

Unofficial Translation

**PRAKAS
ON
WORKING CONDITIONS IN GARMENT AND FOOT-WEAR SECTORS**

Ministry of Labour and Vocational Training (MLVT)

DECISION

Item 1

Regardless of legislation of other Prakas of MoSALVY, employer of all the garment and shoe enterprises, factories or artisans in which it is in implement of scope of limitation in Article 1 of Labour Law shall take account into all their workers on such working condition as the appropriately industrial security and sanity.

Workshop or working site

Item 2

Employer shall organize the situation of workshop or each production part appropriately with the employment, worker numbers and surrounding environment.

-Working and protecting material shall be an appropriate, strong, effective situation without causing difficulty or danger to the user or the neighbor.

-Employer shall separate and divide workshops in which there are different works to avoid trouble that results of atmosphere, voice, smile or other dust.

-Employer shall organize the combination of raw material, production process the desired productive emulsion for good order and to ensure the best discipline in the workshop.

-Workshop employing **radiation** system binding along the container circled by Amiante substance shall be separate and nominate someone who observe accordingly and measure immediately necessary when the problem happen.

Stocking warehouse

Item 3

Stocking warehouse for each factory, enterprise shall separate at least 2 part are:

- Stocking warehouse chemical substances shall organize to separate. Stocking warehouse of this chemical substance shall be a aerated system properly direct Ray of sun-light nothing and shall have other necessarily protecting system for preventing the causing of changing image, broken open, drainage, explosion, wire.

-To be temporary nature, each chemical substance whether from the source shall write chemical name in latin language affix onto the bottle or cans of that chemical substance. In addition, employer shall have a comment document about each chemical substance in French or English language for authority officials to review when it is necessary all the time.

-For stocking warehouse other production material shall organize so as to have an appropriate aerated systems and ensure that airy systems spared immediately if any broke.

-Skin, rubber or fabric shall stock all goods a moment to lose smile, dust or thermal for usage for production employment.

-Sanity and security signalization and stocking order shall write and affix properly in place to easy reading, understanding and taking care of pretty forever.

Chemical substance usage

Item 4

Chemical substances which use in all kind of garment and shoe factory including:

-In garment factory in which it is used for all kinds of production work such as (Hydrocar bon halogens, Hydrocarbon aliphatic and acycliques, alcohols, Acatates, Glycols,

- In shoe factory in which it is used chemical such as all kinds of glue or plastic (sels de chrome, P.V.C, Isocyanates, Cetone, Acetate de ethyle, Acrylate de methyle,.....).

For security for either general or public workers, the employer shall:

-Train usage staff of appropriate chemical substance in advance prior to employ.

-Ensure that all chemical substances shall use only in separating center non-radiation to another place.

-Organize blowing-out system with ensuring that the blowing-out is not touch public environment.

-Ensure that employer who work with chemical substance shall be enough and effectively protecting materials.

-Have to frame readily the special exit for using in emergency.

-Sanity and security signalization and working regulation shall write and affix appropriate in place to easy reading, understanding and taking care of pretty forever.

Working security education for workers

Item 5

All the employer of garment and shoe enterprises or factories or artisans shall have the duties necessarily to educate to workers and their representative on

sanity employment security and health issues relating to employment in each working offices.

* This education shall explain to workers on:

- Force major which cause by substance factor (thermal, sound, light, ray, vibrator etc.)
- Force major of chemical substance, biologic, mechanic, electric city and wire
- Force major which can happen by employments at night.
- Effective protecting measure
- Gesture, attitude in emergency or rescue.

* This education shall start at:

- Entry to work primary
- Change working office
- Change productive technical, machinery or the insertion of new material.
- Workers have a vacation for long-term of works (more than 1 month).

* This education made by truly technician and in work time and workers who are participants shall normally gain the wage.

Working cloths

Item 6

The employers shall freely supply each of workers at least two pair of cloths per year. The first pair shall provide in a period of 15 days after that employee access work primarily. Each one pair of cloths shall have at least 2 parts of cloths are skirt, trouser and shirt in which they are being size in conformity with body as well as their working activities. For employment in workshop; works which are in place to harm chemical substance or work in factory meal; Employer shall more supply the tablier or blouse one pair. Employer shall give the means for taking care of that cloth such as shampoo.

Interior order shall determine the condition in which these cloths are divided, used and taken care of cloth.

Work for women and children

Item 7

Children aged lease 15 years of age shall not allow to employ work at all in garment and shoe enterprises, factories or artisans.

Children aged so more 15 years of age that they are lease 18 years of age shall not allow to employ some work which cause to be hazardous such as:

- Employment in workshop

- Employment touching chemical substance
- Employment in section of holding back button, cut off, sand shooting, shaking and drying.
- The section of spray and drying, the process of production (current of flow water)

For womb woman are in more 3 months shall admit to employ only light work.

Health services

Item 8

Employer of all the garment and shoe enterprises, factories or artisans shall organize the health service for their workers with implementing appropriate referred to common Prakas No. 330 MoSALVY dated Dec 06, 2000 on organization of enterprise infirmary and common Prakas No. 139 MoSALVY dated June 28, 2001 on the condition and mission of enterprise medical service.

Item 9

Those guilty of violating the provision of the present *Prakas*, referred to in Chapter XVI of the Labour Law, shall be fined or imprisoned.

Item 10

The present *Prakas* shall take effects as of the date of its signature.

CC:

- Cabinet of the King
- General Secretariat of Senate
- General Secretariat of National Assembly
- Cabinet of Prime Minister
- Council of Ministers
- All relevant Ministries
 "For information"
- General Directorate of Labour
- General Directorate of Administration and Finance
- All Provincial and Municipal Departments of Labour and Vocational Training
 "For dissemination and implementation"
- Employer Associations "For implementation"
- Trade Unions "For information"
- All radio and TV networks "For dissemination"
- Chronicle and documentation.