

**UNITED ARAB EMIRATES
MINISTRY OF HUMAN RESOURCES & EMIRATISATION
OFFICE OF THE MINISTER**

**Ministerial Resolution No. (0340) of 2026
Concerning the Wage Protection System**

The Minister of Human Resources & Emiratisation,

Having perused:

- The Constitution;
- Federal Law No. (1) of 1972 Concerning the Competencies of Ministries and the Powers of Ministers, as amended;
- Federal Decree-Law No. (33) of 2021 Regulating Labour Relations, as amended, and its Executive Regulations;
- Cabinet Resolution No. (21) of 2020 Concerning Service Fees and Administrative Fines at the Ministry of Human Resources & Emiratisation, as amended;
- Ministerial Resolution No. (598) of 2022 Concerning the Wage Protection System, as amended; and
- Ministerial Resolution No. (209) of 2022 Concerning the Classification of Establishments under the Third Category; and
- Based on the requirements of the public interest,

Has resolved as follows:

Article (1)

Wage Due Date and Payment Mechanisms

1. The first day of each Gregorian month shall be designated as the unified due date for the payment of workers' wages in private sector establishments for the preceding Gregorian month. Any payment made after such date shall be deemed a delay in wage payment.
2. All establishments registered with the Ministry shall pay the wages of their workers on the due date specified in Clause (1) of this Article, through the Wage Protection System approved by the Ministry, or any other systems adopted by the Ministry for this purpose.
3. All establishments shall submit documents and data to prove the payment of their workers' wages, in accordance with the rules and mechanisms set by the Ministry.

Article (2)

Regulatory Thresholds for Compliance with the Wage Protection System

For the purposes of applying the Wage Protection System and calculating the extent of establishments' compliance therewith, without prejudice to the workers' right to their full entitled wages, and while considering the cases of legally permissible deductions or withholdings from the worker's wage in accordance with Article (25) of the aforementioned Federal Decree-Law No. (33) of 2021, the following provisions shall apply:

1. An establishment shall be deemed compliant with wage payment obligations where, no later than the due date, it transfers no less than 85% of the total wages due to its workers.
2. A worker shall not be deemed as not having received their wage if they receive no less than 85% of their entitled wage value, provided that the difference results from established lawful deductions or withholdings made in accordance with the legislation in force, without prejudice to the worker's right to claim any amounts due thereto.

Article (3)

Actions Taken in the Event of Delayed Wage Payment

Subject to the competencies prescribed for judicial authorities, the Public Prosecution, and competent authorities, and in accordance with the legislation in force, the actions and measures set out in Annex No. (1) attached to this Resolution shall be taken against establishments that fail to pay their workers' wages on the due date, in accordance with the timelines and rules stipulated therein.

Article (4)

Cases Excluded from Wage Protection System

The following shall be excluded from the Wage Protection System:

1. A worker who has a labour claim related to wages that has been referred to the competent court, or for which an executive instrument has been issued in accordance with the legislation in force, within the limits of the wage or the period subject of the claim.
2. A worker against whom an absconding report has been filed, throughout the validity period of such report.

3. A worker whose liberty is restricted in implementation of an order or judgment issued by a competent authority, throughout the period of such restriction during which work cannot be performed, provided that the Ministry is notified and supporting documents are submitted in accordance with the approved rules, without prejudice to any wages or entitlements that may have fallen due to the worker.
4. A worker who is on unpaid leave during the period of the approved leave, provided that the Ministry is notified and the required documents are submitted in accordance with the approved rules.
5. Seafarers working on ships, based on a request submitted by the establishment and in accordance with the Ministry's decision.
6. Foreign workers employed by foreign establishments or their branches within the UAE, who receive their wages outside the UAE, based on a request submitted by the establishment and after the approval of the workers.
7. Workers holding mission work permits for a duration not exceeding three (3) months.
8. Fishing boats owned by individual citizens.
9. Public taxis owned by individual citizens.
10. Banks and financial institutions.
11. Places of worship.

Article (5)

Delegation of Wage Payment

1. An establishment may delegate whomever it deems appropriate to pay its workers' wages, provided that the Ministry is provided with the delegate's data and a copy of the delegation or the contract concluded therewith, including the scope of delegation and the limits of the resulting obligations and responsibilities.
2. In all cases, the establishment shall remain responsible for paying wages on their due dates, and all procedures prescribed under this Resolution shall be applied against it in the event that the delegate fails to pay wages on the due dates, without prejudice to the delegate's liability towards the establishment in accordance with the legislation in force.
- 3.

Article (6)

Procedural Guide

The Undersecretary of Labour Market and Emiratization Operations shall issue a guide setting out the procedures necessary for implementing the provisions of this Resolution.

Article (7)

Repeals

Ministerial Resolution No. (598) of 2022 referred to herein shall be repealed, and any provision that contradicts or conflicts with the provisions of this Resolution shall also be repealed.

Article (8)

Publication and Effective Date

This Resolution shall be published in the Official Gazette and shall come into force as of June 1, 2026.

The original is signed by

**His Excellency Dr. Abdulrahman Abdulmannan Al Awar
Minister of Human Resources & Emiratization
Acting Minister of Higher Education and Scientific Research**

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Annex No. (1): Procedures and Measures Resulting from Delayed Wage Payment

#	Timing of Procedure	Procedure	Targeted Establishments
1	Commencing from the due date and continuing until payment is proven.	Electronic monitoring of the establishment to ensure its compliance with paying the wages of its workers.	All establishments
2	Commencing from the second day following the due date and continuing until payment is proven or the next procedure is taken.	Sending notifications and alerts to non-compliant establishments to pay wages.	Non-compliant establishments
3	On the fifth day following the due date	Suspending the issuance of new work permits for the establishment, with notification to the owner of the reason for suspension and a warning to pay.	Non-compliant establishments
4	On the eleventh day following the due date	- Applying the administrative fine prescribed under the aforementioned Cabinet Resolution No. (21) of 2020. <u>And</u> - Reclassifying the establishment into the Third Category in accordance with the aforementioned Ministerial Resolution No. (209) of 2022.	Non-compliant establishments in the event of a repeated violation within six months.
5	On the sixteenth day following the due date	- Automatic registration of an individual or collective labour dispute for the affected workers, as the case may be. - Suspending the issuance of work permits for the targeted establishments.	- Non-compliant establishments employing twenty-five (25) workers or more in all sectors, as per the Ministry's applicable regulations. <u>Or</u> - Establishments owned by the same employer(s), where the total number of

			workers whose wages have not been paid in such establishments reaches twenty-five (25) workers or more, if the establishment's activity falls within the sectors of construction, transport and storage, security services, cleaning services, recruitment agencies, or domestic worker recruitment offices.
6	On the twenty-first day following the due date	<ul style="list-style-type: none"> - Issuing an executive instrument for the payment of workers' wages in establishments with fewer than fifty (50) workers, or initiating collective labour dispute registration procedures if the number of workers is fifty (50) or more. - Initiating precautionary attachment procedures against the establishment. - Imposing a travel ban on the person in charge of the establishment. - Notifying the Public Prosecution and competent authorities, providing them with relevant information, documents, and data to take necessary legal action if the number of workers in the establishment exceeds fifty (50) workers, in the event of repeated violation within two consecutive months. 	<p>- Non-compliant establishments employing fifty (50) workers or more shall be referred to the Public Prosecution in the event of repeated violation.</p> <p style="text-align: center;"><u>Or</u></p> <p>- Establishments owned by the same employer(s) (taking into account unity of ownership), where the total number of workers whose wages have not been paid in such establishments reaches fifty (50) workers or more, if the establishment's activity falls within the sectors of construction, transport and storage, security services, cleaning services, recruitment agencies, or domestic worker recruitment offices.</p> <p style="text-align: center;"><u>Or</u></p> <p>- Where there exists a risk relating to the stability and regularity of the labour market, regardless of the size of the establishment.</p>