

## MINISTERIAL RESOLUTION NO. (720) OF 2023 CONCERNING THE MAINTENANCE OF EMPLOYEES' ENTITLEMENTS IN THE EVENT OF DEATH

### Minister of Human Resources and Emiratisation

#### Having perused:

- Federal Law No. (1) of 1972 on the competencies of the Ministries and Powers of the Ministers as amended
- Federal Decree-Law No. (33) of 2021 concerning Regulation of Labor Relations, its Executive Regulations as amended
- Ministerial Resolution No. (47) of 2022 concerning labor disputes and complaints, as amended
- Ministerial Resolution No. (543) of 2022 concerning the administrative suspension of establishments' files
- Ministerial Resolution No. (496) of 2023 concerning the maintenance of employees' entitlements in the event of death
- Pursuant to the best interests of the labor force

#### Resolved:

#### Article (1)

Upon the death of an employee, employers must apply for the revocation of the employee's work permit through channels specified by the Ministry.

#### Article (2)

In accordance with Article (15) of Federal Decree Law No. (33) of 2021, employers are required to pay the deceased employee's dues to the beneficiary listed in writing as the beneficiary of the deceased employee's rights within a period of (10) ten days following the employee's death or as soon as the employer becomes aware of the employee's death.

#### Article (3)

Employees' entitlements to benefits upon death must be paid to their family, legal heirs, or successors within the period provided in Article (2) of this Resolution, according to the Ministry's calculation of such benefits. Employers who fail to deliver these benefits within the specified timeframe must deposit the deceased's entitlement in the Ministry's Treasury.

#### Article (4)

The Ministry may suspend the establishment file if the employer fails to pay the deceased employee's entitlements within 10 days of the employee's death or when the employer becomes aware of the employee's death. Accordingly, the suspension will remain in effect until the employer submits proof of payment of dues.

#### Article (5)

Ministerial Resolution No. (496) for 2023 shall be revoked, and all provisions, decrees and acts in conflict with this resolution shall be nullified.

#### Article (6)

This Resolution shall be published in the Official Gazette and shall be effective from the date of issuance.

**Dr. Abdul Rahman Abdul Manan Al Awar**  
**Minister of Human Resources and Emiratisation**  
*Signature appears*

Issued on: 22-11-2023