

**UNITED ARAB EMIRATES  
MINISTRY OF LABOUR AND SOCIAL AFFAIRS  
MINISTER'S OFFICE**

Date: 30.1.2005

**MINISTERIAL RESOLUTION NO 41, FOR 2005,  
ON THE QUOTA SYSTEM FOR THE TRADE SECTOR**

**The Minister of Labour and Social Affairs;**

**After having reference to the Federal Law No 1, for 1972, on the functions of the Ministries and the powers of the Ministers, and the amending laws thereof;**

**And to the Federal Law No 8 for 1980, on regulation of labour relations, the amending laws thereof, and the resolutions and executive bylaws pertaining thereto;**

**And to the Federal Law No 27, for 1999. On the establishment of the National Human Resource Development and Employment Authority;**

**And to the Council of Ministers' resolution No 259/1, for 2004. On enhancing UAE Nationals' presence in the private sector;**

**RESOLVES AS FOLLOWS**

**ARTICLE ONE**

Trade sector firms employing 50 or more workers shall undertake to employ Nationals at an annual rate of 2%, pursuant to the Council of Ministers' Resolution No. 259/1 for 2004.

**ARTICLE TWO**

This Resolution shall apply to all firms engaged in various forms of trade activities categorized under 50, 51, and 52 under the International Classification. Firms engaged in the following activities shall be excluded:

- Repair garages.
- Scrap dealers.

**ARTICLE THREE**

The end of December of each year shall be the time when firms' compliance with Article One hereof shall be determined.

**ARTICLE FOUR**

Trade sector firms, as defined under Article Two hereof, shall be bound to apply this Resolution once their manpower reaches 50 or more, at any time of the year. The

Ministry of Labour shall quarterly update the list of firms based on Tanmia's recommendation.

**ARTICLE FIVE**

The Resolution shall also apply to trading firms with branches employing 50 workers or more if they are carrying the same trade name.

**ARTICLE SIX**

The firms to which the Resolution applies shall provide Tanmia with updated data on their status of employment, Nationals' recruitment records (name, recruitment date, grade, etc) and any other information that Tanmia may require. These data shall be filed in special forms and sent to Tanmia in the first half of July and the first half of January of each year.

**ARTICLE SEVEN**

Based on Tanmia's reports, the Ministry of Labour will suspend dealings with firms that have failed to comply with Articles One and Six hereof until they are proven, based on Tanmia's recommendation, to have attained the prescribed Emiratisation percentage.

**ARTICLE EIGHT**

The concerned organs shall apply this Resolution as applicable.

**ARTICLE NINE**

This resolution shall come into force on the date of issue and shall be published in the official Gazette.

**Dr. Ali Abdullah Al Kaabi**  
**Minister of Labour and Social Affairs**