UNITED ARAB EMIRATES
Ministry of Labour & Social affairs
Minister’s Office

Ref No. …………………
Date: ……………………

Ministerial Decision No. (156) of 2003 Concerning Remuneration Protection
Dated 19.03.03

Minister of Labour & Social Affairs:

Having Reviewed the Federal Law No. (1) of 1972 Relating to the Functions of Ministers and Laws Issued in Amendments Thereof;

Federal Law No. (8) of 1980 Regulating Employment Relationship in the United Arab Emirates and Laws Issued in Amendments Thereof;

Federal Law No. (22) of 1995 Regulating the Profession of Auditing;

The Cabinet Resolution No. (5) of 1990 Relating to the Organizational Structure of the Ministry of Labour & Social Affairs;

The Ministerial Decision No. (851) of 2001 Relating to halting Dealing with Infringing Establishments;

Perused the Proposals of the Undersecretary on the Labour Sector; and

For the General Welfare

RESOLVED AS FOLLOWS

Article (1)
Workers engaged on yearly or monthly remuneration shall be paid remuneration at least once a month.

Article (2)
Save as provided for in the above Article (1), all other workers shall be paid at least once every two weeks.

Article (3)
The Labour Department may require any establishment to provide it with a periodic report duly certified by a practicing auditor stating the status of remunerations payment. Such
establishment shall present the reports at such times as the competent labour department may, every time, fix.

**Article (4)**
The competent labour department may require any establishment to provide it with a periodic report on the locations where the workers sponsored by such establishment are carrying out works for projects executed by the same establishment or projects executed by others. The concerned establishment shall submit its report to the competent labour department together with any such documents as the said department may require and within the time limits fixed by the said department.

**Article (5)**
Any establishment that declines to present the periodic reports as required within the fixed deadlines or doesn’t submit any such documents as may be required or provides incorrect information shall be considered to be violating the provisions of this Decision and shall suffer administrative and disciplinary procedures in force as provided for in the Federal Law No. (8) of 1980 and the executive regulations thereof.

**Article (6)**
This Decision shall come into force as from the date of its issuance and shall be published in the Official Gazette.

**Article (7)**
All concerned officials must take all necessary steps required for the precise execution of this Decision.

**Matar Humaid Al Tayir**
**Minister of Labour & Social Affairs**