

**MINISTERIAL DECREE NO. (803) OF 2012
AMENDING MINISTERIAL DECREE NO. (1189) OF 2010
ON THE RULES AND REGULATIONS OF GRANTING WORK
PERMITS FOR MINORS**

The Minister of Labor:

- HAVING REVIEWED FEDERAL LAW NO. (1) OF 1972 ON THE COMPETENCIES OF THE MINISTRIES AND POWERS OF THE MINISTERS AND ITS AMENDMENTS,
- FEDERAL LAW (8) OF 1980 ON THE REGULATION OF LABOR RELATIONS, AS AMENDED,
- FEDERAL DECREE NO. (48) OF 2004 ON THE RATIFICATIONS OF THE ARAB LABOR AGREEMENT NO (18) OF 1996 ON THE WORK OF MINORS,
- CABINET RESOLUTION NO. (25) OF 2010 ON INTERNAL WORK PERMITS,
- CABINET RESOLUTION NO. (27) OF 2010 ON THE SERVICE FEES AND FINES IN THE MINISTRY OF LABOR,
- MINISTERIAL DECREE NO. (5/1) OF 1981 ON THE DETERMINATION OF HAZARDOUS, TIRING OR UNHEALTHY WORKS IN WHICH MINORS MAY NOT EMPLOYED,
- MINISTERIAL DECREE NO. (1188) OF 2010 ON THE RULES AND REGULATION OF GRANTING INTERNAL WORK PERMITS,
- MINISTERIAL DECREE NO. (1189) OF 2010 ON THE RULES AND REGULATIONS OF GRANTING WORK PERMITS FOR MINORS AND
- AT THE ENTAILMENTS OF COMMON INTEREST,

Decrees:

Article 1

The provisions of Articles 1, 2 and 3 of DECREE NO. 1189 OF 2010 ON THE RULES AND REGULATIONS OF GRANTING WORK PERMITS, referred to above, shall be replaced by the following provisions:

Article 1

Minors of both sexes may not be employed before reaching the age of fifteen. For the purposes hereof, a minor shall be a person completing fifteen years of age.”

Article 2

The Ministry may approve the granting of a work permit for a minor only under the following conditions:

- 1– The written consent of the guardian or custodian of the minor.
- 2– A birth certificate or a certificate estimating the age of the minor, issued by competent official medical authorities.
- 3– A certificate of medical fitness for the work, issued by the competent official medical authorities.
- 4– The foreign minor and his parents must have valid residency shown on their passports.
- 5– The work in which the minor is to be employed may not be one of the prohibited works under this decree or the decrees issued in this respect.
- 6– The license of the applying establishment be in within its validity period.
- 7– Payment of the fee established for this permit.

In all cases, the Ministry may not approve the granting of a new work permit for a non–national minor unless it is made sure that there is no job–seeking national can assume the required position.

Article 3

The employer may not employ minors under eighteen years of age for any of the following works:

- 1- Working underground in mines and quarries and all works related to the extraction of minerals and stones.
- 2- Working in furnaces for the incinerating, refining or tempering of metals.
- 3- Oil refineries.
- 4- Working in front of ovens at bakeries.
- 5- Cement plants.
- 6- Ice and refrigeration plants.
- 7- Silvering mirrors using mercury.
- 8- Manufacturing of explosives and related activities.
- 9- Melting and tempering of glass.
- 10- Welding using oxygen, acetylene and electricity.
- 11- Painting using Duco.
- 12- Treatment, preparation or storage of ashes containing lead and the extraction of silver from lead.
- 13- Manufacture of tin and metallic vehicles containing more than 10% lead.
- 14- Manufacturing lead monoxide (gold lead) or yellow lead oxide, lead dioxide (sulphonamides), lead carbonates, orange lead oxide, and lead sulphates, chromates, and silicates.
- 15- Mixing and kneading operations in the manufacturing or repair of electrical batteries.
- 16- Cleaning workshops where work provided for in items 12, 13, 14 and 15 of this Article takes place.
- 17- Management, monitoring, repairing or cleaning moving machines during operation.

- 18- - Manufacturing Asphalt.
- 19- The manufacture of oil extracts through mechanical means.
- 20- Manufacturing fertilizers or working at fertilizer warehouses or laboratories for mineral acids and chemical products.
- 21- Working at tanneries.
- 22- Skinning, cutting, depilation by scalding, and melting the fat of animals.
- 23- Manufacturing rubber.
- 24- Filling cylinders with compressed gases.
- 25- Shipping and unloading of cargos in docks, piers, ports and warehouses.
- 26- Transportation of passengers by land or domestic waters.
- 27- Manufacturing coal from animal bones (except for the process of sorting bones before burning).
- 28- The process of bleaching, dying and printing textiles.
- 29- Working as servers in night clubs.
- 30- Working at bars.
- 31- - Carrying, dragging or pushing weights heavier than the figures provided in the table attached to this Resolution.

Article 2

This Decree shall be effective from the date of its issuance and the competent parties shall execute it.

**By Saqr Ghobash,
Minister of Labor**

Issued in Abu Dhabi

On 7/10/2012 G

1/Dhul-Hajjah /433 H