

**UNITED ARAB EMIRATES  
MINISTRY OF LABOUR AND SOCIAL AFFAIRS  
MINISTER'S OFFICE**

Date: 30.1.2005

**MINISTERIAL RESOLUTION NO 43, FOR 2005,  
ON THE QUOTA SYSTEM FOR THE BANKING SECTOR**

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

**After having reference to the Federal Law No 1, for 1972, on the functions of the Ministries and the powers of the Ministers, and the amending laws thereof;**

**And to the Federal Law No 8 for 1980, on regulation of labour relations, the amending laws thereof, and the resolutions and executive bylaws pertaining thereto;**

**And to the Federal Law No 27, for 1999. on the establishment of the National Human Resource Development and Employment Authority;**

**And to the Council of Ministers' resolution No 10, for 1998. on increasing the percentage of Nationals in the UAE banks;**

**And to the Council of Ministers' resolution No 259/1, for 2004. on enhancing UAE Nationals' presence in the private sector;**

**RESOLVES AS FOLLOWS**

**ARTICLE ONE**

Banks operating in the UAE shall undertake to employ Nationals at an annual rate of 4%, pursuant to the Council of Ministers' Resolution No. 10 for 1998.

**ARTICLE TWO**

The end of December of each year shall be the time when banks' compliance with Article One hereof shall be determined.

### **ARTICLE THREE**

Banks operating in the UAE shall provide Tanmia with updated data on their status of employment, Nationals' recruitment records (name, recruitment date, grade, etc) and any other information that Tanmia may require. These data shall be filed in special forms and sent to Tanmia in the first half of July and the first half of January of each year.

### **ARTICLE FOUR**

Based on Tanmia's reports, the Ministry of Labour will suspend dealings with banks that have failed to comply with Articles One and Three hereof until they are proven, based on Tanmia's recommendation, to have attained the prescribed Emiratisation percentage.

### **ARTICLE FIVE**

The concerned organs shall apply this Resolution as applicable.

### **ARTICLE SIX**

This resolution shall come into force on the date of issue and shall be published in the official Gazette.

**Dr. Ali Abdullah Al Kaabi**

**Minister of Labour and Social Affairs**