

Ministry of Labour

Decision No. (23) of 2013

regarding the Determination of the Terms, Conditions and other Circumstances to regulate the employment of juveniles as well as professions,

industries and hazardous and dangerous jobs that are prohibited to employ them in or that may harm the health, safety or ethical behaviour of the juveniles according to the different age stages¹

Minister of Labour:

Having reviewed the Labour Law for the Private Sector promulgated by Law No. (36) of 2012, in particular Article (28) thereof;

And the Decision of the Minister of Health No. (6) of 1976, regarding the hazardous and health-damaging industries and professions for the juveniles,

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

Hereby Decides:

Article One

It is prohibited to employ juveniles under the age of eighteen in the following professions, industries and occupations:

- 1) Working underground in mines, quarries and all activities related to the extraction of minerals and stones.

¹ This is an unofficial translation and in the event of any conflict or discrepancy between the English text and the Arabic text, the Arabic text shall prevail.

- 2) Working in furnaces designed for smelting or refining metal andhazardous substances or producing them.
- 3) Occupations and professions that involve the use of mercury and its compounds.
- 4) Manufacturing of explosives and related activities.
- 5) Melting and tempering of glass.
- 6) All types of welding.
- 7) Manufacturing of alcoholic beverages and spirits and similar products
- 8) Paints that contain organic solvents and hazardous materials in their composition.
- 9) Processing, preparing or storing lead-containing ash and extracting silver from lead.
- 10) Manufacturing of tin and lead-containing metallic compounds.
- 11) Production of lead monoxide "litharge" or yellow lead oxide, lead dioxide (salcon) lead carbonate, orange lead oxide, sulfate, lead chromate and lead alloys.
- 12) Mixing and kneading operations in the manufacture and repair of electric batteries.
- 13) Cleaning workshops engaged in the activities referred to in items (9, 10, 11, 12).
- 14) Managing or monitoring large strong motorized machines.
- 15) Carrying out maintenance, cleaning, and repair operations on machines while operating them.
- 16) Manufacturing of asphalt and its derivatives.
- 17) Exposure to petroleum or products containing it.

- 18) Working in tanneries.
- 19) Working in warehouses storing fertilizer derived from excrement, animal excrement, bones or blood, poultry residues and warehouses and storages of hazardous waste materials.
- 20) Skinning, cutting, and melting animal fat.
- 21) Manufacturing of rubber.
- 22) Land, railway or inland waterway passenger transportation.
- 23) Loading and unloading of goods in basins, docks, ports, and customs warehouses.
- 24) Using adhesives in leather processing industries.
- 25) Manufacturing of charcoal from animal bones, including sorting bones before burning them.
- 26) Working as waiters in nightclubs.
- 27) Working in the field of selling or serving alcoholic beverages and spirits.
- 28) Working in front of ovens in warehouses.
- 29) Petroleum refining and petrochemical plants.
- 30) Cement and thermal industries.
- 31) Cooling and freezing operations.
- 32) Manufacturing oil pressing using mechanical methods.
- 33) Working in facilities for filling cylinders with compressed gases.
- 34) Bleaching, dyeing and printing of textiles.
- 35) Carrying, dragging or pushing weights exceeding those listed in the following table:

Type	Weights that can be carried	Weights pushed on rails	Weights driven on a single or double-wheeled carriage
Males	10 kg	300 kg	Not permitted for juveniles
Females	7 kg	150 kg	Not permitted for juveniles

- 36) Working on high-pressure towers and be within their scope.
- 37) Processing, preparing, sowing and spraying of agricultural pesticides.
- 38) Plastic manufacturing from plastic waste and incineration.
- 39) Adhesive manufacturing.
- 40) Tobacco, molasses, smoke industry and product testing.
- 41) Diving works.
- 42) Works carried out at dangerous altitudes.

Article Two

It is prohibited to employ juveniles under the age of sixteen in the following professions, industries and occupations:

- 1) The activities mentioned in Article one.
- 2) Jobs that subject juveniles to physical, psychological or sexual exploitation or use them to engage in illegal activities.
- 3) Jobs that expose juveniles to physical, chemical, biological, mechanical or all types of risks.

Article Three

Before employing juveniles, the employer must conduct a preliminary medical examination on them to ensure their health and fitness for the type of work assigned to them. This examination is conducted at the expense of the employer.

Furthermore, any employer must take the necessary steps to sign periodic medical examination with his knowledge -at least once a year, as well as upon the termination of their service- in order to ensure that they are free from occupational diseases or work-related injuries and to maintain their continuous fitness. In any event, the results of the medical examination must be recorded on the juvenile's health card.

Article Four

The employer is responsible for providing the necessary treatment for work-related injuries and occupational diseases to their juvenile employees and taking the necessary measures, according to the provisions of social insurance.

Article Five

The establishment where juveniles work must provide first aid and comply with the health requirements prescribed by law, especially ventilation, lighting, clean water, toilets, and personal hygiene tools.

Article Six

The employer must inform the juvenile employee of the risks associated with their profession, the importance of complying with the prescribed preventive measures, provide them with suitable personal protective equipment according to the nature of their work and age, and train him on how to use it. The employer must ensure that the juvenile uses the equipment and follows the prescribed instructions to maintain his health

and prevent work-related accidents with not allowing eating in the places designated for work.

Article Seven

When employing one or more juveniles, the employer must prepare and update a register showing their names, ages, tasks assigned to them and date of employment and shall attach a copy of such statement in a visible place in the establishment.

Article Eight

Any person who violates the provisions of this decision shall be liable for the penalties provided for in Article (186) of the Labour Law for the Private Sector promulgated by Law No. (36) of 2012.

Article Nine

Decision No. (6) of 1976 regarding hazardous and health-damaging industries and professions for juveniles shall be repealed, as well as any provision that contradicts the provisions of this decision.

Article Ten

The Undersecretary of the Ministry of labour shall implement this decision, and it shall come into force from the day following the date of its publication in the Official Gazette.

The Minister of Labour

Jameel bin Mohamed Ali Humaidan

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Corresponding to: 26 May 2013