

Regulation No. (56) Of the Year 1996

The Regulation of Labour Inspectors

Issued by virtue of Article (7) of the Labour Law

No. (8) Of the year 1996

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Article (1)

This regulation shall be called (The Regulation of Labour Inspectors of the Year 1996) and shall be effective as of the date of being published in the official gazettes.

Article (2)

The following terms and phrases stated in this regulation shall have the meaning assigned against each of them, unless the context indicates otherwise:

Ministry: Ministry of Labour.

Minister: Minister of Labour.

General-secretary: The general secretary of the ministry.

Labour inspector: The individual who is authorized for labour inspection.

Director: The director of the Inspection Directorate at the ministry center and the Director of Labour and Employment at Field Directorate.

Article (3)

The inspection aims at the following:

- A- Verifying the implementation of legal provisions that are related to work conditions and protecting the workers during their work.
- B- Providing technical information and consultation to employers and workers regarding the abidance with the legal provisions.
- C- Encouraging cooperation between employers and their associations on one hand, and the employees and their unions on the other, in order to improve the humanitarian relations and to contribute in attaining the economic development.
- D- Assuring the vocational safety and health at work.
- E- Gathering information related to organizing the labour market, including workers' numbers, groups, training needs and any other issues concerning the terms of employment.

Article (4)

A- The following requirements should be fulfilled for the individual who is authorized to carry out inspection:

- 1- At least a holder of a bachelor degree.
- 2- Have participated in at least one training course according to the program that is prepared by the Ministry.
- 3- Had six months of field training on inspection works by the approval of the labour inspector.

B- The labour inspector is provided with a special card according to a form that is approved by the Ministry.

Article (5)

The labour inspector should verify that the legal provisions are being taken into consideration at work sites, and to do so, the inspector has the right to:

- A- Make visits that include work sites at any time within the working hours, alone or with any competent public employee. The inspector should notify the employer or anyone who represents him/her about his/her presence in the establishment; unless the inspector believed that this notification will prevent him/her from being acquainted with the real situations at the establishment.
- B- Examine any register, list or other documents that are related to the work. He/she can also take copies or selections of those documents, as well as specimens of the materials that are being used or produced and analyze them in order to know their effect on the health and safety of the workers of the establishment and to notify the employer about that effect.
- C- Ask the employer to take the procedures that are necessary to deal with the shortage in setups, plans or work methods, if they were threatening the health and safety of the workers and to ask the employer to make any modifications on instruments, machines, setups or work methods within the period that the inspector finds appropriate.
- D- Prepare reports about the results of the visits, including the violation of implementing the legal provisions and procedures and any other reports concerning the situations of the establishments and the activities performed by the inspector.

Article (6)

In the context of carrying out his/her duties that are provided in this regulation, the inspector should consider the following:

- A- Abiding to the secrecy of any complaint that is submitted to him/her regarding any violation of the legal provisions.
- B- Not to disclose any information that he/she obtained about the industrial or trade operations or their used equipment, even by virtue of his/her work, after the termination of his/her service in the government.
- C- Never to conduct labour inspection at the establishments in which he/she has interests.

Article (7)

- A- It is not permissible to entrust the labour inspector with any tasks or assignments contradicting his/her duties or that may violate his/her powers and neutrality in carrying out his/her job.
- B- According to a decision made by the Minister, the labour inspector is given a reward which is specified by the size and nature of the accomplished work and does not exceed (30%) of his/her basic salary.

Article (7) of the original regulation is amended so that the provisions mentioned become paragraph (A) and paragraph (B) is added with the following stipulation:

B- According to a decision made by the Minister, the labour inspector is given a reward which is specified by the size and nature of the accomplished work and does not exceed (30%) of his/her basic salary

Article (8)

The employer should do the following:

- A- Provide facilities that are necessary for the inspector to carry out his/her duties and not to prevent him/her from entering the establishment or any of its sections.
- B- Enable the inspector to view the documents which are related to the establishment, work and employees and that are necessary to be examined or to make copies of them or of any part of them.

Article (9)

The employer should inform the labour inspector and other official authorities about any work accidents or injuries and about the vocational diseases according to the related approved procedures and on the forms which are used by the Ministry.

Article (10)

A- The director should submit a monthly report of labour inspections of the directorate to the General- Secretary.

B-The Ministry should prepare an annual report on the reality of labour inspection in the Kingdom. This report should consider the following subjects:

1. Employees of the labour inspection directorates.
2. Work sites which are subject to inspection and the number of workers in those sites.
3. Inspection visits.
4. Violations and penalties that have been imposed.
5. Work accidents and injuries.
6. Vocational diseases.

Article (11)

The Minister has the right to issue the instructions that are necessary to implement this regulation, stipulated that its provisions are not violated or contradicted.

Article (12)

The labour inspections regulation number (1) for the year 1963 is cancelled.