |
| 5  | Ms. Keophila<br>ANOUVONG         | Head of Civil Law unit                                      | FLP          |   |
| 6  | Dr. Chomkham<br>BOUPHALIVANH     | Director of National Institute<br>of Justice                | MOJ          |  |
| 7  | Mr. Sengphachanh<br>VONGPHOTHONG | Vice Director of National<br>Institute of Justice           | MOJ          |  |
| 8  | Ms. Phetsamay<br>XAYMOUNGKHOUNE  | Head of Administration and<br>Finance Division              | MOJ          |  |
| 9  | Ms. Patthana<br>BOUNPHENG        | Head of Career on Court<br>Order Implementation<br>Division | MOJ          |  |
| 10 | Mr. Sisavanh<br>LUANGLATH        | Director of Research and<br>Training Institute              | PSC          |  |

|    |                                |   |      |   |
|----|--------------------------------|---|------|---|
| 11 | Mr. Bounkhouang<br>THAVISACK   | Director of Cabinet   | PSC  |    |
| 12 | Mr. Thipphasone<br>LADVONGSAY  | Head of Administration<br>Division of Research &<br>Training<br>Institute | PSC  |    |
| 13 | Mr. Soulinthone<br>PHOMMACHANH | Technical Staff   | PSC  |    |
| 14 | Ms. Davone KHAMSY              | Technical Staff   | PSC  |    |
| 15 | Ms. Phonephet OUNKEO           | Director of Prosecutor<br>Training Prosecutor Institute                   | OSPP |    |
| 16 | Ms. Bouakham<br>PADAPDY        | Deputy Director of Inspection<br>Department                               | OSPP |   |
| 17 | Mr. Khamon<br>NAMNOUVONG       | Head of Training Division   | OSPP |  |
| 18 | Mr. Dabsadachanh<br>VONGXAY    | Head of Cabinet of Research<br>and Training Prosecutor<br>Institute       | OSPP |  |
| 19 | Ms. Viengsavanh<br>PHONPHAKDY  | Deputy Head of Training<br>Division                                       | OSPP |  |