



UNITED ARAB EMIRATES
MINISTRY OF LABOUR

OCCUPATIONAL SAFETY AND HEALTH

Ministerial Resolution No. (4/1) for 1981 A.D.

on defining works that are hazardous or in which it is permissible

to reduce the legally decided working hours

Minister of Labour and Social Affairs:

*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)

Workers may not be made to work for more than seven hours a day in the following works

and industries:

- 1- Working in front of ovens at bakeries.
- 2- Oil refining.
- 3- Manufacturing cement.
- 4- Manufacturing ice.
- 5- Working at cooling stores and warehouses.
- 6- Manufacturing fertilizers, mineral acids coefficients, chemical crops.
- 7- Working in filling cylinders with pressurised gases.
- 8- Processes for melting fat and making wax.
- 9- Work at mines and quarries.

- 10- Manufacturing dyes and varnish.
- 11- Foundry.
- 12- Making glue.
- 13- Making glass.
- 14- Sugar manufacturing and refining.
- 15- Making and packaging bleach and chalk.
- 16- Oil squeezing industry using mechanical methods.

Article (2)

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

Issued on 6/1/1981 A.D.

Ministerial Resolution No. (5/1) for 1981 A.D.
on defining works that are hazardous, arduous or
harmful to the health and where minors are prohibited to work

Minister of Labour and Social Affairs:

*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. on organising work relationships and after seeking the opinion of the competent authorities in the country in that respect.

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

It was decided:

Article (1)

It shall be strictly prohibited to employ minors under the age of seventeen in the following industries:

- 1- Working underground in mines, quarries, and all work related to the excavation of metals and stones.
- 2- Working at furnaces prepared for incinerating, refining, or maturing metalling substances.
- 3- Oil refining factories.
- 4- Working in front of ovens at bakeries.
- 5- Cement factories.
- 6- Ice and cooling factories.
- 7- Silvering mirrors using mercury.

- 8- Making explosives and related works.
- 9- Melting and maturing of glass.
- 10- Welding with oxygen, acetylene and electricity.
- 11- Painting using Duco (auto-paint).
- 12- Treatment, preparation and reduction of ash containing lead and extracting silver from lead.
- 13- Tin industry and the mineral compounds containing more than 10% lead.
- 14- Manufacturing lead monoxide (golden spirit) or yellow lead oxide, lead dioxide (sulphonamides), lead carbonates, orange lead oxide, and lead sulphates, chromate, and silicates.
- 15- Mixing and making paste in the manufacture or repair of electric batteries.
- 16- Cleaning the workshops where works mentioned in items (12, 13, 14 and 15) take place.
- 17- Managing or monitoring driving machines, or their repair or cleaning during operation.
- 18- Manufacturing asphalt.
- 19- Oil squeezing using mechanical methods.
- 20- Manufacturing fertilizers, mineral acids coefficients, chemical crops or working at their warehouses.
- 21- Working at tanneries.
- 22- Skinning, cutting and scalding animals, melting their fats.
- 23- Manufacturing rubber.
- 24- Working in filling cylinders with pressurised gases.
- 25- Loading and unloading cargo in basins, platforms, ports and warehouses.
- 26- Transporting passengers over land or in internal waters.
- 27- Manufacturing coal from animal bones, with the exception of sifting bones before burning.

28- Bleaching, dyeing, and printing textiles.

29- Lifting, pulling, or pushing heavy loads if their weight exceeded what is shown in the table attached to this resolution.

30- Working as waiters at clubs.

31- Working at bars.

Article (2)

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

Issued on 6/1/1981 A.D.

Ministerial Resolution No. (6/1) for 1981 A.D.

**on defining work that is hazardous, tiresome, or harmful to health
or morals, and where women should not be employed therein**

Minister of Labour and Social Affairs:

*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. on organising work relationships and after seeking the opinion of the competent authorities in the country in that respect.

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

It was decided:

Article (1)

It is not allowed to employ women in the following occupations:

- 1- Working underground in mines, quarries, and all work related to the excavation of metals and stones.
- 2- Working at furnaces prepared for incinerating, refining, or maturing metalling substances.
- 3- Industry of explosives and related works.
- 4- Welding with oxygen, acetylene and electricity.
- 5- Melting and maturing of glass.
- 6- Silvering mirrors using mercury.
- 7- Painting using Duco (auto-paint).
- 8- Treatment, preparation and reduction of ash containing lead and extracting silver from lead.

- 9- Tin industry and the mineral compounds containing more than 10% lead.
- 10- Manufacturing lead monoxide (golden spirit) or yellow lead oxide, lead dioxide (sulphonamides), lead carbonates, orange lead oxide, and lead sulphates, chromate, and silicates.
- 11- Mixing and making paste in the manufacture or repair electric batteries.
- 12- Cleaning the workshops where works mentioned in items (8, 10, and 11) take place.
- 13- Managing or monitoring driving machinery.
- 14- Repairing or cleaning driving machinery during operation.
- 15- Manufacturing asphalt.
- 16- Working at tanneries.
- 17- Working at fertilizers warehouses that are extracted from animal substances, faeces or blood.
- 18- Skinning, cutting and scalding animals, melting their fats.
- 19- Manufacturing rubber.
- 20- Loading and unloading cargo in docks, platforms, ports and warehouses.
- 21- Manufacturing coal from animal bones, with the exception of sifting bones before burning.
- 22- Working at bars.

Article (2)

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

Issued on 6/1/1981 A.D.

Ministerial Resolution No. (27/1) for 1981 A.D.

on determining remote areas

as mentioned in the law regulating work

relationships No. (8) for 1980 A.D.

Minister of Labour and Social Affairs:

*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)

1- Remote areas are areas far from cities in the interpretation of Article 101 of Law No. (8) for 1980 A.D. as mentioned and for the purpose of its implementation shall be the following locations:

First: Abu Dhabi:

- | | |
|---------------------|------------------------|
| 1- Delma Island. | 2- Das Island. |
| 3- Ghayathi Area. | 4- Al-Saadiyat Area. |
| 5- Al-Dhafra Area. | 6- Al-Sila Area. |
| 7- Al-Samha Area. | 8- Al-Hir Area. |
| 9- Al-Wagn Area. | 10- Medsis Area. |
| 11- Umm Ghafa Area. | 12- Al-Hamdaniya Area. |

- | | |
|---------------------------|---------------------------|
| 13- Al-ShoaibArea. | 14- Al-Bahr Area. |
| 15- Bou Rahma Area. | 16- Mazyad Area. |
| 17- Remah Area. | 18- Al-Ruwais Area. |
| 19- Jebel Al Dhanna Area. | 20- Tarif Area. |
| 21- Bahariya Islands. | 22- Zerkouh, Maizer Area. |
| 23- Sweihan Area. | and others |

Second: In the Northern Emirates:

- | | |
|------------------------|----------------------|
| 1- Al Hamraniyah Area. | 2- Al-Maliha Area. |
| 3- Al ManaehArea. | 4- Masafi Area. |
| 5-Abu Musa Island. | 6- Al-Hamidiya Area. |
| 7- Hatta Area. | 8- Masfout Area. |
| 9- Al-Siji Area. | 10- Khatt Area. |
| 11- Al-Khazna Area. | 12- Ethn Area. |
| 13- Ghalila Area. | 14- Al-Mudam Area. |
| 15- Al-Bathna Area. | 16- Al-Tawyeen Area. |

2- Remote areas are considered also any work area that is twenty five kilometres away from the nearest city or village and cannot be reached by public transport.

Article (2)

Any employer who uses workers in the areas specified in the previous article must provide them with the following services:

- 1- Appropriate means of transportation. 2-Appropriate housing .
- 3- Potable water. 4- Appropriate food stuff.
- 5- Means of medical aid. 6- Facilities of entertainment and sport activities.

With the exception of food materials, the services mentioned in this article shall be at the expense of the employer and the worker must not bear any of it.

Article (3)

Public buses for the paid use of the public and communal taxis are considered some of the ordinary means of transport mentioned in Article (1) of the resolutions.

Article (4)

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

Dated on: 19/4/1981 A.D.

Ministerial Resolution No. (37/2) for 1982
Regarding the level of medical attention the
employer is obliged to provide to his workers

Minister of Labour and Social Affairs:

- *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 in regards to organizing the work relationships and upon agreement with the Minister of Health.
- *and based on what was proposed by the Undersecretary of the Labour Sector,

It was decided:

Article (1)

The commitment of the employer to treating the workers must be according to the levels of medical attention shown in the articles of this resolution and within the limitation of the methods available for treatment in the country.

Article (2)

The employer in whose facility the number of workers doesn't exceed fifty workers at one place, one country, or a radius of twenty kilometres must provide first aid means at the work places in his facility.

Article (3)

The employer whose number of workers exceeds fifty workers but less than two hundred workers in one place, one country, or a radius of twenty kilometres, in addition to his commitment to provide first aid means, shall use a nurse holding a nursing certificate recognised by the Ministry of Health who shall administer the said aid, and shall assign a physician to the workers clinic and their treatment at the place prepared by the employer for that purpose, providing them with the necessary medications for treatment for free.

If the treatment requires a specialist physician, the facility doctor shall advise in writing to treat the worker at a specialist physician, with the costs of treatment in this case shared equally between the employer and worker.

Article (4)

The employer who has two hundred workers or more in one place, one country, or a radius of twenty kilometres must provide the means of treatment stipulated in articles (2) and (3) of this resolution, in addition to his commitment to provide all other means of treatment in the cases where treatment requires specialist physicians, surgeries, or other, as well as the necessary medications, all at the expense of the employer.

If the worker was treated at a government, private, or charity hospital or treatment home, the employer shall pay to the management of the hospital or home the cost of treatment, medication, and accommodation as specified by the Ministry of Health with respect to government hospitals and treatment facilities, and in accordance with what is decided by the managers of the private or charity hospital or home, or the institution affiliated to that hospital or care facility with respect to treatment at private or charity hospitals or treatment facilities.

Article (5)

The facility physician where the number of workers is two hundred or more must treat any of the illnesses in an ordinary way and decide to dispense the necessary medications, as well as refer the worker to a specialist or to the hospital in the cases where treatment requires that.

In this case, the worker may not ask to be treated at a specialist, to have a surgery, or to be treated at a hospital unless based on the decision of the facility physician or according to a certificate necessitating this issued by a specialist and approved by the competent medical administration or medical area at the Ministry of Health under which jurisdiction the facility falls.

A worker also may not request to be treated at a specialist other than those chosen by the employer or at hospitals not decided by him.

Article (6)

When selecting the place for the workers clinic and treatment, it should be taken into consideration that it would be as close as possible to the place of work and to have good ventilation and lighting, with health and comfort conditions. It should also be equipped with the necessary machines and equipment.

Article (7)

The costs for transporting the worker to the clinic should be at the expense of the employer at the times he specifies for treatment or checking.

The worker shall not be entitled to these expenses unless he follows the directions of the employer with respect to the times set for treatment or checking at the clinic, except in emergency and urgent situations.

The employer should allocate a mode of transportation for the sick and injured workers, in which case the worker may not refuse transportation as long as they are suitable for what it has been assigned for. The worker's right to any transportation expenses shall cease to exist using the transportation means allocated by the employer without reasonable justification.

Article (8)

If the facility has a fund or a system for providing medical services and the worker subscribe to it so that he would have the right to treat himself and the members of his family, the employer shall lower the worker's subscription fee to that fund or system in a way equivalent to the costs of his treatment at the expense of the employer in accordance with the provisions stipulated in this resolution.

Article (9)

Each employer using fifty workers or more must display the following data on the main doors used by workers to enter into the place of work:

- a- Place of the workers' clinic.
- b- The treatment days and times at that clinic.
- c- The address of the hospital and specialist physicians assigned to treat the workers and the times for that whenever the employer is obliged to them according to the provisions of this resolution.

The labour inspection section inspectors at the Ministry may order to hang all or some of the aforementioned data, depending on the case, in another place and in the appropriate places at the facility whenever they find it necessary.

These data must be hung in a way that is easy for the workers to view.

Article (10)

The employer who uses foreign workers must affirm their physical fitness for work by a certified medical certificate proving that and that is certified by the competent official authorities.

In all cases, the employer must confirm the physical fitness of the worker he shall use before hiring him through a medical investigation, and the result of that must be proved in a written report certified by the competent authority at the Ministry of Health.

Article (11)

Every employer must prepare a medical for every worker showing the following:

- The results of the medical investigation of the worker upon joining work.
- The results of the medical investigation and decided treatment whenever the worker takes a medical investigation and the date of each investigation.
- The results of the medical tests carried out for investigation or treatment as well as the X-rays prepared for the worker for the same reason, if any.
- The result of the investigation to affirm the absence of parasites and respiratory and skin diseases if any.

- The period during which the worker was absent from work because of illness, provided that the days of absence because of ordinary illness, occupational illness or work accidents are explained separately.

These files shall be confidential with only the treating physician, employer or who represents him having access to them.

Article (12)

The employer who uses fifty workers or more must send a statement of two copies once every three months to the competent work directorate showing the number of workers who were treated at the expense of the employer, the types of their illnesses, and the days of absence during which they did not come to work because of illness.

Article (13)

The implementation of the provisions of this resolution shall not jeopardise or disable the other systems of treatment at the facilities if these systems were better to realise the medical treatment organised under this resolution.

Article (14)

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

Date: 17/7/1982

Ministerial Resolution No. (32) for 1982 A.D.
on determining prevention means and measures
to protect workers from work hazards

Minister of Labour and Social Affairs:

- * Having reviewed 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 in regards to organizing the work relationships.
- * Upon the Ministry of Health poll.
- *and based on what was presented by the Undersecretary of the ministry,

It was decided:

Article (1)

Every employer must provide suitable means of prevention to protect the workers from the hazards of occupational injuries and illnesses that could happen during working hours as well as the hazards of fire and the remaining hazards that may result from the use of machines and other work equipment, and should also follow all other means of prevention decided by the Ministry of Labour and Social Affairs.

The worker should use the preventive equipment and clothes he is provided for that purpose and to carry out all the instructions of the employer that aim to protect him from hazards and to abstain from doing anything that would obstruct these instructions.

Article (2)

Every employer should display in a visible and obvious place at the work site detailed and clear instructions on fire prevention methods and the protection of workers from the hazards they may be exposed to while doing their work, the method of prevention, and how to handle any accidents as a result of that, provided that the instructions are written in Arabic as well as another language understood by the workers when necessary.

The employer must put warning signs in front of dangerous places.

Article (3)

Every employer or who represents him must inform his worker of the hazards of the profession they practice such as the hazards of fire, machines, falling, occupational illnesses and others before they start work.

Article (4)

Every employer must assign the supervision of the first aid to a specialist in providing medical assistance and provide the contents in Table (3) attached to this resolution in every first aid kit.

Article (5)

The employer must take all necessary means to confirm that the existing circumstances at work place provide sufficient protection for the health and safety of the workers hired at the facility, and should especially take the following into consideration:

- a- The size of space assigned to each person shall not be less than four hundred square feet, provided the calculation of this space does not include any height exceeding fourteen feet.

- b- Avoid any shortage of fresh air or slowness in its renewal, avoid bad or harmful currents and sudden changes in temperature, and get rid of excess humidity and heat as much as possible.
- c- Provide sufficient and appropriate light, whether natural or artificial, by taking into account to keep the outlets, skylights, and other natural light openings and for the natural or artificial sources of light to provide homogeneous illumination, avoiding direct glare and reflected light, as well as considerable variations in light in close areas.
- d- Provide suitable lighting for operations with various degrees of accuracy, guided by the attached Table (1).
- e- Prevent or reduce noise and vibrations that are hazardous to the health of the worker according to the practically permitted levels.
- f- Prepare a place for eating food at the times when it is forbidden for the worker to eat food at the work place. It is prohibited to eat food at the work places in the following circumstances:
 - 1- The works that include the use or handling of poisonous or harmful substances that may disperse in the air at work in the form of dust, smoke, vapour or other.
 - 2- The works in which the workers are exposed to harmful radiations.
 - 3- The works in which the workers are exposed to the contamination of the visible parts of the body such as hands and head, or in which the work clothes are contaminated with harmful materials.

Provide basins for washing hands that are sufficient and suitable to the number of workers present at the work places in general, providing them with the necessary cleaning equipment, as well as providing the sufficient number of toilets for the use of workers, as well as appropriate places for changing and keeping the workers' clothes, taking into account to clean and maintain

them regularly, and in all cases, each of the different genders of workers must have independent facilities.

Article (6)

The employer shall use the practical and suitable means to prevent or reduce the health hazards at the work places, shall take the following into consideration in particular:

- a- The practice of the industrial and other operations shall not be hazardous to the health and safety of the workers.
- b- The operations that are hazardous to health shall be undertaken in separate bodies to prevent the workers' touching the hazardous substances, and prevent the leaking of spreading and thickening gas or vapours, dust, fibres, or smoke to the atmosphere of work in quantities that are harmful to health.
- c- Block harmful radiations from workers.
- d- Dispose of the materials hazardous to health that are present during industrial operations so that they do not exceed the required limits as mentioned in the attached Table (2).
- e- Regularly dispose of the harmful dust, spreading or thickening vapours, gases, and fibres at their source or close to it using suction devices, through another suitable engineering method, or find a suitable ventilation system.
- f- Provide workers with protective clothes equipped with devices and other appropriate tools to protect the person if the preventive methods followed were impractical or insufficient to secure the health of the workers, provided that the workers are trained to use these machines and means, and to appropriately store and provide the necessary capabilities to clean, disinfect and maintain them at the possibility of their contamination with poisonous or

hazardous substances during work, each according to the requirements of the nature and conditions of every work.

Article (7)

The following should be taken into consideration at the work place:

- a- The flooring of the work room shall be level and made of a substance suitable for the work carried out in it.
- b- Leave distances around machines or units to allow workers to pass through and carry out the ordinary works without obstacles, and in a way that allows the operations of compressing or repairing machines or transporting the substances used in work.
- c- The passages should be clear of holes, unsecured sewage covers, protruding nails and pipes, and the gauges fixed vertically, or any other installations that constitute a danger of collision and the material must not subject those walking on it to the danger of slipping.
- d- The passages must not be crowded with raw materials, work equipment, products, or materials in a way that constitutes an obstacle to the workers in their walking and subject them to the danger of collision or tripping.
- e- Stairs, high walkways, and similar places shall be equipped with slip free materials.
- f- The opening of land ladders shall be surrounded from all sides by a fence with the exception of the stair entrance, and this fence shall be made of bars placed close to each other to prevent passage, or these openings shall be covered with metal covers on hinges that prevent the fall of anything that would subject those below to the danger of injury.
- g- The steps of the stairs shall be strong enough and of sufficient width to allow safe passages. The sides shall have guards on both sides if one was not against the wall.
- h- The mobile ladders must be sturdy with the steps at appropriate distances and the bases and heads provided with appropriate focal methods that prevent their slipping. mobile ladders made of wood must not be painted with any type of paint.

Article (8)

The employer shall provide the necessary means to prevent fire, as well as the appropriate extinguishers for the materials existing at the facility and the materials used in industries, and shall take the following into account:

- 1- Provide entrances, exits, and stairs at the work place to facilitate the exit of workers in case of a fire in them or in any part of them without crowding.
- 2- The fire methods and equipment shall always be suitable to serve their purpose, in addition to training a sufficient number of workers on using them. They must be free of any obstacles and put in appropriate places for easy reach.
- 3- There should be an alarm in the event of a fire, and workers shall be trained on responding to it in the case of a danger alarm.
- 4- In the event of numerous work rooms connected by openings, there must be fire separating doors to prevent its spread from one room to the next.
- 5- Hang indicative signs to prevent fire or its causes in flammable areas in the work place, stating in the said signs how to exit and the locations of the exits in a clear place in Arabic as well as another language understood by the workers when necessary.

Article (9)

The employer must take the necessary precautions to protect the workers from the dangers of falling, falling objects, flying debris, sharp materials, caustic liquid materials, hot materials, flammable materials, explosives, or any other materials with a harmful effect, as well as the necessary precautions to protect the workers from the hazards of pressurized gases and electricity, either by using suitable safety equipment suitable for that purpose or by personal

methods such as glasses, gloves, belts, suits, masks, or other protective clothes, provided that they are appropriate to the nature of the operations exercised in it and the materials used in every operation.

Article (10)

The employer must always and continuously surround the moving parts of movement generators, transmission equipment, and the dangerous parts of machines, whether fixed or mobile with suitable protective barriers, unless it was taken into account when designing and installing these parts to provide full protection as it covered by protective barriers.

Article (11)

The employer must take the following into consideration when erecting the barriers mentioned in the previous article:

- 1- To work on the full protection from the hazard it was put to prevent.
- 2- To prevent the worker or any part of his body from reaching a dangerous part during the performance of work and not obstructs its performance.
- 3- Not to be cause for hindering production or machines.
- 4- Not to prevent the calibration or repair of the machine or inspecting it with the least possible maintenance.
- 5- To resist fire and rust.
- 6- Not to cause accidents for having sharp parts, sharp edges, or rough edges, nor will it be the source of any accidents.

Article (12)

The employer, when installing new machines, operating equipment or parts thereof, shall take into account to provide them with protective methods to comply with the necessary preventive system.

Article (13)

The employer may not allow any person to remove or install any barrier or any of the preventive equipment, unless the machine was not working, and it may not be operated except after it is returned to its place.

Article (14)

The employer should hang guiding signs in the place where the machines are or where the various operations take place in which he shows the type of the necessary technical operations in Arabic as well as another language understood by workers when necessary.

Article (15)

Every worker must adhere to the orders and instructions related to the work safety precautions and his safety, and should use preventive methods and pledge to care for what he has. The worker is prohibited to attempt any action that might lead to the non-implementation of the mentioned instructions, the misuse of the methods placed to protect the health and safety of the workers, or damage or destroy these methods.

The employer shall guarantee the penalties list include penalties for all those violating the provisions stipulated in the previous paragraph.

Article (16)

In case of using the steam boilers, the employer must take the following into consideration:

- 1- Every boiler must be equipped with a suitable safety valve, suitable valves, a measure of the water level, and a measure of steam pressure, and all these machines must be working in good conditions throughout the use of the boiler.
- 2- An appropriate and sturdy room must be allocated for the boiler, provided that that room is separate and at least three metres away from any other building in the facility, with good lighting.
- 3- A competent person must be assigned to watch the boiler, with a suitable place prepared for him inside and outside the boiler room so that he is able to watch effectively.
- 4- The boiler must be stopped for maintenance once every two months at least for cleaning and maintenance, with the maintenance operation assigned to a competent person who observes all safety procedures during maintenance.
- 5- The boiler must be inspected at least once a year by a competent person licensed by the competent labour directorate.
- 6- The person conducting the inspection must prepare a report showing the state of the boiler and the inspection steps followed, provided that the facility owner sends a copy of that report to the competent labour directorate keeping at copy at the facility.
- 7- In case of using pressure vessels, they should be of materials that do not react with chemicals and rust, and shall be inspected annually to determine their validity by a competent person who is licensed by the competent labour directorate, preparing a report at each inspection a copy of which shall be sent to the labour directorate.

Article (17)

Workers shall be prevented from entering the areas in which the machines are operated unless wearing clothes suitable to the nature of the work as specified by the facility to guarantee the safety of workers.

Article (18)

The employer shall take the necessary precautions to protect workers from hazardous substances by storing them safely in special places or by surrounding them with suitable barriers or fences. It shall be observed in case of storing them in containers that they are tightly shut, with a label bearing their names, the correct method of using them, and methods of protection, with a warning of their hazards, which shall be written in Arabic as well as another language understood by the workers if necessary.

Article (19)

The employer must take the necessary precautions to protect the workers carrying out the construction, demolition, and digging jobs from work hazards as follows:

a- With respect to digging and demolition:

- 1- When digging a trench or hole, the digging must always begin from top to bottom, confirming that it is at an incline suitable to the soil being dug. Also the sides of the holes with depths exceeding 1.5 metres must be re-enforced with sturdy wooden beams to prevent the collapse of the soil in the hole, as well as provide safe passages for the workers to haul the soil with warning signs put at the edges of the holes to prevent against falling into them.

- 2- The hauled soil from the holes must not be accumulated next to the holes, but should be placed at a suitable distance from these holes that would not allow their sliding in the direction of the holes.
- 3- Demolition should start from the upper levels, while taking the necessary procedures to support the walls protruding from the buildings that are feared might fall, with the need to separate them technically before starting demolition. It is necessary for an experienced supervisor to be present throughout the demolition.
- 4- Demolition debris must not be thrown from above, but must be removed either by lever machines or through inclined walled passages with the need to fence the place where debris is collected.

b- With respect to construction work:

- 1- Scaffolds and walkways must be of sufficient width to allow the passage of workers safely without falling. These Scaffolds and walkways must also have side barriers if they were more than eight metres higher than the surface of earth, with the need to provide workers with protective belts against falling and to confirm the sturdiness of where they are secured.
- 2- The roofs of the work area must be fenced if the nature of work necessitates climbing to them, also the skylights through these roofs must be fenced or covered in a way that prevents people or equipment to fall.
- 3- It should be observed to make solid protective overhead shields of sufficient width and barriers of suitable height to protect the workers or passers-by from the hazard of things falling on them.

Article (20)

The following should be taken into consideration regarding the lifting and dragging machines and tools:

- 1- Each lift, or passenger or cargo elevator must be well made, with sufficiently solid parts, and shall have the necessary technical maintenance, it should also be tested periodically, at least once a year, by an expert.
- 2- The elevators ascending and descending areas must be surrounded by a solid and high fence to prevent any person from approaching or jumping over the moving parts of the elevator, and the doors must not open unless the elevator is stationary.
- 3- An indication of the maximum load must be put at an obvious place on the machine or elevator.
- 4- The worker must not be assigned to carry loads heavier than he could bear, and in all cases, the weight of the load must not exceed (50) Kilograms for a man and (20) Kilograms for a woman, taking into account to use the leverage when possible to carry weights instead of depending on the human effort only.
- 5- The design of chains, ropes, or pulling wires and the like must be well made and shall be given full and continuous maintenance, shall not be used to carry more than their load, and shall be inspected at least once every six months regularly.

Article (21)

The facility that appoints a contractor to undertake any of the various construction and building operations must notify the competent labour directorate at least one week before starting the demolition through a statement that includes the following:

- a- Name of facility or original contractor.
- b- Name of subcontractor.
- c- Type of operation.
- d- The place where the work will be carried out.
- e- The date of beginning work and the duration of the execution.

Article (22)

The responsibility of providing industrial safety equipment in contracting works with respect to the employer, original contractor and subcontractors shall be according to the following:

- a- Providing industrial safety conditions with respect to the work place and its equipment shall be the responsibility of the employer who owns their use.
- b- Providing personal protective equipment to the workers shall be the responsibility of who contracts them.

Article (23)

The competent labour inspector may take a sample or samples of the materials used or circulated in industrial or other operations subject to inspections, which he believes has a harmful effect on the health and safety of the workers for the purpose of analysing them to find out the extent of that effect, notifying the employer or his representative of the result of the analysis, and take the necessary procedures on the matter. He may, if necessary, request conducting a medical examination on the workers at the facility as well as lab tests to confirm the appropriateness of the work conditions and their effect on the health and preventive levels of

the workers. This examination shall be carried out during working hours at the facility and after hours if carried out outside the facility in accordance with the procedures stipulated in Article (175) of Law No. (8) for 1980 A.D. on organizing work relationships.

Article (24)

The employer must notify the competent labour directorate of the accidents that might take place in any facility during working hours, or because of the work, and which causes any of the following damages:

- a- The death of the worker.
- b- Fire or explosion.
- c- Preventing any worker from performing his job for three days or more.

The employer must notify these accidents in accordance with the form shown in Table No. (4) attached to this resolution, provided that notification is as follows:

- 1- In cases of worker's death, fire or explosion, notification must be as soon as the accident occurs and using the fastest possible method of communication.
- 2- In the event of preventing the worker from performing his job for three days or more, notification shall be within 24 hours from the incident.

In all cases, every employer must notify the competent labour directorate of a statistic every three months of two copies on the work injuries and occupational illnesses according to the form prepared for this purpose provided that the time of sending it does not exceed fifteen days from the mentioned three months period.

The employer shall keep a third copy at the facility to make it easier for the competent labour inspector to review when visiting the facility.

Article (25)

The labour inspector assigned the missions specified in this resolution must be competent as follows:

- 1- In case of exercising the duties pertaining to industrial security, he must be an engineer or a technician experienced in this field.
- 2- In case of exercising the duties pertaining to occupational health, he must be a physician or technician specialising in the field of occupational health.

Article (26)

- 1- Every industrial facility that employ at least one hundred and fifty workers must appoint an industrial security officer who works full time for that purpose and shall assign him the duties of protection from the various hazards and supervise the implementation of the provisions of the law on that matter.
- 2- It is necessary for the industrial security officer at the facility with more than one thousand workers to be an engineer or qualified technician in the field of industrial security. With respect to the facilities with less than one thousand workers, he must be a graduate of industrial high schools with an experience in the field of industrial security.
- 3- The competent labour directorate shall ratify the competence of the industrial security officers that should be appointed under this article.

Article (27)

The Undersecretary may, by a decision, take some other precautions as necessitate by the nature of work in any industry, operation, or facility.

The Undersecretary is assigned to make amendments to the tables attached to this resolution whenever there are scientific or technical developments that necessitate these amendments.

In the two cases mentioned in the two previous paragraphs, directives or amendments are issued after polling the opinion of the Ministry of Health and the other competent authorities.

Article (28)

The Undersecretary may issue the forms necessary for the implementation of this resolution.

Article (29)

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

Table No. (1)

Appropriate lighting

Lighting level mentioned in the following table shall be the minimum in the operations mentioned across from it:

Serial Number	Operations	candle/foot
1	Non-accurate operations such as sorting large objects (scrap, bones and the like).	6
2	Medium accuracy operations such as assembling machines, the grinding of grains and stones, and other primary operations in the industry and steam reservoir rooms, the packaging of large containers sections, warehouses for tools and equipment necessary for medium operations and the like.	10
3	Assembly of medium accuracy parts, such as filing and turnings that do not require accuracy, grinding and testing of products, machines, sewing light coloured cloths, storing foods, and the industry of plywood and leather and the like.	20
4	Accurate operations such as medium accuracy filing and turnings, accurate tests, office works, and the final operations of the products and the like.	20
5	The operations that require a lot of accuracy such as the assembly	50

	of precision machinery, precision filing and turnings, shaping glass, precision carpentry, office work, drawing and the like.	
6	The work that requires extreme accuracy and long patience such as highly precise testing operations, machine testing, jewellery and watch making, letter assembly in printing, the sewing of dark clothes and the like.	150

Table No. (2)

**Highest degrees of permitted concentration
during industrial operations**

Name of material	Highest degrees of concentration
Ammonia	100 parts in million
Lacy acetate or Butyl	400 parts in million
Carbon disulphide	10 parts in million
Carbon monoxide	100 parts in million
Carbon tetrachloride	100 parts in million
Chlorine gas	1 parts in million
Diphenyl Chlorine	0.5 mm per cubic metre
Ethylene	5 parts in million
Arsine	0.05 parts in million
Naphthalene tetrachloride	5 mg per cubic metre
Chromic acid	0.10 mg per cubic metre
Benzine dichloride	76 parts in million
Ethyl dichloride	15 parts in million
Ether	400 parts in million
Ethylene dichloride	200 parts in million
Gasoline	500 parts in million
Chloride acid	10 parts in million

Hydrogen Cyanide	10 parts in million
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Name of material	Highest degrees of concentration
Formalin	20 parts in million
Fluoridate acid	2.5 parts in million
Hydrogen sulphide	20 parts in million
Lead	0.2 mg per cubic metre
Mercury	0.1 mg per cubic metre
Methanol	200 parts in million
Benzene monochloride	75 parts in million
Nitrobenzene	1 parts in million
Nitrogen oxide	5 parts in million
Nitrogen	1 parts in million
Phosgene	1 parts in million
Sulphur dioxide	5 parts in million
Phosphine	0.5 parts in million
Tetra chloro apsheline	5 parts in million
Toluene	100 parts in million
Trientine	250 parts in million
Coal tar naphthalene	200 parts in million
Zinc oxide fumes	0.15 mg per cubic metre
Ethylene dichloride	200 mg per cubic metre
Ethylene tetrachloride	50 mg per cubic metre
Silica parts	150 million silica bodies per cubic metre
Asbestos (all types)	5 parts per cubic centimetre (part length more the 5 micrometre)

Table No. (3)

Contents of the first aid box

According to Article (4) of Ministerial Resolution No. (32) for 1982 A.D.

Serial Number	Type	Quantity
1	Half an inch bandage	12 pieces
2	Triangular bandage	12 pieces
3	Medical cotton	12 rolls
4	Gauze	6 rolls
5	Viscous linoleum pieces 0.5 x 1.5	2 boxes
6	Viscous linoleum	2 boxes
7	Eye ointment	6 tubes
8	Picric acid	6 ounces
9	Potassium permanganate	6 ounces
10	Sodium bicarbonate	6 ounces
11	Uric solution	8 ounces
12	Silva Simaneed	6 tubes
13	Charvalavine solution	1 litre
14	Iodine	1 litre
15	Talcum powder	3 kg
16	Burn ointment	6 tubes

17	Sulphate powder	5 gm
18	Penicillin ointment	6 tubes

Serial Number	Type	Quantity
19	Sulphathiazole pills	100 pills
20	Silva Traide pills	100 pills
21	Long lasting Sulfonamide	60 pills
22	Spasmo Cibalgin pills	60 pills
23	Aspirin	100 pills
24	Vitamin	100 pills
25	Complex vitamin pills	100 pills
26	Cough pills	100 pills
27	Salt pills	100 pills
28	Ear drops	6 tubes
29	Nose drops	6 tubes
30	Throat ointment	6 tubes
31	Dettol	1 litre
32	Camphor ointment	6 ounces
33	scalpel change	1
34	Eye dropper bath	1
35	Solution bowl	1
36	English pin	1
37	Scissors	1
38	Tourniquet	1
39	Ffinek Soap	1

Table No. (4)

Notification of accident

According to Article (28) of Ministerial Resolution No. (32) for 1982

1- Name of Facility
Owner:

2- Address:

3- Economic activity:

4- Date of incident:

5- Nature of incident:

6-Mention the following data:

a- Name of the part, equipment or machine that caused the incident with description:

.....

b- Mention how the incident took place:

.....

7- Mention the following data about the injured person or persons:

a- Name:

b- Male/Female:

c- Age:

d- Address:

e- Salary:

f- Date of appointment:

g- Nature and extent of injury:

8- Mention the following data on damage in the case of fire or explosion:

**a- The cause of the fire, explosion,
or collapse:**

**b- The damage caused by the
accident:**

c- Estimating the total loss:

Signature of the Employer

Date: / / 19 A.D.