

**Ministerial Resolution No. (46/1) for 1980 A.D.**

**On defining the works in which women can be employed at the time**

**between ten pm. and seven am.**

**Minister of Labour and Social Affairs:**

\*Having reviewed the provisions of 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 A.D. in regards to organizing the work relationships.

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

**It was decided:**

**Article(1)**

**It is permissible to employ women in the period between ten pm and seven am in the following occupation:**

- 1- Working at hotels, restaurants, motels, coffee shops, buffet, theatres, cinemas, music and singing halls, and other similar shops.
- 2- Working on transporting people and cargo using internal water ways, or by air, which includes tourism and aviation offices as well as airports.
- 3- Annual inventory works, preparing budgets, liquidation, closing accounts, prepare to sell at reduced prices, and prepare to open the season, in which case it is conditional that the days during which women can be employed at night may not exceed fifteen days a year unless the competent labour directorate permits longer periods.

4- If the work was to prevent a dangerous accident or to repair what resulted from such accident or to avoid a definite loss liable to damage.

5- If employment was for the purpose of confronting an unusual work pressure.

It is necessary in the last two cases to notify the competent labour inspection directorate within 24 hours, explaining the emergency and the necessary period for work and acquire its written approval on that. The approval must be acquired in advance unless otherwise necessary in the interest of work.

6- Working in commercial outlets during the month of Ramadan and the three days before Al-Adha Feast.

7- Working in hospitals, sanatoriums, doctors' clinics and other treatment facilities.

### **Article(2)**

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

**Seif Ali Al-Jarwan**

**Minister of Labour and Social Affairs**