

Unofficial Translation

PRAKAS No. 308
ON
Working and Living Conditions in Salt Production Enterprises

Ministry of Labour and Vocational Training (MLVT)

DECISION

Item 1: Under the scope of application of Cambodia's Labour Law, the employers (hereinafter salt field owners) shall have to pay attentions to their employees on working conditions, occupational health and safety and living in good conditions.

Clothing

Item 2: The employers shall be supplied free of charge of two sets of working clothes to each employee per season/year. The clothes shall be supplied after employee had being employed within 15 days for the first set. These 2 sets of clothes shall have been separated into two parts are coat and skirt or trousers and the size shall be fitted into the employee's body. The employers shall have provided means for cleaning cloths such as detergent.

The internal regulation shall be developed for applying of using and cleaning the clothes.

Protective Instruments

Item 3: The employers shall have to supply to employees with free of charge of protective instruments such as boots, gloves and hats. Those production instruments such as scrapes, yokes, grub-hoes, string and rakes shall be good conditions in order to ensure safety using or dangerous to users.

Beverages

Item 4: The employers shall have to apply beverages under the best hygiene possible to be performed with Prakas N0. 54 MOSALVY/ skby, dated February 10, 2000.

Weight lifting

Article 5: Weight lifting, especially for women and children aged under 18 years old, shall be performed referred to the Prakas N0. 124 MOSALVY/ skby, dated June 15, 2001.

Living condition of employees and their families

Item 6: In case of the employees have moved to live in the salt production field as individual or in the group, they shall be supplied residential house either for individual or the family and employers shall be separated housing for their accommodation. The house preparation shall be performed referred to the Prakas N0.MOSALVY/ skby, dated

Child labour and Women labour

Item 7: The children aged less than 15 years old shall be prohibited in salt production works although the works shall be assisting the families. The children aged over 15 years old shall be allowed to work in terms of these works shall not be in hazardous works which harms to their health, mental and physical development.

For women who had had pregnancy for the period of three months shall be only expected to perform the light works.

Health Service

Item 8: The employers shall be established the health services for employees referred to the Prakas N0. 330 MOSALVY/ skby, dated December 06, 2000 on the Establishment of the Infirmary in the workshop/worksites and Prakas N0. 139 MOSALVY/ skby, dated June 28, 2001 on the Working Conditions and Health Service in the Enterprise premises.

Item 9: 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 10: This Prakas shall take effects as of the 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.