

**CABINET RESOLUTION NO. (11) OF 2017 ON
ON THE AMENDMENT OF CERTAIN PROVISIONS OF
CABINET RESOLUTION NO. 26 OF 2010
CONCERNING THE CLASSIFICATION OF ESTABLISHMENTS
GOVERNED BY
THE LAW ON THE REGULATION OF LABOR RELATIONS AND
BANK GUARANTEES APPLICABLE TO THEM**

The Cabinet,

- HAVING REVIEWED THE CONSTITUTION,
- FEDERAL LAW NO. (1) OF 1972 ON THE COMPETENCIES OF THE MINISTRIES AND POWERS OF THE MINISTERS AND ITS AMENDMENTS,
- FEDERAL LAW (8) OF 1980 AND ITS AMENDMENTS GOVERNING LABOR RELATIONS,
- CABINET RESOLUTION NO. 26 OF 2010 ON THE CLASSIFICATION OF ESTABLISHMENTS GOVERNED BY THE LABOR LAW AND THE BANK GUARANTEES APPLICABLE THERETO, AS AMENDED, AND
- AT THE PRESENTATION OF THE MINISTER OF HUMAN RESOURCES AND EMIRATISATION AND THE APPROVAL OF THE CABINET,

Resolves:

Article 1

1– Establishments governed by Federal LAW NO. (1) of 1980 referred to above shall be classified into three categories:

- a. Category 1.
- b. Category 2: classified into levels (a), (b), (c) and (d).
- c. Category 3.

Workers within each of the above Categories shall be classified into “skilled” and “with limited skill” workers.

Article 5

All establishments referred to in Article 1 hereof shall pay the bank guarantees set out in the following table, before expatriating the worker:

Establishment Category	Bank Guarantee (AED)
Category 2, Level (A)	AED 3,000 per worker, subject to a maximum of AED 1,500,000 (one million, five hundred thousand).
Category 2, Level (B)	AED 3,000 per worker, subject to a maximum of AED 3,000,000 (three millions).
Category 2, Level (C)	AED 3,000 per worker, subject to a maximum of AED 5,000,000 (five millions).
Category 2, Level (D)	AED 3,000 per worker, subject to a maximum of AED 7,000,000 (seven millions).
Category 3	AED 3,000 per worker, subject to a maximum of AED 10,000,000 (ten millions).

Article 6

The following shall be excluded from paying the bank guarantee set out in Article 5 hereof:

- a- Category 1 establishments, referred to in Article 1 hereof.
- b- Category 2 and Category 3 establishments referred to in Article 5 hereof, for each skilled worker they recruit.

- c- Industrial enterprises licensed with and industrial license issued by the Ministry of Economy, which has the priority in benefits and exemptions under Federal LAW NO. 1 of 1979 referred to above.
- d- Companies and establishments founded or co-owned by federal or local government.
- e- Public interest societies, cooperative societies and civil national institutions licensed by competent federal authorities.
- f- Any other establishment which are governed by the rules, controls and standards determined by the Minister of Human Resources and Emiratization, in coordination with the Minister of Finance.

Article 2

All provisions in conflict herewith shall be cancelled.

Article 3

This Decree shall be published in the Official Gazette and become effective six months from the date of its publication.

Mohamed Bin Rashid Al Maktoum
Prime Minister

Issued on 17 Shaaban 1438 H

Corresponding to 14 May 2017 G