

THE MINISTRY OF LABOR, WAR INVALIDS AND SOCIAL AFFAIRS

**Circular No. 10/2013/TT-BLDTBXH of June 10, 2013,
promulgating the lists of jobs and workplaces in which
the employment of minor persons is prohibited**

Pursuant to the June 18, 2012 Labor Code;

Pursuant to the Government's Decree No. 106/2012/ND-CP of December 20, 2012, defining the functions, tasks, powers and organizational structure of the Ministry of Labor, War Invalids and Social Affairs;

At the proposal of the director of the Occupational Safety Department,

The Minister of Labor, War Invalids and Social Affairs promulgates the Circular to provide the lists of jobs and workplaces in which the employment of minor persons is prohibited.

Article 1.

1. To promulgate together with this Circular the lists of jobs and workplaces in which the employment of minor persons is prohibited.
2. This Circular applies to all enterprises, agencies, organizations, cooperatives, households and individuals that hire or employ persons under labor contracts (below collectively referred to as employers).

Article 2.

1. Employers shall review jobs which minor persons are doing and workplaces in which minor persons are working, and may not assign minor persons to do jobs or work in the places specified in the lists promulgated together with this Circular.
2. Provincial-level Departments of Labor, War Invalids and Social Affairs shall:
 - a/ Coordinate with provincial-level Health Departments and Labor Federations in regularly urging, examining and supervising the implementation of this Circular;
 - b/ Enhance inspection to detect and promptly handle violations of regulations on employment of minor persons;
 - c/ Annually summarize and report on the implementation of this Circular and report on occupational safety and hygiene in their localities to the Ministry of Labor, War Invalids and Social Affairs.

Article 3.

1. This Circular takes effect on August 1, 2013.

2. To annul Joint Circular No. 09/TT-LB of April 13, 1995, of the Ministry of Labor, War Invalids and Social Affairs and the Ministry of Health, stipulating hazardous working conditions and jobs in which the employment of minor persons is prohibited.

3. Any difficulties or problems arising in the process of implementation should be reported to the Ministry of Labor, War Invalids and Social Affairs for consideration and settlement.

For the Minister of Labor, War Invalids and Social Affairs

Deputy Minister

BUI HONG LINH

LISTS OF JOBS AND WORKPLACES IN WHICH THE EMPLOYMENT OF MINOR PERSONS IS PROHIBITED

(Promulgated together with Circular No. 10/2013/TT-BLDTBXH of June 10, 2013, of the Minister of Labor, War Invalids and Social Affairs)

I. List of workplaces

In addition to the workplaces specified at Points a, b, c and d, Clause 2, Article 165 of the 2012 Labor Code, the employment of minor persons is prohibited in the workplaces specified in Clause 1, Article 163, and at Point dd, Clause 2, Article 165, as follows:

1. Being in contact with working environment elements not up to hygiene regulations and standards prescribed by current law, such as electromagnetic field, vibration, noise, temperature, silica dust, dust not containing silica, cotton dust or asbestos dust;
2. Being in contact with radioactive substances and rays; suffering radiation by X-ray and other harmful rays not up to current hygiene regulations and standards prescribed by law;
3. Being in contact with factors that may cause contagious diseases;
4. Working for over 4 hours a day in an uncomfortable and narrow space, which sometimes requires laborers to go on their knees, lie or stoop;
5. Working on high scaffolds or ropes hung over 3 meters higher than the working floor; working on hills and mountains with a steepness of over 30°.

II. List of jobs

In addition to the workplaces specified in Clause 4, Article 163, and at Points a, b, c, d, dd and e, Clause 1, Article 165, of the 2012 Labor Code, the employment of minor persons is prohibited to do the jobs specified in Clause 1, Article 163, and at Point g, Clause 2, Article 165, as follows:

No.	Job title	Characteristics of working conditions of the job
1	Directly boiling, pouring and transporting molten metals, removing molds and cleaning products cast at foundries - Electric arc furnaces (of any capacity) - Steel refining drifts - Steel refining convertors - Kilns - Pig iron blast furnaces	Heavy work, directly affected by heat, noise and vibration in excess of permissible standards
2	Rolling hot metal	Heavy work, directly affected by heat, noise and vibration in excess of prescribed standards
3	Directly refining non-ferrous metal ores (copper, lead, tin, mercury, zinc, silver)	Constantly affected by noise, dust and toxic gas in excess of prescribed standards
4	Firing and pouring out coke from ovens	Being affected by heat, dust, noise, CO and CO ₂ in excess of prescribed standards
5	Firing boilers for steam engines	Being affected by heat, dust, noise and toxic gas in excess of prescribed standards
6	Operating steam boilers	Extremely dangerous work in constant contact with heat
7	Operating systems to prepare and load acetylene, oxygen, hydrogen, chlorine and liquefied gases	Extremely dangerous work in contact with toxic gas in excess of prescribed standards
8	Operating cooling systems (ice making and refrigerating)	Heavy work, working in an uncomfortable posture and a cold environment
9	Operating steam, compressed air or electricity-operated machines for forging, pressing, hammering and cutting metal	Heavy work, very hot, affected by heat radiation, CO, CO ₂ , SO ₂ concentrations and noise in excess of prescribed standards
10	Assembling, repairing and cleaning molds of metal forging, pressing, hammering and cutting machines (steam, compressed air, electricity or mechanically operated)	Heavy work in constant contact with noise in excess of prescribed standards
11	Welding in closed containers, welding in positions which are over 5 meters higher than the working floor	Heavy work in high and dangerous working places with difficult working posture
12	Collecting wastes from industrial	Heavy work, being affected by noise, dust

	alcohol production	and toxic gas in excess of prescribed standards
13	Rolling, laminating and pressing lead products, lead plating	Uncomfortable working posture, being affected by heat and lead fume
14	Founding copper and aluminum	Heavy work, being directly affected by heat, noise and vibration in excess of prescribed standards
15	Operating fabric- and yarn-starching machines	Standing and moving over 7 km per 8 working hours; being affected by cotton dust and noise in excess of prescribed standards
16	Dyeing and dry-cleaning fabric and yarn	Being in contact with toxic chemicals, humid and hot working environment
17	Storekeepers and assistants of chemical or dye warehouses	Being in contact with toxic chemicals, humid and hot working environment
18	Digging mining pits	Heavy work, narrow and humid workplace lacking oxygen
19	Working in pits or holes of over 5 meters deep	Heavy work, narrow and humid workplace lacking oxygen
20	Mining for rock, manually breaking and removing rock on the mountains	Manual, heavy and dangerous work
21	Directly feeding materials into stone-grinding machines and working with stone-grinding machines	Heavy work, being affected by dust and noise in excess of prescribed standards
22	Screening lead ore	Being affected by lead dust and noise in excess of prescribed standards
23	Using hand-held machines operated by compressed air with a pressure of 4 atmospheres or more (such as drilling and hammering machines and the like, causing abnormal vibrations to the human body)	Being affected by noise, vibration and dust in excess of prescribed standards
24	Sifting and sorting gold, ores and ruby	Manual, very heavy and dangerous work, being affected by dust and vibration in excess of prescribed standards
25	Manually digging up stumps of over 40 cm in diameter	Very heavy work, uncomfortable working posture
26	Manually sawing logs by two persons (only girls are prohibited)	Heavy and dangerous work
27	Cutting down trees of at least 35 cm in diameter, manually sawing and cutting tree branches, and pruning off branches high above the ground	Heavy work, high and dangerous working places

28	Carrying big logs, levering and loading unloading logs of at least 35 cm in diameter manually, with wooden chutes or wooden slides	Working outdoors on hills and mountains (with a steepness of 10°-15°), hard and dangerous work
29	Salvaging for sunk logs, pulling logs in docks, pulling logs ashore	Working outdoors on a river or stream; manual, heavy and very dangerous work
30	Operating rafts on a river with many cascades	Working outdoors on a river or stream; manual, heavy and very dangerous work
31	Driving farm tractors	Uncomfortable working posture, being affected by noise, vibration and dust in excess of prescribed standards
32	Collecting natural swallow bird's nests; collecting bat guano	Working in remote islands; heavy and very dangerous work
33	Sawing logs with circular saw machines and band saw machines	Heavy work in narrow and humid workplace, being affected by noise in excess of prescribed standards
34	Operating plane machines in carpentry	Heavy work in narrow and humid workplace, being affected by noise in excess of prescribed standards
35	Directly raising wild beasts or venomous animals	Heavy and dangerous work
36	Preliminarily processing bamboo, rattan and sedge	Heavy work, being affected by toxic gases in excess of prescribed standards
37	Firing brick kilns and lime kilns, manually slaking lime	Heavy and dangerous work, being affected by great heat
38	Processing brine fish, shrimp paste, condensed fish sauce, fish sauce, and dried aquatic and marine products	Heavy work, being affected by great heat
39	Processing green coffee for export	Heavy work, being affected by great heat
40	Working alone along railway tracks, in mountain tunnels, in underground works, in places in which laborers cannot see farther than 400 m, or in areas very difficult to access	Outdoor, heavy manual work, affected by dust in excess of prescribed standards
41	Moving, coupling and uncoupling train carriages in workshops or on railway tracks	Outdoor, heavy and dangerous work
42	Operating vehicles with engines of a cylinder capacity of 50 cm ³ or more	Heavy and dangerous work, affected by dust, vibration and noise in excess of prescribed standards

43	Operating horizontal cranes, cranes, trolley cranes and electric pulleys (except hand-operated chain pulleys not subject to technical safety inspection)	Working high above the ground, being affected by vibration and noise in excess of prescribed standards
44	Hooking or tying weights to horizontal cranes, cranes, trolley cranes and electric pulleys	Heavy and dangerous work
45	Operating construction machines (such as excavators, bulldozers, leveling machines, drilling machines, pile drivers, crawler vehicles)	Heavy work, uncomfortable working posture, being affected by dust, noise and vibration in excess of prescribed standards
46	Operating dredgers	Working in a seriously polluted environment, being affected by noise in excess of prescribed standards
47	Surveying river ways	Outdoor, heavy and mobile work, being affected by dust in excess of prescribed standards
48	Underwater concreting	Working on a river, very heavy work, being affected by noise in excess of prescribed standards
49	Divers	Very heavy and dangerous work, uncomfortable working posture, being affected by high pressure
50	Working on seagoing ships	Working at sea, suffering pressure of sea waves, noise and vibration in excess of prescribed standards
51	Working on aircraft	Dangerous work, suffering mental and psychological tension, being affected by noise and vibration in excess of prescribed standards, and being regularly affected by temperature and pressure changes
52	Air traffic technicians and air traffic safety electronics technicians	Suffering mental and psychological tension
53	Guarding and watching vessels in docks or on river banks	Dangerous work, suffering mental and psychological tension
54	Installing drilling platforms	Outdoor, very heavy and dangerous work, being affected by noise, vibration and toxic chemicals in excess of prescribed standards and being constantly affected by waves and wind
55	Working on offshore drilling platforms	Outdoor, very heavy and dangerous work, being affected by noise, vibration and toxic chemicals in excess of prescribed standards

		and being constantly affected by waves and wind
56	Exploratory drilling of oil and gas wells	Mobile work in forest and mountainous areas lacking oxygen, heavy and dangerous work, being directly affected by noise and vibration in excess of prescribed standards, uncomfortable working posture, dirty workplace
57	Exploratory drilling, blast drilling	Heavy and dangerous work, being affected by noise, dust and NO ₂ in excess of prescribed standards
58	Working in tobacco fermentation furnaces or cigarette-drying furnaces	Being affected by dust, noise and nicotine in excess of prescribed standards
59	Rolling and pressing large pieces of hard leather	Heavy work, uncomfortable working posture, being in constant contact with heat
60	Coating paraffin inside wine tanks	Working in closed and hot cellars, lacking oxygen and having a high concentration of alcohol. Very uncomfortable working posture, manual work
61	Vulcanizing, shaping and loading/unloading large rubber products such as fuel containers car tires	Being in constant contact with heat, noise, dust and toxic chemicals in excess of prescribed standards
62	Working in contact with petrol and oil in caves and tunnels: receiving and delivering, preserving and operating petrol and oil pumps and measuring machines	Working in dark tunnels, being in constant contact with toxic chemicals in excess of prescribed standards; facing danger during taking samples in the field
63	Firing glass-melting furnaces and blowing glass products by the mouth	Being affected by heat and dust in excess of prescribed standards
64	Igniting oil-fired machines which consume 400 liters/hours or more	Heavy work in contact with heat and oil
65	Building hulls (of wooden or iron ships) which requires laborers to carry or fix weights of 20 kg or more	Heavy and dangerous work
66	Manufacturing, using and transporting dangerous products like explosives, flammable substances, oxidized substances, gas, gunpowder, ammunition, and artillery pieces which may cause explosion or fire	Extremely dangerous work at risk of fire and explosion, suffering nervous tension
67	Operating garbage incinerators and wastewater treatment systems	Heavy work, constantly working in an environment be polluted in excess of prescribed standards

68	Making and bleaching paper pulp with chlorine	Being in contact with chlorine and heat
69	Installing and repairing electric lines in underground tunnels or on open-air posts, installing high-voltage electric lines and pylons	Outdoor, heavy and dangerous work, being affected by electromagnetic field, noise and dust in excess of prescribed standards
70	Installing and repairing underground and overhead cables of communication and electric lines	Outdoor heavy work, being affected by electromagnetic field, noise and dust in excess of prescribed standards
71	Operating and watching low-, medium- and high-voltage stations	Complex work, moving a lot (over 7 km per 8 working hours), being affected by noise and dust in excess of prescribed standards
72	Examining, repairing and handling electric circuits of a voltage of 700 V, for direct currents, or of over 220V, for alternating currents, and articles to maintain these electric circuits	Heavy and dangerous work, uncomfortable working posture
73	Working in radio and radio frequency transmitting stations such as radio, television, radar stations or satellite telecommunications stations, etc., being affected by electromagnetic field in excess of prescribed standards	Complex work, moving a lot, being affected by electromagnetic field, noise and dust in excess of prescribed standards
74	Repairing furnaces, containers and closed towers and pipelines in chemical production	Working in narrow place, heavy work, uncomfortable working posture, being affected by great heat and strongly toxic chemicals
75	Working in contact with organic solvents such as soaking sleepers, spreading emulsion on photographic paper, printing flowers on thin films, printing labels on thin coated paper, rolling and pressing phenolic resin, and operating phenol-adhesive multi-capacitor boilers	Difficult working conditions, being affected by heat and strongly and dangerously toxic chemicals
76	Working in direct contact with chemicals causing gene mutation - 5 Fluorouracil - Benzene	Being in contact with gene-modifying chemicals

77	<p>Working in direct contact with chemicals causing long-term harms to reproductive health (such as testicular or ovary deficiency)</p> <ul style="list-style-type: none"> - Estrogen - Cis-retinoic acid - Carbaryl - Dibromo chloropropane (DBCP) - Toluenediamine and dinitrotoluene - Polychlorine biphenyl (PCBs) - Polybromide biphenyl (PBBs) 	Being in contact with chemicals causing harms to reproductive health
78	<p>Working in direct contact (producing, packaging, preparing, spraying warehouse disinfectants) with pesticides, herbicides, termiticides, rodenticides and mosquito killing drugs containing organic chloride and some cancer-causing chemicals below:</p> <ul style="list-style-type: none"> - 1.4 butanediol, dimethanesulfonate; - 4 aminobiphenyl; - Amosite, chrysotile and crocidolit asbestoses; - Arsenic, calcium arsenate; - Dioxin; - Dichloromethyl-ether; - Insoluble chromate salts; - Coal tar, coal tar vapor; - Cyclophosphamide; - Diethylsilboestol; - 2, Naphthylamine; - N, N - di (Cloroetyl). 2. Naphtylamin; - Thori dioxide; - Theosulfane; - Vinyl chloral, chloride; - 4- amino, 10- methyl flolic acid; - Mercury, mercury methyl compounds, methyl mercury 	Being affected by noise, vibration and chemicals in excess of prescribed standards

<p>chloride;</p> <ul style="list-style-type: none"> - Nitrogen pentoxide; - 2,3,7,8 tetrachloral dibenzene furance; - 2- alphaphenyl-beta axetyletyl; - Axety salicylic acid; - Asparagine; - Benomyl; - Boric acid; - Cafein; - Dimethyl sulfoxide; - Direct blue-1; - Formamide; - <i>Hydrocortisone, hydro-cortisone acetate</i>; - Iodine (metal); - Lead, lead acetate, lead nitrate (being in contact with petrol, paint and printing ink containing lead, manufacture of batteries, lead welding); - <i>Mercaptopurine</i>; - Potassium bromide, potassium iodide; - Propylthiouracil; - Ribavirine; - Sodium arsenate, sodium arsenite, sodium iodide, sodium salicylate; - Tetramethyl thiuram disulfide; - Triamcinolone acetone; - Triton WR-1339; - Trypan blue; - Valproic acid; - Vincristine sulfate; - Vinazol aerosol. 	
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79	<p>Working in regular contact with the following chemicals:</p> <ul style="list-style-type: none"> - Carbon oxide (CO): operating furnaces generating coal gas and discharging slag; - Dyes of aniline, cytidine, toluidine and auramine origin; - Cyanide compounds (-CN-); - Phosphorus and P₂O₅, P₂S₅, PCI₃ and H₃P compounds; - <i>Trinitrotoluene</i> (TNT); - Manganese dioxide (MnO₂); - Phosgene (COCl₂); - Disulfide carbon (CS₂); - Nitrogen oxide and nitric acid; - Sulfuric anhydride and sulfuric acid; - Calcium carbide (CaC₂) as in operating open calcium carbide furnaces, discharging slag 	Being in direct contact with toxic chemicals
80	Working in direct contact with habit-forming chemicals and their preparations, such as preparing pharmaceuticals composed of morphine, ephedrine or seduxen	Being affected by noise, vibration and chemicals in excess of prescribed standards
81	Working in sunk tanks	Heavy work, uncomfortable working posture, lacking oxygen
82	Dredging underground sluices, regularly soaking body in dirty and fetid water	Manual and very heavy work, uncomfortable working posture in constant contact with wastes and toxic chemicals in excess of prescribed standards
83	Producing golden phosphorus	Being in contact with gene-modifying chemicals
84	Working in crematoria or slaughter houses	Very heavy and hazardous work, suffering mental and psychological tension
85	Conducting autopsy, shrouding and burying dead persons, exhuming and moving remains to other places	Very heavy and hazardous work, suffering mental and psychological tension
86	Working in prisons or mental hospitals	Working in a environment highly prone to infection and suffering mental and psychological tension

87	Collecting or classifying garbage, wastes or scraps	Working in a hazardous environment in contact with harmful microorganisms				
88	Being in daily contact with anesthetics, working in recovery and emergency departments, infection prevention and control departments, contagious diseases departments of health establishments, blood transfusion centers, or vaccine production establishments, participating in eliminating epidemic hotbeds, or working in shortwave and ultrasound wave therapy centers	Working in a environment highly prone to infection and suffering mental and psychological tension				
89	Working on scaffolds or beams which are over 3 m higher than the working floor and the like	Outdoor heavy and dangerous work				
90	Installing, dismantling or changing scaffolds (except assistants working on the ground or floor)	Outdoor heavy and dangerous work				
91	Carrying or lifting weights beyond the physical strength of minor persons	Classification	Regular work (carrying or lifting weights in kg)		Irregular work (carrying or lifting weights in kg)	
			Male	Female	Male	Female
		From 15 years (180 months) old to under 16 years (192 months) old	≥ 15	≥ 12	≥ 10	≥ 8
		From 16 years (192 months) old to under 18 years (216 months) old	≥ 30	≥ 25	≥ 20	≥ 15

THE END