

United Arab Emirates	阿拉伯联合酋长国
Ministry of Labour	劳工部
Office of the Minister	部长办公室
<b>Ministerial Decree No. 401 of 2015</b>	<b>2015 年部长令第 401 号</b>
<b>Concerning the Determination of Midday Working Hours</b>	<b>关于正午工作时间的决定</b>
<b>The Minister of Labour:</b>	<b>劳工部长</b>
<ul style="list-style-type: none"> <li>After reviewing the Federal Law No. (1) of 1972 regarding the capacities of ministries and the authorities of the ministers, as amended;</li> </ul>	<ul style="list-style-type: none"> <li>经审议经修订的 1972 年第 1 号关于各政府部门权限和部长职责的联邦法律；</li> </ul>
<ul style="list-style-type: none"> <li>The Federal Law No. (8) of 1980 regarding the regulation of labour relations, as amended;</li> </ul>	<ul style="list-style-type: none"> <li>经修订的 1980 年第 8 号关于劳动关系的联邦法律；</li> </ul>
<ul style="list-style-type: none"> <li>The Federal Decree No. (50) of 1982 regarding the authentication of the International Labour Convention No. (1) of 1919 of determining working hours;</li> </ul>	<ul style="list-style-type: none"> <li>1982 年第 50 号关于确认 1919 年国际劳动公约第 1 号关于工作时间的联邦法令；</li> </ul>
<ul style="list-style-type: none"> <li>The Ministerial Decree No. (40) 2014 regarding the fees of the services that provided by the Ministry of Labour;</li> </ul>	<ul style="list-style-type: none"> <li>2014 年第 40 号关于由劳工部提供有关服务费用的劳工部法令；</li> </ul>
<ul style="list-style-type: none"> <li>The Ministerial Decree No. (32) 1982 regarding the protective means and measurements for labor protection from risks at work;</li> </ul>	<ul style="list-style-type: none"> <li>1982 年第 32 号关于避免劳动人员作业危险的劳动保护措施和安全标准的劳工部法令；</li> </ul>
<ul style="list-style-type: none"> <li>The Ministerial Decree No. (1178) of 2010 on the controls and standards of institution classification; and</li> </ul>	<ul style="list-style-type: none"> <li>2010 年第 1178 号关于机构分类控制和标准的劳工部法令；且</li> </ul>
<ul style="list-style-type: none"> <li>According to the proposals of the Undersecretary;</li> </ul>	<ul style="list-style-type: none"> <li>根据副部长的建议；</li> </ul>
<ul style="list-style-type: none"> <li></li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>
<b>Resolved as follows:</b>	<b>达成决议如下：</b>

<b><u>Article (1)</u></b>	<b><u>第一条</u></b>
The working hours are determined for the works performed under the sun and in open areas provided that labor shall not be present at the working site after 12:30 PM. No business shall be resumed before 3:00 PM. The employer shall provide an appropriate shelter for such Labour to rest therein during this period.	本法所指的工作时间是指在太阳之下或者在户外作业区域进行各种工作的工作时间，但是下午 12:30 以后劳动人员不得出现在作业场地。企业不得在下午 3:00 之前复工。在此期间用人单位应当为劳动人员提供适当的休息场所。
<b><u>Article (2)</u></b>	<b><u>第二条</u></b>
The total daily working hours shall not exceed eight hours during for both morning and evening shifts of work. If any laborer works more than eight hours during the same day, these extra working hours shall be considered as overtime for which the laborer shall be entitled to receive an extra pay in accordance with the provisions of the law.	在早班和晚班期间，日劳动总时间不得超过 8 小时。劳动人员一日内劳动时间超过 8 小时的，8 小时以外的时间应视为加班时间，对此，根据法律规定，劳动人员有权获得加班费。
<b><u>Article (3)</u></b>	<b><u>第三条</u></b>
Every employer shall display the daily working hours schedule in visible place at the work site according to the terms of this Decree provided that such schedule is drawn up in the language understood the laborer in addition to Arabic.	根据本法令条款的规定，各用人单位应当将日工作时间表张贴在工作场所明显位置，但是除阿拉伯语外，工作时间表应以劳动人员能够理解的语言拟定。
<b><u>Article (4)</u></b>	<b><u>第四条</u></b>
Every employer shall provide the appropriate protective means for protecting workers from injuries and occupational diseases that may occur during working hours as well as from	各用人单位应当采取适当的保护措施，保护劳动人员在工作期间免受可能出现的伤害和职业疾病的侵害，同时免受因使用机器和其他劳动工具而造成的伤害。用人单位还应采用根据相应法律和部门法令规定

the injuries that may result from using machines and other work tools. The employer shall also follow all other protective techniques set forth according to the applicable Law and ministerial decrees. The Labour shall follow the instructions issued for protecting them from any risks; they shall not take any action that may impair such instructions.	的所有其他保护技术。劳动人员应当服从为预防发生危险而发布的指令；劳动人员不得采取任何违反此类指令的行动。
<b><u>Article (5)</u></b>	<b><u>第五条</u></b>
The works that must be continued without stopping for technical reasons shall be excluded from the provision of the Articles (1) and (2), provided that the employer provides the following:	由于技术原因不得不持续工作的工种无须执行第一条和第二条的规定，但用人单位必须提供以下条件：
1. Cold drinking water in proportion to the Labour number and the conditions of safety and public health.	（一）按照劳动人员人数、工作安全条件和公共卫生条件提供相应的冷饮用水。
2. Perfusion materials and means such as salts, lemon and others as approved by the health authorities in the UAE.	（二）经阿拉伯联合酋长国卫生部门批准的灌注成分和灌注方法，如食盐、柠檬汁等。
3. First Aid at the work site.	（三）工作场所急救措施。
4. Appropriate industrial cooling solutions.	（四）适当的工业冷却设施。
5. Protective sunshade from direct sun rays.	（五）避免阳光直射的遮阳保护棚板。
The Undersecretary shall issue a list of the works to which the provisions of this Article shall apply; and take the necessary actions to put this Decree into force.	副部长应发布适用本条规定的工种名单，并采取必要措施将该法令付诸实施。

<b><u>Article (6)</u></b>	<b><u>第六条</u></b>
Without prejudice of the penalties set forth in the Law, Decrees, and Executive Regulations:	在不妨碍法律、法令和行政性规定的处罚规定的前提下：
1. Each facility not complying with the provisions hereof shall pay a fine at the amount of five thousand (5000) UAE Dirhams per laborer, with a maximum of fifty thousand (50000) in the event of plurality of laborers caused to work in breach of the provisions of this Decree.	（一）任何单位如不遵守本法令的规定，应当按照每位劳动人员 5 千（5000）迪拉姆计算罚款；强迫多位劳动人员参加劳动的，最高罚款额度为 5 万（50000）迪拉姆。
2. In addition to the provisions of Paragraph (1) of this Article, if any facility breaches the provisions of this Decree; the Inspection Sector shall submit a memorandum to the Minister containing a statement of such breach and the number of laborers caused to work during midday consider suspending or ceasing such facility business along with lowering its classification, based upon the gravity of the breach according to number of the laborers involved or repeated breach.	（二）除本条第一款的规定外，如果任何单位违反本法令的规定，劳工部监督检查部门应当向部长呈递一份备忘录，其中包括违反本法令的说明，在正午时间强迫劳动人员劳动的人数，根据涉及的劳动人员的数量和重复违法本法令的情况，依照其违法程度，考虑中止或者终止在此类单位中的违法作业，同时调低其机构评级。
<b><u>Article (7)</u></b>	<b><u>第七条</u></b>
<b><u>The following persons shall be held liable under the provisions hereof:</u></b>	<b><u>根据本法令的规定，下列人员应承担法律责任：</u></b>
1. The employer who causes his Laborers to work in contradiction with the provisions hereof.	（一）违反本法令的规定，强迫其劳动人员劳动的用人单位。
2. Who engages a laborer is not legally permitted to engage and employs him/her in contradiction with the	（二）违反本法令的规定，雇用法律不允许雇用的人员的用人单位。

provisions of this decision.	
<b><u>Article (8)</u></b>	<b><u>第八条</u></b>
This Decree shall be effective as of 15.06.2015 up until 15.09.2015; the respective authorities shall put this Decree into force.	本法令自 2015 年 6 月 15 日 至 2015 年 9 月 15 日有效；由相关部门付诸实施。
In witness whereof, we issued this Document in Abu Dhabi on 18.05.2015 A.D	本部于公元 2015 年 5 月 18 日在阿布扎比市发布此法令，特此为证。
/Signature/	/签名/
Saqr Ghubash	萨克尔•格巴什（Saqr Ghubash）
Minister of Labour	劳工部部长