

KINGDOM OF CAMBODIA
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Ministry of Social Affairs, Labor and Veterans Affairs
No. 297/PRK/MOSALVA
Phnom Penh, May 8, 1998

**Prakas on
Training for Minors Working Underground**

The Secretary of State for Social Affairs, Labour and Veteran Affairs

- Referring to the 1993 Constitution of the Kingdom of Cambodia;
- Referring to Article 174 of the Labour Law promulgated by Reach Kram No. CS/RKM/0397/01 of March 13, 1997;
- Referring to Reach Kret of November 1, 1993 on the formation of the Royal Government of Cambodia;
- Referring to Reach Kret No. NS/RKT/1094/83 of October 24, 1994 on the Reorganization of the Composition of the Royal Government of Cambodia;
- Referring to Reach Kret No. NS/RKT/1094/90 of October 31, 1994 on the Reorganization of the Composition of the Royal Government of Cambodia;
- Referring to Reach Kram No. 02/NS/94 of July 20, 1994 promulgating the Law on the Organization and Functioning of the Council of Ministers;
- Referring to Reach Kram No. NS/RKM/0196/17 of January 24, 1996 promulgating the Law on the Establishment of the Ministry of Social Affairs, Labor and Veterans Affairs;
- Referring to Anukret No. 56/ANK/BK of September 23, 1997 on the Organization and Functioning of the Ministry of Social Affairs, Labor and Veterans Affairs.

IT IS HEREBY DECIDED

Article 1: Children aged 16 to less than 18 years old may be employed to work in underground mines or underground quarry only for the purpose of vocational training and to help the children be familiar with their future occupations. Employing children in such occupation shall be under strict supervision.

Article 2: Prior to begin working, children shall have a thorough physical examination from the labor doctor, including a chest x-ray. Employers shall pay for that expenses. A Certificate of physical examination issued by the labor doctor shall be kept by the employer and shown to the labor inspector or medical inspector upon request. The physical examination shall be conducted every 6 months.

Article 3: Employers shall have a separate list for children that shall specify:

- age of children;
- date of the first underground work;
- weekly time off;
- annual leave.

Article 4: Prior to begin working underground, children shall receive special training by expert trainer about:

- health and safety incident;
- emergency relief;
- rules to prevent accidents, usage of safety equipment and security instructions.

Article 5: Children working underground must be under the supervision of highly responsible trainers. In some cases, the child may help work in a group so that he can be familiar with his future occupation, but the actual training period shall be equal to half time of the total work underground of the child.

Article 6: Children working underground cannot be allowed to work without being monitored. Children shall not be allowed to use any machinery or use any means that can lead to accidents.

Article 7: Children cannot work underground for more than 40 hours per week or 8 hours per day.

Article 8: Children working underground shall have a weekly day off of at least 48 consecutive hours including Sunday and shall have a right to 24 days annual leave after the completion of a one year work, even if it is a part time job underground work.

Secretary of State for Social Affairs,
Labour and Veteran Affairs

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