

**Ministry of Labor and Vocational Training**

No. 002/08    កប / ០០០.ក  
2008

Phnom Penh, 08 January

**Prakas  
on  
Category of Occupation and Light Work Permitted for  
Children Aged from 12 to 15**

**Minister of Labor and Vocational Training**

- Having seen the Constitution of the Kingdom of Cambodia;
- Having seen Royal Decree no. NS/RKT/0704/124 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:**

The employers of enterprises and establishments stipulated in Article 1 of the Labour Law are allowed to employ children aged 12 for only light work stipulated in Article 2 of this Prakas. Children having to work as part of vocational training may also be allowed within the scope stipulated in Article 2 of this Prakas.

**Article 2:**

Light work is the work that does not affect the health as well as mental and physical development of the employed children and does not affect their regular school attendance, involvement in orientation programs or vocational trainings required by the competent authorities.

Light work categories are:

- 1) Light work in the agriculture sector such as raising animals, caring for small livestock animals – but not catching and slaughtering those animals – growing plants, harvesting, picking up fruit – but not climbing to pick up – as well as cleaning.
- 2) Clearing grass and preparing soil

*Unofficial Translation*

- 3) Recording goods
- 4) Working at some shopping malls such as selling booth, vegetables and fruit selling stall, or news stand and stall of other similar goods.
- 5) Receiving, packing, selecting and classifying goods as well as assembling light things, including opening or taking goods out of the package.
- 6) Sweeping, mopping, and preparing dining table such as preparing plates, spoons, forks, knives etc.
- 7) Manual installation work, which is an easy work, but not welding metal or iron, or working with any product causing hazardous risk.
- 8) Painting wall or things with proper protective equipment but not spraying paint.
- 9) Easy work such as sewing, putting goods into plastic bag, folding carton, or polishing and cleaning glass or ceramics, trimming garment, or assembling all parts of garment or cleaning something dirty on the garment or attaching brand, or attaching price tag.
- 10) Preparing or selecting each type of garments for washing
- 11) Checking products
- 12) Working as messenger within the organization
- 13) Receiving letters or sending out packages, as well as distributing information and documents
- 14) Filing books in the library
- 15) Lifting, carrying and holding light things

**Article 3**

When employing children aged from 12 to 15, the employer shall allow their parents or guardian to understand the terms and conditions of employment, including the children's working time, school attending time, vulnerability to work-related accidents and diseases, adopted measures on hygiene and work safety. The employer shall have an obligation to encourage the employed children to attend school.

**Article 4**

The daily working duration shall not exceed 4 hours for children having school days and not exceed 7 hours for school-free days.

The total actual working duration shall not exceed 12 hours per week for school days and not exceed 35 hours per week for school-free week.

Any place having more than one child working for the employer, the working duration of the children shall inclusively be calculated. For any place where the daily working duration of the children exceeds 4 hours and 30 minutes, the employed children are entitled to at least a 30-minute break. The break shall be arranged for only one time.

**Article 5**

Children aged from 12 to 15 shall not be allowed to work from 20:00 to 06:00 am.

**Article 6**

Children aged from 12 to 15 are entitled to receive a break of at least 14 consecutive hours within a period of 24 hours.

**Article 7**

Children aged from 12 to 15 who perform light work are entitled to receive 2 consecutive days off per week. But the day off should normally be on Sunday.

**Article 8**

As stipulated in Article 4 of the Prakas of the Ministry of Social Affairs, Labour, Vocational Training, and Youth Rehabilitation no. 106 dated 28 April 2004 on The Prohibition of Children from Working at Hazardous Places, the inspection officials on this work shall regularly monitor the list of light work categories stipulated in Article 2 of this Prakas in order to determine any necessary exception that is appropriate. In this operation, the inspection officials shall comply with Article 8 as stated in the above paragraph.

**Article 9**

Anyone violating this Prakas shall be fined or punished as stipulated in Chapter 16 of the Labour Law.

**Article 10**

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

(signed and sealed)  
**Vong Sauth**

CC:

- Ministry of Royal Palace
- General Secretariat of Senate
- General Secretariat of National Assembly
- Cabinet of Samdech Prime Minister
- Cabinet of Deputy Prime Minister Sok An
- All relevant ministries “for info.”
- General Department of Labour
- General Department of Administration and Finance
- All Municipal and Provincial Departments of Labour and Vocational Training “for dissemination and implementation”
- Cambodian Federation of Employers and Business Associations (CAMFEBA) “for implementation”
- Union federations “for info.”
- All radio and television channels
- Archives