

ADMINISTRATIVE DECISION NO. (19) OF 2023 RELATING TO OCCUPATIONAL SAFETY AND HEALTH & LABOUR ACCOMMODATIONS

Undersecretary for Human Resources Affairs:

Having considered:

- Federal Law No. (1) of 1972 on the competencies of the Ministries and Powers of the Ministers and amendments thereof
- Federal Decree-Law No. (33) of 2021 concerning Regulation of Labour Relations, as amended and its Executive Regulations
- Cabinet Resolution No. (13) of 2009 establishing the Guidelines for Collective Labour Housing and Ancillary Services
- Cabinet Resolution No. (25) of 2016 and Ministerial Resolution No. (33) of 2022 regarding the organizational structure of the Ministry of Human Resources and Emiratisation, as amended
- Ministerial Resolution No. (212) of 2014 concerning the adoption of a general standard guide for collective Labour housing for less than 500 workers
- Ministerial Resolution No. (44) of 2022 concerning Occupational Health and Safety and Labour accommodation.
- Ministerial Resolution No. (28) of 2022 concerning Occupational Safety and Health and Labour housing.
- In pursuance of public interest

Resolved the following:

Article (1)

Definitions

Occupational Safety and Health (OSH): Refers to a set of procedures, rules, and regulations within a statutory framework which conform to specific technical standards. Adapting to these standards will enable organizations to reduce their

risks and liabilities, protect their employees from hazards and occupational diseases, and preserve their properties.

Occupational Environment: The enclosed place of work where workers perform their functions, including offices, showrooms, shops, etc.

Labour Housing: The place provided by employers to their workers for the purpose of housing that complies with all the requirements laid down by the legal system pertaining to occupational health and safety in Labour housing.

Inspections of Occupational Safety and Health and Labour Housing: Inspection conducted to ensure adherence to Labour relations legislation, regulatory ministerial decrees, as well as guidelines for Occupational Safety and Health and Labour Housing.

Occupational Safety and Health Officers: Qualified and competent individuals assigned by establishments for the purpose of monitoring and controlling workplace risks and hazards, developing OSH action plans and policies, investigating incidents, and monitoring business activities and procedures in order to minimize risks and improve workplace safety.

Article (2)

Employers' obligations with respect to Occupational Safety and Health

Employers are required to develop a health and safety program appropriate to the size of their establishment, the nature of their activities, and the number of employees, providing that the plan includes the following:

1. The OSH policy of the organization and its objectives
2. Employers and employees' responsibilities and obligations

3. An overview of OSH officials within the establishment, including their roles, responsibilities, and contact information.
4. Identifying risks related to the establishment's activities and taking preventative and controlling measures.
5. Defining all procedures, preventative measures, and emergency and fire-fighting procedures.
6. Designing appropriate OSH training programs based on the nature of the establishment's activities.
7. Ensure that OSH specifications are followed when purchasing, renting, or leasing equipment, tools, or machines.
8. Establish the requirements for contracting with and monitoring long-term vendors and contractors (such as security services providers) in order to ensure compliance with OSH regulations.
9. Inspection of equipment and machinery on a regular basis.
10. Ensure that employees undergo regular medical examinations.
11. Actions and measures that must be taken by employees in the event of an imminent threat.
12. Investigate incidents and recommend appropriate corrective and preventive measures.
13. Establish channels for employees to provide comments and suggestions regarding occupational safety and health.
14. Involve employees in the process of making decisions related to occupational health and safety.
15. Identify and display the penalties for violations of OSH.

Article (3)

Record Keeping and Filing Systems of The Employer

The employer is required to prepare and maintain a record of OSH and any related activities. This record should be available for inspection upon request. The records should include, but are not limited to:

1. A description of the risks associated with the establishment's activities, as well as the preventative and controlling measures employed.
2. The periodic inspection of workplaces and the results of measurements
3. Safety certificates, permits, and licenses.
4. Tests related to occupational health and safety, such as firefighting drills.
5. OSH training for employees, the number of employees participating in training programs, and the resources available for training.
6. Periodic physical and medical examinations for employees.
7. Injuries, incidents, and occupational diseases at work
8. Developing continual improvement plans based on investigations
9. Individual and group meeting minutes related to occupational health and safety.

Article (4)

Working Conditions and Employer Obligations

1. Employer's list of penalties must include the penalties imposed on each employee who violates the provisions stipulated in this decision, after informing his employees about the risks associated with the occupation, including fires, machinery, falls, occupational diseases, etc., prior to the commencement of employment. In order for a penalty to be imposed, workers must be trained in how to protect themselves against such hazards.
2. Employers are required to meet the following requirements:

a. Indoor Workplace:

Employers are responsible for providing an internal work environment appropriate to the size, nature, and number of employees at their establishment, considering the following factors:

- 1) Providing appropriate workspaces that facilitate freedom of movement within the workplace, including movement of the chair and body in accordance with the standards established by the competent local authorities.
- 2) Workstations should be sufficiently large to accommodate the monitor, keyboard, and other tools
- 3) Make sure the necessary precautions are in place for handling computer screens
- 4) It is necessary to have easy access to work tools and materials, depending on their importance and frequency of use
- 5) The size of equipment and tools should be appropriate to the nature of the work being performed by the worker
- 6) Safety checks should be performed on electrical outlets and connections
- 7) Ensure there are lockable cabinets that can be used for storing materials at work or in the office
- 8) Provide a sufficient number of seats in accordance with the number of employees, in accordance with generally accepted practices
- 9) Air conditioning must be provided to maintain a suitable climate in order to maintain acceptable levels of indoor air quality
- 10) Schedule rest periods according to the nature and activity of the facility, provided that the period of continuous work does not exceed five continuous hours.

b. Occupational Risks in the Workplace

1. It is mandatory that all workplace premises, tools, equipment, machines, and other means meet the specifications and technical requirements issued by the competent authority. Moreover, it is imperative that the size of the premises is proportional to the size of the operations that take place there.

2. It is essential that the locations of the various facilities, entrances, exits, and emergency exits be clearly marked and there should be a sufficient number of these facilities to accommodate the number of employees.
3. Ensure that the workplace flooring is flat and even, without any holes or obstructions which may cause tripping or falling. In addition to being suitable for the type of work being performed, the flooring should be easy to clean and drain, and it should not absorb liquids such as grease or water.
4. A workplace may not be used as a temporary storage area for raw materials, manufactured products, equipment, or waste.
5. There must be sufficient space around and between the machinery in order to allow workers to move freely and to perform their duties without being hindered, as well as to facilitate the repair of machinery and the relocation of materials.
6. Take the appropriate precautions to ensure that workers are protected against falling, falling objects, flying shards, sharp objects, caustic, hot, flammable or explosive materials or other potentially hazardous substances. In addition, workers must be protected from the dangers associated with compressed gases and electricity.
7. Drain and backfill swamps and standing water near the workplace or its facilities immediately.

c. Lighting

1. Maintain adequate lighting in the workplace, including outlets, skylights, and other openings for natural light. Light sources should provide adequate illumination intensities in confined spaces without dazzling or glaring.
2. Provide adequate lighting for precision operations in accordance with Table (1) attached hereto.
3. Ensure that an emergency lighting system is available in the event that the primary lighting system fails for any reason. The emergency system indicates the locations of fire extinguishers and fire alarms, as well as exits and emergency exits.

d. Ventilation

1. Ensure that fresh air is available at all times, avoid bad air currents, and sudden changes in temperature, as well as eliminating humidity or excessive heat.
2. Providing sufficient windows of a sufficient size and design to ensure adequate ventilation and ease of cleaning.

e. Noise

1. Maintain scientifically acceptable levels of noise and vibration that are not hazardous to the health of workers.

f. Heat

1. Control high temperatures at the source of heat using technical means.
2. Place high-temperature processes in isolated locations.

g. Stairs and Ladders

1. An anti-slip surface must be used on all stairs, ramps, elevated walkways, and platforms, and any tripping hazards must be eliminated.
2. All openings of ground level stairs, except for the entrance to the staircase, must be securely fenced. To prevent workers or objects from falling to a lower level, rigid bars must be placed at a narrow distance between the entrance and the staircase. In addition, adequate measures must be taken to prevent materials from falling into accessible areas.
3. Steps on the staircase must be solid and wide enough for safe passage, and side-rails must be installed on both sides, unless one side is adjacent to a wall.
4. Mobile ladders must be sturdy, have appropriate steps, and be equipped with supportive bases and heads. Ladders made of wood should not be painted with any type of paint.
5. The use of ladders that have loose, broken, or missing rungs, split side rails, or any other hazardous defect is prohibited.
6. The ladder may not be used if the landing place or work point is more than ten meters above ground level, unless landing stations have been established.

h. Fires

1. It is mandatory that all fire prevention, fire detection, and alarm systems, including monitoring devices, electrical fittings, and firefighting systems, adhere to the requirements of the Civil Defense Department. All requirements of the Civil Defense Department must be met at all times, including the submission of compliance certificates.

i. Equipment

1. Protective barriers must be installed around exposed mobile parts of generators and motors, as well as around dangerous machinery, whether mobile or immobile. However, such parts are designed in a manner that meets the necessary safety standards.
2. During the operation of the machine, employers may not permit anyone to remove or install any barrier or any other part of the protective equipment, and the machine may not be operated until the protective equipment has been reinstalled.

j. Steam Boilers and Pressure Vessels

1. Boilers must be equipped with pressure relief valves, shut-off valves, and water level gauges. It is imperative that all components are well maintained and in good working order.
2. Boilers must be housed in separate rooms and must be kept at least three meters away from any building. Additionally, boilers must be equipped with adequate lighting.
3. The boiler must be monitored by a trained and qualified individual. Authorized personnel will have access to a suitable monitoring area inside or outside the boiler room.
4. It is recommended that the boiler be shut down and subjected to maintenance and cleaning every two months. Licensed personnel perform the maintenance process and ensures all safety measures are followed
5. Boilers should be tested and serviced at least once a year by qualified and licensed personnel. After every service, a service report must be completed.
6. pressure vessels must be made of materials resistant to chemicals and rust, and they must undergo an annual inspection by a specialized person licensed

by competent authorities in order to determine their suitability for use. A report must be prepared upon each inspection.

k. Hazardous Substances

1. Hazardous substances may not be stored or handled without prior approval from the Competent Authority.
2. Keep accurate records of the use, storage, and trading of dangerous goods at all times.
3. Make sure hazardous materials are stored safely in containers. Labels must be attached to such containers displaying the name of the contents and the proper method of use. Warning labels must also be affixed to the containers in Arabic as well as other languages that are understood by the workers if necessary.
4. Provide measurement devices in the workplace that are suitable for the nature of the business, conduct periodic measurements, record the results in a register, and compare the results on a regular basis to ensure that they fall within the safe limits established by the competent authority.

l. Cranes and Hoists

1. It is not permissible to assign workers tasks involving lifting or pulling heavy objects or loads. Furthermore, they may not be engaged in activities that require manual handling, such as lifting, pulling, pushing, or carrying. The risk of injury may be increased as a result. A variety of alternatives should be considered by employers, such as lifting and traction equipment, in order to minimize injury risks and reduce physical exertion.
2. Operators of cranes must possess valid driving licenses issued by the relevant authority.
3. Hoisting machines and elevators used to lift people or goods must be durable, sturdy, and have sufficiently solid parts. In order for these machines to function properly, they must be maintained and examined regularly by an authorized specialist at least once a year.

4. It is necessary to surround elevators with high fences that prevent anyone from jumping onto or approaching the moving parts of the elevator. During the movement of the elevator, doors must be locked.
5. The maximum loading capacity of the elevator or machine must be clearly displayed.
6. It is imperative that chains, ropes, towing wires, or similar devices are durable and in a solid condition. They must be fully and continuously maintained by an authorized specialist every six months, who shall prepare a report on the condition of the equipment. It is important not to overload elevators.

m. Excavation Works

1. The digging of a trench or hole must always be carried out from top to bottom, with the slope being appropriate to the soil type in the excavation.
2. For holes that extend beyond 1.5 meters in depth, the sides must be reinforced with solid wooden beams in order to prevent backfilling.
3. An appropriate distance must be maintained between the edge of an excavation trench and the excavated material/soil. It is strictly prohibited to pile excavated material next to trenches.
4. Excavation workers must have safe means of entering and exiting the excavation area. The edges of the trench should be marked with warning signs in order to prevent falling risks.

n. Demolition Works

1. In order to facilitate the demolition process, the upper levels should be destroyed first. If any adjacent structures are compromised by the demolition, an engineer should be present throughout the process. Moreover, the engineer should specify the extent and method of support for these structures.
2. Demolition rubble may not be thrown from above. In the alternative, crane machines or inclined culverts surrounded by fences must be used to remove the rubble, with the area where the rubble is collected also being fenced.

o. Construction Works

1. The erection and dismantling of scaffolds must be performed by licensed and qualified individuals. It is the responsibility of the concerned specialist to inspect the scaffold at least once a week for any damage or deterioration, and to prepare a report accordingly.
2. Platforms and scaffolds should be sufficiently wide to provide adequate footing for workers without posing a fall hazard.
3. It is mandatory to install guardrails on scaffolds and platforms eight meters above the ground, and workers must wear safety harnesses in order to reduce the risk of falling. Scaffolds must be securely guarded or attached to buildings or structures.
4. Whenever climbing is necessary on the roofs of the work area, the roofs must be barricaded or effectively enclosed by a fence.
5. To prevent the fall of materials or individuals, skylights and openings should be barricaded or covered with adequate protective canopies or nets.
6. In order to prevent materials from falling into areas that are accessible to workers, adequate catch platforms or nets should be provided.
7. A sufficient number of lights must be provided in work areas, passages, dangerous openings, as well as loading and unloading areas.

p. Workplace Facilities

1. Dining Areas:

- Establish a designated dining area that is suitable for eating, with adequate lighting and ventilation. Fine mesh wire must be installed in the windows of the dining areas.
- Maintain a proper level of cleanliness in the dining areas.
- Make sure that the dining areas are equipped with an adequate number of washing basins and cleaning materials.
- Place waste bins with tight lids in dining areas and dispose of garbage on a timely basis.
- Establish separate dining areas for female employees.

2. Restrooms

- A proper lighting system and exhaust fans should be installed in restrooms
- Workers in industries requiring the handling of hazardous materials must have designated areas to shower.
- Female employees must have access to separate restrooms.
- It is imperative that all restrooms are kept clean and maintained on a regular basis.

3. Locker Rooms

- Locker rooms should be located near restrooms and away from sources of pollution.
- The locker rooms must be adequately illuminated and ventilated.
- It is necessary to provide locker rooms with lockers in which work clothes and personal clothing can be stored and changed.
- The locker rooms must be maintained in a sanitary condition and cleaned on a regular basis.
- A separate locker room shall be provided for female employees.

4. Rest Areas

- It is imperative that rest areas are located near the workplace.
- Furnish rest areas with adequate, convenient furniture.
- The rest areas must be equipped with adequate lighting and air conditioning
- Cleanliness must be maintained in rest areas.
- Female workers should be allocated separate rest areas

5. Security Rooms

- Security rooms must be furnished with adequate, convenient furniture.
- Must be equipped with adequate lighting and air conditioning.
- Cleanliness must be maintained in security rooms.

q. Occupational Needs

- Provision of cold drinking water in proportion to the number of workers, in accordance with requirements related to public health and safety.

- Provide work environments that are conducive to the safe movement of employees with disabilities (motor, auditory, visual) in accordance with governing authority requirements.

Article (5)

Occupational Safety and Health Obligations of Employers

1. Employees are entitled to receive complimentary personal protective equipment from their employers, appropriate to the task at hand.
2. Employers must pay particular attention to the following when selecting personal protective equipment:
 - Suitable Personal Protective Equipment must be selected based on the assignment and the duration of time that the equipment will be worn / used
 - It is imperative that personal protective equipment provides maximum protection against workplace hazards
 - Apart from being comfortable, personal protective equipment should protect workers from unnecessary or preventable hazards.
 - It is prohibited to remove personal protective equipment and clothing that are contaminated with chemical, physical or biological agents that are harmful to human health from their usual location of use.
 - Establish a system for storing, maintaining, cleaning, and sterilizing all personal protective equipment and clothing that may be contaminated with toxic substances.

Article (6)

Obligations of Employers in Relation to Health Care

1. To ensure a worker's fitness before being assigned to their duties, employers must provide them with a professional medical examination. The results must be recorded in each employee's personal file.
2. Employers must provide medical care and medication to their registered workers free of charge in accordance with state-approved protocols. Medical care can be provided by contracting with health insurance companies or partnering with hospitals. The employer is responsible for maintaining records of the results of these examinations in the personal files of employees.
3. To ensure the fitness and ability to perform their duties, employees exposed to occupational diseases must undergo medical examinations at least once every six months, as determined by the Ministerial Council.
4. Workers exposed to occupational diseases should undergo a second medical examination before the expiration of the time limit outlined in the preceding paragraph if the circumstances so require. A worker should be granted a paid sick leave and the employer should pay for the cost of medical treatment. Medical authorities may recommend that an unfit worker be removed from the source of his occupational disease. In addition, it may recommend changing the location and nature of employment.
5. Employees should undergo a medical examination by their employers when they are transferred between jobs or at the end of their employment. Medical examination results must also be retained by the employer for the duration of the establishment's existence.
6. It is necessary for all workplaces, Labour accommodations, and all facilities to be equipped with at least one or more first aid boxes sufficient for the number of workers and the size of the facility, taking into account the following factors:
 - The first aid box must be stocked with medicines, bandages, disinfectants, and other necessary items.
 - In addition to their regular duties, provide First Aid training to selected workers within the establishment. A special register should be maintained for persons who have been trained as first aiders.

7. Employers are required to comply with the instructions issued by the relevant government agencies regarding the procedures associated with emergency and crisis planning in the event of epidemics or disasters. Moreover, they are required to implement all recommended prevention measures at the workplace and in Labour accommodations.

Article (7)

Employers' Obligations with Regard to Vehicles and Transportation

1. Employers are responsible for ensuring the safety of the vehicles used to transport their employees. All vehicles must be licensed, air-conditioned, equipped with adequate seating, and preventive measures must be observed. While the vehicle is in motion, passengers are not permitted to stand up.
2. Ensure the safety of workers while traveling to and from their workplace, taking into consideration warnings issued by the National Center of Meteorology regarding the weather.
3. Educate workers and encourage them to take precautions while driving to and from work, particularly during periods of severe weather. Practice a high level of flexibility regarding working hours in a manner that achieves the required balance between workers' welfare and the interests of work.

Article (8)

Industrial Operations and Employers' Obligations

1. It is mandatory that industrial operations and other similar activities do not undermine the health and safety of employees.

2. In order to avoid exposure to hazardous substances, gases, vapors, dust, fibers, or smoke, separate equipment must be used whenever hazardous operations are performed. Keeping the spread of hazardous substances in the workplace to a minimum is important for ensuring safe working conditions.
3. Ensure that workers are protected from radiation exposure.
4. The proper disposal of substances harmful to health resulting from industrial process wastes such that they do not exceed the restrictions outlined in Table No. (2) annexed hereto.
5. Eliminate harmful dusts, gases, vapors, or fibers as soon as they are generated. To achieve this, exhaustive equipment or other appropriate engineering measures must be employed, as well as adequate ventilation.

Article (9)

Obligations of Workers with Respect to Occupational Safety and Health

1. Identify and report potential risks to one's health, safety, and that of others, and suggest measures to eliminate and control such risks, while maintaining a safe distance from any imminent danger.
2. Utilize the protective equipment and clothing provided by the employer for this purpose and follow all safety instructions. No worker may act in a manner that violates the company's health and safety policies or misuses methods designed to protect the workers' health and safety.
3. It is important to maintain personal protective equipment and to ensure that it is in good working order. Further, it is important to avoid deliberately damaging or losing such equipment.
4. It is important to get adequate sleep at night and to take breaks in designated rest areas if necessary. If a worker suffers from exhaustion or fatigue on the job, he/ she should inform the employer or his representative.
5. Do not report to work while under the influence of drugs or alcohol.

6. Ensure that you attend training courses and engage in continuous learning related to the risks associated with your profession, and that you abide by the procedures and measures established to protect you.
7. Maintain the establishment's assets, buildings, and resources in the workplace, Labour accommodations, and any other location involved in the establishment's operations.

Article (10)

Health and Safety Officer

1. Employers operating in industrial and construction sectors are required to appoint an OSH Officer in accordance with Article (2) of Ministerial Resolution No. (44) of 2022 regarding occupational health and safety and Labour accommodations. An occupational health and safety officer must be a licensed engineer or a graduate from an occupational health and safety institute.
2. The OSH officer is responsible for achieving the following objectives:

First: Planning

- Analyze the hazards at the workplace in light of the activity of the establishment and all the facilities and accommodations available to employees.
- Establish annual objectives for the occupational safety and health department.
- Prepare OSH action plans and emergency response plans.
- Establish a schedule for periodic medical examinations.
- Prepare a draft of guidelines for occupational safety and health.
- Ensure that safety controls and requirements are in place before purchasing or renting equipment and tools.

- Identify and select the appropriate training courses for workers based on their responsibilities and risks.

Second: Implementation and Supervision

- Monitor and oversee the implementation of occupational health and safety requirements at work in accordance with applicable laws.
- Ensure that employees and members of contracted establishments comply with Occupational Health and Safety instructions and requirements by conducting internal inspections.
- Assess the safety of the workplace and its suitability for operation.
- Implement preventative measures to prevent incidents from occurring.
- Inspect the safety equipment and tools in order to ensure their safety and serviceability.

Third: Documentation of the investigation

- Report accidents immediately to the Ministry of Human Resources and Emiratisation and the appropriate authorities.
- Make sure incident reports are prepared and stored in the accident records.
- Establish and maintain a special file for occupational health and safety reports.

Four: Enhancing awareness and performance

- Instruct and educate workers about the rules and regulations pertaining to occupational health and safety.
- Ensure that OSH regulations, guidelines, and instructions are continuously revised and improved.
- Prepare a revised OSH plan following an incident and make recommendations as appropriate.
- Assess the observations and suggestions of workers regarding occupational safety and health.

Article (11)

Prohibition of Work During the Midday

Employers are required to provide shaded areas for their workers to rest during rest periods. For technical reasons, the following works are exempt and must continue uninterrupted:

1. Concrete pouring and asphalt mixing that cannot be completed in the afternoon.
2. Repairs and maintenance necessary to avert dangers, damages, malfunctions or accidental losses including:
 - Cutting off the water supply.
 - Cutting off sewer lines.
 - Disconnection of electrical power
 - Blocking or obstructing major roads
 - Cutting off gas or petroleum pipelines
3. Projects that require permission from the competent authorities due to their impact on traffic and services. This is if the permit requires work 24 hours a day.

When technical reasons dictate the continuation of work, employers must provide workers with the following:

1. Provide the worksite with enough cold drinking water to accommodate the number of workers.
2. Hydration fluids, such as lemon juice and minerals, approved by the country's health authorities.
3. On-site first aid materials
4. A sufficient supply of air conditioning
5. Canopies and sun shades.

Article (12)

Labour Housing

Labour Accommodation Registration with the Ministry's Approved Systems (Labour Camps System)

1. Ministerial Resolution (44) of 2022 requires establishments subject to Article No. (4) regarding Occupational Safety and Health and Labour Housing to register their Labour accommodations, regardless of whether owned or rented, as shown below:

Website of the Ministry / Services / Labour Camps

Management of Accommodations		
1	Creating a new account	<ul style="list-style-type: none">• Don't have an account? Click here• Enter your personal number, if applicable (I have an account with the Ministry of Human Resources and Emiratization), or• Please enter the following information during the registration process: contract, ID card, UDB, license number (Ejari) if you have one,• Manually enter the information• Ensure that all your information is accurate and complete• Attach required documents: photo, passport copy, EID copy• Click SAVE• An e-mail and a text message will be sent to you with a verification code.• Select a user name and pin number and enter the codes received by e-mail and text message.

2	<p style="text-align: center;">Labour Camp Registration Form</p>	<ul style="list-style-type: none"> • Enter the system of Labour camps • To register a new request, click here • Enter required information as follows: • Type of accommodation (Labour cities, permanent housing, temporary housing, apartments, villas, petroleum sites, letters from government or semi-government, vessels). • Include details about accommodation and facilities, such as room counts, bathroom capacities, kitchen facilities, dining halls, geographical location, etc. • Attach the required documents (Labour camp contract licensed by the concerned local authority, Certificate of Compliance with Prevention and Safety Requirements from the General Directorate of Civil Defense, electricity bill from the water and electricity authority, food control certificate, camp cleaning contract, pest control contract) • To submit and activate the request, please use the following: <ul style="list-style-type: none"> • Click on more details next to your application • Click on activate application • Enter your OTP <p>Note: All related details and documents will be reviewed by the Ministry once the application is submitted. As part of the application process, the Ministry will visit and inspect the Labour camp and if all requirements are met, the application will be approved.</p>
3	<p style="text-align: center;">Provision of Camp Space to Establishments</p>	<ul style="list-style-type: none"> • Click on the more details link next to the completed accommodation for more information. • Select Allocate share to establishments from the menu.

		<ul style="list-style-type: none"> Enter the following information: (address of the Lessee establishment, duration of the rental agreement, number of rooms selected, and the number of residents).
4	Labour Camp Agreement Renewal	<ul style="list-style-type: none"> Click on the more details link next to the completed accommodation for more information. Select camp renewal application Enter the required details Submit the application
Responsibilities of the Establishment		
1	Access the Labour Camp Management System	<ul style="list-style-type: none"> Please enter the details of "we communicate" in the establishment owner's profile. <p>Note: Follow the instructions to register if you do not have an account.</p>
2	Search for approved Labour camps	<ul style="list-style-type: none"> Click on find a Labour camp. Select Emirate, City, Region or Enter the details of the registered Labour camp.
3	Workers Arrangement	<ul style="list-style-type: none"> Select the more details link next to the allocated share for more information Click on add/ remove worker. Select the required rooms. Distribute workers according to your preference. Click on the Save button Note: Please contact the camp owner if there is no share listed on the main homepage.
4	Check the Establishment's Compliance Report	<ul style="list-style-type: none"> Click on Establishment Reports. <ul style="list-style-type: none"> Details of the establishment will appear, including: <ul style="list-style-type: none"> The number of employees registered with the company. The number of workers who are eligible for housing under the Cabinet Resolution.

		<p>o Residents (workers whose housing is verified by the system)</p> <p>This indicator indicates whether or not the establishment is compliant (Green: the establishment is compliant and has a vacancy for ... employees. Yellow: Housing was provided by the establishment, but no distribution of Workers was made. Red: the establishment has been found non-compliant due to its inability to accommodateemployees)</p>
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3. It is the camp / establishment owner's responsibility to verify the accuracy of all the details and information entered into the system.
4. Generally, establishments must adhere to the requirements and controls of the Ministry and the authorities responsible for licensing and monitoring Labour housing, as well as those that are more beneficial to the workers than those outlined in Article 4 of Ministerial Resolution No. 44 of 2022 relating to occupational health and safety and Labour housing.

Article (13)

The aforementioned Administrative Decision No. (28) 2022 shall be repealed and all provisions in conflict with it are hereby repealed.

Article (14)

The Administrative Decision shall be published in the Official Gazette and take effect upon publication. All official bodies and authorities are required to implement the provisions thereof within their respective fields of jurisdiction.

Khalil Ibrahim El Houry

Undersecretary for Human Resources and Emiratization

Date of issue: 23-08-2023

Schedule No. (1)
Adequate Lighting

This schedule indicates the minimum lighting power required for the corresponding processes:

Sr.	Process	Footcandle
1	Imprecise processes, such as sorting large objects (scrap, bones, etc.)	6
2	Processes requiring medium precision, such as assembling machines, grinding grains, steam tank rooms, sections for filling large containers, and storage areas for tools and supplies needed for medium and similar operations.	10
3	Processes requiring medium precision, filing and lathing activities, grinding, testing products and machines, sewing light-colored fabrics, food preservation, plywood manufacturing, leather manufacturing, etc.	20
4	Works requiring precision, such as filing, medium-precision turning, precise testing, office work, and final product operations, etc.	20
5	Performing precision processes, such as assembling precision machines, filing, turning, cutting and shaping glass, fine carpentry, clerical work, drawing, etc.	50
6	Several processes that require extreme precision and great patience, including very precise testing processes, testing machines, making jewelry and watches, assembling letters by printing, sewing dark fabrics, and others.	150

Schedule No. (2)

The maximum concentration levels that may be used in industrial processes

Substance	Maximum Concentration
Ammonia	100 ppm
Acyl or butyl acetate	400 ppm
Carbon dioxide	10 ppm
Carbon Monoxide	100 ppm
Carbon tetrachloride	100 ppm
Chlorine gas	1 ppm
polychlorinated biphenyls	0.5 mm / m ³
Ethylene	5 ppm
Arsine	0.05 ppm
Trichloronaphthalene	5 mg/m ³
Chromic acid	0.10 mg/m ³
Dichlorobenzene	76 ppm
Dichloroethyl	15 ppm
Ether	400 ppm
Dichlorethylene	200 ppm
Gasoline	500 ppm
Chloride acid	10 ppm
Hydrogen cyanide	10 ppm