

**THE MINISTRY OF LABOUR,
WAR INVALIDS AND SOCIAL
AFFAIRS**

**SOCIALIST REPUBLIC OF VIET NAM
Independence - Freedom – Happiness**

No.: 1152/2003/QD-BLDTBXH

Hanoi, September 18, 2003

DECISION

OF MINISTER OF LABOUR, WAR INVALIDS, AND SOCIAL AFFAIRS
NO.1152/2003/QD-BLDTBXH DATED 18/9/2003 ON PROMULGATING THE
PROVISIONAL LIST OF OCCUPATION, HARD, TOXIC, DANGEROUS WORKS AND
EXTREMELY HARD, TOXIC, DANGEROUS WORKS

MINISTER OF LABOUR, WAR INVALIDS, AND SOCIAL AFFAIRS

Pursuant to Decree No.86/2002/ND-CP dated 05/11/2002 of the Government defining the functions, tasks, powers and organizational structure of Ministries, Ministerial-level Agencies;

Pursuant to Decree No.29/2003/ND-CP dated 31/3/2003 of the Government defining the functions, tasks, powers and organizational structure of the Ministry of Labor, War Invalids and Social Affairs;

Pursuant to the Labor Code dated 23/6/1994; the Law Amending, Supplementing a number of Articles of the Labor Code dated April 02, 2002;

After having opinions of the Ministry of Health in the Official Dispatch No.7263/YT-DP/AIDS dated 24/07/2003 on authorizing the Ministry of Labor, War Invalids and Social Affairs to promulgate the list of occupation, hard, toxic, dangerous works and extremely hard, toxic, dangerous works,

DECIDES:

Article 1. Issuing together with this Decision is the provisional list: "Occupation, hard, toxic, dangerous works and extremely hard, toxic, dangerous works".

Article 2. The laborers doing the jobs or occupation mentioned in Article 1, are enjoyed the regimes of Labor Protection, wages and Social Insurance as prescribed in the Labor Code, the Law Amending, Supplementing a number of Articles of the Labor Code and the documents of guiding the implementation.

Article 3. The laborers at the Ministries, Branches doing the jobs or occupation as the jobs or occupation issued in this Decision and the Decision No.1453/QD-LDTBXH dated 13/10/1995, Decision No.915/QD-LDTBXH dated 30/7/1996, Decision No.1629/QD-LDTBXH dated 26/12/1996, Decision No.190/1999/QD-BLDTBXH dated 03/03/1999, Decision No.1580/2000/QD-BLDTBXH dated 26/12/2000 of the Minister of Labor – War Invalids and

Social Affairs shall be applied and be enjoyed the regime of labor protection, wages and social insurance as the jobs or occupation issued.

Article 4. This Decision takes effect 15 days after its publication in the Official Gazette. For the occupation, the jobs which have not been included in the lists attached to the mentioned above Decisions, the Ministries and branches need to review and make list to send to the Ministry of Labor – War Invalids and Social Affairs - Ministry of Health for consideration and additional promulgation.

Le Duy Dong

(Signed)

LIST

**OCCUPATION, EXTREMELY HARD, TOXIC, DANGEROUS WORKS (TYPE VI, V) AND
HARD, TOXIC, DANGEROUS WORKS (TYPE IV)**

*(Together with the Decision No. 1152/2003/QĐ-BLĐTBXH dated 18/9/2003 the Minister of
Labor – War Invalids and Social Affairs)*

1. INDUSTRY

A. MINING

No.	Names of occupation or works	Characteristics on working conditions of occupation or works
WORKING CONDITIONS TYPE V		
1	Forging machine hammers from 01 ton or more.	Affected by high temperatures, big vibration, and noise beyond the permissible standards.
2	Directing production directly in the pit (manager, assistant manager, head of the furnace, Director).	Solving complex tasks; cramped, lack-of-oxygen workplace, affected by dust, noise, CO ₂ .
WORKING CONDITIONS TYPE IV		
1	Operating grue portique/gantry crane, machine of loading/unloading coal of the coal screening plants.	Working on height, affected by sun, heat, and dust; psychological nervous stress.

2	Operating self-tipping wagon of the coal screening plants.	Working outdoors, affected by sun, heat, coal dust beyond the permissible standards.
3	Repairing electric mechanic in the coal screening plants.	Hard work, restrictive working positions; frequently contact with oil, coal dust, heat, vibration, and noise beyond the permissible standards.
4	Charging grease, pumping oil for plunger-blocks of the devices of the coal screening plants.	Hard work, exposed to oil, grease; affected by environment of heat, noise, vibration and coal dust beyond the permissible standards.
5	Prizing up vehicles, inserting vehicles in the space under of the coal screening plants.	Dangerous, hard, work, affected by environment of heat, noise, vibration, and coal dust beyond the permissible standards.
6	Manually moving coal and impurities on the train, barge, and conveyor belts and in the coal screening plants.	Hard work; affected by environment of heat, noise, vibration and coal dust beyond the permissible standards.
7	Picking up the coal and impurities on the conveyor belts in the coal screening plants.	Monotonous work; affected by environment of heat, noise, vibration, and coal dust beyond the permissible standards.
8	Unloading of coal (taking coal, pouring coal, opening the coal chute ...) in the coal screening plants.	Affected by environment of heat, noise, vibration, and coal dust beyond the permissible standards; work with risk factors.
9	Hooking (hooking cable, chain) in the screening plants.	Monotonous hard work; working outdoors, affected by the environment (heat, cold, wind ...) and coal dust beyond the permissible standards.
10	Repairing and maintaining mining equipment (drills, shovel, grader, bulldozer...).	Hard work, restrictive working positions; exposed to dirt and grease.
11	Directing the production of mining directly coal outside and in the screening plants (manager, assistant manager, team leader).	Affected by environment of heat, noise, vibration, and coal dust beyond the permissible standards.

B. MECHANIC - METALLURGY

No.	Names of occupation or works	Characteristics on working conditions of occupation or works
WORKING CONDITIONS TYPE IV		

1	Cutting, smoothing, sawing fiber bakelit.	Affected by phip wood dust, bakelit dust, higher concentrations of phenol vapour.
2	Powder coating.	Frequently exposed to hazardous chemicals, hot, lack-of-air workplace.
3	Operating machine hammer.	Affected by high temperatures, strong vibration, and noise beyond the permissible standards.

C. ELECTRICITY

No.	Names of occupation or works	Characteristics on working conditions of occupation or works
WORKING CONDITIONS TYPE V		
1	Checking metal by spectrum and ultrasound in the power plants.	Affected by radiation; dusty, noisy, hot environment, sometimes working in the lack-of-air place.
2	Operating steam drum of the power plants.	The very dusty, dangerous, high temperature workplace.
3	Repairing hydraulic mechanical equipment of the intake, spillway gate.	Dangerous hard work (working at a height of more than 30 m), tight, slippery, dangerous working space.
4	Repairing water pump of the hydropower plants.	Hard work, tight, slippery, dangerous working space; affected by heat, noise, and petrol vapor.
5	Operating, repairing crane in the electricity generator pit.	Hard work; regularly exposed to dirt and grease and high noise.
6	Operating, repairing the ventilation system in the tunnel of the hydropower plants.	Hard work; regularly exposed to dirt and grease and high noise.
7	Management and operation of transmission lines and the 500KV substations.	Hard work; always following the line through the complex terrain and climate; exposed to dangerous, high electromagnetic fields.
8	Workers who repair the high voltage lines transmitting electricity.	Dangerous work, often working on high, psychological stress.
WORKING CONDITIONS TYPE IV		

1	Adjusting the boiler of the thermal power plants.	Working next to the device with temperature from 1600C to 540 0C, affected by noise and dust.
2	Operating coal mill in thermal power plants.	Affected by the heat, noise and coal dust with high concentration.
3	Operating conveyors, shovel, and collecting coal in thermal power plants.	Hard manual work, affected by heat, noise, and coal dust with high concentration.
4	Operating oil pumps for setting fire the furnace of thermal power plants (operating the oil house).	Regularly contact with grease, noise, and heat.
5	Operating slag discharge system of the thermal power plant (slag pump, dust, irrigation disposal...).	Regularly exposed to heat, high noise and dust concentrations beyond the permissible standards.
6	Checking heat (major, assistant duty) in the thermal power plants.	Regularly exposed to heat, vibration, high noise, and dust concentrations beyond the permissible standards.
7	Repairing electrical equipment in the power plants.	Restrictive working posture, affected by noise, vibration, and dust.
8	Driving coal wagon.	Regularly working in the environments of heat, dust, noise beyond the permissible standards.
9	Hooking up coal wagons in the thermal power plants.	Working outdoors, affected by the environment (hot, cold, wind ...), noise, and high concentrations of coal dust.
10	Workers who shovel slag of the tail furnace of the thermal power plants.	Monotonous, hard work, and always exposed to heat, dust.
11	Gas turbine operation.	Affected by vibration, heat, and noise beyond the permissible standards.
12	Welding and grinding towards- water wings, turbine wings of the hydropower plants.	Working in the deep pit, lack-of-oxygen; regular contact with the noise, high heat, toxic gas, and steel dust.
13	Managing and operating the line from 110KV to less than 500KV.	Always following the line through the complex terrain and climate; exposed to dangerous, high electromagnetic fields, affecting health.

14	Industrial Hygiene of the 500 KVA substations.	Monotonous work; exposed to dirty dust, high electromagnetic fields affecting the health and danger.
15	Producing composite materials meter box.	Exposed to heat, high concentrations of toxic chemicals, causing shortness of breath, fatigue.
16	Repairing, drying transformers with a capacity of 200 KVA or more.	Hard work, regularly contact with grease, environment with high temperature.
17	Operating aluminum cable braiding machine.	Direct effect of aluminum dust and high noise.
18	Operating machine of casting centrifugal concrete poles.	Affected by noise, vibration, and dust.
19	Production of electricity insulation materials.	Hard work; exposed to high temperatures and toxic chemicals (Phenol, Formalin, ammonia ...) of high concentrations.

D. CHEMICALS

No.	Names of occupation or works	Characteristics on working conditions of occupation or works
WORKING CONDITIONS TYPE V		
1	Operating wastewater pumping stations (oil contaminated waste, contaminated waste); circulation water and wastewater treatment pumping station.	Regularly working at a depth of - 10m - 20m; exposed to noise, toxic waste, disease-causing microorganisms, and water treatment chemicals.
2	Repairing and operating equipment (water treatment, desalination, operation team leader).	Frequently exposed to toxic chemicals, noise, and dust.
3	Production of liquid and solid CO ₂ .	Frequently exposed to noise and chemicals (liquid CO ₂ , solid, high concentrations; potassium; gas H ₂ S) and high pressure CO ₂ air compressor.
4	Recovery, refining, regeneration of lubricant oil	Manual work; working in the environment of toxic chemicals and high noise; directly affected by hot oil vapor and steam.
5	Discharging hot slag of the heat boiler.	Manual hard work; always exposed to great heat, coal ash, and toxic gas.

6	Store keepers of vessel (bottle) under pressure (O ₂ , N ₂ , liquid CO ₂ , and liquid NH ₃).	Regularly contact with the gas cylinders with high pressure, explosive, dangerous, affected by toxic chemicals vapour.
7	Picking up the coal manually in the waste slag of the coal gasification furnace.	Working outdoors, hard manual work; affected by heat, dust, coal ash, and mixture of steam, CO, H ₂ S.
8	Mining, transporting peat.	Working outdoors on the sedimentation reservoir of peat, hard manual work; taking direct effects of temperature, moisture, coal ash, and mixture of steam, carbon CO, CO ₂ , NH ₃ , H ₂ S.
9	Operating system of heat recovery from coal gasification.	Often working in the environments with high temperature, loud noises; exposed to high pressure equipment, generating toxic gas CO, CO ₂ , NH ₃ , H ₂ S.

D. SWEETY PRODUCTION

No.	Names of occupation or works	Characteristics on working conditions of occupation or works
WORKING CONDITIONS TYPE IV		
1	Drying Jelly candy powder.	Monotonous hard manual work; workplace of heat, dust beyond the permissible standards.
2	Starch paper production (processing, centrifugation, starchy).	Hard manual work; humid and hot working environment.

E. TEXTILE

No.	Names of occupation or works	Characteristics on working conditions of occupation or works
WORKING CONDITIONS TYPE IV		
1	Operating and providing materials for seed separator, cotton mill.	Restrictive working posture; affected by noise and cotton dust beyond the permissible standards.
2	Packaging seeds manually.	Hard work; affected by cotton dust, heat and noise.

3	Operating compressors for packaging cotton.	Standing and walking throughout work shift; affected by cotton dust and noise beyond the permissible standards.
4	Unloading returned-cotton in the weaving line.	Hard work; affected by cotton dust and noise beyond the permissible standards.
5	Operating quilling machine, loading quills, removing quills.	Standing and walking throughout the work shift, monotonous work, high labor rhythm; affected by cotton dust, heat, and noise beyond the permissible standards.
6	Operating weaving loom, sizing machine.	Monotonous work with high visual concentration; affected by cotton dust, heat, and noise.
7	Spinning wool.	Affected by cotton dust and noise.
8	Trimming, repairing wool carpet.	Meticulous work with high visual concentration; affected by dust.
9	Operating yarn spinning machines.	Standing and walking a lot; affected by cotton dust and noise.
10	Supplying thread for the coarse machine.	Travelling throughout the shift, monotonous work, and high labor rhythm, affected by cotton dust, heat, and high noise.
11	Taking yarn of the pipe threading machine.	Standing and walking throughout shift, affected by cotton dust, heat, and high noise.
12	Operating air-jet weaving machine, water-jet weaving machine.	Standing and walking a lot; restrictive labor positions; affected by cotton dust and heat.
13	Operating the circular knitting machine.	Restrictive labor posture; affected by cotton dust and heat.
14	Connecting, removing weaving machine's shaft.	Standing and walking throughout work shift; affected by cotton dust, heat, and high noise.
15	Operating warper, sizing machines, textile line.	Hard work, affected by cotton dust, heat, and high noise.
16	Straight draft in the textile line.	Manual monotonous work with high visual concentration; affected by cotton dust and heat.
17	Pouring oil into the weavers, twister, sizing machines.	Manual work, restrictive labor positions, exposed to grease; affected by cotton dust, heat, noise.

18	Cook glue in the line of textile, dyeing.	Hard work; affected by heat, noise, humidity and chemical vapor.
19	Operating the machine of preventing fabric shrink (Sanfor) in the line of dyeing.	Affected by high temperatures and chemical vapor.
20	Operating cloth-polishing machine in the dyeing line.	Work hard, restrictive labor positions, affected by temperature, chemical of dyes.
21	Making grid axis in the dyeing process	Restrictive labor posture, affected by chemical vapor and dust.
22	Sewing buttonholes, buttons (buttons) in the industrial garment.	Monotonous work, visual nerve stress, and mental fatigue; affected by the heat and dust.
23	Operating form blower in the sewing line.	Standing and walking throughout the work shift, affected by heat, humidity.
24	Cutting fabric in the sewing technology.	Standing throughout the work shift, visual nerve stress, and mental fatigue; affected by the heat and dust of cotton.
25	Transport of fabric, yarn in the raw materials storage, product storage and between the stages of the lines of spinning, weaving, dyeing, and sewing.	Hard manual work, standing, walking throughout the work shift; affected by cotton dust, heat, and high noise.
26	Sewing, testing pleating in the textile line.	Monotonous work, visual nerve stress, standing throughout the work shift; affected by heat, dust, and chemical smell.
27	Packaging in the textile, weaving line.	Work hard, restrictive labor positions; affected by cotton dust, heat and high noise.
28	Industrial hygiene in the factories of spinning, weaving, dyeing, garment. Cleaning the factory floors of dyeing, flower printing.	Manual work, restrictive labor positions, affected by noise, heat, cotton dust, grease, cleaning chemicals and industrial waste.
29	Sharpened leather and maintenance of leather bobbin (rubber); changing, dismantling, gluing leather.	Frequently exposed to rubber dust and solvents, toxic chemicals.
30	Repairing electricity in the dyeing line.	Restrictive labor positions, working in the hot, wet environments, hot; contacting with NH ₃ , bleaching, dyeing chemical.
31	Repairing and manufacturing textile machine comb.	Affected by rust dust, hot asphalt vapor, glue, and chemicals.

32	Testing and analyzing chemicals, dyes.	Frequently exposed to toxic chemicals; high temperature, humidity.
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F. CIGARETTE PRODUCTION

No.	Names of occupation or works	Characteristics on working conditions of occupation or works
WORKING CONDITIONS TYPE V		
1	Transporting and loading/unloading manually tobacco materials.	Manual hard work, restrictive labor posture, frequently exposed to nicotine, dust, and mold causing disease.
2	Analyzing chemicals and evaluating quality of materials and tobacco products.	Frequently exposed to chemicals, nicotine, tar, smoke inhalation.
3	Operating fermentation ovens, cigarettes dryer.	Frequently exposed to nicotine, tobacco vapor, and dust, fungus causing disease. Affected by high temperatures.
WORKING CONDITIONS TYPE IV		
1	Allocation of raw materials in the factories of producing fiber, packing, rolling cigarette.	Traveling a lot; affected by noise, dust, nicotine.
2	Repairing equipment in the factories of producing fiber, packing, rolling cigarette.	Work hard, restraint working position; affected by noise, dust, nicotine.
3	Preparation of condiment to produce tobacco.	Frequently exposed to chemicals, nicotine, and the irritants of mucosa, eye, ear, nose, and throat.
4	Examining the quality of cigarettes on technology line.	Frequently exposed to nicotine, mold, tar, bacteria causing disease; restrictive labor posture.

2. TRAFFIC - TRANSPORT

No.	Names of occupation or works	Characteristics on working conditions of occupation or works
WORKING CONDITIONS TYPE IV		

1	Checking tickets, operating vehicles at the toll booth of bridge, road, and ferry.	Affected by dust, noise, petrol vapors, toxic gases (CO ₂ , CO ...) and seasonal changing weather.
2	Stopping vehicles, guiding vehicles to get on the platform scales in the vehicle weight inspection station.	Working outdoors, affected by dust, noise, petrol vapors, toxic gases (CO ₂ , CO...).
3	Repairing cranes, machinery, and construction equipment in the traffic works.	Work outdoors, on the height; affected by climate change; restrictive, dangerous working posture.
4	Service staffs (cook, serving catering, cleaning, cleaning of wagons, beds) on the passenger trains.	Must do concurrently many works, hard work, often working on the train at day and night. Affected by dust, noise, vibration, and climate changes of the regions in a short time.

3. TRAFFIC CONSTRUCTION AND STORAGE, WHARF

No.	Names of occupation or works	Characteristics on working conditions of occupation or works
WORKING CONDITIONS TYPE V		
1	Iron workers, iron-welding workers on the building and bridge repairing works	Working outdoors, dangerous hard work affected by dust, noise, vibration, CO ₂ , CO...

4. NATIONAL RESERVE

No.	Names of occupation or works	Characteristics on working conditions of occupation or works
WORKING CONDITIONS TYPE IV		
1	Store keepers, preservation of supplies, rescue equipment.	- Work hard, restrictive working posture, lack of light, poorly ventilated workplace, affected by dust (tale powder), exposed to grease, gasoline...

5. POST - TELECOMMUNICATIONS

No.	Names of occupation or works	Characteristics on working conditions of occupation or works
WORKING CONDITIONS TYPE VI		

1	Installation, repair, and maintenance of communication devices on the antenna column (from 50 m or more).	Hard work, always working on the dangerous height; restrictive working posture and the repair and maintenance are affected by ultra-high frequency and high frequency electromagnetic fields.
WORKING CONDITIONS TYPE IV		
1	Installation, operation, repair, maintenance of communication equipments at the communication stations placed along the 500 KV lines.	Regularly working on the hilly terrains, exposed to microclimate, electromagnetic field beyond the permissible standards.
2	Controlling, receiving, measuring frequency of the transmitter.	Regularly travelling, working outdoors, on the height, restrictive working posture; nerve stress.
3	Operation, repair, and maintenance of fiber optic equipment and fiber optic splicing machine.	Regularly travelling, working outdoors, exposed to laser.
4	Operation, repair, and maintenance of VSAT equipment, lease line equipment.	Working in the high mountains and islands ..., exposed to adverse microclimate, electromagnetic field.
5	Data record and cross-check of transferred money by computer.	Monotonous work, high labor rhythm, psychological, visual stress.
6	Postal couriers (postman) in Hanoi and Ho Chi Minh City.	Working outdoors, often traveling on roads with dangerous high traffic density, affected by microclimate, noise and dust.
7	Preparation of acid, battery charging.	Frequently exposed to vapors, lead dust; acid (H ₂ SO ₄) with high concentrations.

6. SCIENCE - TECHNOLOGY

No.	Names of occupation or works	Characteristics on working conditions of occupation or works
WORKING CONDITIONS TYPE IV		
1	Testing vibration, shock resistance of building materials and works of construction, transport.	Frequently exposed dust with very high SiO ₂ content, noise, vibration, strength and continuous impact.
2	Testing for protection against dust intrusion of electrical equipment.	Frequently exposed electromagnetic fields, air dust, and high noise.

3	Inspection and calibration of the temperature converter, pressure measuring instruments in the tanks, tank lorries containing gasoline and on the barge.	Working outdoors, restrictive working positions; regularly contact with flammable gasoline.
4	Testing the endurance, aging, the fire of power materials.	Working in a close environment; frequently contact with high temperatures, fire dust, toxic gas of burnt plastics and solvents.
5	Surface discharge testing.	Dangerous, toxic work, exposed to high voltage and air dust from burnt plastic, rubber, solvents.
6	Sampling of chemicals, solvents, gasoline for the inspection and testing	Working outdoors frequently exposed to toxic chemicals; can be dangerous when sampling in the field.
7	Sampling of fertilizer, plant protection drugs for the inspection and testing.	Regularly exposed to pesticides, toxic chemicals.
8	Testing environmental chemicals, food chemicals, and consumption goods.	Exposed to dust, chemicals, and toxic organic solvents, high concentrations such as H ₂ SO ₄ , HNO ₃ , arsenic, acetone, toluene, benzene, chlorine, Foomaldhyt...

7. AGRICULTURE

No.	Names of occupation or works	Characteristics on working conditions of occupation or works
WORKING CONDITIONS TYPE IV		
1	Specialized inspectors of plant protection drugs.	- The work that often has to move; exposed to dangerous toxic chemicals such as Wofatox, Bi 58, Bassa, acetone, Ether.

8. HEALTH

No.	Names of occupation or works	Characteristics on working conditions of occupation or works
WORKING CONDITIONS TYPE V		
1	Treatment of, caring for detoxication patients.	Dangerous work, psychological stress; regularly contact with patients with high risk for HIV infection.

2	Operating, handling of waste systems, and dredging sewers in the hospitals.	Manual hard work; regularly contact with smelly, dirty water and the source of high infection.
3	Washing clothes of patients by hand.	Wet hard work; regularly exposed to cleaning chemicals and dirty substances with high infection risk.
4	Producing gypsum powder (crashing rock, putting rock into the oven, setting fire for oven, taking gyps out of the oven, crushing, and packacking).	Hard manual work; affected by high temperatures, dust, Siliceous, CO, CO2 exceeding the permissible standards.
WORKING CONDITIONS TYPE IV		
1	Washing, cleaning, sterilizing instruments and bottles used in research, production, and testing of vaccines, serums, biological products.	Wet workplace, regularly contact with cleaning chemicals (NaOH), and other toxic chemicals and the sources of infection.
2	Direct examination, treatment, service of patients at the faculties (Departments) of medical examination, emergency of hospitals.	Working in the environment with high risk of infection; psychological stress.
3	Repair of medical machinery, devices in the clinics and laboratory.	Hard work hard, restrictive working positions; frequently exposed to grease, chemicals and work environment with high risk of infection.
4	Mixing chemicals with liquid rubber.	Frequently exposed to toxic chemicals, heat, and unpleasant smell.
5	Rubber Centrifugation.	Affected by toxic chemicals, unpleasant smell.

9. FISHERIES

No.	Names of occupation or works	Characteristics on working conditions of occupation or works
WORKING CONDITIONS TYPE V		
1	Officers and crew members working on the ships of purchasing, transporting fisheries on the sea.	Dangerous hard work affected by waves, wind, noise, vibration; exposed to foul fisheries.

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