

Ministerial Resolutions on Hours and Place of Work

Ministerial Decisions

[Ministerial resolution No. \(49/1\) for the year 1980.](#)

[Ministerial resolution no. \(27/1\) for the year 1991](#)

[MINISTERIAL RESOLUTION NO. 467 FOR 2005](#)

Ministerial resolution No.(49/1) for the year 1980.**Specifying the jobs which require non stop work and how to give the workers times for rest, food and prayer.****Minister of Labour and Social Affairs:**

- At sight the rules of the temporary constitution.
- And the federal law no. (1) for the year 1972 concerning specialties of the ministries and offices of the ministers.
- And the federal law no. (8) for the year 1980, regulating the labour relations.
- And pursuant to what has been shown by the undersecretary.

Does hereby order the following

Article one

The non stop work without periods of rest is allowed in the following cases and jobs:

1. The jobs in which the work still goes on without stopping with the alternation of the workers at work in a three shift system daily or in a system daily or in a system of the alternating for the working women and the men if they agree on paper.
2. Working in the units of public utilities like: water, electricity, wastewater, cleaning and guarding.
3. Working in the department of the machines which generates engining powers.
4. In offices of the foundations where the workers and servants work for seven hours only in a day.
5. The jobs of transporting the passengers and goods by land, sea and air, surely including the working in the offices of airlines and airports,
6. The jobs of cargo and unloading the goods in the docks, quays and the stores of deposition including the crews of launches used for transporting workers.
7. Works of connecting the ships and spotlights.
8. Working in supplying and repairing the ships which anchor in the port for this purpose.
9. Working in ports, on the locomotives, lighters of water and fuel, scows, maneuver and goods for their chiefs, mechanics and sailors as well as the sailors of the goods' halls.
10. Working in hospitals, sanitariums and other treatment centers.
11. Plastic Industry.
12. Cinema Industry.
13. Jobs of the ambulant, wanderers and commercial representatives who practice the works of sale, advertising and supplying out of their foundations.
14. Industry of the Chinese porcelain.
15. Working in bakeries.

Article Two

The master or the manager in charge of the jobs and industries aforementioned in the previous article has to give a permission for the employees to pray, have beverages, snacks and rest in a way organized by the foundation during the work and guaranteed by the schedule of its basic system if found or its rules put down by the department of labour relations in the ministry or the offices of labour located in the place of work in the field of its specialty.

Article Three

This resolution shall be published in the official newspaper to become valid from the date of issue.

**Saif Ali Al Jarwan
Minister of Labour &
Social Affairs**

Ministerial resolution no. (27/1) for the year 1991

Specifying the zones and places far from the cities referred to in the law of regulating the labour relations no. (8) for the year (1980).

Minister of Labour & Social Affairs:

- One sight the federal law no. (1) for the year 1981 concerning the specialties of the ministries and the offices of the ministers and the amendments thereof.
- And the federal law no. (8) for the year 1980, regulating the labour relations.
- And pursuant to what has been shown by the undersecretary.

Does hereby order the following:

Article One

1. They are considered places far from the cities in the concept of the article (101) from the referred to law no. (8) for the year 1980, to be applied in the following areas:

* Firstly: Abu Dhabi:

- | | |
|---------------------|--------------------------------|
| 1. Delma Island | 13. Dass |
| 2. Al Ghayathi | 14. Al Sa'adyat |
| 3. Al Dhafrah | 15. Al Sala'a |
| 4. Al Samha | 16. Al Heir |
| 5. Al wagan | 17. Medises |
| 6. Um Ghafa | 18. Al Hamadanya |
| 7. Al Shueeb | 19. Al Bahar |
| 8. Bu Rahma | 20. Mazyad |
| 9. Ramah | 21. Al Rways |
| 10. Jabal Al Dhanah | 22. Taref |
| 11. Marine Islands | 23. Zarkouh, Mezar and others. |
| 12. Swehan | |

* Secondly: The North Emirates:

- | | |
|--------------------|----------------|
| 1. Al Haranya | 9. Al Muleha |
| 2. Al Mene'ae | 10. Masafi |
| 3. Abu Mosa Island | 11. Al Hamedya |
| 4. Hatta | 12. Masfout |
| 5. Al Siji | 13. Khatt |
| 6. Al Khaznah | 14. Adham |
| 7. Ghalya | 15. Al Madam |
| 8. Al Bathna | 16. Al Taween |

2. Any Zone of labour, which is far at least 25 k.m. from the nearest city or village and the means of public transport are not available, is considered a far area.

Article Two

Every master, whose workers are in the area aforesaid in the previous article, has to secure the following services:

- 1- Proper means of transport.
- 2- Pure drinking water.
- 3- Means of medical aids.
- 4- Proper housing.
- 5- Means of amusement and sport activity.

Article Three

Pay buses are considered from the means of the general transport mentioned in article one as well as the joint taxi.

Article Four

This resolution shall be published in the official newspaper to become valid from the date of issue.

**Saif Ali Al
Jarwan
Minsiter of
Labour &
Social Affairs**

MINISTERIAL RESOLUTION NO. 467 FOR 2005

The Minister of Labour and Social Affairs;

- After having reference to Federal Law No.(1) for 1972, on the functions of ministries and the responsibilities of ministers;
- And to the Federal Law No. (8) for 1980, on regulation of labour relations, and the amending laws thereof;
- And to the International Labour Agreement No 1 for 1919, on fixation of working hours;
- And to the Ministerial Resolution No 32 for 1982 specifying measures for protecting workers against work hazards.
- And in pursuit of the public interest;

Resolves as follows:

Article (1)

The morning working hours for jobs performed under the sun and in outdoor areas shall not exceed five hours and shall not go on beyond half past twelve post meridiem.

Article (2)

The afternoon working hours for jobs performed under the sun and in outdoor areas shall not begin before half past four post meridiem.

Article (3)

Any work in excess of 8 hours during the day (24 hours) shall be considered as overtime for which the workers shall be eligible for overtime pay as per the labour Law.

Article (4)

Each employer shall prepare a table of daily working hours pursuant to this Resolution and shall place it in a prominent place where it can be seen by the workers and the labour inspectors during their inspection visits.

Article (5)

Each employer shall make available appropriate facilities for protecting the workers against hazards of injuries and occupational diseases that may be sustained during working hours, as well as against fire and other hazards that may result from the use of machinery and other work tools, and shall adopt all other precautionary measures prescribed in the Labour Law and implementing resolutions. The workers shall observe instructions aimed at protecting

them against hazards and shall refrain from any act that hinder implementation of these instructions.

Article (6)

The penalties stipulated in the Labour Law and its implementing resolutions shall be applied against whoever violates the provisions of this Resolution.

Article (7)

This resolution shall take effect as of the first of July up to the thirtieth of September 2005m and shall be implemented by all concerned parties and published in the official Gazette.

Abdulla Al Kaabi
of Labour and Social Affairs

Dr. Ali
Minister