

**Unofficial Translation**

**PRAKAS No. 305  
ON  
WORK IN SEA FISHING**

**Ministry of Labour and Vocational Training (MLVT)**  
្រ្រ្រ្រ្រ

**DECISION**  
\*\*\*\*\*

**Item 1:** Under the scope of application, of Cambodia's Labour Law, the employers (hereinafter called boat owners) shall pay attentions to their employees on working conditions, occupational and safety and living in good conditions.

**Clothing:**

**Item 2:** The employers shall have to supply free charged of 2 sets of working clothes to each employee per season/year. The clothes shall be provided after they have been employed within 15 days for the first set. These 2 sets of clothes shall have been separated into two parts: coats and skirts or trousers and the size shall be fitted to the employee's body and appropriate to their working activities. The employers shall have given means for clothes cleaning such detergent.

The internal regulation shall be developed for applying of using and cleaning the clothes.

**Protective Instruments**

**Item 3:** Employers shall have to supply each employee with free of charge of protective instruments such as life-vest, plastic, whistles, raining coat and hats.  
The employers shall have to supply the communication equipments for necessary use for example radio, walkie-talkie.

**Hygiene and Beverages**

**Item 4:** Employers shall have to supply with beverages under the best hygiene possible referred to the Prakas No. 54 MoSALVY/skby, dated February 10, 2000.

**Weight lifting:**

**Item 5:** Weight lifting, especially for women and children aged under 18 years old, shall be performed referred to the Prakas No. 124 MoSALVY/skby, dated June 15, 2001.

## **Working children aged under 18 years old**

**Item 6:** The children aged less than 15 years old shall be prohibited to the fishing works. For children aged 15 –18 years old could be allowed to work on the boats only and shall be not allowed to work in and under the water.

## **Health Services**

**Item 7:** The employers shall be established the health services for employees in referring to the PRAKAS No. 330 MoSALVY/skby, dated December 06, 2000 on the establishment of the Infirmary in the workshop/worksite and referred to the PRAKAS No. 139 MoSALVY/skby, dated June 28, 2001 on the working Conditions and Health Service in the enterprise premises.

**Item 8:** Any employers shall ensure that a Khmer copy of the present *Prakas* is posted at the workplace so as to be clearly visible and readable to all workers.

**Item 9:** This *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.