

CONVENIENCE TRANSLATION - ACCURACY NOT GUARANTEED

The Oilfield (Labour and Welfare) Act 1951

[Act No. 21 of 1951]

1313, 2nd Waning Day of Tagu

(April 23rd, 1951)

[Amended: 22nd October 1951, 8th October 1953]

In pursuance of the Constitution, the following Act is promulgated.

It is hereby enacted as follows:

Chapter 1 Preliminary

Short title, extent and commencement

1. (1) This Act shall be called **The Oilfield (Labour and Welfare) Act 1951**.
- (2) It shall extend to the whole of the Union of Myanmar.
- (3) It shall come into force on such date as the President may, by notification, direct.

Definitions

2. In this Act, unless there is anything repugnant in the subject or context -
 - (a) “**Child**” means a person who has not completed his 15th year.
 - (b) “**Adolescent**” means a person who has completed his 15th year, but has not completed his 18th year.
 - (c) “**Minor**” means a person who is either a child or an adolescent.
 - (d) “**Adult**” means a person who has completed his 18th year.
 - (e) “**Day**” means a period of 24 hours beginning at midnight.
 - (f) “**Week**” means a period of 7 days beginning at midnight on Saturday night.
 - (g) “**Power**” means electrical energy or any other form of energy which is mechanically generated and transmitted and is not generated by human or animal agency.



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- (h) **“Prime mover”** means every engine, motor or other appliance which generates or otherwise provides power.
- (i) **“Transmission machinery”** means any shaft, wheel, drum, pulley, system of fast and loose pulleys, coupling, clutch, driving belt or other appliance or device by which the motion of a prime mover is transmitted to or received by any machinery or applied.
- (j) **“Petroleum worker”** means a person employed in a notified oilfield, or in the production of oil and gas, or in cleaning any part of machinery or building used for oil and gas production, or in other work incidental to or connected with oil and gas production, irrespective of whether this person’s work is paid or not or whether he is employed directly or commissioned through an agent. However, a person who is only employed in a clerical capacity as per the Factories Act is not covered by this definition.
- (k) **“Recognised regular holiday”** means a day (other than Sunday) agreed, by custom or by contract, between employer and relevant workers to be a regular holiday for all workers, a separate class of workers or a category of workers.
- (l) Where work of the same kind is carried on by two or more sets of workers working during different periods of the day each of such sets is called a **“relay”** and each of such period is called a **“shift”**.
- (m) **“Prescribed”** means prescribed by rules made by the President under this Act.
- (n) **“Notified oilfield”** means an area declared to be a notified oilfield under section 3 Myanmar Oilfields Act.
- (o) **“Oil”** means natural petroleum and includes crude oil, refined oil, partially refined oil and any of the products of petroleum in a liquid or solid state.
- (p) **“Employer”** means any person who holds a land lease for oil drilling, prospecting license, or grant for excavation, or any sub-lease from such lease, license or grant, or any share or interest in such lease, license or grant, and any person under whose control operations for the winning of oil and gas are conducted. Provided that, if the employer notified the inspector in advance that the functions of the employer are delegated to a supervisor or representative nominated under section 70, this other person shall be considered to be the employer.
- (q) **“Minister of Petroleum and Deputy Minister of Petroleum”** means the Minister of Petroleum and the Deputy Minister of Petroleum appointed according to section 4 Myanmar Oilfields Act.



Reference to time

3. Any reference to time in this Act is a reference to Myanmar standard time.

Chapter 2

The inspecting staff

4. (1) The President may, by notification, appoint such persons as he thinks fit to be inspectors for the purposes of this Act and may assign to them such local limits as he may think fit.
- (2) The President may, by notification, appoint any person as he thinks fit to be a chief inspector, who shall, in addition to the powers conferred on a chief inspector under this Act, exercise the powers of an inspector.
- (3) An inspector may make such examination of the premises and of any other document together with prescribed registers relating to the notified oilfield and record on the spot or otherwise such statement of any person as he may deem necessary for carrying out the purposes of this Act. Furthermore, the inspector may exercise such other powers as may be necessary for carrying out the purposes of this Act. Provided that no person shall be compelled under this section to answer any question or give any evidence tending to incriminate himself.
- (4) No one with a direct or indirect interest in a notified oilfield, a petroleum business operating in a notified oilfield, or in any patent or machinery or other business connected to such business shall be appointed as inspector or chief inspector after this Act entered into force. If such a person has been appointed, he shall not remain in this position.

Certifying doctors

5. (1) The President may appoint registered doctors to be certifying doctors for the purposes of this Act within such local limits or for such notified oilfield as he may assign to them respectively.
- (2) A certifying doctor may, with the approval of the President, authorise any registered doctor to exercise any of his power under this Act for such period as he may specify and subject to such conditions as the President may deem fit to impose, and references in this Act to a certifying doctor shall be deemed to include references to any registered doctor when so authorised.



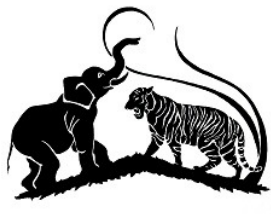
- (3) No one with a direct or indirect interest in a notified oilfield, a petroleum business operating in a notified oilfield, or in any patent or machinery or other business connected to such business shall be appointed as certifying doctor after this Act entered into force. If such a person has been appointed, he shall not remain in this position.
- (4) The certifying doctor shall perform duties as may be prescribed in relation to the following matters -
 - (a) the examination and certification of minors under this Act;
 - (b) the examination of persons engaged in a notified oilfield in such dangerous occupations or processes as may be prescribed;
 - (c) the exercising of such medical supervision as may be prescribed for any notified oilfield where, or for any type of worker for whom,
 - (1) cases of illness have occurred that are believed to be caused by the work or work environment;
 - (2) a change in the materials used in the business, a change in the business process, new materials used in the business, or a new business process may affect the health of the petroleum workers in the business;
 - (3) there is reason to compel minors to work in a way that is detrimental to their health.

Explanation: In this section, “registered doctor” means any person who is registered under the Myanmar Medical Act or any other law in force requiring the registration of doctors; this term also includes a person who has been declared a “registered doctor” for the purpose of this section in an area where there are no rolls of registered doctors.

<Amended on 8th October 1953>

Chapter 3 Health

6.
 - (1) In each notified oilfield, employers must effectively arrange adequate access to clean drinking water for all workers in suitable and easily accessible places.
 - (2) All such places shall be legibly marked “drinking water” and no such place shall be within twenty feet of any washing place, toilet or urinal.



- (3) The President may prescribe methods for public health authorities to examine the supply of clean drinking water in notified oilfields or classes of notified oilfields and other requirements.

<Amended on 8th October 1953>

Toilets and urinals

7. (1) In each notified oilfield -
- (a) Toilets and urinals of prescribed specifications shall be provided in sufficient number in places accessible to workers at all times.
 - (b) Toilets and urinals for female petroleum workers shall be provided separately from the toilets and urinals for male petroleum workers.
 - (c) At the entrance of these toilets, a clearly visible sign or notice must be affixed, indicating whether they are for men or for women.
 - (d) Toilets and urinals shall be equipped with adequate lighting and ventilation. No toilets or urinals should be connected to a workplace without an open or ventilated space.
 - (e) Toilets and urinals shall be kept clean and in a healthy condition at all times.
 - (f) Sweepers must be employed. The main job of these sweepers is to keep the toilets, urinals and washing places.
- (2) The President may prescribe the number of toilets and urinals to be provided in a notified oilfield in proportion to the numbers of male and female petroleum workers ordinarily employed therein, and may make such other provisions in respect of sanitation in notified oilfields, including the obligations of the petroleum workers in this regard, as he considers necessary in the interest of the health of the petroleum workers employed therein.



Chapter 4 Safety

Fencing of machinery

8. (1) In each notified oilfield, if the following machinery is installed, it shall be securely enclosed with solid safe-guards while it is in use, and these safeguards must be regularly repaired and kept in place.
- (a) Prime mover:
- (1) Every moving part of a prime mover and every flywheel directly connected to a prime mover (irrespective of whether the prime mover or flywheel is in the engine house).
 - (2) The headrace and tailrace of every water-wheel and water turbine.
 - (3) Every part of an electric generator, motor or rotary converter (fencing is not required if the unit is in such position or of such construction as to be as safe to every person employed or working in the building or nearby as it would be if securely fenced).
- (b) Transmission machinery:
- Every part of transmission machinery (no fencing is required if the unit is in such position or of such construction as to be as safe to every person employed or working in the building or nearby as it would be if securely fenced).
- (c) Other machinery:
- (1) Every dangerous part of any other machinery (no fencing is required if the unit is in such position or of such construction as to be as safe to every person employed or working in the building or nearby as it would be if securely fenced).
 - (2) Any part of a stock-bar which protrudes beyond the head-stock of a lathe.

Provided that, in determining for the purposes of the foregoing clauses (b) and (c) of sub-section (1) whether any part of machinery is in such a position or of such construction as to be as safe to every person employed or working in the building or nearby as it would be if securely fenced, no account shall be taken of a person carrying



out, while the part of the machinery is in motion, an examination of the machinery which must be carried out while the part of machinery is in motion, or any mounting or shipping of belts, lubrication or other adjustments shown by such examination to be necessary while the part of the machinery is in motion.

Furthermore:

- (1) In addition to the responsibilities of fencing the machinery, every set screw, bolt and key on any revolving shaft, spindle, wheel or pinion, and all spurs, worms and other toothed or friction gearings in motion with which such person would otherwise be likely to come into contact, shall be securely fenced to prevent such contact;
 - (2) such person shall not handle a belt for lifting or lowering a moving pulley unless the belt-joint is either laced or flushed with the belt;
 - (3) this person shall be a male petroleum worker specially trained for the job and listed as a worker in the prescribed petroleum worker registration book. In addition, the person must wear protective gear while performing this work;
- (2) The President may by rules prescribe such further precautions as he considers necessary in respect of any particular machinery or part thereof. He may exempt, subject to such conditions as he considers necessary for securing the safety of the workers, any particular machinery or part thereof from the provisions of sub-section (1), paragraphs (b) and (c).

Devices for cutting off power

9. In each notified oilfield -
- (a) suitable striking gear or other efficient mechanical appliance shall be provided and maintained and used to move driving belts from fast to loose pulleys and from loose to fast pulleys which form part of the transmission machinery, and such gear or appliances shall be so constructed, placed and maintained as to prevent the belt from slipping back on to the fast pulley;
 - (b) driving belts when not in use shall not be allowed to rest or ride upon shafting in motion.



Restrictions related to work near machinery

10. (1) No woman or child shall be allowed to clean, lubricate or adjust any part of the machinery while the part is in motion, or to work between moving parts, or between fixed and moving parts of any machinery which is in motion.
- (2) The President may, by notification, prohibit, in any notified oilfield or class of notified oilfields, the cleaning, lubricating or adjusting by any person of specified parts of machinery when those parts are in motion.

Lifts, hoists, cranes and other lifting machinery

11. (1) The following provisions shall apply to all lifts, hoists, cranes and other lifting machinery in a notified oilfield:
 - (a) Every part thereof, including the working gear, whether fixed or moveable, and anchoring and fixing appliances, shall be -
 - (1) well constructed with strong material;
 - (2) well maintained. In addition, a person authorised to inspect must conduct a thorough inspection at least once every 12 months. A registration book shall be kept which records the contents of the inspection.
 - (b) No such machinery shall be loaded beyond the safe working load which shall be clearly marked thereon.
 - (c) While any person is working on or near the wheel-tract of a travelling crane, in any place where he might be struck by the crane, effective measures shall be taken to ensure that the crane does not approach within twenty feet of that place.
- (2) The President may make rules in respect of any lifting or hoisting machinery or class or of lifting machinery in a notified oilfield -
 - (a) prescribing further requirements in addition to those set out in this section; and
 - (b) exempting from compliance with all or any of the requirements of this section, where in his opinion such compliance is not required.



Revolving machinery

12. (1) In every notified oilfield in which the process of grinding or abrading is carried on there shall be permanently affixed to or placed near each grinder in use a notice indicating the maximum safe working peripheral speed of every grinding or abrading wheel, the speed of the shaft or spindles upon which the wheel is mounted, and the diameter of the pulley necessary to secure such safe working peripheral speed.
- (2) The grinder shall not rotate faster than the speed specified in the notice attached according to paragraph (1).
- (3) Effective measures shall be taken in a notified oilfield to ensure that the safe working peripheral speed of every revolving vessel, cage, basket, flywheel, pulley, disc or similar appliance driven by power is not exceeded.

Pressure plant

13. (1) If in any notified oilfield any part of machinery is operated at a pressure above atmospheric pressure, effective measures shall be taken to ensure that safe working pressure of such part is not exceeded.
- (2) The President may make rules providing for the examination and testing of any machinery referred to in sub-section (1) and prescribing such other safety measures in relation thereto as may in his opinion be necessary in any notified oilfield or class of notified oilfields.

Pits, sumps, openings in floors, etc.

14. (1) In every notified oilfield, a fixed vessel, sump, tank, pit or opening in the ground or in a floor, which by reason of its depth, situation, construction or contents, is likely to be a source of danger, shall be either securely covered or strongly fenced.
- However, the provisions of this sub-section shall not apply to the operation of an oil rig if it is only operated directly through a hole in the bottom of the derrick floor.
- (2) When repairing or installing a casing joint or cable tool joint, the employer shall close the hole in the upper room to prevent workers from slipping into the basement.

Excessive weights

15. (1) No woman, adolescent or child shall be employed in any notified oilfield to lift, carry or move any load so heavy as to be likely to cause injury.



- (2) The President may make rules prescribing the maximum weights that may normally be carried or moved by workers in a notified oilfield.

Protection of eyes

16. If, in a notified oilfield -

- (a) the work is of a kind that is dangerous to the eyes due to particles or fragments being thrown off in the course of the work, or
- (b) the work is dangerous to the eyes due to excessive light exposure,

the President may by rules require that effective screens or suitable goggles shall be provided for the protection of persons employed on, or in the vicinity of, the process.

Precautions against dangerous fumes

17. (1) In any notified oilfield no person shall enter or be permitted to enter any chamber, tank, vat, pit, pipe, flue or other confined space in which dangerous fumes are liable to be present to such an extent as to asphyxiate persons, unless it is provided with a man-hole of adequate size or other effective means of egress.
- (2) No portable electric light of voltage exceeding 24 volts shall be permitted in any notified oilfield for use inside any confined space referred to in sub-section (1), and where the dangerous fumes present are likely to be inflammable, no lamp or light other than that of flame-proof construction shall be permitted to be used in such confined space.
- (3) Every effort shall be made to remove the fumes which may be present in the confined space referred to in sub-section (1) of the notified oil field and no one shall enter or be allowed to enter the confined space unless the following measures are taken:
 - (a) A certificate has been given by an authorized examiner, based on a test carried out by himself, that the space is free from dangerous fumes and fit for persons to enter; or
 - (b) the petroleum worker entering is wearing a suitable breathing apparatus and a belt securely attached to a rope the free end of which is held by a person standing outside the confined space.
- (4) Suitable breathing apparatus, reviving apparatus and belts and ropes shall be kept ready for instant use in the vicinity of any such confined space which any person has entered. A person authorised to inspect shall be responsible for proper inspection of all such



apparatus at regular intervals so that they are fit for use. A sufficient number of persons drawn from the workforce shall be trained in the use of all such apparatus and in the method of restoring respiration.

- (5) No person shall be permitted to enter any boiler furnace, boiler flue, still, chamber, tank, vat, pipe, or other confined space for the purpose of working or making any inspection therein until it has been sufficiently cooled by ventilation or otherwise so as to be safe for persons to enter.
- (6) The President may make rules prescribing the minimum dimensions of the manholes referred to in sub-section (1), and by other rules exempt, subject to such conditions as he may think fit to impose, any notified oilfield from compliance with any of the provisions of this section.

Explosive or inflammable dust, fume, etc.

18. (1) If there is in a notified oilfield dust, fume or vapour of such nature and to such an extent as to be likely to explode on ignition, all possible measures shall be taken to prevent any such explosion by -
 - (a) effective enclosure of the machinery or equipment used in the business;
 - (b) removal or prevention of accumulation of dust, fume or vapour;
 - (c) isolation or effective enclosure of all possible sources of ignition.
- (2) Where in any notified oilfield the machinery or equipment used in the business and referred to in sub-section (1) is not so constructed as to withstand the force of such explosion as aforesaid, all possible measures shall be taken to prevent the spread of the explosion and to minimise the damage caused thereby by providing chokes, baffles, vents or other effective appliances in the machinery or equipment.
- (3) Where in any notified oilfield any part of machinery or equipment contains any explosive or inflammable fume and vapour under pressure greater than atmospheric pressure, such part shall be not be opened except in accordance with the following provisions, namely -
 - (a) before the fastening of any joint of any pipe connected with such part is loosened, any flow of the gas or vapour into the part or into any such pipe shall be effectively stopped by a stop-valve or other means;



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- (b) before any such fastening of any joint of any pipe or the firmly fastened cover is removed, all measures shall be taken to reduce the pressure of the fume or vapour in the part or pipe equal to the atmospheric pressure;
 - (c) where any such fastening as aforesaid has been loosened or removed, effective measures shall be taken to prevent any explosive or inflammable fume or vapour from entering the pipe or any part of the machinery or equipment.
- (4) No tank or vessel which contains, or has contained, any explosive or inflammable substance, shall be subjected in any notified oilfield to any welding, brazing, soldering or cutting operation that involves the application of heat, unless adequate measures have been taken to remove such substance and fumes arising therefrom, or to render such substance and fumes non-explosive or non-inflammable, and unless a certificate has been given by a competent examiner after a test carried out by himself that the plant, tank, or vessel is free from explosive or inflammable vapour.
- (5) No explosive or inflammable substance shall be allowed to enter the tank or vessel after an operation described in sub-section (4), until the metal has cooled sufficiently to prevent any risk of igniting the substance.

Arrangement to be made against cases of fire

19. (1) Evacuation procedures in a notified oilfield shall be as prescribed. If it appears to the inspector that this is not the case in any notified oilfield, he may serve on employer an order specifying the arrangements which, in his opinion, should be carried out to bring the notified oilfield into conformity with the provisions of this section and any rules made thereunder and requiring them to be carried out before a date specified in the order.
- (2) In every notified oilfield the doors affording egress from any room shall not be locked or fastened so that they cannot be easily and immediately opened from the inside while any person is within the room, and all such doors, unless they are of the sliding type, shall be constructed to open outwards.
- (3) In every notified oilfield, every window, door or other exit affording a means of escape in case of fire, other than the means of exit in ordinary use, shall be distinctively marked in a language understood by the majority of petroleum workers and in red letters or by some other effective and clearly understood sign.



- (4) In every notified oilfield there shall be installed apparatus to give warning in case of fire, clearly audible to every person employed in the notified oilfield.
- (5) An easy access path to the exits in case of fire shall be kept clear for the use of all petroleum workers in the various sections of the notified oilfield.
- (6) Effective measures shall be taken to ensure that in every notified oilfield
 - (a) where more than twenty petroleum workers are ordinarily employed in any place of the lowest floor, or
 - (b) where explosive or highly inflammable materials are stored or used,all the petroleum workers are familiar with the means of escape in case of fire and have been adequately trained in the procedure to be followed in such case.
- (7) The President may make rules prescribing in respect of any notified oilfield, the means of escape together with the kind and number of fire-fighting apparatus to be provided for use in case of fire.

Power to require specifications of defective parts or tests of stability

20. If it appears to the inspector that any building or part of a building, or any part of the passageways or machinery in a notified oilfield is in such a condition that it will be dangerous to human life or safety, he may serve on the employer an order requiring him before a specified date -
 - (a) to furnish such plans, specifications and other particulars as may be necessary to determine whether such building, passageways or machinery can be used with safety, or
 - (b) to carry out such tests in such manner as may be specified in the order and to inform the inspector of the results thereof.

Safety of buildings and machinery

21. (1) If it appears to the inspector that any building or part of a building or any part of the passageway or machinery in a notified oilfield is in such a condition that it will be dangerous to human life or safety, he may serve on the employer an order specifying the measures which in his opinion should be adopted, and requiring them to be carried out before a specified date.



- (2) If it appears to the inspector that the use of any building or part of a building or of any part of the passageways or machinery in a notified oilfield involves imminent danger to human life or safety, he may serve on the employer an order prohibiting its use until it has been properly repaired or altered.

Power of President to make rules to supplement this chapter

22. The President may, in addition to the safety measures mentioned in this chapter, by rules prescribe further safety measures concerning the following -
- (a) Further fencing regarding the safety of particular machines;
 - (b) the provision of devices that will prevent the uncovering of a dangerous part of a machine while it is in motion, or that will stop the machine in case of danger;
 - (c) the provision of automatic safety-guards that will prevent the person operating the machine from coming into contact with the dangerous part where this cannot be secured by a fixed safety-guard;
 - (d) the additional fencing of items which are dangerous to handle while the machine is being operated; and
 - (e) any other matter which may be deemed expedient in order to give effect to the provisions of this chapter.

Chapter 5 Welfare

Washing facilities

23. The President may, in respect of any notified oilfield or class of notified oilfields, make rules prescribing what constitutes adequate access to washing facilities.

First aid appliances

24. (1) In every notified oilfield the employer shall provide and maintain a first-aid box or a medical cabinet equipped with the prescribed contents in a suitable place as may be directed by the inspector so as to be readily accessible during all working hours, and if more than 150 are hired, another first-aid box or medical cabinet shall be provided for every additional 150 workers or part thereof.



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- (2) Nothing but the prescribed contents shall be kept in the first-aid boxes or medical cabinets referred to in sub-section (1). Furthermore, all such first-aid boxes and medical cabinets shall be kept under the supervision of a trained nurse. This person shall always be available during working hours.
- (3) In every notified oilfield where more than 200 workers are employed there shall be a first-aid room or clinic of the prescribed dimension, containing the prescribed equipment. The first-aid room or clinic shall be kept under the supervision of such doctor and nurses as may be prescribed.

However, if there are two or more employers within a radius of two miles who employ 200 or more workers in total, the inspector may order them to set up a joint first-aid room or clinic in accordance with this sub-section (3) as directed by him.

Rest sheds, rest rooms and lunch rooms

25. (1) Every employer who employs more than 200 workers must provide adequate rest-sheds or rest rooms and an adequate lunch room for the use of the workers.
- (2) The rest sheds, rest rooms and lunch room to be provided under sub-section (1) shall be adequately lighted and ventilated. In addition, they shall be kept clean.
- (3) The President may -
 - (a) prescribe the design of the rest sheds, rest rooms and lunch room to be provided under this section and the methods of accommodation, furniture and other equipment to be provided therein; and
 - (b) by notification exempt any employer from the provisions of this section.

Joint Labour Advisory Board

26. The President may set up a Joint Labour Advisory Board consisting of the following persons *[sic]*
 - (a) Welfare of petroleum workers;
 - (b) safety measures;
 - (c) fostering a harmonious relationship between employers and employees.

The term of office of the members shall be as follows: Shall be 1 year.



- (1) Minister of Petroleum (chairman).
- (2) Government Labour Officer (member and secretary).
- (3) Employers' representatives (not more than 6).
- (4) Representatives of the Petroleum Workers' Union (not more than 6).

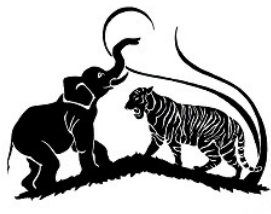
Chapter 6 **Special circumstances**

Dangerous operations

27. Where the President is of opinion that any operation carried on in a notified oilfield is likely to expose any person employed therein to risk of bodily injury, poisoning or disease, he may make rules applicable to any area of a notified oilfield in which the operation is carried on -
- (a) Specifying the operation and declaring it to be dangerous;
 - (b) prohibiting or restricting the employment of women, adolescents or children in the operation;
 - (c) providing for the periodical medical examination of persons employed or applying to be employed in the operation and prohibiting the employment of persons not certified as fit for such employment;
 - (d) providing for the protection of all persons employed in the operation or in its vicinity; and
 - (e) prohibiting, restricting or controlling the use of any specified materials or process in connection with the operation.

Submission of notice of the outbreak of diseases

28. (1) Where any petroleum worker in a notified oilfield contracts any disease specified in Schedule 3 of the Workmen's Compensation Act, the employer shall submit notice thereof to the certifying doctor for the district in which the notified oilfield is situated, in such form and with such particulars and within such time as may be prescribed.
- (2) If any doctor attends on a person who is or has been employed in a notified oilfield, and who is, or is believed by the doctor to be, suffering from any disease specified in Schedule 3 of the Workmen's Compensation Act, the doctor shall submit a report to the office of the chief inspector stating -



- (a) the name and address in full of the patient;
 - (b) the name of the disease from which he believes the patient is suffering; and
 - (c) the name and address in full of the current or previous employer of the patient.
- (3) The doctor shall be entitled to the prescribed fee in respect of the report submitted in pursuance of this section.
- (4) If any doctor fails to comply with the provisions of sub-section (2) he shall be punishable with a fine which may extended to 50 kyats.

Submission of notice of accidents

29. Where in any notified oilfield an accident occurs which causes death, or which causes any bodily injury by reason of which the person injured is prevented from working in the notified oilfield for a period of 48 hours or more immediately following the accident, or which is of such nature as may be prescribed for this purpose, the employer shall submit notice thereof to such authorities, and in such from and within such time as may be prescribed.

Chapter 7

Working hours of adults

Weekly working hours

30. No adult petroleum worker shall be required or allowed to work in a notified oilfield for more than 44 hours in a week.

Provided that an adult male petroleum worker in a notified oilfield engaged in work which for technical reasons must be continuous throughout the day may work 48 hours in a week.

Weekly holidays

31. (1) No adult petroleum worker shall work or be allowed to work in a notified oilfield on a Sunday unless the following conditions are met.
- (a) The worker has had or will have a full holiday on one of the 3 days immediately before or after that Sunday; and
 - (b) the employer has, before that Sunday or the day substituted therefore under clause (a), whichever is earlier,



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- (1) delivered at the office of the inspector a notice of his intention to require the petroleum worker to work on the Sunday and of the day to be substituted therefore, and
- (2) displayed in the factory a notice to that effect for not less than 24 hours before any of such two days whichever is earlier and until the expiry of such two days whichever is later.

Provided that no substitution shall be made, which will cause any petroleum worker to work for more than 10 consecutive days without a full holiday.

- (2) Notices given under sub-section (1) may be cancelled by a notice delivered to the office of the inspector and a notice displayed close to the notice of working hours put up under section 30, not later than the day before the Sunday or the holiday to be cancelled, whichever is earlier.
- (3) Where in accordance with the provision of sub-section (1), any petroleum worker works on a Sunday and has had a holiday on one of the three days immediately before the same, that Sunday shall, for the purpose of calculating his weekly hours of work, be included in the preceding week.

<Amended on 8th October 1953>

Substituted holidays

32. (1) Where as a result of the passing of an order or the making of a rule under the provisions of this Act exempting notified oilfield or the workers therein from the provisions of section 31, a worker is deprived of any of the weekly holidays for which provision is made in subsection (1) of that section, he shall be allowed, within the calendar month in which the holidays were due to him or within the two calendar months next after that month, substituted holidays equal to the number of holidays so lost.
- (2) The President may prescribe the manner in which the holidays, for which provision is made in sub-section (1), shall be allowed.

Daily working hours

33. Subject to the provision of section 30, no adult petroleum worker shall be required to work in a notified oilfield for more than 8 hours in any day.



Breaks

34. The periods of work of adult petroleum workers during each day shall be so fixed that no period exceeds 5 hours in a stretch. No petroleum worker may work for more than 5 hours before he has had a break of at least half an hour, and he shall not work for more than 8 hours without 2 breaks.

Maximum periods of work

35. The periods of work of an adult worker in a factory inclusive of breaks under section 34 shall be so arranged that such periods shall not spread over more than 10 hours in any day, save with the permission of the President and subject to such conditions as he may impose, either generally or in the case of any particular notified oilfield.

Night shifts

36. Where a petroleum worker in a notified oilfield works on a shift which extends beyond midnight, the following day for him shall be deemed to be the period of 24 hours beginning with the end such shift, and his work hours after midnight shall be counted as those of the previous day.

Provided that the President may, by order, direct that in the case of any specified notified oilfield, the following day shall be deemed to be the period of 24 hours beginning with the commencement of such shift, and that the work hours before midnight shall be counted as those of the following day.

Prohibition of overlapping shifts

37. (1) In any notified oilfield, work shall not be carried on by system of shifts so arranged that more than one relay of workers is engaged in work of the same kind at the same time.
- (2) The President may, subject to such conditions as may be prescribed, make rules exempting any notified oilfield or class of notified oilfields from the provisions of sub-section (1).

Notice of periods of work for adults

38. (1) There shall be displayed and properly maintained a notice of periods of work for adults showing during which period adult petroleum workers may be required to work for every day.
- (2) The periods shown in the notice required under sub-section (1) shall fixed in advance in accordance with the following provisions of this section and shall be such that



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petroleum workers working in those periods would not be working in contravention of any of the provisions of sections 30, 31, 33, 34 and 35.

- (3) Where all the adult petroleum workers in a notified oilfield are required to work during the same periods, the employer shall fix those periods generally for such workers.
- (4) Where all the adult petroleum workers in a notified oilfield are not required to work during the same periods, the employer shall classify them into groups according to the nature of their work.
- (5) For each group which is not required to work by system of shifts, the employer shall fix the periods during which the group may be required to work.
- (6) Where any group is required to work by system of shifts and the relays are not to be subject to predetermined periodical changes of shifts, the employer shall fix the periods during which each relay of the groups may be required to work.
- (7) Where any group is to work by system of shifts and the relays are to be subject to predetermined periodical changes of shifts, the employer shall draw up a scheme of shifts where under the periods during which any relay of the group may be required to work, any relay which will be working at any time of the day may be known in advance for any day.
- (8) The President may prescribe forms of the notice required by sub-section (1) and the manner in which they shall be maintained.
- (9) If the employer starts operation after the date of the commencement of this Act, 2 copies of the notice referred to in sub-section (1) shall be submitted to the inspector before the day on which operation begins.
- (10) The employer shall submit to the inspector 2 copies of any proposed change in the system of work which will necessitate a change of the notice referred to in sub-section (1) before the change is made. Except with the prior sanction of the inspector, no such change shall be made until 1 week has elapsed since the last change.

Register of adult petroleum workers

39. (1) Each employer shall maintain a register of petroleum adult workers showing -
- (a) the name of each petroleum worker;
 - (b) the kind of his work;



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- (c) the group, if any, in which he included;
- (d) where his group works on shifts, the relay to which he is allotted; and such other particulars as may be prescribed;
- (e) such other particulars as may be prescribed.

The register must be available for inspection at any time during business hours. Provided that, if the inspector is of opinion that any list of workers or register maintained by the employer gives in respect of any or all the petroleum workers hired by the employer the necessary particulars in full as required under this section, he may order that such list of workers or register shall to that extent be treated as the register of adult petroleum workers and shall continue to be maintained as such.

- (2) The President may prescribe the form of the register of adult petroleum workers, the manner in which it shall be maintained and the period for which it shall be preserved.

Periods of work to correspond to the notice displayed under section 38 and register maintained under section 39

- 40. No adult petroleum worker shall be required or allowed to work otherwise than in accordance with the notice of periods of work for adults under section 38 and the entry made in advance against his name in the register of adult petroleum workers under section 39.

Power to make rules for exemption

- 41. (1) The President may make rules defining the persons who hold positions of supervision or management or position of confidence in a notified oilfield, and the provisions of this chapter, other than the provisions of clause (b) of sub-section (1) of section 43 and of the proviso to that sub-section, shall not apply to any person so defined.
- (2) The President may make rules in relation to adult petroleum workers in factories providing for the exemption, to such extent and subject to such conditions as may be prescribed -
 - (a) of petroleum workers engaged in urgent repairs, from the provisions of section 30, 31, 32, 33, 34 and 35;
 - (b) of petroleum workers engaged in work preparatory or complementary nature which must necessarily be carried on beyond the limits of working hours, from the provisions of sections 30, 33, 34 and 35;



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- (c) of petroleum workers engaged in work which is necessarily so intermittent that the intervals during which they have no work to do exceeds the breaks ordinarily required under section 34, from the provisions of sections 30, 33, 34 and 35;
 - (d) of petroleum workers engaged in any work which for technical reasons must be carried on continuously throughout the day, from the provision of section 30, 31, 33, 34 and 35;
 - (e) of petroleum workers engaged in boiler sheds, engine rooms or in attending prime mover or transmission machinery, from the provisions of sections 30 and 31.
- (3) Rules for any exemption made under sub-section (2) may also provide for any consequential exemption from the provisions of section 38 which the President may deem to be expedient, subject to such conditions as he may prescribe.
 - (4) In making rules under this section, the President shall prescribe the maximum limits for the weekly hours of work for all classes of petroleum workers, and any exemption given, other than an exemption under clause (a) of sub-section (2), shall be subject to such limits.
 - (5) Rules made under this section shall remain in force for not more than three years
 - (6) For the purpose of giving effect to the provisions of this chapter, the President may make rules providing for any other matter which he may deem expedient.

Power to make orders for exemption

- 42. (1) Where the President is satisfied that, owing to the nature of the work carried on or to other circumstances, it is unreasonable to require that the periods of work of any adult petroleum should be fixed in advance, he may, by order, relax or modify the provisions of section 38 in respect of such workers therein, to such extent and in such manner as he may think fit, and subject to such conditions as he may deem expedient to obtain effective control over periods of work.
- (2) The President, or subject to the control of the President, the chief inspector may, by order exempt on such conditions as he may deem expedient any or all of the adult petroleum workers in any notified oilfield or group or class of notified oilfields, from any or all of the provisions of sections 30, 31, 33, 34, 35 and 38 on the ground that the exemption is necessary to deal with exceptional pressure of work.



- (3) Any exemption given under sub-section (2) in relation to weekly hours of work shall be subject to the maximum limits prescribed under sub-section (4) of section (41).
- (4) An order issue under sub-section (2) shall remain in force for such period as may be specified but it shall not exceed 2 months from the date on which notice thereof is given to the employer.

Provided that if the President considers that public interest so requires, he may, from time to time, by notification published in the Gazette, extend the period of enforcement of any such order for such period as may be specified in the notification, not exceeding 6 months at any one time.

Additional restrictions on the employment of women

43. (1) The provisions of this chapter shall apply to female petroleum workers employed in notified oilfields with the following restrictions:
 - (a) No woman shall be exempted from the provisions of section 33;
 - (b) no woman shall be required or allowed to work in a notified oilfield from 6:00 pm to 6:00 am; and
 - (c) (1) the periods of work shall be the same for all women employed in the notified oilfield; and
(2) the periods of work of female workers shall not be changed more than once in any calendar month, except if permitted by the inspector.

Wages for overtime

44. (1) Where a petroleum worker in notified oilfields works for more hours than those specified in sections 30 and 33, he shall in respect of the overtime so worked be entitled to be paid at the rate of twice his ordinary rate of wages.
- (2) If a petroleum worker has to work on a recognised regular holiday, he shall be paid twice his ordinary wage for the hours worked.
- (3) Where petroleum workers are paid on a piece-rate basis, the President, in consultation with the Joint Labour Advisory Board, shall fix hourly wage rates that shall be as close as possible to the average rate of earnings of those workers, and for the purposes of this section, the rates so fixed shall be deemed to be the ordinary rates of wages of those workers.



- (4) The President may prescribe the registers to be maintained in a notified oilfield for the purpose or securing compliance with the provisions of this section.

Explanation: The term “wages” shall, for the purpose of calculating wages for overtime payable under this section, mean the bare wages without any allowances.

<Amended 8th October 1953>

Chapter 8 Leave

<Sections 45-51 repealed on 22nd October 1951>

Chapter 9 Employment of minors

Prohibition of employment of young children

52. No child who has not completed his 13th year shall be required or allowed to work in any notified oilfield.

Non adult workers to carry tokens

53. A child who has completed his 13th year or an adolescent shall not be required or allowed to work in any notified oilfield unless -
- (a) a certificate of fitness granted under section 54 with reference to him is kept in the custody of the employer; and
 - (b) such child or adolescent carries while he is at work a token referring to such certificate.

Certificate of fitness

54. (1) A certifying doctor shall on the application of any minor, or his parent or guardian, or the employer desirous of employing him, examine such person to ascertain his fitness for work in a notified oilfield.
- (2) The certifying doctor, after such examination, may grant to such minor, or renew in the prescribed form -



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- (a) a certificate of fitness to work in a notified oilfield as a child, if he is satisfied that the minor has completed his 13th year, that he has attained the prescribed physical standards and that he is fit for such work; or
- (b) a certificate of fitness to work in a notified oilfield as an adult, if he is satisfied that the minor has completed his 15th year, and is fit a full day's work in a notified oilfield.

Provided that if the certifying doctor has not had personal knowledge of the job to be assigned, he shall grant or renew such certificate under sub-section (1) only after he has examined the place.

- (3) A certificate of fitness granted or renewed under sub- section (2) shall be valid only for a period of 12 months from the date thereof.
- (4) Any certificate granted or renewed under sub-section (2) may be made subject to conditions relating to the kind of work in which the minor may be employed, or condition may be entered in such certificate, requiring the re-examination of the minor before the expiry of the period of 12 months.
- (5) A certifying doctor shall withdraw any certificate granted or renewed under sub-section (2), if, in his opinion, the holder of it is unfit to continue to work in a notified oilfield as a child or an adult as stated in such certificate.
- (6) Where a certifying doctor refuses to grant or renew a certificate or certificates of the kind applied for, or withdraws a certificate, he shall, if any person entitled to apply for such certificate requests the certifying doctor to state the reason for such refusal or withdrawal, he shall state his reasons in writing.
- (7) Where a certificate under this section with reference to any minor is granted or renewed subject to such conditions as are referred to in sub-section (4), the minor shall not be required or allowed to work in any notified oilfield except in accordance with those conditions.
- (8) Any fee chargeable for a certificate under this section shall be paid by the employer and shall not be claimed from the minor, his parents or guardian.



Effect of certificate of fitness granted to an adolescent

<Amended 8th October 1953>

55. (1) An adolescent who has been granted a certificate of fitness to work in a notified oilfield as an adult under clause (b) of sub-section (2) of section 54 and who, while working in a factory carries a token referring to the certificate, shall be deemed to be an adult for purposes of chapter 7.
- (2) An adolescent who has not been granted a certificate of fitness to work in a notified oilfield as adult under clause (b) of sub-section (2) of section 54, shall notwithstanding his age, be deemed to be a child for the purpose of this Act.

<Amended 22nd October 1951>

Working hours for children

56. (1) No child shall be employed or permitted to work in any notified oilfield -
- (a) for more than 4 hours in any day; and
 - (b) between the hours of 6 pm and 6 am.
- (2) The period of work of all children shall be limited to two shifts which shall not overlap and no more than 4 working hours per child shall be assigned to each child in the relay. Each child shall be employed in only one of the relays which shall not, except with the consent of the chief inspector, be changed more than once in a month.
- (3) The provisions of section 31 shall apply also to child workers and no exemption from these provisions shall be granted in respect of any child.
- (4) No child shall be required or allowed to work for an employer on any day on which he has already worked for another employer.

Notice of period of work for children

57. (1) There shall be displayed and properly maintained in every notified oilfield in which children are employed a notice of periods of work for children, in accordance with the provisions of sub-section (2) of section 76, showing clearly the periods during which children may be required or allowed to work for every day.
- (2) The periods shown in the notice required by sub- section (1) shall be fixed in advance in accordance with the method laid down for adult workers in section 38 in such a way



that children working in those periods would not be working in contravention of any of the provisions of section 56.

- (3) The provision of sub-section (9) and (10) of section 38 shall apply also to the notice required under sub-section (1) of this section.
- (4) The President may make rules prescribing forms for notices of periods of work for children and the manner in which they shall be maintained.

Register of child workers

58. (1) Each employer employing children shall maintain a register of child petroleum workers showing -

- (a) the name of each child petroleum worker;
- (b) the kind work done by the child;
- (c) the group, if any, in which the child is included;
- (d) where his group works on shift, the relay to which the child is allotted;
- (e) the number of the child's certificate of fitness issued under section 54, and
- (f) such other particulars as may be prescribed,

and enable the inspector to inspect it at any time during business hours.

Such register shall be maintained to enable the inspector to inspect the same at all times during working hours.

- (2) The President may prescribe the form of the register of child petroleum workers, the manner in which it shall be maintained, and the period for which it shall be preserved.

Periods of work to correspond to the notice displayed under section 57 and register maintained under section 58

59. No child shall be employed otherwise than in accordance with the notice of period of work for children displayed and the entries made in advance against his name in the register of child workers.

Power to require medical examination

60. Where an inspector is of the opinion -

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- (a) that any person working in a notified oilfield without a certificate of fitness is a minor, or
- (b) that a minor working in a notified oilfield with a certificate of fitness is unfit to continue to work as a child or an adult as stated therein,

he may serve on the employer a notice requiring that such person or minor, as the case may be, shall be examined by a certifying doctor, and such person or minor shall not, if the inspector so directs, be employed or permitted to work in any notified oilfield until he has been so examined and has been granted a certificate of fitness or a new certificate of fitness, as the case may be, under section 54, or until he has been granted a certificate that he is not a minor by the certifying doctor examining him.

Power to make rules

61. The President may make rules -

- (a) prescribing the forms of certificates of fitness to be granted under section 54, providing for the issue of duplicates in the event of loss of the original certificates, and prescribing the fees chargeable for such certificates and renewals thereof, and for such duplicates and for such other examinations as may prescribed;
- (b) prescribing the physical standards to be attained by children and adolescents working in factories;
- (c) regulating the procedure to be followed by the certifying doctors under this chapter, and specifying other functions which they may be required to perform in relation to the employment of young persons in notified oilfields, and prescribing the fees chargeable for such functions and the persons by whom such fees shall be payable; and
- (d) providing for any other matter which may be expedient in order to give effect to the provisions of this chapter.

<Amended 8th October 1953>

Chapter 10 Penalties and procedure

Ordinary penalties for offences

62. If the employer in a notified oilfield contravenes any provisions of this Act or any rule or order made thereunder, he shall, on conviction, be punished with imprisonment for a term which may extend to 3 months, or with fine which may extend to 500 kyats, or with both; and if, after such



conviction, he continues to contravene, he shall be punished for each day that he continues to so offend with a fine which may extend to 75 kyats.

Enhanced punishment after previous conviction

63. If any person who has been convicted under section 62 is again convicted of contravening the same provision, he shall be punished on such subsequent conviction with imprisonment for a term which may extend to 6 months, or with fine which may extend from 200 to 1,000 kyats, or with both.

Provided that for the purpose of punishment under this section no consideration shall be taken of any previous conviction received by the same offender more than two years ago.

Offences by petroleum workers

64. (1) If any petroleum worker employed in a notified oilfield contravenes any provision of this Act or any rules or orders made thereunder that imposes duties on petroleum workers, he shall be punished with imprisonment for a term which may extend to 1 month, or with fine which may extend to 20 kyats, or with both.
- (2) Where a petroleum worker is punished for an offence punishable under sub-section (1), the employer shall be deemed not to be guilty of an offence in respect of that contravention, unless it is proved that he failed to take all reasonable measures for its prevention.

<Amended 8th October 1953>

Punishment for obstructing an inspector

65. Whoever willfully obstructs an inspector in the exercise of any power vested in him by this Act, or fails to produce on demand by an inspector any registers or other documents maintained by him in pursuance of this Act or of any rule made thereunder, or conceals or prevents any petroleum worker in a notified oilfield from appearing before, or being examined by, an inspector, shall be punished with imprisonment for a term which may extend to 3 month, or with fine which may extend to 500 kyats, or with both.

Power of the competent court to make orders

66. (1) The court may, in addition to the sentence passed on the employer for an offence punishable under this Act, also make an order. Such order shall, in the interest of justice regarding the offence so committed, contain such measures as may be specified, to be



taken within a fixed period. The court may on application extend from time to time such period as it thinks fit.

- (2) Where an order is made under sub-section (1), the employer shall not be liable to punishment under this Act in respect of the continuation of the offence during the period allowed or extended by the court. Provided that on the expiry of such period allowed or extended, if the order of the court has not been fully complied with, the employer shall be deemed to have committed a further offence and shall be punished with imprisonment for a term which may extended to 6 months, or with fine which may extend to 100 kyats for each day that he continues so to offend, or with both.

Distinct offences

67. If persons are employed in a notified oilfield otherwise than in accordance with provisions of this Act, or of any rule or order made thereunder, this shall be deemed to be a distinct offence in respect of each person so employed.

Punishment for using a false certificate of fitness

68. Whoever knowingly uses or attempts to use a certificate of fitness granted to another person under section 54 as one granted to him under that section, or whoever having procured such a certificate knowingly allows another person to use it or to attempt to use it, shall be punished with imprisonment for a term which may extended to 1 month, or with fine which may extend to 20 kyats, or with both.

Punishment for permitting double employment of children on the same day

69. If a child works for one employer on any day on which he has already worked for another employer, his parents or guardian, or the person having custody of or control over him, or the person obtaining any direct benefit from his wages, shall be punished with a fine which may extend to 20 kyats, unless it appears to the court that the child has so worked without the consent or connivance of such parent, guardian or person.

Determining the employer

70. (1) Where the employer is a firm or other association of individuals, any one of the partners or individuals thereof may be prosecuted and punished under this Act for any offence for which the employer is liable to punishment.

Provided that the firm or association may give notice to the inspector that is has nominated one of its individual partners or members who is resident in the Union of



Burma to be the employer for the purposes of this Act, and such partner or individual shall so long as he is so resident be deemed to be the employer for the purposes of this Act until further notice cancelling his nomination is received by the inspector or until he ceases to be a partner of the firm or an individual of the association.

- (2) Where the employer is a public company, any one of the directors thereof, and if the employer is a private company, any one of the shareholders thereof, may be prosecuted and punished under this Act for any offence for which the employer is liable for punishment.

Provided that the company may give notice to the inspector that it has nominated a director (public company) or a shareholder (private company) resident in the Union of Burma to be the employer for the purposes of this Act, and such director or shareholder shall, so long as he is so resident, be deemed to be the employer for the purposes of this Act until further notice cancelling his nomination is received by the inspector or until he ceases to be a director or shareholder.

Exemption of the employer from liability

71. (1) Where the employer is charged with an offence punishable under this Act, he shall be entitled, upon complaint duly made by him and on giving to the prosecutor not less than 3 days notice in writing of his intention so to do, to have any other person whom he charges as the actual offender brought before the court at the time appointed for hearing the charge, and if, after the commission of the offence has been proved, the employer proves to the satisfaction of the Court-

- (a) that he has used due diligence to enforce the execution of this Act, and
(b) that the said other person committed the offence in question without his knowledge, consent or connivance,

that other person shall be convicted of the offence and shall be liable to the like punishment as if he were the employer, and the employer shall be discharged from any liability under this Act in respect of such offence. The prosecution shall have the right in any such case to cross-examine the employer if he gives evidence, and any witnesses called by him in support of his charge, and to call rebutting evidence.

- (2) When it is made to appear to the satisfaction of the inspector at any time prior to the institution of the proceedings -
(a) that the employer has used all due diligence to enforce the execution of this Act,



- (b) by whom the offence has been committed, and
- (c) that it has been committed without the knowledge, consent or connivance of the employer and in contravention of his order,

the inspector shall proceed against the person whom he believes to be the actual offender without first proceeding against the employer, and such person shall be liable to the like punishment as if he were the employer

<Amended 8th October 1953>

Presumption as to employment

72. If a person is found in a notified oilfield at any time, except during the interval for meals and rest, when work is going on or the machinery is in motion, he shall, until the contrary is proved, be deemed for the purposes of this Act and the rules made thereunder to have been at that time employed in the notified oilfield.

Onus as to age

73. (1) When any act or omission would, if a person were under a certain age, be an offence punishable under this Act, and such person is in the opinion of the court prima facie under such age, the burden shall be on the accused to prove that such person is not under such age.
- (2) A declaration in writing by a certify doctor relating to a petroleum worker that he has personally examined him and believes him to be under the age stated in such declaration shall, for the purpose of this Act and the rules made thereunder, be admissible as evidence of the age of that petroleum worker.

Cognizance of offences

74. (1) No court shall take cognizance of any offence under this Act except on complaint by or with the previous sanction in writing of the inspector.
- (2) No court below that of a magistrate of the first class shall try any offence punishable under this Act or any rule or order made thereunder.

<Amended 22nd October 1951>



Period of limitation for prosecution

75. No Court shall take cognizance of any offence punishable under this Act or any rule or order made thereunder unless complaint thereof is made within 6 months from the date on which the alleged commission of the offence came to the knowledge of an inspector.

Provided that where the offence consists of disobeying an order made by an inspector, complaint thereof may be made within 12 months from the date on which the offence is alleged to have been committed.

Chapter 11 Supplemental

Display of notices

76. (1) In addition to the notices required to be displayed in an oilfield by or under this Act or the rules made thereunder, there shall be displayed in every notified oilfield notices containing abstracts of this Act and of the rules made thereunder as well as the name and address of the inspector and the certifying doctor.
- (2) All notices required by or under this Act to be displayed in a notified oilfield shall be displayed at some conspicuous and convenient place as directed by the inspector and shall be maintained in a clean and legible condition.
- (3) The inspector may, by order served on the employer, require that there shall be displayed in the notified oilfield any other notices relating to the health, safety or welfare of the petroleum workers.

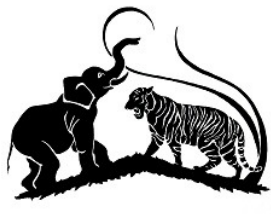
<Amended 8th October 1953>

Reports

77. The President may make rules requiring employers to submit such report, occasional or periodical, as may, in his opinion, be required for the purpose of this Act.

Publication of rules

78. (1) All rules made under this Act shall be subject to the condition of previous publication, and the date to be specified under clause (3) of section 23 of the Myanmar General Clauses Act shall not be less than 3 months from the date on which the draft of the proposed rules was published.



- (2) All such rules shall be published in the Gazette and shall, unless some later date is appointed, come into force on the date of such publication.

Obligation of petroleum workers

79. No petroleum worker -
- (a) shall willfully interfere with or misuse any appliance or other thing provided in the notified oilfield for the purpose of securing the health, safety or welfare of the petroleum workers therein.
 - (b) shall willfully and without reasonable cause do anything likely to endanger himself or others; and
 - (c) shall willfully neglect to make use of any appliance or other thing provided in the notified oilfield for the purpose of securing the health or safety of the petroleum workers therein.

Protection of those acting under this Act

80. No suit, prosecution or other legal proceeding shall lie against any person for anything which is in good faith done or intended to be done under this Act.



LINCOLN LEGAL SERVICES (MYANMAR) LIMITED

About Lincoln Legal Services (Myanmar) Limited

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