

**PRAKAS No. 306**

**ON**

**Working and Living Conditions in Plantations**

**Ministry of Labour and Vocational Training (MLVT)**

**DECISION**

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**SCOPE OF APPLICATION**

**Item 1:** Employers of all plantations for industrial or commercial purposes and where cultivated or produced such as tea, sugar cane, rubber, bananas, coconuts, peanuts, tobaccos, citrus fruits, oil palm, cinchona or pineapple, pepper, cotton, jute or other industrial commercial crops, shall take attentions of workers and families on working and living conditions.

**GENERAL REGULATIONS**

**Item 2:** **Working uniforms/clothes:** Employers shall provide work clothes, with no charge, to workers, such as pants, shirts and working shoes, for 2 time per year.

**Protective instruments and Individual protection:** Employers shall provide free of charge, instruments and individual protective gears, to all workers that are needed for their works.

**Carrying and lifting by labour at work places:** Working on carrying and lifting shall be performed referred to the provision of Prakas (Ministerial Order) No. 124, dated 1 June 2001 on Weight lifting.

**Sound:** Voice and reverberating sound shall not be over than determined level that stated in the Prakas No. 138/MoSALVY, dated 22 April 2003 on Sounding in workplace.

**Firing:** Employers shall take any necessary measures to prevent fire urgently and effectively for the benefits of workers.

**Kinds of products for appropriate extinguish fire and risks:**  
Employers shall make arrangement of warning notices for fire cases as necessary in the places of planting stations, fields of plantation, factories and administrative buildings.  
Notices shall be placed at areas where workers are visible. The notices shall be prepared by using warning signs and codes specified primary means for first aid and extinguish a fire emergency.

**No smoking:** To prevent any risks such as risk of health, risk of fire, that are caused by raw materials, environment of plantations, and chemical substances solutions that are being used, employers shall prohibit smoking in and surrounding workplaces.

**Training at workplaces and safety:** Employers shall provide an appropriate training on occupational health and safety for workers and worker's representative. The training shall be conducted based on real practices at the workplaces.

The training shall be explained workers as the following:

- Behaviors of good performance with skills manners.
- Risks
- Take definitely measures of protection, benefits and using process of each protective gear.
- Measure of traffic for vehicles, machines, and people are in the plantation places.
- Measure against fire and moving from workplace including the definition of security signs.
- Transport victims by accident or get toxic during work.
- Conditions of using any other locations where reserved for workers.

**Training shall be mainly discussed on:**

- Risks of chemical substances and cautions of using chemical substances and organization in enterprises.
- Risks and cautions of using machineries and other work equipments, lifting and carrying techniques, and weighting transfer. Risks and caution of using vehicles and machineries.

### **Planting station and cropping field**

- Item 3:** **Pass-way In-Out:** Employers shall take carefully maintain the pass way system; In-Out ways that connected from factories, germinating stations and cropping fields including paths inside the areas. Roads, especially traffic areas, storing and transferring of goods areas, waiting station and parking areas shall have a sufficient opened space of:
- The width of vehicles and machineries.
  - Bothersome materials shall be removed and lifted up.
  - Traffic conditions.

Areas and paths for traffic shall be able to widely go through with convenience. The road surface shall be hard, smooth, no bumpy and shall not have much step slopes.

Traffic signs shall be simple and short according to traffic and security law to allow workers understandable. Those signs shall be regularly clean and maintained.

**Materials and necessary equipments:** Chisels, knives, sickles and other sharp equipments should be sheathed or protective ferrules.

## **PROCESSING AND METAMORPHOSIS FACTORIES**

**Item 4:** **Chemical risk:** Chemical substances that shall be used for the plantations should be kept at safe places where it's strongly built with concreted cement pave or kept in dried containers consists of ventilated air and always sealed. The areas shall be also equipped materials against fires. The empty containers, empty sacks, empty packages of those chemical substances shall be labeled with words that workers understandable and readable names, ingredients solution and endangers of its uses and caution.

- Health inspectors shall be requested to build immediately the washing places if there is an evident that the products used, are needed to have it.
- Employers shall take necessary measures to avoid any risk happens through leaking, spraying, falling into containers, canals, and open-canal systems that consisted of chemical substances used in processing and metamorphosis.
- While using chemical substances there could be dangerous for workers, employers shall develop safety slips for each chemical substance. The present safety slip at least shall be indicated that:
  - Market product identity.
  - Physical, chemical and special characteristics of toxic.
  - Caution for storing, using, and holding or mixing including damages or disposal
  - Take measure when there has accidents.

Employers shall submit a safety slip document to Health Inspectors.

**Item 5:** **Mechanical risk:** Machineries, mechanics, transmission apparatus and other tools shall be installed and kept in safe places.

**Moving machineries and transmission apparatus:** Fan propellers, rollover supporters, gears, triangles or cylinder shall be having protective instruments shall keeping away from hand of workers. Other moving equipments of machineries shall be having protective gears. The same for drive-belts or cable which are across-workshop places or functioning transmission shall be putting up at least 2 meters high from the ground. Supplementary

equipments of machineries or equipments for staff shall be protected from drive-belts that are functioning.

- All kinds of pressing machines, which are running on by automatic mechanical system shall be prepared, protected or any usage allowed mechanics enough time to remove those functioned equipment stuffs, in case of repairing simple mechanical pressing machines or protective gears. At every time to stop engine shall be ensured the cut off the relation between engine and movement power, and also ensure that the function shall not be obstacle by pressing auto clutch fan propellers and gears if there are affected to those things.

**Item 6:** **Electrical installations:** All section of electric installations shall be kept at suitable distances to ensure security and safety of workers, and also to ensure a protecting fire or explosions. Electric installation shall make sure of the hardness of mechanics, compares to the risks of damages are confronting with. On the other hand, this installation shall create to ensure that is working normally, and shall not increase heat, caused of the accident to wires or other materials placed nearby.

- Electrical installation shall be done by professional staff and shall be used a proper electrical materials based on electrical technique. The additional installation, modification or repairing shall be done referred to the condition of the first installation.

## **BUILDING ARRANGEMENT**

**Item 7:** Buildings used for workplaces and reserving places for workers generally shall be strong and stable and could be proportioned to the weight usages.

- Surface of concrete pave shall be hard and smooth and should not be having steep slopes or bumpy that cause to danger. Surface of concrete pave shall not be slippery.
- Foundation, walls, and ceilings shall be fit into the work of activities and easy to clean.
- The width space between equipments and installments shall have 0.8 meters as the minimum space.
- Small bridges or tightropes, platforms and other transportation means shall be constructed, rehabilitated or prevent to ensure safety for workers.
- Buildings and other reserved places for workers shall regularly take good maintain correctly and to ensure there has no risks.
- Lights in workplaces, other reserved places for workers and other relevant workplaces shall be managed referred to the present Prakas No....., dated ..... on Light and Lighting.

- Ventilation instruments and workplaces sanitation shall arrange referred to the present Prakas NO: 125 dated 15 June 2001 on Ventilation and Clean Atmosphere.
- Chairs for worker shall be arranged referred to the present the Prakas NO: 053 dated 10 February 2000 on Sitting chair in workplaces.

## **SANITATION**

**Item 8:** **Toilet and Bathroom** shall be built and maintained referred to the present Prakas NO: 052 dated 10 February 2000 on hygienic toilet arrangement.

**Individual drawers and cloth keeping places:** employers shall provide each drawer for each worker separately. Those drawers for keeping personal materials, and shall be locked except for foods or any products that are quickly spoiled.

Rules and Regulations shall be notified conditions related to reservation: using and maintaining these drawers.

Employers shall arrange places for keeping cloths of workers. This cloth keeping places shall be separated from workplaces and shall have suitable sizes and adequate ventilation.

Cloth keeping places shall be arranged separately between males and females. Cloths shall be dried to keep in the places. Working or preventing cloths that used in factories shall be kept far from other cloths to avoid dirty/grimy.

**Foods and Canteens:** Eating foods in workplaces shall be prohibited.

Employers shall take duties to arrange suitable canteens or food places as needed. To build canteens or food-places shall be done referred to the present Prakas NO:..... on Social Services for Workers.

- Provision Hygiene Beverages for workers shall be based on the Prakas NO: 054 dated 10 February, 2000 on Provision Hygiene and Beverages.

## **LIVING CONDITIONS**

**Item 9:** Water: Each village shall be supplied enough clean water at least there is at food distribution centers. Water distribution places shall be managed and prevented from risks of any substances that degraded water quality. Water distribution places shall be installed water faucets to ensure good sanitation. The arrangements to ensure water quality and water supplies shall be

the employers' responsibilities. Employers shall present the certificate of water quality analysis that issued by competent authority upon requested by labour inspectors. The water analysis shall be conducted regularly as much as possible.

Puddles in or near villages which could be the places of larva shall be eliminated. Puddles near houses shall be fill up by own habitant who living in the areas. Employers shall have duties to eliminate puddles where are only in public areas or communities.

**Child nursery:** Employers shall provide, with no charge, a child nursery in each village for workers, where those places shall be near to houses for getting children from parents since they start working in the morning until returning homes-village.

- The location of child nursery shall be large enough, adequate ventilation, receivable enough natural light and could be seen to outside-door. Those places shall be arranged with non-mosquitoes.
- Surface of concrete paves and wall shall be a condition to easily clean and de-infection.
- Child nursery shall be always kept clean, and clean it up once per day at least.

Employers shall have checked child nurseries to ensure:

- Clean water
- Cooking instruments and other necessary kitchen materials for preparing food for children.
- Suitable furniture
- Sleeping materials
- Foods for children based on conditional nutrition and age.
- Changeable materials and washing.
- Toys for play and education,

Employers shall have responsibilities, for all necessary works in taking care of young children bellow 12 years old whose are children of workers, by providing professional staff for child nurseries or schools, and that shall not allow the presence of children at the workplace during parents' working hours.

## **HEALTH SERVICES**

**Item 10:** Health services shall be complied with the developed procedures and the performance as it stated in provision of labour law and Common its present Prakas N0: 330 MoSALVY, dated 6 December 2000 on Infirmary Enterprise and Common Prakas N0: 138 MoSALVY, dated 28 June 2001 on Working Conditions and Health Services enterprise premises.

## **PROVISION related to Women and Children Workers**

**Item 11:** Children (both sexes) aged lower than 18 years old shall be prohibited working in processing factories and metamorphosis factories. Conditions of carry and lifting up of women and children aged less than 15 years old shall have implemented referred to provision of its present Prakas NO: 124, dated 15 June 2001 on Weight Lifting by Labour.

## **ADMINISTRATIVE SERVICES**

**Item 12:** The issue of sanitation and safety for workers in administrative services shall have covered by provision as presented in the Labour Law and other instructions to implement this law.

**Item 13:** Any employers shall ensure that a Khmer copy of the present *Prakas* is posted at the workplace so as to be clearly visible and readable to all workers.

**Item 14:** The present *Prakas* shall take effects from date of its signature.

### **CC:**

- Cabinet of the King
- General Secretariat of Senate
- General Secretariat of National Assembly
- Cabinet of Prime Minister
- Council of Ministers
- All relevant Ministries  
    “For information”
- General Directorate of Labour
- General Directorate of Administration and Finance
- All Provincial and Municipal Departments of Labour and Vocational Training  
    “For dissemination and implementation”
- Employer Associations “For implementation”
- Trade Unions “For information”
- All radio and TV networks “For dissemination”
- Chronicle and documentation.