

## **CABINET RESOLUTION NO. (208) OF 2202**

### **CONCERNING CRITERIA FOR IDENTIFYING HIGH-RISK FACILITIES**

#### **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. (21) of 2020 concerning Service Fees and Administrative Fines at the Ministry of Human Resources and Emiratisation
- Cabinet Resolution No. (1/2 m) of 2022 regarding updating the policy for classifying private sector establishments and amending the Ministry of Human Resources and Emiratisation fees system.
- Cabinet Resolution No. (1/2 m) of 2022 regarding protection of labor rights in the country's labor market
- Cabinet Resolution No. 37 of 2022 amending some provisions of Cabinet Resolution No. 21 of 2020 regarding service fees and administrative fines in 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)**

The establishment will be considered as a high-risk establishment if one of the following situations occurs:

- a) Delay in paying workers' wages in establishments employing 50 or more workers in accordance with the periods and procedures mentioned in Cabinet Resolution No.43 of 2022 referred to.

- b) Occurrence of more than one case of labor cessation or a collective dispute during the last (12) months, due to the establishment's breach of its legal or contractual obligations.
- c) Existence of 30% or more of labor complaints out of the total number of workers registered in the establishment referred by the Ministry to the judicial authorities, due to the establishment's breach of its legal or contractual obligations.
- d) Existence of more than 30% of expired work permits out of the total number of workers registered in the establishment, which was not renewed within the stipulated period specified by Cabinet Resolution No. 21 of 2020
- e) Existence of more than 30% of work cessation out of the total number of workers registered in the establishment.

### **Article (2)**

- a) The high-risk status is removed from the establishment as soon as its status is regularized, and violations mentioned in Article (1) herein are settled.
- b) The high risk status will be lifted from establishments falling under the situations mentioned in clause (e) of Article (1) herein, provided that there are no reports of work interruption within 12 months.

### **Article (3)**

This decision shall be published in the Official Gazette and shall come into force on 1<sup>st</sup> of June 2022.

Dr.Abdul Rahman Abdul Manan Al Awar  
Minister of Human Resources and Emiratisation  
Issued by us on this day 18<sup>th</sup> of April 2022