

**Ministerial Decree No. 519 of 2018 on:  
Regulations and Conditions of Training and Employment of Students**

**Minister of Human Resources and Emiratisation:**

- Upon review of Federal Law No.1 of 1972 concerning the Mandates of Ministries and Powers of Ministers, and the amending laws thereof,
- Federal Law No.8 of 1980 on Regulation of Labor Relations, and the amending laws thereof
- Federal Decree No.48 of 2004 on the ratification of Arab Labor Convention No.18 for 1996 concerning the employment of minors,
- Cabinet Decree No.25 of 2010 on Domestic Work Permits
- Cabinet Decree No.15 for 2017 concerning service fees and administrative fines at the Ministry of Human Resources and Emiratisation
- Ministerial Decree No.5/1 for 1981 on defining jobs that are considered hazardous, exhausting or detrimental to health, where minors are prohibited to work,
- Ministerial Decree No.188 of 2010 concerning Regulations and Conditions for issuing Domestic Work permits,
- Ministerial Decree No.1189 of 2010 on Regulations and Conditions for Issuing Work Permits to Minors, and its amendments,
- Ministerial Decree No. 713 of 2016 on the Employment and Training of Students,
- And based on what was presented by the Ministry's Undersecretary for Human Resources Affairs,

**It is decided:**

**Article (1)**

Any establishment is permitted to train students aged 15 years and above, on condition of a written contract as per the form attached with this decree.

The contract shall include the training areas, length of the training period, weekly and other holidays, the value of the bonus (if any), and any privileges granted to the trainee, in accordance with the system adopted by the establishment.

**Article (2)**

Any establishment is permitted to recruit students aged 15 years and above during their academic year holidays, for a period that does not exceed three consecutive months each time, except upon a decision

issued by the Minister or whoever the Minister delegates. In all cases, a written contract is required as per the form attached with this decree.

The contract shall clarify the nature of work, its duration, the student's wage, weekly holiday and the number of daily working hours.

### **Article (3)**

Students shall not be trained or employed except after insuring the following documents and conditions are met:

1. A written consent from the student's parent or legal guardian.
2. Emirates Identity Card (EID).
3. Proof of student status.
4. A valid UAE Residence Visa for expatriate students.
5. A physical fitness certificate issued and endorsed by a competent medical doctor. However, in case of training, a written letter from the student's parent or legal guardian will suffice as a substitute for this certificate.
6. In case of training, a No-Objection certificate/letter from the educational institute in which the student is enrolled.
7. Students are not allowed to get trained or work at an establishment that's be suspended.

### **Article (4)**

Considering the terms and conditions stipulated in articles (1), (2) and (3) of this decree, the establishment, in which the juvenile student (aged 15 to 18 years) is being trained or employed during academic year holidays, is obliged to abide by the following:

- 1- Establishments shall not train or employ juvenile students in any of the prohibited jobs stated in the table attached with the decree
- 2- Juvenile students shall not work at night in industrial projects. The term "night" means a period of 12 consecutive hours at least including the period from 8pm until 6am.
- 3- The maximum number of actual working hours for juvenile students shall be six hours per day. During working hours, they are entitled to one or more breaks for rest, meals or prayers; provided that the total breaks shall not be less than one hour. Such breaks should be scheduled in a way that only allows for a maximum of four consecutive working hours.

Orientations and/or trainings given to the juvenile student during his period of work shall be calculated within his/her working hours. In all cases, the juvenile student should not be kept at the workplace for more than seven hours continuously.

- 4- Juvenile students shall not be assigned to work overtime or stay at workplace after the prescribed working hours under any circumstances; neither shall be asked to work on holidays.
- 5- Juvenile students shall be trained on how to apply occupational health and safety measures. They should be monitored while applying these measures, and ensure their proper use. They

shall be provided with a proper work or training environment provided to all workers, but with consideration to the juvenile's conditions.

- 6- Establishments shall notify the juvenile student's guardian or custodian in case of the student's sickness, absence, or any conduct that requires guardian or custodian's knowledge during working or training hours.

#### **Article (5)**

The establishment shall give the student an experience certificate at the end of training or employment, which shall note his/her responsibilities during the set period, and an appraisal of his/her performance.

#### **Article (6)**

The ministry may decide to give some privileges to establishments that make outstanding achievements in training and employing Emirati students.

#### **Article (7)**

The trained or employed student, is not entitled to end-of-service gratuity and any other leaves, except as stipulated in the contract.

#### **Article (8)**

- 1- Any provisions stated in other ministerial decrees that contradict the provisions of this decree, shall be annulled.
- 2- Concerned departments and authorities shall be notified about this degree. It shall be implemented as of its date of issuance.
- 3- The Undersecretary for Human Resources Affairs at the Ministry shall issue the necessary administrative decisions needed to implement this decree.

**Nasser Thani Al Hamli**

**Minister of Human Resources and Emiratization**

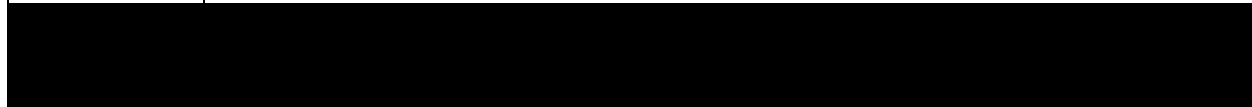
Issued on July 23, 2018

Attachment: The table of prohibited jobs for those under the age of 18 years.

**Appendix to Ministerial Decree No. 519 of 2018**

**Minors are prohibited from performing the following jobs:**

1	Working underground in mines, quarries, and all works related to extraction and excavation of metals and stones.
2	Working at furnaces prepared for incinerating, refining, or maturing metal.
3	Oil refinery plants
4	Working in front of ovens at bakeries
5	Cement factories
6	Ice and Cooling factories
7	Processing / manufacturing of mirrors by using mercury
8	Manufacturing of fireworks, explosives and all related works
9	Melting and maturing of glass
10	Welding with oxygen, acetylene and electricity
11	Painting using Duco
12	Treatment, preparation and reduction of ash containing lead and extracting silver from lead.
13	Manufacturing of Zinc and metal compounds containing more than 10% of lead
14	Manufacturing lead monoxide (golden spirit) or yellow lead oxide, lead dioxide (sulfonamides), lead carbonates, orange lead oxide, and lead sulfate, chromate, and silicates
15	Mixing and making paste in the manufacturing or repair of electric batteries
16	Cleaning workshops where works mentioned in items (12, 13, 14 and 15) are performed
17	Managing or monitoring driving machines, or their repair or cleaning during operation
18	Asphalt manufacturing
19	Oils production 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 pressurized gases
25	Loading and unloading cargo at basins, berths, ports and warehouses
26	Transporting passengers by land or internal waters
27	Manufacturing coal from animal bones, with the exception of sifting bones before burning
28	Bleaching, dyeing, and printing textiles
29	Working as waiters at nightclubs
30	Working in bars
31	Lifting, pulling, or pushing heavy loads if their weight exceeds what is shown in the table attached to this decree



Age	Permitted Weights		Weights pushed on bars		Weights pulled on two wheels		Weights pulled on one wheel	
	Males	Females	Males	Females	Males	Females	Males	Females
15-17 years	15	10	300	150	Juveniles are prohibited from performing this type of work		Juveniles are prohibited from performing this type of work	