

Decretal Federal Law 8/2007
On the Amendment of Some Provisions of the Federal Law
No.8/1980
Regarding the Regulation of Labor Relationships

Decretal Federal Law 8/2007
On the Amendment of Some Provisions of the Federal Law
No.8/1980
Regarding the Regulation of Labor Relationships

We, Khalifa Bin Zayed Al Nahyan, President of the United Arab Emirates;

- Having perused the Constitution;
- Federal Law No.1/1972 regarding the Competencies of the Ministries, and the powers of the ministers, and the laws amending thereto;
- Federal Law No. 6/1973 regarding the Access and Residence of Foreigners, and the laws amending thereto;
- Federal Law No.10/1973 regarding the Supreme Federal Court, and the laws amending thereto;
- Federal Law No. 8/1980 regarding the Regulation of the Labor Relationships, and the laws amending thereto;
- Penal Code promulgated by the Federal Law No. 3/1987, and the laws amending thereto;
- Penal Procedure Code promulgated by the Federal Law No. 35/1992, and the laws amending thereto; and
- Upon the presentation by the Minister of Labor and the approval of the Cabinet;

Have issued the following Decretal Federal Law as follows:

Article (1)

The Provision of Article No. 181 and Article No.182 of the abovementioned Federal Law No.8/1980 shall be substituted for the following provisions as follows:

Article (181):

Without prejudice to any severer penalty that may be provided for under another law, whosever:

1. breaches a provision of any ordinance of the provisions of the present Law or the regulations or resolutions executing thereto;
2. obstacles or causes to obstacle any official authorized and entrusted to execute the provisions of the present Law or the regulations or resolutions executing thereto or attempts or embarks to prevent the same from performing his/her duties whether by the use of or threat to use force or violence;
3. each official authorized and entrusted to execute the Provisions of the present Law that discloses a work confidentiality, an industrial invention or other means of labor that he/she has become aware of due to his/her assumption of the position, even in case he/she leaves office;

shall be subject to a sentence of imprisonment and a penalty no less than AED 10,000 (ten thousand United Arab Emirates Dirhams) or either penalty.

Article (182):

The said penalty shall be repeatedly imposed to whosever employer in the number of laborers to them the breach has been committed, provided that such penalty should not exceed AED 5,000,000 (five million United Arab Emirates Dirhams).

Article (2)

Two new articles, Article No. (181 "Bis.1") and Article No. (181 "Bis.2"), shall be supplemented to the abovementioned Federal Law No.8/1980. The new articles read as follows:

Article No. (181 "Bis.1"):

1. Subject to the Provisions of the Law of Access and Residence of Foreigners and without prejudice to any severer penalty that may be provided for under any other law, whosever:

- a. employs a foreigner subject to the Provisions of the Law of Labor without a work permit; and
- b. closes a firm or ceases an activity without settling all matters pertaining to the conditions of those in his/her sponsorship;

shall be subject to a penalty in the amount of AED 50,000 (fifty thousand United Arab Emirates Dirhams).

2. A sentence of imprisonment and a penalty in the amount of AED 50,000 (fifty thousand United Arab Emirates Dirhams) shall be imposed in case he/she recommit any of the offenses provided for in this Article (181); and
3. The sponsor reporting the escape of his/her sponsored shall be entitled to damages in the amount of AED 5,000 (five thousand United Arab Emirates Dirhams); which amount shall be deducted from the amount of penalty imposed by law. In addition, the cost of the travel ticket of the sponsored shall be deducted from the amount of the said penalty.

Article No. (181 "Bis.2"):

1. Whosoever employer employs a foreigner not sponsored by him/her, refrains from employing such foreigner or lets this foreigner work for third parties with neither compliance with the conditions laid for transfer of sponsorship nor obtaining the required permission shall be subject to a penalty in the amount of AED 50,000 (fifty thousand United Arab Emirates Dirhams); Such penalty in the amount of AED 50,000 (fifty thousand United Arab Emirates Dirhams) shall be accompanied with a sentence of imprisonment in case the offense is recommitment.
2. Whosoever employer employs or shelters an unlawfully-accessing foreigner shall be subject to a sentence of imprisonment for a period no less than two (2) months and a penalty in the amount of AED 100,000 (one hundred thousand United Arab Emirates Dirhams);

3. An employer shall be discharged of the imposed penalty in case he/she has proven of no knowledge or awareness of the occurrence subject matter of the offense and the person in charge of employing or sheltering shall be subject to the imposed sentence of imprisonment and the firm shall bear the fixed penalty; and
4. The offenses provided for under this Article (181) shall be excluded from the applicability and enforceability of the mitigatory provisions stipulated under the said Penal Code.

Article (3)

Each provision contradictory to the Provisions of this Decretal Federal Law shall be null and void.

Article (4)

This Decretal Law shall be published in the Official Gazette and shall come into force as of the date of its publishing.

**Khalifa Bin Zayed Al Nahyan
President of the United Arab Emirates**

Issued at Abu Dhabi Presidency Court
Dated: Dhul Al-Qa'dah 3, 1428 A.H.
Corresponding to: November 13, 2007 A.D.