

**Kingdom of Cambodia
Nation Religion King**

**Ministry of Labour and Vocational Training
No. 001/16 K.B/SNN**

**Instruction
On
Pesticide Spraying Inside and Outside the Compound of Factory, Enterprise,
Establishment, Company**

The Ministry of Labour and Vocational Training has seen that recently some employers have sprayed pesticide to protect their materials, raw materials, products and farmers having farms next to the fences of garment and footwear factories have sprayed pesticide in their farms not in compliance with the technical standards, causing chemical emission and smell while workers were working, resulting in fainting which happened subsequently.

To prevent this risk, the Ministry of Labour and Vocational Training would like to give an instruction as follows:

- 1/ For pesticide spraying inside the production building or warehouse, the factory, enterprise, establishment, company shall:
 - Cooperate with the pesticide service provider company to prevent the emission of smell into the workplace (keep the sample of the chemical substance, have safety data list and contract of pesticide spraying ...)
 - Train staff in how to correctly use pesticide substance
 - The union, shop steward and workers shall be given notice of the pesticide spraying in advance.
 - Ensure that the pesticide substance will not be emitted into the workplace. In case of smell emission, the ventilation system shall be turned on until it can be ensured that there is no effect on the health of the workers.
 - Have exits for leaving the production building in case of emergency.
 - Have safety and health protection sign which shall be written in Khmer and legible and easy to see and shall be displayed at an appropriate place and shall be kept clean.
 - Duly comply with Prakas 307 KB/BrK dated 14 December 2007 on Work Security and Hygiene in garment and footwear factories.
- 2/ For pesticide spraying outside the compound of factory, enterprise, establishment, company
 - The authorities shall notify farmers who have farms near the factory, enterprise, establishment and company that they have to give notice to the employer, owner of enterprise, establishment, company about pesticide spraying in their farms.
 - The employers shall cooperate with the local authorities and Municipal/Provincial Department of Labour and Vocational Training to receive information about pesticide spraying in farmers' rice field, doing whatever to avoid having an effect on workers during their working days.
 - In case the smell of the chemical pesticide spraying blow through the ventilation system into the production building, the employer shall close the ventilation system to prevent the blow of smell into the production building and shall halt the production immediately.
- 3/ In case an incident occurs resulting from the pesticide spraying, the employer shall turn on the ventilation system in the production building for 24 hours from the date of the incident until the day the workers return to work to ensure that the smell of the chemical

substance has been blown away and the ventilation system shall be turned on 30 minutes every day before the workers come to work.

The Ministry of Labour and Vocational Training hopes strongly that the director and owners of factories, enterprises, establishments and companies as well as the authorities will participate in implementing this instruction effectively.

Phnom Penh, 13 January 2016

Minister

(signed and stamped)

Ith Sam Heng