



UNITED ARAB EMIRATES
MINISTRY OF HUMAN RESOURCES
& EMIRATISATION

Presenting the Experience of United Arab Emirates in Labor Inspection

November 2022





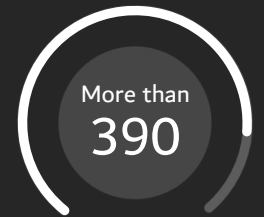
1. General Information



Labor Inspectors



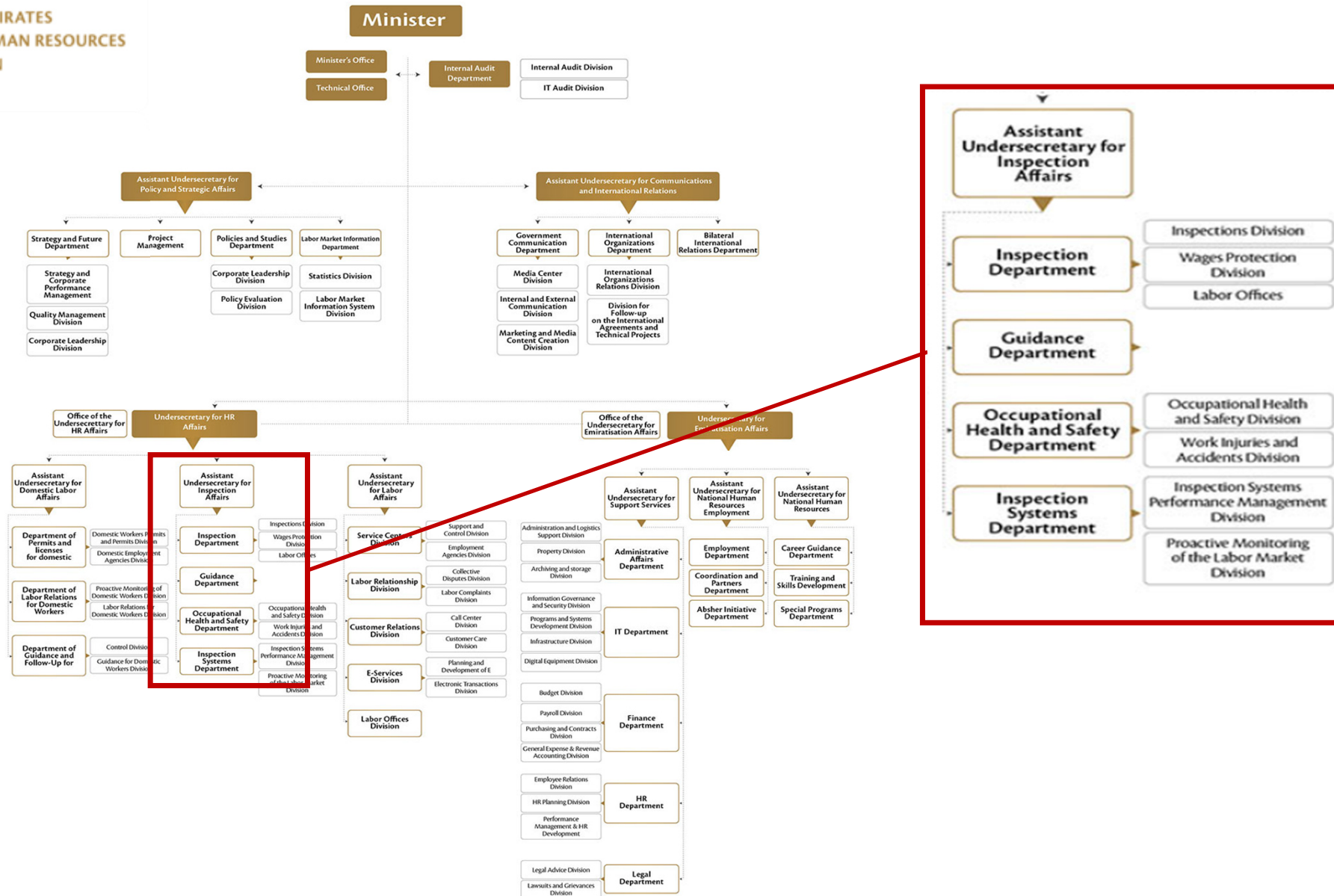
Million
Employees in Private
Sector



Thousand
Establishments in Private
Sector



2. Organizational Chart





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3. Legislative System



Federal Law No. (33) of 2021



Executive Regulation of Law



Ministerial Decisions Package





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4. Development of Inspectors' Qualifications

- Inspectors are being evaluated and Classified by 3 Levels.
- The Development of inspectors' Qualifications is Done By:
 - Conducting internal training courses (done by experts in the field or though job shadowing)
 - Specialized training courses (to demonstrate labor work requirements and health and safety requirements)
 - In accordance with signing a memorandum of understanding (MOU) with the international labor organization regarding enhancing the qualification of 30 Inspection Experts

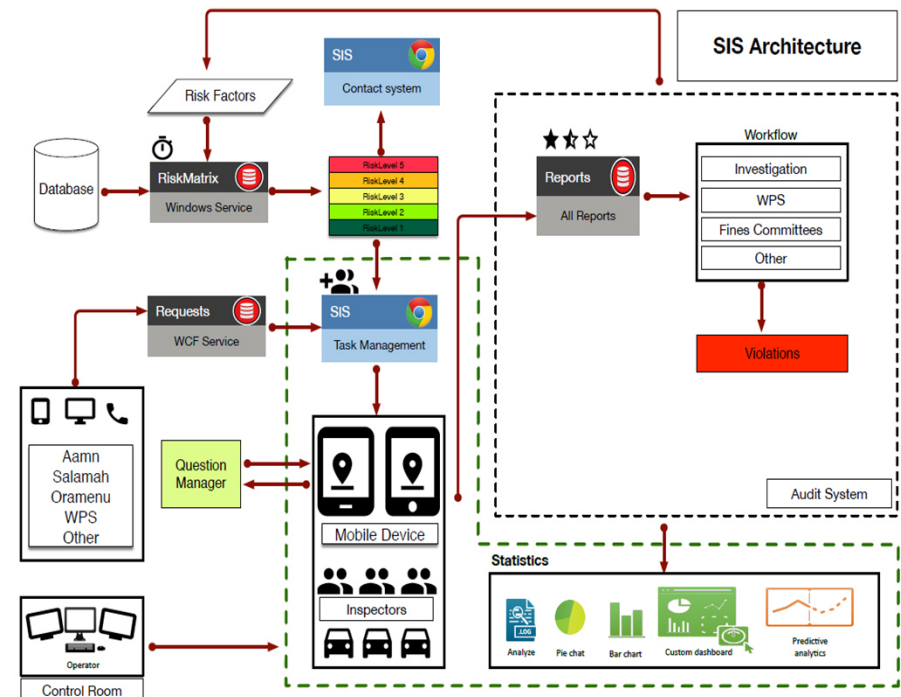




5. Utilizing the Use of Advance Technical Tools

- The establishments is classified based on a risk matrix that depends on the following:
 - Internal systems (Wage protection system, Tazeez (companies and employees data) , Labor accommodation system, Complaine system, Ratbi ... ect)
 - External systems (Economic license data – Health authorities –Municipalities - Central Bank (credit capacity) ... ect)
- The Inspection visits of high-risk establishments are determined based on indicators resulting from the risk matrix
- Developing proactive mechanisms to monitor any indicators or violations done by establishments (established a department responsible for proactive monitoring – opening channels of communications with the community - several reporting channels etc.)

- The inspection system in the UAE relies on modern technical tools to overcome the gap between all establishments and employees working in the private sector by designing a risk matrix that is linked to the ministry's internal systems and to several external systems of our strategic partners from different government agencies to classify establishments based on risks and to prioritize inspection visits





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6. Strategic Partnership

- Federal Country
- Federal Governmental entities
- Local Governmental entities
- Integrations though digital systems





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7. Penalties and Sanctions

- **Administrative Penalties :**

Imposing a fine estimated at **11.3\$ million** based on a decision issued by the UAE cabinet

- **Discontinuing dealing with violated establishments**

- **More than 1500 establishments being referred to public prosecution**





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Thank you

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 MOHRE's App

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