

UAE Wage Protection System

What the latest decision means for employers

نظام حماية الأجور





What does the **Wage Protection System** decision mean?

No new core obligations for employers. The decision sharpens existing procedures and governance, with a particular focus on large, labour-intensive sectors.

Source: MoHRE UAE

A Phased Approach to Compliance

- 1 Monitoring carried out electronically
- 2 Alerts and notices sent to establishments
- 3 Administrative actions follow approved timelines

Protecting Vital Sectors

- 1 Some monitoring measures target labour-intensive sectors
- 2 Priority goes to activities that most affect labour market stability
- 3 Examples include construction, transport, security and cleaning services
- 4 Measures scale with the level of risk each sector carries

Ongoing System Improvements

- 1 Part of the continuing evolution of the regulatory and procedural framework
- 2 Introduces no new substantive obligations for employers
- 3 Aims to standardise procedures and boost monitoring efficiency and governance

Clearer Procedures

- 1 Makes wage-payment requirements and procedures easier to understand
- 2 Standardises monitoring and compliance mechanisms
- 3 Enables early action on delayed wage payments
- 4 Supports transparency and stability in employment relationships

Source: MoHRE UAE

A Well-Established National System



- 1 A key pillar of UAE labour market stability, built on a gradual approach that lets establishments correct their status and improve compliance
- 2 Handles wage payments of more than AED 37 billion each month
- 3 Strengthens the UAE's appeal to global talent
- 4 Offers a stable, transparent workplace in line with international best practices