

**MINISTERIAL DECREE NO. (48) OF 2022**  
**REGARDING**  
**THE ORGANIZATION OF LABOR INSPECTION PROCEDURES**

**His Excellency the Minister of Human Resources and Emiratisation:**

- Having reviewed the Federal Law No. (1) of 1972 regarding the duties of the Ministers and powers of the Ministers, and its amendments; and
- Federal Decree-Law No. (33) of 2021 regulating labour relations; and
- Cabinet Resolution No. (1) of 2022 regarding the executive regulations of Federal Decree-Law No. 33 of 2021 regarding the regulation of labor relations, and
- Ministerial Decree No. 1/44 of 1980 concerning rules to implement the organization of labour inspections of establishments on which the provisions of Federal Law No. 8 (1980), on the regulation of labour relations, are applied

**Has resolved:**

**ARTICLE (1)**

**ESTABLISHMENTS' COMPLIANCE AND VIOLATIONS**

The Ministry monitors establishments' compliance with the provisions of Decree-Law No. (33) of 2021 and its executive regulations and the decisions issued in implementation thereof. Establishments are subject to inspection through all available means of oversight mechanisms as approved by the Ministry, in addition to following up on the reports received from the public and observing promotional, advertising and media campaigns published on websites and social media, or via any other means used by the establishment to promote its activity.

The Ministry may, in all cases, take necessary measures against the violating establishment according to the data and information received, after verifying the validity of the observed violations, or after proving that a violation has occurred whether through field visits or electronic systems.

**ARTICLE (2)**

**POWERS OF LABOUR INSPECTORS**

A Labour Inspector shall have the following powers and prerogatives, specified in Article (33) of the Executive Regulations of Decree-Law No. (33) of 2021 and orders issued in implementation thereof:

1. Enter any establishment governed by the Decree-Law No. (33) of 2021 concerning Regulation of Labor Relations at any time, whether day or night, for inspection purposes.

2. Summon the employer or his representative to the establishment premises, labour accommodation or the Ministry, and may also request any worker to appear before him, whether in person or through digital channels.
3. Carry out any inspection or investigation as may be necessary to ensure proper implementation and adherence to the law. He may interrogate the employer or workers either alone or in the presence of witnesses.
4. Inspect all documents required to be kept in accordance with the provisions of the Labour Law and decisions made in the execution thereof and obtain photocopies and extracts therefrom.
5. Obligate the employer to provide data or information related to adherence with the provisions of the Decree-Law, its executive regulations and relevant decisions.
- 6.
7. Take one or more samples of materials used or related to operations subject to inspection, if such materials are believed to be harmful to the health or safety of workers, in order to examine its impact on the workers' health and for the purpose of taking the required preventative measures. If deemed necessary, the inspector may also request the workers to be medically examined and lab tests to be undertaken in order to determine whether the work conditions are appropriate or acceptable and to investigate their impact on the workers' health and safety.
8. Ensure that notices and publications are displayed conspicuously at the place of business and the labour accommodation in a language that workers understand, as per the provisions of the Law.
9. Report to the Ministry any problems which the existing rules cannot remedy and propose whatever is necessary to ensure this.
10. Make reports of cases of violations of the provisions of the Law at Federal and local levels, for further necessary action.

### **ARTICLE (3)**

#### **INSPECTION CONTROLS**

A Labour Inspector must abide by the following, to ensure the proper implementation of the Law, and in particular, he shall:

1. Notify the employer or its representative of his presence, identify himself and carry an identification card certifying his capacity, unless he believes that the purpose of inspection requires otherwise.
2. Perform his duties sincerely and honestly and obliged not to disclose trade secrets, inventions or any other information that he had access to by virtue of his work, even after cessation from his current position.
3. Treat the complaints received with full secrecy and not disclose the contents of such complaints to the employer, his representative or any other individual who is not legally competent.
4. Adhere to strict neutrality, with no direct interest in the establishments they inspect.

5. Cooperate with employers and workers and adhere to the principles and ethics contained in the Code of Conduct for government employees.
6. Work in accordance with the rules established in the procedures manual issued by the Undersecretary for Human Resources Affairs in this regard, and perform such duties within the prescribed time limit.

#### **ARTICLE (4)**

The Undersecretary for Human Resources Affairs shall issue the necessary regulations for organizing inspection measures stipulated herein, and Forms for violation reports, inspection registers, notices and warnings which may facilitate the work of the inspectors.

#### **ARTICLE (5)**

Ministerial Decree No. 44/1 of 1980 shall be repealed, and any provision inconsistent with the provisions of this Law is hereby repealed.

#### **ARTICLE (6)**

This Decree shall be published in the Official Gazette and shall come into force from the date of its issuance.

**Issued on this date 4<sup>th</sup> of February 2022**

***Dr. Abdulrahman Abdul Mannan Al-Awar***  
**Minister of Human Resources and Emiratization**  
**(Seal and signature)**