

ソマリア民主共和国  
中央車輛整備工場整備計画  
基本設計調査報告書  
資料編

# ソマリア民主共和国の建設事情

昭和62年8月

国際協力事業団



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## ソマリア国概要

0-1 一般指標

ソマリア民主共和国 (Somali Democratic Republic) 一般指標

- |                      |                      |                                 |
|----------------------|----------------------|---------------------------------|
| 1. 面                 | 積                    | 63.8万Km <sup>2</sup> (日本の約1.7倍) |
| 2. 政                 | 体                    | 共和制                             |
| 3. 国内総生産             |                      | 407.9億ソマリシリング (約20億ドル) (1984年)  |
| 4. 貿易量               |                      | 輸出 6200万ドル (1984)               |
|                      |                      | 輸入 4億600万ドル (1984)              |
| 5. 人                 | 口                    | 570万人 (1985) 但し難民約70万人を除く       |
| 6. 宗                 | 教                    | イスラム教 (スンニ派)                    |
| 7. 言                 | 語                    | 公用語はソマリ語, アラビア語                 |
| 8. 産業構成              |                      | 農林畜産業57%                        |
| 9. 日本への輸入            |                      | 108,000,000円 (1984)             |
| 10. 日本からの輸出          |                      | 1,281,000,000円 (1984)           |
| 11. 公的対外債務残高         |                      | 1億8,900万ドル (1984)               |
| 12. 独立年月日            |                      | 1960年7月1日                       |
| 13. 通貨               |                      | ソマリシリング So. Sh.                 |
| 14. 1人当りGNP          |                      | 250ドル (1984)                    |
| 15. 主要輸出品目           |                      | 畜産品, バナナ                        |
| 16. 対日輸出主要品目         |                      | 象牙                              |
| 17. 日本ソマリア主要経済技術協力実績 |                      |                                 |
| 1) 円借供与              | 1983年1月              | 電気通信網拡充計画 52億円                  |
| 2) 無償資金供与            | 1981年3月～1985年10月までの間 |                                 |
|                      |                      | 16件 累計 63億9,901万円               |
| 3) 研修員受入             | 1984年度までの累計          | 32名 (運輸交通, 通信放送, 水産, 等)         |
| 4) 専門家派遣             | 同上                   | 14名 (水産)                        |
| 5) 青年協力隊派遣           |                      | ナシ                              |
| 6) 機材供与              | 1984年度までの累計          | 2,803.7万円                       |
| 18. 為替レート            |                      | 1US\$ = 90.5 So. Sh. (1987.6)   |

## 0-2 経済統計

## 概要

## 政府 財政 (単位: 百万ソマリシリング)

CENTRAL GOVERNMENT FINANCE

	<u>1980</u>	<u>1981</u>	<u>1982</u>	<u>1983</u>	<u>1984</u>	<u>1985</u>
	(Million So. Sh.)					
Total Revenue	1421	2263	2760	4253	3979	5220
Current Expenditure	1802	2295	2905	4716	8140	9918
Current Surplus or Deficit (-)	- 381	- 32	- 145	- 463	- 4161	- 4698
Investment Expenditures	1330	1425	2461	1920	3182	7940
Overall Dificit	- 1711	- 1457	- 2606	- 2383	- 7343	- 12638

## 経済収支 (単位: 百万 U.S.ドル)

BALANCE OF PAYMENTS

	<u>1980</u>	<u>1981</u>	<u>1982</u>	<u>1983</u>	<u>1984</u>	<u>1985</u>
Merchandise Exports (f. o. b)	134	114	137	101	62	98
Merchandise Imports (c. i. f.)	- 461	- 422	- 484	- 450	- 406	- 362
Trade Balance	- 327	- 308	- 347	- 349	- 344	- 269
Non-factor service	- 6	9	23	24	- 3	- 6
Interest Payments	- 2	- 10	- 14	- 21	- 44	- 43
Private Account Balance	57	64	50	51	72	20
Current Account Balance	- 278	- 245	- 288	- 295	- 319	- 298
Official Loans, Net	143	150	157	148	174	179
Other Capital	87	79	123	100	46	69
(incl. errors & omissions)	21	3	- 36	- 39	- 40	- 38
Overall Balance	- 27	- 13	- 44	- 86	- 139	88

## 主要産物輸出額 (単位: 百万 U.S.ドル)

MERCHANDISE EXPORTS

	<u>Average 1980-82</u>		<u>1983</u>		<u>1984</u>		<u>1985</u>	
	<u>US\$ Mln</u>	<u>%</u>	<u>US\$ Mln</u>	<u>%</u>	<u>US\$ Mln</u>	<u>%</u>	<u>US\$ Mln</u>	<u>%</u>
Livestock	101.8	79.3	72.0	71.5	33.1	53.4	66.0	71.4
Bananas	9.4	7.3	15.0	14.9	14.1	22.7	13.0	14.1
Meat & Meat Products	0.5	0.4	0.2	0.1	-	-	-	-
Hides and Skins	5.2	4.0	1.5	1.5	3.9	6.3	4.3	4.6
Fish & Fish Products	1.3	1.0	2.3	2.3	0.4	0.6	0.2	0.2
Others	10.2	8.0	9.7	9.7	10.5	17.0	9.0	9.7
TOTAL	128.4	100.0	100.7	100.0	62.0	100.0	92.5	100.0



ソマリア経済収支(単位 百万U.S.ドル)

SOMALIA: BALANCE OF PAYMENTS  
(MILLIONS OF US \$)

ITEM	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985
EXPORTS (F.O.B.)	88.6	81.0	71.3	109.5	106.0	134.2	114.0	136.9	100.7	62.0	92.5
LIVESTOCK	57.0	47.9	47.6	90.6	75.3	101.7	98.0	105.7	72.0	33.1	66.0
BANANA	12.9	14.0	8.4	9.4	11.6	8.1	6.0	14.0	15.0	14.1	13.0
OTHERS	18.7	19.1	15.3	9.5	19.1	24.4	10.0	17.2	13.7	14.8	13.5
IMPORTS (C.I.F.)	162.2	176.1	256.9	275.5	394.2	461.0	422.0	484.0	450.0	406.0	362.0
FOREIGN EXCHANGE	162.2	176.1	256.9	192.0	323.4	331.0	205.0	204.0	206.0	156.0	111.0
GRANTS IN KIND	-	-	-	21.0	75.7	69.0	140.0	157.0	147.0	151.0	138.0
LOANS IN KIND	-	-	-	62.5	55.6	61.0	77.0	123.0	97.0	99.0	113.0
TRADE BALANCE	-73.6	-95.1	-185.6	-166.0	-288.1	-326.8	-308.0	-347.1	-349.3	-344.0	-269.5
NON-FACTOR SERVICES (NET)	28.9	-16.4	-8.6	-5.0	-12.2	-6.0	9.0	23.0	24.0	-3.0	-6.0
TRANSPORT & INSURANCE	2.9	-3.0	-1.4	-0.6	1.8	-5.3	1.3	-3.5	9.6	-10.0	-10.5
GOVERNMENT, N. E. I	26.0	-13.4	-7.2	-4.4	-14.0	-0.7	1.7	26.5	33.5	7.0	4.5
RESOURCE PAYMENTS	-102.5	-111.5	-194.2	-171.0	-300.3	-332.8	-299.0	-324.1	-325.3	347.0	-275.5
INTEREST PAYMENTS	-1.0	1.0	-1.0	-1.0	-1.0	2.0	-10.0	-14.0	-21.0	-44.0	-43.0
PRIVATE TRANSFERS (NET)	1.9	4.2	13.1	28.0	35.9	57.0	64.0	50.0	51.0	72.0	20.0
CURRENT BALANCE	-101.6	-108.3	-182.1	-144.0	-265.4	-277.8	-245.0	-288.1	-295.3	-319.0	-298.5
CAPITAL ACCOUNT											
OFFICIAL GRANT AID	100.2	39.7	105.9	78.0	58.1	143.0	150.0	157.0	148.0	174.0	179.0
DIRECT INVESTMENT	6.7	2.2	7.8	0.3	-	-	-	-	-	-	-
PUBLIC M&LT LOANS, NET	59.0	68.1	59.9	79.3	84.0	87.0	79.0	123.0	100.0	46.0	69.0
DISBURSEMENT	62.9	71.0	63.6	84.0	87.1	97.0	93.0	131.0	107.0	106.0	114.0
REPAYMENT	3.9	2.9	3.7	4.7	3.1	10.0	14.0	8.0	7.0	60.0	45.0
PRIVATE CAPITAL, NET (INCL. ERRORS AND OMISSIONS)	-15.4	1.2	10.8	7.0	23.0	21.0	3.0	-36.0	-39.0	-40.0	-38.0
OVERALL BALANCE	48.9	2.9	2.3	20.6	-100.3	-26.8	-13.0	-44.1	-86.3	-139.0	-88.5
FINANCING	-48.9	-2.9	-2.3	-20.6	100.3	26.8	13.0	44.1	86.3	139.0	88.5
CENTRAL BANK (O/W USE OF FUND CREDIT)	-	-1.0	-1.5	8.0	85.0	43.0	33.0	64.0	47.0	13.0	28.0
COMMERCIAL BANK, NET	-48.9	-	-	-	-	4.0	30.0	34.0	44.0	3.0	32.0
ARREARS	-	-1.9	-0.8	-12.6	15.3	-16.2	-20.0	-19.9	39.3	29.0	-31.5
DEBT RELIEF	-	-	-	-	-	-	-	-	-	71.0	-58.0
	-	-	-	-	-	-	-	-	-	26.0	150.0

SOURCE : DATA PROVIDED BY THE CENTRAL BANK OF SOMALIA. IMF : AND STAFF ESTIMATE.

主要農産物の生産高推移 (単位:千トン)

SOMALIA : PRODUCTION OF AGRICULTURAL CROPS, 1975-85  
(THOUSAND METRIC TONS)

ITEM		1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985
MAIZE	1	103.6	107.6	111.3	107.7	108.2	110.5	157.3	150.0	235.0	270.1	382.0
RICE	2	4.9	5.4	8.4	12.1	13.4	16.7	7.7	20.0	2.8	4.2	6.2
SORGHUM	3	134.7	139.3	145.1	141.1	140.1	140.5	206.9	235.0	120.0	221.2	226.0
BEANS	4	9.4	9.3	10.2	10.1	8.2	9.3	2.5	5.9	20.8	31.6	39.0
TOTAL STAPLES	5	252.7	261.6	275.0	271.0	269.9	277.0	374.4	410.9	378.6	527.1	653.2
SESAME	6	37.3	38.8	40.6	40.0	40.6	38.4	27.1	57.0	59.5	46.0	100.0
GROUNDNUTS	7	2.6	2.7	2.8	2.8	2.9	2.9	0.8	3.2	2.6	5.0	3.9
VEGETABLES	8	24.7	25.7	26.9	26.5	26.6	27.2	20.3	102.2	82.0	95.0	67.0
COTTON	9	3.0	3.1	3.3	3.2	3.3	3.3	1.6	3.3	4.0	4.0	2.9
SUGER CANE	10	270.0	333.3	320.0	311.5	265.0	419.5	378.2	483.2	449.7	342.3	416.0
SUGER	11	30.6	33.2	30.0	24.0	21.4	29.1	26.8	34.1	30.8	30.5	39.5
BANANA	12	106.0	96.6	65.2	69.7	72.2	60.4	69.0	78.7	98.9	62.2	60.0

SOURCE : DATA PROVIDED BY MINISTRY OF AGRICULTURE AND CENTRAL BANK.

主要工業製品の生産高推移

Somalia : Industrial Output of Selected Products, 1980-86

	1980	1981	1982	1983	1984	1985	1986 <sup>1</sup>
Suger (thousands of tons)	29.1	26.8	34.1	30.8	30.5	39.5	47.0
Canned meat (millions of tons)	0.8	--	1.6	0.5	0.6	0.6	0.5
Canned fish (thousands of tons)	0.2	0.8	0.6	--	--	--	--
Milk (millions of flters)	1.2	1.4	1.1	0.5	--	--	3.4
Pasta and flour (thousands of tons)	7.5	5.9	3.1	10.6	12.6	14.3	19.3
Canned fruits and vegetables (thousands of tons)	0.4	0.7	1.1	...	...	...	...
Textiles (millions of yards)	13.1	10.1	11.1	6.8	5.2	3.5	4.9
Boxes and bags (thousands of tons)	3.2	3.3	3.5	6.8	5.4	5.4	6.6
Cigarettes and matches (thousands of tons)	0.6	0.5	0.5	0.4	0.3	0.3	0.2
Petroleum products (thousands of tons)	248.4	--	179.3	226.7	142.6	214.0	220.0
Cement (thousands of tons)	--	--	--	--	--	--	60.0
Electricity (millions of kwh)							
Production	59.8	69.1	75.7	91.9	112.0	109.0	...
(Consumption)	(58.8)	(61.8)	(63.6)	(71.8)	(100.4)	(92.8)	(...)

Sources : Data provided by the Central Bank of Somalia ; and the Ministry of Commmerce and Industry.

<sup>1</sup> Preliminary estimates.

主な対外債務 (単位:百万 U.S.ドル)

Somalia : External Dept Outstanding, 1980-85

(In millions of U.S. dollars; and of period)

	<u>1980</u>	<u>1981</u>	<u>1982</u>	<u>1983</u>	<u>1984</u>	<u>1985</u>
<b>I . Agencies</b>	<u>294.5</u>	<u>381.7</u>	<u>432.1</u>	<u>476.0</u>	<u>531.4</u>	<u>457.8</u>
1. Multilateral	146.0	214.4	260.9	290.9	321.4	323.7
African Dev. Bank	2.8	2.5	2.2	1.9	1.9	4.3
African Dev. Fund	7.4	7.1	11.0	17.1	24.1	30.9
Arab Fund	40.8	51.0	67.3	78.2	78.2	78.0
EEC/EIB	5.4	5.4	5.4	5.8	5.8	8.2
IDA	72/2	91.2	107.7	124.1	143.3	164.0
IFAD	-	1.1	2.9	5.3	9.6	3.5
Islamic Dev. Bank	7.6	29.2	28.6	22.8	4.5	
OPEC Fund	9.8	26.9	35.8	35.7	35.7	30.3
2. Bilateral	148.5	167.3	171.2	185.1	210.0	134.1
Kuwait Fund	30.7	37.5	41.4	54.8	76.2	82.5
Saudi Fund	117.8	129.8	129.8	130.3	133.8	51.6
<b>II . Countries</b>	<u>380.5</u>	<u>406.7</u>	<u>433.9</u>	<u>455.8</u>	<u>498.3</u>	<u>680.1</u>
1. OECD	48.1	60.7	101.4	121.5	126.6	197.8
France	-	-	5.7	15.1	16.5	38.8
Italy	1.0	14.0	19.5	18.7	21.0	105.6
USA	47.1	46.7	76.2	87.7	89.1	46.6
Japan	-	-	-	-	-	6.8
2. Other	222.8	236.7	223.4	224.8	262.2	251.8
Abu Dhabi	74.6	88.9	89.6	101.9	101.9	101.9
China	110.3	110.0	97.5	96.6	119.8	119.8
Iraq	29.8	28.1	26.4	16.4	16.5	16.5
Other <sup>1</sup>	8.1	9.7	9.9	9.9	24.0	13.6
3. Special	109.6	109.3	109.1	109.5	109.5	109.5
Bulgaria (est)	6.0	6.0	6.0	6.0	6.0	6.0
USSR	103.6	103.3	103.1	103.5	103.5	103.5
4. Paris Club 1985						121.0
<b>TOTAL, EXCL. IMF/AMF</b>	<u>675.0</u>	<u>788.4</u>	<u>866.0</u>	<u>931.8</u>	<u>1029.7</u>	<u>1137.9</u>
IMF	17.8	46.6	79.6	122.7	112.8	142.4
AMF	5.7	31.2	37.7	43.2	43.2	49.5
Suppliers Credits	-	104.1	103.6	103.3	103.3	212.9
Financial Institutions	-	25.1	59.5	59.5	59.5	-
<b>GRAND TOTAL</b>	<u>698.5</u>	<u>995.4</u>	<u>1146.4</u>	<u>1260.5</u>	<u>1348.5</u>	<u>1542.7</u>

<sup>1</sup> Includes Algeria, Romania, Denmark, Libya, and Yugoslavia

Source : Somali Authorities, IMF and staff estimates.

主要物品の輸出額 (単位: 百万 ソマリシリング)

SOMALIA: VALUE OF EXPORTS BY MAJOR COMMODITIES  
BASED ON FOREIGN EXCHANGE RECORD  
(MILLIONS OF SONALI SHLINGS)

ITEM	1977	1978	1979	1980	1981	1982	1983	1984	1985
BANANAS	53.1	59.0	73.2	551.2	39.6	113.7	103.3	284.4	533.0
LIVE ANIMALS	299.5	570.4	474.1	639.5	1,001.9	1,516.9	1,221.1	514.4	2,604.0
MEAT AND MEAT PRODUCTS	32.1	0.7	7.3	6.5	2.6	0.3	2.7	-	-
HIDES AND SKINS	23.6	29.7	56.4	41.8	18.5	56.2	20.9	74.8	7.4
FISH AND FISH PRODUCTS	21.2	4.3	2.7	1.5	9.6	35.2	33.0	7.6	169.2
MYRRH	11.9	14.8	21.0	61.5	28.8	50.5	89.9	49.3	172.8
OIL	-	-	-	61.0	-	58.8	42.7	89.6	63.0
OTHER	7.7	10.2	32.7	15.4	2.9	4.7	8.4	76.1	26.5
TOTAL	449.1	689.1	667.4	878.4	1,103.9	1,836.3	1,423.0	1,096.2	3,575.9

SOURCE: CENTRAL BANK OF SOMALIA

主要物品の輸入額 (単位: 百万 ソマリシリング)

SOMALIA: VALUE OF IMPORTS BY MAJOR COMMODITIES  
BASED ON FOREIGN EXCHANGE RECORD  
(MILLIONS OF SONALI SHLINGS)

ITEM	1977	1978	1979	1980	1981	1982	1983	1984	1985
FOODSTUFF	145.0	58.2	222.6	274.9	224.0	557.6	453.7	267.5	716.3
BEV & TOBACCO	44.2	62.7	62.4	48.4	15.7	57.6	112.1	79.4	43.5
TEXTILES/H. GOODS	16.9	34.3	26.4	20.9	23.7	22.5	36.2	37.3	70.4
MEDICINES/CHEM	43.5	33.8	44.3	143.7	49.4	70.0	126.1	64.4	40.0
MFG RAW MATERIALS	46.2	61.0	66.5	29.7	48.2	75.9	127.4	66.4	47.9
AGRI. INPUTS	1.7	2.7	22.8	30.5	8.4	1.4	20.0	0.2	-
PETROLEUM	100.7	14.5	281.3	410.3	452.4	99.9	881.5	902.7	1,496.4
CONST MATERIAL	41.1	29.0	49.8	32.4	58.7	203.2	336.8	193.0	653.0
MACHINES & PARTS	156.6	181.9	205.2	240.2	141.2	219.8	209.5	293.1	567.0
TRANSPORT & PARTS	125.6	126.8	342.2	236.5	128.2	157.4	221.3	254.6	594.7
FARM MACHINES	-	-	230.9	142.6	6.9	12.7	6.9	12.1	1.2
OTHERS	434.2	595.0	264.2	129.3	41.9	54.0	322.9	155.3	120.0
TOTAL	1,155.7	1,199.9	1,818.6	1,739.4	1,198.7	2,424.0	2,844.4	2,217.0	4,350.4

SOURCE: CENTRAL BANK OF SOMALIA

NOTE: THIS DATA IS BASED ON FOREIGN EXCHANGE DATA COLLECTED BY THE CENTRAL BANK OF SOMALIA. IT EXCLUDES IMPORTS THROUGH THE FRANCO VALUTA AND FOREIGN CURRENCY ACCOUNTS.

対外貿易の相手国

**Somalia : Direction of External Trade, 1980-84**  
(In percent of total exports and imports)

ITEM	1980		1981		1982		1983		1984	
	Exports	Imports	Exports	Imports	Exports	Imports	Exports	Imports	Exports	Imports
Industrial countries	<u>16.2</u>	<u>71.4</u>	<u>9.5</u>	<u>66.4</u>	<u>16.2</u>	<u>66.0</u>	<u>15.5</u>	<u>68.6</u>	<u>9.3</u>	<u>66.7</u>
Of which:										
France	0.4	7.5	0.7	2.7	0.4	1.6	0.2	2.3	1.0	4.8
Germany	1.4	4.8	0.1	7.2	0.5	7.2	0.4	6.1	--	5.2
Italy	12.9	34.6	6.3	22.4	13.4	33.9	14.1	28.1	5.8	21.3
Japan	--	1.3	--	1.4	--	0.7	--	3.0	--	--
United Kingdom	0.2	7.9	1.2	6.4	0.9	5.0	0.6	7.4	1.5	4.9
United States	0.2	9.2	0.1	14.5	0.6	10.8	--	12.0	1.0	20.3
Oil exporting countries	<u>79.2</u>	<u>7.8</u>	<u>76.3</u>	<u>8.8</u>	<u>70.8</u>	<u>18.1</u>	<u>68.9</u>	<u>17.1</u>	<u>62.8</u>	<u>17.7</u>
Of which:										
Saudi Arabia	69.9	5.5	71.9	5.8	65.6	15.3	65.8	15.5	59.1	12.6
Africa	<u>1.1</u>	<u>10.7</u>	<u>1.4</u>	<u>4.6</u>	<u>0.8</u>	<u>3.9</u>	<u>0.8</u>	<u>4.1</u>	<u>--</u>	<u>4.7</u>
Of which:										
Djibouti	0.8	4.4	0.8	3.4	0.7	2.9	0.6	2.9	--	3.3
Kenya	0.3	4.0	--	1.1	--	0.9	--	0.9	--	1.0
Asia	<u>0.7</u>	<u>7.1</u>	<u>1.7</u>	<u>11.0</u>	<u>2.2</u>	<u>9.6</u>	<u>5.1</u>	<u>7.0</u>	<u>7.0</u>	<u>8.2</u>
Of which:										
China, People's Republic of	0.5	2.1	1.2	3.7	2.0	4.5	2.6	2.3	5.4	2.7
Pakistan	--	1.0	--	1.0	--	1.0	--	1.0	--	1.0
Thailand	--	0.9	--	4.5	--	2.4	--	0.6	--	2.9
Middle East	<u>2.7</u>	<u>0.3</u>	<u>10.8</u>	<u>5.7</u>	<u>9.5</u>	<u>0.9</u>	<u>9.2</u>	<u>0.9</u>	<u>18.9</u>	<u>1.0</u>
Of which:										
Yemen Arab Republic	--	--	8.2	--	7.2	--	7.0	--	11.5	--
Yemen, People's Democratic Republic	2.7	--	2.5	--	2.2	--	2.2	--	2.6	--
U.S.S.R. and Eastern Europe	--	<u>0.5</u>	--	<u>0.4</u>	--	<u>0.3</u>	--	<u>0.3</u>	--	--
Other	<u>0.1</u>	<u>0.1</u>	<u>0.2</u>	<u>0.4</u>	--	<u>0.3</u>	<u>0.1</u>	<u>0.7</u>	<u>1.5</u>	<u>1.7</u>
TOTAL	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>

Source : IMF, *Direction of Trade Yearbook 1984 and 1985*; most data are derived from partner countries.

モガディシュ消費者物価指数

SOMALIA : MOGADISHU CONSUMER PRICE INDEX. 1975-85  
(1977 = 100)

ITEM		1975	1976	1977	19758	1979	1980	1981	1982	1983	1984	1985
GENERAL INDEX (WEIGHT 100.0)	1	79.4	91.1	100.0	110.2	136.3	216.7	313.4	384.2	524.0	1,006.8	1,387.9
FOOD (WEIGHT 60.1)	2	76.2	86.6	100.0	112.9	137.6	244.3	343.0	364.9	512.6	1,102.4	1,249.0
BEVRAGES & TOBACCO 1/ (WEIGHT 2.2)	3	-	-	100.0	106.9	123.4	165.7	234.2	290.4	559.2	1,387.4	1,863.7
CLOTHING (WEIGHT 5.6)	4	75.6	93.8	100.0	106.9	131.5	173.3	253.2	330.4	530.0	751.6	1,060.0
RENT & WATER (WEIGHT 15.3)	5	95.8	97.9	100.0	100.1	109.1	151.2	227.4	374.5	409.9	604.5	1,064.2
FUEL & LIGHTING (WEIGHT 4.7)	6	86.3	82.0	100.0	123.6	163.9	236.0	412.5	707.7	981.4	1,654.3	2,801.0
MISCELLENEOUS (WEIGHT 12.1)	7	88.7	97.3	100.0	106.5	158.2	183.8	378.5	409.0	538.3	838.5	1,972.8

1/ INCLUDED IN "MISCELLENEOUS" FOR THE PERIOD 1970-76.  
SOURCE : MINISTRY OF PLANNING, CENTRAL STATISTICAL DEPARTMENT.

モガディシュ消費者物価指数 インフレ率

SOMALIA : MOGADISHU CONSUMER PRICE INDEX. 1976-85  
(RATES OF INFLATION)

ITEM		1976	1977	19758	1979	1980	1981	1982	1983	1984	1985
GENERAL INDEX (WEIGHT 100.0)	1	14.7	9.8	10.2	23.7	59.0	44.6	22.6	36.4	92.1	37.9
FOOD (WEIGHT 60.1)	2	13.6	15.5	12.9	21.9	77.5	40.4	6.4	40.5	115.1	13.3
BEVRAGES & TOBACCO 1/ (WEIGHT 2.2)	3	-	-	6.9	15.4	34.3	41.3	24.0	92.6	148.1	34.3
CLOTHING (WEIGHT 5.6)	4	24.1	6.6	6.9	23.0	31.8	46.1	30.5	60.4	41.8	41.0
RENT & WATER (WEIGHT 15.3)	5	2.2	2.1	0.1	9.0	38.6	50.4	64.7	9.5	47.5	76.0
FUEL & LIGHTING (WEIGHT 4.7)	6	-5.0	22.0	23.6	32.6	44.0	74.8	71.6	38.7	68.6	69.3
MISCELLENEOUS (WEIGHT 12.1)	7	9.7	2.8	6.5	48.5	16.2	51.5	46.9	31.6	55.8	135.3

1/ INCLUDED IN "MISCELLENEOUS" FOR THE PERIOD 1970-76.  
SOURCE : MINISTRY OF PLANNING, CENTRAL STATISTICAL DEPARTMENT.

	Referance groups (MRE)				
	1965	1973	Most Recent Estimate	Low-income S-S Africa	Mid-income S-S Africa
<b>POPULATION AND VITAL STATISTICS</b>					
Total population (thou)	2912.0	3840.0	5234.0		
Urban pop. (% of total)	20.1	25.1	33.3	20.4	33.1
Population growth rate(%):					
Total		3.5	2.8	2.9	2.8
Urban		6.4	5.4	6.2	4.8
Life expect at birth (yrs)	37.9	41.1	45.7	48.2	51.0
Population projections:					
pop. in 2000 (mill)			8.5		
stationary pop. (mill)			30.4		
population density per sq.km of agricultural land	9.8	12.8	17.5	55.9	45.6
pop. age structure(%)					
0-14 yrs	49.1	47.0	44.9	46.7	46.2
15-64 yrs	49.0	51.0	52.3	50.4	51.0
65 and above	1.9	2.0	2.8	2.9	2.8
Crude birth rate (per thou)	50.0	50.0	49.3	46.8	46.3
Crude death rate (per thou)	25.7	22.9	19.6	18.3	15.6
total fertility rate	6.7	6.7	6.8	6.6	6.4
Infant mort. rate (per thou)	166.0	155.0	152.6	128.5	103.2
Child death rate (per thou)	37.0	35.1	33.4	25.7	17.6
Family planning:					
Acceptors. annual (thou)	..	..	..	..	..
Users (% of married women)	..	..	1.0	4.5	7.1

Source : 1986 SOCIAL INDICATOR DATA SHEET SOMALIA

Total population-mid-year (millions)

urban population (percentage of total) - Different countries follow different definitions of urban population. Such differences may affect comparability of data among countries.

Population growth rate (percent) - total and urban-Annual growth rates of total and of urban populations.

Life expectancy at birth (years) - Number of years a newborn infant would live if prevailing patterns of mortality for all people at the time of its birth were to stay the same throughout its life.

Population in 2000 - the projection of population given total population by age and sex, fertility and the demographic parameters of mortality rates, and migration in the base year 1980, until the population reaches a stationary state.

Stationary population - the projected population level when zero population growth is achieved: i.e., the birth rate is constant and equal to the death rate, the age structure is stable, and the growth rate is zero.

Population density, agricultural land-population per square kilometer (100 hectares) of agricultural area.

Population age structure (percent) - Children 0-14 years, working age 15-64 years, and people of 65 years and over as percentages of population.

Crude birth rate-Annual live births per thousand population.

Crude death rate-Annual deaths per thousand population:

Total fertility rate-The average number of children that would be born alive to a woman during her lifetime if during her childbearing years she were to bear children at each age in accordance with prevailing age-specific fertility rates.

Infant (age 0-1) mortality rate-Number of infants per thousand live births who die before reaching one year of age. in a given year.

Child (age 1-4) mortality rate-Number of deaths of children, age 1-4 per thousand children in the same age group in a given year. For most developing countries these data are derived from models using information on infant mortality rates.

Family planning - acceptors. (thousands) - Annual number of acceptors of birth-control measures received under the auspices of a national family planning program.

Family planning-users (percentage of married women)-Percentage of married women of child-bearing age who are practising, or whose husbands are practising, any form of contraception. Women of child-bearing age are generally women aged 15-49 although for some countries contraceptive usage is measured for another age group.



労働力統計

	1965	1973	Most Recent Estimate	Referance groups (MRE)	
				Low-income S-S Africa	Mid-income S-S Africa
<b>LABOR FORCE</b>					
Total Labor Force (thou)	1092.1	1477.1	1987.4		
Female(%)	30.1	29.5	28.4	35.7	37.5
Agriculture(%)	81.1	78.2	75.5 a	78.9	59.4
Industry	6.3	7.4	8.4 a	7.6	14.8
participation rate(%):					
Total	37.5	38.5	38.0	38.9	36.2
Male	53.0	54.8	53.9	50.4	45.3
Femal	22.3	22.5	21.3	27.5	26.7
Age dependency ratio	1.0	1.0	0.9	1.0	1.0

Source : 1986 SOCIAL INDICATOR DATA SHEET SOMALIA

Total labor force (millions) - Economically active persons, including armed forces and unemployed but excluding housewives and students. Definitions in various countries are not comparable.

Female (percent) - Labor force in farming, forestry, hunting and fishing as a percentage of total labor force.

Industry (percent) - Labor force in mining, construction, manufacturing and electricity, warer and gas as a percentage of total labor force.

Participation rate (percent) total, male, and female -Participation rate rates are computed as the percentege of population of all ages in the labor force. These are based on International Labour Office (ILO) data on the age-sex structure of the population.

Age dependency ratio-Ratio of population under 15, and 65 over to the working age population (age 15-65)

各地域の年齢・性別による人口分布

SOMALIA - Age and Sex Distribution (%). 1980 Survey

Age & Group	Urban		Rural		Nomadic	
	Male	Female	Male	Female	Male	Female
0 - 4	7.6	7.2	8.6	7.8	8.6	7.3
5 - 9	6.4	6.9	8.2	7.8	8.9	7.9
10 - 14	7.5	7.0	7.3	6.2	8.5	6.9
15 - 19	7.3	6.9	5.2	5.6	5.9	5.6
20 - 24	5.0	4.7	3.2	4.0	4.4	3.1
25 - 29	3.2	3.5	2.4	3.3	2.2	2.7
30 - 34	2.7	3.0	2.9	3.6	2.8	3.1
35 - 39	2.0	2.1	1.9	2.1	1.6	2.2
40 - 44	2.5	2.3	2.8	2.9	2.9	2.2
45 - 49	1.3	0.9	1.1	1.2	1.3	1.0
50 - 54	1.9	1.4	2.2	1.9	2.5	1.5
55 - 59	0.6	0.4	0.9	0.7	0.8	0.2
60 - 64	1.0	1.1	1.3	1.2	1.6	0.8
65 +	1.3	1.3	1.8	1.9	1.7	0.8
All Age	51.3	48.7	49.8	50.2	53.7	46.3

Source : Analytical Volume, Census of Population, 1984

## 初等学校就学率 (学年別、性別)

## SOMALIA : PRIMARY SCHOOL ENROLLMENT BY GRADE AND SEX

ITEM		1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984
GRADE I												
MALE	1	15,940	-	82,604	40,808	25,133	39,365	30,422	40,565	32,049	24,802	26,994
FEMALE	2	8,393	-	51,001	27,448	16,498	23,598	17,850	19,244	15,458	12,613	15,846
TOTAL	3	24,333	-	133,605	68,256	41,631	62,963	48,272	59,809	47,507	37,415	42,840
GRADE II												
MALE	4	14,235	-	26,129	54,182	30,969	23,397	29,407	25,660	25,608	22,379	20,484
FEMALE	5	5,937	-	12,104	32,323	20,783	14,593	17,612	14,552	12,314	10,774	10,791
TOTAL	6	20,172	-	38,233	86,505	51,752	37,990	47,019	40,212	37,922	33,153	31,275
GRADE III												
MALE	7	10,894	-	11,177	29,356	45,160	28,801	21,978	25,642	21,356	22,379	18,885
FEMALE	8	4,051	-	4,219	12,263	27,151	18,607	13,778	15,196	11,762	10,100	9,694
TOTAL	9	14,945	-	15,396	41,619	72,311	47,408	35,756	40,838	33,118	29,809	28,579
GRADE IV												
MALE	10	7,587	-	7,674	10,496	26,914	41,512	27,306	19,288	21,431	17,986	17,689
FEMALE	11	2,456	-	2,798	4,092	11,496	23,380	16,582	11,847	12,451	10,246	9,154
TOTAL	12	10,043	-	10,472	14,588	38,410	64,892	43,888	31,135	33,882	28,232	26,843
GRADE V												
MALE	13	5,402	-	-	7,424	9,985	25,608	38,110	10,577	16,571	20,121	17,547
FEMALE	14	1,879	-	-	3,001	4,169	10,899	22,254	7,713	9,743	10,992	9,700
TOTAL	15	7,281	-	-	10,425	14,154	36,507	60,364	18,290	26,314	31,113	27,247
GRADE VI												
MALE	16	5,867	-	5,641	5,645	7,274	9,868	24,963	14,660	8,827	14,124	17,636
FEMALE	17	1,866	-	1,908	1,992	3,012	4,123	10,867	7,451	6,591	8,426	9,416
TOTAL	18	7,733	-	7,549	7,637	10,286	13,991	35,830	22,111	15,418	22,550	27,052
GRADE VII												
MALE	19	5,344	-	5,235	-	-	-	-	14,323	12,959	8,222	12,543
FEMALE	20	1,581	-	1,697	-	-	-	-	10,534	6,690	5,706	7,455
TOTAL	21	6,925	-	6,932	-	-	-	-	24,857	19,649	13,928	19,998
GRADE VIII												
MALE	22	4,235	-	5,235	-	-	-	-	22,936	15,239	14,672	10,005
FEMALE	23	1,236	-	1,697	-	-	-	-	11,516	10,847	7,854	6,941
TOTAL	24	5,471	-	6,932	-	-	-	-	34,452	26,086	22,526	16,946
		****	****	****	****	****	****	****	****	****	****	****
TOTAL - MALE	25	69,504	-	143,991	147,911	145,435	168,551	172,186	173,651	154,040	142,015	141,783
TOTAL - FEMALE	26	27,399	-	75,526	81,119	83,109	95,200	98,943	98,053	25,856	76,711	78,997
GRAND TOTAL	27	96,903	-	219,517	229,030	228,544	263,751	271,129	271,704	239,896	218,726	220,780
		****	****	****	****	****	****	****	****	****	****	****

1/ IN 1975. SCHOOLS WERE CLOSED DUE TO A CRASH LITERACY PROGRAM.  
SOURCE : MINISTRY OF EDUCATION

中等学校就学率 (学年别、性别)

SOMALIA : SECONDARY SCHOOL ENROLLMENT BY GRADE AND SEX

ITEM		1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984
GRADE IX												
MALE	28	2,759	-	1,574	4,813	4,979	6,669	7,551	18,846	15,422	10,868	8,624
FEMALE	29	624	-	253	1,809	1,911	2,188	3,150	7,606	7,277	6,908	4,249
TOTAL	30	3,383	-	1,827	6,622	6,890	8,857	10,701	26,452	22,699	17,776	12,873
GRADE XI												
MALE	31	2,172	-	2,512	2,629	2,489	4,913	5,605	7,157	16,143	15,166	10,596
FEMALE	32	451	-	490	475	685	2,021	1,891	2,515	7,048	7,317	6,705
TOTAL	33	2,623	-	3,002	3,104	3,174	6,934	7,496	9,672	23,191	22,480	17,301
GRADE XII												
MALE	34	2,030	-	1,765	1,725	2,050	2,084	2,903	4,322	5,042	12,657	12,522
FEMALE	35	345	-	260	437	550	577	975	1,282	1,940	5,414	5,440
TOTAL	36	2,375	-	2,025	2,162	2,600	2,661	3,878	5,604	6,982	18,071	17,962
GRADE XIII												
MALE	37	1,766	-	133	1,371	1,137	1,774	1,689	2,645	3,661	4,724	10,770
FEMALE	38	353	-	59	407	377	575	609	1,118	1,197	1,948	5,483
TOTAL	39	2,119	-	192	1,778	1,514	2,349	2,298	3,763	4,858	6,672	16,253
		****	****	****	****	****	****	****	****	****	****	****
TOTAL - MALE	40	8,727	-	5,984	10,538	10,655	15,440	17,748	32,970	40,268	43,415	42,512
TOTAL - FEMALE	41	1,733	-	1,062	3,128	3,523	5,440	6,625	12,521	17,462	21,587	21,877
GRAND TOTAL	42	10,500	-	7,046	13,666	14,178	20,801	24,373	45,491	57,730	65,002	64,389
		****	****	****	****	****	****	****	****	****	****	****

1/ IN 1975. SCHOOLS WERE CLOSED DUE TO A CRASH LITERACY PROGRAM.  
SOURCE : MINISTRY OF EDUCATION

Enrollment Rates

Primary school Enrollment-total, male and female-Gross enrollment of all ages at primary level as a percentage of primary school-age children. While many countries consider primary school age to be 6-11 years, others have wider age groups. Differences in country practices in the ages and duration of school are reflected in the ratios given. For some countries with universal education, gross enrollment may exceed 100 percent since some pupils are younger or older than the country's standard primary-school age.

Secondary School Enrollment-total, male and female-Computed in a similar manner, but includes pupils enrolled in vocational, or teacher training secondary schools, for pupils usually of 12 to 17 years of age.

Pupil-teacher ratio-primary, and secondary-Total students enrolled in school divided by the total number of teachers.

## 第1章 自然条件

# 第 1 章 自 然 条 件

## 1-1 地 勢

アフリカ大陸の東端に位置する。北側は、アデン湾、南東側は、インド洋に面し、北西にジブチ、西にエチオピア、南西にケニアとそれぞれ国境を接している。

北部と北東部は、標高 2,000 m 程の乾燥台地であり、中央部は、標高 500 ~ 600 m 程の砂漠地帯、南部はシャベリ川とジュバ川に囲まれた農耕地である。

(1) 国土面積 ..... 637,700 km<sup>2</sup> (日本の約 1.7 倍)

(2) 緯度、経度 ..... 北緯 0° ~ 12°、東経 41° ~ 51°

## 1-2 気 候

大きく分けると、5月中旬 ~ 10月(南西の季節風)12月 ~ 3月(北東の季節風)のモンスーンと、その合い間の季節となる。モンスーンの時期は、気温は日中でも 27°C 前後で風があり比較的過しやすい。モンスーンの合い間は気温も高く、風もゆるいので不快な時期である。湿度は、年間を通じて 80% 位である。降雨量は、年次、地域によって変動が激しい。

モガディシュ市の気温(°C)、湿度(%)、降雨量(mm)、は以下の通りである。

	月												年平均	統計期間
	1	2	3	4	5	6	7	8	9	10	11	12		
平均気温	26.3	26.5	28.3	29.0	28.4	26.8	25.9	25.8	26.5	27.3	27.5	26.1	27.1	1951 ~ 1960
平均湿度	79	77	77	77	80	81	82	83	82	80	80	80	80	1933 ~ 1950
平均降水量	0	0	0	58	58	97	64	25	23	23	41	13	429.0	1933 ~ 1950

## 1-3 風 向

前記の様に、季節風が、南西(5月中旬 ~ 10月)北東(12月 ~ 3月)から吹き、その間の時期はゆるい風がこの両方の向きから吹く。

資料-2に、モガディシュ市およびその他の地域の平均風速、風向を示す。

## 1-4 地 震

ソマリア国内では地震活動は記録されいない(理科年表より)。ただし、資料-3によると、アフリカ大地溝帯の延長にあるソマリア西部および北部には、希に地震活動があるようである。いずれにしろ、首都、モガディシュ市においては、建物設計条件として、地震を考慮する必要はない。

## 第2章 建設事情

## 第 2 章 建 設 事 情

### 2-1 一般事情

現地の建設事情は、ヨーロッパ系建設業者が主な公共建物や大規模な民間建物を建設し、ソマリア系建設業者は、それ以外の比較的小さな建物や住宅を建設しており、技術力が資本力ともヨーロッパ系業者主導型である。また、モガディシユ市内においては、旧宗主国との関係から、イタリア系建設会社があり、イタリア人技術者も駐在している。

一般に、大規模援助工事においては、援助国のゼネコンにより施工されている。

### 2-2 建築に関する行政

ソマリア国には、建築基準法はなく、これに伴う許認可制度もない。ただし、政府機関の施設建設に際しては、技術コンサルタント公社(The Consulting Engineering Agency)が財務省に予算申請をするために見積書を作成する。

本プロジェクトでは、中央車輛整備工場の既存建物除却工事について技術コンサルタント公社が見積書を作成し、陸・空・運輸省がこれに基づいて財務省に予算申請をする。

### 2-3 インフラストラクチャー

#### (1) 電 気

電気は国立電気エネルギー公社(Ente Nazionale energia Elettrica)により、モガディシユ、ハルゲイサ、ベルベラ、ブルコ、キスメイヨ、バイドア、メルカへ供給されている。

モガディシユ市内に発電所があり、能力は約 43 MW であり、発電機の燃料備蓄量は 40 日分である。現在、発電機・送電施設の工事中で、電圧も不安定で停電も多い。

既存の中央車輛整備工場へは、三相三線 3 kV で供給されているが、将来 15 kV に切替えられる予定である。いずれにしろ、不安定な電力供給を十分考慮する必要がある。

#### (2) 排 水

モガディシユ市街の下水処理能力は 1% 以下で、公共施設用として設けられている。この処理施設は、東ドイツの援助によるものである。

雨水については敷地内あるいは道路に排水し、汚水は浸透式処理とするのが一般的である。

#### (4) 電 話

ソマリア国の電話は、郵便・通信省 (Ministry of Posts and Telecommunications) の管轄である。交換機は、既設が 6400 回線 (有人) ある。現在さらに 8000 回線 (有人)・900 回線 (無人) が完成し、稼働中である。国内通話は可能であるが、国際通話、特に日本には、非常にかかりづらい。

テレックスもあるが、日本へは電話と同様に困難であり時間もかかる。

#### 2-4 材料・機器の規格・仕様

イタリアからの輸入が多い。鉄筋はイタリア製で、B.S. 規格である。ただし、セメントは、ケニア産で、D.I.N. 規格である。電設資材は、イタリア製が多く、プラグ等はヨーロッパ統一安全規格 (C.E.E) に準拠しているが、品質は良くない。一部日本製も見受けられた。

ソマリア国には統一的な規格や仕様はなく、例えば援助プロジェクト毎に、その援助国の規格・仕様があてはめられるようである。

#### 2-5 度量衡

すべてメートル法である。

#### 2-6 構造設計の基準

ソマリア国では、構造設計に関する法規・基準が制定されてなく、2-4 で述べた様に、資金的・技術的援助国の基準が採用されている。主に、B.S、DIN、ACI 等である。

#### 2-7 輸入税

ソマリア国では、資材の現地調達率がそれほど高くなく、ほとんどを輸入に頼っており、店頭価格には輸入税が含まれている。グラント案件の場合は、必要な手続をとり、免税価格で購入できる。

#### 2-8 事業税

ソマリア国外のゼネコンが現地建設業者と契約を結ぶときに課税される。2-7 と同様、免税にできる。



### 第3章 建設資材

## 第 3 章 建 設 資 材

### 3-1 現地調達材料

#### (1) ソマリア産材料

- 砂
- 路盤材
- コンクリートブロック
- 砕石
- 盛土材

#### (2) ソマリアで調達可能な輸入材料

- 鉄筋
- ガラス
- エマルジョンペイント
- セメント
- 木材
- セラミックタイル
- オイルペイント
- 便器・水栓

### 3-2 建設資材の質と量

#### (1) 現地調達材料

ソマリア産材料であるコンクリート用砂・砕石は、海砂およびサンゴ礁岩を粉砕したものであるが、全土にわたって一般的に使用されている。塩分を多量に含むことと、粒度分布のコントロールに問題がある。本プロジェクトでは、砂・砕石については現場内にて水洗いプラントで塩分濃度を下げ、ASTM 仕様に適合した骨材をコンクリートブロック製造工場に供給し、製作するものとする。

建設資材は、主にイタリア・アメリカ・サウジアラビアから輸入されてくるが、数量が少ないことと、注文してから納入まで時間がかかるので注意を要する。

#### (2) 日本調達材料

鉄骨、屋根折版、アルミサッシ、鋼製建具を日本より調達する。これは、品質、精度、工期の点を考慮したためである。

特に、鉄骨と屋根折版は敷地が海に近いため相当の塩害が予想されるので、亜鉛メッキ処理の鉄骨および、フッ素樹脂処理折版を使用するが、これらは日本調達が前提となる。

日本からの海上輸送はおよそ一ヶ月である。港から敷地までは近いので、陸上輸送は問題ない。

### 3-3 現地建設資材の単価

現地調査時に収集した単価を分析・評価し、本計画に採用した値を以下に示す。

資材	採用価格	備考
砂	1,200 SoSh/m <sup>3</sup>	現場納入価格 未洗淨
碎石	3,750 SoSh/m <sup>3</sup>	現場納入価格 未洗淨
路盤材	2,340 SoSh/m <sup>3</sup>	現場納入価格
盛土材	1,200 SoSh/m <sup>3</sup>	現場納入価格
コンクリートブロック 20×20×40 cm	90 SoSh/個	洗淨砂使用 強度増強
10×20×40 cm	75 SoSh/個	配合調整品
鉄筋	76,500 SoSh/ton	イタリアから輸入されたもの
木材	37,000 SoSh/m <sup>3</sup>	オーストリアから輸入されたもの
ガラス (4 mm トーメイ)	1,500 SoSh/m <sup>2</sup>	イタリアから輸入されたもの
セラミックタイル	1,500 SoSh/m <sup>2</sup>	イタリアから輸入されたもの
(E.P)エマル ジョンペイント	250 SoSh/kg	イタリアから輸入されたもの
(O.P)オイル ペイント	450 SoSh/kg	イタリアから輸入されたもの

### 3-4 現地建設資材価格の上昇等

現地には建設工事の公的な単価資料がない。O-2経済統計で示した消費者物価指数を見ると、I.M.Fの介入した1984年から上昇傾向も鈍り、安定してきている。また、ソマリア国は建設資材のほとんどを輸入に頼っているため、ソマリア通貨の対外評価が重要となる。同国

同国政府およびI.M.Fは為替レートを適正化する努力を続けており、対外的にも良い評価を得つつある。

本プロジェクトについては現地ポーションが比較的少なく、価格上昇も数%と考えられるので、これを特別に考慮していない。

### 3-5 建設用機材

ソマリア国公共事業省 (Ministry of Public Works & Housing) の建設工事公社 (Somali Construction Agency) の所有機械は相当古く、また自社請負い工事の消化にも絶対数が不足しており、貸出しには対応できない。現地建設会社の所有機械も古く稼働率が悪いが貸手市場であり、リース料は高い。以下にリース料採用価格を示す。

機 械	仕様	採用価格 (So.Sh/時間)	機 械	仕様	採用価格 (So.Sh/時間)
トラッククレーン	30 ton	11,250 So.Sh/h	ダンプトラック	10 ton	2,500 So.Sh/h
〃	20 ton	10,125 〃	平トラック	4 ton	1,250 〃
バックホー	0.5 m <sup>3</sup>	8,550 〃	〃	10 ton	2,000 〃
〃	0.7 m <sup>3</sup>	9,450 〃	トレーラー	Low bed	3,500 〃
ペイローダー	1.0 m <sup>3</sup>	5,400 〃	ローラー	8 ton	2,500 〃
〃	1.5 m <sup>3</sup>	6,300 〃	バイプロローラー	25 ton	3,000 〃
グレーダー		6,300 〃	トラックコンクリートミキサー	Cap 3m <sup>3</sup>	4,500 〃
ブルドーザー	D6	6,000 〃	発電機	35 KVA	500 〃
〃	D7	7,875 〃	〃	50 KVA	700 〃
〃	D8	10,125 〃			
ダンプトラック	6 ton	1,500 〃			
〃	8 ton	2,000 〃			

### 3-6 労務費

現地建設会社から収集した労務費を以下に示す。この内、税金や保険金は源泉徴収で事業主がまとめて納入することが労働法(資料-4参照)に示されている。

	時間給	日給 (8時間)	賞与 1/12	交通費	手当	所得税 6%,12% 18%	退職金 1/12	社会保険 9.5%	採用単価 (1日当り) So. Sh
1.	葛工	735	61.25	60	80	88.20	61.25	69.83	1,155.53
2.	土工	275	22.92	60	50	16.50	22.92	26.13	473.47
3.	コンクリート工	435	36.25	60	60	26.10	36.25	41.33	694.93
4.	大工	735	61.25	60	80	88.20	61.25	69.83	1,155.53
5.	鉄筋工	735	61.25	60	80	88.20	61.25	69.83	1,155.53
6.	鉄骨工	903	75.25	60	100	108.36	75.25	85.79	1,407.65
7.	鍛冶工	1,045	87.08	60	110	125.40	87.08	99.28	1,613.84
8.	溶接工	903	75.25	60	100	108.36	75.25	85.79	1,407.65
9.	ブロック工	735	61.25	60	80	88.20	61.25	69.83	1,155.53
10.	石工	735	61.25	60	80	88.20	61.25	69.83	1,155.53
11.	タイル工	735	61.25	60	80	88.20	61.25	69.83	1,155.53
12.	屋根ふき工	903	75.25	60	100	108.36	75.25	85.79	1,407.65
13.	左官工	735	61.25	60	80	88.20	61.25	69.83	1,155.53
14.	建具工	903	75.25	60	100	108.36	75.25	85.79	1,407.65
15.	ガラス工	735	61.25	60	80	88.20	61.25	69.83	1,155.53
16.	測量士	1,200	100.00	60	120	144.00	100.00	114.0	1,838.00
17.	塗装工	735	61.25	60	80	88.20	61.25	69.83	1,155.53
18.	内装工	903	75.25	60	100	108.36	75.25	85.79	1,407.65
19.	配管工	903	75.25	60	100	108.36	75.25	85.79	1,407.65
20.	設備機械工	1,045	87.08	60	110	125.45	87.08	99.28	1,613.84
21.	電工	903	75.25	60	100	108.36	75.25	85.79	1,407.65
22.	普通作業員	435	36.25	60	60	26.10	36.25	41.33	694.93
23.	各種世話役	903	75.25	60	100	108.36	75.25	85.79	1,407.65
24.	建機オペレーター	903	75.25	60	100	108.36	75.25	85.79	1,407.65
25.	運転手	735	61.25	60	80	88.20	61.25	69.83	1,155.53
26.	土建技師	2,500	208.33	60	150	300.00	208.33	237.50	3,664.16
27.	電気技師	2,500	208.33	60	150	300.00	208.33	237.50	3,664.16
28.	機械技師	2,500	208.33	60	150	300.00	208.33	237.50	3,664.16
29.	守衛	275	22.92	60	50	16.50	22.92	26.13	473.47
30.	タイピスト	735	61.25	60	80	88.20	61.25	69.83	1,155.53
31.	事務員	903	75.25	60	100	108.36	75.25	85.79	1,407.65

### 3-7 建設業者

モガディシオには、現地在住のイタリア人経営の会社と、現地人経営の会社がある。本プロジェクトに対し技術的に信頼できるのは次の4社程度である。

・ Juba International	(イタリア系)
・ Mulli	(イタリア系)
・ SETKO	(ソマリア系)
・ Africana	(ソマリア系)

### 3-8 主要工事の歩掛

工事歩掛りについてはソマリア国政府及びMinistry of Labour and Sports, Ministry of Public Works & Housingにその資料がないので日本での公表資料を利用し、現地にて収集した現地建設会社からの労務提供ベースの見積り労務費から算定した歩掛と、日本の建設会社が現地労務者を直用して行った実績ベースの主要工事項目についてその比較表を作成し、歩掛りの最低のものを採用して日本での公表歩掛りに当てはめて設定した。

日本での公表資料は建築・土木工事については(財)建設物価調査会発行の61年度版「建設工事標準歩掛」を参考に主要工事の最低現地歩掛りを基に割増率を設定して同種工事についてはその割増率を一率に設定した。

電気設備、機械設備工事については同じく(財)建設物価調査会の発行の61年度版「建設工事標準歩掛」の3.電気設備工事 4.機械設備工事の歩掛を基にして現地にて収集した現地建設会社からの労務提供ベースの見積額と労務費から算定した歩掛りの最低のものを採用してその歩掛と日本の公表歩掛と比較して割増率を一定に定めた。

なお、歩掛り設定に当たり以下のような労務事情、建設事情、気候習慣等の現地事情が根本にあり、又日本の歩掛りに対しての割増率が大きく出てきたものはその理由を備考欄に分析した。

- a) 高温(約35°C)多湿地(約80%)に於ける屋外作業である。
- b) 年間2回に渡る雨期があり、この期間作業能率が低下せざるを得ない。
- c) 十分な仮設建設資材がなく、ソマリア国での建設工事が少く熟練工に相当する労務者が少い。

主要工種の現地調達労務最低歩掛率から日本の公表歩掛と比較して、同種工事を一率の歩掛増率に調整して以下のように本工事の積算用歩掛を設定する。

工事歩掛り一覧表

工 種		A ソマリア歩掛		B 日本歩掛		倍 率 $\frac{A}{B}$	備 考
根切(人力)	m <sup>3</sup>	土工	0.42	土工	0.23	1.83	
根切(コンボ使用)	m <sup>3</sup>	土工	0.11	土工	0.06	1.83	掘削機械の能力にて定まる
埋め戻し	m <sup>3</sup>	土工	0.24	土工	0.13	1.83	
残土処分 (場内敷きならし)	m <sup>3</sup>	土工	0.33	土工	0.18	1.83	
コンクリート打設 (ネコ車使用)	m <sup>3</sup>	コンクリート工	0.90	コンクリート工	0.23	3.91	
型枠組立、取りはずし (基礎)	m <sup>3</sup>	型枠大工	0.45	型枠大工	0.12	3.75	日本はベニヤセパレータパイプ等使用 ソマリアはバラ板バりにバタ角バラ板使用
		普通作業員	0.18	普通作業員	0.05	3.60	
同上 (床版)	m <sup>3</sup>	型枠大工	0.41	型枠大工	0.11	3.75	日本はパイプサポート。ベニヤ、パイプ等使用 ソマリアはバタ角、サポート。バラ板ブレースバリバラ板床貼り使用
		普通作業員	0.29	普通作業員	0.08	3.60	
鉄骨加工組立 (異形重ね継手)	t	鉄筋工	12.50	型枠大工	3.19	3.92	熟練工がおらず加工、取付その他適切な人員の配置がなされていない為
		普通作業員	2.50	普通作業員	0.64	3.91	
鉄骨組立 (仮締メ、及びひずみ直し)	t	鉄骨専工	1.10	鉄骨専工	0.4	2.74	ソマリアでは鉄骨構造が少く日本のように熟練のトビ、鉄骨工、クレーンオペレーターが得られない。
		鉄骨工	0.18	鉄骨工	0.067	2.74	
鉄骨本締メ (60本/Ton)	t	鉄骨工	2.66	鉄骨工	0.97	2.74	鉄骨建物が少く日本のように熟練のトビ、鉄骨工、オペレーターがいない。

工 種		A ソマリア歩掛	B 日本歩掛	倍 率 $\frac{A}{B}$	備 考
コンクリートブロック積 (C種 t=200) (仕上下地)	m <sup>2</sup>	ブロック工	ブロック工	1.96	
		0.45 普通作業員 0.25	0.23 普通作業員 0.14	1.79	
床タイル貼り	m <sup>2</sup>	タイル工	タイル工	1.50	
		0.38 普通作業員 0.12	0.25 普通作業員 0.08	1.50	
壁タイル貼り	m <sup>2</sup>	タイル工	タイル工	1.50	
		0.38 普通作業員 0.12	0.25 普通作業員 0.08	1.50	
屋根被覆鋼 板ぶき	m <sup>2</sup>	板金工	板金工	2.67	
		0.40 普通作業員 0.07	0.15 普通作業員 0.03	2.33	
床コンクリート直押し 金ゴテ仕上	m <sup>2</sup>	左官工	左官工	2.40	
		0.09	0.036		
床モルタル金ゴテ仕上げ (PタイルF)	m <sup>2</sup>	左官工	左官工	2.40	
		0.12 普通作業員 0.07	0.050 普通作業員 0.036	1.94	
外壁モルタル塗り (t=25 mm)	m <sup>2</sup>	左官工	左官工	2.46	
		0.28 普通作業員 0.08	0.114 普通作業員 0.032	2.50	
鋼製片開戸取付 (H=2000W=850)	m <sup>2</sup>	建具工	建具工	2.50	
		0.81	0.325		
アルミサッシ (内法面積1.62~3.15 m <sup>2</sup> )	m <sup>2</sup>	建具工	建具工	2.50	
		0.55	0.22		
型板ガラス (4 mm)	m <sup>2</sup>	ガラス工	ガラス工	2.50	
		0.26 普通作業員	0.105 普通作業員 0.05	2.50	
塗装工事 調合ペイント塗 木製建具 鋼製建具 モルタル面	m <sup>2</sup>		塗装工		
		0.12	0.061	1.96	
		0.12	0.061	1.96	
		0.10	0.053	1.96	
建機オペレーター		0.425	クレーン 土木機械0.17 道路機械	2.5	
電気工事全般		日本歩掛の 一率3.0倍	日本歩掛(建設 工事標準歩掛 3.機械設備工 事)	3.0	
設備工事全般		日本歩掛の 一率3.0倍	日本歩掛(建設 工事標準歩掛 4.機械設備工 事)	3.0	



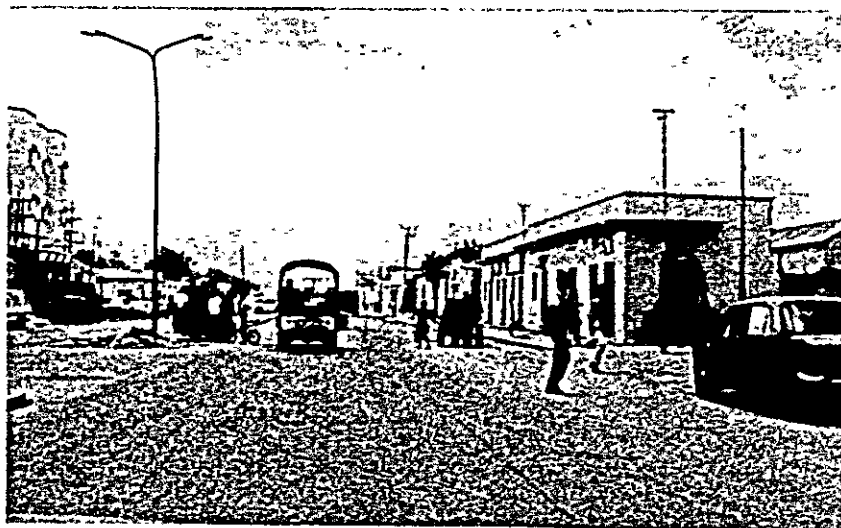
## 添 付 資 料

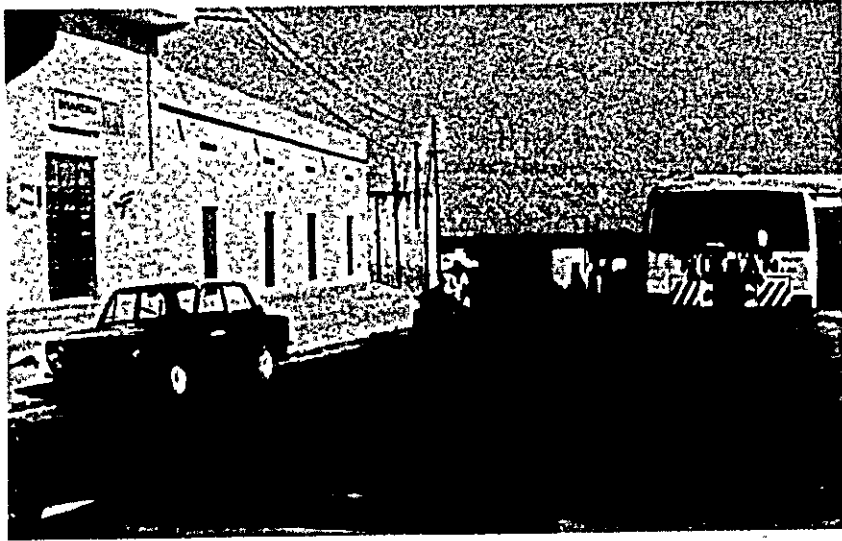
資料-1 現地建設事情写真

1. 敷地周囲の状況(北面の建物外壁)

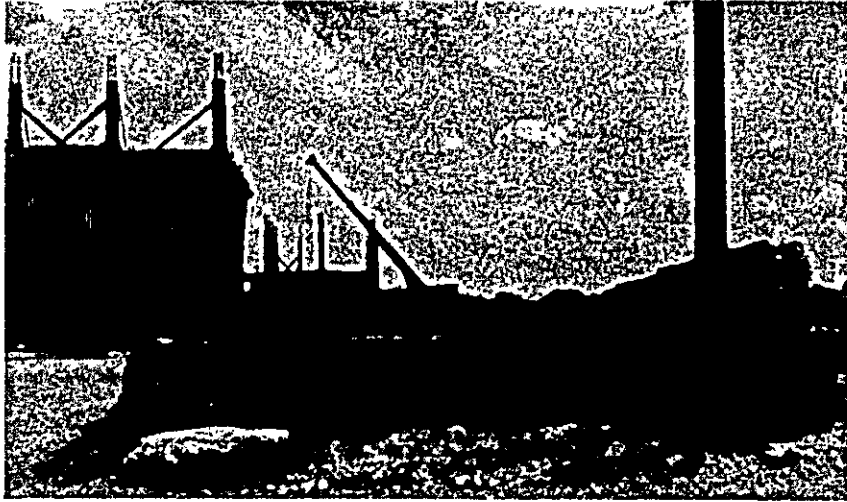


2. モガディシユ市内の状況

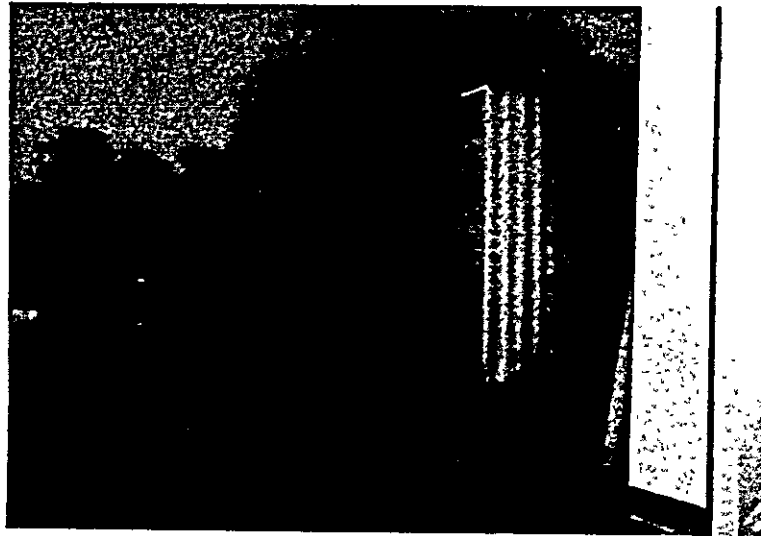
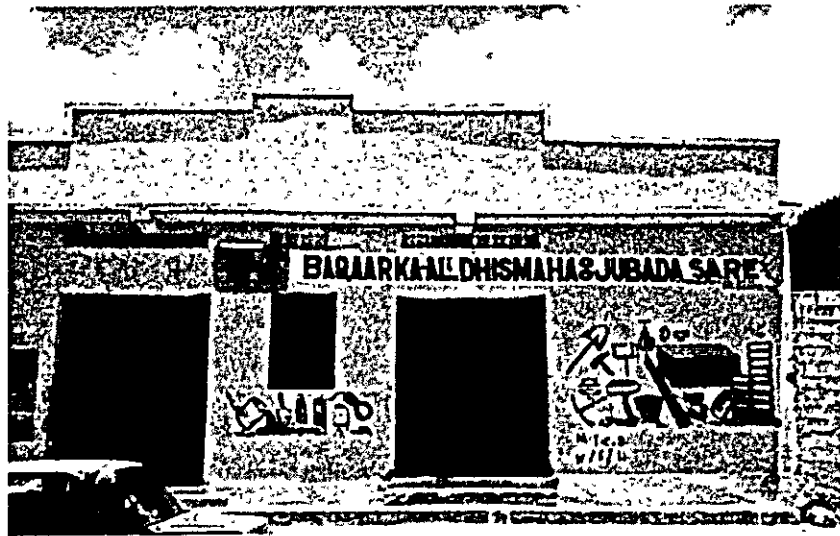




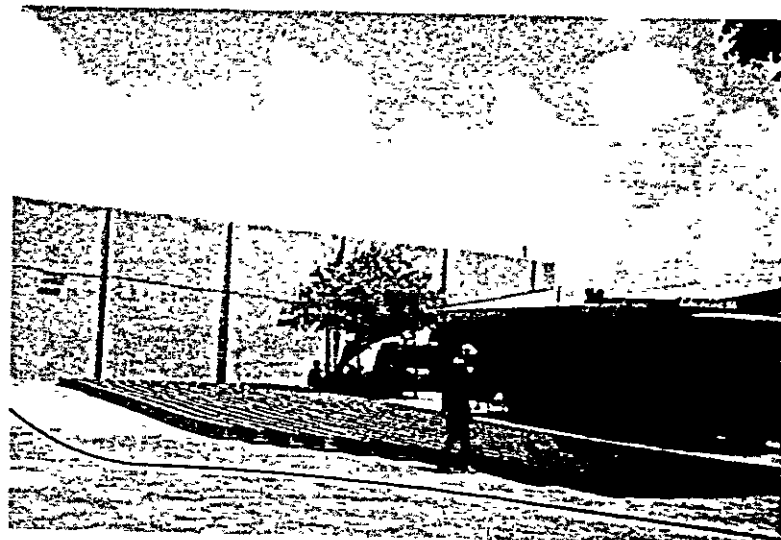
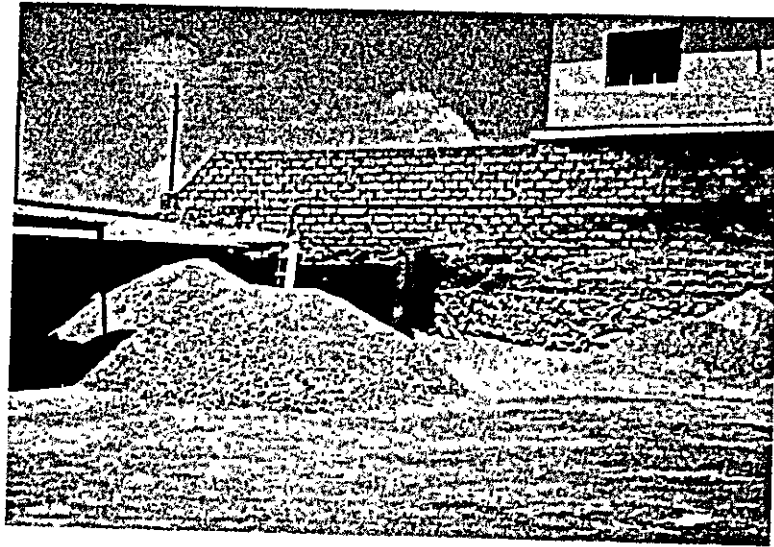
### 3. 市内の工事中建物



4. 市内建設資材店



5. コンクリートブロック製造工場



資料-2. ソマリア各地の平均風速および風向

モガディシュ

MOGADISCIO  
Wind Speed in m/s

YEAR	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	MEAN
1981	8.0	7.5	7.0	4.5	6.5	8.0	7.5	7.0	7.5	5.5	6.0	8.0	6.9
1982	7.5	7.5	7.5	4.5	6.0	7.0	7.5	8.0	7.5	5.0	4.5	7.0	6.6
1982	7.5	8.0	7.5	5.0	5.0	7.0	7.5	7.5	7.0	5.5	5.0	7.0	6.5
1984	7.0	7.5	5.5	4.0	5.0	6.5	6.5	7.0	6.5	5.5	5.5	6.5	6.1
1985	7.5	7.0	6.0	5.0	7.5	8.0	7.5	6.0	5.0	7.0	6.0	5.5	6.2
1986	7.5	7.5	5.5	4.5	4.0	5.5	6.0						

Wind Direction in Degrees

YEAR	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	MEAN
1981	E	E	ESE	S	SW	SW	SW	SW	SW	S	ESE	E	SW
1982	E	E	E	S	S	SW	SW	SW	SW	S	S	E	S
1982	E	E	E	ES	SSW	SW	SW	SW	E	E	E	E	E
1984	E	E	E	ES	SSW	SSW	SSW	SW	SW	SSW	E	E	SSW
1985	E	E	E	S	SSW	SW	SSW	SW	SW	S	E	E	E
1986	S	E	E	S	S	SW	SW	SW				E	

キスマヨ

KISMAYO  
Wind Speed in m/s

YEAR	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	MEAN
1981	7.0	7.0	5.5	5.0	5.0	5.0	5.5	6.5	6.0	6.0	5.5	5.5	5.8
1982	6.0	7.0	5.5	5.5	5.0	6.0	5.5	6.0	6.0	5.0	4.5	6.0	5.7
1982	-	-	-	-	-	-	-	-	-	-	-	-	-
1984	7.5	6.0	5.0	4.5	5.0	5.0	5.0	4.5	4.5	4.0	5.0	4.5	

Wind Direction in Degrees

YEAR	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	MEAN
1981	E	E	SE	S	S	S	S	S	S	SE	SE	SE	S
1982	E	E	E	S	S	S	S	S	S	SE	E	E	S
1982	E	E	E	S	SE								E
1984	E	NB	E	S	S	S	S	S	S	SE	E	E	

バイドア

BAYDOA  
Wind Speed in m/s

YEAR	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	MEAN
1981	2.5	2.5	2.5	2.5	2.5	3.0	3.0	3.0	3.0	2.5	2.0	2.0	2.6
1982	2.5	2.5	2.0	2.5	2.0	2.5	2.5	2.5	2.5	2.0	2.0	2.0	2.3
1982	2.0	2.5	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.5	2.0	2.0	2.0
1984	2.0	2.0	2.0	2.0	2.0	2.0	2.5	2.5	2.0	2.0	2.0	2.0	2.1
1985	2.5	2.0	2.5	2.5	2.0	2.5	2.5	2.5	2.0	2.5	2.5	2.0	2.3
1986	2.5	2.5	2.0	2.5	2.5	2.5	2.5	2.5					

Wind Direction in Degrees

YEAR	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	MEAN
1981	NE	ENE	ENE	S	S	S	S	S	S	S	ENE	NE	S
1982	NE	E	E	E	E	S	S	S	S	S	S	E	S
1982	E	E	E	ESS	S	S	S	S	S	S	S	E	S
1984	E	E	E	S	S	S	S	S	S	S	E	E	S
1985	NE	E	E	E	E	S	S	S	S	S	E	E	S
1986	NE	E	E	E	E	ES	S	ES	ES	ESE	E	E	S

バルデラ

BARDHERE  
Wind Speed in m/s

YEAR	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	MEAN
1981	4.5	4.5	4.5	4.5	5.5	5.5	5.5	5.5	5.5	4.0	4.0	3.5	4.7
1982	4.5	4.0	4.0	4.5	4.5	6.0	6.0	6.0	5.0	4.0	3.5	4.0	4.4
1982	4.5	4.5	5.0	5.5	5.5	5.5	5.0	5.5	6.0	5.0	4.0	4.5	4.8
1984	5.0	4.5	5.5	6.0	5.0	5.5	4.5	4.5	4.5	5.0	5.0	4.6	4.9
1985	5.0	3.5	4.0	4.0	5.0	6.0	5.5	4.5	5.5	4.5	4.5	4.5	4.2

Wind Direction in Degrees

YEAR	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	MEAN
1981	NE	NE	ESE	SE	S	SW	S	S	S	SE	SE	SE	SE
1982	NE	E	E	ES	SE	S	S	ESE	E	E	E	NE	E
1982	NE	NE	NS	ESE	S	SE	S	S	SSE	ESE	E	E	SE
1984	E	E	E	E	S	S	S	ESE	S	E	E	E	E
1985	E	E	ENE	SE	S	ES	S	S	S	S	S	E	S



ガルカイオ

GALKAYO  
Wind Speed in m/s

YEAR	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	MEAN
1981	5.0	4.0	5.0	5.0	7.0	4.0	4.0	5.0	5.0	6.5	5.0	5.0	5.0
1982	6.0	5.5	5.5	5.5	5.5	5.0	5.0	5.0	5.5	5.5	5.0	5.5	5.5
1982	5.5	5.0	5.5	5.0	6.0	6.0	6.2	5.5	5.5	5.5	5.5	5.5	5.8
1984	5.5	5.5	5.5	5.6	6.0	6.0	6.0	6.5	5.5	6.0	5.0	5.0	5.7
1985	5.5	6.0	5.6	5.5	6.0	6.0	6.0	6.5	6.5	6.0	6.0	6.0	5.9

Wind Direction in Degrees

YEAR	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	MEAN
1981	E	E	E	E	W	SW	W	W	SW	SW	E	E	E
1982	E	E	E	ENE	SW	SW	SW	SW	SW	ENE	ENE	E	SW
1982	NE	NE	ENE	ENE	WSW	WS	WWS	SW	SW	ENE	NE	E	SW
1984	NE	NE	E	NE	W	SW	SW	SW	SW	ENE	ENE	NE	NE
1985	NE	NE	ENE	NEN	SW	SW	SSW	SSW	SSW	ENE	ENE	E	NE

ハルゲイサ

HARGEISA  
Wind Speed in m/s

YEAR	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	MEAN
1981	5.5	6.0	5.5	4.5	6.0	8.0	8.5	7.5	6.5	5.0	6.0	6.5	6.3
1982	5.5	6.0	5.5	5.5	5.0	8.0	8.0	7.0	6.0	5.0	5.0	5.5	6.0
1982	5.0	5.0	5.0	5.0	5.0	6.5	7.5	6.0	5.5	5.0	5.0	5.0	5.4
1984	6.0	6.0	5.0	5.0	5.0	6.0	5.0	7.5	6.0	5.5	4.0	4.0	5.4
1985	5.0	7.0	5.0	5.0	5.0	6.0	5.0	5.0	7.0	5.0	8.0	5.0	5.5

Wind Direction in Degrees

YEAR	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	MEAN
1981	NE	NE	NE	S	SW	SW	SW	SW	SW	NE	NE	NNE	NE
1982	NE	E	E	NE	S	SSW	SSW	S	SSW	E	N	N	SSW
1982	NW	NE	S	S	S	SSW	SSW	SSW	SSW	SSW	EN	N	SSW
1984	N	N	S	S	ES	S	S	SSW	E	NWN	EN	EN	S
1985	WN	SSW	S	S	S	S	S	W	N	N	N	N	S
1986	NW	SW	S	S	S								

ブラオ

BURAO  
Wind Speed in m/s

YEAR	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	MEAN
1981	9	10	10	12	13	16	17	17	11	13	12	12	13
1982	11	12	11	11	11	11	14	16	13	13	10	11	11
1982	12	13	12	11	11	14	13	16	13	13	11	11	12
1984													

Wind Direction in Degrees

YEAR	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	MEAN
1981	NE	E	S	SSE	SSE	SSE	SE	SE	SE	SE	SSN	N	SE
1982	E	E	E	E	SSE	SW	SW	W	S	N	NNE	NNE	E
1982	E	E	S	SE	SE	SE	SW	S	SE	S	NE	NE	SE
1984	NE	NE	S	E	S	S	S	S	S	S	N	NE	S
1985	NE	E	EES	E	S	SW	SSW	SSW	SW	ESE	NNE	NE	NE

**Preliminary study of the seismicity associated with the Cameroon  
 Volcanic Province during the volcanic eruption of Mt. Cameroon  
 in 1982**

UNIVERSITY OF LEEDS:

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DEPT. OF EARTH SCIENCES

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(Received 5 November 1983)

Publication No. 631

**Abstract**—During the period February 1982 to May 1983, 209 local earthquakes with magnitudes ( $M_L$ ) ranging from 2.0 to 3.4 have been recorded by Yaoundé seismograph station. Arrival times of P, S and Lg waves at Yaoundé and Bangui seismograph stations together with data from temporary installed seismograph stations in the Ngaoundéré region of central Cameroon indicate the source region of these tremors to be the volcanic province of S.W. Cameroon. This is further supported by a significant increase in the frequency of these tremors during the volcanic eruption of Mt. Cameroon between mid October and mid November 1982.

**INTRODUCTION**

ONE of the earliest studies of the seismicity of Africa was that by Krenkel (1921) who showed there are well-defined zones of earthquake activity. His earthquake-frequency map (reproduced as Fig. 1) indicates that the East African Rift System extending from Ethiopia into southern Africa, the Atlas mountains of NW Africa and the coastal areas of West Africa centred on and extending inland along the Cameroon volcanic line are all areas within which earthquakes commonly occur. This map (Fig. 1) has proved in part to be surprisingly accurate for its time and many aspects of it have been confirmed by more recent studies using seismograph data accumulated over the last 50 years (Reithé 1954, Wohlenberg 1969, Fairhead and Girdler 1970, Fairhead and Stuart 1982). In the 1960s there was a marked increase in the number

of seismograph stations world wide due to the introduction of the World Wide Standard Seismograph Network (WWSSN). This resulted in a marked improvement in the detection level of earthquakes world wide. However, no earthquakes have been reported by this network for the Cameroon volcanic line which indicates that no earthquakes greater than about magnitude 4.5-5.0 have occurred there since the 1960s. Large magnitude earthquakes do occur outside the well defined seismic zones in Africa but generally their frequency of occurrence is low. For the West African region there have been several major earthquakes (Fig. 2), the best documented being the 1636, 1862, 1906 and 1939 earthquakes near Accra (Sykes 1978). To the south east of the Cameroon volcanic line several well recorded earthquakes have been recorded and include the  $m_b$  5.9 Gabon event of 23 September 1974. For the Cameroon line itself Sieberg

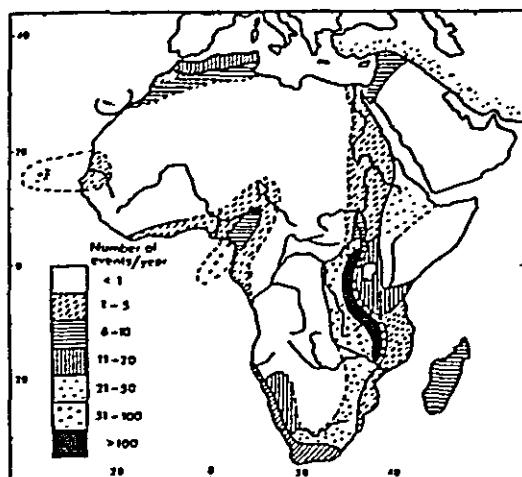


Fig. 1. Earthquake frequency map showing the average number of earthquakes per year (redrawn from Krenkel 1921)

FOR OFFICE USE

PER USO UFFICIO

**BOLLETTINO**



**UFFICIALE**

**DELLA REPUBBLICA DEMOCRATICA SOMALA**

**ANNO IV**

**Mogadiscio, 25 Ottobre 1972**

**Suppl. n. 3 al n. 10**

**DIREZIONE E REDAZIONE**

**Presso la Presidenza del Consiglio Rivoluzionario Supremo  
Pubblicazione Mensile**

**PREZZO:** Sh. So. 5 per numero — **ABBONAMENTI:** Annuo per la Somalia Sh. So. 100, Estero Sh. So. 300 — L'abbonamento richiesto in tempo stabilito, decorre dal 1° Gennaio e l'abbonato riceverà i numeri arretrati — **INSERZIONI:** per ogni riga o spazio di riga Sh. So. 2 — Le inserzioni si ricevono presso la Direzione Bollettino. L'importo degli abbonamenti e delle inserzioni deve essere versato all'Ufficio Imposte sugli Affari.

## SOMMARIO

—oOo—

### PARTE PRIMA

**ATTI LEGISLATIVI ED AMMINISTRATIVI**

#### FIRST PART

**LEGISLATIVE AND ADMINISTRATIVE ACTS**

**LAW No. 65 of 18 October 1972 — *Labour Code.***

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### PARTE SECONDA

**DISPOSIZIONI, COMUNICATI, AVVISI, VARIE**

**N. N.**

**Stamperia dello Stato Mogadiscio**

PARTE PRIMA  
ATTI LEGISLATIVI ED AMMINISTRATIVI

## FIRST PART

## LEGISLATIVE AND ADMINISTRATIVE ACTS

LAW n. 85 of 18 October 1977

LABOUR CODE.

THE PRESIDENT  
OF THE SUPREME REVOLUTIONARY COUNCIL

CONSIDERING it necessary to bring the existing Labour Code in line with socialistic principles adopted by the State, in particular, the regulation of labour relations in the interests of the development of national economy and the participation of workers in the planning and management of enterprises and the betterment of the terms and conditions of workers;

HAVING HEARD the Council of the Secretaries of State;  
TAKING NOTE of the approval of the Supreme Revolutionary Council;

## HEREBY PROMULGATES

the following Law:

## Article 1

*Interpretation*

1. In this Code unless the context otherwise requires:

«*Commission*» means the Central Labor Commission established under Article 115 of the Code;

«*Director*» means the Director of the Labour Department in the Ministry;

«*Employer*» means a physical or juridical person who uses, directs and remunerates the services of a worker, whether continuously or not, and includes the State;

«*Labour disputes*» means any dispute between employers and workers or between workers and workers, which is connected with the employment or non employment or with the terms of the employment or with the conditions of labour of any workers;

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## Article 3

*Right to follow any occupation*

1. Every person has the right to follow any occupation he chooses and has the right to equality of opportunity and treatment in respect of employment and occupation without discrimination on the basis of language, race, colour, sex, religion, political opinion, national extraction or social origin and has the duty to afford such equality to other persons.

2. Every person has the duty, in following his or her occupation, to contribute to the material and moral progress of the Nation

## Article 4

*Legal protection of labour*

The State shall protect labour in all its forms and applications, whether organizational or executive intellectual, technical or manual. It shall also promote such conditions as permit the effective exercise of the rights, and discharge of the duties proclaimed in Article 3.

## Article 5

*Recognition of worker's role in the development of national economy*

The State shall recognise the important role of the workers in the development of the national economy by encouraging and ensuring their participation in the planning and management of production

## Article 6

*Freedom of labour*

Forced or compulsory labour is forbidden in any form; Provided that the term «forced or compulsory labour» shall not apply to:

- (a) any work or service required by law in respect of service including the organisation for national defence or in case of national calamity;
- (b) any work or service required of a prisoner in pursuance of a sentence passed by a competent Court.

«*Trade Unions*» means any combination whether temporary or permanent, the principle purposes of which are under its constitution, the regulation of the relations between workers and employers, or between workers and workers, whether such combination would or would not, if this Code had not been enacted, have deemed to have been an unlawful combination by reason of some one or more of its purposes being in restraint of trade.

«*Ministry*» means the Ministry responsible for labour affairs;

«*Secretary*» means the Secretary of State charged with responsibility for labour affairs;

«*Sub-contractor*» means a person, who himself recruiting the necessary workers, enters into a written agreement with a contractor to carry out specified work or to furnish specified services for an agreed prices;

«*Undertaking*» means any place or premises where workers are employed;

«*Workers*» means a person who undertakes in return for remuneration to perform manual or non-manual work for an employer under a special or general, oral or written agreement, or by way of apprenticeship or probation

2. All references in the Code to:

- (a) the employers' associations, their federations and confederations;
- (b) the regional labour inspectors and inspectorates, shall be omitted.

3. Except as otherwise provided, all references in the Code to the «Minister» shall be construed as references to the «Secretary».

## Article 2

*Application of the Code*

1. The provisions of this Code or regulations made hereunder shall apply to all employers and workers including those employed in the public service or public institutions in so far as any of their terms and conditions of service are not governed by any other law.

2. The provisions of this Code or regulations made hereunder shall not apply to Armed Forces, Police Forces and para-military forces of the State.

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## Article 7

*Workers' rights not subject to renunciation*

Subject to the provisions of this Code, the rights conferred on workers shall not be subject to renunciation, composition or limitation by agreement. Any agreement to the contrary shall be null and void.

Provided that any benefits already granted by employers of their own accord or by agreement and which are more advantageous for the workers shall take precedence over those prescribed by this Code.

## Article 8

*Law applicable to labour disputes*

Disputes to which no provision of this Code or of any contract of employment is applicable shall be decided according to the principles of equity, general principles of labour legislation, the Conventions or Recommendations of the International Labour Organization ratified by the Republic, the principles of the ordinary law which are not contrary to those of labour legislation, legal doctrine, case law and local custom or usage.

Provided that where there is doubt to the interpretation or application of any provision concerning labour matters, the interpretation or application which is more favourable to the workers shall be adopted.

## PART II.

## TRADE UNIONS AND THEIR FEDERATIONS

## Chapter I.

## TRADE UNIONS

## Article 9

*Organisation and purposes*

1. The organisation of labour unions shall be free.
2. A trade union shall have as its purpose to study, protect and regulate the relations between workers and employers and between workers and workers, so as to safeguard the rights of the workers.

Article 10  
*Establishment*

1. Persons engaged in the same occupation, trade or industry, or related occupations, trades or industries may establish a Trade Union.
2. Every person is free to join a trade union within the framework of his occupation.
3. A trade union shall be established by a notarial act. It shall have a minimum of 50 members.

Article 11  
*Right to join or withdraw*

Subject to the provisions of this Code:

- (a) any person of the age of 18 years or above may join a trade union:

Provided that a person under 18 but over 15 years of age may join if there is no objection from his father or the person legally substituted for his father. However, a person under 18 years of age shall not be nominated, elected or appointed as an executive of the union.

- (b) any member of a trade union may withdraw from it at any time, notwithstanding any stipulation to the contrary.

Article 12  
*Autonomy*

Every trade union shall have the right within the law to draw up its own constitution and rules, to elect its representatives in full freedom, to organise its administration and activities, according to democratic principles and to formulate its programme.

Article 13  
*Contents of constitution and rules*

1. The constitution or rules of every trade union shall include provisions in respect of the following matters:

- (a) make the employment of a worker subject to the condition that he shall not join a labour union or shall relinquish trade union membership;
- (b) cause the dismissal of or prejudice a worker in any other way by reason of trade union membership or because of participation in trade union activities.

2. It shall also be unlawful for any employer to engage in any act of interference, including financial interference, in the establishment or functioning of a labour union.

Article 16  
*Civil and criminal liability*

1. The purposes of any trade union shall not be reason merely that they are in restraint of trade, be deemed to be unlawful so as to render any member of such union liable to criminal prosecution for conspiracy or otherwise.

2. The purposes of any trade union shall not, by reason merely that they are in restraint of trade, be unlawful so as to render voidable any agreement or trust.

Article 17  
*Functions of trade unions*

The functions of the labour unions shall include:

- (a) representation and protection of the workers' interests relating to their working conditions and their dealings with the management;
- (b) facilitating the normal performance of the State enterprises and participation of workers in the planning and management of such enterprises;
- (c) ensuring increase of production and labour discipline;
- (d) seeing that the management strictly observes established regulations on labour safety, social security, wage payments, hygienic arrangements and safety against accidents;
- (f) bringing to the notice of the competent state authorities any exploitation of labour.

- (a) the name and address;
- (b) the location of its office;
- (c) the total number of members;
- (d) the objects for which it is established, the purposes for which the funds thereof shall be applicable, and the conditions under which any member may become entitled to any benefit assured thereby;
- (e) the manner of making, altering, amending and rescinding constitution and rules;
- (f) the provisions for the appointment and removal of a general committee of management, of a treasurer and other officers to be elected by the majority of the members;
- (g) the provisions for keeping of full and accurate accounts by the treasurer;
- (h) the provisions for the investment of the funds or their deposit in a bank and for an annual or periodical audit of accounts;
- (i) the inspection of the books and names of members by every person having an interest in its funds;
- (j) the manner of dissolving the trade union.

2. The constitution and rules of a trade union shall not be altered so that they cease to contain provisions in respect of the several matters set out in the preceding paragraph of this Article.

Article 14  
*Copies of constitution and rules to be submitted to the Labour Department*

Two copies of the constitution and rules of a trade union and any alterations thereof shall be submitted to the Labour Department of the Ministry at the time of the formation of the union or the alteration, as the case may be.

Article 15  
*Freedom of association*

1. It shall not be lawful to engage in any act of discrimination or any act restricting the rights of freedom of association, and more particularly to:

Article 18

*Social security benefits for members of trade unions*

The State shall, in recognition of the importance of the role of workers in the economic and social development of the country, provide social security benefits for the members of the trade unions, as far as possible.

Article 19  
*Trade union committees*

Trade unions may appoint committees in accordance with the provisions of their constitutions or rules:

Provided that persons so appointed shall:

- (a) be domiciled in the Republic;
- (b) be those who are actually working in the same occupation or trade or in related occupations or trades;
- (c) be in possession of their civil rights;
- (d) not have been debarred from holding public office.

Article 20  
*Duties of trade union committees*

It shall be the duty of trade union committees to represent and protect the interests of the workers of their trade unions without prejudice to a worker's right to approach directly the employer or the competent District Labour Inspector.

Article 21  
*Transfer or discharge of members of trade union committees*

It shall not be lawful for an employer to transfer to another job or discharge from service any member of a trade union committee without the prior consent of the trade union concerned.

Article 22  
*Rendering of accounts*

1. The treasurer of a trade union shall render to the members thereof, at such times as by the rules thereof he should render, a just and true accounts of all money received and paid by him since the last rendered the like account, the balance remaining in his hands, and of all bonds and securities.

2 Such accounts shall be audited by some qualified person or persons to be appointed by the trade union and a copy of the audited accounts shall be submitted to the Labour Department of the Ministry without delay.

3 Upon the account being audited the treasurer shall, if thereupon required, hand over to the trade union the balance which on such audit appeared to be due from him, and shall also if required hand over all securities and effects, books, papers and property of the trade union in his hands or custody.

4. If the treasurer fails to handover such things and documents as in the preceding paragraph required, the committee of management of the trade union or any member for and on its behalf may sue him in a competent Court for the balance appearing to have been due from him upon the account last rendered by him, and for all moneys since received by him on account of such trade union and for the securities and effects, books, papers and property in his hands or custody, leaving him to set off in such action the sums, if any, which he may have since paid on account of such trade union; and in any such action the plaintiff shall be entitled to recover such costs as may be determined by the Court.

#### Article 23

##### *Legal status*

Subject to the provisions of this Law, the organisation, administration, extinction and dissolution of the trade union shall be governed by the general provisions relating to incorporated associations having their Headquarters in the Republic.

#### Article 24

##### *Juridical personality*

Trade unions shall be juridical persons. They may sue or be sued and may acquire movable and immovable property in accordance with law:

Provided that no suit for compensation shall lie against them or their officers or members for any acts or omissions in furtherance or their lawful activities.

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### Chapter II. FEDERATIONS

#### Article 28

##### *Formation of federations*

Trade unions may freely join together to form federations for the study and protection of their common interests and the interests of the masses.

#### Article 29

##### *Withdrawal from a federation*

Any affiliated trade union may withdraw at any time from a federation notwithstanding any stipulation to the contrary.

#### Article 30

##### *Application of the provisions of the Code*

All the provisions of this Code or regulations made hereunder concerning the trade unions shall also apply, mutatis mutandis, to their federations.

### PART III.

### CONTRACTS OF EMPLOYMENT

#### Chapter I.

### COLLECTIVE LABOUR AGREEMENTS

#### Article 31

##### *Parties to and subject to collective labour agreements*

A collective labour agreement is an agreement relating to terms and conditions of work concluded between the representatives of one or more trade unions on the one hand, and the representatives of one or more employers, on the other hand.

#### Article 25

##### *Rights of trade unions*

A trade union shall have the following rights:

- (a) to enter into individual contracts or collective agreements respecting conditions of work, to vindicate and enforce the rights prescribed therein and to take any legal action arising out of such contracts or based on the law;
- (b) to report to the competent authority all acts which cause prejudice to the collective interests of the occupation which it represents.
- (c) to acquire ownership rights over movable and immovable property to be used exclusively for the purposes for which the trade union was established;
- (d) to do any lawful act for the achievement of the aims and objectives for which it was established.

#### Article 26

##### *Obligation of trade unions*

A trade union shall have the following obligations:

- (a) to inform the Labour Department of the Ministry within ten days of all changes in the membership of the managing committee and any amendment to its constitution or rules, with notorially certified copies of the relevant documents;
- (b) to inform each year to the said Labour Department the number of new members who have joined and those who have left it;
- (c) to carry out any other obligation imposed by this Code or regulations made hereunder or any other law.

#### Article 27

##### *Power to dissolve trade unions*

Notwithstanding the provisions of this or any other law, the S.R.C. shall have the power to dissolve any trade union the activities of which are considered to be detrimental to the interests of workers or against the spirit of the Revolution.

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#### Article 32

##### *Procedure for drawing up collective labour agreements*

1. A collective labour agreement shall be based on democratic principles and shall be discussed freely in the workers' meetings and approved by them.

2. The contents of a collective labour agreement shall take into account the State's revolutionary social policy, the role of trade unions and the responsibility of workers for increasing in every possible way the national production and their participation in the planning and management of national economy.

3. A collective labour agreement shall be drawn up in the form of a written instrument and two copies thereof shall be forwarded to the Labour Department through the competent labour inspectorate.

#### Article 33

##### *Contents of a collective labour agreement*

Subject to the provisions of this Code or regulations made hereunder, a collective labour agreement shall specify the following:

- (a) category of workers to which it relates;
- (b) hours of work;
- (c) agreed remuneration;
- (d) rules governing employment and dismissal of workers;
- (e) duration and conditions of probation and period of notice;
- (f) rules governing bonuses, overtime and rates payable;
- (g) conditions of safety, security, health and rest of workers;
- (h) procedure for conciliation or arbitration in case of disputes;
- (i) procedure by which and conditions on which it may be terminated, renewed or revised;
- (j) measures promoting workers participation in the management of the undertaking.

Article 34

*More favourable provisions*

A collective labour agreement may contain provisions more favourable to the workers than those of this Code and regulations made hereunder or any other law but shall not conflict with any mandatory provisions laid down therein.

Article 35

*Exemption from stamp duties and registration fees*

A collective labour agreement shall be exempted from all stamp duties and registration fees.

Article 36

*Territorial coverage and period of validity*

1. A collective labour agreement may be concluded on a national, regional, district or local basis, or at factory, plant or firm level.

2. It shall stipulate the period of its validity which shall not exceed three years and shall not be less than one year.

3. Except in the case of a substantial change in the situation which has a direct bearing on the execution of the agreement, it shall remain in force throughout the period of its validity. Whether there is a case of substantial change or not shall be determined, subject to an application by either party, by mutual agreement of the parties concerned in consideration with the Ministry.

4. Where such an agreement is not repudiated by either party on the date of its expiry, it shall be deemed to have been renewed for a period equal to that for which it was originally made.

5. Notice of repudiation shall be given at least three months before the date of expiry of the agreement.

Article 37

*Subsequent participation*

Any trade union or an employer not associated in the making of a collective labour agreement may subsequently become a party to it.

Article 41

*Supplementary labour agreements*

With the object of adopting the provisions of collective labour agreements to the special conditions of an undertaking, supplementary agreements may be drawn up between the employer and the trade union concerned.

Article 42

*Employment relationships not subject to collective regulations*

1. Employment relationships governed by decisions of a public authority in accordance with law shall not be subject to regulation by collective labour agreement.

2. Employment relationships established in connection with personal or domestic service shall likewise not be subject to regulation by collective labour agreement.

Chapter II.

SUB-CONTRACTORS

Article 43

*Display of notice*

A sub-contractor shall, in a notice permanently displayed in all workshops and other business undertakings run by him under a sub-contract, indicate that he is a sub-contractor and shall give the name, occupation and address of the contractor.

Article 44

*Copies of contract*

When there is a written agreement between a sub-contractor and a contractor, the contractor shall forward two copies of the contract to the competent district labour inspectorate indicating the location of the work-places being used.

Article 38

*Application of collective labour agreements*

1. A collective labour agreement duly drawn up and executed between the trade unions and employers shall apply to all workers concerned whether they are members of the trade unions or not.

2. Where an employer carries on various independent types of business, the collective labour agreement governing the individual types of business shall apply to the employment relationship concerned.

3. Individual contracts of employment shall not conflict with collective labour agreements except in the case of clauses containing stipulations more favourable to the workers.

Article 39

*Termination of collective labour agreements*

Subject to the provisions of this Code, a collective labour agreement may be terminated:

- (a) by mutual consent of the parties or for reasons agreed to in the agreement itself; the Labour Department to be notified in each case by the parties; and
- (b) by fortuitous circumstances or force majeure, with the approval of the Labour Department.

Article 40

*Special collective labour agreements*

1. The Secretary may on his own initiative in appropriate cases convene the representatives of the trade unions and employers belonging to a particular sector of economic activity, with the objective of making collective labour agreements to regulate the employment relationships in that sector at the national, regional, district, local, factory, plant or firm level.

2. On application being made one or more trade unions or employers who are parties to such an agreement or on the initiative of the Secretary, the provisions of the collective labour agreement mentioned in the preceding paragraph may be extended to all the employers and workers coming within the occupational and territorial coverage of such agreements.

3. The Secretary may if necessary draw up collective agreements in consultation with trade union committees to regulate the employment relationships of workers in public projects.

Article 45

*Liability of contractor*

1. Where the work is carried out in the workshop or other business undertakings of a contractor or elsewhere than in the workshops of other business undertakings of a contractor, a contractor shall be substituted for the sub-contractor as regards the latter's obligations towards the workers if the sub-contractor becomes insolvent, unless otherwise stipulated in the agreement between the contractor and the sub-contractor.

2. A worker who has suffered loss shall, in such cases, have a right of action directly against the contractor.

3. The workers of the sub-contractor are entitled to get the same economic and social benefits as similar categories of workers who may be employed by the contractor in connection with the same contract of which the sub-contract forms part, unless more favourable provisions are included in the agreement between the sub-contractor and his workers.

Article 46

*Contents of individual contract of employment*

Subject to the provisions of this Code or regulations made hereunder, a written individual contract of employment shall specify the following:

- (a) name and father's name of worker;
- (b) address, occupation, age and sex of worker;
- (c) employer's name and address;
- (d) nature and duration of contract;
- (e) hours and place of work;
- (f) remuneration payable to the worker;
- (g) procedure for suspension or termination of contract.

Article 47

*Prior approval of contract*

1. Before its execution, a written individual contract of employment shall be submitted to the competent district labour inspectorate for approval.

2. The competent district labour inspectorate shall, before approving:



- 1a) ascertain that it is in conformity with the provision of this Code, regulations made hereunder or any other relevant law;
- 1b) cause the contract to be read to the parties and translated, if necessary.
3. If such a contract is not submitted or approved in accordance with the preceding paragraphs, it shall be null and void.

#### Article 48

##### *Workers' obligations*

A worker shall have the following obligations:

1. he shall exercise due care having regard to the nature of the services required of him, the interest of the undertaking, and the higher interests of national production;
2. he shall also observe such instructions regarding the execution and organization of the work as may be issued by the employer or by those of his assistants placed in authority over him;
3. he shall take utmost care of the property of the undertaking entrusted to him.

#### Article 49

##### *Employers' obligations*

An employer shall have the following obligations:

1. pay the agreed wages, observing the conditions, times and places for payment agreed upon in the contract or prescribed in this Code or regulations made hereunder or collective agreements, or, failing any of these, dictated by custom;
2. adopt, in accordance with laws and regulations, adequate measures to create and maintain better conditions of industrial health and safety including the prevention of employment injuries;
3. issue free of charge to the worker at his request a certificate relating to his service;
4. give due consideration to the justified complaints of the workers;

#### Article 52

##### *Service gratuity*

1. On the termination of a contract of employment by either party for any reason after a year's continuous service the worker or in case of his death, his heirs, shall be entitled to service gratuity equal to one month's remuneration for every year of service, unless more favourable terms have been agreed. He shall also be entitled to proportionate gratuity consisting of as many as twelfths as there have been months or fractions of months above a fortnight of actual service.
2. If the period of service is less than one year the worker shall be entitled to proportionate gratuity except when he resigns from service of his own accord.
3. In the case of seasonal occupations or where the duties involved are for a brief duration, whatsoever their nature, if the period of service does not reach one year's duration the workers is entitled to receive a 10% substitution allowances, unless more favourable terms of basic daily remuneration are paid at the termination of service.
4. No such gratuity or allowance shall be payable if the worker is convicted of an offence causing damages to the employer.

#### Article 53

##### *Death benefit*

In case of death of a worker during his contract of employment the employer shall pay to his heirs an amount not less than 15 days remuneration as death benefit for funeral services.

#### Article 54

##### *Damages for unjustified termination*

Unilateral withdrawal, otherwise than for reasonable cause, from a contract of employment concluded for a definite period shall entitle the party not withdrawing from the contract to damages

#### Article 55

##### *Re-instatement*

In addition to any other benefits and remedies available under this Code or any other law, a worker who is unlawfully discharged shall be entitled to be re-instated to his old job.

5. fulfil any other obligation imposed by this Code or regulations made hereunder or any other law;
6. not to make any deduction from or withhold any moneys forming part of the wages and cash payment due to the workers, except in the manner and subject to the limits prescribed by law;
7. not to demand or accept from workers any cash payments or presents of any kind in return for admitting them to employment or for any other reasons connected with the terms and conditions of employment;
8. not to compel or encourage workers to buy consumer goods in any particular shop or place;
9. not to influence the political convictions or trade union loyalties of the workers.

#### Article 50

##### *Notice for termination of contract*

1. Either of the contracting parties may terminate a contract of employment by giving written notice as under:

- (a) not less than 10 days in the case of manual workers;
- (b) not less than 30 days in the case of non-manual workers.

Provided that no notice need be given in case the duration of contract does not exceed one month.

2. During the period of notice the employment relationship shall continue to apply in its original form and shall retain all its original force unless the party to whom the notice has been given wishes to dispense with the period of notice or any part of it.

#### Article 51

##### *Compensation in lieu of notice*

Except for force majeure, where notice is not given in accordance with the last preceding Article or where the period of notice is not observed, the party withdrawing from the contract shall pay the other party compensation equal to the amount of remuneration that would have been due for the period of notice.

#### Article 56

##### *Transfer of undertakings*

Where an undertaking is legally transferred between living persons or on account of death, or where it is used by or leased to any third party, existing contracts of employment shall remain in force between the new employer and the workers.

#### Article 57

##### *Suspension of the employment relationship*

1. An employment relationship shall be suspended if the work of the undertaking temporarily ceases and the employer has given 7 days written notice of the fact to the workers or posted it up within the undertaking.
2. Such notice shall also be communicated within the period mentioned above to the appropriate district labour inspectorate, with reasons for the temporary cessation of work and of its probable duration.
3. The suspension of the employment relationship shall not exceed 30 days:

Provided that the Central Labour Inspector may authorize a prolongation of the suspension of the employment relationship up to a total of 90 days, if special circumstances or local or seasonal requirements so warrant.

4. An employment relationship shall also be suspended:

- (a) if the worker is called up for military service;
- (b) if the worker is absent by reason of illness or accident for a period not exceeding three months except where the employer agrees to an extension. Upon presentation of medical evidence of illness and while the employment relationship is in force, the worker shall receive full salary for the first thirty days, and salary at one half of the normal rate thereafter;
- (c) if the worker is detained for a period not exceeding three months under the Public Order Law (Law No. 21 of 26th August, 1963) and returns to work after the period of detention;
- (d) if the worker is detained for any offence but is finally acquitted and returns to work.

5 In the case of sub paragraphs (c) and (d) of the preceding paragraph, the worker shall be entitled to be re-instated and the period in question shall be counted towards his terminal benefits

6 If a worker is detained in custody for an offence concerning his employment, he shall be entitled to receive from his employer one-third of his basic salary until he is acquitted or convicted. On acquittal he shall be entitled to receive the arrears of salary and, on conviction, shall forfeit all his benefits under the Code.

**PART IV.**  
**APPRENTICESHIP**

**Article 58**

*Contract of apprenticeship*

A contract of apprenticeship is a special employment relationship by which the employer undertakes to give or cause others to give the apprentice in his service such instruction in the undertaking as will enable him to acquire the technical proficiency necessary to become a skilled worker, while using the services of such apprentice in the undertaking. Such a contract shall be in writing.

**Article 59**

*Conditions and period of apprenticeship*

1. Young persons may be employed as apprentices if they are at least 15 and not more than 30 days of age, subject to the restriction as to age and to the prohibitions and limitations on employment laid down in this Code or regulations made hereunder or by any other law.
2. The duration of an apprenticeship contract shall not exceed three years.
3. Periods served as an apprentice with two or more employers shall be added together for the purposes of calculating the maximum period of apprenticeship, on condition that no two such periods are separated by an interval of more than one year and that they relate to the same occupation.

**Article 64**

*Duties of employers*

It shall be the duty of the employer:

1. to give or cause others to give apprentice in his service such instruction in the undertaking as will enable him to acquire the proficiency necessary to become a skilled worker;
2. to cooperate with public and private bodies responsible for organising the courses of instruction serving to supplement the practical training;
3. to remunerate the apprentice in a just and fair manner;
4. to ensure that the apprentice is not employed on work beyond his physical strength or work unconnected with the occupation or trade for which he has been engaged;
5. to give the apprentice, without in any way reducing his remuneration, the necessary time off to attend compulsory course of related instructions and to ensure that he attends such courses;
6. to give the apprentice the necessary time off to take the examination enabling him to receive the appropriate diploma;
7. to inform the person exercising paternal authority over the apprentice the progress made by the apprentice in his training;
8. to ensure that the apprentice is not employed as a labourer

**Article 65**

*Duties of apprentice*

It shall be the duty of the apprentice:

1. to obey the employer or the person entrusted by the employer with his training and to carry out the instructions that are given to him;
2. to do his work in the undertaking conscientiously;
3. to maintain regular attendance at related instruction courses;
4. to observe the terms of his contract.

**Article 60**

*Exemption from stamp duties and registration fees*

A contract of apprenticeship shall be exempt from all stamp duties and registration fees.

**Article 61**

*Hours of work*

1. The hours of work of an apprentice shall not exceed 6 a day and 44 a week.
2. Time devoted to related instructions shall be treated for all purposes as hours worked.
3. Work shall, in all cases, be prohibited between 10 p.m. and 6 a.m.

**Article 62**

*Medical examination*

Before an apprentice is employed, the employer shall provide for him to be medically examined to ensure that he is fit for the work for which he is to be employed.

**Article 63**

*Contents of contract of apprenticeship*

Every contract of apprenticeship shall contain at least the following information:

- (a) name, trade or occupation and address of the employers;
- (b) name, age, civil status, nationality and address of the apprentice;
- (c) occupation, art or trade which is the object of the apprenticeship;
- (d) services which the apprentice undertakes to give;
- (e) duration of the apprenticeship and place where it is to be followed;
- (f) remuneration payable to the apprentice in the form of wages and other benefits during apprenticeship;
- (g) conditions for the board, lodging and education of the apprentice.

**Article 66**

*Training of apprentice*

1 The vocational training of an apprentice shall consist of practical training and related instructions.

2 The object of the practical training shall be to give the apprentice the necessary skill for the work in which he is to be employed, by gradually accustoming him to the work.

3 The object of the related instruction shall be to give the apprentice such technical knowledge as he needs to become fully skilled. Any fee for such instructions shall be payable by the employer.

**Article 67**

*Proficiency tests*

1. On completing their practical training and related instructions, apprentices shall undergo tests to determine their proficiency in the trade in which they have served their apprenticeship.

2. The qualifications obtained at the end of the period of apprenticeship shall be recorded in the work book.

**Article 68**

*Counting of period of apprenticeship*

If on the expiry of the period of apprenticeship the contract is not terminated, the apprentice shall continue to be employed in a capacity corresponding to the qualifications obtained in the proficiency tests, and the period of apprenticeship shall count towards his length of service.

**Article 69**

*Compulsory employment of apprentices*

An employer employing 30 or more workers shall employ at least one apprentice for every 30 workers employed by him

PART V.

REMUNERATION

Chapter I

FIXING OF REMUNERATION

Article 70

*Adequacy and equality of remuneration*

1. Every worker shall have the right to receive remuneration which shall be in proportion to the quality and quantity of his work and which shall ensure an existence consistent with human dignity.
2. In fixing rates of remuneration, no discrimination shall be made on account of age, sex, nationality, religion or political or trade union activities.
3. Equal remuneration shall be given for work which is equal as regards value, efficiency, type of work or duration.

Article 71

*Forms of remuneration*

1. Remuneration may be fixed according to unit of time (month, fortnight, week, day or hour) or by unit of work (piece work or by the job).
2. The employer shall notify the worker beforehand of the constituent elements of the piece rate applicable to him, the work to be performed and the rate payable per unit. He shall also notify the worker of the quantity of work done and the time taken to do it.
3. The employer and workers may agree that a part of the remuneration may take the form of a share in profits, commission or allowances in kind.
4. Except as otherwise provided in the collective labour agreement or individual contract, a worker's share in profits shall be determined on the basis of the net profits or the employer.
5. In the absence of a collective labour agreement or other arrangement between the parties, individual disputes as to the amount of remuneration shall be settled by a court on the basis of local customs and usage or in their absence or if they are considered by the court to be inequitable, on the basis of equity.

There have been months, or fractions of months above a fortnight, of actual service.

3. Where a worker's services are terminated, a proportionate bonus in respect of the months, or fractions of a month above a fortnight, of actual service shall be paid to him when his accounts are settled.

4. In the case of workers remunerated at piece rates or on commission, the bonus shall be calculated on the average earnings at piece rates or on the average commission received during the last three months or lesser period, after deduction of any expenses borne by the worker himself, whether or not such expenses are determined in the forms of a lump sum.

Chapter II.

PAYMENT OF REMUNERATION

Article 75

*Method of payment*

1. Subject to the provisions of this Code or regulations made hereunder, the remuneration to a worker shall be paid in legal currency.
2. Payment shall be effected at the place of work and on the last day of the pay period.

Article 76

*Periodicity of payment*

1. Except where common usage requires otherwise, remuneration shall be paid at regular intervals of not more than a fortnight in the case of a worker paid by the day, and not more than a month in the case of other workers.
2. In the case of piece work lasting longer than a fortnight a worker may request to be paid a fortnight amount on account in proportion to the amount of work done, subject to a maximum of 50 per cent.
3. Except as otherwise agreed in writing, workers remunerated on commission shall be entitled to receive the rate of commission customary in the branch of activity concerned.
4. Commission on business transacted during a given quarter shall be paid by the end of the following quarter.
5. A share of profits made during a given financial year shall be paid during the following year.

Article 72

*Minimum wages*

Taking into consideration the economic and social conditions of the country and in consistence with the provisions of Article 71, the minimum wages for any category of workers may be determined by decree of the President of the Republic, on the proposal of the Minister having heard the Central Labour Commission, and with the approval of the Council of Secretaries.

Article 73

*Fringe benefits*

1. An employer shall provide:
  - (a) accommodation when a worker is required to be away from his normal residence;
  - (b) free food to a worker, or subsistence allowance in place thereof, when the worker is required to work away from his normal residence and there are no suitable messing facilities;
  - (c) free transport to and from the place of work, when a worker is required to work in a town or locality away from his normal residence.
2. The Secretary may, also, by decree determine:
  - (a) other cases in which workers shall be provided with accommodation, transport or messing facilities;
  - (b) any other fringe benefits;
  - (c) the requirements to be met by the employer in all the cases referred to in this Article.

Article 74

*Idd bonus*

1. Every worker shall be entitled to an Idd bonus equal to 15 days' remuneration, half being paid at the end of Ramadan and the other half at the beginning of Arafa.

Provided that the bonus due to non-Muslim workers may if such workers so request, be paid in a single sum at the end of the solar year.

2. Workers who have not completed on year's service shall be entitled to a proportionate bonus, consisting of as many twelfths as

Article 77

*Receipts*

The payment of remuneration shall be proved by a receipt or similar document signed by the worker, or authenticated by his finger-print if he is illiterate. Such document shall be preserved by the employer with his other accounting records and shall be produced at the request of the competent central or district labour inspector.

Article 78

*Priority of wages*

Wages owing to a worker shall enjoy a general claim on the assets of the employer and shall have priority over the debts of all creditors of the undertaking.

Article 79

*Worker's remuneration not to be attached*

The remuneration of a worker shall not be liable to be assigned or attached except for an amount not exceeding one-fourth of the remuneration.

Article 80

*Protection of employer's assets from seizure*

Payments due from the State or from public institutions for work done shall not be seized by third parties, in so far as they relate to the remuneration payable by the employer to the workers.

Article 81

*Limitation*

All entitlements of a worker to payments under the employment relationship shall be barred by limitation after three years from the date on which they become due.

Chapter III.  
DEDUCTION AND DISCIPLINARY PENALTIES

Article 82

*Deductions from remuneration*

No deductions other than those prescribe by this Code or regulations made hereunder or any other law or collective labour agreement shall be made from worker's remuneration, except for repayment of advances received from the employer and evidenced in writing.

Article 83

*Voluntary absence and disciplinary penalties*

1. Voluntary absence of a worker from his work shall entail the loss of all remuneration for the period of the absence.
2. Voluntary absence of a worker from the service for a period of seven days or more consecutive days without justification will be considered as if he has resigned the service of his own accord.
3. In cases where the worker has defaulted contractual obligations without warranting the immediate termination of his employment relationship, he shall be liable to the following disciplinary penalties:
  - (a) warning;
  - (b) suspension from work for not exceeding seven days.
4. The employer shall immediately notify the worker of the measures to be taken against him under the preceding paragraph

Article 84

*Fines Fund*

1. The amount of the fines mentioned in the last preceding Article shall be paid by the employer to the Ministry at the end of each month. This amount shall be credited to the Fines Fund maintained by the Ministry.
2. The Secretary may, after consultation with the Central Labour Commission, utilize any amount out of the Fines Fund for assistance projects for the benefit of workers.

Article 87

*Intermittent work*

In occupations that involve intermittent duty or mere presence or caretaker activity, the normal hours of work shall be 10 a day and 60 a week.

Chapter II.

NIGHT WORK

Article 88

*Night work for women and young persons*

1. For the purposes of this Chapter, the term «night work» means any work done between 10 p.m. and 5 a.m.
2. It shall be unlawful to employ young persons under the age of 18 years or women on night work in industrial, commercial and agricultural undertakings and their ancillary establishments; except undertakings in which only members of the same family are employed:
 

Provided that this prohibition shall not apply to workers of either sex who have attained the age of 16 years:

  - (a) if they are employed on work which, by its nature, must be continued night and day;
  - (b) in a case of force majeure which prevents the normal operation of the undertaking.
3. In cases covered by sub-paragraph (b) above the employer shall immediately notify the competent district labour inspectorate indicating the circumstances of the case of force majeure, the number of women and young persons employed, the hours of work adopted and the probable duration of the night work.
4. Night work shall be remunerated by an increase of not less than 25 per cent of the normal remuneration, except in the case of work done on regularly recurring shifts.

Article 89

*Power of the Secretary*

Notwithstanding the provisions of the last preceding Article, the Secretary may, by decree:

1. reduce the length of the night period in places where special climatic conditions so warrant;

PART VI

CONDITIONS OF WORK

Chapter I.

HOURS OF WORK

Article 85

*Hours of work*

«Hours of work» means the period during which a worker is at the disposal of the employer, excluding any rest periods prescribed or agreed within the limits fixed by this Code or regulations made here under or by any other law.

Article 86

*Normal hours of work*

1. The normal hours of work of a worker, whether at time rates, piece rates or job rates shall not exceed 8 a day or 48 a week.
2. Hours worked in excess of the normal hours of work shall not exceed 12 a week and shall entitle a worker to a proportionate increase in remuneration which shall in no case be less than 25 per cent of the normal remuneration:
 

Provided that work done on national and public holidays shall be paid as under:

(a) 1st May (Labour day) - 1 day	}	
1st July (National Commorative day - 1 day)	}	100% more than the normal remuneration
21st October (Revolution day - 1 day)	}	
(b) 1dd-EI-Fitr - 2 days	}	
1dd-EI-Adha - 2 days	}	
26th June - 1 day	}	50% more than the normal remuneration
12 Rabi-EI-Awal (Birthday of Prophet - 1 day)	}	
(c) Other Public Holidays	}	

2. authorise and prescribe conditions for the employment of women on night work during seasons and in cases when such work is concerned with raw materials which are being processed and are likely to deteriorate rapidly, if such action is necessary to save the materials from loss;
3. authorise, in particularly serious circumstances, the employment of young persons who have attained the age of 16 years on night work if the public interest so warrants.

Chapter III.

WORK OF WOMEN\* CHILDREN AND YOUNG PERSONS

Article 90

*Prohibited work*

1. The Secretary may, by decree, prescribe the types of work prohibited for women, expectant and nursing mothers, children and young persons.
2. For the purpose of this Chapter, the term «children» means persons of either sex who have not attained the age of 15 years and the term «young persons» means those who have attained the age of 15 years but have not attained the age of 18 years.
3. Where the age is uncertain, medical opinion shall be obtained.
4. The Secretary may, by decree, prescribed the types of work that are dangerous or unhealthy or that demand considerable strenght or concentration, thus necessitating changes in the minimum age fixed for children and young persons in this Chapter. The maximum weights to be carried, pulled or pushed by children young persons and women shall be prescribed in the same manner.

Article 91

*Expectant and nursing mothers*

1. No women worker shall be discharged during a period of pregnancy, as duly confirmed by a medical certificate, until the end of the period of leave mentioned in the next succeeding paragraph or until the child is one year old:

Provided that this rule shall not apply in the following cases:

- (a) the cessation of the activity of the undertaking in which the woman worker is employed;

(b) the completion of the work for which the woman worker was engaged or the termination of the employment relationship on the expiry of the stipulated term.

2. A woman worker shall be entitled, on presentation of a medical certificate indicating the expected date of her confinement to 14 weeks' maternity leave with half pay of which at least 6 weeks shall be taken after her confinement, provided that she has been employed by the employer for at least six months without any interruption on her part except for properly certified illness.

3. If the confinement takes place after the expected date, the prenatal leave shall be extended until the actual date of the confinement; the six week period of leave after the confinement shall not be reduced.

Article 92

Nursing breaks

A woman worker who is nursing her own child shall be entitled, for a maximum of a year after the date of birth of the child, to two daily breaks of one hour each. The breaks shall be counted as working hours and remunerated accordingly.

Article 93

Unlawful to employ children

1. It shall be unlawful to employ children under the age of 15 years:

Provided that this restriction as to age shall not apply to:

(a) pupils attending public and State-supervised trade schools or non-profit-making training workshops;

(b) members of the employer's family and his relatives if they are living with him and are supported by him and are employed on work under his orders in an undertaking in which no other persons are employed.

2. Notwithstanding the provisions of the preceding paragraph, the Secretary may authorise the employment of children of not less than 12 years of age, on condition that the work is compatible with the proper protection, health and moral welfare of such children and in cases where it is necessitated by special business or local conditions and by the special technical requirements of the work, or is essential to the learning of the trade.

3. Workers shall also be entitled to a rest day on public holidays recognised as such by the State.

4. A worker shall be entitled to full remuneration on all national holidays in letters (a) and (b) of the proviso to paragraph 2 of Article 86 of this Code.

5. The Secretary may specify the occupations in which the rest day may be granted in rotation or replaced by other traditional holidays or granted in respect of periods longer than a week.

Article 97

Annual leave

1. Workers shall be entitled to 15 days leave with pay for every year of continuous service. On the termination of his service after a year of continuous service a worker shall be entitled also to proportionate leave consisting of as many twelfths as there have been months or fractions of months above a fortnight of actual service.

2. An entitlement to leave with pay shall normally be acquired after a full year of continuous service:

Provided that aggregate service shall also be counted up to a maximum of two years.

3. Where the employment relationship ceases before the worker has taken the leave to which he is entitled, he shall be paid remuneration in lieu of any leave not taken.

4. The period of annual leave, which shall normally be taken continuously, shall be granted at a time to be fixed by the employer having regard to the needs of the undertaking and the interests of the workers.

5. The employer shall notify the worker beforehand of the period fixed for him to take his annual leave.

6. Shorter periods of not less than 6 continuous working days may be substituted for the continuous period of leave if the needs of the work so require;

Provided that the aggregate shall not be less than the minimum period prescribed by this Code.

7. The period of notice prescribed in Article 51 shall not be included in the annual leave.

8. The rate of remuneration payable to the worker at the beginning of his annual leave shall be paid to him throughout the leave period.

Article 94

Minimum age for certain types of work

1. The minimum age for employment on a vessel as a trimmer or stoker or on underground work in quarries or mines shall be 18 years:

Provided that the minimum age for any other employment on a vessel (including fishing vessel) shall be 15 years.

2. Young persons under the age of 16 years shall not be employed in work done on flying scaffolds or portable ladders in connection with the construction, demolition, maintenance or repair of buildings.

Article 95

Medical examination

1. Children and young persons shall not be employed unless the employer has arranged for their medical examination to ascertain whether they are fit to undertake all or any of the duties on which they are to be employed. Thereafter the employer shall arrange a medical examination once a year of children and young persons until they reach the age of 18 years.

2. Officials of the health services shall carry out such medical examination and issue the appropriate certificates.

3. Where a person is found to be medically unfit to continue his job, his contract of employment shall be automatically dissolved.

Chapter IV.

WEEKLY REST, PUBLIC HOLIDAYS AND ANNUAL LEAVE

Article 96

Weekly rest

1. Every worker shall be entitled to one day's rest each week which should normally fall on Friday. Subject to the exceptions mentioned in paragraph 5 of this Article, it shall consist of at least 24 consecutive hours each week.

2. As far as possible, the weekly rest shall be granted simultaneously to all workers employed in an undertaking

Article 98

Leave Register

Every employer shall maintain a Leave Register showing the date of entry into service of each of his workers, the date on which each worker takes his annual leave, the duration of such leave and the corresponding remuneration.

Chapter V.

COMPANY STORES

Article 99

Conditions of operation of company stores

1. Any organisation shall be deemed to be a company store if it is used by the employer, either directly or indirectly, to sell consumer goods to the workers in the undertaking.

2. Company stores shall be permitted to operate subject to the following conditions:

(a) that the goods sold are intended exclusively to meet the normal requirements of the workers and are not a source of profit to the employer;

(b) that the accounts of such stores are kept completely separate and are under the supervision of a committee composed of representatives of the workers and of the employer.

3. The prices of the goods for sale shall be posted up legibly inside the store.

4. It shall be unlawful to sell alcoholic beverages both in the stores and in workplaces of the employers.

Article 100

Administrative supervision

1. The opening of a company store, subject to the conditions laid down in the last preceding Article, shall require the prior authorisation of the competent district labour inspectorate.

2. The opening of such store may be compulsory in certain undertakings if the Director so directs;

Provided that no worker shall be compelled to make purchase at such a store

3 The operation of such store shall be supervised by the competent district labour inspectorate. If irregularities are observed in its operation, the competent central labour inspectorate on the report of the competent district labour inspectorate may order it to be closed, either temporarily or permanently.

PART VII.

OCCUPATIONAL HEALTH AND SAFETY

Article 101

*Protection against possible risks*

All factories, workshops and other workplaces shall be built, installed, equipped and managed in such a way that the workers are properly protected against possible risks.

For this purpose the employer shall:

1. maintain a perfect state of safety and hygiene to avoid the risks of accident or damage to health;
2. take suitable measures to prevent contamination of workplaces from toxic gases, vapours, dust, fumes, mists and other emanations;
3. provide sufficient and suitable toilet and washing facilities, separately for men and women workers;
4. provide an adequate supply of drinking water easily accessible to all workers;
5. maintain fire-fighting appliances and staff trained in their uses;
6. provide the necessary safety appliances adapted to machinery and plant;
7. maintain machinery, electrical and mechanical plant, instruments and tools in good condition to ensure safety;
8. provide suitable cloak room facilities for the staff;
9. provide suitable installation for the removal of refuse and drainage of residual waters;
10. take the necessary precaution in his establishment to protect the life, health and morality of the workers;

Article 105

*Health and safety regulations*

Without prejudice to the provisions contained in this Part, the Secretary may make any other health and safety regulations generally or for any class of undertakings.

PART VIII.

ADMINISTERING AUTHORITIES AND METHOD

OF IMPLEMENTATION

Chapter I.

ADMINISTRATIVE AND SUPERVISORY AUTHORITIES

Article 106

*Central Labour Authority*

1. The Ministry shall be the Central Labour Authority for the purposes of this Code.

2. The Central Labour Authority through the Labour Department shall:

- (a) ensure compliance with the provisions of this Code or regulations made hereunder or any other law for the protection and welfare of the workers;
- (b) assist, on request the registered trade unions and registered employers' associations or employers or their federations or confederations in drawing up collective labour agreements and take such steps as are appropriate to settle by conciliation disputes arising at the national level or disputes of major importance;
- (c) direct the education and vocational training of workers and the placement of the unemployed;
- (d) be responsible for all questions connected with employment relationships, conditions of work, employment of workers, manpower movements and labour statistics.

3 The Head of the Labour Department shall have the rank of Central Labour Inspector.

11. ensure that his staff receive the necessary instructions for the prevention of industrial accidents, occupational diseases and other risks inherent in their occupations;
12. post up in conspicuous parts of the workplaces notices explaining clearly the obligations of the workers to observe safety rules, and visual signs indicating dangerous places.
13. inform the competent district labour inspectorate, for the purposes of regulating factory inspection, whenever steam plant or boilers or any pressure vessels or compressed air or compressed gas vessels are being installed;
14. supply the workers with the apparatus and instruments to guard against the risks inherent in the work;
15. take steps to provide the necessary first aid in urgent cases to workers involved in accidents or falling sick during work.

Article 102

*Notification of industrial accidents and occupational diseases*

1. The employer shall immediately notify the competent labour inspectorate of all accidents resulting in injury or death.

2. Similar notification shall be given in cases of occupational diseases.

Article 103

*Medical facilities*

1. Every undertaking normally employing more than 10 workers at a single centre shall maintain a first aid chest.

2. Every undertaking normally employing more than 100 workers at a single centre shall also have its own dispensary and adequate medical staff.

Article 104

*Conveyance of injured and sick workers*

It shall be the duty of the employer to arrange at his own expenses for the conveyance to the nearest hospital of any injured or sick worker who can be so conveyed and who cannot be treated on the spot with the means available.

Article 107

*District labour inspectorates*

1. The district labour inspectorates shall function under the Central Labour Inspector referred to in the preceding Article.

2. A district Labour inspectorate shall have jurisdiction in the district and shall have its office in the district headquarters concerned. It shall be headed by an official having the rank of District labour inspector who shall be appointed by the Secretary. Any district labour inspector may be made responsible for two or more inspectorates simultaneously.

3. In the absence of a District Labour Inspector or where no such appointment is made, the chairman of the District Council shall carry out the functions of the District Labour Inspector.

Article 108

*Duties of district labour inspectors*

The district labour inspector shall:

- (a) ensure strict compliance with the provisions of this Code or regulations made hereunder;
- (b) arrange for the placement of workers;
- (c) report on the circumstances of the workers in his district;
- (d) conciliate in labour disputes falling within his competence;
- (e) maintain such records and registers as prescribed by this Code or regulations made hereunder or as required by the Central Labour Authority;
- (f) carry out the orders and instructions issued by the Central Labour Authority and the competent district labour inspector.

Article 109

*Cooperation and assistance from Government authorities*

The Central Labour Inspector and district labour inspector may, where necessary, seek the cooperation and assistance of any Government authorities for the implementation of the provisions of this Code and regulations made hereunder.

Article 110

*Powers of inspectors*

The Central Labour Inspector and district labour inspectors, possessing proper identity cards shall have powers:

1. to enter freely without previous notice at any hour of the day or night any work place liable to inspection;
2. to enter by day any premises which they may have reasonable cause to believe to be liable to inspection;
3. to carry out any examination, test or enquiry which they may consider necessary in order to satisfy themselves that the provisions of this Code and regulations made hereunder are observed;
4. to interrogate, alone or in the presence of witnesses, the employer or the worker, on any matters concerning the application of this Code or regulations made hereunder;
5. to require the production of any books, registers or other documents concerning the workers and their terms and conditions of service in order to see that they are in conformity with the legal provisions, and to copy such documents or make extracts therefrom;
6. to enforce the posting of notices required by the provisions of this Code or regulations made hereunder;
7. to take evidence and to obtain samples for the purposes of analysis or study;
8. to arrange for themselves to be accompanied in the course of their inspection by representatives of the employer and of the workers employed in the undertaking and, if necessary, the representatives of other Government authorities mentioned in the last preceding Article and by such interpreters as may be necessary;
9. to require the employer to submit to them such information and statistics concerning the workers or their terms and conditions of service as is considered necessary;
10. to draw up reports, which shall be deemed to be true until contrary is proved, of any breaches of this Code or regulations made hereunder, which they have observed;
11. to give due warning to employers, in cases where breaches of this Code or regulations made hereunder have been observed, and to fix a time limit within which the irregularities shall be rectified;

- |   |                 |
|---|-----------------|
| (a) The Secretary of State  | — Chairman      |
| (b) The Director of the Labour Department   | — Vice Chairman |
| (c) one representative from the Ministry of Agriculture appointed by the said Ministry            | — Member        |
| (d) one representative from the Ministry of Industry and Fisheries appointed by the said Ministry | — Member        |
| (e) one representative from the Ministry of Commerce appointed by the said Ministry               | — Member        |
| (f) one representative from the Social Insurance Organisation (CASS)                              | — Member        |
| (g) two representatives from the Public Relations Office  | — Members       |

2. The commission may, through its Chairman, request the appropriate Government Departments and private undertakings to furnish such documents and other information as it need for the discharge of its duties.

3. The Commission may formulate its own rules of procedure.

Article 114

*Functions of the Commission*

The Commission shall advise the Secretary, as and when required by him on any matter referred to it concerning the employment, conditions of service and welfare of workers.

Chapter III.

METHODS OF SUPERVISION

Article 115

*Notification of the opening and closing of undertakings*

1. Any person who opens an industrial, commercial or agricultural undertaking normally employing 5 or more workers shall notify the competent district labour inspectorate of the fact within ten days, specifying the nature of the business and the number of workers employed.

12. to provide the parties to a labour dispute to attend conciliation proceedings and produce any books, registers or other documents which may be required for the settlement of the dispute

Article 111

*Prohibitions*

The Central Labour Inspector and the district labour inspectors shall not:

1. have any direct or indirect interest in any undertaking;
2. reveal, even after leaving the service, any manufacturing or commercial secrets or working processes which may come to their knowledge in the course of their duties;
3. divulge the source of any complaint bringing to their notice a defect or breach of legal provisions and shall give no intimation to the employer or his representative that a visit of inspection was made in consequence of receipt of such a complaint

Article 112

*Powers as police officers*

The Central Labour Inspector and the district labour inspectors shall within the limits of the powers and duties assigned to them under this Code or regulations made hereunder or any other law, have the status and powers of police officers.

Chapter II.

ADVISORY AUTHORITIES

Article 113

*Central Labour Commission*

1. The Central Labour Commission is hereby established under the Ministry. It shall consist of:

2. Similar notification shall be given within the same time limit to the competent district labour inspectorate if the business of the undertaking closes.

3. Every district labour inspectorate shall maintain an up-to-date list of the industrial, commercial and agricultural undertakings in its area.

Article 116

*Work Books*

Every worker shall be supplied free of charge, with a Work Book by the district labour inspectorate of the area where the worker works in the form prescribed by regulations made hereunder:

Provided that the following shall not be required to have a Work Book:

1. the employer's spouse and his relatives, if they live with him and are maintained by him;
2. persons holding positions of director or manager of an undertaking;
3. persons employed in the Government services and by public authorities and public institutions;
4. workers employed in domestic service;
5. workers intended for industrial, commercial or agricultural undertakings not employing more than 4 persons;
6. workers required for casual work not lasting longer than 7 days.

Article 117

*No employment without Work Book*

1. Subject to the exemptions mentioned in the last preceding Article no employer shall employ a worker if he is not in possession of a Work Book.

2. No worker shall obtain more than one Work Book .

Article 118  
*Custody of Work Book*

1. A Work Book shall remain in the custody of the competent district labour inspector until the worker is sent by it to an employer for placement.
2. On employing a worker, the employer shall take possession of the Work Book and verify that it is duly completed and is in order.
3. The Work Book shall remain in the employers custody for such time as the worker is employed by him.
4. Where a worker serves two or more employers simultaneously, the Work Book shall remain in the custody of one of them, the other employers being furnished by him with a declaration that the Work Book is in his custody.
5. Within 24 hours of the termination of an employment relationship, the employer shall return the Work Book to the worker, who shall give him receipt for it. The worker shall return the Work Book to the competent district labour inspectorate for custody.

Article 119  
*Objections*

1. A worker shall be entitled to inspect the Work Book held in the employer's custody.
2. An objection to any entry made in the Work Book by the employer may be lodged by the worker concerned with the competent district labour inspectorate, which may order the correction or deletion of the entry without prejudice to any legal action.

Article 120  
*Duplicate Work Book*

1. Where a Work Book is lost or damaged, a duplicate may be issued to a worker free of charge or on payment of such fee as may be prescribed by regulations made hereunder.
2. Where a Work Book no longer contains the requisite space for the prescribed entries, the competent district labour inspectorate may issue a new Work Book, in which the number of the previous Work Book shall be recorded. The old Work Book shall remain in the custody of the competent district labour inspectorate.

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Chapter V.

PLACEMENT OF WORKERS

Article 125  
*Placement*

Placement shall be a public service and shall be carried out in accordance with the provisions of this Code or regulations made hereunder.

Article 126  
*Compulsory employment*

1. Employers shall be obliged to employ the worker they require from among those registered in the General Employment Register:

Provided that this obligation shall not apply to:

1. the employer's spouse and his relatives who are living with him and are maintained by him;
  2. persons holding positions of a director or manager of an undertaking;
  3. workers employed in domestic service;
  4. workers intended for industrial, commercial or agricultural undertakings not employing more than 4 persons;
  5. worker required for casual work not lasting longer than 7 days.
2. Workers to be employed in the State Central and Local Services, Autonomous Agencies and Public Institutions shall be recruited through the labour inspectorates in their respective areas, or as result of duly publicised competitive examination at which the Labour Department is represented.

Article 127  
*Application for employment of workers*

1. Subject to the exemptions mentioned in the last preceding Article any employer intending to employ workers shall make application to the district labour inspectorate for the area where the work is to be done.

Chapter IV  
REGISTRATION OF WORKERS

Article 121  
*Registration*

1. Every person wishing to be found employment in the service of another shall cause his name to be registered in the General Employment Register kept by the competent district inspectorate.
2. No person shall register himself with more than one district labour inspectorate.

Article 122  
*Requirements of registration*

1. No person may be registered in the General Employment Register unless he has attained the minimum age prescribed by this Code or regulations made hereunder or any other law for admission to employment.
2. On registration, a worker shall be issued by the competent district labour inspectorate with a Registration Card in such form as may be prescribed by regulations made hereunder.

Article 123  
*Order of registration*

1. Persons shall be registered in the General Employment Register in the order in which their applications are received.
2. If a registered person once employed and discharged, wishes to be found another employment, he shall be registered again in the order in which his subsequent application is received.
3. The registered persons shall be classified by the district labour inspectorates in separate registers according to their occupational categories.

Article 124  
*Employment agents*

It shall be unlawful for any person to act as an employment agent paid or otherwise.

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2. If the inspectorate is unable to meet the requirements of the employer wholly or in part, it shall refer such part as it is unable to meet to any other district labour inspectorate.
3. Applications for workers shall state the number required in each category and trade with qualifications and shall indicate the terms and conditions of employment and the probable duration.
4. Application by name of workers may be permitted in the case of:
  - (a) workers required for positions of trust connected with the custody of workshops, worksites or other property of the undertaking;
  - (b) apprentices who have completed their apprenticeship in the undertaking;
  - (c) workers who have already been employed by the same undertaking.
5. A district labour inspectorate shall, when accepting an employer's application, satisfy itself that the terms and conditions offered to workers are in conformity with the provisions of this Code or regulations made hereunder and with the stipulations of collective labour agreements, if any.

Article 128  
*Priorities and reference to employment*

1. Except in cases where applications by name are permitted, workers shall be found employment in the order of their registration in the General Employment Register:
 

Provided that workers living in the district where the work is to be done shall have priority in being found employment.
2. Workers dismissed from an undertaking owing to reduction of staff shall have a prior claim to reinstatement in the undertaking for one year, reckoned from the date of their dismissal.
3. When a worker is referred for employment, the competent district labour inspectorate shall give him his Work Book and a letter addressed to the employer.

Article 129  
*Employers may refuse to accept certain workers*

1. Notwithstanding the provisions of Article 126, employers shall have the right to test workers referred to them for employment with a view to ascertaining their technical skill or suitability for the job. In case a worker is not found suitable, the employer may ask the competent district labour inspectorate for another worker.
2. An employer may refuse to engage workers whom he has already dismissed for reasonable cause.



Article 130

*Direct engagement of workers*

1. An employer may employ workers directly in any case where such employment is justified by an urgent need to avoid damage to persons or plant.
2. Whenever workers engaged directly under the last preceding paragraph are employed for longer than a week, the employer shall notify the competent district labour inspectorate of their names indicating the reasons therefor and the conditions of employment.

Article 131

*Notification of termination of employment*

Employers subject to the placement procedure shall notify the competent district labour inspectorate within 5 days, the names and skills of any workers who, for whatever reason, cease to be employed by them.

Article 132

*Compulsory notification by workers*

1. Workers registered in the General Employment Register shall be required to notify the competent district labour inspectorate within 7 days of their starting work if they are employed directly under the provisions of the Code.
2. Persons registered in the General Employment Register shall, if they continue to be unemployed, renew their registration with the competent district labour inspectorate every three months from the date of their registration. Failure to do so shall entail the loss of their position on the General Employment Register except in cases where such failure was due to a serious and duly proved impediment.

Article 133

*Administrative appeals*

1. Any person aggrieved by a decision of a district labour inspectorate in respect of registration or placement may appeal to the central labour inspector.
2. An appeal against the decision of the central labour inspector shall be to the Secretary whose decision shall be final.

2. If any of the parties is not satisfied with the decision of the Central Labour Inspector, it may within fourteen days from the date of notification of the decision, refer the dispute to the competent Regional Court.

Article 137

*Collective national labour disputes*

1. A collective labour dispute arising at the national level shall be submitted for conciliation by any of the parties to the Central Labour Inspector who shall attempt to settle it within fourteen days of its submission.
2. Any party not satisfied with the decision of the Central Labour Inspector may, within fourteen days of the notification of the decision, refer the dispute to the Supreme Court.

Article 138

*Procedure for conciliation and settlement*

1. When a labour dispute is submitted under this Part of the Code to any conciliator, he shall immediately invite the parties for conciliation.
2. Each conciliator shall attempt to settle the dispute within the prescribed time-limits.
3. In case an attempt at conciliation fails, the conciliator shall draw up a report within seven days of the conclusion of the conciliation proceedings and shall send a certified copy thereof to the parties, the next conciliator if any, and to the competent Regional Court or the Supreme Court, as the case may be.

Article 139

*Reference to arbitration*

1. Notwithstanding the provisions contained in the preceding Articles of this Part for the settlement of labour disputes, either of the parties may, after exhausting the conciliation procedures laid down in this Part, refer the dispute to arbitration before proceeding to the competent Court.
2. In the case of reference to arbitration:
  - (a) the parties shall draw up a document specifying the terms of reference and notify the last conciliator;

PART IX.

SETTLEMENT OF LABOUR DISPUTES

Article 134

*Individual labour disputes*

1. An individual labour dispute shall be submitted by any of the parties to the competent District Labour Inspector for conciliation who shall attempt to settle the dispute within fourteen days of submission.
2. If any of the parties is not satisfied with the decision of the District Labour Inspector, it may, within fourteen days from the date of the notification of the decision, refer the dispute to the Central Labour Inspector who shall attempt to settle the dispute within fourteen days of its submissions.
3. If any of the parties is not satisfied with the decision of the Central Labour Inspector, it may within fourteen days from the date of notification of the decision, refer the dispute to the competent Regional Court.

Article 135

*Collective Labour dispute at district level*

1. A collective labour dispute arising at the district, firm or factory level shall be submitted to the competent District Labour Inspector for conciliation who shall attempt to settle the dispute within fourteen days of its submission.
2. If any of the parties is not satisfied with the decisions of the District Labour Inspector, it may, within fourteen days from the date of the notification of the decision, refer the dispute to the Central Labour Inspector who shall attempt to settle the dispute within fourteen days of its submission.
3. If any of the parties is not satisfied with the decision of the Central Labour Inspector, it may within fourteen days from the date of notification of the decision, refer the dispute to the competent Regional Court.

Article 136

*Collective labour disputes at regional level*

1. A collective labour dispute of a regional character, arising at the regional level from more than one districts shall be submitted to the Central Labour Inspector who shall attempt to settle within fourteen days of its submission.

- (b) each party shall nominate one of the arbitrators and the chairman shall be appointed by the Secretary;
  - (c) the chairman and the arbitrators shall form the arbitration board and shall give their award within thirty days of the reference of the dispute to them;
  - (d) a certified copy of the arbitration award shall be given to each of the parties and also sent by the chairman of the board to the last conciliator.
3. Any party aggrieved by the decisions of the board may, within fourteen days of such decision, refer the dispute to the competent Regional Court.
  4. In case of reference to the Court, notwithstanding the provisions of any law to the contrary:
    - (a) a dispute referred to it under this Part shall be decided by the Court within thirty days;
    - (b) any aggrieved party may, within fourteen days of such decision appeal to the Supreme Court which shall decide the appeal within fourteen days.
  5. The president of the Regional Court shall as far as possible, assign a special Judge to deal with labour disputes.

Article 140

*Jurisdiction of the Supreme Court*

The Supreme Court shall have exclusive jurisdiction over appeals as to the legality of measures taken in the settlement of disputes by the conciliators, the arbitration board or a lower Court.

Article 141

*Participation of labour union committees in settlement of labour disputes*

Notwithstanding the provisions contained in this Part of the Code, the trade unions concerned shall be entitled to participate in proceedings relating to the settlement of labour disputes.

Article 142

*The right to strike*

1. The right to strike shall be exercised in accordance with the regulations made hereunder.
2. Lockouts are hereby prohibited.

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PART X.  
PENALTIES

Article 143

*Obstruction to labour inspectors*

Any person who willfully obstructs a district or central labour inspector in the performance of their official duties, shall be guilty of an offence punishable with imprisonment for a term not exceeding one year or with a fine not less than So. Sh. 200 and not more than So. Sh. 200 or with both such imprisonment and fine.

Article 144

*Other contraventions*

Any person who contravenes the provisions of this Code or regulations made hereunder for which no penalty is specifically provided in this Part, shall be guilty of an offence punishable with imprisonment for a term not exceeding six months or with a fine not less than So. Sh. 100 and not more than So. Sh. 1000 or with both such imprisonment and fine.

Article 145

*Repetition of offences*

If an offence under this Code is repeated, the penalty provided herein may be doubled.

Article 146

*Filing of complaints*

The district or Central Labour Inspector shall, after giving due warning, if necessary, to the offending party, file a report in respect of the breaches under this Code or regulations made hereunder before the competent court, sending a copy hereof at the same time to the Minister.

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PART XI  
MISCELLANEOUS

Article 147

*Regulations*

The President of the Supreme Revolutionary Council may, by decree, on the proposal of the Secretary, issue regulations for the proper implementation of this Code.

*Coming into force*

This Law shall come into force on 21st October 1972 and shall be published in the Officielle Bulletin.

*Jasile M. G. Mohamed Siad Barre*  
PRESIDENT

of the Supreme Revolutionary Council

JICA