

**Ministerial Resolution No. (51/1) for 1980 A.D.**

**on defining the means of spending financial differences benefiting  
the employer as a result of deprivation of promotion and deprivation  
or postponement of bonus**

**:Minister of Labour and Social Affairs**

Having reviewed the provisions of the temporary constitution\*

After reviewing Federal Law No. (1) for 1972 A.D. regarding the ministries \*  
competencies and ministers' capacities and the amending laws thereto.

Federal Law No. (8) for 1980 A.D. in regards to organizing the work \*  
relationships.

and based on what was presented by the Undersecretary of the ministry,\*

**It was decided:**

**Article (1)**

Financial differences benefiting the employer as a result of deprivation of  
promotion and deprivation or postponement of bonus shall be recorded in a special  
register showing the name of the worker, his wage, penalty against him, its value, and  
why it was applied. The sum of these financial differences resulting from the  
application of these penalties shall be recorded monthly in the register.

**(2) Article**

The committee formed in accordance with the provisions of Resolution No.  
for 1980 regarding defining the means of spending the sum of the fines deducted (1/45)

from workers, shall be responsible for dispensing the financial differences mentioned in the previous article and in accordance with the procedures stipulated in the second, fourth, fifth, sixth, seventh, and eighth article of Resolution No. (45/1) for 1980 as mentioned.

### **(3) Article**

The mentioned committee in the previous article shall determine the means of spending the financial differences benefiting the employer as a result of deprivation from promotion or the deprivation or postponement of bonus, taking into account the need of workers to establish a saving fund, assistance fund, or loans, provided that the sum of these differences, or parts thereof, shall be allocated to the assistance that are decided to be given to some of the facility workers who are going through circumstances that necessitate giving them these assistance. In this case, everything related to these circumstances that led the committee to grant them the set assistance shall be recorded in the committee minutes.

### **(4) Article**

This Resolution shall be published in the Official Gazette and shall be put into force as of the date of its publication.

**Seif Ali Al-Jarwan**

**Minister of Labour and Social Affairs**