

Decision of the Minister of Labor and Social Affairs No. (4) of 2015 on the Controls of the Wage Protection System for Workers subject to the Labor Law

The Minister of Labor and Social Affairs,

After perusal of the Labor Law promulgated by Law No. (14) of 2004 and the amending laws thereof,

The Emiri Resolution No. (29) of 1996 on the Council of Ministers' Resolutions that are submitted to the Emir for ratification and issuance,

The Emiri Resolution No. (29) of 2014 on the Organizational Structure of the Ministry of Labor and Social Affairs, and

The approval of Council of Ministers of this draft Decision at its 2nd ordinary meeting of 2015 held on 14/1/2015.

Has decided the following:

Article (1)

The Labor Inspection Department at the Ministry of Labor and Social Affairs shall take the necessary measures to implement the Wage Protection Program (WPS) for workers subject to the aforementioned Labor Law.

The Program aims to ensure that employers are committed to fulfilling the wages of their workers subject to the aforementioned Labor Law on the specified dates, in accordance with their employment contracts and the regulations in force in the State.

Article (2)

Employers shall be obligated to transfer the wages of their workers to the financial institutions in the State, within seven days of their due date through the Wage Protection System (WPS).

Article (3)

The Labor Inspection Department at the Ministry of Labor and Social Affairs shall be entitled to request a detailed report from the employer, according to the form prepared by the Department and approved by the Minister, in which the employer explains his position on the payment of the wages of his workers for the period of time determined by the Department.

Article (4)

The Minister or his authorized representative may take any of the following two actions against an employer who violates the provision of Article (2) of this Decision:

- 1- Suspension of granting any new work permits.

- 2- Suspension of all his transactions with the Ministry. The suspension in this case does not include the ratification of employment contracts. The suspension shall be lifted by a decision of the Minister or his authorized representative, after the employer submits evidence that he has made the full transfer of all overdue wages.

Article (5)

All competent authorities, each within its competence, shall implement this Decision. It shall come into force from the day following the date of its publication in the *Official Gazette*.

Dr Abdullah bin Saleh Al Khulaifi

Minister of Labour and Social Affairs

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