

**CABINET DECISION No. (43) OF 2025 CONCERNING ADMINISTRATIVE
VIOLATIONS AND PENALTIES RELATED TO INITIATIVES AND PROGRAMMES OF
THE UAE TALENT COMPETITIVENESS COUNCIL**

THE CABINET:

HAVING PURSUED TO:

- The Constitution;
- Federal Law No. (1) of 1972 concerning the competencies of ministries and powers of ministers, as amended;
- Federal Decree-Law No. (27) of 2021 concerning the establishment and organisation of the UAE Talent Competitiveness Council;
- Cabinet Decision No. (21) of 2020 concerning service fees and administrative fines at the Ministry of Human Resources and Emiratisation, as amended;
- Cabinet Decision No. (58) of 2022 concerning the establishment of Nafis Fund;
- Cabinet Decision No. (95) of 2022 concerning administrative violations and penalties related to UAE Talent Competitiveness Council initiatives and programmes, as amended; AND
- UPON the submission by His Highness the Chairman of the Board of Directors of the UAE Talent Competitiveness Council, and with Cabinet approval;

HEREBY RESOLVES:

ARTICLE 1 DEFINITIONS

For the purposes of this Decision, the following terms and expressions shall bear the meanings assigned thereto respectively, unless the context otherwise requires:

"The State/UAE": The United Arab Emirates.

"The Council": The UAE Talent Competitiveness Council.

"The Chairman": Chairman of the Council.

"The Ministry": The Ministry of Human Resources and Emiratisation.

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"Entity": Any technical, industrial, commercial or other economic unit of categories recognised in the State, employing workers for the purpose of producing or marketing goods or providing services, duly licensed by the competent authorities, and subject to the provisions of Federal Decree-Law No. (33) of 2021 concerning the regulation of employment relations, as amended.

"Beneficiary": A citizen who receives support from the Council.

ARTICLE 2

ADMINISTRATIVE VIOLATIONS AND PENALTIES

Without prejudice to any procedure provided for by relevant legislation, the Ministry may impose the administrative fines set out in the schedule below upon establishments, and may further impose administrative sanctions upon beneficiaries in coordination with the Council, upon any person who commits any of the violations set out in the schedule below, as follows:

Item	Description of Violation	Fines Imposed on Entity	Penalty Applied to Beneficiary
1	Entity engaging in sham Emiratisation relating to "Nafis" initiatives and programmes.	Administrative fine of not less than AED 20,000 (twenty thousand Dirhams) and not exceeding AED 100,000 (one hundred thousand Dirhams) per worker.	Suspension of support.
2	Submission of false or inaccurate documents or data for the purpose of obtaining services or benefits relating to Nafis or for purposes of evasion or	Administrative fine of not less than AED 20,000 (twenty thousand Dirhams) and	Suspension of support.

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	circumvention of the Emiratization system.	not exceeding AED 100,000 (one hundred thousand Dirhams) per case.	
3	Invalidity of required documents or failure to renew same within the prescribed time period.	Administrative fine of AED 2,000 (two thousand Dirhams) per month, with a maximum of AED 5,000 (five thousand Dirhams).	Suspension of benefits during the period of invalidity and resumption of payment following document renewal.
4	<p>Where the establishment fails to undertake the prescribed procedures in accordance with Decree-Law No. (33) of 2021 concerning the regulation of employment relations, as amended, and its implementing regulations and decisions, in the following circumstances:</p> <ul style="list-style-type: none"> - Failure of the beneficiary to commence employment following issuance of work permit and the establishment's receipt of support from the Council; 	Administrative fine of AED 20,000 (twenty thousand Dirhams) per worker.	Suspension of support.

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	<ul style="list-style-type: none"> - Irregularity of the beneficiary's attendance at work with the establishment following commencement; or - Cessation of the beneficiary's employment and failure of the establishment to notify the Council. 		
5	Failure of the establishment to report any change affecting the conditions of benefit without acceptable cause to the Council.	Administrative fine of AED 20,000 (twenty thousand Dirhams) per case.	Suspension of support.
6	Failure of the beneficiary to comply with training or study programmes approved by the Council and absence for ten (10) consecutive days or twenty (20) interrupted days during the training period.	_____	Suspension of support, recovery of amounts disbursed, and disqualification from the programme for a period not exceeding one year.
7	Discontinuation by the beneficiary of training or study programmes for reasons not accepted by the Council.	_____	Suspension of support, recovery of amounts disbursed, and disqualification from the programme for a period not exceeding one year.

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8	Breach by the establishment of its undertaking to employ the beneficiary following completion of the supported training period within the Nafis programme initiative (financial support during training period) without excuse acceptable to the Council.	_____	Recovery of the support amount paid to the establishment during the support period.
9	Circumvention by the establishment of Emiratisation targets through reduction of numbers or modification of workforce classification for the purpose of circumvention, or any other form of circumvention established by the Ministry.	<ul style="list-style-type: none"> • AED 100,000 (one hundred thousand Dirhams) for first offence; • AED 300,000 (three hundred thousand Dirhams) for second offence; • AED 500,000 (five hundred thousand Dirhams) for third or any subsequent offence. 	_____

ARTICLE 3

RECOVERY OF BENEFIT AMOUNTS AND SUSPENSION OF BENEFIT PAYMENTS

1. The proprietor of an entity employing a beneficiary of Council initiatives and programmes shall be liable to repay all benefit amounts received by the beneficiary where violations (1, 2, 4, 5 & 8) referred to above are established against him, in accordance with legislation in force in the State.

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2. Where a beneficiary of "Nafis" initiatives and programmes repeats the violation of sham Emiratisation, benefit payments shall be suspended and he shall not be entitled to benefit from any of the prescribed benefits again.

ARTICLE 4

APPEAL

1. Any person having an interest may lodge a written appeal to the Ministry against any administrative penalty imposed pursuant to this Decision, within ten (10) days of the date of notification of the decision appealed against, provided that the appeal shall be reasoned and accompanied by all supporting documents in accordance with procedures determined by the Ministry.
2. Appeals shall be determined within twenty (20) days of the date of submission thereof, in accordance with procedures in force at the Ministry.

ARTICLE 5

EXEMPTION FROM ADMINISTRATIVE PENALTIES AND INSTALMENT THEREOF

The Chairman or his delegate may grant exemption from administrative penalties imposed pursuant to this Decision or permit instalment of payment thereof, provided that cases of exemption from such penalties and the mechanism for instalment thereof, including conditions, controls and procedures, shall be determined by decision issued by the Chairman upon recommendation of the Council following coordination with the Ministry.

ARTICLE 6

GENERAL PROVISIONS

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1. For purposes of collecting administrative penalties determined in accordance with this Decision, part of a day shall be deemed a complete day, and part of a month shall be deemed a complete month.
2. More than one penalty may be imposed where more than one violation is committed.
3. The Council may suspend dealings with any establishment established to have committed any of the violations referred to in Article (2) of this Decision.
4. The Council may disqualify any applicant from obtaining support in case of repeated commission of violations.
5. Fines set out in this Decision shall be collected by the Ministry and recovered by such means as determined by the Ministry of Finance, and shall be credited to the Federal Government's Unified General Treasury Account.
6. Benefit amounts to be recovered set out in this Decision shall be collected by the Ministry and recovered by such means as determined by the Council, and shall be credited to the Nafis Fund account maintained with the Council.
7. The imposition of fines and penalties provided for in this Decision shall not preclude referral of the establishment or beneficiary to the Public Prosecution for institution of legal proceedings against either or both of them.
8. An establishment established to have committed the violation set out in item (9) referred to in Article (2) of this Decision shall be required to achieve the annual Emiratisation target required of it according to the establishment's actual position prior to circumvention.
9. The Chairman shall issue the decisions necessary for implementation of the provisions of this Decision and shall determine mechanisms and procedures for application of administrative penalties imposed upon beneficiaries set out herein, including periods of suspension and disqualification from benefits and conditions thereof, following coordination with the Ministry.

ARTICLE 7

REPEALS

Cabinet Decision No. (95) of 2022 concerning administrative violations and penalties related to UAE Talent Competitiveness Council initiatives and programmes, as amended, is hereby repealed, and any provision that conflicts or is inconsistent with this Decision is hereby repealed.

ARTICLE 8

PUBLICATION AND COMMENCEMENT

This Decision shall be published in the Official Gazette and shall come into effect on the day following the date of its publication.

MOHAMMED BIN RASHID AL MAKTOUM

Prime Minister

Issued at: Abu Dhabi

Date: 18/Shawwal/1446 AH

Corresponding to: 16/April/2025 AD

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