

## **Labour Law No. (7) of 2000**

**Chairman of the Palestine Liberation Organisation,**

**President of the Palestinian National Authority**

After reviewing the Labour Law No. 21 of 1960 and its Amendments, which is applicable in the the West Bank Governorates; and

After reviewing the Labour Law No. 16 of 1964 and its Amendments, which is applicable in the Gaza Governorates; and

Based on the Legislative Council's approval during its session held on the 29<sup>th</sup> of March 2000,

**We hereby promulgate the following Law:**

### **First Chapter Definitions and General Provisions**

#### **Section One Definitions**

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

For the purposes of the enforcement of the provisions of this Law, the following words and expressions shall have the meanings assigned to them hereunder unless the context provides otherwise:

**The National Authority:** The Palestinian National Authority.

**The Ministry:** The Ministry of Labour.

**The Minister:** The Minister of Labour.

**The employer:** Each natural or legal person or a representative of such person who employs one or more person/s in return for a wage.

**The worker:** Each natural person who performs a work for the employer in return for a wage and shall be, during the performance of his/her work functions , under the employer's management and supervision.

**The Union:** Any occupational organisation established in accordance with the Law (the Law on Unions).

<b>The labour:</b>	All mental or physical efforts carried out by the worker in return for wage, whether such work was permanent, temporary, occasional or seasonal one.
<b>The temporary work:</b>	The work, which the nature of its performance and accomplishment requires a limited period of time.
<b>The Occasional work:</b>	The work that is needed because of the urgent necessities and the period needed for its accomplishment does not exceed three months.
<b>The seasonal work:</b>	Each work type, which is carried out and accomplished during annual periodical seasons.
<b>The basic wage:</b>	The agreed upon cash and/or in-kind payment which the employer pays to the worker in return for his/her work. Any type of bonuses and allowances shall not be included in the wage amount.
<b>The Wage:</b>	The full wage, which includes the basic wage, added to it the applicable bonuses and allowances.
<b>The installation:</b>	The place where the workers perform their work.
<b>The minor:</b>	Each person who already reached fifteen years of age but did not exceed eighteen years of age yet.
<b>The night:</b>	A period of successive twelve hours which shall compulsorily include the time period between 8:00 pm until 6:00 am.
<b>The year:</b>	For purposes related to the implementation of the provisions of this Law, a year shall be deemed to include (365) days, the month (30) days and the week (7) days.
<b>The medical committee:</b>	The medical body approved by the Minister of Health.
<b>The work injury:</b>	The accident which occurs to the worker during or due to the work he/she performs or while on his/her way to or from the work place. Being infected with one of the occupational diseases defined in the related regulation shall be considered also as a work injury.
<b>The disabled:</b>	The person who suffers from a disability in some of his/her physical, sensory or mental abilities as a result of a disease

or accident or a congenital or genetic cause, which has led to his/ her incapability to work or continue working or being promoted at such work, or has weakened his/her ability to perform any of the other basic functions of life, and became in need for care and rehabilitation in order to integrate or reintegrate hi/ her in the society.

**The rehabilitation:** An organised and continuing process, which is based on scientific bases and aims at benefiting from the available capacities of any person through the development of his/her physical or occupational capacities.

**The competent court:** The court which, which has jurisdiction over labour related disputes.

## **Section Two General Provisions and Principles**

### **Article (2)**

Work is a right for each citizen who is capable of working. The National Authority shall provide work to the citizens on equal opportunities basis and without any kind of discrimination.

### **Article (3)**

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

1. The government's and local bodies' employees provided that their right to form unions of their own is guaranteed.
2. Households' servants and persons of similar status provided that the Minister issues a regulation related to them.
3. The employer's family members up to the first degree of kinship.

### **Article (4)**

Workers shall be exempted from the judicial fees in relation to the labour cases and lawsuits, which they bring as a result of a dispute related to their wages, leaves, the expiration of employment reward , remuneration for work injury or for arbitrary dismissal of the related worker.

### **Article (5)**

In accordance with the provisions of the Law, both workers and employers shall have the right to establish union organisations on professional basis with the aim of supporting their interests and defending their rights.

### **Article (6)**

The provisions stated in this Law shall represent the minimum limit of the workers' rights of, which may not be waived. Wherever there is a special regulation on work relations, the

provisions of this Law or the provisions of the special regulation may be applied to the worker whichever is better to the worker's interest

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

### **Section One Employment**

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

1. The Council of Ministers shall form a tripartite advisory committee under the chairmanship of the Minister of Labour as well as an equal number of members representing the three production parties (the Government, employers and workers). It shall be named the Committee on Labour Policies and shall be given the task of proposing public policies, particularly in the field of employment, training and occupational guidance.
2. The decision establishing such committee shall define the system governing its work as well as the number of its members.
3. The Chairman of the Committee may call the persons whom he/she deems fit to consult with.

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

The Ministry shall establish labour offices, distributed in an appropriate manner so that such distribution facilitates the employers and workers access to the offices. Such offices shall render their services free of charge. The Ministry shall define the offices work system and their powers and functions.

#### **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 wants to work shall register his/her name at the Labour Office, located within the area of his/her place of residence. The Office must register the work applications and give applicants a document to that end. The Ministry shall regulate the data and procedures related to the application for work and the work application registration document.

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

The Labour Offices shall be obliged to nominate the registered workers for jobs, taking into consideration the specialisations, competency and precedence in registration and the employer's right to select.

**Article (12)**

Each employer must provide the Labour Office located within the area of his/her work with a monthly statement , which shall include the workers' names, their number, functions, age, sex, qualifications, wages, the date they joined the work and the vacant posts he/she has.

**Article (13)**

The employer shall adhere to employ a number of qualified disabled workers to perform work, which fit their disabilities .The percentage of such workers shall not be less than 5% of the total labour force in the installation.

**Article (14)**

The Ministry shall have the power to grant work permissions to non- Palestinians allowing them to work in Palestine. The employer shall not directly or through a third party employ any non-Palestinian worker before making sure that such worker had obtained the above mentioned permission.

**Article (15)**

According to the provisions of this Law and in coordination with the relevant parties, including the Employers and Workers Unions, the Minister shall issue a regulation which defines the conditions of governing the granting of work permits for non- Palestinian workers.

**Article (16)**

Discrimination in relation to the work conditions and circumstances between workers in Palestine shall be forbidden.

**Article (17)**

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

**Section Two  
Occupational Training and Guidance**

**Article (18)**

For the purpose of implementing this Chapter:

1. Occupational guidance shall mean the activities aiming at directing the workers towards the available work and training opportunities that suit their skills, preferences and capabilities.
2. Occupational training shall mean the activities aiming at making available trained workers for the development needs as well as enabling such workers to acquire the needed skills and capabilities and develop them on continuous basis.

**Article (19)**

The Ministry shall develop, follow up with and implement the policies related to the occupational training and guidance in a way that accomplishes coordination and integration with

other relevant Ministries and institutions and provide the development programmes with the needed technical and trained workers.

#### **Article (20)**

The Ministry shall establish occupational training centres according to its needs. The work systems and capacities of such centres shall be defined by a decision issued by the Minister.

#### **Article (21)**

The Minister shall issue a training and guidance regulation, which shall guarantee the principle of equal opportunity, taking into consideration the freedom of choice and giving priority to the children of martyrs. The regulation shall deal with the following:

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

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

1. In coordination with the relevant competent bodies, the Ministry shall be the only authority which is authorized to grant the licence needed for the establishment of occupational training institutions.
2. In the event of not complying with the conditions related to the granting of the licence, the Minister may issue a decision completely or partially closing down the related institution or to temporarily or finally hold the implementation of a training programme t on according to the committed fault's nature and gravity .

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

Each nongovernmental training institution shall regulate its status in accordance with the provisions of this Law within a maximum period of six months from the date of this law comes into force.

### **Third Chapter The Individual Work Contract**

#### **Section One Composition of the Contract**

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

The individual work contract is an explicit or implicit written or verbal agreement, which had been concluded between an employer and a worker for a limited or unlimited period of time or for the accomplishment of a certain work, in accordance with which the worker shall undertake to perform a work for the benefit of the employer and under his/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 limited period work contract concluded with the same employer shall not exceed two successive years, including the instances of renewing such contract.

**Article (26)**

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

**Article (27)**

Workers working according to limited period work contracts , including those working according to occasional work contracts or seasonal work contracts, shall enjoy the same rights and be under the same obligations ,which the workers working according to unlimited work contracts are subject to in the same work conditions , taking into consideration the special provisions related to the work for a limited, occasional and seasonal period.

**Article (28)**

The work contract shall be drafted in the Arabic language and shall include the basic work's terms and conditions, especially the wage, type, place and duration of the work. The contract shall be signed by its two parties. A copy of the contract shall be given to the worker. The worker shall have the right to prove his/her rights through all legal methods of proof.

**Article (29)**

The work contract may start with a probation period, the duration of which is three months, and it may not be extended more than once for the same period and by the same employer.

**Article (30)**

If a subcontractor implements the work on behalf of the original employer or for his/her interest, in such instance the two shall be jointly liable for implementing of the obligations stemming from the contract.

**Article (31)**

The worker shall not be obliged to work in a place other than the one agreed upon in the contract in case the new place will force him/her to the change of his/her place of residence.

**Article (32)**

The worker may not be assigned to a work the nature of which substantially differs from the nature of work agreed upon in the related work contract, unless the necessity requires performing such work in order to prevent the occurrence of an accident, or in case of force majeure provided that carrying out such new work shall be done on a temporary basis and for a period not to exceed two months..

**Article (33)**

The worker shall be obliged to perform his/her work in a sincere and honest manner and to preserve the work's secrets and tools. The worker shall not be responsible for the deficiency in the work's tools or its loss which results from any contingent circumstance beyond his/her control or from a force majeure.

### **Article (34)**

The worker must comply with the terms and conditions stated in the bylaw of the installation he/she works in addition to the rules related to occupational safety and hygiene.

## **Section Two Expiration of the Individual Work Contract**

### **Article (35)**

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

1. Based the agreement of both parties.
2. Due the expiration of its duration in relation to the occasional, temporary or seasonal works.
3. Bases on the intent of either party during the probation period.
4. Based on the intent of the worker, provided that he/she notifies the employer in writing prior to him/her leaving:
  - A. Before one month in case he/she is paid his/her wage on a monthly basis.
  - B. Before one week in case he/she is paid his/her wage on a daily or weekly basis or is paid his wage based on piecework or commission.
5. Due to the worker's death or him/her becoming sick with an illness or suffers from a disability that prevents him/her from working for a period of time, which exceeds six months according to a medical report issued by the Medical Committee and there is no vacant work position that suits his/her occupational capabilities and new health condition.

### **Article (36)**

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

### **Article (37)**

The work contract shall remain valid even if the employer was changed due to the transfer of the project's title or its sale, merger or transference by means of inheritance. The original and new employers shall jointly remain liable for a period of six months for the implementation of the liabilities arising from the contract and are due prior to the changes date. After the expiration of the six months period, the new employer shall solely bear the liability.

### **Article (38)**

1. The work contract shall not be terminated in the event of the issuance of an administrative or judicial decision closing the installation or temporarily halting its activity for a period of time not exceeding two months. The employer must also continue to pay the wages of his/her employees during the closure or the activity halting period, taking into consideration the provisions of this Law related to the probation period.
2. The obligation stated in Paragraph (1) above shall expire after the passage of a two months period. The employer must pay his/her employees in addition to what is mentioned earlier the end of employment bonus as stated in the provisions of this Law.

### **Section Three**

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

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

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

1. Affiliation with a union or participating in a union's activities after working hours, or during working hours in case the employer gives his/her consent.
2. The worker's request that he/she represents the workers or his/her current or past representation of such workers.
3. The worker's bringing a lawsuit against the employer or his/her participation in proceedings against the employer claiming his/her violation of the Law, in addition to the worker's filling a complaint before the competent administrative bodies.

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

The employer shall have the right to unilaterally terminate the work contract and without a notice ,while keeping his/her right to demand all rights from the worker when the later commits any of the following infractions:

1. Impersonating a personality other than his/her true one or the submission of false certificates or documents to the employer.
2. Committing an error due to a confirmed negligence which resulted in a a grave loss caused to the employer, provided that the employer shall report the incident to the competent authorities within (48) hours from the time he/she became aware of the incident.
3. Repeatedly violating the bylaw of the installation which is approved by the Ministry of Labour or the written directives related to work safety and workers' hygiene despite him/her being duly warned of such actions.
4. Being absent without an acceptable excuse for a period of more than seven consecutive days, or more than fifteen periodic days within the same year, provided that he/she was warned in writing after being absent for three days in the earlier case or ten days in the latter one.
5. The worker's failure to fulfil his/her obligations under the work contract despite him/her being duly warned to do so.
6. Disclosing secrets related to the work, which may cause a grave damage.
7. Convicted through a final judgement of a felony or a misdemeanour, which violates honour, trust or public morals.
8. Being present during working hours in a state of intoxication or being affected by due to the consumption of a narcotic drug, the use of which is punishable by law.
9. Assaulting or slandering the employer or his/her representative or his/her immediate manager.

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

The employer may terminate the work contract for technical reasons or due to a loss , which made it necessary to reduce the number of workers, in such incident the worker shall maintain

his/her right to be reimbursed for the notice and for the end of service bonus , provided that the Ministry is notified of such actions.

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

1. The worker shall have the right leave the work after the notifying the employer, while keeping his/ her legal rights, including the end of service bonus, in addition to any other rights he/she may be entitled to in any of the following cases:
  - A. Using him/her in order to perform a work ,which substantially differs in type or grade from the work , which was agreed upon under the work contract, unless necessity so requires and for a temporary period and in order to prevent the occurrence of an accident or in the event of force majeure.
  - B. Being employed in a manner, which requires him/her to change his/her place of residence.
  - C. Proving through medical report issued by the Medical Committee that continuing working in the same type work poses a danger to his/her life.
  - D. Being assaulted slandered by the employer or his/her representative during or due to the work.
  - E. The failure of the employer to fulfil his/her obligations towards the worker despite the workers written demands to do so.
2. As an exception of what is stated in paragraph (1) above, the worker shall be entitled, in case he/she resigns from work within the first five years, to one third of the end of service bonus and two thirds of such amount if the resignation takes place within the following five years. The worker shall be entitled to the full amount of the bonus if he/she spends ten or more years at the same work.

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

The employer shall be obliged to return to the worker the papers or documents or tools given to him/her by the worker. In addition, the worker shall be obliged to return the possessions given to him/her by the employer.

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

Upon the expiration of his/ her service, he worker based on his/her own request shall be given a certificate of service which shall contain his/her name, the type of his/ her work and its duration.

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

The worker who completes a year at his/her work shall be entitled to a an end of service bonus, the amount of which shall be a one month wage for each year he/she spent at work. The bonus shall be calculated based on of the last wage which he/she earned not including overtime working hours. For such purpose, the fractions of the year shall be calculated.

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

1. Any of the two parties to the indefinite period work contract may terminate such contract by sending with a receipt of delivery to the other party a month prior to the termination of the work.

2. The worker who receives a notice of termination of the work contract from the employer, shall have the right to be absent from work during the second half of the notice's duration. His/her absence shall be deemed to constitute actual work at the installation.
3. It shall be considered as an arbitrary termination of the contract if it is terminated without the presence of due causes for its termination.

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

In addition to keeping all his/her other legal rights, the worker shall be entitled to a compensation for his/her arbitrary dismissal from work in the amount of the wage of two months for each year he/she spent at work, provided that the compensation does not exceed the total amount of wages he/she may earn during a period of two years.

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

The end of service bonus and the compensation for the arbitrary dismissal of the worker who is paid on by piecework or by commission shall be calculated based on the related worker's average monthly wage during last year's period.

### **Fourth Chapter Collective Labour Relations**

#### **Section One Collective Negotiations**

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

The collective negotiations shall be the dialogue that takes place between any of workers' unions or representatives and the employer or employers or their representatives in order to settle the collective dispute or to enhance the work conditions and requirements or to elevate productivity competency.

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

The collective negotiation shall be freely conducted and without the presence of any pressure or influence.

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

Each party to the collective negotiation shall have the right to nominate their own representatives in writing. No a party shall have the right to challenge the representation of the other party.

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

Based upon a request submitted by one of the collective negotiations two parties, the relevant parties shall submit such party the requested information and data.

### **Article (53)**

The collective negotiation shall be held:

1. On the single installation's level between the employer or the installation's management and the workers' representatives at the related installation.
2. On the level of a particular economic activity, it shall be held between the employers' representatives in such activity and the relevant labour union.
3. On the national level, it shall be held between the employers' association and the workers' unions association.

## **Section Two Collective Labour Agreement**

### **Article (54)**

A collective labour agreement is an agreement which is drafted in the Arabic language and concluded by the collective negotiations two parties. Such agreement shall include provisions related to improving the work's terms and conditions in addition to elevating productivity.

### **Article (55)**

The collective labour agreement shall be binding starting from the date stated in it. A copy of such agreement shall be given to each of the collective negotiations' parties, a copy of the agreement 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 upon the request of either of the work's two parties to three months before its expiration. The agreement shall remain valid until a new agreement is reached. Both production parties may agree to open the door to negotiations if it was necessary to do so.

### **Article (57)**

According to the provisions of this Law, the collective labour agreement must as a minimum requirement include the following:

1. Freedom to exercise union's activities.
2. The minimum wage limit for all types of work.
3. The conditions governing the employment of workers and releasing them from work.
4. A bipartite committee in order to settle any disputes that may arise from the implementation of the agreement.

### **Article (58)**

1. The provisions of a collective labour agreement shall apply to:
  - a) All the related employer's workers.
  - b) The employers and their representatives..
2. Persons other than the parties to the collective labour agreement shall have the right to join such agreement according to a written agreement concluded between such persons. Such agreement shall be submitted to the Ministry.

### **Article (59)**

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

## **Section Three Settlement of Collective Labour Disputes**

### **Article (60)**

The collective labour dispute is a dispute which takes place between one or more employer/s from one side and workers or a group such workers on the other side over a collective interest.

### **Article (61)**

Each of the collective labour dispute two parties shall have the right to resort to the Reconciliation Officer at the Ministry, if the related dispute was not settled through negotiation means at the installation.

### **Article (62)**

If the Reconciliation Officer failed to settle the said dispute within ten days, the Minister shall refer such dispute to a Reconciliation Committee, composed of one of the Ministry's officials as the chairman of such committee in addition to an equal number of members to be nominated by both the employer and workers.

### **Article (63)**

1. If the Reconciliation Committee failed to settle the said dispute within two weeks, any of the two parties to the dispute shall have the right to resort to the competent court.
2. If neither of the two parties resorts to the judiciary and the labour dispute affects the public interest, in such case the Minister shall have the right to oblige both parties to appear before an Arbitration Committee, established by the Minister in coordination with the relevant authorities. The composition of such committee shall be as follows :
  - A) A judge as the chairman of the Committee.
  - B) A representative of the Ministry.
  - C) A representative of the workers.
  - D) A representative of the employers.

### **Article (64)**

When reviewing a labour dispute, the Reconciliation Officer as well as the Committees of both Reconciliation and Arbitration shall have the power given to the competent court in relation to summoning of witnesses, hearing their statements, conducting inspection and seeking the assistant with experts.

### **Article (65)**

The employer is prohibited from altering the work conditions in effect , during the review of the collective work disputes.

## **Section Four Strike and Closure**

### **Article (66)**

According to the provisions of the Law, the workers' right to strike is a guaranteed right in order for them to defend their interests

### **Article (67)**

1. A written notification shall be sent by the party concerned with the strike or the lockout to the other party and to the Ministry two weeks prior to implementing such measure. The notification shall include the reasons behind the strike or lockout.
2. In case the strike or lockout is related to public facilities, the notification shall be submitted four weeks before the implementation of such measure.
3. In the case of strike, the required written notification shall be signed by at least (51%) of the total number of workers, working at the installation. In the case of a lockout, the same percentage of signatures by the installation's board of directors members.
4. No Strike or lockout may be implemented during the proceedings related to the review of the collective work dispute.
5. Submitting the collective labour dispute before the competent authority shall result in the halting the strike or lockout.

## **Fifth Chapter Work's Terms and Conditions**

### **Section One Working Hours and Weekly Holiday**

### **Article (68)**

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

### **Article (69)**

The daily working hours shall be reduced by at least one hour in all hazardous or health damaging occupations, in addition to nightly jobs. Such occupations shall be defined through a decision issued by the Minister, after consulting with the concerned employers' and workers' organisations of.

### **Article (70)**

The daily working hours shall include one or more resting period/s, the total of such period/s shall not exceed one hour, taking into consideration that the worker shall not work for more than five consecutive hours.

**Article (71)**

1. The production two parties may agree to extra working hours provided that the total number of such hours does not exceed twelve hours a week.
2. The worker shall be paid the wage of one and a half hour for each extra working hour he/she works.

**Article (72)**

1. The worker shall have the right to a paid weekly rest period, which is not less than (24) consecutive hours. According to an agreement between the production two parties, such rest periods may be gathered and taken once per month.
2. The paid weekly rest period shall be given to the worker if he/she works for six consecutive days before it. The percentage of the days during which the worker has been absent from work shall be deducted from such rest period.

**Article (73)**

Friday is the weekly rest period (holiday) unless the interest of the work requires the allocation of another day, provided that such day is taken by the worker on a regular basis.

**Section Two  
Leaves**

**Article (74)**

1. The worker is entitled to a paid annual leave, the duration of which is two weeks per year he/she spends at the same work and three weeks for the work in hazardous or health damaging occupations and for those workers who have spent five years or more at the installation.
2. The worker may not waive his/her right in the annual leave.
3. Based upon an agreement between the production two parties, the annual leave may be divided.
4. The annual leaves may not be accumulated for more than two years.

**Article (75)**

The worker shall have the right to a paid leave on religious and official holidays, which shall not to be considered or counted as annual leaves.

**Article (76)**

The worker shall have the right to a one week per year paid labour cultural leave; such paid leave shall be regulated through a decision issued by the Minister.

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

The worker, who had spent five years at the same installation, shall be entitled to a one time paid leave, the duration of which is not less than two weeks in order for such worker to be able perform the Hajj ritual duty.

#### **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/her relatives up to the second degree. Such leave shall not be considered or calculated as part of his/her annual leave.
2. The worker may be absent from work for a demonstrated contingent cause for a period of ten days per year to be counted from his/her annual leave, provided that such leave does not exceed three consecutive days each time.

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

Based upon a report from the Medical Committee, the worker shall be entitled to a fourteen days paid sick leave each year. The worker is also entitled to another fourteen days sick leave, where he/she will be paid half of his/her wage.

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

According to a regulation to be issued by the Council of Ministers, based upon a recommendation from the Minister after coordinating with the concerned parties, workers in the agricultural sector in addition to those working in some other special occupations may be exempted from all or some of the provisions under stated under this section.

### **Section Three Wages**

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

The worker shall be entitled to a wage in case he/she was present at the workplace even if he/she did not perform a work for reasons related to the installation.

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

1. The wage shall be paid to the worker using the circulated legal currency, provided that the payment is conducted according to the following:
  - a) On the working days and in the workplace.
  - b) At the end of each month in relation to workers paid based on a monthly wage.
  - c) At the end of each week in relation to workers, working on unit production or hourly or daily or weekly basis.
2. The worker's wage payment may not be delayed for a period exceeding five days from the wage regular payment date.

**Article (83)**

1. With the exception of the following, no amounts may be deducted from the worker's wage:
  - a) In pursuance of a final judicial judgement.
  - b) For any loan due for the employer, provided that each deduction does not exceed (10%) of the related worker's basic wage.
  - c) The fines imposed upon the worker in pursuance to the provisions of this Law or the regulations issued according to it.
2. The total of deductions made under subparagraphs (b and c) in Paragraph (1) above may not exceed (15%) of the worker's basic wage.

**Article (84)**

1. The employer may not take any disciplinary measure or impose a fine against the worker except for committing an infraction, which is stipulated in the penalties list, that is approved by the Ministry. The following shall be taken into consideration:
  - a) The amount of the fine shall not exceed three days wage per month.
  - b) No disciplinary action shall be taken against the worker after the lapse of two weeks after the date the infraction was proved to have taken place.
  - c) A special register related to the imposed fines has to be organized. It shall include the name of the related worker, the amount of his/ wage, and the reasons behind fining him/her.
  - d) The fines' amounts shall be dedicated for social labour services at the installation.
2. The worker shall have the right to dispute any disciplinary action or fine imposed on him/her before the Labour Inspector within one week from the date on which he/she was notified of the fact in writing.

**Article (85)**

In accordance with the provisions of the Law, the worker's wage shall be considered as a privileged debt.

**Article (86)**

1. Based upon a recommendation by the Minister, the Council of Ministers shall establish a committee to be called the "Committee on Wages". Such committee shall be composed of an equal number of representatives of the Government, the employers and the workers.
2. The employers and workers union organisations shall assume the responsibility of nominating their representatives on the Committee.
3. The Council of Ministers shall appoint the Committee's chairperson 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 functions.

**Article (87)**

The Committee on Wages shall perform the following functions:

1. Examine the public policies related to wages and the extent it is compatible with the living standards in addition to submitting recommendations in this regard to the Council of Ministers.
2. Determine the minimum wage limit which has to be issued through a decision by the Council of Ministers.

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

The Committee on Wages shall convene on regular basis at least once a year. It shall also convene when necessary based upon a request by its chairperson or by representatives of any of its three parties.

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

The wage of the worker may not be less than the legally approved minimum wage limit.

### **Section Four Occupational Safety and Health**

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

Based upon a suggestion proposed by the Minister in coordination with the competent authorities, the Council of Ministers shall issue the regulations governing the occupational safety and health and work environment. Such regulations shall in particular include the following:

1. Personal protection and prevention methods for workers from the work hazards and occupational diseases.
2. The necessary health conditions that should be present at the workplaces.
3. first medical aid means provided for workers at the installation.
4. The periodical medical examination of workers.

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

According to the provisions of this Law and the regulations issued according to it, the installation shall issue the instructions on occupational safety and health in addition to the list of penalties related to such instructions. Both the instructions and the list shall be approved by the Ministry. Such instructions shall be posted on visible locations at the installation.

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

No installation shall make the worker bear any expenditures or deductions from his/her wage in return for the provision of the conditions related to occupational safety and health.

### **Sixth Chapter Regulating the Work of Minors**

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

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

**Article (94)**

Minors shall be subject to medical examination before they join the work in order to make sure that their health condition is compatible with the work they will perform. Such medical examination shall be repeated every six months.

**Article (95)**

No minors may be employed in the following jobs:

1. Dangerous industries or those harmful to health, which are defined by the Minister.
2. Nightly jobs or during official or religious holidays or official off days.
3. Extra working hours or employ such minors the basis of unit production.
4. At work 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 per day.
2. The daily working hours must include one or more rest period/s, the total of which shall not exceed one hour, so that the minor does not work for more than four consecutive working hours.

**Article (97)**

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

**Article (98)**

The installation shall post on the workplaces the provisions governing the employment of minors. The employer shall also organize a register, which include all issues related to such minors.

**Article (99)**

Minors who work for their relatives of the first degree and under such relatives supervision, shall be exempted from the application of the provisions stated in this chapter, provided that the work performed by the minors and under all circumstances is done according to proper health and social conditions and in a manner that does not negatively affect their mental and physical growth or their education.

**Seventh Chapter  
Regulating the Work of Women**

**Article (100)**

According to the provisions of this Law and the regulations issued according to it, it is prohibited to discriminate between men and women.

#### **Article (101)**

The employment of women shall be prohibited in the following jobs or under the following conditions:

1. Dangerous or hard works defined by the Minister.
2. Extra working hours during pregnancy and during the first six months after delivery.
3. During night hours except for the works defined by the Council of Ministers.

#### **Article (102)**

The installation shall make available accommodations in relation to the working women.

#### **Article (103)**

1. The working woman who had spent a period of one hundred and eighty days at work prior to each delivery, she 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 from her work because of the leave mentioned in Paragraph (1) above unless it is proven that she worked in another work during such leave.

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

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

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

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

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

The installation shall post at the workplace the provisions governing the employment of women.

### **Eighth Chapter Labour Inspection**

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

1. According to this Law, the Minister shall establish a commission to be named the “The Labour Inspection Commission”, such Commission shall be composed of an adequate number of inspectors and of those, who are academically and professionally qualified to follow up on the enforcement of the provisions of this Law and the regulations issued according to it.
2. The members of the Labour Inspection Commission shall enjoy in the exercise of their duties judicial enforcement powers.

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

Before the commencement of his/her duties , each labour inspector shall take an oath before the Minister, stating that he/she shall perform his/her work in an honest and sincere manner and not to disclose the secrets he/she might become aware of as a result of his/her job.

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

When selecting the labour inspector to perform his/her functions, it shall be taken into consideration that he/she has no direct or indirect interest in the installation, which is the subject of such inspection.

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

The labour inspector shall perform the following functions and duties:

1. Follow up on the enforcement of the labour related legislations, particularly in relation to work conditions and circumstances. He/she shall be doing this through the utilization of all legitimate means, including receiving complaints and notifications.
2. Provide the employers and workers with the technical information and guidance which help in enforcing the provisions of this Law.
3. Report to the competent authorities the infractions and violations he/she discovers during the performance of his/her duties

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

The labour inspector shall have the right to the following:

1. Enter the workplaces, which are subject to inspection with total freedom during working hours without prior notice. Upon entering the installation the inspector shall notify the employer or his/her representative of his/her entry.
2. Enquire through the employer or workers, jointly or separately, or in the presence of witnesses about the implementation of the labour related provisions and legislations.
3. View the registers and books and any other documents related to the conditions work's conditions, in addition to taking copies or transcripts of such documents.
4. Take samples of used materials for the purpose of analysis so as to make sure about the extent to which they are appropriate for the safety and health of workers. The employer or his /her representative shall be notified of such action taken by the inspector, which shall be done in accordance with special regulations to be established by the Ministry.
5. Issue orders and directives in order to remedy any shortage in the used devices and equipment or to remedy the damages resulting from their use on the workers' health and safety. The inspector may also demand immediate implementation of the measures which he/she deems as necessary to prevent an eminent danger.

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

The employers or their representatives shall provide the labour inspector with all the information he/she might request during his/her on the inspection mission.

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

The labour inspector shall organize a minutes of the infractions he/she might find. He/she shall have the power to take any of the following measures against the offender in conformity with the nature of the infraction and the extent of its seriousness:

1. Provide advice and guidance.
2. Issue an oral warning to remove the infraction within a specified period of time.
3. Recommend to the Work Inspection Commission to issue a written warning in regarding the infraction.

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

1. The labour inspectors shall submit to the Work Inspection regular monthly and annual reports regarding the results of their inspection using the forms approved by the Ministry.
2. The Ministry shall publish a regular general report on the activities of the Work Inspection Commission.

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

The Ministry shall issue appropriate directives necessary for governing the labour inspector's functions, in addition to the procedures required for the enforcement of the legal provisions of this Law.

### **Ninth Chapter Work Injuries and Occupational Diseases**

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

The employer must insure all his/her workers against work injuries at licensed insurance providers in Palestine.

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

Upon the occurrence of a work injury, the employer shall take the following actions:

1. Offer the injured person the necessary first medical aid and transport him /her to the nearest medical centre.
2. Immediately inform the Police upon the occurrence of any injury resulted in the death of any worker or caused such worker a physical harm, which made him/her unable to continue his/her, work.
3. Notify the Ministry and the insurer in writing about each work injury within (48) hours from the time such injury occurs. The injured worker shall be handed a copy of such notification.

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

According to the provisions of the Law and the regulations according to it, the employer shall be responsible for the following:

1. The treatment of the injured worker until he/she is recovered , in addition to covering all the costs and expenses related to the treatment, including the costs of the rehabilitation services and equipment.
2. All the rights resulting from the injury even if such rights invoke the liability of a third party.

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

If the work injury prevented the worker from performing his/her work, he/she shall be entitled to (75%) of his/her daily wage starting from the date such injury took place and during the whole period of his/her temporary disability, provided that such disability to work does not exceed (180) days.

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

1. If the work injury resulted in the death or in a permanent total disability, the heirs in the first instance and the injured worker in the second one shall be entitled to a cash compensation that is equal to the wage of (3500) working days or (80%) of his/her basic wage for the remaining period until he/she reaches the age of sixty years, whichever is greater.
2. If the work injury resulted in a permanent partial disability, the injured worker shall be entitled to a cash compensation, which equals percentage of such disability compared to the permanent total disability.
3. If the work injury resulted in more than one permanent partial disability, the injured worker shall be entitled to a cash compensation for the total percentages of the disabilities, provided that the total amount of such compensation does not exceed the compensation prescribed for the permanent total disability.

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

According to the provisions of this Law, the Medical Committee shall assess the percentage of disability resulting from the work injury under the provisions of the relevant applicable Law or regulation at the time such injury took place.

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

The injured worker shall have the right to contest the decision estimating disability percentage or the decision related to his/her return to the work within thirty days from the date on which he/she is notified of such decision.

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

1. The right of the injured worker to the compensation shall be cancelled and dismissed if it was established according to an investigation conducted by a competent body that the injury had resulted from the following:
  - a) The deliberate action by the injured.
  - b) The influence of alcoholic substance or narcotics.
2. In case of death or permanent disability of (35%) or more, the above provisions, stated in paragraph (1) shall not be applicable.

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

Unless the delay is the result of the instability of the injury or due to a legitimate excuse, the right of the injured worker to the demand compensation shall be dismissed if two years had passed since the date the related injury had taken place.

**Article (125)**

The work injury compensation shall not prevent the injured worker from getting the end of service bonus.

**Article (126)**

1. The employer shall organize a detailed register for work injuries.
2. The employer shall notify the Ministry in writing in the event of permanent disability. He/she shall do so within one month from the date such disability was proven, in addition to informing the Ministry with the amount of compensation which he/she had paid to the injured worker or those who are legally entitled to receive such compensation.

**Article (127)**

1. The employer shall adhere to the rights given for the worker in according to the provisions stated in this chapter of the law.
2. If the work injury resulted in the liability of a third party other than the employer, the worker shall be entitled to demand his/her rights arising from such injury from any party of the two parties.

**Article (128)**

If the worker showed symptoms of any of the occupational diseases, listed on the Table annexed to this Law, within two years from the date on which his/her service had expired, in such case the employer shall be obliged to provide such worker with all his/her rights stipulated in this chapter of the law.

**Article (129)**

In no event the injured worker's compensation may be attached except for the payment of child support, provided that the deduction does not exceed the one third of the total compensation amount. In addition, the compensation amount may not be transferred to any person other than the related injured worker or those who are legally entitled to receive the compensation amount on his/her behalf.

**Article (130)**

The due compensation shall be calculated in accordance with the provisions of this chapter on the basis of the wage average for the last three months.

## **Tenth Chapter Penalties and Final Provisions**

### **Section One Penalties**

#### **Article (131)**

In case the employer violates any of the provisions under Section I and II of the fifth chapter of this law or any of the regulations issued according to it , he/she shall be punished by a fine the amount of which is not less than (100) JD and not more than (300) JDs. There shall be multiple penalties in case there are mutable violations. In case of repeating the same violation the penalty shall be double the original penalty.

#### **Article (132)**

In case the employer violates any of the provisions of section III of the fifth chapter of this law or any of the regulations issued according to it, he/she shall be punished by a fine the amount of which is not less than (50) JDs and not more than (100) JDs, in addition to obliging him/her to pay the wage difference to the worker. The fine shall multiply in accordance with the number of workers against whom the violation was committed.

#### **Article (133)**

In case the employer violates any of the provisions of section IIII of the fifth chapter of this law or any of the regulations issued according to it, the Minister, in addition to the penalty stipulated in article (131) above, shall be entitled to completely or partially close the installation or hold the operation of any machine in such installation until the employer remedies the violation.

#### **Article (134)**

Any person who violates any of the provisions of section IIII of the fifth chapter of this law or any of the regulations issued according to it, he/she shall be punished by a fine the amount of which is not less than (200) JDs and not more than (500) JDs. There shall be multiple penalties in case there are mutable violations. In case of repeating the same violation the penalty shall be double the original penalty.

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

Any person who might resist or oppose or obstruct the functions of the labour inspector or the Inspection Commission, he/she shall be punished by remedying the violation , in addition to a fine the amount of which is not less than (200) JDs and not more than (500) JDs.

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

In case the employer violates any of the provisions stated in articles (116 and 117) of this law, he/she shall be punished with a fine the amount of which is not less than (300) JDs and not more than (500) JDs

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

The execution of the penalties stipulated in this chapter shall not be halted or stayed and the amount of the fines shall not be reduced below the minimum level for discretionary reasons.

**Article (138)**

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

**Section Two  
Final Provisions**

**Article (139)**

Based upon the recommendation of the Minister, the Council of Ministers may issue the regulations necessary for the implementation of the provisions of this Law.

**Article (140)**

Labour Law No. (21) of 1960 applicable in the West Bank governorates and its amendments, Labour Law No. (16) of 1964 applicable in Gaza governorates and its amendments, and all provisions which might contradict the provisions of this Law shall be cancelled and voided.

**Article (141)**

All competent authorities, each within its area of jurisdiction, shall implement the provisions of this Law which shall come into force thirty days following its publication in the Official Gazette.

**Issued in the city of Gaza on April 30<sup>th</sup>, 2000, Corresponding to Muharram 25<sup>th</sup>, 1421  
*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 related complications	<p>Any work that requires the use or handling of lead or its components or the substances which it contains, in addition to any work that requires exposure to lead's dust or vapours or.</p> <p>This includes:</p> <ul style="list-style-type: none"> <li>- Dealing with raw materials which contain lead.</li> <li>- Melting and casting 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> </ul>

		<ul style="list-style-type: none"> <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	Any work that requires the preparation, use or

	acid and its compounds as well as resulting complications	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 compounds	Any work that requires the use or handling of such substances or exposure to their vapours or the vapours contained in them.
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</li> </ul>

		<p>and nitrogen.</p> <ul style="list-style-type: none"> <li>- Manufacturing of alloys, etc.</li> </ul>
22.	Vanadium poisoning	<p>Any work that requires exposure to such an element or its compounds, including:</p> <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	<p>Any work that requires exposure to the ozone gas, including:</p> <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 radioactive substances or x-ray	<p>Any work that requires exposure to radium or any radioactive substance or x-ray, including:</p> <ul style="list-style-type: none"> <li>- Conduct of research or measurements relating to radioactive substances and x-ray at laboratories and others.</li> <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</li> </ul>

		<p>inhaling dusts resulting from the storekeeping and grinding of grains (wheat, malt, etc.).</p> <ul style="list-style-type: none"> <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> <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	<p>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.</p>
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	<p>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.</p>
30.	Tuberculosis	<p>Work at hospitals, sanatoriums and establishments of treatment and diagnosis which expose, by virtue of the occupation, to contact with such a disease.</p>
31.	Febricities and other contagious diseases	<p>Work at hospitals, laboratories and research centres which specialise in these types of diseases.</p>
32.	Symptoms and diseases which arise from hormones and their derivates	<p>Each work that requires exposure to hormones or their derivates.</p>
33.	Effect on the hearing system	<p>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.</p>
34.	Leptospira icterohaemorrhagiae	<p>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.</p>
35.	Ancylostoma	<p>Work in tunnels, sewerage systems and mines.</p>

36.	Tetanus	Work in tunnels and sewerage systems as well as [handling] animal manure, etc.
37.	Occupational bone and articular diseases, chronic polytendinitis, diciduitis 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.	Enderteritis	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: - Works bearing a relation to the radio of radar. - Some operations of medical treatment. - Workers at [baking] ovens. - Some operations of dehydration, etc.
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: A. Ultraviolet ray, such as: - Tungsten light bulbs; vapours of mercury light bulbs; laser ray; metals which are heated to over 3000 Celsius degrees.

**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;	Skin cancer, testicle cancer, lung cancer and bronchus cancer	Processes that require exposure to such substances.

	betrazansene		
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>