



**MINISTERIAL DECREE NO. 544 OF 2011
AMENDING THE MINISTERIAL DECREE NO. (1187) OF 2010
ON
THE RULES AND REGULATIONS OF THE CLASSIFICATION OF
ESTABLISHMENTS**

The Minister of Labor:

- HAVING REVIEWED FEDERAL LAW NO. (1) OF 1972 ON THE COMPETENCIES OF THE MINISTRIES AND POWERS OF THE MINISTERS, AND THE LAWS AMENDING THEREOF;
- FEDERAL LAW (8) OF 1980 GOVERNING LABOR RELATIONS, AND THE LAWS AMENDING THEREOF;
- CABINET RESOLUTION NO. (26) OF 2010 ON THE CLASSIFICATION OF ESTABLISHMENTS GOVERNED BY THE LABOR LAW AND THE BANK GUARANTEES APPLICABLE THERETO;
- CABINET RESOLUTION NO. (27) OF 2010 ON THE FEES CHARGEABLE ON THE SERVICES RENDERED BY THE MINISTRY OF LABOR, AND
- THE MINISTER OF LABOR'S DECREE NO. (1187) OF 2010 ON THE RULES AND REGULATIONS OF THE CLASSIFICATION OF ESTABLISHMENTS

Decrees:

Article 1

Article (3) of the Minister of Labor's DECREE NO. (1187) of 2010 referred to above shall be replaced by the following provision:

((A- Black points shall be added to any in compliant establishment according to the table attached herewith. The establishment shall be downgraded to the next category if it got one hundred (100) black points



and shall be upgraded back to the category or level it deserves upon the satisfaction of the classification requirements set out herein, after remaining six months in the lower category and correcting the violation.

b- Black lists recorded for the establishment shall be removed upon its upgrading to the lower category or level due to its acquiring of such points.

c- If the scoring of black points by the establishment does not result in its downgrading to the lower category or level, these points shall be removed from the establishment's record one year from the date of the last violation committed by it.

d- The provisions of this Article shall become effective as of 1/1/2012."

Article 2

The provisions of Article 8(b) of the Minister of Labor's DECREE NO. (1187) of 2010 referred to above shall be replaced by the following provision:

((B-in Category 2 (levels a, b and c) set out herein, shall be included establishments classified on 31/12/2010 under categories a, b and c according to the criteria and ratios of cultural diversity provided for in Cabinet RESOLUTION NO. 19 of 2005, as revised. This shall remain effective till 31/12/2011. As of 1/1/2012, these establishments shall be included under the category or level it deserves according to the criteria and ratios of cultural diversity provided for in the said Resolution.))

Article 3

All provisions in conflict herewith shall be cancelled.

Article 4

This Decree shall be published in the Official Gazette and become effective as of the date of its publication, subject to the provisions of Articles 1 and 2 hereof.



By Saqr Ghobash,
Minister of Labor

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No	Type of Violation	Black Points
1	Employing a worker who entered the state illegally (sneaker).	100
2	If the establishment is involved in trafficking.	100
3	False Emiratisation.	100
4	Entering untrue information into the Wages Protection System to circumvent the provisions thereof.	100
5	Employing minors and / or women in dangerous or harmful works defined under the regulations issued in this regard.	100
6	Closure of the establishment or the suspension of its activity without settling the positions of its sponsored persons.	100
7	Failure to pay the due wage of the worker for 60 days or more.	100
8	Making the workers sign formal documents stating that they received their dues.	100
9	If the accommodation fails to comply 100% with the standards approved in this regard.	100
10	Employing another employer's worker or allowing a worker to work for another employer without	100



	obtaining the relevant work permit from the Ministry.	
11	Conducting the business of recruitment intermediary or labor recruitment or hiring (recruitment agencies) without a license from the Ministry.	100
12	Failure to use or employ the worker or joining him to commence his job within 2 months.	100
13	Charging the workers the costs of expatriation or recruitment established by the Ministry for recruitment entities, or making any deductions discounts form his wage without a legal justification.	100
14	Failure to observe the procedures established for employing UAE citizens.	70
15	Failure to respond to multiple notices from the Ministry relative to labor affairs on the times determined by the Minister.	70
16	Failure to take the required actions to file a run-away complaint against the runaway worker according to the procedures issued in this regard.	70
17	Submitting a vexatious or formal runaway complaint.	70
18	Failure to observe the ban on work during midday hours.	70
19	Submission of false documents or data to the Ministry.	70



20	Failure to subscribe to the Wages Protection System.	50
21	Failure to observe the standards of occupational health and safety or the established actions to avoid a danger that threatens the health and safety of the workers.	50
22	Failure to advise the Ministry of labor injuries, occupational illness or death of the worker due to work conditions within 48 hours from the occurrence of the violation.	50
23	Failure to correct accommodation violation within the time limits fixed by the Ministry.	50
24	Any violation to the Labor Relations Law or the resolutions and decree issued thereunder not stated herein	50

By Saqr Ghobash,
Minister of Labor