

KINGDOM OF CAMBODIA
NATION - RELIGION - KING

MINISTRY OF SOCIAL AFFAIRS, LABOR AND VETERAN AFFAIRS
No: 298 SKR.

Phnom Penh, May 8, 1998

**PRAKAS (DECLARATION) No. 298 ON THE DEROGATION AGAINST THE
PROHIBITION OF THE MINORS FROM WORKING AT NIGHT**

THE SECRETARY OF STATE OF SOCIAL AFFAIRS, LABOR AND VETERAN AFFAIRS

- Seen the Constitution of the Kingdom of Cambodia;
- Seen the Article 175 of the Labor Law, promulgated by the Royal Decree No 0397-01 CS-RKM dated March 13, 1997;
- Seen the Royal Decree of His Majesty the King of the Kingdom of Cambodia Samdech Preah Bath Preah Norodom Sihanouk dated November 01, 1993 on Formation of the Royal Government of Cambodia;
- Seen the Royal Decree No 1094/83 NS/RKT dated October 24, 1994 on the Reorganization of the Composition of the Royal Government of Cambodia;
- Seen the Royal Decree No 1094/90 NS/RKT dated October 31, 1994 on the Reorganization of the Composition of the Royal Government of Cambodia;
- Seen the Royal Decree dated July 20, 1994 on the Organization and Functioning of the Council of Ministers;
- Seen the Royal Decree No 0196/17 NS/RKM dated January 24, 1996 on the Establishment of the Ministry of Social Affairs, Labor and Veteran Affairs;
- Seen the Sub-Decree No 56 ANK-BT dated September 23, 1997 on Organization and Functioning of the Ministry of Social Affairs, Labor and Veteran Affairs;

IT IS HEREBY DECIDED

Article 1: The minors aged from sixteen to under eighteen years could be employed at night in the steel factories, glass, paper, sugar factories and gold ore refineries, which must operate continuously day and night. The employment of minors to work at night in these factories is subjected to a sole purpose of providing training or apprenticeship to the minors only.

Article 2: In all cases, the duration of daily work for the minors can not exceed 8 hours and it shall be at least 13 hours from one time schedule to another.

Article 3: Any employer, who wishes to employ the minors for the night work, shall get the permission from the Labor Inspector first. Upon receiving this application from the employer, the Labor Inspector shall decide each case based on the reason and the duration of such employment and the break as well as the Labor Medical Certification issued by the Labor Medical Inspector.

Article 4: For all enterprises and establishments, as stipulated in Article 1 of the Labor Law, the employer could employ the male minors aged from 16 to under 18 years to work at night for preventing the imminent accidents, or to repair the damaged materials, equipment that were destroyed before. The employer, who wishes to employ the minors for the above mentioned purpose, shall inform the reason of such derogation in advance to the Labor Inspector.

Article 5: This Prakas (Declaration) shall enter into force from the date of its signature.

[Signed and Sealed]

H.E Suy Sem