

CABINET RESOLUTION NO.(203) OF 2022

REGARDING THE REGULATION OF ISSUING E-QUOTAS OF WORK PERMITS FOR ESTABLISHMENTS

His Excellency Minister of Human Resources and Emiratisation:

- Having reviewed the Federal Law No.(1) of 1972 on the competencies of the Ministries and Powers of the Ministers and the amendments thereof,
- Federal Decree-Law No. 33 of 2021 concerning Regulation of Labour Relations
- Cabinet Resolution No. (18) of 2022 regarding the classification of private sector establishments subject to the provisions of the Law Regulating Labor Relations
- Ministerial Resolution No. (995) of 2019 regarding the reformation of the permanent committees for work permits at the Ministry of Human Resources and Emiratisation
- Ministerial Resolution No. (331) of 2020 amending some provisions of Ministerial Resolution No. (995) of 2019 regarding the re-formation of the permanent committees for work permits at the Ministry of Human Resources and Emiratisation
- Cabinet Resolution (43) of 2022 regarding the wage protection system
- In pursuance of public interest

Has Resolved

Article (1)

Definitions

Establishment Quota Request: The request that the Ministry requires of all establishments registered in its electronic system in order to obtain approval to allocate a share of work permits proportionate with the needs of the establishment, in accordance with the requirements and controls approved by the Ministry.

High Priority Economic Sectors: Establishments registered on the Ministry's systems compliant with the requirements and controls of Decree-Law No. 33 of 2021 , its bylaw and regulating decisions, engaged in one of the economic activities listed in Annexure No.(1) herein, which is applicable to the Ministry's system.

New Establishments: Establishments that registered its data and economic activity for the first time on the Ministry's system after the decision was issued by applying for an establishment card.

Existing Establishments: Establishments registered on the Ministry's system, compliant with the requirements and controls of Decree-Law No. 33 of 2021, its bylaw and regulating decisions.

Article (2)

Establishments Engaged in High-Priority Economic Sectors

Establishments engaged in activities in one of the high priority economic sectors are excluded from applying for (quota), and may obtain electronic work permit of 50% of the total workforce registered.

Article (3)

New Establishments

- a) New establishments in high-priority economic sectors are granted quota of an electronic work permit for 20 employees.
- b) New establishments are granted quota of an electronic work permit for 3 employees.
- c) New establishments listed in Annexure No.(2) herein are granted quota of an electronic work permit for 6 employees.

Article (4)

Existing Establishments

Existing establishments are granted electronic work permits, representing 5-10% of the total number of employees registered in the establishment, up to 100 employees.

Article (5)

Cancellation of E-quota of Work Permits

The feature of granting electronic work permit in accordance with Articles 2, 3 and 4 of this decision will be cancelled for all establishments registered in the Ministry's systems in case of non-compliance with the law regulating labor relations, its bylaw, or the applicable ministerial decisions.

Article (6)

Periodic Control and Revision

- a. All establishments registered in the Ministry's systems are subject to periodic control by the competent organizational units at the Ministry to ensure its compliance with the labor regulation law, its bylaw, and the applicable cabinet decisions.
- b. The Ministry will review the number of quotas issued in accordance with this decision every 3 months at the farthest.

Article (7)

Procedures Manual

The Undersecretary shall issue a guide with the necessary procedures to implement the provisions of this decision.

Article (8)

Publication and Validity

This decision shall be published in the Official Gazette and shall come into force from the date of its issuance, and concerned officials shall implement its provisions, each within its jurisdiction.

Dr. Abdul Rahman Abdul Manan Al Awar
Minister of Human Resources and Emiratisation
Issued on this day 15th of April 2022

Cabinet Resolution No.() Of 2022
Regarding Criteria for Granting Electronic Work Permit Quotas to
Establishments

Annexure No.(1)
List of Activities of High Priority Economic Sectors

Sr.	Activity Code	Activity Name
1	130006	Propagation of plants by bio-culture
2	164001	Seeds treatment for propagation
3	7110305	Food Industries Engineering consultancy
4	7110904	Agriculture & Fisheries Engineering consultancy in
5	7110915	Agriculture & Agricultural Mechanization Engineering Consultancy
6	7110916	Foundation Engineering & Soil Mechanics Consultancy
7	7110917	Livestock Engineering Consultancy
8	7210004	Consultations, Studies, Geological & Geophysical Research
9	7210007	Development of Missile Technology & Weapons Systems
10	2520001	Heavy Weapons Manufacturing
11	2520002	Hunting Weapons Manufacturing
12	2520003	Military Equipment Manufacturing
13	2520004	Munitions Manufacturing
14	2520099	Other activities - Hunting Weapons Manufacturing
15	3311005	Repair & maintenance of rifles and weapons
16	4659969	Arms & Ammunition Trading - wholesale
17	4659970	Arms Spare Parts Trading - wholesale
18	4773958	Sale of Guns & Weapons Spare Parts - Retail
19	4773962	Sale of Arms & Ammunition- Retail
20	6419001	Commercial Bank

21	6419002	Islamic Bank
22	6419003	Credit and Finance Bank
23	6419004	Investment Bank
24	6419005	Savings Bank (Penny Bank)
25	6419009	Business Bank
26	6430001	Development Funds
27	6499007	Investment in establishing and managing infrastructure projects
28	6499008	Investment in establishing and managing energy projects
29	6499009	Investment in establishing and managing health services projects
30	6499010	Investment in establishing and managing educational services projects
31	6499011	Investment in establishing and managing sports projects
32	6499012	Investment in funds and securities (stocks and bonds)
33	6499013	Investment in private funds
34	6499015	Ownership and investment of multiple strata and units in investment zones buildings
35	6511101	Life Insurance
36	6511102	Health Insurance
37	6511103	Accident and Civil Liability Insurance
38	6621005	Insurance Consultancy
39	6622001	Insurance Broker
40	6622002	Insurance Agent
41	6630001	Investment Funds Management Services
42	8291001	Debt Collection
43	8291003	Refund services of taxes settled abroad
44	7210003	Pharmaceutical Studies & Research
45	7500001	Veterinary Hospital

46	8610001	General Hospital
47	8610002	Eye Hospital
48	8610003	Children's Hospital
49	8610004	Obstetrics and Gynecology Hospital
50	8610005	Mental Hospital
51	8610006	Plastic Surgery Hospital
52	8620001	General Medicine Clinic
53	8620002	Internal Medicine Clinic
54	8620003	Dental Clinic
55	8620004	Cardiology Clinic
56	8620005	Pediatric clinic
57	8620006	Ophthalmology Clinic
58	8620007	Orthopedic Clinic
59	8620008	Rheumatology Clinic
60	8620009	Respiratory Clinic
61	8620010	Obstetrics and Gynecology Clinic
62	8620011	Urology Clinic
63	8620012	Psychiatric and Neurological Clinic
64	8620013	Dermatology and Venereology Clinic
65	8620014	ENT Clinic
66	8620015	Dental Surgery Clinic
67	8620016	Plastic Surgery Clinic
68	8620017	General Surgery Clinic
69	8620018	Endocrinology Clinic
70	8620019	Diabetes Clinic
71	8620021	Medical Center
72	8620022	Neurosurgery Clinic

73	8620023	Vascular Surgery Clinic
74	8620024	IVF & Infertility Clinic
75	8620025	Oncology Surgery Clinic
76	8620026	Day Case Surgery
77	8620030	Maxillofacial Clinic
78	8620032	Dialysis Center
79	2100101	Pharmaceutical Industry
80	2100102	Vaccinations Industry
81	2100103	Medical Injection Industry
82	2100104	Intravenous Injections Industry
83	2100105	Chemical And Pharmaceutical Industry
84	2100106	Veterinary Pharmaceutical Industry
85	2100107	Medical And Surgical Supplies Industry
86	2630004	Artificial Satellite Industry
87	2710099	Other activities - Electric Motors, Generators & Transformers Industry
88	2814002	Mechanical power transmission equipment industry
89	6120001	Wireless Communication Services
90	6120004	Satellite communications via Artificial Satellite
91	6130002	Satellite Ground Stations
92	6190004	Management and operation of Satellite Ground Stations
93	7110306	Engineering consultancy in Metallurgical Industry
94	7110307	Consumer Products Consultancy
95	7110405	Mines, Mining and Geological Engineering Consultancy
96	7110933	Manufacturing and Materials Engineering Consultancy
97	7110934	Metallurgical Engineering Consultancy
98	910001	Oil & Natural Gas Wells Drilling

99	910003	Erecting , dismantling and repairing drilling rigs
100	3821002	Production of fuel from organic waste
101	3821003	Gas Recovery/ Collection from Landfills
102	610001	Extraction of Crude Oil (petroleum)
103	610099	Other extraction activities- petroleum oils manufacturing
104	620001	Natural Gas Extraction
105	620099	Other extraction activities- natural gas manufacturing
106	729002	Mining of precious metal ores
107	910002	Repair and maintenance of oil and natural gas wells
108	910004	Natural Gas And Oil Well Fortification And Barricade
109	910005	Natural Gas and Oil Well Equipment Installation and Maintenance
110	910006	Oil Ports Operation (management & maintenance)
111	910008	Oil and Gas Production Facilities Operation and Maintenance Services
112	910009	Technical maintenance of factories and oil installations(
113	910010	Oil Tanks Inspection and Maintenance Services
114	910011	Completion of petrochemical facilities projects
115	910013	Marine Services Related To Oil Industries
116	910014	Fitting Industrial and Petroleum Facilities
117	910017	Oil and Natural Gas Pipe Lines Installation and Maintenance
118	910018	Onshore And Offshore Oil And Gas Fields And Facilities Services
119	910019	Development of Oil Fields
120	910020	Oil Tanks Installation and Repair
121	910021	Petro- physical survey services of petroleum reservoirs
122	990001	Exploration services (research and exploration) for oil and natural gas
123	1920099	Other product manufacturing activities - Oil Refining

124	2011004	Petrochemical Industry
125	2011005	Manufacture of Inorganic Industrial & Medical Gases
126	2710012	Solar Panel Industry
127	2710013	Solar Panel Assembly
128	7110401	Oil and Gas Facilities Engineering Consultancy
129	7110402	Oil and Gas Transportation Engineering Consultancy
130	7110403	Engineering consultations on alternative energy and research
131	7110404	Mines and Mining Engineering Consultancy and Geological Engineering
132	7110406	Petroleum and Chemical Engineering Consultancy
133	7110407	Power Preservation Consultancy
134	7110932	Petroleum Refining Engineering Consultancy
135	7110947	Petroleum and Gas Tank Pipes Construction Engineering Consultancy
136	7110948	Petroleum Refining Units Engineering Consultancy
137	7110949	Gas Extraction Engineering Consultancy
138	7110950	Raw Material Installation Engineering Consultancy
139	7110952	Material Assembly Engineering Consultancy
140	7120018	Petrochemical Engineering Consultancy
141	7210005	Oilfield High Pressure Equipment Testing Lab
142	7110204	Consultancy, studies and researches in renewable energy
143	7210001	Educational Facilities in Engineering consultancy
144	7210002	Consultancy, studies and researches in natural and engineering sciences
145	7220007	Environmental consultancy, studies and researches
146	8510001	Consultancy, studies and researches in educational technologies
147	8510002	Kindergarten

148	8510003	General Primary Education
149	8521001	Preparatory Education (Intermediate)
150	8522001	Secondary Education (High School)
151	8522002	Industrial Education- Secondary School
152	8522003	Commercial Education- Secondary School
153	8522004	Agricultural Education- Secondary School
154	8522005	Religious Education- Secondary School
155	8522006	Hotel Education – Secondary School
156	8522007	Medical Education- Secondary School (Nursing)
157	8530001	Special education for people with special needs
158	8530002	Community College and Intermediate Colleges
159	8530003	Specialized Vocational Institute
160	8530004	University College
161	8530005	University
162	3320004	Online/Distance learning University
163	3320005	Medical , Laboratories Equipment and Apparatuses Installation, Maintenance and Repairing
164	2630001	Radiology Equipment and Apparatuses Installation and Maintenance
165	6201002	manufacturing of Communication devices and its accessories
166	6201003	Designing and Programing of Electronic Chips
167	6201006	Electronic Equipment And Devices Systems And Software Designing
168	6201008	Design and Production of Frame Prototypes
169	6312004	Oil and natural gas production Software Designing
170	7110114	E-Commerce Center
171	7110117	Communication Engineering Consultancy
172	7110902	Systems Engineering Consultancy

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Annexure No.(2)

List of Activities of new establishments that will be granted e-quota of work permits
for 6 workers

Sr.	Activity Code	Activity Name
1	4719001	Department Store
2	4923010	Transporting General Materials By Light Trucks
3	6399001	Preparing and Distributing Press Materials
4	8299010	Delivery Services
5	8129001	External Cleaning Services (facades) of buildings
6	5221001	Towing and transporting of broken cars (without repair)
7	4330016	Wallpaper Fixing Works
8	4322002	Installation of sanitary ware and fittings
9	8130002	Landscaping Services
10	4330009	Buildings Plaster Works
11	5224001	Goods loading and unloading services
12	4329906	Repair and maintenance of Sanitary fixtures and fittings
13	4330003	Painting works for buildings
14	4322008	Installation and maintenance of electromechanical equipment
15	4322005	HVAC system installation and maintenance contracting
16	4330018	False Ceiling and Light Partitions Installation

17	3320001	Installation of industrial machines and equipment
18	8121001	Buildings Cleaning Services
19	4630132	Dried fruits and vegetables trading - wholesale
20	4330012	Plastering, engraving and decoration works
21	5610001	Restaurant
22	4923009	Transporting general materials by heavy trucks
23	4329904	Repair and maintenance of electrical wiring and installations
24	4321001	Installation of electrical wiring and installations
25	4330019	Floor and Wall Tiling Works
26	1311001	Fiber to Fabric Processing
27	4330021	Cladding Works
28	4100002	All Kinds of Building Projects
29	4329901	Building Maintenance
30	8211015	Project Management Services
31	5224005	Goods Packing Services
32	910018	Onshore and offshore oil and gas fields and facilities services
33	8211010	Facility Management Services
34	7010001	Management Office
35	4630102	Fresh Food Trade - wholesale