Mali

Implementing Decree of the Labour Code

Order No. 1566/MEFPT-SG of 7 October 1996

[NB - Article numbers in the Order follow the numbering contained in the Mali Labour Code]

Art.1.- The decree spells out the modalities for implementing various provisions of the Mali Labour Law.

Art.2.- The National Director for Labour, Employment and Social Security, as well as Regional Directors for Labour, Employment and Social Security shall in their respective capacities be tasked with implementing this order, which will be registered, published and shared where necessary.

Part 2 - Rules Governing Employment, Apprenticeships and Training

Section 1 - Apprenticeships

Art.A.8.- The National Labour Market Board shall be tasked with certifying, through exams, apprentices who have completed their apprenticeships in accordance with article L.8 of the Mali Labour Law.

Section 2 - Types, Conclusion and Enforcement of Employment Contracts

Sub-section 2 - Fixed-term Contracts

Art.A.20.- Pursuant to article L.20, the following industries are those wherein fixed term contracts can be concluded for jobs and wherein open-ended contracts are uncommon due to the nature of the work done and the temporary nature of these jobs:

- logging;
- ship repairs;
- moving;
- hotels and catering;
- performance;
- cultural activity;
- audiovisual;
- information;
- leisure and holiday centres;
- teaching;
- professional sports;
- research and survey activities;
- meat warehousing and storage;
- construction and public works;
- social and health activities.

Section 2 - Contract Termination

Sub-section 3 - Dismissal by Reason of Redundancy

Art.A.48.1.- The following rules herein after shall apply to dismissal by reason of redundancy:

- 1° professional importance, seniority and family responsibilities, in this order, are the criteria for dismissal drawn up by the employer.
- 2° Workers who are less skilled professionally as compared to spared jobs shall be placed on the list of workers that the employer intends to dismiss.
- When two or more employees are both equally important professionally, those who have served the longest shall be kept. A worker's seniority shall be increased by one year if he/she is married and by one year for each dependent child as meant in the Mali Social Security Law.
- 3° The list of workers to be dismissed drawn up by the employer shall be sent to personnel
representatives. As from the time this list is sent, the employer shall summon, within a week, personnel representatives to get their suggestions as contained in the meeting minutes duly signed by both parties.

• 4° Irrespective of the number of workers it intends to dismiss, the employer must inform the competent regional labour inspector about this situation, by sending it the list of workers to be dismissed and the meeting minutes. The labour inspector shall have 15 days to express an opinion on the consistency of the consultation procedure with existing regulations and the order of dismissals. Should the inspector find irregularities, the employment shall have to respond to the remarks of the administrative authority and give the personnel representative copies of correspondences exchanged with the labour inspector.

• 5° The employer shall have to issue dismissal letters to dismissed employees. This letter shall contain information regarding the reason for redundancy, the dismissal criteria used and the recruitment preference employees have for two years in their relevant professional category.

Art.A.48.2.- Any worker who disputes the order of dismissals or the ground of redundancy may appeal to the labour court and claim damages.

Art.A.48.3.- Employers who fail to comply with the procedures and formalities herein above shall have to pay the relevant employees the compensation provided for in article L52 of the Mali Labour Code.

Chapter 4 - Labour Agreements and Collective Labour Agreement

Section 1 - Type and Validity

Art.A.78.1.- The organisations and groups provided for in article L78 of the Code shall appoint their representatives and send the list to the Minister of Labour for the training of the joint negotiation committee.

Art.A.78.2.- The joint committee referred to herein above shall further create sub committees tasked with studying attached agreements corresponding to the various professional categories.

Part 3 - General Employment Conditions

Chapter 1 - Wages

Section 3 - Proof of Payment of Wages

Art.A.109.1.- When wages are being paid workers, subject to the provisions of the Mali Labour Code, a proof of payment known as "payslip" shall be drawn up and handed to the relevant parties.

Art.A.109.2.- This proof shall be issued in the format that the employer chooses. It may be a slip, a sheet, an envelope containing the wage or a payslip booklet. In the latter case, the booklet must always be kept by the worker, excluding during the period required to audit accounts.

Art.A.109.3.- A payslip shall state the name and address of the employer or, failing this, the stamp of the company or institution, as well as those of the worker and his/her order number.

This proof shall state the payment date and the corresponding work period, as well as:

• 1° the job and professional rank of the employee;
• 2° the salary in cash and, where applicable, in kind, the latter heading shall clearly state whether the worker is fed or housed and whether he/she is compelled to reimburse the benefits given under the provisions provided for by the Mali Labour Code;
• 3° bonuses;
• 4° allowances;
• 5° overtime;
• 6° all kinds of individual holdbacks;
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Chapter 4 - Working Hours

Section 1 - General Rules
Art.A.131.1.-Within the limit of 2352 hours per year, weekly working hours in farming businesses shall be set based on seasons as follows:
- heat season: from March to June = 42 hours;
- rainy season: from July to October = 46 hours;
- cold season: from November to February = 48 hours.

Art.A.131.2.- Institutions or parts of institutions subject to the forty-hour week must choose one of the following modes hereinafter:
- work on a rotating schedule with the possibility to rotate in months with weeks of over 40 hours and weeks of less than 40 hours;
- shift work with successive teams;
- work on a personalised schedule such that a worker gets greater flexibility to arrange his/her work schedule;
- part-time work involving no lower limit;
- job sharing that makes it possible to divide a full-time job into two part-time jobs.

Art.A.133.1.- The employment contract of part-time workers must be attested to in writing.
It must state the number of days in the year, the month or the week, or the number of hours in the day which, in any case, cannot be longer than 4/5th of the legal duration.

Art.A.133.2.- A part-time employment contract shall be considered to have been concluded for an unspecified duration if its duration is not specified.

Art.A.133.3.- A part-time worker shall receive the same wage and wage supplements as a full-time worker as well as all the benefits tied to his/her contract type, such that these benefits are proportionate to the services provided.

Art.A.133.4.- Part-time workers shall have the right to organise, bargain collectively and be represented as well as the right to safety and health at work. They shall not be subjected to any kind of discrimination in matters of employment and profession.

Art.A.133.5.- Social security contributions, paid for part-time workers and all other payments deducted at the same time as these contributions, shall be proportionate to the hours and days of actual work done.

Art.A.133.6.- Part-time workers shall benefit from legal and agreement-based provisions relating to maternity protection, the termination of the employment relationship, annual leave, public holidays and sick leave. However, financial benefits shall be proportionate to the duration of employment and remuneration.

Section 2 - Making Up for Lost Time

Art.A.134-1.- In case work is collectively interrupted due to accidental causes or force majeure (equipment breakdown, power outage, shortage of raw materials, means of transportation, disaster, transport, bad weather), excluding hours lost following a strike action or lock-out, working days may be extended, in order to make up for the hours lost.

Art.A.134-2.- These hours may be recovered in the following manner:
- within the week or the following week when half a day or a full day has to be recovered;
- within the week or the following two weeks when two days have to be recovered;
- within the week or the following three weeks when three days have to be recovered;
- within the week or the following four weeks when four or more days have to be recovered.

Art.A.134-3.- In case work is interrupted for over a week, recovery shall take place over a longer period than as stated in the limits spelt out herein above only as authorised by the labour inspector, after the associations of the relevant employers and employees have been consulted.

Art.A.134-4.- Recovering collective interruptions of work caused by accidents or force majeure may not result in the extension by more than one hour of the daily working hours.

Art.A.134-5.- In breweries and artificial ice manufacturing plants, the recovery of working hours lost during the off season may be authorised by the labour inspector, after the relevant employer and employee associations have been consulted.
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within the limit of one hundred hours yearly and two hours daily.

**Art.A.134-6.-** Employers who intend to resort to the recovery provisions provided for in article A.134-3 herein above, must apply to the labour inspector, stating the nature, cause and date of the collective interruption of work, the number of working hours lost, the changes it intends to implement temporarily to the schedule in order to recover the working hours lost, and the number of people this change will affect.

In case the interruption does not last one week, an employer shall have to inform the competent labour inspector, clearly stating the provisions provided for herein above.

**Art.A.134-7.-** The recovered hours worked shall be paid for at the normal rate.

### Section 3 - Extensions

**Art.A.135-1.-** The duration of actual work done daily may be extended past the limits assigned to the standard work of the institution for works that require preparatory or additional works, and which, technically, cannot be completed within the statutory limits due to their nature or special circumstances.

**Art.A.135-2.-** Works that may be extended shall, for each sector, be set out as follows:

1) • work done by workers specially hired to operate furnaces, stoves, ovens, drying plants, autoclaves, boiler, besides generators for prime movers, refrigerators, subject to this work being purely preparatory or complementary and not being a core component of the company’s works;
   • work by mechanics, electricians, drivers hired to handle prime movers, exchange, heating and lifting equipment: one hour maximum may be added to one hour and a half for drivers operating steam equipment;

2) routine or special work by workers while production has stopped, to maintain or clean machines, stoves and any equipment that the connected nature of works prevents from being left idle in isolation while the entire establishment is operational: one hour maximum. In institutions where the employment system normally includes, besides weekly rest, a day or half a day of rest, these workers may work on this day or half a day on the condition that they are given compensatory rest;

3) work by a team manager or a specialised worker whose presence is indispensable to coordinate the work of two teams taking turns to work: half an hour maximum;

4) work by a team manager or a specialised worker whose presence is indispensable for the proper functioning of a workshop or the functioning of a team in the event of the unannounced absence of his/her replacement and pending the arrival of another replacement: duration of the absence of the team manager within the limit of a daily range;

5) work by supervisors to prepare works done by the institution: one hour maximum;

6) work done by workers specially hired for operations that, technically, cannot be stopped at will when it has not been possible to complete them within the time limits set by regulation, due to special circumstances: two hours maximum;

7) work done within strict time limits to offload wagons, vessels, airplanes or trucks in case a dispensation is necessary and sufficient to enable the completion of the said works within the said time limit: two additional and added hours;

8) work by personnel assigned exclusively to security or surveillance operations, fire departments: four hours maximum without the weekly duration of work exceeding fifty-six hours equal to forty hours of actual work done;

9) work by personnel assigned to the traction of a route connecting the institution to the public or local railway network: two hours maximum;

10) work by drivers of motor cars, horse-drawn vehicles, delivery persons, storekeepers: one hour maximum, one hour and a half for drivers of horse-drawn
vehicles. This duration may be increased by one hour when the rest period is included in the period of service;

11) work by employees in the medical department and other institutions created for workers and employees of the institution and their respective families: one hour maximum.

The special dispensations spelt out in this article shall apply to adult personnel of both sexes, excluding the special dispensations referred to in numbers 1, 2 and 7, which apply only to adult men.

Section 4 - Equivalences

Art.A.136.1.- Applicants to some jobs shall be allowed to be present at work for a period higher than the legal work duration, should this be due to the nature of these jobs or their intermittent nature.

Art.A.136.2.- The following shall be instances of equivalence:

- For the work of staff assigned exclusively to security or surveillance operations, the fire department, the weekly duration of work shall be fifty-six hours, equivalent to forty hours of actual work done.
- Caretaker security guards living on the premises they watch over must be permanently present there subject to rest of twenty-four hours weekly and annual paid leave of two weeks in addition to their legal leave.
- A presence of forty-two hours per week, equal to a duration of forty-hours of actual work done, for staff assigned to sales in wholesale and retail trade, docks and general stores as well as in the sale of retail goods other than foodstuff.
- A presence of forty-five hours weekly for cooks and fifty hours weekly for staff other than cooks in beer parlours, tea shops, restaurants and hotels.
- A presence of forty-five weeks weekly, corresponding to the legal duration of work, in hospitals, hospices, clinics, dispensaries, care homes, childbirth facilities and similar establishments.
- A presence of forty-six hours weekly, corresponding to forty hours of actual work done for staff assigned to retailing foodstuff.
- A presence of fifty hours weekly for staff employed in stores and hair saloons for men, women and children.
- Given the stops and dead time inherent to their profession, the duration of service of househelps and domestic workers shall be set at two hundred and sixty hours monthly, corresponding to actual work done of one hundred and seventy-three hours one third.

Section 5 - Overtime

Art.A.140.1.- The duration of actual work done temporarily shall be extended beyond the limits assigned to the establishment subject to the following conditions:

1) urgent work whose immediate execution shall be necessary to prevent the inevitable loss of a product or imminent accidents, to organise measures to rescue or repair breakdowns to equipment, facilities, and buildings of the establishment. The maximum duration of actual work done daily for the said works shall be 2 hours;

2) urgent and special works in case the volume of work is exceptionally high. The number of hours authorised within the limits of an annual maximum shall be 75 hours.

Art.A.140.2.- Overtime within the limit of a maximum of 18 hours weekly maybe carried out in order to maintain or increase production. The required authorisation shall be granted for a period of 3 months renewable to each institution head by the competent labour inspector. In the event of exceptional circumstances, the labour inspector may authorise some companies to go beyond the limit set in the subparagraph herein above. This overrun of the standard time may not result in the increase of the duration to over 60 hours per week. In case of extended unemployment in a particular sector or profession, the labour inspector may suspend the use of overtime in order to enable the hiring of unemployed workers.
Chapter 6 - Weekly Rest and Public Holidays

Art.A.144.1.- Institutions whose business cannot stop without causing major harm to workers shall be allowed to grant weekly rest by rotation on any week excluding Sunday.

Art.A.144.2.- The list of institutions referred to herein above shall be set as follows:
- hospitals, maternities, clinics and other healthcare institutions;
- pharmacies;
- hotels, restaurants, tea shops, drinking establishments, canteens, refectories and similar establishments;
- establishments making and selling food products meant for consumption;
- museums and exhibitions;
- public baths;
- entertainment companies;
- companies renting chairs and transportation means;
- establishments supplying fuel oils and lubricants;
- tobacco shops and natural flower shops;
- telecommunications services;
- water and electricity services;
- radio and television services;
- newspaper companies;
- public transport companies and infrastructures;
- industries using materials likely to deteriorate rapidly;
- border crossings and establishments authorised to operate with these (banks, shops selling newspapers and magazines);
- funeral homes;
- news agencies;
- travel agencies;
- day-care centres.

However, the competent labour inspector, after consulting the relevant associations of employers and workers, may authorise companies other than those stated herein above to use the power provided for herein above.

Part 4 - Hygiene and Safety

Chapter 1 - General Information

Art.A.174.1.- The minimum time limits for enforcing the notice sent by the labour inspector to resolve dangers noted, shall be set depending on the various branches of activity as follows:
- trade: 7 days
- industry: 30 days
- transport: 15 days
- banks and insurance companies: 7 days.

Art.A.174.2.- An employer may complain to the National Director for Labour, before the period stated in the notice expires, if it feels that the time limit for enforcement does not take into account performance difficulties.

Art.A.174.3.- The complaint submitted by the employer shall suspend the period for enforcement set by the notice issued by the labour inspector.

No later than 15 days after receiving the complaint, the National Director of Labour shall state whether he/she confirms or cancels the period set by the labour inspector.

In the latter case, he/she shall give the employer another enforcement time limit, which is final.

Art.A.174.4.- The National Director for Labour may consult doctors and technicians in order to decide.

Art.A.174.5.- Should the inspector observe, upon the expiry of this time limit, that the employer has not implemented the necessary corrective measures, he/she shall draw up a report attesting to the violation.

Part 5 - Labour Disputes

Chapter 1 - Individual Labour Disputes

Section 1 - Conciliation by the Labour Inspector and Initiation of Proceedings before the Labour Court

Art.A.190.- Parties that fail to appear before the labour inspector for conciliation, shall be filed CFAF 5,000.
Section 3 - Composition of the Labour Court

Art.A.196.- The Labour Court shall be subdivided into Professional Benches, which correspond to the following sectors herein after:
• Trade;
• Industry;
• Transport;
• Banks and Insurance Companies;
• Freelance Professions;
• Public Services;
• Domestic Services.

Art.A.201.- Assessors serving at the Labour Court shall be paid CFAF 2,000 per shift.

Part 6 - Professional Institutions

Chapter 1 - Professional Trade Unions

Section 9 - Trade Union Committees

Art.A.260.- The number of trade union delegates shall be set as follows:
• from 11 to 25 workers = 5 trade union delegates
• from 26 to 50 workers = 7 trade union delegates
• from 51 to 100 workers = 12 trade union delegates
• from 101 to 250 workers = 17 trade union delegates
• from 251 to 500 workers = 21 trade union delegates
• from 501 to 1,000 workers = 24 trade union delegates

Above 1,000 workers, one trade union delegate shall be added for each additional group of 500, without the total number of trade union delegates being above 26.
Art.A.267.1.- Staff representatives shall compulsorily be elected in establishments governed by the Mali Labour Code and where they are more than 10 workers. When several establishments under one company are found in the same area or within a radius of 20 Kilometres and when considered separately, they do not have more than ten workers, the personnel numbers of these establishments shall be summed up to form an electoral body, which elects its representative(s).

Art.A.267.2.- The number of staff representatives shall be set by article L.266 of the Mali Labour Code. The staff number to consider shall be the one for workers usually employed in the establishment, whether or not they are compulsorily registered in the employer's list. The following persons shall be considered part of the workers employed in the establishment:
- apprentices;
- workers on probation;
- workers hired or paid hourly or daily but such that in the course of a year they have put in overall the equivalent of 6 months of work for the establishment;
- seasonal workers who return regularly to the establishment or regularly work therein for periods that reach 6 months in the course of one year;
- managers or representatives bound by employment contracts or fact. Workers who collaborate with several establishments, whether or not they are tied to the same company, shall be considered workers of the establishment with whom they do the largest part of their business and secondarily the establishment from whom they make the most money.

The rules herein above shall apply to freelance workers working for one or several establishments.

Art.A.267.3.- Representatives shall be elected on one hand by workers and employees, and on the other hand, by engineers, heads of service, technicians, supervisors and general foremen from a list drawn up by trade union organisations represented, where applicable, in each establishment, for each personnel category.

The number and composition of electoral bodies may be changed through existing collective labour agreements or through agreements entered into between employer and employee organisations.
The head of the establishment and the relevant trade union organisations shall enter into an agreement for personnel distribution inside electoral bodies and seat distribution between the various categories; in case this agreement is not reached, the labour inspector shall attempt conciliation and failing this, decide unilaterally.

**Art.A.267.4.-** The labour inspector shall authorise voting for the lists of candidates not represented by trade union organisation, should no trade union organisation be represented in the establishment or the electoral body.

**Art.A.267.5.-** The right to vote shall accrue to workers of both sexes who are 18 and have worked for at least 6 months in the company and who have not received a sentence depriving them of their civil rights.

**Art.A.267.6.-** Those eligible shall be voters aged 21, of Malian nationality or from a state that has signed bilateral or multilateral agreements with Mali providing equal access to paid work and equal treatment in labour and security law, who can speak French and have worked uninterruptedly in the company for at least 12 months, excluding the ascendants or descendants, brothers and relations to the same degree of the company head.

**Art.A.267.7.-** For a particular category of workers, only workers who fall in this category shall be eligible to vote in this same category.

**Art.A.267.8.-** Staff representatives shall be elected every month in the standard expiry of the duties of representations.

**Art.A.267.9.-** Voting shall take place in the establishment. The head of the establishment or his/her representative shall have to inform the relevant trade union organisations about his/her decision to organise elections. A copy of this correspondence shall be sent to the competent labour inspection office. The date, location, start and closing time of the election shall be set by the head of the establishment or his/her representatives after agreement with trade union organisations. If this agreement has not been reached 3 weeks before the expiry of the terms of office of current staff representatives, the labour inspector shall attempt to conciliate the parties, and, failing this, decide unilaterally.

This information shall be announced at least 15 days before the election through a notice posted by the head of the establishment or his/her representative at the locations normally meant for notices meant for workers.

The lists of candidates drawn up by the trade union associations represented in the establishment, shall be submitted to the head of the establishment at least 4 days before the election date; under pain of inadmissibility, they shall be posted by him/her personally at least 3 days before the election date in the same locations as the notice about the election. Each list shall state the number of candidates, which at the most will be equal to the number of seats in contention.

These lists must contain the full names, age, respective durations of service of candidates, and the trade unions they represent.

In case the labour inspector grants the authorisation provided for in article A.265.4 herein above, the election date shall be postponed by one week. The list of candidates must be submitted at least 4 days before the new date, and posted at least 3 days before this date.

**Art.A.267.10.-** Workers whose work outside the establishment prevents them from taking part in the election, those on leave and those whose employment contracts have been suspended shall have the right to vote by post. Proxy voting shall not be valid.

**Art.A.267.11.-** Voting shall be by secret ballot and in envelopes. Full and alternate members, in each of the various professional categories, who make up the different electoral bodies, shall vote separately. The election shall use a two round list system with proportional representation.

**Art.A.267.12.-** During the first round of voting, each list shall be drawn up by the trade union organisations represented in the establishment.

The candidates stated in the lists must be the same as the number of seats. Vote splitting shall be prohibited.

However, voters shall have the right to simply delete names or reverse the order in which candidates are presented. Only votes cast for one of the lists present shall be valid. Blank or spoiled ballots shall not be taken into account.
Any ballot with names cancelled and replaced with names not found on the list shall be null.

Art.A.267.13.- If during the first round, the number of voters, excluding blank or spoiled ballots, is less than half the number of registered voters, a second round of elections shall be organised without the need for a quorum; in this instance voters shall vote for lists other than those presented by trade union organisations.

Art.A.267.14.- Each list shall have as many seats as the number of votes it gets contains electoral quotients; given that this quotient is equal to the total number of votes validly cast by the voters of the electoral body divided by the number of seats in contention.

Art.A.267.15.- In case no seat can be filled or there are still seats to be filled, the remaining seats shall be awarded based on the highest average. To this end, the number of votes obtained for each list shall be divided by the number plus a unit of seats attributed to the list.

The various lists shall be ranked in descending order of averages obtained. The first unfilled sealed shall be given to the list with the highest average. The same operation shall be performed for each of the unfilled seats, right to the last.

In case the lists have the same average and only one seat remains to be filled, the said seat shall be awarded to the list with the highest number of votes. When two lists receive the same number of votes, the seat shall be awarded to the eldest between the two candidates likely to be elected.

Art.A.267.16.- The head of the establishment or his/her representative shall oversee the organisation and smooth functioning of elections, notably the set up of the polling station, voting by secret ballot and the drafting of the minutes.

The head of the establishment or his/her representative shall chair the polling station where he/she will be assisted by a representative not on any of the lists running.

The representatives of lists who must be the workers of the establishment shall be present in the station, assist in the voting process and vote counting, as well as sign the minutes alongside the employer or its representatives. The minutes shall be kept or sent in a sealed envelope in three copies, to the competent labour inspector, within a week. He/she shall keep it permanently at the disposal of the relevant trade union organisations.

Art.A.275.1.- Staff representatives shall be received together by the head of the establishment at least once every month. They shall also be received by the head of the establishment or his/her representative, in his/her absence, either individually, by category, workshop, professional department or speciality, depending on the issues to be discussed; in case of an alternate representative may take part, alongside full representatives, in meetings with employers. In the case of a public limited company, staff representatives shall be received by the board of directors in case there are complaints to make or there are suggestions that can be discussed only after the board deliberates. If the board of directors has not met since more than one month at the company head office (in the event of multiple establishments in Mali), the representatives may seize it through the head of the establishment, given that the board of directors has to respond no later than 15 days as from its next meeting. The same procedure shall apply in case only a company manager who does not live in head office of the establishment is only person who can respond to the complaints or suggestions from representatives.

Art.A.275.2.- Staff representatives may, at their request and after an appointment set by management, be assisted by a representative of the trade union organisation who presented the list, if there is one. In this case, they must be received by the head of the establishment.

Art.A.275.3.- Excluding exceptional circumstances, the representatives shall give the head of the establishment, or his/her representative, two days before the day they are received, a written note briefly stating the purpose of their request. A copy of this note shall be recorded, at the request of the head of the establishment, in a special register that must compulsorily state, no longer than 6 days, the response to this note.

This special register must be made available, during a working day, every two weeks, outside working hours, to the workers of the establishment who want to read it. It must always be made available to the labour inspector.

Art.A.275.4.- Exceptional circumstances that lift the obligation for a two day notice
for the receipt of staff representatives by the head of the establishment must include:

- either circumstances relating to the complaint, as dictated by the urgent nature of the request (installation of a security mechanism after a work-related accident, for example),
- either circumstances affecting corporate relations in the company, such as the imminence of serious unrest in the establishment or the need to restore understanding between the employer and workers.

In any case, the request for audience must be part of the duties of the head of the establishment.

**Part 7 - State Bodies and Enforcement Measures**

**Chapter 1 - Higher Labour Council**

**Art.A.288.1.** Members of the Higher Labour Council shall be paid a daily sitting allowance of CFAF 22,500 and a daily transport allowance of CFAF 2,500.

**Art.A.288.2.** The allowances referred to in the previous sub paragraph shall be payable for every day or part of a day, devoted to the meetings of the council during a plenary assembly, its joint committee or each of its specialised subcommittees. They shall be commissioned upon the presentation of a statement drawn up by the secretary of the Higher Labour Council and signed by the National Director for Labour.

**Art.A.288.3.** The allowances referred to herein above shall be paid for from the national budget.

**Chapter 2 - Administrative Bodies**

**Art.A.296.1.** The rates for flat fines issued for simple offences collected directly by labour inspectors shall be stated as follows:

- 1° Violations of the provisions of articles L-2 ; 7 ; 81 ; 91 ; 146 ; 232 ; 233 ; 234 ; 235 ; 245 ; 250 ; of the Mali Labour Code : CFAF 7,500
- 2° Violations of the provisions of articles L-1 ; 97 ; 131 ; 134 ; 135 ; 136 ; 137 ; 138 ; of the Mali Labour Code: CFAF 10,000
- 3° Violations of the provisions of articles L- 
  96 ; 121 ; 142 ; 143 ; 144 ; 148 ; 149 ; 150 ; 151 ; 152 ; 154 ; 155 ; 156 ; 157 ; 158 ; 159 ; 161 ; 163 ; 164 ; 184 ; of the Mali Labour Code: CFAF 13,000
- 4° Violations of the provisions of articles L-31 ; 32 ; of the Mali Labour Code: CFAF 15,000
- 5° Violations of the provisions of articles L- 40 ; 42 ; al 2 ; 53 ; 77 ; paragraph 2 and 3 of the Mali Labour Code: CFAF 17,000 .
- 6° Violations of the provisions of articles L-265 ; 305 of the Mali Labour Code: CFAF 18,000

**Art.A.296.2.** Revenue generated from fines shall be distributed on the following basis : 60 % to the public treasury and 40 % to labour departments.