

Law No. 3 of 2015
concerning
Regulation, objectives, competencies, and powers of the Labour Standards
Development Authority in the Emirate of Sharjah

We, Sultan Bin Mohamed Al Qasimi, Ruler of the Emirate of Sharjah,

After perusal of the UAE Constitution;

Federal Law No. (8) of 1980 concerning the regulation of labour relations, as amended;

Federal Law No. (5) of 1985 concerning the issuance of the civil transactions law, as amended;

Law No. (2) of 1999 concerning the establishment of the Executive Council of the Emirate of Sharjah and its bylaws, as amended;

Law No. (3) of 1999 concerning the establishment of the Advisory Council of the Emirate of Sharjah and its bylaws, as amended;

The Emiri Decree No. (48) of 2014 concerning the establishment of Labour Standards Development Authority in the Emirate of Sharjah;

The Emiri Decree No. (49) of 2014 Concerning the appointment of a General Manager for the Labour Standards Development Authority in the Emirate of Sharjah; and

Based on the approval of the Executive Council and the Advisory Council of the Emirate of Sharjah; and

As required by the public interest;

Have promulgated the following Law:

Article (1)

In the application of the provisions of this law, the following words and expressions shall have the meanings shown opposite each of them, unless the context requires otherwise:

The Emirate:	Emirate of Sharjah
The Ruler:	Ruler of Sharjah
The Council:	Executive Council of the Emirate
The Ministry:	Ministry of Labour
The Authority:	Labour Standards Development Authority in the Emirate.
Government Authorities:	The federal or local governmental departments or bodies or establishments in the Emirate.

Private Establishments:	firms, companies, projects, and economic activities operating in the Emirate in general.
Employers:	Natural or legal persons employing one or more workers in return for a wage whatever its type.
Workers:	Male or female persons working in return of a wage whatever its type for the Employers and under their management or supervision, even if they are unattended and this term shall also include the employees and labours working for the Employer and are subject to the provisions of this law.
Labour Standards:	Set of rules, requirements and indicators related to the labour, rights and duties of workers, Employers and work conditions and environment, the requirements of qualifying, licensing, safety and health and these standards shall be optional or obligatory.
Manager:	The General Manager of the Authority.

Article (2)

The Authority shall have the legal personality and the full legal capacity necessary to conduct all works and acts which achieve the objects thereof.

Article (3)

The main offices of the Authority shall be located in the city of Sharjah and it may establish branches or offices in the Emirate by a resolution from the Council.

Article (4)

The Authority aims to achieve the following:

1. Provide the necessary support for Employers and labours working in the Emirate.
2. Cooperate and coordinate with the concerned governmental authorities and private institutions in providing the necessary needs for labours.
3. Work in coordination with the concerned authorities to ensure an appropriate environment to boost the performance of the sector.

Article (5)

Subject to the federal legislations, the Authority shall practice the following competences and powers:

1. Suggest the necessary strategies and policies to develop labour standards for Employers and labours working in the Emirate and present the same to the Council for approval.
2. Work on providing an attractive environment for labours in cooperation and coordination with the government authorities and the private sector.
3. Review labour's needs in line with the continuous growth in the Emirate.
4. Help the private establishments in providing healthcare for labours in the absence of medical insurance for them.
5. Spread the awareness among Employers and labours about the importance of compliance with the laws, regulations, rights and labour standards.
6. Develop the labour housing facilities and compounds in coordination with the private establishments and government Authorities.
7. Direct coordination with the Ministry to insure the effectiveness of the law, regulations and resolutions issued in respect thereof in the Emirate.
8. Suggest the general standards required to qualify labour cadres technically and professionally in coordination with government authorities and private establishments and present the same to the Council for approval.
9. Suggest regulations and resolutions related to the competences of the Authority which are required to achieve its objectives and present the same to the Council for approval.
10. Sign the memorandums of understanding and agreements necessary to achieve the Authority's objectives.
11. Develop the labours cultural, intellectual and health levels by conducting lectures and seminars educating them of their rights, obligations and the legal procedures to be followed to guarantee those rights and meet the obligations.
12. Provide consultations with regards to the labour law application, and the regulations and resolutions issued in respect thereof by the government authorities.
13. Any other competences vested upon the Authority by the Ruler or the Council.

Article (6)

The Authority shall be managed by a General Manager appointed by an Emiri Decree.

Article (7)

The Manager shall have the necessary competences and powers to manage the Authority's Affairs and take the necessary decisions to achieve its objectives, and is entitled in particular to:

1. Suggest the necessary strategy to achieve the objectives of the Authority and present the same to the Council for approval.
2. Prepare the policies, plans, programs and projects of the Authority and present the same to the Council for approval.
3. Suggest the organization structure of the Authority and present the same to the Council for approval to be issued by an Emiri Decree.
4. Issue administrative resolutions and pursue the implementation thereof according to the executive regulation of this law.
5. Prepare the annual balance sheet and the closing account and present the same to the Council for approval.
6. Set a system to invest the funds of the Authority and present the same to the Council for approval.
7. Contract with bodies or companies to help the Authority achieve its objectives.
8. Conduct all the legal acts required for the good performance of the Authority.
9. Represent the Authority before the judiciary and in its relationship with others.
10. Any other duties that may be assigned to him by the Ruler or the Council.

Article (8)

The financial resources of the Authority shall consist of the following:

1. The funds and provisions allocated for it in the government budget.
2. The profits and revenues of its invested funds.
3. Endowment, grants and donations approved by the Council.

Article (9)

The Authority shall have an estimated annual balance sheet; the fiscal year shall start on January first and end on December thirty first annually. The first fiscal year shall start on the effective date of this law and end by the end of December of the following year.

Article (10)

The manager may appoint an external auditor or more from the legal auditors to review the accounts of the Authority.

Article (11)

The manager shall submit to the Council an annual detailed report on the activities, projects, work flow and financial position of the Authority not later than three months from the end of the fiscal year, provided that the report shall include his suggestions and recommendations.

Article (12)

The Council shall, at any time, request the Authority to submit reports on the technical, administrative, and financial positions or any of its activities or any information thereof. The Council may give general instructions to the Authority in respect of what it should follow in matters related to labour standards development according to the general policy of the Emirate.

Article (13)

The Council shall issue the executive regulation and the resolutions necessary to implement the provisions of this law.

Article (14)

This law shall come into effect as from the date of its issuance, and the concerned authorities shall implement it, each within its competence, and cancel any provision which contradicts with the provisions thereof, to the extent that removes such contradiction and it shall be published in the official gazette.

Issued by us on:

Wednesday: 29 Rabi' Al-Thani 1436 H.
Corresponding to: 18 February 2015

(Signature)

Sultan Bin Mohamed Al Qasimi
Ruler of Sharjah