

## Shift Working in Democratic Republic of Congo

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### Abstract

The teams produce jobs in mining by various bearings. For the investor, covering twenty-four hours of the day to the maximum possible is ideal, for agents, there are health constraints, fatigue, well-being, etc. to be taken into account. There is the law on the organization of work that guides the different bearings. In this article, we discuss shift working in the light of the Labor Code of the Democratic Republic of Congo. We come out the best working teams posted under Congolese law.

**Keywords:** Shift work; Working hours; Fatigue; Change positions from time

### Introduction

The mines are currently planned for continuously producing, over twenty-four hours of time available in a day. Since the main resource, the human being has an important constraint that is fatigue, because it is devoting be present in the company outside the workplace, he cannot work twenty-four available on the day, seven days a week to week, thirty days a month of thirty or three hundred sixty-five days on three sixty to five hundred of the year. Therefore, he must work for a definite time, regulated, and be replaced during another time for him to rest and recover the forces, to be present in his family and his entourage, etc. and the opportunity to return with forces on the workplace in order to work better. With this in mind, companies have opted for posted work cycles, workers are organized into working groups that take turns after a well-defined time interval. We note the work posted by expression  $m \times n$  ( $m$  times  $n$ ) where  $m$  is the number of teams and  $n$  is the number of hours per working day. So  $2 \times 8$  represents two teams working 8 hours a day.

### Labor code of The Democratic Republic of Congo

The Labor Code of the Democratic Republic of Congo authorizes shift work (Title VI), and night work (Article 124, 125, 126 and 127).

It fixed working hours to 45 hours per week and nine hours a day. Every hour worked outside the legal hours is considered overtime and must pay increase effect (Article 119). Also for each seven-day period, 48 consecutive hours of rest are legal (Article 121), that is to say, the work goes from Monday to Friday and on Saturday and Sunday, serve 48 hours consecutive rest.

Any benefit between 19 hours and 05 hours are called night work, and paid with surcharge.

So organize the working teams posted is completely legal. For good management without overtime, working time should not exceed 9 hours. So the best ride is the  $3 \times 8$  (3 teams turning in eight hours) with thirty minutes of rest after successive 4.5 hours.

Which gives:  $(6 \times 8) - (0.5 \times 6) = 48 - 3 = 45$  hours in six consecutive working days.

### Effectiveness Position in Organization

Here are some alternatives to the organization in positions of work teams (Tables 1 and 2):

The regulatory break of 30 minutes minimum period of four hours

to minors and 20 minutes minimum per period of 6 hours for other [1]. So for a period of eight hours, minors are entitled to 30 minutes minimum of regulatory pause that are unpaid.

Thus, with a strict organization, without delay in operations, a break of 30 minutes minimum, the working time is 6 hours 50 minutes, giving an operating ratio of 85.42% per machine and operator. In a day of 24 hours working time a machine operator is maximum 17.5 hours (Table 3).

For ten hours of work, we have a minimum 1-hour rest, which gives the time for a four-day cycle:

$(10 \times 4) - (1 \times 4) = 40 - 4 = 36$  hours. Which is not at all interesting (Table 4).

Which give:

$(10 \times 6) - (1 \times 6) = 60 - 6 = 54$  hours, giving 9 hours of overtime per week. Which is not at all interesting (Table 5).

The work efficiency is 84.17% maximum daily working time 16.83 hours.

We do not take into account other organizations such as atypical 12 2\*, 3\* 12 3\* 8, etc. Since they are not legal in the Democratic Republic of Congo, they request a waiver of the minister in office work and social welfare within its remit.

### Positive Effects of Shift Work

- i. Shift work has advantages such as [2]:
- ii. Good for Child care
- iii. Sometimes better paid
- iv. Allowing workers devote time to other activities, such as studies.

### Negative Effects of Shift Work

Shift work has its drawbacks on the welfare and health of the

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Teams	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Monday
A	1	1	2	2	3	3	0	0
B	2	2	3	3	0	0	1	1
C	3	3	0	0	1	1	2	2
D	0	0	1	1	2	2	3	3

**Table 1:** 8-hour shifts with four teams (4 \* 8).

Rubric	Duration	Hour
Arriving on site		7:00
Safety meeting	0:10	
Preuse inspection	0:10	
Move to workplace	0:10	
Pause	0:30	
Move to workplace	0:10	
End of operations		15:00
Working time	6:50	
Efficiency	85.42%	

**Table 2:** Organization 4 \* 8.

Teams	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
A	1	1	2	2	3	3
B	2	2	3	3	0	0
C	3	3	0	0	1	1
D	0	0	1	1	2	2

**Table 3:** 10 hour shift with 3 teams.

Equipe	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Monday	Tuesday
A	1	1	1	2	2	2	0	0	0
B	2	2	2	0	0	0	1	1	1
C	0	0	0	1	1	1	2	2	2

**Table 4:** 3 \* 10 with a 6 day cycle as follows.

Rubric	Duration	Hour
Arriving on site		6:00
Safety meeting	0:10	
Preuse inspection	0:10	
Move to workplace	0:10	
Pause	1:00	
Move to workplace	0:05	
End of operations		16:00
Working time	6:50	
Efficiency	84.17%	

**Table 5:** (10 \* 6) - (1 \* 6)=60-6=54 hours, giving 9 hours of overtime per week.

human being. Costa [3] lists the following few disorders [3]:

1. Circadian rhythms and sleep problems
2. Performance efficiency, errors and accidents
3. Health Conditions
  - i. Psychological and Mental Health
  - ii. Gastrointestinal problems
  - iii. Metabolic disorders
  - iv. Cardiovascular disorders

- v. Cancer
- vi. Reproductive function of women
- vii. Social problems
- viii. Individual differences in the tolerance.

Shift work generates disorders in the human body creating drowsiness at the wheel [4,5].

### Conclusion

Shift in the Democratic Republic of Congo work is advantageous organizing into four teams of 8 hours per day with a break of 30 minutes after four and half hours of consecutive work. It gives an overall rate of return of 85.42% within an agent. It is very necessary to balance between the negative and the positive shift work to determine its scope.

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