

KINGDOM OF CAMBODIA
NATION – RELIGION – KING

MINISTRY OF SOCIAL AFFAIRS, LABOR AND VETERAN AFFAIRS
No: 297 SKR.

Phnom Penh, May 8, 1998

**PRAKAS (DECLARATION) No. 297 ON VOCATIONAL TRAINING TO THE
MINORS TO WORK UNDERGROUND**

SECRETARY OF STATE OF SOCIAL AFFAIRS, LABOR AND VETERAN AFFAIRS

- Seen the Constitution of the Kingdom of Cambodia;
- Seen the Article 174 of 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 in underground mines or quarry for the sole purpose of training and customizing the future jobs. The employment of that minors shall be subjected to the strict conditions as following.

Article 2: Before starting the job, the minors shall make routine check up by the Labor Medical Doctor, including X-ray. The expenses for the medical check up shall be responsible by the employer. The Labor Medical Certification, issued by the Labor Medical Doctor, shall be kept by employer and presented to the Labor Inspector or Labor Medical Inspector as required. Such Labor Medical Inspection shall be performed for every 6 months.

Article 3: The employer shall have separate register book for the minors, in which the following information shall be clearly indicated:

- Age of the minors;

- Date of the first underground working;
- Duration of Weekly time-off;
- Duration of Annual leaves.

Article 4: Before starting the underground work, the minors shall be provided the special training conducted by a professional trainer on:

- Any imminent accident that could be hazardous to the health and the underground safety.
- First Aid.
- Measure to protect any accidents, utilization of safety equipment and manual security.

Article 5: The underground-working minors shall be under the direction of a professional trainer, whom is highly trained. In this, case, the minors could help the group to customize their future jobs. However, the actual duration of training of the minor shall be at least half of working time in underground of the minors.

Article 6: The underground-working minors shall not be allowed to work without guardian. Any minors shall forbid from using the machinery equipment or using any types of exploration that cause any endanger to themselves.

Article 7: The duration of the underground work for the minors should not be exceeded 40 hours per week or 8 hours per day.

Article 8: The underground-working minors shall be allowed to take a weekly break of 48 consecutive hours, including Sunday and the annual leaves for 24 days if they have consecutively worked for full period of one year even though such underground work is not in the completed manner.

Article 9: This Prakas (Declaration) shall enter into force from the date of its signature.

[Signed and Sealed]
H.E Suy Sem