

Ministry of Labor and Vocational Training

No. 307 កប / ០០០.ក

Phnom Penh, 14

December 2007

**Prakas on
Conditions of Occupational Hygiene and Safety
in Garment and Shoe Factories**

Minister of Labor and Vocational Training

- Having seen the Constitution of the Kingdom of Cambodia;
- Having seen Royal Decree no. NS/RKT/0704¹/₄124 dated 15 July 2004 on Nomination of Royal Government of Cambodia;
- Having seen Royal Code no. 02/NS/94 dated 20 July 1994 promulgating the Law on Organizing and Functioning of Council of Ministers;
- Having seen Royal Code no. ChS/RKM/0397/01 dated 13 March 1997 promulgating the Labor Law;
- Having seen Royal Code no. NS/RKM/0105/003 dated 17 January 2005 promulgating the Law on Establishment of Ministry of Labor and Vocational Training;
- Having seen Sub-decree no. 52 OrNKr / BK dated 1 April 2005 on Organizing and Functioning of Ministry of Labor and Vocational Training;
- According to the necessity of the Ministry of Labor and Vocational Training;

Hereby decides

Article 1:

Regardless of the provisions of other Prakases issued by the Ministry of Labor and Vocational Training (MOLVT), the employers of all garment and shoe factories/establishments covered by Article 1 of the labor law shall appropriately pay attention to the conditions of industrial hygiene and safety for their workers.

Article 2: Workshop or Work Site

The employers shall arrange an appropriate condition for each workshop or work site that is suitable for work, number of people, and surrounding environment.

- Work equipment and protective equipment shall be kept in a proper and effective condition, not causing difficulties or danger for users or their neighboring colleagues.
- The employers shall separate workshops of different work so as to avoid disturbance caused by the atmosphere, noise, smell or dust.
- The employers shall keep a proper arrangement of raw materials, production lines and finished products in order to ensure it is in good order in the workshop.
- The workshop equipped with a steam system connected by tubes covered with amiante shall be isolated, and a person shall be assigned to monitor this system regularly, and necessary action shall be taken immediately when any problem arises.

Article 3: Warehouse

The warehouse in each factory/establishment shall be divided at least into two:

- A chemical warehouse shall be isolated. This warehouse shall be equipped with a proper ventilation system, shall not be exposed to direct sunlight, and shall have other necessary preventive systems against physical change, cracks, leakage or explosion and fire and so forth.
- Regardless of its origin, each chemical shall temporarily have its name written in Latin on its bottle or can. In addition, the employer shall have a description of each chemical in French or English so that competent officials can check at any time when necessary.
- A warehouse for other production materials shall also be equipped with a proper ventilation system and ensure that the system can be repaired immediately when needed.
- Leather, rubber or fabrics shall be stored for a period of time for the purpose of removing smells, dust or heat before being used in production.
- Health and safety signs and warehouse regulations shall be written in a simple way, posted properly in a prominent place, and always be kept in a good state.

Article 4: Use of Chemicals

Chemicals used in the garment and shoe industry include:

- Chemicals used all productions in the garment factories such as (Hydrocarbures halogéné, Hydrocarbures aliphatiques et acycliques, Alcools, Acétates, Glycols ...)
- Chemicals used in shoe factories such as all kinds of glue or plastic (Sels de chrome, P.V.C, Isocyanates, Cétone, Acétate d' éthyle, Acrylate de méthyl...).

For the sake of worker and public safety, the employers shall:

- Train their staff properly on how to use chemicals before assigning them to work [with the chemicals];
- Ensure that all chemicals are only used in an isolated area where there is no emission to other places;
- Set up an air pump-out system which ensures that the outgoing air does not impact on public environment;
- Ensure that people working with chemicals are equipped with sufficient and effective protective equipment;
- Ensure that emergency exits are in place;
- Health and safety signs and warehouse regulations shall be written in a simple way, posted properly in a prominent place, and always be kept in a good state.

Article 5: Workplace Safety Training for Workers

The employers of all garment and shoe enterprises/factories/handicraft workshops shall have the obligation to necessarily train their workers and worker representatives on hygiene, workplace safety and health issues relevant to the work in each position.

* The training shall explain to the workers:

- Risks caused by physical factors (heat, noise, light, rays, vibration, etc.);
- Risks of chemicals, biological and mechanical substances, electricity, fire;
- Possible risks caused by night work;
- Effective preventive measures;
- Behavior in an emergency, when it comes to a rescue of victim

* The training shall be provided:

- At the start of work;
- When there is a job transfer;

- When production techniques or machines are changed, or when new raw materials are allocated;
- After workers take long time off (more than one month).

* The training shall be conducted by a genuine technician during working hours, and the workers attending the training shall be entitled to normal wages.

Article 6: Working Clothes

The employers shall provide each worker with at least two sets of clothes per year free of charge. The first set shall be provided within 15 days after the workers start their work. Each set shall consist at least of two parts – skirt/pants and a shirt which fit workers and suit their working activities. For work in a repair workshop, area exposed to chemicals or factory canteen, the employers shall provide another apron or gown. The employers shall provide materials such as detergent so that these clothes could be kept clean.

The internal regulations may set the conditions under which these clothes are allocated, used and cared for.

Article 7: Work for Women and Children

Children under 15 years of age are not allowed to perform any work in garment and shoe enterprises/factories/handicraft workshops.

Children aged from 15 to less than 18 are not allowed to perform hazardous work such as:

- Work in repair workshops;
- Chemical-exposed work;
- Work in button attaching, cutting, sandblasting, agitating and drying sections;
- Work in paint spraying, drying, production flow sections.

Women who are about three or more-than-three months pregnant may only be allowed to perform light work and work that is not exposed to chemicals.

Article 8: Health Services

The employers of all garment and shoe enterprises/factories/handicraft workshops shall arrange health services for their workers in compliance with the Joint Prakas no. 330 **s>k>b>y** dated 6 December 2000 on Arrangement of Enterprise Infirmary and the Joint Prakas no. 139 **s>k>b>y** dated 28 June 2001 on Conditions and Missions of Enterprise Health Services.

Article 9:

Non-compliance with the provisions of this Prakas shall be subject to fines or penalties stated in Chapter 16 of the labor law.

Article 10:

This Prakas shall take effect from the date of signature herein.

Minister
(signed and sealed)
Vong Sauth

CC:

- Ministry of Royal Palace

Unofficial Translation

- General Secretariat of the Senate
- General Secretariat of the National Assembly
- Cabinet of Samdech Prime Minister
- Cabinet of H.E. Deputy Prime Minister Sok An
- All ministries concerned “for information”
- General Department of Labor
- General Department of Administration and Finance
- All province/city bureaus of labor and vocational training
“for dissemination and implementation”
- CAMFEBA “for implementation”
- Trade union federations “for information”
- All radio and television networks “for help with dissemination”
- Archive

Annex to Prakas no.

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Dated

2007

Terminology Explanation

English	French	Explanation
Industrial hygiene	Hygiène Industrielle	Level of light, noise, dust vibration, etc that does not affect health
Asbestos	Amiante	Mixed chemicals, unflammable, used against heat and fire
Warehouse	Magasin de Stokage	Goods warehouse
Direct sunlight	Rayon direct du soleil	Lights shed directly from the sun
Health and safety signs	Signalisation desanté et de Sécurité	Signs to explain, demonstrate or force to comply
Risk	Risques	Possible danger or bad consequences
Vibration	Vibration	Shake
Apron	Tablier	Piece of clothing that covers the front part to keep clothes clean
Gown	Blouse	Long loose piece of clothing worn over other clothes
Production flow		Production method where tasks are completed continuously like water flow