

# **The Labour Law No. (7) of 2000 A.D.**

## **(Translated and published by the Institute of Law – Birzeit University)**

**The Chairman of the Palestine Liberation Organisation,  
The President of the Palestinian National Authority**

Having reviewed the Labour Law No. 21 of 1960 and its Amendments in force in the Governorates of the West Bank;

Having reviewed the Labour Law No. 16 of 1964 and its Amendments in force in the Governorates of Gaza; and

Following the approval of the Legislative Council during its session which convened on March 29<sup>th</sup>, 2000,

**I hereby promulgate the following Law:**

### **TITLE ONE Definitions and General Provisions**

#### **Chapter I Definitions**

##### **Article (1)**

For the purposes of the enforcement of the provisions of this Law, the following terms and expressions shall have the meanings assigned thereto hereunder unless the context determines otherwise:

<b>The National Authority:</b>	The Palestinian National Authority.
<b>The Ministry:</b>	The Ministry of Labour.
<b>The Minister:</b>	The Minister of Labour.
<b>The employer:</b>	Each natural or legal person or a representative

	thereof who employs one or more person(s) in return for a salary.
<b>The worker:</b>	Each natural person who performs a work for the employer in return for a salary and shall be, during his or her performance of the work, under his or her management and supervision.
<b>The Union:</b>	Any occupational organisation in accordance with the Law (the Law of Unions).
<b>The labour:</b>	All the mental or physical effort exerted by the worker in return for remuneration, whether such work was permanent, temporary, casual or seasonal.
<b>The temporary work:</b>	The work, the nature of the implementation and accomplishment of which necessitates a limited period.
<b>The casual work:</b>	The work that is required by contingent necessities and the period of the accomplishment of which does not exceed three months.
<b>The seasonal work:</b>	Each work that is implemented and accomplished during periodical annual seasons.
<b>The basic wage:</b>	The agreed cash and/or in-kind payment which the employer pays to the worker in return for his or her work. Increments and allowances of any type whatsoever shall not be included thereunder.
<b>The salary:</b>	The full salary, which is the basic salary to which the increments and allowances are added.
<b>The installation:</b>	The place where the workers perform their works.
<b>The minor:</b>	Each person who reaches fifteen years of age but has not exceeded eighteen years.
<b>The night:</b>	A period of consecutive twelve hours which compulsorily include the period between eight post meridiem until six ante meridiem.
<b>The year:</b>	In the implementation of the provisions of this Law,

the year shall be deemed to be (365) days, the month (30) days, and the week (7) days.

**The medical committee:** The medical party which the Minister of Health certifies.

**The work injury:** The accident which occurs to the worker during or due to the work or while he or she is going to or returning from his or her work. As such shall be the infection with one of the occupational diseases which the Regulation defines.

**The disabled:** The person who suffers from a disability in some of his or her physical, sensational or mental abilities as a result of a disease or accident or a congenital cause or genetic factor, which has led to his or her incapability to work or continue or being promoted thereat, or has enfeebled his or her ability to perform any of the other basic functions in life, and is in need of care and rehabilitation in order to integrate or reintegrate him or her in the society.

**The rehabilitation:** An organised and ongoing process that is based on scientific bases and aims to benefit from the available capacities of any person through the development of his or her capacities, whether physical or occupational.

**The competent court:** The court which is competent of labour-related issues.

## **Chapter II**

### **General Provisions and Principles**

#### **Article (2)**

Work is a right for each citizen who is capable thereof. The National Authority shall provide it on the basis of equal opportunities and without any kind of discrimination whatsoever.

#### **Article (3)**

The provisions of this Law shall be applicable to all workers and employers in Palestine with the exception of:

1. The functionaries of the Government and local bodies, provided that their right to form unions of their own is safeguarded.
2. House servants and those alike, provided that the Minister issues forth a regulation pertaining to them.
3. The family members of the employer up to the first degree.

#### **Article (4)**

Workers shall be exempted from the judicial fees in the labour actions at law, which they lodge as a result of a dispute related to salaries, leaves, remunerations of the expiration of service, indemnities for work injury or arbitrary dismissal of the worker.

#### **Article (5)**

In accordance with the provisions of the Law, the workers and employers shall have the right to compose union organisations on a professional basis with the aim to sponsor their interests and defend their rights.

#### **Article (6)**

The provisions prescribed under this Law shall represent the minimum limit of the rights of workers which may not be waived. Wherever a special regulation on work relations exists, the provisions under this Law or the provisions under the special regulation, any of which is better for the worker, shall be applicable to workers.

## **TITLE TWO**

### **Employment, Training and Occupational Guidance**

#### **Chapter I Employment**

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

1. The Council of Ministers shall form a tripartite advisory committee under the presidency of the Minister of Labour as well as an equal number of the three production parties (the Government, employers and workers). It shall be named the Committee of the Labour Policies and shall be tasked with the proposition of public policies, particularly in the field of employment, training and occupational guidance.
2. The decision to establish such committee shall define the system of its work as well as the number of its members.
3. The Chairman of the Committee may call the persons whom he deems to be fit for consultation.

#### **Article (8)**

The Ministry shall establish labour offices to be distributed in an appropriate manner so that they are easily accessible by employers and workers. Such offices shall render their services free of charge. The Ministry shall define the system of their work and their capacities.

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

The Ministry shall develop regular quantitative and qualitative statistics related to unemployment and employment.

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

Each person who is capable of and wishing to work must register his or her name at the Labour Office, located within the area of his or her residence. The Office must register the work applications and give applicants a certificate thereof. The Ministry shall also regulate the data and procedures pertaining to the application for work as well as the certificate of its registration.

#### **Article (11)**

The Labour Offices must undertake to recommend the workers registered thereat, taking into consideration the specialisations, competence and precedence in registration and the employer's right to selection.

#### **Article (12)**

Each employer must submit to the Labour Office, which is located within the area of his or her work, a monthly statement of the names of workers as well as their number, functions, age, sex, qualifications, salaries, the date on which they joined the work and the vacant functions thereat.

#### **Article (13)**

The employer shall adhere to employ of a number of qualified disabled workers at functions that fit their disabilities by a percentage of not less than 5% of the volume of the labour force in the installation.

#### **Article (14)**

The Ministry shall be entitled to grant a licence to work in Palestine for non-Palestinians. The employer shall be prohibited from employing, in a direct manner or by means of a third party, any non-Palestinian worker prior to the confirmation of obtaining the licence mentioned above.

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

In accordance with the provisions of this Law and in coordination with the relevant parties, including the Unions of Employers and Unions of Workers, the

Minister shall issue forth a regulation which defines the conditions of the granting of the work licence for non-Palestinian workers.

**Article (16)**

Discrimination in the circumstances and conditions of work between workers in Palestine shall be prohibited.

**Article (17)**

In coordination with the relevant parties, including the Unions of Employers and Unions of Workers, the Ministry shall regulate the market of labour and employment for Palestinian workers abroad.

**Chapter II**  
**Occupational Training and Guidance**

**Article (18)**

For the purpose of the implementation of this Chapter:

1. Occupational guidance shall mean the activities which aim to guide workers towards the available work and training opportunities that suit their skills, preferences and capabilities.
2. Occupational training shall mean the activities which aim to make available trained workers for the development needs as well as enable them to acquire the necessary skills and capabilities and develop them on a permanent basis.

**Article (19)**

The Ministry shall put forward, follow up with and implement the policies of the occupational training and guidance in a manner that accomplishes coordination and integration with the other relevant Ministries and institutions and provide the needs of development programmes, including technical and trained workers.

**Article (20)**

The Ministry shall establish occupational training centres as needed. The system of their function and capacities shall be defined by a decision from the Minister.

**Article (21)**

The Minister shall issue forth a regulation on training and guidance that safeguards the principle of equal opportunities, taking into account the freedom of choice and giving priority to the children of martyrs. The regulation shall include the following:

1. The holding of occupational training.
2. The training programmes.
3. The rights of the trainee.

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

1. In coordination with the relevant parties, the Ministry shall be the sole authority which is competent of granting the licence for the establishment of the occupational training institutions.
2. In the event of incompliance with the conditions related to the granting of the licence, the Minister may issue forth a decision to close down the institution completely or partially or to withhold a training programme thereat on a temporary or final basis in accordance with the nature and gravity of the error.

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

Each nongovernmental training institution must settle its situations in accordance with the provisions under this Law within a maximum period of six months from the date of its enforcement.

### **TITLE THREE**

#### **The Individual Work Contract**

##### **Chapter I**

##### **Composition of the Contract**

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

The individual work contract shall be an explicit or implicit written or verbal agreement that is concluded between an employer and a worker for a limited or unlimited period of time or for the accomplishment of a specified work, in accordance with which the worker shall undertake to perform a work for the benefit of the employer and under his or her management and supervision, and in which the employer shall undertake to pay the wage agreed upon to the worker.

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

The maximum duration of the work contract of a limited period at the selfsame employer must not exceed two consecutive years, including the cases of renewal.

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

In case the parties to the work contract of the limited period continue to implement it following the expiration of its duration, the contract shall be deemed to of an unlimited period.

#### **Article (27)**

Workers under work contracts of limited periods, including workers under a casual work contract or seasonal work contract, shall enjoy the selfsame right and [must meet] selfsame obligations to which workers under work contracts of unlimited periods are subject under similar circumstances, taking into consideration the provisions pertaining to the work for a limited, casual and seasonal period.

**Article (28)**

The work contract shall be drawn up in the Arabic language as well as include the basic terms and conditions of work, especially the salary, type of work, its place and its duration. It shall be signed by its two parties. A copy thereof shall be given to the worker. The worker shall also be entitled to prove his or her rights through all legal methods of proof.

**Article (29)**

The work contract may commence with a probationary period, the duration of which is three months, and it may not be repeated from more than once at the same employer.

**Article (30)**

In the event a subcontractor implements the work on behalf of the original employer or for his or her interest, the two shall jointly liable for the implementation of the obligations arising from the contract.

**Article (31)**

The worker shall not be obliged to work in a place other than that agreed upon in the contract in case its leads to the change of his or her place of residence.

**Article (32)**

The worker may not be assigned to a work that substantially differs from the nature of work agreed upon in the work contract, unless necessity thus requires in order to prevent the occurrence of an accident, or in case force majeure provided that such is [carried out] on a temporary basis and not to exceed two months.

**Article (33)**

The worker shall undertake to perform his or her work in a sincere and trustworthy manner as well as preserve the secrets and tools of the work. The worker shall not be deemed to be responsible for the deficiency or loss of the tools which result from any contingent circumstance beyond his or her control or a force majeure.

### **Article (34)**

The worker must comply with the terms and conditions under the bylaw of the installation as well as with the rules on occupational safety and hygiene at work.

## **Chapter II Expiration of the Individual Work Contract**

### **Article (35)**

The individual work contract shall expire in any of the following cases:

1. Upon agreement of both parties.
2. By the expiration of its duration in the casual, temporary or seasonal works.
3. Upon the wish of either party during the probationary period.
4. Upon the wish of the worker, provided that the employer is notified in writing prior to the leave:
  - A. by one month in case he or she used to earn his or her salary on a monthly basis.
  - B. by one week in case he or she used to earn his or her salary on a daily or weekly basis or based on piecework or commission.
5. By the death of the worker or his or her being infected with an illness or disability that disables him or her from work for a period of time exceeding six months based upon a medical report issued by the Medical Committee and a vacant position that suits his or her occupational capabilities and new health condition is unavailable.

### **Article (36)**

The work contract shall not terminate due to the death of the employer unless the subject of the contract is associated with the person of the employer.

### **Article (37)**

The work contract shall remain to be valid even if the employer is changed due to the conveyance of the title of the enterprise or its sale, merging or devolution by means of inheritance. The original and new employers shall remain to be liable jointly for a period of six months for the implementation of the liabilities arising from the contract and which are due prior to the date of the change. Following expiration of the six months, the new employer shall bear the liability alone.

### **Article (38)**

1. The work contract shall not terminate in the event an administrative or judicial decision is issued forth to close the installation or to withhold its activity temporarily for a period of time that does not exceed two months. The employer must also continue to pay the salaries of his or her employees during the period of the closure or temporary withholding, taking into consideration the provisions under this Law which pertain to the period of probation.
2. The liability mentioned in Paragraph (A) above shall expire following the period of the two months. The employer must pay to his or her employees in addition to what is mentioned earlier a remuneration of the expiration of service as is prescribed by the provisions of this Law.

### **Chapter III** **Termination of the Individual Work Contract**

#### **Article (39)**

The following cases in particular shall not be deemed to be from among the real causes which justify the termination of work by the employer:

1. Affiliation with the Union or taking part in the union's activities beyond the working hours, or during the working hours in case such was upon the consent of the employer.
2. The worker's request that he or she assume representation on behalf of the workers, or his or her being assuming such representation or had assumed it in the past.
3. The worker's engagement in the lodging of a case or his or her taking part in proceedings against the employer under a claim of the violation of the Law, as well as his or her filing of a complaint to the competent administrative bodies.

#### **Article (40)**

The employer shall be entitled to terminate the work contract unilaterally without a notice along with preserving his or her right to demand all rights from the worker when he or she commits any of the following contraventions:

1. His or her impersonation of a personality other than his or hers or submission of false certificates or documents to the employer.
2. His or her committing of an error due to a confirmed negligence from which a grave loss is caused to the employer, provided that the employer reports the incident to the competent authorities within forty eight hours from the time on which its occurrence comes to his or her knowledge.
3. His or her repeating of the infringement of the bylaw of the installation which is approved by the Ministry of Labour or the written directives

- pertaining to the work safety and workers' hygiene despite his or her being warned thereby in due form.
4. His or her being absent without an acceptable excuse for a period of more than seven consecutive days, or more than fifteen sporadic days within the same year, provided that he or she was warned in writing following an absence of three days in the former case or ten days in the latter case.
  5. The worker's non-fulfilment of the obligations due by him or her under the work contract although he or she has been warned thereof in due form.
  6. His or her revealing of the secrets related to the work, which may cause a grave damage.
  7. His or her being convicted by a final judgement of a crime or misdemeanour that violates honour, trust or public morale.
  8. His or her being present during the working hours in a state of inebriation or affected by a consumed narcotic drug, which is punishable by Law.
  9. His or her assault by means of beating or contempt against the employer or his or her representative or against his or her immediate manager.

#### **Article (41)**

The employer may terminate the work contract for technical reasons or a loss that has necessitated the reduction of the number of workers, provided that the worker maintains his or her right in the reimbursement for the notice and remuneration of the expiration of service, on condition that the Ministry is notified thereof.

#### **Article (42)**

1. The worker may leave the work following the notification of the employer, provided that he or she preserves his or her legal rights, including the remuneration of the expiration of service as well as the rights due for him or her in any of the following cases:
  - A. His or her being employed in a work that differs substantially in its type or grade from the work to which he or she has agreed under the work contract, unless necessity so requires and for a temporary period of this in prevention of the occurrence of an accident in the event of force majeure.
  - B. His or her being employed in a manner that requires that he or she changes his or her place of residence.
  - C. Demonstration by a medical report issued by the Medical Committee that his or her continuation in his or her work poses a danger to his or her life.
  - D. The assault by the employer or his or her representative during or due to the work with beating or contempt.

- E. The non-fulfilment by the employer of his or her obligations towards the worker despite he or she has been demanded thereof in writing.
2. As an exception of what is provided under Clause (1) above, the worker shall have be entitled, in case he or she resigns from his or her work within the first five years, to one third of the remuneration of the expiration of service and two thirds of the remuneration of the expiration of service if the resignation takes place within the following five years. He or she shall be entitled to the full amount of the remuneration in the event he or she spends ten or more years at the work.

#### **Article (43)**

The employer shall be obliged to return the papers or documents or tools which the worker has kept with him or her. In addition, the worker shall be obliged to return the possessions entrusted to him or her to the employer.

#### **Article (44)**

Upon his or her request, the worker shall be awarded upon the expiration of his or her service a certificate of service in which his or her name, the types of his or her work and the duration thereof shall be mentioned.

#### **Article (45)**

The worker who has completed a year at work shall be entitled to a remuneration of the expiration of service, the amount of which shall be a salary of one month for each year he or she spent at work on the basis of the last salary which he or she earned without counting of the extra working hours. For such purpose, the fractions of the year shall be calculated.

#### **Article (46)**

1. Any of the parties to the contract of an indefinite period may terminate it in accordance with a notice to be sent with a delivery receipt to the other party by a month prior to the termination of the work.
2. The worker who has received a notice from the employer stating the termination of the work contract shall have the right to be absent from work during the second half of the duration of the notice. His or her being absent shall be deemed to be an actual work at the installation.
3. The termination of the work contract without availability of expedient causes shall be deemed to be arbitrary.

#### **Article (47)**

In addition to maintaining all his or her other legal rights, the worker shall be entitled to a compensation for his or her being dismissed arbitrarily in the amount of the salary of two months for each year he or she spends at work,

provided that the compensation does not exceed his or her salary for a period of two years.

#### **Article (48)**

The remuneration of the expiration of service and the compensation for the arbitrary dismissal of the worker shall be calculated by piecework or by commission on the basis of the average of his or her monthly salary during the period of the last year.

### **TITLE FOUR Collective Labour Relations**

#### **Chapter I Collective Negotiation**

#### **Article (49)**

The collective negotiation shall be the dialogue that takes place between any of workers' unions or representatives of workers and the employer or employers or their representatives in order to solve the collective dispute or to enhance the work requirements and conditions or to raise the productivity competence.

#### **Article (50)**

The collective negotiation shall be conducted in a free manner and without pressure or influence.

#### **Article (51)**

Each party to the collective negotiation shall have the right to nominate their representatives in writing. Not a party shall have the right to challenge such representation.

#### **Article (52)**

Based upon a request by any of the parties to the collective negotiation, the relevant parties must submit the required information and data.

#### **Article (53)**

The collective negotiation shall take place:

1. On the level of the installation between the employer or the management of the installation and the representatives of workers in the installation.
2. On the level of a particular economic activity between the representatives of employers in such activity and the relevant labour union.
3. On the national level between the employers' association and the workers' unions association.

**Chapter II**  
**Collective Labour Agreement**

**Article (54)**

The collective labour agreement shall be an agreement which is written in the Arabic language and concluded by the two parties to the collective negotiation. It shall include provisions pertaining to the improvement of the work requirements and conditions and raising the productivity competence.

**Article (55)**

The collective labour agreement shall be binding as of the date defined thereon. A copy thereof shall be given to each party to the collective negotiation. [Another] copy shall be deposited at the Ministry.

**Article (56)**

The duration of the collective labour agreement shall be three years. The collective negotiation shall be conducted on the basis on the request of either party to the work by three months prior to its expiration. The agreement shall remain to be valid until a new agreement is reached. The parties to production may agree to carry out negotiation in case occasion so requires.

**Article (57)**

In accordance with the provisions of this Law, the collective labour agreement must entail as a minimum the following items:

1. The freedom to exercise union activity.
2. The minimum limit of salaries for all types of work.
3. The conditions of employing workers and exempting them from work.
4. A bipartite committee to solve any disputes that arise from the implementation of the agreement.

**Article (58)**

1. The provisions of the collective labour agreement shall be applicable to:
  - A) All workers of the employer.
  - B) The employers as well as their deputies.
2. Persons other than parties to the collective labour agreement shall be entitled to join it based upon a written agreement amongst them. [The written agreement] shall be submitted to the Ministry.

**Article (59)**

The Minister shall issue forth the instructions necessary for the implementation of the collective labour agreement.

**Chapter III**  
**The Settlement of Collective Labour Disputes**

**Article (60)**

The collective labour dispute shall be a dispute which arises between one or more employer(s) and workers or a group thereof over a collective interest.

**Article (61)**

Each of the two parties to the collective labour dispute shall have the right to resort to the Reconciliation Officer at the Ministry in the event such dispute has not been solved by negotiation means in the installation.

**Article (62)**

In case the Reconciliation Officer fails to solve the dispute within ten days, the Minister must refer the dispute to a Reconciliation Committee to be composed of a functionary at the Ministry as chairperson and an equal number of members to be nominated by the employer and workers.

**Article (63)**

1. In case the Reconciliation Committee fails to solve the dispute within two weeks, any of the two parties thereto shall have the right to resort to the competent court.
2. If none of the parties resort to the judiciary whereas the labour dispute jeopardises the public interest, the Minister shall be entitled to oblige both parties to appear before an Arbitration Committee to be established by the Minister in coordination with the relevant authorities as follows:
  - A) A judge as chairman of the Committee.
  - B) A representative of the Ministry.
  - C) A representative of workers.
  - D) A representative of employers.

**Article (64)**

Upon the examination of a labour dispute, the Reconciliation Officer as well as the Committees of Reconciliation and Arbitration shall be entitled to the power of the competent court in relation to the subpoena of witnesses, hearing of their statements, conducting of inspection and consultation with experts.

#### **Article (65)**

Upon the examination of collective labour disputes, the employer may not alter the work conditions in force.

### **Chapter IV Strike and Lockout**

#### **Article (66)**

In pursuance of the provisions of the Law, strike shall be a safeguarded right for workers in order to defend their interests.

#### **Article (67)**

1. A written notice on strike or lockout must be forwarded by the concerned party to the other party and to the Ministry by two weeks prior to the taking of the measure, in which the reasons behind the strike or lockout are to be made clear.
2. The notice shall be [forwarded] by four weeks in advance at the public facilities.
3. In the case of strike, the written notice shall be signed by at least 51% of the number of workers at the installation. In the case of lockout, the selfsame percentage shall be [required] from the board of directors of the installation.
4. Strike or lockout may not take place during the proceedings of the examination of the collective dispute.
5. The presentation of the collective labour dispute before the competent authority shall result in the termination of the strike or lockout.

### **TITLE FIVE**

### **The Requirements and Conditions of the Work**

#### **Chapter I**

#### **Working Hours and Weekly Holiday**

#### **Article (68)**

The actual working hours per week shall be forty five hours.

#### **Article (69)**

The daily working hours shall be reduced by at least one hour in the hazardous occupations or those damaging health as well as at night work. Such occupations

shall be defined in a decision from the Minister, after consultation with the concerned organisations of employers and workers.

#### **Article (70)**

Daily working hours must include one or more period(s), the total of which shall not exceed one hour, for the repose of the worker taking into consideration that the worker does not work for five consecutive hours.

#### **Article (71)**

1. The parties to production may agree to extra working hours that do not exceed twelve hours a week.
2. A remuneration of an hour and a half shall be paid to the worker for each extra working hour.

#### **Article (72)**

1. The worker shall have the right to a paid weekly holiday that is not less than 24 consecutive hours. Based upon an agreement between parties to production, these may be accumulated once per month.
2. The paid weekly holiday shall be counted if the worker works for six consecutive days before it. The percentage of the days during which the worker has been absent from work shall be deducted therefrom.

#### **Article (73)**

Friday is the weekly holiday unless the interest of the work requires the allocation of another day on a regular basis.

### **Chapter II Leaves**

#### **Article (74)**

1. The worker shall be entitled to a paid annual leave, the duration of which is two weeks per year at work and three weeks for the work in hazardous occupations or those damaging health as well as for those who have spent five years at the installation.
2. The worker may not relinquish the annual leave.
3. Based upon the agreement between the parties to production, the annual leave may be partitioned.
4. The annual leaves may not be accumulated for over two years.

#### **Article (75)**

The worker shall have the right to a paid leave on religious and official holidays, which are not to be counted from among the annual leaves.

#### **Article (76)**

The worker shall have the right to paid labour cultural leave, the duration of which shall be one week per year and shall be regulated by a decision from the Minister.

#### **Article (77)**

The worker, who has spent five years at the installation, shall be entitled to a paid leave, the duration of which is not less than two weeks for performance of the Hajj religious duty [pilgrimage to the Holy Shrines in the city of Mecca in Saudi Arabia] to be granted to him or her once.

#### **Article (78)**

1. The worker shall be entitled to a paid leave for a period of three days in the event of the death of one of his or her relatives up to the second degree. It shall not be counted from his or her annual leave.
2. The worker may be absent from work for a demonstrated contingent cause for a period of ten days a year to be counted from the annual leave, provided that it does not exceed three consecutive three days on the one occasion.

#### **Article (79)**

Based upon a report from the Medical Committee, the worker shall be entitled to a paid sick leave, the period of which is fourteen days, within the one year. It shall be [taken] with half of the salary for another period of fourteen days.

#### **Article (80)**

By a regulation to be issued forth by the Council of Ministers, and based upon a proposal from the Minister and in liaison with the concerned parties, the workers in the agricultural sector as well as in some special occupations may be exempted from all or some of the provisions under this Title.

### **Chapter III Salaries**

#### **Article (81)**

The worker shall be entitled to a salary in case he or she is present at the workplace even if he or she does not perform a work for reasons pertaining to the installation.

#### **Article (82)**

1. The salary shall be disbursed to the worker in the circulated currency, provided that the payment is conducted as follows:
  - A. On the working days and in the workplace.
  - B. At the end of each month for workers with a monthly salary.
  - C. At the end of each week for workers on the basis of the production unit or on hour, daily or weekly basis.
2. Payment of the salary of the worker may not be delayed for more than five days as of the maturity date.

#### **Article (83)**

1. With the exception of the following cases, no amounts may be deducted from the worker's salary:
  - A. In implementation of a definitive judicial judgement.
  - B. Any loan due for the employer, provided that each deduction does not exceed (10%) of the basic salary.
  - C. The fines imposed upon the worker in pursuance of the provisions of this Law or the regulations issued forth in accordance with it.
2. The total of deductions under Clauses (B and C) in Paragraph (1) above may not exceed (15%) of the basic salary.

#### **Article (84)**

1. The employer may not take any disciplinary measure or impose a fine against the worker except due to a contravention provided under the Bylaw of Penalties, which is approved by the Ministry, provided that the following are taken into consideration:
  - A. The amount of the fine shall not exceed the wage of three days per month.
  - B. Not a disciplinary action shall be taken against the worker two weeks after the date on which the contravention is established.
  - C. A special register on the imposed fines shall be developed. It shall include the name of the worker, the amount of his or her salary, and the reasons behind the imposing of the fine against him or her.
  - D. The fines shall be appropriated for labour social services at the installation.
2. The worker shall have the right to challenge any disciplinary action or fine imposed against him or her at the Labour Inspector within one week from the date on which he or she is thus notified in writing.

#### **Article (85)**

In accordance with the provisions of the Law, the worker's salary shall be deemed to be from among the privileged debts.

#### **Article (86)**

1. Based upon a recommendation from the Minister, the Council of Ministers shall establish a committee to be called the "Committee of Salaries" from an equal number of representatives of the Government as well as employers and workers.
2. The union organisations of employers and workers shall assume the responsibility of the nomination of their representatives on the Committee.
3. The Council of Ministers shall appoint a chairperson of the Committee from among its members.
4. The Committee shall have the right to seek assistance from those whom it deems appropriate in order to accomplish its tasks.

#### **Article (87)**

The Committee of Salaries shall perform the following tasks:

1. Examine the public policies of salaries and the extent to which they compatible with the living standards as well as submit recommendations thereon to the Council of Ministers.
2. Determine the minimum limit of salaries, provided that a decision thereon is to be issued forth by the Council of Ministers.

#### **Article (88)**

The Committee of Salaries shall convene regularly at least once a year. It shall also convene when necessary based upon a request by its chairperson or by representatives of any of the three parties thereto.

#### **Article (89)**

The salary of the worker may not be less than the minimum limit which is legally approved.

### **Chapter IV Occupational Safety and Hygiene**

#### **Article (90)**

Based upon the Minister's proposal in coordination with the competent authorities, the Council of Ministers shall issue forth the regulations concerning the occupational safety and hygiene as well as work environment, particularly including the following:

1. Methods of personal protection and prevention for workers from the work hazards and occupational diseases.
2. The necessary health conditions at the workplaces.
3. The means of medical first aid for workers at the installation.
4. The periodical medical examination for workers.

#### **Article (91)**

In accordance with the provisions of this Law and the regulations issued forth in accordance with it, the installation shall issue forth instructions on occupational safety and hygiene as well as bylaw of penalties, which is approved by the Ministry. Such instructions shall be posted on visible places at the installation.

#### **Article (92)**

Not an installation may incur any expenditures or deductions from the worker's salary in return for the provision of the conditions of occupational safety and hygiene.

### **TITLE SIX Regulation of the Work of Minors**

#### **Article (93)**

The employment of the children before they reach the age of fifteen years shall be prohibited.

#### **Article (94)**

The medical examination must be conducted to the minors before they join the work so as to make sure that their health condition is compatible therewith, provided that the examination is repeated every six months.

#### **Article (95)**

The minors may not be employed in the:

1. Dangerous industries or those damaging their health, which the Minister defines.
2. Work overnight or [during] official or religious holidays or days of the official holidays.
3. Extra working hours or on the basis of the production unit.
4. The areas which are remote or distant from inhabited areas.

#### **Article (96)**

1. The daily working hours for the minors shall be reduced by at least one working hour everyday.
2. The daily working hours must include one or more period(s), the total of which does exceed one hour, for repose so that the minor does not work for more than four consecutive hours.

#### **Article (97)**

The annual leave of the minors shall be three weeks annually and may not be postponed.

**Article (98)**

The installation must post on the workplaces the provisions pertaining to the employment of minors. The employer must also develop a register including all that is relating to them.

**Article (99)**

Excepted from the provisions of this Title shall be the minors who work for their relatives of the first degree and under their supervision, provided that the work is to be performed under all circumstances in conformity with proper hygienic and social conditions in a manner that does not negatively affect their mental and physical growth as well as their education.

**TITLE SEVEN**

**Regulation of the Work of Women**

**Article (100)**

In pursuance of the provisions of this Law and the regulations issued forth in accordance with it, discrimination between men and women shall be prohibited.

**Article (101)**

The employment of women shall be prohibited in:

1. Dangerous or strenuous works which the Minister defines.
2. Extra working hours during pregnancy and the six months following delivery.
3. Night hours with the exception of the works which the Council of Ministers defines.

**Article (102)**

The installation must make available accommodations pertaining to working women.

**Article (103)**

1. The working woman who has spent at work prior to each delivery a period of one hundred and eighty days shall have the right to a paid maternity leave for a period of ten weeks, including at least six weeks after the delivery.

2. The working woman may not be dismissed due to the leave mentioned in Paragraph (1) above unless it is demonstrated that she was employed in another occupation during it.

#### **Article (104)**

1. The suckling mother shall be entitled to a period or periods for breast feeding during work, the total of which shall not be less than one hour a day for a period of one year from the date of delivery.
2. The hour allotted for breast feeding, mentioned in Paragraph (1) above, shall be counted from the daily working hours.

#### **Article (105)**

In conformity with the work interest, the working woman may obtain an unpaid leave to foster her child or accompany her husband.

#### **Article (106)**

The installation must post in the workplace the provisions pertaining to the employment of women.

### **TITLE EIGHT**

#### **Labour Inspection**

#### **Article (107)**

1. Under this Law, the Minister shall establish a commission to be named the "The Commission of Labour Inspection" from an adequate number of inspectors as well as those qualified academically and professionally to follow up on the enforcement of the provisions of this Law and the regulations issued forth in accordance with it.
2. The members on the Commission on Labour Inspection shall enjoy in the exercise of their duties the powers of the Judicial Police.

#### **Article (108)**

Before the commencement of his or her function, each labour inspector must make the oath before the Minister, stating that he or she shall perform his or her function in a trustworthy and sincere manner and not to disclose the secrets which he or she views by virtue of his or her function.

#### **Article (109)**

Upon the selection of the labour inspector to perform the inspection function, it shall be taken into consideration that he or she has no direct or indirect interest in the installation subject to his or her inspection.

#### **Article (110)**

The labour inspector shall be vested with the following:

1. Follow up with the enforcement of the legislation on labour, particularly in regard of the work conditions and circumstances through all legitimate means, including the receiving of complaints and notices.
2. Provide the employers and workers with the technical information and guidance which help enforce the provisions of this Law.
3. Report the aspects of shortage and contraventions which he or she discovers during his or her function to the competent authorities.

#### **Article (111)**

The labour inspector shall be entitled to the following:

1. Enter the workplaces under inspection with total freedom during the working hours without prior notice, though he or she must notify the employer or his or her representative upon entry into the installation.
2. Enquire the employer or workers, jointly or separately, or in the presence of witnesses in respect of the implementation of the provisions and legislation on labour.
3. View the registers and books and any other documents pertaining to the conditions of work as well as take copies or transcripts thereof.
4. Take samples of used materials for the purpose of analysis so as to ensure the extent to which they are appropriate for the safety and hygiene of workers, provided that the employer or his or her representative is notified thereof. Such shall be conducted in accordance with special regulations to be set forth by the Ministry.
5. Issue the orders and directives in order to remove the aspects of shortage in the used devices and equipment or to remove the damage resulting from their use in relation to workers' hygiene and safety. He or she may also demand immediate execution of the measures which he or she deems necessary to prevent an eminent danger.

#### **Article (112)**

The employers or their representatives must submit all the information which the labour inspector requests on the inspection task.

#### **Article (113)**

The labour inspector must develop a minutes of the contravention which he or she finds out. He or she shall be entitled to take any of the following measures against the offender in a manner conforming to the nature of the contravention and the extent of its seriousness:

1. Offer advice and guidance.
2. Forward an oral admonition to annul the contravention within a specified period of time.
3. Recommend that the Commission on the Inspection of Work forward a written warning in regard of the contravention.

#### **Article (114)**

1. The labour inspectors shall submit to the Commission of Labour Inspection regular monthly and annual reports on the results of their activities in the inspection in accordance with forms to be approved by the Ministry.
2. The Ministry shall publish a regular general report on the functions of the Commission of Labour Inspection.

#### **Article (115)**

The Ministry shall issue forth the directives necessary for the regulation of the function of the labour inspector as well as the procedures required for the enforcement of the legal provisions relating to this Law.

### **TITLE NINE**

#### **Work Injuries and Occupational Diseases**

#### **Article (116)**

The employer must insure all his or her workers against work injuries at the licensed parties in Palestine.

#### **Article (117)**

Upon the occurrence of a work injury, the employer must perform the following:

1. Offer necessary first medical aid to the injured and transport him or her to the nearest centre for [medical] treatment.
2. Report to the Police immediately upon the occurrence of any injury that leads to the death of a worker or causes a physical damage that prevents him or her from continuing to work.
3. Notify the Ministry as well as the insurer in writing of each work injury within 48 hours from its occurrence. The injured shall be handed a copy of the notification.

#### **Article (118)**

In accordance with the provisions of the Law and the regulations issued in accordance with it, the employer shall be responsible for the following:

1. Treatment of the injured worker until he or she is cured as well as cover all expedient treatment expenses, including rehabilitation services and requisites.
2. All entitlements resulting from the injury even if they invoke the liability of a third party.

#### **Article (119)**

In the event the work injury prevents the worker from performing his or her work, the worker shall be entitled to 75% of his or her daily salary upon the occurrence of the injury during the period of his or her disability, provided that it does not exceed 180 days.

#### **Article (120)**

1. In case the work injury leads to death or results in a permanent total disability, the heirs in the former case and the injured in the latter case shall be entitled to a cash indemnity that is equal to the wage of (3500) three thousand and five hundred working days or 80% of the basic salary for the remaining period until he or she reaches the age of sixty years, any of which is greater.
2. In case the work injury results in a permanent partial disability, the injured shall be entitled to a cash indemnity that equals the relation of the disability to the permanent total disability.
3. In case the work injury results in more than one permanent partial disability, the injured shall be entitled to a cash indemnity for the total percentages of the disability, provided that they do not exceed the indemnity prescribed for the permanent total disability.

#### **Article (121)**

In accordance with the provisions of this Law, the Medical Committee shall assess the percentage of disability due for the work injury under the provisions of the relevant Law or regulation in force at the time of the injury.

#### **Article (122)**

The injured shall have the right to challenge the decision on the assessment of the percentage of disability or the decision on his or her return to the work within thirty days from the date on which he or she is notified of the decision.

#### **Article (123)**

1. The right of the injured to the indemnity shall be annulled in the event it is established following an investigation to be conducted by a competent party that the injury has resulted from the following:
  - A. A deliberate action by the injured.
  - B. The influence of wine or narcotics.
2. Excepted from the provisions of Paragraph (1) above shall be the death or permanent disability by a percentage of 35% or more.

#### **Article (124)**

Unless the delay is resultant from instability of the injury or from a legitimate excuse, the right of the injured to the demand of the indemnity shall be invalidated by the elapse of two years from the occurrence of the injury.

#### **Article (125)**

The indemnity for the work injury shall not prevent the obtaining of the due remuneration of the expiration of service.

#### **Article (126)**

1. The employer shall develop of detailed register of the work injuries.
2. The employer shall notify the Ministry in writing in the event of permanent disability within one month from the demonstration of such disability as well as the amount of indemnity which he or she paid to the injured or those entitled or to whom he or she has pledged to pay.

#### **Article (127)**

1. The employer shall adhere to the rights established for the worker in accordance with the provisions under this Title.
2. In the event the work injury requires the liability of a third party other than the employer, the worker shall be entitled to demand his or her rights arising from the injury from any one of them.

#### **Article (128)**

In the event the workers suffers from symptoms of any of the occupational diseases, listed on the Table annexed to this Law, within two years from the date of the expiration of his or her service, the employer shall be bound to all the rights established for him or her in pursuance of the provisions under this Title.

#### **Article (129)**

In no case shall the payable indemnity may be seized except for the payment of alimony within the limits of one third of the amount of indemnity. In addition, it

may not be transferred to any person other than the worker or those entitled thereto on his or her behalf.

**Article (130)**

The due indemnity shall be calculated in accordance with the provisions under this Title on the basis on the average salary of the last three months.

**TITLE TEN**

**Penalties and Conclusive Provisions**

**Chapter I  
Penalties**

**Article (131)**

The employer shall be punished due to the infringing of any of the provisions under Chapter I and II under Title Five as well as any regulation issued forth in accordance with it with a fine [the amount of which is] not less than (100) Dinars and not more than (300) Dinars. The penalty shall multiply upon multiple infringements and shall be doubled in the event of repetition.

**Article (132)**

The employer shall be punished due to the contravening of any of the provisions under Chapter III under Title Five as well as any regulation issued forth in accordance with it with a fine [the amount of which is] not less than (50) Dinars and not more than (100) Dinars, along with obliging him or her to pay the differential of the salary to the worker. The fine shall multiply based on the number of workers against whom the contravention is committed.

**Article (133)**

In the event the employer contravenes any provision under Chapter IV under Title Five above and the regulations issued forth in accordance with it, the Minister - in addition to the penalty prescribed under Article (131) above - shall be entitled to close the installation completely or partially or suspend any machine therein until the employer removes the contravention.

**Article (134)**

Each person who contravenes a provision under Title Six and Title Seven and the regulations issued forth in accordance with them shall be punished with a fine [the amount of which is] not less than (200) Dinars and not more than (500)

Dinars. The fine shall multiply based on the number of workers against whom the contravention is committed. In the case repeated, the penalty shall be doubled.

#### **Article (135)**

Each person who resists or opposes or obstructs the functions of the labour inspector or the Commission of Inspection shall be punished by the removal of the contravention as well as with a fine [the amount of which is] not less than (200) Dinars and not more than (500) Dinars.

#### **Article (136)**

In the event the employer contravenes any of the provisions under Articles (116 and 117) above, he or she shall be punished with a fine [the amount of which is] not less than (300) Dinars and not more than (500) Dinars.

#### **Article (137)**

A judgement may not be issued as to the stay of the execution of the penalties provided under this Title nor may the minimum limit of the legally prescribed penalty be waived for discretionary reasons.

#### **Article (138)**

For the purposes of the enforcement of the provisions of this Law, the amount of the fine shall be calculated in the Jordanian Dinar or its equivalent in the legal currency.

### **Chapter II Conclusive Provisions**

#### **Article (139)**

Based upon the recommendation of the Minister, the Council of Ministers shall be entitled to issue forth the regulations necessary for the enforcement of the provisions of this Law.

#### **Article (140)**

The Labour No. (21) of 1960 in force in the governorates of the West Bank and its amendments, the Labour Law No. (16) of 1964 in force in the governorates of Gaza and its amendments, and all that contradicts the provisions of this Law shall be repealed.

#### **Article (141)**

All the competent authorities - each one within its sphere of jurisdiction - shall implement the provisions of this Law which shall enter into force thirty days following its publication in the Official Gazette.

**Promulgated in the city of Gaza on April 30<sup>th</sup>, 2000 *Anno Domini*,  
Corresponding to Muharram 25<sup>th</sup>, 1421 *Anno Hegira*.**

**Yasser Arafat**

**Chairman of the Executive Committee of the Palestine Liberation Organisation  
President the Palestinian National Authority**

## Annex on Occupational Diseases

No.	Occupational Disease	Instances on occupations which cause such diseases
1.	Lead poisoning and its complications	<p>Any work that requires the use or handling of lead or its compounds or the substances which it contains, in addition to any work that requires exposure to lead dust or vapours or compounds.</p> <p>This includes:</p> <ul style="list-style-type: none"> <li>- Handling of the raw materials which contain lead.</li> <li>- Melting and pouring of old lead and old zinc (scrap metal) into moulds for industrial purposes.</li> <li>- Preparation and use of the porcelain enamel which contains lead-based polish using lead filings or lead-based powders.</li> <li>- Use of lead and its compounds in printing, reparation of leaded tanks, spray paint with the lead fluid, making and use of acids and lead salts, preparation and use of paints, etc.</li> </ul>
2.	Mercury poisoning and its complications	<p>Any work that requires the use or handling of mercury or its compounds or the substances which it contains, in addition to any work that requires exposure to mercury dust or vapours or its compounds or the substances which it contains.</p> <p>This includes:</p> <ul style="list-style-type: none"> <li>- Work in the manufacturing of the compounds of mercury, manufacturing of the machines of plants, mercury measuring devices, processes of gilding, extraction of gold, manufacturing of mercury fireworks, etc.</li> </ul>
3.	Arsenic poisoning and its complications	<p>Any work that requires the use or handling of arsenic or its compounds or the substances which it contains, in addition to any work that requires exposure to arsenic dust or vapours or its compounds or the substances which it contains.</p> <p>This includes:</p>

		<ul style="list-style-type: none"> <li>- The operations in which arsenic or its compounds are generated as well as working in the production or manufacturing of arsenic or its compounds.</li> <li>- Manufacturing and use of pesticides, which contain arsenic or its compounds.</li> <li>- Manufacturing and use of dyes, which contain arsenic compounds.</li> <li>- Use of arsenic in the preparation and tanning of leathers.</li> <li>- Use of arsenic in the making of crystal, etc.</li> </ul>
4.	Antimony poisoning and its complications	Any work that requires the use or handling of antimony or its compounds or the substances which it contains, in addition to any work that requires exposure to antimony dust or vapours or its compounds or the substances which it contains.
5.	Phosphorus poisoning and its complications	Any work that requires the use or handling of phosphorus or its compounds or its applications or the substances which it contains, as well as any work that requires exposure to phosphorus dust or vapours or its compounds or the substances which it contains.
6.	Poisoning of benzole or methyl benzole or its amide or nitrogen compounds or their derivatives and complications of such poisoning	Any work that requires the use or handling of these substances, in addition to any work that requires exposure to their vapours or dust.
7.	Manganese poisoning and its complications	<p>Any work that requires the use or handling of manganese or its compounds or the substances which it contains, in addition to any work that requires exposure to the vapours or dust of manganese or its compounds or the substances which it contains.</p> <p>This includes working in the extraction or preparation of the manganese or its components as well as the grinding and packaging of them, etc.</p>
8.	Sulphur poisoning and its complications	Any work that requires the use or handling of sulphur or its compounds or the substances which it contains, in addition to any work that

		requires exposure to the vapours or dust of manganese or its compounds or the substances which it contains.
9.	Chromium allergy and ulcers and complications arising thereby	Any work that requires the preparation, generation, use or handling of chromium, chromic acid, sodium chromate or dichromate, potassium, zinc or any substance which it contains.
10.	Allergy to nickel and complications and ulcers arising thereby	Any work that requires the preparation, generation, use or handling of nickel or its compounds, including exposure to the dust of nickel carbonyl.
11.	Carbon monoxide poisoning and complications arising thereby	Any work that requires exposure to carbon monoxide, including the processes of its preparation, use or generation, as is the case in garages, kiln of bricks and lime, mines, cases of fire, etc.
12.	Poisoning of hydrocyanic acid and its compounds as well as resulting complications	Any work that requires the preparation, use or handling of the hydrocyanic acid or its compounds, in addition to each work that requires exposure to the vapours or particulate matters of the acid or its compounds or their soils or the substances which they contain.
13.	Poisoning of chlorine, fluorine or bromine or their compounds and their complications	Any work that requires the preparation, use or handling of the chlorine, fluorine or bromine or their compounds, in addition to any work that requires exposure to such materials or their vapours or dust.
14.	Poisoning of petroleum or its gases or derivatives and its complications	Any work that requires the handling or use of the petroleum or its gases or derivatives, in addition to any work that requires exposure to such substances, whether they are solid or liquid or gaseous.
15.	Poisoning of chloroform and carbon tetrachloride	Any work that requires the preparation, use or handling of chloroform and carbon tetrachloride, in addition to any work that requires exposure to their vapours or the vapours contained in them.
16.	Poisoning of ethyl tetrachloride, ethyl trichloride, and other halogen derivatives of aliphatic hydrocarbon	Any work that requires the use or handling of such substances or exposure to their vapours or the vapours contained in them.

	compounds	
17.	Primary skin cancer as well as chronic dermatitis and ophthalmitis as a result of allergy to irritant agents	Any work that requires the use, handling or exposure to any solid, liquid or gaseous irritant agent, which causes a chronic damage to the skin or eye such as tar, pitch, bitumen, mineral oils or fluorine as well as works of electropainting.
18.	Beryllium poisoning	Any work that requires the use, handling or exposure to beryllium or its compounds or vapours or dust or the substances which it contains.
19.	Selenium poisoning	Any work that requires the use, handling or exposure to selenium or its compounds or vapours or dust or the substances which it contains.
20.	Cadmium poisoning	Any work that requires exposure to the vapours or dust of cadmium, including: <ul style="list-style-type: none"> <li>- Works of metal alloys.</li> <li>- Dyes.</li> <li>- Atomic reactors.</li> <li>- Cadmium heated vapour.</li> <li>- Cadmium-based protective coating, etc.</li> </ul>
21.	Platinum poisoning	Any work that requires exposure to platinum, including: <ul style="list-style-type: none"> <li>- Intermediate chemical processes.</li> <li>- Work at petroleum refineries.</li> <li>- Manufacturing of acids containing sulphur and nitrogen.</li> <li>- Manufacturing of alloys, etc.</li> </ul>
22.	Vanadium poisoning	Any work that requires exposure to such an element or its compounds, including: <ul style="list-style-type: none"> <li>- Chemical and petrochemical industry.</li> <li>- Manufacturing of steel alloys.</li> <li>- Works of painting and photography, etc.</li> </ul>
23.	Ozone poisoning	Any work that requires exposure to the ozone gas, including: <ul style="list-style-type: none"> <li>- Paper and oil industry.</li> <li>- Flight at an altitude that exceeds 10 km.</li> <li>- Working near ultraviolet rays.</li> <li>- Works of sterilisation with ozone, etc.</li> </ul>
24.	Pathological diseases and symptoms which arise from radium or	Any work that requires exposure to radium or any radioactive substance or x-ray, including: <ul style="list-style-type: none"> <li>- Conduct of research or measurements</li> </ul>

	radioactive substances or x-ray	<p>relating to radioactive substances and x-ray at laboratories and others.</p> <ul style="list-style-type: none"> <li>- The works that render respective workers liable to the effect of radiation at medical centres and others.</li> </ul>
25.	Chronic pulmonary diseases resulting from the exposure to dust	<p>Any work that requires exposure to newly generated dust of silica or substances which contain silica by a percentage which exceeds 5%, as well as any work that necessitates exposure to the asbestos dust, cotton dust, linen dues, talc powder to the extent of which such diseases arise.</p> <p>These include:</p> <ul style="list-style-type: none"> <li>- Work at mines and quarries.</li> <li>- Metal sand polishing.</li> <li>- Manufacturing and using of scrubbing agents and detergent powders.</li> <li>- Manufacturing of glassware and porcelain.</li> <li>- Manufacturing of cement, lime and gypsum with the exception of using these materials in construction.</li> <li>- Manufacturing of grindstones.</li> <li>- Carving and burnishing of rocks.</li> <li>- Works of dissolution, which render the respective worker subject to the sand dust as well as [require that] the [spare] part be brought out from the mould and the sand removed.</li> <li>- Works of levelling or furbishing using the sand spigot.</li> <li>- Fabrication workers at cotton spindles.</li> <li>- The works in which workers are subject to inhaling dusts resulting from the storekeeping and grinding of grains (wheat, malt, etc.).</li> <li>- The agricultural processes in which workers are exposed to straw and hay.</li> <li>- Raising birds, etc.</li> </ul>
26.	Diseases of the respiratory system which result from exposure to irritant gases and vapours	<p>The works during which the workers is exposed to inhaling irritant gases (sulphuric gases, chlorine, nitrogen oxides, etc.), including:</p> <ul style="list-style-type: none"> <li>- Mining works.</li> </ul>

		<ul style="list-style-type: none"> <li>- Work at laboratories which deal in such substances.</li> <li>- Chemical industries, etc.</li> </ul>
27.	Symptoms and diseases resulting from changes in the atmospheric pressure	Each work that requires an abrupt exposure to high atmospheric pressure, sudden unbalance of the atmospheric pressure or work under a low atmospheric pressure for long periods of time.
28.	Anthrax	<p>Each work that requires communication with livestock infected with such a disease or the use of their carrions or parts thereof as well as their products or residuals.</p> <p>This includes:</p> <ul style="list-style-type: none"> <li>- Handling of hides, hooves, horns, hair and wool.</li> <li>- Working in the shipment and unloading of goods containing the unprocessed animal products and their residuals.</li> </ul>
29.	Allantois	Each work that requires communication with animals, such as horses, which are infected with this disease and the handling of their wombs and parts of them.
30.	Tuberculosis	Work at hospitals, sanatoriums and establishments of treatment and diagnosis which expose, by virtue of the occupation, to contact with such a disease.
31.	Febricitis and other contagious diseases	Work at hospitals, laboratories and research centres which specialise in these types of diseases.
32.	Symptoms and diseases which arise from hormones and their derivatives	Each work that requires exposure to hormones or their derivatives.
33.	Effect on the hearing system	Work in industries or occupations at places in which workers are exposed to the impact of noise, the sound intensity of which exceeds 85 decibels.
34.	Leptospira icterohaemorrhagiae	Work in sewerage systems, tunnels, mines, slaughterhouses and other occupations, in which workers are exposed to contact with the flesh of animals and fish or wastewater.
35.	Ancylostoma	Work in tunnels, sewerage systems and mines.
36.	Tetanus	Work in tunnels and sewerage systems as well

		as [handling] animal manure, etc.
37.	Occupational bone and articular diseases, chronic polytendinitis, dicitiditis and desmitis, such as: epicondelytis carpal tunnels syndrome, such as Keinbock's disease, tendovaginitis and bursitis	All works, in which pneumatic hammers or similar devices with low intensity vibrations are used, as well as the works which require a monotonous type of motion, such as typists, pianists, violinists, goldsmiths, etc.
38.	Tobacco poisoning	Works of tobacco industry with all its various phases, including sorting, refinement, packaging, sweating and manufacturing of tobacco products.
39.	Varicose veins	The occupations which necessitate prolonged standing, provided that the duration of work in such occupations is not less than five years. This includes workers in print shops; porters; working on machines which demand prolonged standing; dentists; workers in the field of surgical operations, including physicians and nurses; persons who deliver the mail; workers at restaurants and hotels; barbers; etc.
40.	Endarteritis	Work in a severely cold medium - workers in cold storage plants, clod swampy areas, etc.
41.	Diseases resulting from ultra low frequencies	Any work that requires exposure to such frequencies, such as: <ul style="list-style-type: none"> <li>- Works bearing a relation to the radio of radar.</li> <li>- Some operations of medical treatment.</li> <li>- Workers at [baking] ovens.</li> <li>- Some operations of dehydration, etc.</li> </ul>
42.	Skin and eye diseases which result from temperature, light and various radiations	Any work that requires exposure to any of these various radiations in the industrial, medical and other fields, including: <p>A. Ultraviolet ray, such as:</p> <ul style="list-style-type: none"> <li>- Tungsten light bulbs; vapours of mercury light bulbs; laser ray; metals which are heated to over 3000 Celsius degrees.</li> </ul>

**Table on Substances Causing Occupational Cancer**

No.	Causative Substance	Type of Disease	Operations or works which cause such a disease
1.	Amianthus	Lung cancer  Mesothelioma	Work in the mines of amianthus as well as the process of grinding and weaving of amianthus.  Manufacturing of the aminate cement and the process of coating using it.
2.	Nickel extracted from the nickel carbonyl	Lung and bronchus cancer	Processes of foundry, alloys and broiling of nickel and electroanalysis.
3.	Hexavalent chromium	Lung and bronchus cancer	Process of the production and manufacturing of chromium as well as painting with and use of it; handling acetylene and aniline; making of batteries; and manufacturing of glassware, porcelain and plastic carpets.
4.	Isopropyl oil	Nasal sinus cancer	Work in the industry and use of the isopropyl oil.
5.	Petroleum	Blood cancer (affecting haemoleucocytes and erythrocytes)	Petroleum industry; manufacturing of explosives; rubber cement industry; manufacturing and use of dyes and paints; shoes industry; and distillation.
6.	Arsenic	Skin cancer  Lung cancer	Work in arsenic mines; foundry; [leather] tanning; pesticide industry; hair spray industry; chemical processes; wine industry; and work in oil refinement.
7.	Ionised radiations and x-rays	Skin cancer, bone cancer, lung cancer, and blood cancer	Uses of such radiations in agriculture; diagnostic and therapeutic medicine; and in various occupational fields.
8.	Cadmium	Prostate cancer	Exposure to cadmium vapours and dust; processes of metal alloys; alkaline reserves; dyes;

			atomic reactors; cadmium heated vapour; cadmium-based protective coating.
9.	Multi-cycle water fats - beta-rebrien; betrazansene	Skin cancer, testicle cancer, lung cancer and bronchus cancer	Processes that require exposure to such substances.
10.	Betanaphtyl amine Alphanaphtyl amine D-petradien Chlorpetradien	Bladder and urinary tract cancer	<ul style="list-style-type: none"> <li>- Work in the industry of dyestuff and their uses.</li> <li>- (Compressive) rubber industry.</li> <li>- Textile industry.</li> <li>- Paints industry.</li> </ul>