



**UNITED ARAB EMIRATES
MINISTRY OF LABOUR**

CANCELLATION AND ABSENCE FROM WORK

Ministerial Resolution No. (500) for 2005

Dated: 13/7/2005

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,

*Ministerial Circular No. (14) for 1995 on deducting out of the balance of the facility workers.

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

*and for the public interest.

It was decided:

First article

The labour card of the worker who had left the country and had been abroad for six months or more shall be cancelled based on the following conditions:

- 1- The employer submits the dismissal request according to the form set for that purpose, and after paying a fee of (200) Dirham for each worker to be dismissed at least 6 months from the date of the worker's departure.
- 2- To provide proof for the worker's departure from the country according to the statement of the Department of Naturalization and Residency, which is competent to prove the worker's departure.

- 3- The competent employee at the Ministry shall confirm the expiry date of the worker's labour card, whether through the card or from the Ministry's database:
- a- If the card expiry was prior to the worker's departure out of the country, the fine shall be payable and the employer is obliged to pay the set fine.
 - b- If the card expiry was after the worker's permanent departure and while the worker was abroad, the card shall be cancelled without fine.

Second article

Items First and Second of Part two shall be cancelled - legal and exceptional cases of Ministerial Circular No. (14) for 1995 on deducting from the balance of workers at the facility and any previous instructions contrary to what is mentioned in this resolution.

Third article

This resolution is effective as of its date of issuance and shall be followed carefully.

Dr./ Ali Abdullah Al-Kaabi

Minister of Labour and Social Affairs

Ministerial Resolution No. (707) for 2006

Regarding the rules and procedures of conducting business in the state for non-citizens

Dated 06/09/2006

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 Resolution No. (10) for 2006 A.D. forming the Cabinet of United Arab Emirates.
- *Federal Law No. (8) for 1980 in regards to organizing the work relationships, the related resolutions, regulations and the amending laws thereto,
- *Federal Law No. (6) for 1973 regarding the entry and residence of foreigners, the executive regulation thereon, and the amending laws thereto.
- *and for the public interest.

It was decided:

First article

Non-citizens are not authorized to work inside the State unless they obtain a work permit from the Ministry, according to all applicable regulations and procedures with the exception of the exempt categories under article (3) of the federal law No. 8 for 1980 referred herein.

Second article

All non-citizens that are authorized to work in the State shall comply with the work permit restrictions, the employment card and the provisions of this resolution.

Third article

The residents of the state, for a reason other than work, are not allowed to have a work relationship at an establishment that is subject to the federal law No. (8) for 1980, unless they obtain a work permit from the Ministry in advance. They shall bear the responsibility of compromising their status at the competent authority as per the federal law No. (6) for 1973 regarding the foreigners residence and entry and its related executive regulation.

Fourth article

The non-citizen worker authorized to work shall inform the Ministry as soon as the work relationship with the employer expires for any reason, even if the work card is valid regarding its date, that in a term does not exceed three months from the date of work relation termination.

Fifth article

Without prejudice to the rules of the fourth article mentioned above, the non-citizen worker must report to the Department of Labour Relations or the Inspection Department within three months maximum, and he shall comply with the relevant directives in case of:

- Shutting down the facility where he is authorized to work, its bankruptcy or suspension of business for any reason.

- Expiration of work relationship upon a mutual agreement between parties, after concluding the probation period.
- Termination of work relationship upon resignation.
- Not joining the work at the authorized work establishment.
- Termination of the work relation during the probation period.
- Job abandonment due to employer negligence of his duties, or because being subject to an abuse inflicted on the latter by the employer or his representative.
- Obtaining his rights for which the competent labour directorate referred him to court, either by a court verdict or amicably.

Sixth article

Those whose employment cards have expired shall inform the Ministry in a period does not exceed three months of the expiration date unless the worker was still working at his own workplace in the same establishment, which was authorized to work therein, hence the responsibility falls at this time on the establishment.

Seventh article

Each worker, whose case has been refereed by the ministry to the court shall follow up with the Labour Department in order to notify the latter with the procedures, in a period that shall not exceed six months from the referral date.

Eighth Article

The non-citizen shall be considered non-compliant with the federal law No. (8) for 1980 and the laws and procedures that issued under the same, in the following cases:

- 1- Working without a permit from the ministry or working at an establishment where he is not authorized to work therein.
- 2- If he is a resident for the purpose of work, was unemployed for any reason, and did not inform the Ministry of the incident of his work termination, or that he was unemployed for a period that exceeds three months.
- 3- If he did not inform the ministry in a period exceeds six months from the date of the compliant transference to the appropriate court regarding his own rights or obligations.
- 4- If his residency was not for work, and was engaged in employment with an establishment that subject to the provisions of federal law No. (8) for 1980 without a permit from the ministry.
- 5- If he was apprehended anywhere inside the State in a situation that violated the conditions of his work permit as per the provisions of the law, resolutions, and executive regulations.
- 6- If he did not inform the ministry of what is required of him during the specific period, according to the provisions of this resolution.

Ninth article

If the worker requested cancellation of the work permit and leaving the State, hence the appropriate authority shall summon the sponsoring employer to respond on the application in a period does not exceed seven days from the application.

Tenth article

If the sponsor did not come within seven days of the notice or came without providing a reasonable cause to object the cancellation application, the appropriate authority shall annul the permit and the sponsorship without considering his absence or refusal according to the applicable rules and regulations.

Eleventh Article

The worker shall not be charged any fees or fines for the cancellation of the sponsorship, work permit or other fees or fines, if he desires to leave the country and initiated a communication with the Ministry for the same during the required time-lines as per the provisions of this resolution.

Twelfth Article

The Ministry may, in cases that are not included in the twelfth and thirteenth articles, and instead of cancelling the work permit and deporting the worker to his home country, allow the worker based on his approval and the request of a new employer to obtain a new internal or external work permit according to the rules and regulations, provided that the worker has notified the Ministry with the incident of ending his work, within a period that does not exceed three months from the realization of the notification cause.

Thirteenth article

The ministry is not permitted to issue a new work permit unless after one year from the date of departure for those following cases:

- 1- Termination of the work relationship for a reason that belongs to the labour as per the provisions of article (120) of the federal law No. (8) for 1980.
- 2- Termination or cancellation of the labour residence in the state based on a deportation order issued by the respective authority or according to a court verdict.
- 3- Termination of work relationship because of joining illegal strike or inciting the same.
- 4- Cancellation of the worker's permit or sponsorship due to a communicable disease or in accordance with the procedures of the Department of Labour Inspection.
- 5- The worker's violation of the rules of the eighth article of this resolution.

Fourteenth article

The Ministry may issue a work permit to the labour after one year follows the expiration of sponsorship, if the employment was terminated due to his absence from work based on articles (128) and (129) of the law, or because of the termination of the work relation during the probation period as per the rules and regulations considered, and provided that the Ministry was notified of the incident of work termination in a period does not exceed three months.

Fifteenth article

The Undersecretary of the ministry shall issue the necessary directives and procedures to enforce this resolution.

Sixteenth article

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

Dr./ Ali Abdullah Al-Kaabi

Minister of Labour

Ministerial Resolution No. (721) for 2006 A.D.

On escape reports procedures

Dated 11/9/2006 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 Decree No. (10) for 2006 A.D. forming 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. (19) for 2005 on fees and banking surety.
- *Federal Law No. (6) for 1973 regarding the entry and residence of foreigners, the executive regulation thereon, and the amending laws thereto.
- * Ministerial Resolutions Nos. (570) for 1996, (685) for 1995, and (70) for 1992 on escape reports.
- * Ministerial Resolution No. (707) for 2006 on the rules and procedures of working in the country for non-residents.
- *and based on what was presented by the Undersecretary of the ministry,

It was decided:

First article

An escape report is applied on the case of the worker who has stopped working for more than seven consecutive days if the employer pledged that he does

not know his whereabouts or has a legitimate reason for his absence in accordance with the provisions of this Ministerial Resolution.

Second article

The following are necessary to accept the registration of an escape report:

- 1- The facility shall complete the data of the escape report form, signing and stamping the attached affidavit, and providing what proves payment of the fine, if due, and the requested banking surety in accordance with the provision of Paragraph (2) below.
- 2- The facility requesting the registration of the escape report shall submit a banking surety to the Ministry to the value of 3000 Dirham for each worker it wishes to report, whether the facility was exempt from the general banking surety or not.

Third article

If the facility had paid the banking guarantee for each worker, or if its balance of banking sureties was equal to the maximum limit stipulated for the latter, in such case the request to register the report shall be accepted without asking the same for new guarantees.

Fourth article

The competent employee shall confirm, at his own responsibility, when looking into the request to register an escape report or its cancellation, and that the conditions for an escape report are met in general. An escape report may not be registered in particular in the following cases:

- 1- If the concerned worker on whom a report is to be filed had a complaint or labour claim tried before the Ministry or the competent court.
- 2- If the worker was on a sick leave, maternity leave, annual leave, or absent for any other legitimate reason and seven successive days have not passed since the date the mentioned leave or legitimate absence ended.
- 3- If the facility is aware of the place where the worker is and the competent officer sees that it is possible to call him and bring him to the Ministry without apprehension.
- 4- If the worker was not absent for seven successive days from work or if the conditions mentioned in the First Article of this resolution are not met.
- 5- If the work relation was terminated for any reason and three months or more have not passed since its termination, whether the worker had a complaint or labour claim before the Ministry or the competent court or not.
- 6- If the absence was a result of a force majeure, or an emergency that did not enable the worker from notifying the employer, whether this was immediately after the end of the holidays or while the worker was at work.
- 7- If the report was fictitious in accordance with the Twelfth Article of this Ministerial Resolution.
- 8- If the report was malicious in accordance with the Twelfth Article of this Ministerial Resolution.
- 9- In any other case if the competent officer is not convinced with the justifications of the application, in this case he shall refer the issue to the Head of Department or Office and follow his written directions.

Fifth article

If the worker was apprehended in a situation violating the conditions of the work permit issued for him, and it was proved that the facility authorized to employ him had not informed the Ministry of his escape or absence from work for more than three months, the worker's sponsorship shall be cancelled by deprivation and the facility shall be obliged to provide his travel ticket and the payment of the due fine until the date of the cancellation. In addition to moving the facility to category (c) and obligating the latter to pay ten thousand Dirham as late fines for not amending its status in accordance with the table attached to the First Article of the mentioned Ministerial Resolution No. (19) for 2005.

Sixth article

If the work relation was continuous and the facility was aware of the escape of the worker and had submitted a request to register the report of his escape after three months or more from the date it find that out, the request will be accepted after the payment of the fine if it was due, or the sponsorship of the worker will be cancelled by deprivation, and the facility shall be obliged to pay ten thousand Dirham for the delay in settling its status in accordance with the table attached to the First Article of the mentioned Ministerial Resolution No. (19) for 2005.

Seventh article

The competent officer shall refer the application to register the escape report prior to its registration in the Department of Inspection, and the mentioned department shall take the necessary action against the violators, whether workers or employers in the following cases:

- 1- If the escape reports submitted by the facility are repeated within a short period of time, or if the numbers of workers reported missing at one time or in several instances within the same period exceed 25% of the workers it is allowed to employ.
- 2- If it was found out that the facility had permitted the worker to look for work or work at others, in violation of the law and the executive resolutions.
- 3- If it was found out that the facility had not appointed the worker to the work allowed to him and left him unemployed. The delay made by the facility to report the absence for more than three months is sufficient evidence for that in both cases.

Eighth Article

- 1- If the worker was absent from work, his place was known, and can only prove his escape through actual apprehension, the facility shall contact the Department of Labour Inspection in its capacity as the competent body in this case.
- 2- If it was proved that the facility had not contacted the Department of Labour Inspection in accordance with the provisions of Paragraph (1) for more than three months from the date of the worker's absence, the provisions of the Fifth Article above shall be implemented.

Ninth article

- 1- The Ministry may cancel the escape report if it was proved that the report was registered in violation to the Fourth Article of this Ministerial Resolution.
- 2- The escape report shall not be cancelled if it was proved that the facility is fictitious, and the competent department in such case shall cancel the sponsorship of the worker as permanent deprivation obligating the facility to pay ten thousand Dirham in late fines for amending its status in accordance with the table attached to the First Article of the mentioned Ministerial Resolution No. (19) for 2005, and impose a ban on the facility and on all other facilities owned by any of the owners or partners in which any of them is a partner, provided that they do not include a partner whose name was not mentioned in the violating facility.
- 3- The Ministry, when cancelling the escape report or apprehending the worker in a position violation the conditions of his work permit, shall deprive the worker from working in the state for a minimum of one year if it was proved that he violated the provision of the (Eighth) Article of the mentioned Ministerial Resolution No. (707) for 2006.

Tenth article

The Ministry shall refund the banking guarantee to the facility in the following

cases:

- 1- If the facility submitted proof that the worker had left the country permanently, unless he was deported at the expense of the state.
- 2- If three years have passed from the date of the escape circular, or if the work card expired, whichever is later.

In all cases, the banking surety shall not be refunded in case of cancellation or withdrawal of the escape report in accordance with the provisions of this Ministerial Resolution, whether it was done at the request of the employer or the worker.

Eleventh Article

Any worker whose work relation ended in escape, and against whom a final escape circular was issued, shall be permanently deprived from working in the state in accordance with the provisions of this resolution.

Twelfth Article

- 1- If it was proved that the facility abused the escape report procedures to repudiate its obligations towards the worker, and hence the report shall be considered malicious.
- 2- If it was proved that the facility abused the escape report procedures to repudiate the payable fees or its obligations under the rules and procedures for foreigners work in the state, and the report shall be considered fictitious.
- 3- If the escape report was fictitious or malicious, the facility shall be obliged to pay ten thousand Dirham in fees for the delay in amending its status in accordance with the table attached to the First Article of the mentioned Ministerial Resolution No. (19) for 2005. The Ministry may ban the facility and all other facilities owned by any of the owners or partners or in which any of them are partners, provided they do not include a partner whose name was not mentioned in the violating facility, until the requested fee is paid.

Thirteenth article

Employers shall affirm the validity and accuracy of the information and data presented to the Ministry, whether on the ready forms or other applications. The employer shall bear the criminal liability if it was proved that he was aware of the inaccuracy of the data provided to register the report in accordance with the provisions of Articles 216 - 222 of the Penal Law.

Fourteenth article

Department Heads at the Ministry in Abu Dhabi and Dubai, as well as the Directors of the competent Labour Offices are authorized to cancel the escape report and implement the procedures on the violating facilities and workers in accordance with the provisions of this Ministerial Resolution and the resolutions, decisions and regulations issued in implementation of the provisions of the law.

Fifteenth article

The competent department shall move the penal procedures in the event of any indication of truth misrepresentation made by anyone when filling any of the forms and applicable applications for the registration of escape reports.

Sixteenth article

Without prejudice to the criminal liability mentioned above, anyone violating the provisions of this Ministerial Resolution shall be punished according to the penalties stipulated in Federal Law No. (8) for 1980. Also the rules and regulations mentioned in the resolutions and executive regulations issued in accordance with the provisions of Federal Law No. (8) for 1980 shall be applied.

Seventeenth Article

The Undersecretary of the Ministry shall issue the necessary directives and instructions to enforce this Ministerial Resolution.

Eighteenth Article

This resolution is effective after fifteen days from its issuance date and shall be published in the Official Gazette.

Dr. Ali Abdullah Al-Kaabi

Minister of Labour

Ministerial Resolution No. (724) for 2006 A.D.

On the administrative cancellation of sponsorship

Dated 10/9/2006 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 Resolution No. (10) for 2006 A.D. forming 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. (19) for 2005 regarding the fees system and bank surety and its executive regulation,
- * Cabinet of Ministers Resolution No. (18) for 2005 on the transfer of sponsorship and its executive regulation,
- *Ministerial Resolution No. (1151) for 2005 on Labour Cards Fine Fees.
- *Ministerial Resolution No. (1152) for 2005 on Working according to the manual of the settlement procedures for cases of non-issuance of labour cards or the renewal of labour cards.
- *Ministerial Circular No. (14) for 1995 on deducting out of the balance of the facility workers.
- *Ministerial Resolution No. (444) for 2006 on the Rules and Procedures for Fees Exemption,
- *and based on what was presented by the Undersecretary of the Ministry.

It was decided:

First article

a- The sponsorship of the worker shall be cancelled upon the request of the concerned parties and without the consent of the sponsor or the worker, according to the situation, in the following cases and under the following conditions:

- 1- If the worker submitted a request to cancel his sponsorship.
- 2- If the worker was found unemployed, or if it was proved that he has been unemployed for more than three months and does not have a complaint or claim regarding his labour accruals presented to the Labour Directorate of the competent court.
- 3- If it was proved that the worker has been employed for more than six months, during which he had not contacted the Ministry, whether he had a complaint or claim before the Labour Directorate or the competent court or not.
- 4- If the business relationship ended prior to the completion of the probation period.

b- The sponsorship shall not be cancelled in the mentioned cases until the following conditions are met:

- 1- If the application to cancel sponsorship was not submitted from the employer, he shall be notified to present himself within a week from the notification date to respond to the request and pay the fees if it is due. If he did not come on the seventh working day following the notice, the sponsorship shall be cancelled without referring to him.

- 2- If the employer came to respond to the application to cancel the sponsorship within the time constraint given above, and contested that the employee is accused, or wanted in judicial procedures, the competent department shall give him another week to provide the latter with the travel ban order issued by the court or the competent authority. If he failed to provide the ban order within the time given to him, the mentioned department may cancel the sponsorship of the worker without referring to the sponsor.
- 3- If the cancellation application was not submitted by the worker, he shall be notified to present himself within a week from the notice date to listen to his dues. If he did not come, his dues will be calculated according to the available data from the competent labour directorate, and his sponsorship shall be cancelled without the necessity to listen to him, preserving his right to all that is due to him, and guaranteeing that he receives the said dues.

Second article

The sponsorship shall be cancelled upon the request of the competent authority without the consent of the employer or the worker, and without the need to hear them in the following cases:

- 1- If the worker was caught in violation of the conditions or his work permit, or the rules and procedures of working in the country in accordance with the law and the executive resolutions.
- 2- If it was proved that the worker has contacted a communicable disease or was dismissed by an order from the competent authority, a court ruling, or in accordance with the rules and procedures of the Department of Labour

Inspection in cases other than those mentioned in the First Article of this Ministerial Resolution.

Third article

In all cases mentioned in the First and Second Articles above, if there were any fees payable for a delay in the issuance or renewal of the labour card, or if it was payable but not settled by the employer within one week despite asking him to settle it as mentioned in Paragraph b (1) of the First Article above, and the worker does not desire to settle the same, it shall be transferred to the account of the violating facility. The Ministry may, until the settlement of the requested fees, cease approving any foreign or local work permits submitted by the violating facility and all other facilities owned by the owners, partners or in which they are partners, provided that they do not include any partner whose name was not mentioned in the violating facility. The Ministry may also distress the balance of the banking surety for the mentioned facility or facilities, or take any other action to collect the requested fees in accordance with the law and executive resolutions.

Fourth article

Without prejudice to the above-mentioned, the rules and procedures stipulated in the law and executive resolutions and regulations regarding the facilities that do not settle the obligations held against them shall be implemented.

Fifth article

The heads of the competent departments and the directors of Labour Offices, each in his capacity, shall approve the cancellation without referring to the sponsor,

and adopt the resolution to transfer the fees and fines to the account of the facility and suspend the facilities in accordance with the provisions of this Ministerial Resolution.

Sixth article

This resolution is effective after fifteen days from its issuance date and shall be published in the Official Gazette.

Dr./ Ali Abdullah Al-Kaabi

Minister of Labour

Ministerial Resolution No. (636) for 2008

Regarding the amendment of Ministerial Resolution No. (707) for 2006

Concerning the rules and procedures of employment in the State for non-nationals

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 of organizing work relationships and the amending laws thereto,

*Ministerial Resolution No. (707) for 2006 regarding the procedures and rules of the employment of expatriates in the State.

* and based on was presented by his Excellency the acting Director General of the ministry,

It was decided:

First article

Adding a new article under No. (fourteen, reiterated) to Ministerial Resolution No. (707) for 2006 which will be as below:

(The Directors of Departments of work permits, and Directors of labour offices in the state (each within his respective competence) are authorized to approve granting a new work permit for a worker and to exempt the latter from the signed privation for one year, in the following conditions:

- 1- The deprivation effect on the worker under the provisions of Articles (128), (129) of Federal law No. (8) for 1980, as referred to or on the basis of the cases of employment relation termination stipulated in Article (120) of the previous law.
- 2- Written consent from the original employer.
- 3- Based on the request of a new employer.

In the absence of the manager, his deputy is authorized to substitute him)

Second article

This resolution shall be effective from the date of issuance, and it shall supersede any law that violates or conflicts with this resolution. It shall be published in the official gazette.

Saqr Ghobash

Minister of Labour

Issued by us in Abu-Dhabi

Dated: 15/09/2008

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