

Ministerial Resolution No.(44) of 2022

Regarding

Occupational Health and Safety and Labor Accommodation

His Excellency the Minister of Human Resources and Emiratization:

- 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 Law No. 13 of 2020 regarding Public Health; and
- Federal Decree-Law No. 33 of 2021 regulating labor relations; and
- Cabinet Resolution No. (1) of 2022 regarding the by-law of Federal Decree-Law No. 33 of 2021

Has resolved:

Article (1)

Obligations of Employers and workers relating to health and safety

Taking into consideration clause No. 6 of Article No.13 and clause No. 6 of Article No.16 of the abovementioned Federal Decree-Law No. (33) of 2021 & Article No. 22 of its by-law, both the Employer and the Worker shall abide by all the regulations and procedures issued by the Ministry and the competent authorities in the state related to occupational health and safety.

Article (2)

Occupational Health and Safety Officer

Every industrial establishment, and all establishments operating in the construction sector employing no less than 100 workers, must appoint an Occupational Health and Safety Officer who is technically qualified for this purpose. The HSO will carry out the tasks related to the prevention of different categories of hazards and supervise the implementation of relevant provisions in this regard.

Article (3)

Noon Work Ban

- All work performed directly under the sun and in open places shall not be allowed between the peak hours of 12.30 pm and 3 pm from June 15 to September 15

every year. No business shall be resumed before 3pm, while adhering to what is stipulated in the procedures manual in this regard.

- The procedures manual specifies the exempted processes which are required for technical reasons to be carried out continuously and identify the obligations of employers in this case.

Article (4)*

Labor Accommodation

Establishments with 50 or more workers, where the monthly wage of each worker is AED 1,500 or less, must provide accommodation for its workers. Establishments must register the Labor Accommodation in the approved systems of the Ministry and ensure the validity of the information entered. The accommodation must comply with the requirements of labor housing specified in Cabinet Resolution No. 13 of 2009 regarding the guidelines to General Standards for Collective Labor Housing and its amenities and Ministerial Resolution No. 212 of 2014 regarding the adoption of the guidelines to the General Standards for Collective Labor Housing accommodate less than 500 workers.

As part of the licensing and monitoring of labor housing, local authorities may, after consultation with the Ministry of Human Resources and Emiratization, increase the minimum wage for the worker referred to in this article in accordance with the requirements of the respective emirate.

Article (5)

Guidelines to Occupational Health and Safety Procedures

The Undersecretary for Human Resources Affairs issues guidelines to occupational health and safety procedures, specifying the procedures, controls, and details necessary to implement the provisions of this Decree.

Article (6)

Any Provision that is contrary or inconsistent with the provisions of this decree shall be null and void.

Article (7)

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

Issued on the 3rd of February 2022

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

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*The article is amended in accordance with the Ministerial Resolution No. (516) of 2024 Revising Some Provisions of Ministerial Resolution No. (44) of 2022 Concerning Occupational Health and Safety and Labour Housing