



**Ministerial Resolution No. (32) for 1982 A.D.**  
**on determining prevention means and measures**  
**to protect workers from work hazards**

**:Minister of Labour and Social Affairs**

Having reviewed the temporary constitution \*

\*After reviewing Federal Law No. (1) for 1972 A.D. regarding the ministries competencies and ministers' capacities and the amending laws thereto,  
Federal \*Law No. (8) for 1980 in regards to organizing the work relationships.

Upon the Ministry of Health poll. \*

and based on what was presented by the Undersecretary of the ministry,\*

**It was decided:**

**Article (1)**

Every employer must provide suitable means of prevention to protect the workers from the hazards of occupational injuries and illnesses that could happen during working hours as well as the hazards of fire and the remaining hazards that may result from the use of machines and other work equipment, and should also follow all other means of prevention decided by the Ministry of Labour and Social Affairs.

The worker should use the preventive equipment and clothes he is provided for that purpose and to carry out all the instructions of the employer that aim to protect him from hazards and to abstain from doing anything that would obstruct these instructions.



## **(2) Article**

Every employer should display in a visible and obvious place at the work site detailed and clear instructions on fire prevention methods and the protection of workers from the hazards they may be exposed to while doing their work, the method of prevention, and how to handle any accidents as a result of that, provided that the instructions are written in Arabic as well as another language understood by the workers when necessary.

.The employer must put warning signs in front of dangerous places

## **(3) Article**

Every employer or who represents him must inform his worker of the hazards of the profession they practice such as the hazards of fire, machines, falling, occupational illnesses and others before they start work.

## **(4) Article**

Every employer must assign the supervision of the first aid to a specialist in providing medical assistance and provide the contents in Table (3) attached to this resolution in every first aid kit.

## **(5) Article**

The employer must take all necessary means to confirm that the existing circumstances at work place provide sufficient protection for the health and safety of



the workers hired at the facility, and should especially take the following into consideration:

- a- The size of space assigned to each person shall not be less than four hundred square feet, provided the calculation of this space does not include any height exceeding fourteen feet.
- b- Avoid any shortage of fresh air or slowness in its renewal, avoid bad or harmful currents and sudden changes in temperature, and get rid of excess humidity and heat as much as possible.
- c- Provide sufficient and appropriate light, whether natural or artificial, by taking into account to keep the outlets, skylights, and other natural light openings and for the natural or artificial sources of light to provide homogeneous illumination, avoiding direct glare and reflected light, as well as considerable variations in light in close areas.
- d- Provide suitable lighting for operations with various degrees of accuracy, guided by the attached Table (1).
- e- Prevent or reduce noise and vibrations that are hazardous to the health of the worker .according to the practically permitted levels
- f- Prepare a place for eating food at the times when it is forbidden for the worker to eat food at the work place. It is prohibited to eat food at the work places in the following circumstances:

The works that include the use or handling of poisonous or harmful -1 substances that may disperse in the air at work in the form of dust, smoke, vapour or other.



.The works in which the workers are exposed to harmful radiations -2

The works in which the workers are exposed to the contamination of the -3  
,visible parts of the body such as hands and head or in which the work clothes  
are contaminated with harmful materials.

Provide basins for washing hands that are sufficient and suitable to the number of workers present at the work places in general, providing them with the necessary cleaning equipment, as well as providing the sufficient number of toilets for the use of workers, as well as appropriate places for changing and keeping the workers' clothes, taking into account to clean and maintain them regularly, and in all cases, each of the different genders of workers must have independent facilities.

### **(6) Article**

The employer shall use the practical and suitable means to prevent or reduce the health hazards at the work places, shall take the following into consideration in particular:

- a- The practice of the industrial and other operations shall not be hazardous to the .health and safety of the workers
- b- The operations that are hazardous to health shall be undertaken in separate bodies to prevent the workers' touching the hazardous substances, and prevent the leaking of spreading and thickening gas or vapours, dust, fibres, or smoke to the atmosphere of work in quantities that are harmful to health.
- .c- Block harmful radiations from workers



- d- Dispose of the materials hazardous to health that are present during industrial operations so that they do not exceed the required limits as mentioned in the .(2) attached Table
- e- Regularly dispose of the harmful dust, spreading or thickening vapours, gases, and fibres at their source or close to it using suction devices, through another suitable engineering method, or find a suitable ventilation system.
- f- Provide workers with protective clothes equipped with devices and other appropriate tools to protect the person if the preventive methods followed were impractical or insufficient to secure the health of the workers, provided that the workers are trained to use these machines and means, and to appropriately store and provide the necessary capabilities to clean, disinfect and maintain them at the possibility of their contamination with poisonous or hazardous substances during work, each according to the requirements of the nature and conditions of every work.

#### **(7) Article**

:The following should be taken into consideration at the work place

- a- The flooring of the work room shall be level and made of a substance suitable for the work carried out in it.
- b- Leave distances around machines or units to allow workers to pass through and carry out the ordinary works without obstacles, and in a way that allows the operations of compressing or repairing machines or transporting the substances used in work.
- c- The passages should be clear of holes, unsecured sewage covers, protruding nails and pipes, and the gauges fixed vertically, or any other installations that constitute a danger



of collision and the material must not subject those walking on it to the danger of slipping.

- d- The passages must not be crowded with raw materials, work equipment, products, or materials in a way that constitutes an obstacle to the workers in their walking and subject them to the danger of collision or tripping.
- e- Stairs, high walkways, and similar places shall be equipped with slip free materials
- f- The opening of land ladders shall be surrounded from all sides by a fence with the exception of the stair entrance, and this fence shall be made of bars placed close to each other to prevent passage, or these openings shall be covered with metal covers on hinges that prevent the fall of anything that would subject those below to the danger of injury.
- g- The steps of the stairs shall be strong enough and of sufficient width to allow safe passages. The sides shall have guards on both sides if one was not against the wall.
- h- The mobile ladders must be sturdy with the steps at appropriate distances and the bases and heads provided with appropriate focal methods that prevent their slipping. mobile ladders made of wood must not be painted with any type of paint.

### **(8) Article**

The employer shall provide the necessary means to prevent fire, as well as the appropriate extinguishers for the materials existing at the facility and the materials used in industries, and shall take the following into account:

Provide entrances, exits, and stairs at the work place to facilitate the exit of workers -1

.in case of a fire in them or in any part of them without crowding

The fire methods and equipment shall always be suitable to serve their purpose, in -2

addition to training a sufficient number of workers on using them. They must be

free of any obstacles and put in appropriate places for easy reach.



There should be an alarm in the event of a fire, and workers shall be trained on -3 responding to it in the case of a danger alarm.

In the event of numerous work rooms connected by openings, there must be fire -4 .separating doors to prevent its spread from one room to the next

Hang indicative signs to prevent fire or its causes in flammable areas -5in the work place, stating in the said signs how to exit and the locations of the exits in a clear place in Arabic as well as another language understood by the workers when necessary.

#### **(9) Article**

The employer must take the necessary precautions to protect the workers from the dangers of falling, falling objects, flying debris, sharp materials, caustic liquid materials, hot materials, flammable materials, explosives, or any other materials with a harmful effect, as well as the necessary precautions to protect the workers from the hazards of pressurized gases and electricity, either by using suitable safety equipment suitable for that purpose or by personal methods such as glasses, gloves, belts, suits, masks, or other protective clothes, provided that they are appropriate to the nature of the operations exercised in it and the materials used in every operation.

#### **(10) Article**

The employer must always and continuously surround the moving parts of movement generators, transmission equipment, and the dangerous parts of machines, whether fixed or mobile with suitable protective barriers, unless it was taken into



account when designing and installing these parts to provide full protection as it covered by protective barriers.

### **(11) Article**

The employer must take the following into consideration when erecting the barriers :mentioned in the previous article

.To work on the full protection from the hazard it was put to prevent -1

To prevent the worker or -2 any part of his body from reaching a dangerous part during the performance of work and not obstructs its performance.

.Not to be cause for hindering production or machines -3

Not to prevent the calibration or repair of the machine or inspecti -4ng it with the least possible maintenance.

.To resist fire and rust -5

Not to cause accidents for having sharp parts, sharp edges, or rough edges, nor will -6 .it be the source of any accidents

### **(12) Article**

The employer, when installing new machines, operating equipment or parts thereof, shall take into account to provide them with protective methods to comply .with the necessary preventive system

### **(13) Article**

The employer may not allow any person to remove or install any barrier or any of the preventive equipment, unless the machine was not working, and it may not be operated except after it is returned to its place.

### **(14) Article**





The employer should hang guiding signs in the place where the machines are or where the various operations take place in which he shows the type of the necessary technical operations in Arabic as well as another language understood by workers when necessary.

#### **(15) Article**

Every worker must adhere to the orders and instructions related to the work safety precautions and his safety, and should use preventive methods and pledge to care for what he has. The worker is prohibited to attempt any action that might lead to the non-implementation of the mentioned instructions, the misuse of the methods placed to protect the health and safety of the workers, or damage or destroy these methods.

The employer shall guarantee the penalties list include penalties for all those violating the provisions stipulated in the previous paragraph.

#### **(16) Article**

In case of using the steam boilers, the employer must take the following into consideration

- 1Every boiler must be equipped with a suitable safety valve, suitable valves, a measure of the water level, and a measure of steam pressure, and all these machines must be working in good conditions throughout the use of the boiler.



An appropriate -2and sturdy room must be allocated for the boiler, provided that that room is separate and at least three metres away from any other building in the facility, with good lighting.

A competent person must be assigned to watch the boiler, with a suitable place prepared for him inside and outside the boiler room so that he is able to watch effectively.

The boiler must be stopped for maintenance once every two months at least for -4 cleaning and maintenance, with the maintenance operation assigned to a competent person who observes all safety procedures during maintenance.

The boiler must be inspected at least once a year by a competent person licensed by -5 .the competent labour directorate

The person conducting the inspection must prepare -6a report showing the state of the boiler and the inspection steps followed, provided that the facility owner sends a copy of that report to the competent labour directorate keeping a copy at the facility.

In case of using pressure vessels, they -7 should be of materials that do not react with chemicals and rust, and shall be inspected annually to determine their validity by a competent person who is licensed by the competent labour directorate, preparing a report at each inspection a copy of which shall be sent to the labour directorate.

## (17) Article



Workers shall be prevented from entering the areas in which the machines are operated unless wearing clothes suitable to the nature of the work as specified by the facility to guarantee the safety of workers.

### **(18) Article**

The employer shall take the necessary precautions to protect workers from hazardous substances by storing them safely in special places or by surrounding them with suitable barriers or fences. It shall be observed in case of storing them in containers that they are tightly shut, with a label bearing their names, the correct method of using them, and methods of protection, with a warning of their hazards, which shall be written in Arabic as well as another language understood by the workers if necessary.

### **(19) Article**

The employer must take the necessary precautions to protect the workers carrying out the construction, demolition, and digging jobs from work hazards as follows

a- With respect to digging and demolition

When digging a trench or hole, the digging must always begin from top to bottom, confirming that it is at an incline suitable to the soil being dug. Also the sides of the holes with depths exceeding 1.5 metres must be re-enforced with sturdy wooden beams to prevent the collapse of the soil in the hole, as well as provide safe passages for the workers to haul the soil with warning signs put at the edges of the holes to prevent against falling into them.



The hauled soil from the holes must not be accumulated next to the holes, but -2 should be placed at a suitable distance from these holes that would not allow their sliding in the direction of the holes

Demolition should start from the upper levels -3, while taking the necessary procedures to support the walls protruding from the buildings that are feared might fall, with the need to separate them technically before starting demolition. It is necessary for an experienced supervisor to be present throughout the demolition.

Demolition debris must not be thrown from above, but must be removed either -4 by lever machines or through inclined walled passages with the need to fence the place where debris is collected

b- With respect to construction work:

Scaffolds and -1 walkways must be of sufficient width to allow the passage of workers safely without falling. These Scaffolds and walkways must also have side barriers if they were more than eight metres higher than the surface of earth, with the need to provide workers with protective belts against falling and to confirm the sturdiness of where they are secured.

The roofs of the -2 work area must be fenced if the nature of work necessitates climbing to them, also the skylights through these roofs must be fenced or covered in a way that prevents people or equipment to fall.

It should be observed to make solid protective overhead shields of sufficient -3 width and barriers of suitable height to protect the workers or passers-by from the hazard of things falling on them.



### **(20) Article**

The following should be taken into consideration regarding the lifting and dragging  
:machines and tools

1- Each lift, or passenger or cargo elevator must be well made, with sufficiently solid parts, and shall have the necessary technical maintenance, it should also be tested periodically, at least once a year, by an expert.

The elevators ascending an -2d descending areas must be surrounded by a solid and high fence to prevent any person from approaching or jumping over the moving parts of the elevator, and the doors must not open unless the elevator is stationary.

An indication of the maximum loa -3d must be put at an obvious place on the machine or elevator.

The worker must not be assigned to carry loads heavier than he could bear, and in -4 all cases, the weight of the load must not exceed (50) Kilograms for a man and (20) Kilograms for a woman, taking into account to use the leverage when possible to carry weights instead of depending on the human effort only.

The design of chains, ropes, or pulling wires and the like must be well made and -5 shall be given full and continuous maintenance, shall not be used to carry more than their load, and shall be inspected at least once every six months regularly.

### **(21) Article**

The facility that appoints a contractor to undertake any of the various construction and building operations must notify the competent labour directorate at



least one week before starting the demolition through a statement that includes the following:

- .a- Name of facility or original contractor
- .b- Name of subcontractor
- .c- Type of operation
- .d- The place where the work will be carried out
- e- The date of beginning work and the duration of the execution.

#### **(22) Article**

The responsibility of providing industrial safety equipment in contracting works with respect to the employer, original contractor and subcontractors shall be according to the following

- a- Providing industrial safety conditions with respect to the work place and its equipment shall be the responsibility of the employer who owns their use.
- b- Providing personal protective equipment to the workers shall be the responsibility of who contracts them

#### **(23) Article**

The competent labour inspector may take a sample or samples of the materials used or circulated in industrial or other operations subject to inspections, which he believes has a harmful effect on the health and safety of the workers for the purpose of analysing them to find out the extent of that effect, notifying the employer or his representative of the result of the analysis, and take the necessary procedures on the



matter. He may, if necessary, request conducting a medical examination on the workers at the facility as well as lab tests to confirm the appropriateness of the work conditions and their effect on the health and preventive levels of the workers. This examination shall be carried out during working hours at the facility and after hours if carried out outside the facility in accordance with the procedures stipulated in Article (175) of Law No. (8) for 1980 A.D. on organizing work relationships.

#### **(24) Article**

The employer must notify the competent labour directorate of the accidents that might take place in any facility during working hours, or because of the work, and which causes any of the following damages:

- .a- The death of the worker
- .b- Fire or explosion
- .c- Preventing any worker from performing his job for three days or more

The employer must notify these accidents in accordance with the form shown in Table No. (4) attached to this resolution, provided that notification is as follows:

In cases of worker's death, fire or explosion, notification must be as soon as the -1  
accident occurs and using the fastest possible method of communication.

In the event of preventing the worker from performing his job for three days or -2  
more, notification shall be within 24 hours from the incident.



In all cases, every employer must notify the competent labour directorate of a statistic every three months of two copies on the work injuries and occupational illnesses according to the form prepared for this purpose provided that the time of sending it does not exceed fifteen days from the mentioned three months period.

The employer shall keep a third copy at the facility to make it easier for the competent labour inspector to review when visiting the facility.

#### **(25) Article**

The labour inspector assigned the missions specified in this resolution must be competent as follows:

In case of exercising the duties pertaining to industrial security, he must be -1 an engineer or a technician experienced in this field.

In case of exercising the duties pertaining to occupational health, he must be a -2 .physician or technician specialising in the field of occupational health

#### **(26) Article**

Every industrial facility that employ at least one hundred and fifty workers must appoint an industrial security officer who works full time for that purpose and shall assign him the duties of protection from the various hazards and supervise the implementation of the provisions of the law on that matter.

It is necessary for the industrial security officer at the facility with more than one -2 thousand workers to be an engineer or qualified technician in the field of industrial security. With respect to the facilities with less than one thousand workers, he must





be a graduate of industrial high schools with an experience in the field of industrial security.  
The competent labour directorate shall ratify the competence of the industrial -3 security officers that should be appointed under this article.

### **(27) Article**

The Undersecretary may, by a decision, take some other precautions as necessitate by the nature of work in any industry, operation, or facility.

The Undersecretary is assigned to make amendments to the tables attached to this resolution whenever there are scientific or technical developments that necessitate .these amendments

In the two cases mentioned in the two previous paragraphs, directives or amendments are issued after polling the opinion of the Ministry of Health and the other competent authorities.

### **(28) Article**

The Undersecretary may issue the forms necessary for the implementation of this resolution.

### **(29) Article**

This Resolution shall be published in the Official Gazette and shall be put into force as of the date of its publication.

UNITED ARAB EMIRATES  
MINISTRY OF HUMAN RESOURCES  
& EMIRATISATION



الإمارات العربية المتحدة  
وزارة الموارد البشرية  
والتوظيف

**Seif Ali Al-Jarwan**

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