

**CABINET RESOLUTION NO. 44 OF 2023  
REGARDING CABINET RESOLUTION NO. 95 OF 2022 ON VIOLATIONS AND  
ADMINISTRATIVE PENALTIES RELATED TO THE INITIATIVES AND PROGRAMS OF  
UAE CADRES' COMPETITIVENESS COUNCIL.**

**Council of Ministers:**

- Having perused the Constitution
- Federal Law No. (1) of 1972 on the competencies of the Ministries and Powers of the Ministers and amendments thereof,
- Federal Law No. (14) of 2016 Concerning Violations and Administrative Penalties in the Federal Government
- Federal Decree-Law No. (26) of 2016 Concerning Public Finance
- Federal Decree-Law No. (27) of 2021 regarding the establishment and organization of the Emirati Cadres Competitiveness Council
- Federal Decree-Law No. (33) of 2021 concerning Regulation of Labor Relations and amendments thereof
- Cabinet Resolution No. (21) of 2020 concerning Service Fees & Fines in the Ministry of Human Resources and amendments thereof
- Cabinet Resolution No. (95) of 2022 on Violations and Administrative Penalties related to the Initiatives and Programs of UAE Cadres' Competitiveness Council
- Based on the proposal of the Minister of Human Resources and Emiratization, and with the approval of the Council of Ministers

**Resolved:**

**Article 1**

The following violations and administrative penalties shall be added to the schedule of violations contained in Article (2) of Cabinet Resolution No. (95) of 2022:

| Sr. | Description | Fines imposed on establishments by MOHRE |
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| 10. | Establishment circumvents its Emiratisation targets by reducing the number of its employees or by modifying their classifications, or if any other form of fraud is proven by the Ministry. | <ul style="list-style-type: none"><li>- 100,000 dirhams for the first violation.</li><li>- 300,000 dirhams if the violation is repeated</li><li>- 500,000 dirhams if the violation occurs a third time or any subsequent time after the third violation.</li></ul> |
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## Article 2

Establishments found to have committed the violation in Article 1 of this resolution shall be required to meet the annual Emiratisation target based on their actual status prior to the fraud.

## Article 3

This Resolution shall be published in the Official Gazette and shall be effective on the following day of its publication.

Original was signed by His Highness Sheikh  
Mohammed bin Rashid Al Maktoum  
Prime Minister of the United Arab Emirates

Issued by us on:  
5<sup>th</sup> of Shawwal 1444 A.H  
Corresponding to: 25<sup>th</sup> of April 2023 A.D