

**THE MINISTRY OF LABOR,  
WAR INVALIDS AND SOCIAL  
AFFAIRS**  
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No. 10/2020/TT-BLDTBXH

**THE SOCIALIST REPUBLIC OF VIETNAM**  
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*Hanoi, November 12, 2020*

**CIRCULAR**

**ELABORATING AND GUIDING CERTAIN ARTICLES OF THE LABOR CODE  
CONCERNING EMPLOYMENT CONTRACTS, COLLECTIVE BARGAINING COUNCIL  
AND JOBS WITH HAZARDS TO REPRODUCTIVE FUNCTION AND CHILDREN  
RAISING**

*Pursuant to the Labor Code dated November 20, 2019;*

*Pursuant to the Government's Decree No.14/2017/ND-CP dated February 17, 2017 defining the functions, tasks, entitlements and organizational structure of the Ministry of Labor, War Invalids and Social Affairs;*

*At the request of Director of Department of Labor Relations and Salaries, Director of Department of Labor Safety;*

*The Minister of Labor, War Invalids and Social Affairs promulgates a Circular elaborating and guiding certain articles of the Labor Code concerning employment contracts, collective bargaining council and jobs with hazards to reproductive function and children raising.*

**Chapter I**

**GENERAL PROVISIONS**

**Article 1. Scope**

This Circular elaborates and guides the following Articles and clauses of the Labor Code:

1. Contents of employment contracts prescribed in clauses 1, 2 and 3 Article 21.
2. Functions, tasks and operation of Collective Bargaining Council prescribed in clause 4 Article 73.
3. List of jobs with hazards to reproductive function and children raising prescribed in clause 1 Article 142.

**Article 2. Regulated entities**

1. Employees and employers specified in clauses 1, 2 and 3 Article 2 of the Labor Code.
2. Other entities directly related to the implementation of this Circular.

## **Chapter II**

### **CONTENTS OF EMPLOYMENT CONTRACTS**

#### **Article 3. Major contents of an employment contract**

Major contents of an employment contract as prescribed in clause 1 Article 21 of the Labor Code:

1. Name and address of the employer, name and position of the authorized person of the employer to enter into the employment contract:

a) Name of the employer: name stated in the certificate of registration of enterprise, cooperatives, cooperatives union or in the certificate of investment registration or approval for investment policies or establishment decision, for an enterprise, organization, cooperatives, cooperatives union; name stated in the cooperation contract, for an artel; name of the household representative or individual stated in the ID card/citizen card/passport, for a household or individual;

b) Address of the employer: address stated in the certificate of registration of enterprise, cooperatives, cooperatives union or in the certificate of investment registration or approval for investment policies or establishment decision, for an enterprise, organization, cooperatives, cooperatives union; address stated in the cooperation contract, for an artel; address of the residence of household or individual, for a household or individual; phone number, email address (if any);

c) Full name, position of the authorized person of the employer to enter into the employment contract: in accordance with clause 3 Article 18 of the Labor Code.

2. Full name, date of birth, gender, place of residence, number of ID card/citizen card/passport of the authorized person of the employee and other details, including:

a) Full name, date of birth, gender, address, phone number, email address (if any), number of ID card/citizen card/passport of the authorized person of the employee as prescribed in clause 4 Article 18 of the Labor Code;

b) Number of the work permit or certification of exemption from work permit issued by the competent authority to the foreign employee;

c) Full name, address, number of ID card/citizen card/passport, phone number, email address (if any) of the legal representative of a person under 15 years of age.

3. Jobs and workplace:

a) Jobs: jobs that the employee has to perform;

b) Workplace: location and scope that the employee will perform the job as agreed; if the employee perform the job on a regular basis in varied locations, specify them.

4. Contract duration: contract performance duration (number of months or days), starting date and ending date (for a definite term employment contract); starting date (for an indefinite term employment contract).

5. Job- or position-based salary, form of salary payment, due date for payment of salary, allowances and other additional payments:

a) Job- or position-based salary: state the salary paid based on the performance time of the job or position in the pay scale or payroll developed by the employer in Article 93 of the Labor Code; or state the piece work pay or fixed wage for an employee who receives piece work pay or fixed wage.

b) Allowances as agreed by the contracting parties:

b1) Allowances to compensate factors such as working conditions, job complexity, employee's life and employment attraction that the base salary agreed under the employment contract fails to take into account or sufficiently take into account;

b2) Allowances associated with the job process and performance of the employee.

c) Other additional payments as agreed by the contracting parties:

c1) Additional payments with specific amounts in conjunction with the base salary agreed under the employment contract and to be paid regularly in every pay period;

c2) Additional payments with non-specific amounts in conjunction with the base salary agreed under the employment contract and to be paid regularly or irregularly in every pay period, associated with the job process and performance of the employee.

The following benefits shall be stated in a separate section in the employment contract: bonuses mentioned in Article 104 of the Labor Code, initiative bonuses; mid-shift meal allowance; vehicle, cell phone, travel, lodging, daycare, children raising allowances; allowances for the employee with relatives who are dead or get married, employee's birthday, allowances for the employee suffering financial hardship upon an occupational accident or disease and other allowances.

d) Form of salary payment shall be determined as prescribed in Article 96 of the Labor Code;

dd) Due date for payment of salary shall be determined as prescribed in Article 97 of the Labor Code.

6. Advancement in pay step, pay raise: as agreed by the contracting parties concerning conditions, time, pay rate after advancement in pay step, pay raise, or as regulated in the collective bargaining agreement, or as stipulated by the employer.
7. Hours of work, hours of rest: as agreed by the contracting parties or as regulated in the labor regulations, as stipulated by the employer, collective bargaining agreement and as per the law.
8. Personal protective equipment for the employee: types of personal safety equipment as agreed by the contracting parties, as stipulated by the employer, collective bargaining agreement and as per the law on safety and labor hygiene.
9. Social insurance, health insurance and unemployment insurance: in accordance with laws on labor, social insurance, health insurance and unemployment insurance.
10. Advanced training program of occupational skills: rights, obligations and interests of the employer and the employee in time, training budget, advanced training program of occupational skills.

#### **Article 4. Protection of trade secret and technical know-how**

1. If an employee performs a job directly related to trade secrets and technical know-how as prescribed by law, the employer may reach an arrangement with the employee for the protection of the trade secret and technical know-how in the employment contract or another document as per the law.
2. An arrangement for protection of the trade secret and technical know-how shall at least contain:
  - a) A list of trade secrets and technical know-how;
  - b) Scope of using trade secrets and technical know-how;
  - c) Duration of protection of trade secrets and technical know-how;
  - d) Methods of protection of trade secrets and technical know-how;
  - dd) Rights, obligations, liabilities of the employer, employee during the duration of protection of trade secrets and technical know-how;
  - e) Actions against breaches of the arrangement for protection of the trade secret and technical know-how.
3. If the employee is found in breach of the arrangement for protection of the trade secret and technical know-how, the employer may require the employee to make restitution as agreed by the parties. Procedures for restitution:

a) If the employee is found in breach of the arrangement while the duration of employment contract has not expired, procedures for restitution specified in clause 2 Article 130 of the Labor Code shall apply;

b) If the employee is found in breach of the arrangement after the employment contract terminates, actions shall be taken in accordance with civil law and relevant laws.

4. For a trade secret or technical know-how treated as classified information, the law on protection of classified information shall prevail.

### **Article 5. Major contents of employment contracts in agriculture, forestry, fishery, salt production sectors**

1. An employment contract with an employee working in agriculture, forestry, fishery, or salt production sector shall include the major contents as prescribed in clause 1 Article 21 of the Labor Code and Article 3 of this Circular. For simple, short-term or seasonal jobs, the contracting parties may remove the items about advancement in pay step mentioned in point e clause 1 Article 21 and advanced training program of occupational skills mentioned in point k clause 1 Article 21 of the Labor Code.

2. For jobs and workplaces under a direct impact of natural disasters, fires, weather, the contracting parties may reach an arrangement for settlement of the contract performance in conformity with the actual circumstance and the law.

## **Chapter III**

### **COLLECTIVE BARGAINING COUNCIL**

#### **Article 6. Establishment of Collective Bargaining Council**

1. In wishing a multi-enterprise collective bargaining via a Collective Bargaining Council (hereinafter referred to as Council), by consensus, the employers and grassroots employee representatives in the participating enterprises (hereinafter referred to as parties) shall designate a representative to send a request for establishment of the Council to the People's Committee of province or central-affiliated city (hereinafter referred to as province) where the enterprises are headquartered or the parties chose as prescribed in clause 1 Article 73 of the Labor Code.

2. A request for establishment of the Council shall at least contain:

a) A list of expected participating enterprises, names and headquarters thereof; full names of legal representatives; full names of representatives of grassroots employee representatives;

b) Full name, position and title of the person who, by consensus of the parties, is appointed as the chairperson of the Council, accompanying with the written consent of that person. If the request does not mention a chairperson, that will be subject to decision of the President of People's Committee of province;

c) A list of representatives of the parties in the Council;

d) Expected issues for bargaining, performance duration of the Council, collective bargaining plan, support activities of the Council (if any).

3. Within 20 business days after receiving the said request, the People's Committee of province shall issue a decision on establishment of the Council. If the request is rejected, the People's Committee of province shall provide explanation in writing.

4. The Department of Labor, War Invalids and Social Affairs shall take charge and cooperate with Confederation of Labor of province, employer representative organization of province, the participating enterprises and relevant entities in seeking consultation, and then request the People's Committee of province to plan the establishment of the Council. A plan for establishment of the Council shall at least contain:

a) Composition of the Council, composed of:

a1) chairperson;

a2) representatives of the People's Committee of province;

a3) representatives of the parties;

a4) other entities (if any).

b) Functions and tasks of the Council, the chairperson and other entities (if any).

c) Performance duration of the Council.

d) Operation plan of the Council.

dd) Operation funding of the Council.

e) Draft establishment decision of the Council.

If the Department of Labor, War Invalids and Social Affairs requests not to establish the Council, an explanation is required.

5. During the operation process, in seeking a change to the chairperson, representative of the People's Committee of province, functions, tasks, performance duration of the Council in conformity with the actual circumstances, the incumbent chairperson shall send a request to the People's Committee of province for decision.

Within 7 business days after receiving such a request from the incumbent chairperson, the People's Committee of province shall consider amending the decision on establishment of the Council. If the request is rejected, a written explanation is required.

## **Article 7. Functions of the Council**

The Council is functioned as a representative organization for the parties to undertake the collective bargaining as per the Labor Code.

## **Article 8. Tasks of the Council**

1. Make a plan to undertake the collective bargaining at the requests of the parties and under the decision on establishment of the Council.
2. Hold and chair meetings for the parties' representatives to enter into negotiation.
3. Provide relevant information for the parties' representatives to enter into negotiation.
4. Assist the parties to seek consultation on the draft collective bargaining agreement of multi enterprises as prescribed in clause 2 and clause 3 Article 76 of the Labor Code.
5. Facilitate the signing of collective bargaining agreement of multi enterprises as prescribed in clause 4 Article 76 of the Labor Code.
6. Supervise the implementation of collective bargaining agreement of multi enterprises under the decision on establishment of the Council, ensure the conformity with the performance duration of the Council.
7. Send reports on performance results of the Council to the People's Committee of province and Department of Labor, War Invalids and Social Affairs.
8. Perform other tasks as required by the parties and the tasks as specified in the decision on establishment of the Council.

## **Article 9. Operation of the Council**

1. The Council will work in form of meetings.
2. The representatives of the employer and grassroots employee representative organizations shall enter into negotiation as prescribed in clauses 1 and 2 Article 72 of the Labor Code and decide the negotiation results in a meeting of the Council.
3. The chairperson shall:
  - a) Hold and chair meetings of the Council for the parties to enter into negotiation as prescribed;
  - b) Consider adding or replacing representatives of each party; accepting requests for participation to the Council of other enterprises following the consensus of the representatives of the parties;

c) Decide to establish a subgroup of those charged with assistance of the Council and the chairperson in the collective bargaining.

4. The representative of the People's Committee of province shall support and provide information deemed necessary for the parties to carry out negotiation.

5. The Council shall disband itself upon expiry of the performance duration as specified in the establishment decision. If the parties have agreed otherwise, the chairperson shall seek decision from the People's Committee of province.

6. Operation funding of the Council shall be contributed by the employer and grassroots employee representatives in the participating enterprises and mobilized from other sources of funds as per the law.

## **Chapter IV**

### **LIST OF JOBS WITH HAZARDS TO REPRODUCTIVE FUNCTION AND CHILDREN RAISING**

#### **Article 10. List of jobs with hazards to reproductive function and children raising**

A list of jobs with hazards to reproductive function and children raising is issued together with this Circular includes:

1. Jobs with hazards to reproductive function and children raising of female employees;
2. Jobs with hazards to reproductive function of male employees.

#### **Article 11. Responsibilities of employers and employees in implementation of the list of jobs with hazards to reproductive function and children raising**

1. An employer shall:

- a) Make public the jobs with hazards to reproductive function and children raising in the workplace to the employees (hereinafter referred to as the jobs with hazards to reproductive function and children raising);
- b) Keep the employees well-informed of hazards and prevention and control measures against the dangerous or harmful factors of the jobs with hazards to reproductive function and children raising for them to choose and make a decision; for employees who choose to do these jobs, give them check-ups before doing the jobs, give them routine check-ups and occupational disease check-ups and ensure safety conditions and labor hygiene as per the law.

2. An employee shall:



- a) Acquire an appropriate understanding of the jobs with hazards to reproductive function and children raising; and then consider entering into, amending or performing the employment contract as prescribed;
- b) Comply with regulations of law on safety, labor hygiene while doing the jobs with hazards to reproductive function and children raising under the employment contract.

## **Chapter V**

### **IMPLEMENTATION**

#### **Article 12. Entry in force**

1. This Circular comes into force as of January 1, 2021.
2. From the date of entry of this Circular, the following Circulars shall cease to be effective:
  - a) Circular No. 47/2015/TT-BLDTBXH dated November 16, 2015 of the Minister of Labor, War Invalids and Social Affairs on guidelines for employment contracts, labor discipline, material liability in the Decree No. 05/2015/ND-CP dated January 12, 2015 of the Government elaborating and guiding certain articles of the Labor Code;
  - b) Circular No. 26/2013/TT-BLDTBXH dated October 18, 2013 of the Minister of Labor, War Invalids and Social Affairs on promulgation of the list of jobs banned from employing female employees.
3. The salary as the basis for payment of severance pay, redundancy pay is the average salary under the employment contract, including the base salary, allowances and other additional payments as prescribed in point a, sub point b1, point b and sub point c1 point c clause 5 Article 3 of this Circular of the last 6 consecutive months before the employee resigns or loses the job.

Difficulties that arise during the implementation of this Circular should be reported to the Ministry of Labor, War Invalids and Social Affairs for consideration./.

**MINISTER**

**Dao Ngoc Dung**

### **APPENDIX**

# LIST OF JOBS WITH HAZARDS TO REPRODUCTIVE FUNCTION AND CHILDREN RAISING

*(Issued together with Circular No. 10/2020/TT-BLDTBXH dated November 12, 2020 of the Minister of Labor, War Invalids and Social Affairs)*

## **Part I**

### **Jobs with hazards to reproductive function and children raising of female employees**

#### **Section 1**

##### **Jobs generally applicable to every female employee**

The jobs with hazards to reproductive function and children raising of female employees prescribed in clause 1 Article 142 of the Labor Code:

1. Directly melting and pouring molten metal in furnaces:
  - 1.1. Electric arc furnaces of 0.5 tonne or more;
  - 1.2. Rotary kiln (pig-iron refining);
  - 1.3. Furnaces (steel refining);
  - 1.4. Blast furnace.
2. Hot metal rolling (except non-ferrous metal).
3. Directly refining non-ferrous metal ores (copper, lead, tin, mercury, zinc, silver).
4. Heating up the coke furnace.
5. Welding in confined spaces, welding at a height over 10m above the work platform.
6. Drilling for exploration, drilling and blasting.
7. Prying rocks on the mountain.
8. Install drilling rig at sea.
9. Drilling to explore oil and gas wells.
10. Working in regular shifts at offshore drilling rigs (except for those in charge of health - social services, accommodation services).

11. Maintenance and repair of power lines in underground sewers or on outdoor poles, high-voltage power lines, and erection of high-voltage poles.
12. Maintenance, erection and repair of river-crossing poles and antenna poles.
13. Working in sunken tanks.
14. Directly aligning in construction of large plate or large structure by manual method.
15. Directly digging wells, and performing well completion by manual methods.
16. Directly digging up large tree stumps, felling big trees, moving, using levers to slide logs down hillside, loading and unloading large timber, manually sawing large trees with diameter more than 40 cm by manual methods; sawing and cutting branches, pruning branches at a height of over 5m by manual methods.
17. Using hand-held machines running on steam with pressure of 4 atm or more (such as drills, hammer machines).
18. Driving heavy construction machines with a capacity of more than 36 hp such as: excavators, bulldozers, crawler vehicles (except machines with hydraulic support).
19. Painting, repairing, building, plastering, cleaning, decorating on the outside of high-rise buildings (from the 3rd floor or higher or at the height of more than 12m above the work platform) without lifting machines or lifting cranes or solid scaffolding.
20. Diving to retrieve sunken timber, pulling the timber in locks and slopes to the shore.
21. Floating rafts on rivers with many waterfalls.
22. Harvesting of bird nests (except for the case of exploitation of bird nests in bird nest houses); harvesting of bat manure.
23. Works on board a seagoing vessel (except for works in restaurants, rooms, desks, reception on cruise ships).
24. The work of guarding ships, guarding ships in locks and slopes.
25. Boiler operation (except for automatic operation, boiler operation using oil and electricity energy).
26. Operating trains (except trains with highly automated operating modes, urban trains, tourist trains).
27. Shipbuilding works (wooden ships, iron ships) requiring carriage of work piece weighing 30 kg or more.

28. Surveying rivers in areas with high rapids and dangerous deep mountains.
29. Operating dredgers; floating cranes.
30. Driving cars with a load of over 2.5 tonnes (except for cars with a load of less than 10 tonnes with power assistance systems).
31. The works requiring carriage of more than 50kg.
32. Operating slashers, dyers of all kinds, drying stenters, glossmeters, and sanforizers (except machines with automatic operation).
33. Laminating large, hard leather (except for machines with automatic operation).
34. Driving agricultural tractors with an output of 50 hp or more.
35. Autopsy, laying out and shrouding deceased persons, burial of deceased persons (except electric burial), moving graves.
36. Pouring concrete under water; divers.
37. Dredging underground sewers (except automatic dredging, by machine); jobs requiring soaking in dirty water regularly (from 04 hours in a day or more, more than 3 days in a week).
38. Digging kilns; digging wells; mining works (except for those in charge of health and social services and ad-hoc works requiring management and administration, but must comply with applicable national technical regulations on safety and regulations on health standards for workers in mines).
39. Operating nuclear reactors for study of nuclear power plants.
40. Using radioactive substances.
41. Production and processing of radioactive substances.
42. Storing radioactive substances and handling and storing radioactive wastes and used radioactive sources.
43. Using radiation equipment, operating irradiators.
44. Packing and transporting radioactive substances, nuclear source materials, nuclear materials.
45. Exploration, exploitation and processing of radioactive ores.
46. Providing support services for the application of atomic energy with possibility of direct exposure to ionizing radiation.

47. Direct exposure to paint in the process of producing lacquer crafted products, lacquer painting.
48. Producing, manipulating, direct exposure to metal in the process of making graphics related to metal engraving.
49. Circus performers (adventure, contortion, trained animals, balancing).
50. Water puppetry.
51. Ballet.
52. Direct inventory, preserve, repair, and restoration of documents, books, newspapers, movies and photos in the archives, technical preservation rooms of libraries.
53. Directly working in mobile libraries, document rotation.
54. Inventory, preservation, technical handling, repair and restoration of museum artifacts.
55. Industrial sanitation of 500kVA transformer station.

## **Section 2**

### **Jobs with applicable to female employees during pregnancy or raising of under-12-month-old children**

In addition to the 55 jobs specified in this Section 1, Part I, the following jobs will adversely affect female employees' reproductive function and children raising while they are pregnant or raising children under 12 months of age:

1. The jobs in the working environment polluted by electromagnetic fields outside the exposure limits according to the national technical regulations and standards on occupational health (such as the jobs at the radio broadcasting stations; radio, television and radar stations, telecommunication satellite stations).
2. Direct exposure to (including production, transport, storage and use of) to chemicals that kill pests, grasses, termites, mice, mosquitoes, insects and other chemicals probably causing genetic modification and cancer below:
  - 2.1. 1,4-Butanediol, dimetansunfonat;
  - 2.2.2-Naphthylamine;
  - 2.3. 2,3,7,8- Tetrachlorodibenzofuran;
  - 2.4. 3- Alfaphenyl - betaacethylethyl;

- 2.5. 4- Amino, 10 - Methyl fluoric acid;
- 2.6. 4- Aminnobiphenyl;
- 2.7. 5- Fluoro-uracil;
- 2.8. Forms of asbestos: amosite, chrysotile, crocidolite;
- 2.9. Arsenic, calcium arsenate;
- 2.10. Acetyl salicylic acid;
- 2.11. Asparagine;
- 2.12. Benomyl;
- 2.13. Benzene;
- 2.14. Boric acid;
- 2.15. Insoluble chromate salts;
- 2.16. Caffeine;
- 2.17. Lead, lead acetate, lead nitrate (in contact with leaded chemicals such as gasoline, paint, printing ink; manufacture of accumulators, soldering with lead);
- 2.18. Dimethyl sulfoxide;
- 2.19. Direct blue-1;
- 2.20. Dioxin;
- 2.21. Diethylstilboestrol;
- 2.22. Dichloromethyl ether;
- 2.23. Formamide;
- 2.24. Hydrocortisone, Hydrocortisone acetate;
- 2.25. Iodine (metal);
- 2.26. Potassium bromide, potassium iodide;
- 2.27. Nebulized vinazol;

- 2.28. Mercapto - purines;
- 2.29. N, N-di (Chloroethyl) 2- Naphthylamine;
- 2.30. Sodium arsenate, sodium arsenite, sodium iodide, sodium salixylate;
- 2.31. Coal tar, coal tar evaporation part;
- 2.32. Nitrogen pentoxide;
- 2.33. Mercury, methyl mercury compounds, methyl mercury chloride;
- 2.34. Propylthiouracil (PTU);
- 2.35. Tetramethyl thiuram disulfide;
- 2.36. Triamcinolone acetone;
- 2.37. Thorium dioxide;
- 2.38. Theosunfan;
- 2.39. Triton WR - 1339;
- 2.40. Trypan blue;
- 2.41. Ribavirin;
- 2.42. Valproic acid;
- 2.43. Vincristine sulfate;
- 2.44. Vinyl chloride, vinyl chloride;
- 2.45. Cyclophosphamide.
- 2.46. Sulfuric acid ( $\text{H}_2\text{SO}_4$ );
- 2.47. Arsenic and arsenic compounds (As);
- 2.48. Arsin ( $\text{AsH}_3$ );
- 2.49. Cadmium and compounds (Cd,  $\text{CdO}$ );
- 2.50. Chromium (water soluble) ( $\text{Cr}^{6+}$ );

2.51. Chromium trioxide ( $\text{CrO}_3$ );

2.52. Ethanol ( $\text{CH}_3\text{CH}_2\text{OH}$ );

2.53. Formaldehyde ( $\text{HCHO}$ );

2.54. Vinyl chloride ( $\text{C}_2\text{H}_3\text{Cl}$ ).

3. Direct exposure to chemicals that adversely affect the fetus and breast milk, including:

3.1. 1,1-Dichloro - 2,2-di (4-chlorophenyl) ethane;

3.2. 1,3-Dimethyl - 2,6 dihydroxypurine;

3.3. 2-Sulfamylamidotazol;

3.4. 4,4 - DDE;

3.5. Andrin;

3.6. Antimony;

3.7. Betaquinine;

3.8. Lithium-containing compounds;

3.9. Canxiferol;

3.10. Chloralhydrate;

3.11. Decachlorobiphenyl;

3.12. Potassium penicillin G;

3.13. Quinidine gluconate;

3.14. Strontium (Sr) peroxide;

3.15. Sulfadiazine, sulfapyridine, sodium sulfamethoxazole, sulfanilamide, sulfamerazine, acetyl sulfisoxazole;

3.16. Cesium and cesium salts (Cs);

3.17. Cyclosporine.



4. Direct exposure to organic solvents such as: impregnating sleepers, spreading photo paper emulsions, pattern printing on thin films, printing labels on laminate paper, laminating phenol resin, operating the phenol polyglue pot.
5. Rubber production: raw materials, weighing, and sieving chemicals, working in rubber incinerators.
6. Repairing furnaces, barrels, steel pipes sealed in chemical production.
7. Working in tobacco, pipe tobacco fermentation furnaces, and cigarette drying furnaces.
8. Burning gas glass furnace, blowing glass by mouth.
9. Soak skin, salt skin, loading and unloading raw skin.
10. Rinse paraffin in the wine tank.
11. Painting, welding and scraping rust in beer yeast cellars, in closed tanks.
12. Bottling milk in the closed room.
13. Demolition of moulds.
14. Processing of feathers in open conditions.
15. Cleaning boilers, gas pipes.
16. Crushing, aggregating ores or doing jobs in dusty conditions containing 10% or more silicon dioxide.
17. Lead mineral selection; rolling, pulling and stamping lead products, and lead-plated products.
18. Spinning filter presses in the factory.
19. Operating generators and generators of 10KVA or more.
20. Operating twisting machine, spraying machine.
21. Driving agricultural tractors (regardless of power type).
22. Driving construction machines (regardless of power type).
23. Driving cars with a load of less than 2.5 tonnes (except for powered drivers); driving electric vehicles, means of transport on the spot; driving cranes on the spot.

24. Vulcanizing, forming, loading and unloading large rubber products, including fuel tanks, and automobile tires.
25. Carrying a load weighing more than 20 kg.
26. Directly participating in activities to investigate, verify, and handle an outbreak in the field where a suspected or confirmed case of infectious disease is located.
27. Scooping, drying, transporting rotten fish or working in the production line of fish meal for livestock.
28. Shoveling and shoveling fishery and marine ponds.
29. Direct exposure to dyestuff chemicals in dyeing factories such as: warehouse keeper, chemical warehouse assistant; chemical preparation of dyes.
30. Packing cement bags with a semi-automatic 4-hose machine.
31. Installation and repair of VSAT station (very-small-aperture terminal) in remote, highland, border areas and islands.
32. The jobs requiring immersed in dirty water.
33. Working in an oxygen-deficient environment; in workshops where the air temperature is 40 ° C or higher in the summer and 32 ° C or higher in the winter.
34. Working in the working environment with vibration higher than the permissible limit according to the national technical standards and regulations on occupational hygiene; using machines and equipment with full body vibration and local vibration higher than the permissible limit according to national technical standards and regulations on occupational hygiene.
35. The jobs with restricted working posture, in a narrow space, sometimes it is necessary to lie down, bow, and stoop.
36. Delivering, receiving, preserving, operating pumps and measuring petrol and oil in caverns; delivering and receiving petrol and oil at sea.
37. Operating lead foil cooking and casting equipment in battery production.
38. Operating gold phosphorus production and packing equipment.

## **Part II**

### **Jobs with hazards to reproductive function of male employees**

Jobs with hazards to reproductive function of male employees specified in clause 1 Article 142 of the Labor Code:

1. Direct exposure to heavy metals such as cadmium (Cd), lead (Pb), nickel (Ni), mercury (Hg)
2. Exposure to industrial chemicals such as Benzene (C<sub>6</sub>H<sub>6</sub>); Toluene (C<sub>7</sub>H<sub>8</sub>); Xylene (C<sub>6</sub>H<sub>10</sub>), insecticide, herbicide, organic solvents, paint materials.
3. Direct exposure to high-frequency ultrasonic waves such as radar waves ...
4. Operating nuclear reactors for study of nuclear power plants.
5. Using radioactive substances.
6. Radioactive production and processing.
7. Storing radioactive substances and handling and storing radioactive wastes and used radioactive sources.
8. Using radiation equipment, operating irradiation equipment.
9. Packing and transporting radioactive substances, nuclear source materials and nuclear materials.
10. Exploring, exploiting and processing radioactive ores.
11. Providing support services for the application of atomic energy with possibility of direct exposure to ionizing radiation./.