

MINISTRY OF LABOUR

**MINISTERIAL ORDER NO.(3) OF 2013 WITH RESPECT TO BANNING WORK
DURING NOON TIME**

The Minister of Labour,

Having reviewed the Labour Law for the Private Sector promulgated by Legislative Decree No.(36) of 2012, particularly Article (166) Clause (3) thereof,

And Order of the Minister of Health No.(3) of 1978 with respect to Regulating Methods of Prevention of Occupational Diseases and Health Precautions required to Protect Workers at Work,

And Ministerial Order No.(24) of 2007 with respect to Banning the Employment of Workers in the Construction Sector during the Summer under the Sun and in Open Areas between 12:00 Noon and 4:00 p.m.,

And upon the submission of the Undersecretary of the Ministry of Labour,

HEREBY ORDERS:

Article 1

Workers whose nature of work requires them to work under the sun and in open areas shall be prohibited from working during the period from 12:00 noon until 04:00 p.m. during the months of July and August in every year.

Article 2

An employer, subject to the provisions of this Order, shall draw up a timetable to determine the daily working hours in accordance with the provisions of this Order, to be displayed in a prominent place in the establishment and worksite designated by the employer for workers to perform their duties, as the case may be, in a language which the worker understands in addition to Arabic to enable all the workers to read and to be aware thereof and labour inspectors to have access thereto during their inspection visits to the establishment and worksites.

Article 3

Employees working in oil and gas establishments shall be exempted from the provisions of this Order in addition to emergency maintenance workers provided an employer shall take the necessary precautions to protect them from damages caused by sun rays.

Article 4

Any person who violates the provisions of this Order shall be liable for the penalties provided for in Article (192) of the Labour Law for the Private Sector promulgated by Law No.(36) of 2012.

Article 5

Ministerial Order No.(24) of 2007 with respect to Banning the Employment of Workers in the Construction Sector during the Summer under the Sun and in Open Areas between 12:00 Noon and 4:00 p.m. shall be revoked.

Article 6

The Undersecretary of the Ministry of Labour shall implement this Order which shall come into effect from the day following the date of its publication in the Official Gazette.

**Signed: Jameel bin Mohamed Ali Humaidan,
Minister of Labour.**

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Corresponding to: 14th February, 2013 A.D.