



**UNITED ARAB EMIRATES
MINISTRY OF HUMAN RESOURCES & EMIRATISATION
OFFICE OF THE MINISTER**

**MINISTERIAL DECREE NO. 519 OF 2018
CONCERNING RULES AND REGULATIONS OF STUDENT TRAINING
AND EMPLOYMENT**

The Minister of Human Resources and Emiratisation, having reviewed:

- FEDERAL LAW NO. (1) OF 1972 CONCERNING THE COMPETENCIES OF MINISTRIES AND POWERS OF MINISTERS, AS AMENDED,
- FEDERAL LAW NO. (8) OF 1980 CONCERNING THE ORGANIZATION OF LABOR RELATIONSHIPS, 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. (15) OF 2017 ON THE SERVICE FEES AND ADMINISTRATIVE FINES IN THE MINISTRY OF HUMAN RESOURCES AND EMIRATISATION,
- 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 RESOLUTION NO. (1189) OF 2010 CONCERNING THE CONTROLS AND CONDITIONS OF GRANTING WORK PERMITS OF JUVENILES, AS AMENDED,
- MINISTERIAL DECREE NO. (713) OF 2016 CONCERNING THE EMPLOYMENT AND TRAINING OF STUDENTS AND
- AT THE PRESENTATION OF THE UNDERSECRETARY FOR HUMAN RESOURCES AFFAIRS,

Decrees:

Article (1)

An establishment may enroll students, as of 15 years of age and over, to train in the establishment, provided an agreement shall be executed in the form attached herewith, setting out training activities, time, weekly and other rest days, the amount of the trainee remuneration (if any) and other benefits, all according the system applicable in the establishment.

Article (2)

An establishment may employ students, 15 years of age and above, during their school vacation, up to three months in one time, save in cases excluded by a decree from the Minister, or his representative, provided, at all case, an agreement shall be concluded in the form attached herewith, setting out the nature of employment, its time, the student's compensation, his or her weekly rest day and his or her daily work hours.

Article (3)



A student may be trained or employed only after meeting the following conditions:

- 1- Written consent of the guardian or custodian of the student.
- 2- The student's UAE ID card.
- 3- A document establishing the capacity of the student.
- 4- A foreign student (wishing to train or work) must have a valid UAE residency.
- 5- An approved certificate of medical fitness issued by a competent physician.
The representation of the guardian or custodian of the student shall be an enough alternative of the said certificate.
- 6- NOC certificate from the educational institution of the student, in case of training.
- 7- The establishment in which the student will be trained or work may not be suspended.

Article (4)

Subject to the conditions set out in Articles (1), (2) and (3) hereof, whoever trains a minor student (who is between fifteen to eighteen years of age) or employing him or her during the school vacation must observe the following:

- 1- The student may not be trained in or employed for any of the prohibited works set out in the table attached herewith.
- 2- The student may not be trained or employed at night in industrial projects. For the purposed hereof, “at night” shall mean at least twelve consecutive hours, including the time from eight in the evening to six in the morning.
- 3- The maximum actual work hours for a minor student may not exceed six hours per day, including one or more rest, food or prayer periods not less than one hour in total. These periods shall be determined such that a student may not



work for more than four consecutive hours. If the work hours of a minor include an orientation or training period, the same shall be regarded as part of the student's work hours. At all case, a minor student may not be kept in the place of work or training for more than seven consecutive hours.

- 4- A minor student may not be employed for overtime hours at any case and may not be kept after the established work hours. In addition, a minor student may not be trained or employed on rest days.
- 5- Minor students must be trained in the use of occupational health and safety methods, their application of these methods shall be monitored, their benefiting therefrom shall be secured and they shall be provided with the same work or training environment provided for all workers, taking the circumstances of the minors into account.
- 6- The guardian or custodian of the minor student must be notified of any illness, absence or act by the minor during work or training time, to the extent that such illness, absence or act must be brought to the knowledge of the guardian or the custodian.

Article (5)

The establishment shall issue an experience certificate to the student at the end of his or her training or employment regarding the training or work conducted by the student, provided such certificate shall include an assessment of the student's performance during that period.

Article (6)

The Ministry may grant some benefits to establishments that achieve excellent results in the training or employment of citizen students.



Article (7)

A student who is being trained or employed hereunder shall be entitled to an end-of-service gratuity and leaves only to the extent provided for in the agreement.

Article (8)

- 1- All provisions of Ministerial decrees in conflict herewith shall be cancelled.
- 2- This decree shall be notified to the entities concerned with its enforcement and shall be effective as of the date of its issue.
- 3- THE UNDERSECRETARY FOR HUMAN RESOURCES AFFAIRS shall issue the administrative decisions that may be necessary for the enforcement hereof.

Nasser Bin Thani Al Hamili

Minister of Human Resources and Emiratisation

//signed and stamped//

Issued in the Head Office of the Ministry on 23/7/2018

Attached herewith is a table of works prohibited for those under 18 years of age



Appendix to Ministerial Decree No. 519

An employer may not employ a minor in 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 (sulfonamides), 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 hereof 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 below.

Age	Allowable Weights		Weights pushed on rails		Weights pushed on two wheels		Weights pushed on a single wheel	
	Male	Female	Male	Female	Male	Female	Male	Female
15-17	s	s	s	s	s	s	s	s
Weight in kilograms	15	10	300	150	Not allowable for minors		Not allowable for minors	