

**Kingdom of Cambodia
Nation Religion King**

**Ministry of Labour and Vocational Training
No. 356 K.B/S.Ch.N.**

Notification

The Ministry of Labour and Vocational Training would like to inform the owners and directors of enterprises/establishments as stipulated in Article 1 of the Labour Law that to avoid unexpected work-related accident as well as fainting resulting from the environment inside and outside the production building, the Ministry of Labour and Vocational Training would like to give an instruction to the owners and directors of enterprises/establishments, especially all textile, garment and footwear factories/enterprises to strictly implement the following measures:

- 1- Shall regularly monitor and take care and open the ventilation system in all production buildings at least one hour before allowing workers/employees to enter the buildings to work in accordance with Prakas 125 S.K.B.Y. dated 15 June 2001 on Ventilation and Cleanup of Environment in the Workplace.
- 2- Shall monitor the compound surrounding, inside and outside the enterprise/establishment buildings regularly, especially before allowing workers/employees to enter the building to work in order to promptly prevent any incident in case of emission of the smell of chemical substance, pesticide or other substances into the production building and when there is the use of those substances near the enterprise/establishment buildings.
- 3- Shall open all the windows and doors or add more ventilation fans in the production building when the weather is hot. The storage of materials and raw materials shall be put in an orderly and safe manner, not blocking the air source and emergency doors in the production buildings.
- 4- Shall put heat-measuring instruments (thermometer) in the workplace so that it is easy to monitor the change of heat in the enterprise/establishment in accordance with Prakas 147 S.K.B.Y. on Heat in the Workplace.
- 5- Shall regularly monitor and maintain the fire prevention system and common protective materials in the production building of the enterprise/establishment duly in accordance with the technical manner, ensuring that those systems and equipment can function well in case of emergency and follow the instruction of the labour inspectors.
- 6- Shall prepare an infirmary and emergency saving means in the enterprise/establishment in accordance with Joint Prakas 330 S.K.B.Y. dated 06 June 2000 on Setting up of Enterprise Infirmary and Guideline on Setting up of Enterprise/Establishment Infirmary.
- 7- Shall provide enough clean water for workers/employees in accordance with Prakas 054 S.K.B.Y. dated 10 February 2000 on Provision of Hygienic Drinks
- 8- Shall educate and train workers/employees in how to evacuate and to know the safety signs in each workplace in accordance with Prakas 176 S.K.B.Y. dated 19 June 2013 on Hygiene Education and Work Security Techniques for workers/employees, shop stewards and unions.
- 9- For enterprises/establishments that use flammable substances shall set up an emergency response system and shall store those substances separately and away from the production buildings.
- 10- For enterprises/establishments that use boiler system, the boiler system shall be installed in accordance with the technical and safety standard and shall have a permit from the competent institution/ministry.

- 11- Those who are responsible for and operate the boiler shall be educated and receive training in how to manage the boiler, how to operate and maintain it in advance in accordance with Prakas 176 S.K.B.Y dated 19 June 2013 on Education on Hygiene and Work Security Technique for workers/employees, shop stewards and unions.

The Ministry of Labour and Vocational Training will take strictest action in accordance with the Labour Law and other norms being in force against any owner and director of enterprise/establishment who violates the points mentioned in this notification.

The Ministry of Labour and Vocational Training hopes strongly that all owners and directors of enterprises/establishments will implement this notification duly in a highly effective manner.

Phnom Penh, 29 December 2017

Minister

(signed and stamped)

Ith Sam Heng

Recipients:

- Office of the Council of Ministers
- Cabinet of Samdech Akka Moha Sena Padei Techo Prime Minister
“for information”
- Department of Labour Inspection
- Department of Occupational Health
- All Municipal and Provincial Departments of Labour and Vocational Training
“for dissemination and implementation”
- Employer Associations
- Garment Manufacturers Association in Cambodia (GMAC)
“for information and implementation”
- Archives