

Executive Council Resolution No. (80) of 2022  
Amending Executive Council Resolution No. (1) of 2022  
Issuing the Implementing Bylaw of Law No. (3) of 2022 Concerning the  
Rights of Persons with Disabilities in the Emirate of Dubai<sup>1</sup>

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We, Hamdan bin Mohammed bin Rashid Al Maktoum, Crown Prince of Dubai,  
Chairman of the Executive Council,

After perusal of:

Law No. (3) of 2003 Establishing the Executive Council of the Emirate of Dubai;

Law No. (31) of 2009 Establishing the Dubai Government Human Resources Department  
and its amendments;

Law No. (2) of 2021 Concerning the Knowledge and Human Development Authority in  
Dubai;

Law No. (3) of 2022 Concerning the Rights of Persons with Disabilities in the Emirate of  
Dubai; and

Executive Council Resolution No. (1) of 2022 Issuing the Implementing Bylaw of Law No.  
(3) of 2022 Concerning the Rights of Persons with Disabilities in the Emirate of Dubai  
(the "Original Resolution"),

Do hereby issue this Resolution.

**Superseded Article**  
**Article (1)**

Article (6) of the Original Resolution is hereby superseded by the following:

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*<sup>1</sup>Every effort has been made to produce an accurate and complete English version of this legislation. However, for the purpose of its interpretation and application, reference must be made to the original Arabic text. In case of conflict, the Arabic text will prevail.*

## Recruitment and Employment Opportunities Article (6)

- a. Persons with Disabilities will have the right to employment without Discrimination and on an equal footing with others through the Inclusive Employment opportunities they may opt for in the public or private sector or through conducting personal business.
- b. No public or private entity may deprive a Person with Disability of employment on the grounds of disability. These entities must provide the Reasonable Accommodations that enable Persons with Disabilities to discharge their duties on an equal footing with others.
- c. In coordination with Concerned Entities, the Dubai Government Human Resources Department must:
  1. ensure that Inclusive Employment opportunities are provided to Persons with Disabilities and support their right to employment, develop their sense of achievement and contribution, and raise awareness amongst the community on the right and ability of Persons with Disabilities to take up employment;
  2. ensure that Persons with Disabilities are provided with opportunities for professional orientation, Habilitation, and training and for continued professional training and development, in accordance with their needs; and that their professional skills and experience are developed to meet the labour market needs;
  3. promote Inclusive Employment opportunities for Persons with Disabilities; provide them with the necessary support in securing employment; and adopt support programmes, such as Supported Employment and other programmes and initiatives, that are commensurate with the qualifications of Persons with Disabilities and with the type and degree of disability, whether it is minor, major, or combined disability. This includes any disabilities that require special additional measures, such as mental disorders;
  4. encourage the private sector to employ Persons with Disabilities and to offer them the appropriate incentives and facilities;

5. encourage Persons with Disabilities to engage in private business and trade; and launch the initiatives, programmes, and business incubators that enable them to establish their private investment projects;
  6. create a database of the employees and job seekers from amongst Persons with Disabilities in the public and private sectors, and a database of available employment opportunities that may interest Persons with Disabilities; and
  7. publish data, information, Statistics, reports, and research on the work and employment of Persons with Disabilities; and encourage the public and private sectors to conduct scientific research and studies aiming at improving the quality of life of Persons with Disabilities and alleviating the impact of disability on them.
- d. All Concerned Entities must:
1. not discriminate against any person based on disability in matters of employment, particularly those related to employment applications, employment terms, retention of employees, performance appraisal, career advancement, promotions, end-of-service gratuity, retirement schemes, safe and healthy working conditions, and any other similar matters;
  2. provide appropriate and healthy working conditions for Persons with Disabilities, and protect them from all forms of Discrimination, Abuse, Neglect, Exploitation;
  3. provide an Accessible Environment for Persons with Disabilities at workplaces and adopt Accessible Formats in imparting information that assists them in performing their duties and enables them to easily and conveniently use all the facilities available in workplaces;
  4. provide Reasonable Accommodations for Persons with Disabilities, including those required for performing their employment duties or for participating in training programmes. The Dubai Government Human Resources Department must, in coordination with the Concerned Entities in charge of labour affairs, approve the requirements and instruction manuals related to Reasonable Accommodations in workplaces;
  5. support vocational and professional Rehabilitation programmes for Persons with Disabilities to ensure that they retain or regain their employment; and

6. raise awareness on the rights of Persons with Disabilities amongst the people interacting with Persons with Disabilities in general, and amongst the human resources staff in particular, and train them on how to interact with Persons with Disabilities.

### **Supersession of Schedule Article (2)**

The Schedule entitled "Violations and Fines" and attached to the Original Resolution is hereby superseded by the Schedule attached to this Resolution.

### **Publication and Commencement Article (3)**

This Resolution comes into force on the day on which it is issued, and will be published in the Official Gazette.

**Hamdan bin Mohammed bin Rashid Al Maktoum**  
**Crown Prince of Dubai**  
**Chairman of the Executive Council**

Issued in Dubai on 7 December 2022  
Corresponding to 13 Jumada al-Ula 1444 A.H.

**Schedule  
Violations and Fines**

SN	Violation	Fine (in dirhams)
1	Committing any form of Discrimination against a Person with Disability, including denying him using Reasonable Accommodations or refusing to provide any services to which he is entitled in accordance with the legislation in force.	10,000.00
2	Using any words, expressions, descriptions, or signs, or engaging in any act intended to demean a Person with Disability or his abilities, or degrade him in any manner whatsoever.	7,000.00
3	Exploiting a Person with Disability.	20,000.00
4	Abusing a Person with Disability.	50,000.00
5	Failure by the Care-giver of a Person with Disability to meet his obligations under law.	7,000.00
6	Committing Neglect in providing care or protection to a Person with Disability, in any manner whatsoever, by the person assigned to provide that care or protection.	5,000.00
7	Refusal or failure to report, or delay in reporting, to the Concerned Entities any Abuse, Discrimination, Exploitation, or assault to which a Person with Disability is subjected, or any denial of a right to which he is entitled under the Law, this Resolution, or other legislation in force.	5,000.00
8	Refusal to admit a student with disability, in any Educational Stage, without a reason acceptable to the Knowledge and Human Development Authority in Dubai.	50,000.00
9	Imposing additional fees or costs in return for providing Reasonable Accommodations to a student with disability during any of the Educational Stages.	20,000.00
10	Failure to provide the appropriate aids and tools or Reasonable Accommodations required for integrating a Person with Disability in the work environment.	5,000.00
11	Refusal to employ or engage a qualified Person with Disability for any reason related to his disability without a reason acceptable to the Dubai Government Human Resources Department.	5,000.00