



**UNITED ARAB EMIRATES  
MINISTRY OF LABOUR**

**WORK PERMITS AND EMPLOYMENT CARDS**

---

**Ministerial Resolution No. (52) for 1989**

**The Rules and Procedures to be adopted at the Labour permits sections with respect to  
the recruitment of non-national Labours for the employment in U.A.E**

**The Minister of Labour and Social Affairs,**

Pursuant to the Provisional Constitution Law No. 1 of the year 1972 Regulating the Functions of Ministers and Powers of Ministers, and the Laws issued in Amendment thereof, law No. 8 of the year 1973 Regulating the Civil Services Law in the Federal Government and the laws amending it and of the Council of Ministers order No. 1 of the year 1977 concerning the organization of the Ministry of Labour and Social Affairs, and the orders amending it and the Federal law No 8/80 regarding the organization of the Labour relationships and the laws amending it and the Ministerial Order No (23/1)/8 as amended by the Ministerial Orders No. 60/2/82, No47/84, No.75/84, No.84/84 and No,166/1984 and according to the recommendation of the undersecretary for Social Affairs, It is hereby ordered;

**Article 1**

Without prejudice to the provisions of the International Agreement and Treaties to which the U.A.E a member, non-national labourers may not be recruited for employment in the U.A.E unless in the manner as provided for in this order.

**Article 2**

The provision of this order shall be applied in; the cases of non-national labourers who are recruited for employment in U.A.E with exception to the categories as provided for in article (3) of the Federal law No.(8)/1980 referred to herein above.

### **Article 3**

Approval of the applications to supply non-national Labourers for employment in U.A.E may not be granted unless the following requests are met;

- A. Labour supply application shall be made by U.A.E national employers who are licensed by the concerned authorities to conduct commercial, industrial service or any other activities which require labourer to carry-out the work or an organization licensed to operate in U.A.E which is either sponsored or jointly owned by a national as evidenced from the license therefore in any way not prejudicing the laws issued in this respect.
- B. That there shall no national labourer as recorded with the recruitment office who can carry out the required work.
- C. That labourer recruited shall not be less than 18 and not more 60 years old. The maximum age limitation, however, may be waived if the employee to the recruited shall have an extensive and rare experience in the field of his specialization provided for the job he has been recruited for employment in U.A.E, shall be of the economic importance such wavier shall be sanctioned by the Minister.

### **Article 4**

The applicant shall submit to the Ministry the documents evidencing that it has been business which needs the recruitment of Labourers to carry-out the work particularly.

1. The contract to be executed which are entered with the firm applying or recruitment duly approved by the contracting party with all signatures duly attested; the location of work in the projects subject of such contracts shall be specifically indicated.
2. Reports which define in a time table the stages of the execution of the project, its particulars the labour requirement at each stage, the type and duration of each stage.
3. Other requirement as and when made by the Business licensing department as an evidence of the need of the applying firm to the number of the required Labourers; if such an application for the recruitment for foreign Labourer is for the execution of a Government project, evidencing the volume of the required labour, its type, the time table of its requirement, locations, the completion time of each stage as per a time table; the Ministry may require to verify the volume of the required labourers at site.

#### **Article 5**

Applications for the recruitment of non-national labourers shall be made on individual basis unless emergency situations require that a block visa be issued; justification for such emergency request should be conveyed to the Ministry who shall have the right to reject any request for block visa which is not sufficiently justifiable.

#### **Article 6**

The employer or its legal representative shall sign the recruitment application form prepared by the Ministry for this purpose, such form shall include the following undertakings:

- a. An undertaking from the employer to the effect that he shall sponsor and be responsible for the recruited Labourer, the bearing of his recruitment expenses and his employment in accordance with the employment contract in a way not prejudicing the provision of the Federal Law No (8)/1980 referred to herein.
- b. An undertaking from the employer to the effect that he shall ensure that the recruited Labourer is medically fit and free from diseases according to a medical certificate

issued for each labourer by the concerned medical department in U.A.E and in accordance with the instruction issued in this respect.

- c. An undertaking from the employer to the effect that he will take the necessary procedure to prepare and sign the employment contract or any other procedures required by the valid regulations to be performed particularly the obtaining of the Labour card within sixty days from the date of the arrival of recruited labourer into the country.
- d. An undertaking from the employer to the effect that he shall send back the recruited labourer to the country where he was recruited upon the completion of this job and upon the cancellation of his sponsorship and the handing back of the labour card provided same shall be valid.

#### **Article 7**

The Ministry shall refer approved recruitment applications to either the Naturalization and Immigration department or U.A.E's Embassies abroad, as the case may be, for taking the necessary action as to the issuance of labour visa or permits upon the payment by the employer the prescribe fees according to the decision issued in this respect.

#### **Article 8**

In order to be granted a labour card, the employer shall submit to the Ministry along with the application for obtaining the card an evidence indicating that the labourer is medically fit to carry-out the job for which he has been recruited vide the certificate referred to in para "b" of article (6) of this order. Such a card shall be valid for three years, to be renewed for similar terms. The employer, however, may request the renewal of the card before expiry of the validity, thereof.

A card shall be renewed within 60 days from the date of expiry thereof without any extra fees if an employer desires to have a labourer continue working therefore.

A card may not be renewed after the lapse of the above period unless the employer has offered an excuse to be acceptable to the Ministry; in such a case the Ministry shall levy the prescribed fee as penalty for delaying in renewing the card pursuant to the Ministerial order No 18/1989 in this regards and the amendments thereto.

A labourer whose card has expired may not be employed, a card shall be issued in the form prepared for this purpose, the obtaining and maintaining of a valid Labour Card shall be pre condition for obtaining or a renewing a Residence Permit with the Naturalization and Immigration Department.

#### **Article 9**

In case of violation of part “C” and “D” of article (6), the fees indicated in article (8) shall be applied in accordance with the periods and rates prescribed in each case.

#### **Article 10**

Employers who employ non-national labourers shall provide the Ministry with periodic lists during the months of March and September of each year which shall indeed have the name of the labourers who are employed according to the form prepared by the Ministry in this regards.

#### **Article 11**

Employer who employs non-national employees shall inform the Ministry about any labourer who leaves the job of his own during the validity of the employment contract illegally; the Ministry shall take up the necessary procedures at its desertion.

#### **Article 12**

Without prejudice to the penalties prescribed by any other law, any person who either exploit the permission of the Ministry of recruit labourers illegally, provide incorrect information or documents for the purpose of obtaining the permission shall be subjected to the penalties prescribed in part eleven of the Law No. (8)/1980 and its amendments.

### **Article 13**

Each and every employer who recruits non-national labourer shall maintain a record as may be fixed by the Ministry in accordance with the form prepared thereby for this purpose in order to supervise the execution of the provisions of this order through the labour inspectors who are designated by the Ministry to carry out such a job.

### **Article 14**

All requests, records, lists and forms to be submitted in execution of the provisions of this resolution shall be in Arabic.

### **Article 15**

The undersecretary shall put the provisions of this order into effect and co-ordinate with the Naturalization and Immigration Department in accordance with the requirements of the work.

### **Article 16**

The Ministerial orders Nos. (23/1)1981, 60/2/1982, 74/1984, 75/1984, 166/1984 shall be cancelled.

### **Article 17**

This order shall be put into force w.e.f this date and all Ministry staff shall put same into force each in his own area of responsibility.

**Khalfan Mohammed Al-Roumi**  
**Minister of Labour and Social Affairs,**

**Ministerial Resolution No. (467) for 1995 A.D.**  
**To amend Ministerial Resolution No. (52) for 1989**  
**which was issued to outline the rules and procedures**  
**which should be followed in the departments of work permits for recruiting**  
**Expatriate labour to work in the State.**

**Minister of Labour and Social Affairs.**

After reviewing Federal law No. (1) for 1972 A.D. regarding the ministries competencies and ministers' capacities and the amending laws thereto,

\*Federal law No. (8) for 1980 in regards to organizing the work relationships and the amending laws thereto,

\* Cabinet of Ministers Resolution No. (5) for 1990 A.D. regarding the organizational structure of the Ministry of Labour and Social Affairs,

\*Ministerial Resolution No. (52) for 1989 regarding the necessary rules and procedures required to be followed at the labour permits departments for recruiting expatriate labourers for work in the state,

\*and the recommendations of the formed committee according to the decision of the Supreme Committee for looking into the procedures of the collective permits,

**It was decided:**

**First article**



The amendment of the fifth article of Ministerial Resolution No. (52) for 1989 regarding setting the required rules to be followed inside Employment Permits Departments for recruiting expatriate labourers to work in the country, as the below:

(The applications of recruiting expatriate labourers shall be on individual basis unless otherwise required to submit a collective application in case of expediting the procedures of recruiting the labour, where the expedition reasons shall be supplied for the Ministry which is eligible to reject the collective recruitment application, if it was unjustifiable. In any cases, the required number for recruitment collectively shall not be less than twenty five labours).

### **Second article**

This resolution is effective as of its issuance date and shall be published in the official gazette.

**Seif bin Ali Al-Jarwan**

**Minister of Labour and Social Affairs**

---

**Issued on 19/08/95 A.D.**

**Ministerial Resolution No. (951) for 2003**

**Regarding Investors**

**Dated 24/12/2003**

**Minister of Labour and Social Affairs:**

After reviewing Federal Law No. (1) for 1972 A.D. regarding the ministries competencies and ministers' capacities and the amending laws thereto,

\*Federal Law No. (8) for 1980 in regards to organizing the work relationships and the amending laws thereto,

\* Law No. (18) for 1995 on simple crafts and its executive regulation as issued by Ministerial Resolution No. (960) for 1998.

\* Federal Law No. (18) for 1993 on commercial transactions.

\* Cabinet of Ministers Resolution No. (30) for 2001 on transferring sponsorship.

\*and based on what was proposed by the Undersecretary of the labour sector,

\*and for the public interest.

**It was decided:**

**First article**

The laws and regulations stipulated in this resolution shall apply on the transactions pertaining to the issuance, renewal and cancellation of external and internal labour permits.

**Second article**

The Ministry is not competent to review the application for a work permit for the foreign trader, holder of professional or industrial license, or partner in any of that, who is not a (worker) under an (employment contract) in accordance with the definitions set out in the

mentioned Law No. (8) for 1980, and the customer shall be directed to submit the application directly to the competent Naturalisation and Residency Directorate.

### **Third article**

The foreigners on whom the provision of the above-mentioned second article applies may not be under employment contracts in any facility subject to the mentioned Federal Law No. (8) for 1980 except after acquiring a labour card firstly, in accordance with the procedures in force at the Ministry.

### **Fourth article**

The worker sponsored by a facility subject to the mentioned Federal Law No. (8) for 1980, who wishes to amend his status to become a partner or an owner must complete the procedures of cancelling his labour card firstly, according to the procedures in force at the Ministry.

### **Fifth article**

It is possible to accept the application to transfer sponsorship submitted from a worker sponsored by a facility that is subject to Federal Law No. (8) for 1980 to become sponsored by a facility he owns or where he is a partner, provided that he is among the categories permitted to transfer sponsorship in accordance with the mentioned Cabinet of Ministers Resolution No. (30) for 2001 and its explanatory regulation.

### **Sixth article**

The owner or partner who submits an application for a transfer of sponsorship to become a worker in a facility subject to Federal Law No. (8) for 1980 shall not be granted

approval or a labour card unless he was one of the categories permitted to transfer their sponsorship.

#### **Seventh article**

It is not permitted for any craft facility to be granted a work permit from the Ministry, unless the Ministry had accepted its registration and listing in the index, in accordance with the provisions of Federal Law No. (18) for 1995 and its mentioned executive regulations.

#### **Eighth Article**

A foreigner who has acquired the approval of the Ministry for his registration in the craft register and index is not considered a worker, and the Ministry shall not be competent to grant him a work permit if the facility was owned by himself alone, in which case he shall be directed to refer to the competent Naturalisation and Residency Directorate.

#### **Ninth article**

If there are several foreigners holding the same craft activity permit, the one whose name is listed first in the register shall be the one considered as owner of the license, and all others shall be considered as workers and must have work permits, according to the rules and regulations in force in the Ministry.

#### **Tenth article**

It is not permitted to accept applications to transfer sponsorship from or to craft facilities.

#### **Eleventh Article**

The Director of the Labour Permits Directorate at the Ministry offices in each of Abu Dhabi and Dubai, and the Directors of the Labour Offices shall issue the Ministry's approval to register and list on the craft index mentioned in the seventh article above.

#### **Twelfth Article**

It is prohibited for the holders of commercial, professional, craft, or industrial licenses to recruit or use foreign workers before acquiring a work permit from the Ministry, in accordance with the rules and regulations in force.

#### **Thirteenth Article**

The penalties stipulated in Federal Law No. (8) for 1980 and its executive regulations shall apply on those who violate any of the provisions of this resolution.

#### **Fourteenth Article**

This resolution is effective as of its issuance date and shall be published in the Official Gazette.

**Matar Humaid Al-Tayer**

**Minister of Labour and Social Affairs**

## **Administrative Circular No. (77) for 2005 A.D.**

### **Undersecretary of the Labour Sector**

- \* After reviewing Federal Law No. (1) for 1972 A.D. regarding the ministries competencies and ministers' capacities and the amending laws thereto,
- \* Federal Law No. (8) for 1980 in regards to organizing work relationships and the amending laws thereto,
- \* Ministerial Resolution No. (401) for 1997 A.D. regarding the organization of temporary and part-time employment in the private sector in the State,
- \* Ministerial Resolution No. (370) for 2005 regarding temporary work assignment permits,
- \* The approval by the Naturalization and Residency Administration.
- \* For the purposes of the implementation of Decision No. (370) for 2005 A.D.
- \* and for the business interest

### **It was decided:**

#### **First article**

**The assignment means:** The process of conducting a specific work or project for a specific time that does not exceed six months.

#### **Second article**

Issuing assignment permits shall be limited to the facilities working in the oil and energy fields, or any other sectors as specified by the Minister through a decision.

#### **Third article**

It is necessary for the labour allowed an assignment permit to be of a specialized technical nature for the work he was brought in for.

#### **Fourth article**

The facilities applying for assignment permits are obliged to certify contracts from the Supreme Oil Council, government oil companies, or the competent government authorities and directorates specialised in the field of electricity, water and energy. Subcontracts are not acceptable.

#### **Fifth article**

The contract proposed by the facility must be for a period of three months that are renewable for a maximum of another three months. It must also be in force from the date of the worker's entry to the state and is not subject for a probation period.

#### **Sixth article**

The contract must include a condition as to the obligation by the facility to provide medical care and a guarantee for a paid sick leave from the date of entry into the state.

#### **Seventh article**

**The necessary procedures for the assignment work permits are as follows:**

- (1) The facility shall request to open a file for the approval of an assignment permit at the Ministry.
- (2) The Work Permits Department and the competent Labour Office shall evaluate the file according to the conditions mentioned in Ministerial Resolution No. (370) for 2005 A.D. and this Circular, and then it shall be approved.

- (3) The Ministry shall evaluate the request and issue an electronic permit to the Naturalization and Residency Administration, as well as electronically notifying the facility.
- (4) The facility shall issue an assignment permit card for the worker upon entry into the state and certify the employment contract at the Ministry.

### **Eighth Article**

This resolution shall be in effect as of the date of its issuance. All appropriate authorities and workers of the ministry must comply carefully with this resolution, each in his own scope of work.

**Dr. Khaled Mohammed Al-Khazragi**  
**Undersecretary of the Labour Sector**

---

**Issued in Dubai**  
**Dated: 20/7/2005**



**Ministerial Resolution No. (370) for 2005 A.D.**

**Dated: 30/5/2005 A.D.**

**Minister of Labour and Social Affairs:**

- \*After reviewing Federal Law No. (1) for 1972 A.D. regarding the ministries competencies and ministers' capacities and the amending laws thereto,
- \*Federal Law No. (8) for 1980 in regards to organizing work relationships and the amending laws thereto,
- \* Cabinet of Ministers Resolution No. (5) for 1990 A.D. regarding the organizational structure of the Ministry of Labour and Social Affairs,
- \*Ministerial Resolution No. (401) for 1997 A.D. regarding the organization of temporary and part-time employment in the private sector facilities in the State,
- \*Ministerial Resolution No. 1982/2/37M regarding the level of medical care the employer is committed to provide to his workers.
- \*The approval by the Naturalization and Residency Administration.
- \*and based on what was presented by the Under-secretary of the Ministry,
- \*and for the public interest.

**It was decided**

**First article**

Excluded from the provisions of Article Three of Ministerial Resolution No. (401) for 1997 A.D. on organizing temporary and part-time work at private sector facilities in the state, the Ministry may grant temporary work assignment permits valid for a maximum of (90) days to the facilities where work conditions necessitate the acquisition of such permits.

## **Second article**

**Facilities applying for temporary work assignment permits shall commit to the following:**

- 1- Provide a (round trip) ticket to each worker to bring the worker into the country and send him back to his native country or to where it was agreed upon.
- 2- Affirm the medical fitness of the worker to perform the work he was brought in to do, and that he is free from communicable diseases, according to a medical certificate as per the regulations in force.
- 3- Pay a fee of AED (500) for each worker approved to be recruited as expatriate worker under a temporary work assignment permit.
- 4- Issue a labour contract after the worker's entry into the country to be signed by both the facility and the worker, and ratified at the competent labour directorate.
- 5- The establishment shall be committed to provide the levels of medical care required based on Ministerial Resolution No. 37/2/1982, and to provide health insurance from one of the establishments working in this field.
- 6- Commit to submit the consent issued by the Ministry to recruit expatriate workers under temporary work assignment permits to the competent Naturalization and Residency Administration in order to issue its entry permit as stipulated in this matter.
- 7- Do not employ the recruited expatriate worker at any other facility or place of work.
- 8- Commit to pay the wages of the said workers monthly throughout the duration of their work, on a business day, at the work place, and to submit these statements to the competent labour directorate.

- 9- Commit to return the worker to his home country or to any other place, as agreed upon, once the work has been completed his work or within a maximum of seven days from the expiry date of the permit.
- 10- Commit to the other conditions included in the application to recruit expatriate workers for a temporary work assignment as issued by the Ministry in this respect, or any other conditions as specified by the Ministry in the future.

### **Third article**

The Under-secretary for the Labour Sector shall set the regulations pertaining to the implementation of this resolution, and shall set the conditions and forms necessary for that.

### **Fourth article**

The facility that wishes to acquire temporary work permits shall submit an application to the Facilities Affairs Unit to list the facility under the licenses facilities to acquire such permits, upon completion of the necessary documents. The application shall be referred to the Electronic Committee.

### **Fifth article**

An Electronic Committee shall be formed to undertake checking the extent to which the conditions apply to the facilities submitting the applications, and their actual need for written permits, as well as determine the (quota) granted to the requesting facility and open an electronic file for the facility.

### **Sixth article**

Applications to get the mentioned permits shall be submitted electronically to the Ministry or the competent Labour Office in accordance with the prepared form for that purpose, provided that the Ministry sends the consent electronically.

#### **Seventh article**

The Ministry shall have the right to renew the validity date of temporary work assignment permits for other durations, in accordance with the conditions stipulated by the Ministry in that respect.

#### **Eighth Article**

In the event of the facility's violation of any of the conditions for granting temporary work assignment permits, or providing any data or documents that are found to be incorrect for the purpose of getting the approval of the Ministry on temporary work assignment permits or that are in violation of any of the provisions of Law No. (8) for 1980 A.D and the laws amending thereto, the Resolutions and Regulations issued for its implementation, the facility file shall be suspended electronically, in addition to taking legal action against the same, in accordance with the provisions of Chapter Eleven of the Law and the other Ministerial Resolutions on this matter.

#### **Ninth article**

This resolution shall be put into force as of its date, the concerned authorities shall implement the same according to its competence, and shall be published in the Official Gazette.

**Dr. Ali Abdullah Al-Kaabi**

**Minister of Labour and Social Affairs**

**Ministerial Resolution No. (92) for 2006 A.D.**

**Dated: 25/01/2006 A.D.**

**Minister of Labour and Social Affairs:**

- \* After reviewing Federal law No. (1) for 1972 A.D. regarding the ministries competencies and ministers' capacities and the amending laws thereto,
- \*Federal law No. (8) for 1980 in regards to organizing work relationships and the amending laws thereto,
- \* Cabinet of Ministers Resolution No. (19) for 2005 regarding the fees system and bank guarantee,
- \*and what was presented by the Under-Secretary of the ministry,

**It was decided:**

**First article**

**Establishments that employ 100 workers are entitled and committed to the following:**

- 1- the decided percentage of nationalization.
- 2 - The appointment of a local citizen in the post of governmental relations officer.
- 3- Payment of wages and submission of the regular wages report to the Ministry in a timely manner.
- 4- Not holding expired work cards or work permits.

by submitting individual applications for work permits for the cancelled labours and complete the transaction directly through the Receipt Counter, without being reviewed by the Employment Permits Committees.

### **Second article**

It is required to approve a new work permit to submit the same within 90 days from the date of worker's cancellation where the new one has to be of the same nationality, gender and profession with proof of departure.

### **Third article**

This resolution is effective as of 11/02/2006 and shall be adhered to carefully.

**Dr. Ali Abdullah Al-Kaabi**

**Minister of Labour and Social Affairs:**

**Ministerial Resolution No. (764) for 2006**

**In regards to the applications of replacement**

**Dated 19/10/2006**

**Minister of Labour:**

- \* After reviewing Federal law No. (1) for 1972 A.D. regarding the ministries competencies and ministers' capacities and the amending laws thereto,
- \* Federal Decree No. (10) for 2006 A.D. issued by the Cabinet of United Arab Emirates,
- \*Federal Law No. (8) for 1980 of organizing the work relationships and the amending laws thereto,
- \*Ministerial Resolution No. (52) for 1989 regarding recruiting expatriate labourers,
- \*Ministerial Resolution No. (87) for 2006 regarding the validity term of the work permit,
- \*Ministerial Resolution No. (92) for 2006 regarding the individual work permit requests,
- \*and based on what was presented by Under-Secretary of the ministry,

**It was decided:**

**First article**

The authorized recruited worker may be replaced a maximum of two times only upon the below conditions:

- 1- This shall take place during the original or renewal term of validity of the permit.



2 - The applicant must provide a written proof from the Naturalization & Residence Department certifying that the permit has not been used.

### **Second article**

The Ministry has the right to approve the replacement with the change of nationality, provided that the profession and gender (male / female) remain the same as mentioned in the original permit. The establishment is committed to pay any additional charges arising due to transfer of property from one category to another or for any other reason.

### **Third article**

This resolution is effective as of its date of issuance and shall be published in the official gazette.

**Dr. Ali Abdullah Al-Kaabi**

**Minister of Labour**

**Ministerial Resolution No. (849) for 2006 A.D.**

**Dated 21/12/2006 A.D.**

**Minister of Labour**

- \*After reviewing Federal Law No. (1) for 1972 A.D. regarding the ministries competencies and ministers' capacities and the amending laws thereto,
- \*Federal Law No. (8) for 1980 in regards to organizing work relationships and the amending laws thereto,
- \*The Federal Decree No. (10) for 2006 A.D. of the cabinet of United Arab Emirates,
- \* Cabinet of Ministers Resolution No. (19) for 2005 regarding fees and bank surety,
- \* and for the business interest,

**It was decided:**

**First article**

All establishment are exempt from the payment of fees for unused work permits.

**Second article**

The exemption of the first article shall include all the submitted unused work permits applications submitted before the date of this resolution.

**Third article**

This resolution is effective as of its issuance date and it shall be adhered to carefully by the concerned people.

**Dr. Ali bin Abdullah Al-Kaabi**

**Minister of Labour**

**Ministerial Resolution No. (468) for 2007 A.D.**

**Dated 23/7/2007 A.D.**

**Minister of Labour:**

- \*After reviewing Federal Law No. (1) for 1972 A.D. regarding the ministries competencies and ministers' capacities and the amending laws thereto,
- \*Federal Decree No. (10) for 2006 A.D. to form the Cabinet of United Arab Emirates.
- \*Federal Law No. (8) for 1980 in regards to organizing the work relationships and the amending laws thereto,
- \* Cabinet of Ministers Resolution No. (133/1) for 2007 on amending some of the provisions of Federal Law No. (6) for 1973 regarding the entry and residence of foreigners, granting a time limit for violators of labour and residency laws to leave the country or settle their status.
- \* Ministerial Resolution No. (396) for 2007 regarding operating in accordance with the settlement procedures manual.
- \*and for the public interest.

**It was decided:**

**First article**

**Facilities submitting applications for individual or group work permits shall not be granted the said permits in the following cases:**

**First Case:** If the facility had expired labour cards for more than two months, submitted labour cards with deficiencies (due fines), expired work permits for more than

six months, expired licenses for more than one year, or that have any other restrictions as a result of violating the provisions of the mentioned law regulating work relations or the Ministerial Resolutions issued for its implementation.

**Second Case:** If the owner of the facility submitting the applications for work permits was the owner, partner, or services agent at other facility or facilities that has labour cards with deficiencies (due fines), expired labour cards for more than two months, expired work permits for more than six months, expired license for more than one year, or any other restrictions, provided that the name any of the partners in the facility or the other facilities was not mentioned in the applicant facility.

### **Second article**

In implementation of the provisions of Article Two of Article One, the competent permits committee shall issue written notifications to the owner of the applicant facility every time he submits applications for work permits, if he does not settle the status of the restrictions, expired cards or permits, or against which there are due fines at any other facility where he is a partner, regardless of his capacity, whether as an owner, partner, or services agent, in this case, the entire matter shall be referred to the Undersecretary of the Ministry to take the necessary action.

### **Third article**

The facilities owners must benefit from the settlement period extending up to 2/9/2007 to settle or amend the status of the violating workers in the state, whether by cancelling their

sponsorships, transferring them, issuing labour cards for them, or report their escape if it was proved that they have escaped.

#### **Fourth article**

This resolution shall be in effective as of the date of its issuance. All employees of the ministry must comply carefully with this resolution, each in his own scope of work.

**Dr./ Ali bin Abdullah Al-Kaabi**

**Minister of Labour**

**Cabinet of Ministers Resolution No. (25) of 2010**  
**On concerning Internet work permits Applicable in**  
**the Ministry of labour**

**Repeals:**

cabinet Decision No.(18) of 2005.

**The Cabinet:**

- \*Upon Consulting The Constitution;
- \*Federal Law No. (1) of 1972 on the Competences of Ministries and powers of Ministers, as amended;
- \*Federal law no.(8) of 1980 regulating labour relations, ;as amended
- \* Cabinet of Ministers Resolution No.(18) of 2005 on the Transfer of Sponsorship and Secondment of Sponsored Workers and the Prescribed Fees therefor;
- \* Cabinet of Ministers Resolution No. (19) of 2005 on the System of Fess and Bank Guarantee;
- \*Based on the motion of the Minister of Labour and Approval of the Cabinet;

**Resolved as follows:**

**Article(1)**

In applying the provisions hereof, the following words and expressions shall have the meanings respectively assigned thereto< unless the context otherwise requires:

**State:** United Arab Emirates.

**Ministry:** Ministry of Labour.

**Minister:** Minister of Labour.

**Employer:** Every natural or legal person employing one or more workers for a wage of whatsoever kind.

**Worker:** Every male or female working in the service of the employer or under his management or supervision, even if he/she is out of his sight, in return for a wage of whatsoever type. This definition includes employees and officers working in the service of the employer and are subject to the provision hereof.

**Firm:** Every technical, industrial or commercial economic unit where the workers work and aims to produce or market commodities or render services of any sort and shall be subject to the said labour law and the governing.

**Internal work permit:** An internal work permit set out herein and granted by the Ministry of Labour to any establishment according to the provisions hereof.

### **Article(2)**

No Employer may hire a UAE national or non-national worker resident in the state in any of his Establishments except after obtaining any of the following internal work permits from the ministry:

**1. Worker transfer permit:**

That is the permit whereby the non-national worker is transferred from/ to another firm registered in the ministry.

**2. Temporary work permit:**

It is the permit whereby a national or non-national is employed in a job, the nature or accomplishment of which takes a period of not more than six months in any establishment.

**3. Part-time work permit:**

It is the permit whereby a national or non-national is recruited in a job with working hours less than the normal working hours of full-time workers engaged in the same job at any firm.

**4. Work permit for those sponsored by their families:**

It is the permit whereby those sponsored by their families are recruited in a firm.

**5. Juveniles work permit:**

It is the permit whereby a national or non-national whose age is between 15-18 years old is recruited in firm.

**Article(3)**

The ministry may issue any internal work permits additional to those stated in Article (2) hereof.

**Article(4)**

**The Minister shall issue a decision defining worker categories, cases, conditions, curbs and standards by which a work permit is issued for non-nationals without being bound by the elapse of the applicable six-month period, taking the following considerations:**

- (a) The cases where the Employer breaches his legally prescribed obligations towards the worker or such cases where the worker is not the cause of the termination of the employment relation.
- (b) The need of UAE labour market for employees with higher qualifications, distinguished expertise, and technical specialties.
- (c) Specifying the period of time that the Worker must spend at the ex-employer and categories that may be excluded from this condition.

**Article(5)**

The ministry shall issue the decisions necessary to implement the present Resolution.

**Article(6)**

The aforementioned Cabinet Decision No. (18) of 2005 and any provision in contrary to or in contrast with the provisions hereof shall be repealed.

**Article(7)**



This Resolution shall be published in the official Gazette and shall come in to force three months after the date of its issue.

**Mohammed Bin Rashid AL Maktoum**

**Prime Minister**

---

**Issued by us :**

**Dated: 1 Ramadan 1431 A.H.,**

**Corresponding To 11 August 2010 A.D.,**

**Ministerial Resolution No. (1186) for 2010**

**Rules and Conditions of Granting a New Work Permit to an  
Employee after Termination of the Work Relationship in Order  
to Move from One Establishment to Another**

The Minister of Labour:

- After reviewing Federal Law No. (1) for 1972 and the amendments thereto regarding ministry competencies and ministerial powers,
- Federal Law No. (8) for 1980 and the amendments thereto regarding the regulation of work relationships,
- Cabinet of Ministers Resolution No. (25) for 2010 regarding internal work permits applicable at the Ministry of Labour,
- Minister of Labour Resolution No. (826) for 2005 regarding the executive regulation for transfer of sponsorship,
- Ministerial Resolution No. (707) for 2006 regarding the procedures and rules of the employment of non-citizens in the State,
- And Ministerial Resolution No. (724) for 2006 regarding the administrative cancellation of sponsorship;

It Was Decided:

Article (1)

The Ministry may issue a new work permit to an employee after the termination of his labour relationship with the employer to move from one establishment to another without needing to

wait six months from the date of cancelling the labour card, as stipulated in the Minister of Labour Resolution No. (826) for 2005, according to the regulations stipulated in this decision.

#### Article (2)

The following two conditions must be met in order to grant the work permit mentioned in Article (1) of this resolution:

- 1- Agreement between the employee and the employer to conclude the work relationship.
- 2- The employee must have spent at least two years with the employer.

#### Article (3)

As an exception to the provision of Item No. (1) of Article (2) of this Resolution, the Ministry may issue the work permit without requiring the consent of the employer to end the relationship in the following cases:

- 1- The violation on the part of the employer of his obligations, whether legal or consensual, (for example but not limited to: non-payment of wages for more than sixty days).
- 2- Cases in which the employee is not the cause for ending the relationship, for example:
  - a) The case of a complaint submitted by the employee against the establishment where he works for not being hired as a result of the closure of that establishment. In this case, a report from the Inspection Department of the Ministry is necessary to prove that the establishment has not exercised its activity for more than two months, provided that the employee had been referred to the Ministry during such period.
  - b) The case of a labour complaint referred by the Ministry to the court. In this case, a final ruling in favour of the employee is necessary, stating his entitlement to at least two months' wages, compensation for unfair dismissal or termination of the

limited contract prior to its expiry, and any other rights the employer had not given the employee, provided that the ruling does not include anything to the effect that the employee had left work of his own accord for no reason recognised by the law, or that he was deprived of the end of service bonus.

- c) In the event that the employer, of his own accord, terminates or neglects to renew the work relationship, and without the resignation of the employee.

#### Article (4)

As an exception to the provision of Item No. (2) of Article (2) of this Resolution, the Ministry may issue a work permit to the employee without requiring the two year period in the following cases:

- a. In the event that the employee is starting his new position at the first, second or third professional levels after fulfilling the conditions for joining any of these levels according to the rules in force at the Ministry, and provided that his new wage is not less than (12) thousand Dirham at the first professional level, (7) thousand Dirham at the second professional level and (5) thousand Dirham at the third professional level.
- b. In the event that the employer violates his legally stipulated obligations to the employee, or in the event that the employee is not the cause for terminating the work relationship as mentioned in Article (3) of this Resolution.
- c. In the event that the employee moves to another establishment owned solely or jointly by the same employer.

#### Article (6)

Renewed work permits granted in accordance with this Resolution shall be revoked if the Ministry discovers that the data upon which the permit was based is incorrect, or if it discovers that the conditions necessary for permit renewal mentioned in this Resolution no longer exist.

Article (7)

Any text or provision contrary to this Resolution shall be null and void.

Article (8)

This Resolution shall be published in the Official Gazette and shall be put into force as of 1/1/2011.

Saqr Ghobash  
Minister of Labour

Issued by us in Abu Dhabi on: 29/11/2010

## **Ministerial Resolution No. (1188) for 2010**

### **Regulations and Conditions for the Issuance of Domestic Work Permits**

#### The Minister of Labour:

- After reviewing Federal Law No. (1) for 1972 and the amendments thereto regarding ministry competencies and ministerial powers,
- Federal Law No. (6) for 1973 regarding the entry and residency of foreigners, the amending laws thereto, and its executive regulation,
- Federal Law No. (8) for 1980 regarding the regulation of work relationships and the amending laws thereto,
- Cabinet of Ministers Resolution No. (25) for 2010 regarding domestic work permits,
- And Cabinet of Ministers Resolution No. (27) for 2010 regarding the fees and fines for services provided by the Ministry.

It was decided:

#### Article (1)

The Ministry may only approve the issuance of a domestic work permit to a foreign national after ensuring that there is no one among the citizens seeking employment able to perform the requested job.

#### Article (2)

The Ministry may only issue all the permits mentioned in this Resolution after providing statements to the following:

- a. The license of the establishment – the applicant – is valid.
- b. The establishment's adherence to the provisions mentioned in the sample contract approved by the ministry in relation to the requested permit.

- c. Payment of the fee for this permit.
- d. Continued validity of the non-national employee's residence, and that of his family in the event of a family-sponsored work permit.
- e. Approval from the entity where the applicant works in case of part-time or temporary work, if he works at another establishment.

#### Article (3)

- a. A temporary work permit and a part-time work permit shall be issued to the following categories:
  - 1- Employees registered at the Ministry who hold valid labour cards.
  - 2- Persons who meet the conditions to be granted work permits based on the residency of their families.
  - 3- Students over 18 years of age.
  - 4- Government employees.
- b. The permits mentioned in the article may not be issued to a non-national employee who is over sixty five years of age.

#### Article (4)

The Ministry may approve issuing the worker a temporary work permit without the need for the consent of the establishment where the employee works and without the necessary validity of his residency and labour card in the event that the employee has an ongoing labour complaint referred by the Ministry to the court.

#### Article (5)

The Ministry, at its discretion, may issue the employee a part-time work permit for more than one establishment.

#### Article (6)

A work permit is issued to those sponsored by their family residency under the following categories:

- 1- Females over the age of 18.
- 2- Husband of a female national.
- 3- Sons and daughters of female nationals.

#### Article (7)

The employee working under any of the systems stipulated in this Resolution shall be entitled to the accruals for workers in accordance with the aforementioned law regulating work relationships, if the said employee meets the conditions and taking into account the wages paid to him and his durations of work.

#### Article (8)

The Assistant Undersecretary for Labour Affairs shall issue via resolution the procedures necessary to issue the domestic work permits mentioned in this Resolution.

#### Article (9)

Any establishment wishing to employ a worker in accordance with the permits mentioned in this Resolution shall bear the expenses for issuing and approving the permits. It shall not be allowed, under any circumstances, to obligate the employee to pay for his costs of



employment, including the issuance and approval of permits, or deduct such costs from his wages.

#### Article (10)

The domestic work permits issued by the Ministry which are still in force at the time of implementing this Resolution shall remain valid until expiry. Any renewals or new permits shall be issued in accordance with the provisions of this Resolution.

#### Article (11)

The domestic work permits issued by the Ministry in accordance with the provisions of this Resolution shall not be renewed if expired; a new application must be submitted if there is a desire to continue working under any of the regulations of these permits.

#### Article (12)

Any text or provision contrary to this Resolution shall be null and void.

#### Article (13)

This Resolution shall be published in the Official Gazette and shall be put into force as of 1/1/2011.

Saqr Ghobash  
Minister of Labour

Issued by us in Abu Dhabi on: 29/11/2010

## **Ministerial Resolution No. (1189) for 2010**

### **Regulations and Conditions for Issuing Work Permits to Minors**

#### The Minister of Labour:

- After reviewing Federal Law No. (1) for 1972 and the amendments thereto regarding ministry competencies and ministerial powers,
- Federal Law No. (8) for 1980 and the amendments thereto regarding the regulation of work relationships,
- Federal Decree No. (48) for 2004 regarding the ratification of the Arab Labour Agreement No. (18) for 1996 concerning the work of minors,
- Cabinet of Ministers Resolution No. (25) for 2010 regarding internal work permits applicable at the Ministry of Labour,
- Cabinet of Ministers Resolution No. (27) for 2010 regarding fees and fines for services provided by the Ministry,
- Ministerial Resolution No. (5/1) for 1981 regarding the definition of activities that are dangerous, arduous, or detrimental to health and for which it shall be unlawful to employ young persons therein,
- And Ministerial Resolution No. (1188) for 2010 regarding the regulations and conditions for granting internal work permits.

#### It was decided:

Article (1)

The Ministry may only approve the issuance of a work permit to a foreign minor after ensuring that there is no one among the citizens seeking employment able to perform the requested job.

#### Article (2)

The Ministry may only approve the issuance of a work permit to minors under the following conditions:

- 1- Written consent from the parent or legal guardian of the minor.
- 2- Birth certificate or a certificate estimating the age of the minor issued by the competent official medical authorities.
- 3- Physical fitness certificate for the requested work issued by the competent official medical authorities.
- 4- The foreign minor and his parents have a valid residency shown on their passports.
- 5- The work in which the minor is to be employed is not one of the prohibited works under this Resolution or the resolutions issued in this respect.
- 6- The license of the establishment – the party submitting the request – is valid
- 7- Payment of the fees for this permit.

#### Article (3)

The employer may not employ minors in any of the following works:

- 1- Working underground in mines and quarries and all works related to the extraction of metals and stones.
- 2- Working in furnaces for incinerating, refining, or tempering metallic substances.
- 3- Oil refineries.
- 4- Working in front of ovens at bakeries.

- 5- Cement plants.
- 6- Ice and refrigeration plants.
- 7- Silvering mirrors using mercury.
- 8- Manufacturing explosives and related activities.
- 9- Melting and tempering glass.
- 10- Welding using oxygen, acetylene, and electricity.
- 11- Painting using Duco.
- 12- Treatment, preparation or storage of ashes containing lead and the extraction of silver from lead.
- 13- Manufacturing tin and metallic components containing more than 10% lead.
- 14- Manufacturing lead monoxide (gold lead) or yellow lead oxide, lead dioxide (sulphonamides), lead carbonates, orange lead oxide, and lead sulphates, chromates, and silicates.
- 15- Mixing and kneading operations in the manufacturing or repair of electrical batteries.
- 16- Cleaning workshops where work mentioned in items (12), (13), (14), (15) of this article take place.
- 17- Management, monitoring, repairing or cleaning moving machines during operation.
- 18- Manufacturing Asphalt.
- 19- The manufacture of oil extracts through mechanical means.
- 20- Manufacturing fertilizers or working at fertilizer warehouses or laboratories for mineral acids and chemical products.
- 21- Working at tanneries.
- 22- Skinning, cutting, depilation by scalding, and melting the fat of animals.
- 23- Manufacturing rubber.
- 24- Filling cylinders with compressed gases.

- 25- Shipping and unloading cargo in docks, piers, ports and warehouses.
- 26- Transportation of passengers by land or domestic waters.
- 27- Manufacturing coal from animal bones (except for the process of sorting bones before burning).
- 28- The process of bleaching, dying and printing textiles.
- 29- Working as servers at nightclubs.
- 30- Working at bars.
- 31- Carrying, dragging or pushing weights heavier than the figures provided in the table attached to this Resolution.

#### Article (4)

Every employer wishing to employ a minor shall abide by the following provisions:

- a) Acquire, before employing the minor, the following documents, and keep these documents in the minor's file at the establishment:
  - His birth certificate, an official extract thereof or a certificate estimating his age, ratified by the competent official health authorities.
  - Physical fitness certificate for the requested work issued by the competent official medical authorities.
  - Written consent from the minor's parents or legal guardians.
- b) To keep a special file for minors at the workplace, showing the name and age of the minor, the full name of his parent or legal guardian, place of residence, employment date, and the work for which he is hired.
- c) Not to employ minors at night in manufacturing projects. The word "night" refers to a period not less than twelve successive hours including the period from 8pm to 6am.

- d) The maximum actual working hours for minors shall be six hours per day, including one or more breaks for resting, meals, or prayer, no less than one hour in total. This period or periods shall be set so that the minor does not work more than four consecutive hours. If the minor's work includes a period of preparation or training, this period shall be calculated in his working hours. In all cases, the minor must not be kept at the workplace for more than seven consecutive hours.
- e) The minor shall not be assigned to work overtime under any circumstances, nor shall he remain at the workplace after the assigned work hours, or made to work on holidays.
- f) The employer shall be obliged to insure the national minor, if so required by the Ministry.
- g) The employer shall: train the minors working for him how to use the occupational safety and health equipment, monitor the application thereof, and ensure their benefit from such means.
- h) Inform the parent or legal guardian of the minor of any illness, absence, or action by the minor during work hours that they should be aware of.
- i) To maintain records or data that include the information necessary for the nature of the job and the interest of the minor, particularly:
- Names, ages and employment dates of minors.
  - The jobs assigned to the, work hours, breaks, and due vacations.
  - Date of the medical examinations they undergo and the medical certificates showing their abilities and health capabilities to do the work.
- j) To place the provisions pertaining to the employment of minors in a prominent location at the workplace.

- k) To inform the competent authority at the ministry of the names of the minors working for him, their ages, employment date, and any other information concerning them that is requested by the Ministry.

#### Article (5)

The minor shall be entitled to all the rights of workers under the aforementioned law regulating work relationships and the resolutions issued for its implementation, if the conditions for its entitlement are fulfilled by the minor.

#### Article (6)

The Assistant Undersecretary for Labour Affairs shall issue the procedural manual regulating the procedures to issue work permits for minors.

#### Article (7)

Work permits for minors issued by the Ministry and currently in force shall remain valid until their dates of expiry. Any new permits shall be issued in accordance with this Resolution.

Work permits for minors that are issued in accordance with the provisions of this Resolution shall not be renewed if expired, and the establishments, if they wish for the continued employment of the minor, shall apply for new permits.

#### Article (8)

Any text or provision contrary to this Resolution shall be null and void.

Article (9)

This Resolution shall be published in the Official Gazette and shall be put into force as of 1/1/2011.

Saqr Ghobash

Minister of Labour

Issued by us in Abu Dhabi on: 29/11/2010



(Table)  
 Maximum Weights Allowable for Minors under 17 Years of Age  
 to Lift, Pull or Push

Age	Weights allowed to lift		Weights pushed on rails		Weights pushed on two wheels		Weights pushed on one wheel	
	Males	Females	Males	Females	Males	Females	Males	Females
From 15-17 yeas								
Weight in kg	15	10	300	150	Not permissible for minors		Not permissible for minors	