UNITED ARAB EMIRATES
MINISTRY OF HUMAN RESOURCES
& EMIRATISATION

جائزة الإمارات للريادة في سوق العمل
Emirates Labour Market Award

Emirates Labour Market Award

Fourth Edition 2026



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About the **Award**

The Emirates Labour Market Award is an annual ceremony organised by the Ministry of Human Resources and Emiratisation, under the esteemed patronage of His Highness Sheikh Mansour Bin Zayed Al Nahyan, the UAE's Vice President, Deputy Prime Minister, and Chairman of the Presidential Court. Showcasing pioneering practices and fostering a culture of excellence, the award ceremony receives extensive media coverage.



His Highness Sheikh Mansour Bin Zayed Al Nahyan
UAE's Vice President, Deputy Prime Minister, and
Chairman of Presidential Court

Award's Objectives

- Honour leading practices in the work environment, protect employees' rights, and foster motivation.
- Enhance the competitiveness of the UAE labour market
- Enhance the wellbeing and quality of life of the private sector workforce
- Increase the productivity and efficiency of the UAE labour market

Award Categories

Fourth Edition: 2026

The award is divided into four main categories:



Value Creation in the Labour Market



Industry Champions



Workforce Wellbeing



Workforce Talent

Award Categories

Fourth Edition: 2026

Total Winners



100 Winners

Total Prize Value



50 Million Dirhams

Award Categories

Fourth Edition: 2026

First:

Value Creation in the Labour Market Category

- Leading Emirati Entrepreneurs
- Leading Global Companies in the UAE
- Digital Transformation Drivers
- Outstanding Protection Schemes
- Family-Friendly Work Environment
- Talent Empowerment Partners

Award Categories
Fourth Edition: 2026

Second:
Industry Champions Category

Main Category

Leading Company in the UAE Labour Market

Awarded to establishments that have adopted the best practices for human resources in line with the award's criteria and accomplished the strictest compliance with work environment regulations and standards.

Criteria

- Innovation and Future Readiness
- Work Environment and Workforce Wellbeing
- Employment, Empowerment, and Talent Attraction

Recognition by Economic Sectors:
1. Mining and Quarrying– 2. Manufacturing Industries – 3. Wholesale and Retail Trade – 4. Real Estate and Construction Activities – 5. Information and Communications – 6. Financial Activities- 7. Professional, Scientific, and Technical Activities– 8. Education – 9. Health and Social Work– 10. Others

Criteria

Establishments

Criteria: employment, empowerment and talents attraction

Sub-Criteria

1. Availability of manpower planning system and Emiratisation mechanism
2. Availability of systems for attracting and retaining talent
3. Availability of systems of equal opportunities for job seekers (gender, elderly, people with disabilities and worker levels and categories)
4. Availability of job security and promotion systems
5. Availability of workforce empowerment and career development mechanisms
6. Availability of annual manpower training plans
7. Availability of an end-of-service reward mechanism
8. Availability of workforce talent records according to specialties
9. Availability of trainees' records according to training programmes
10. Mechanisms for flexible work patterns

Criteria

Establishments

Criteria: employment, empowerment and talents attraction

Performance Indicators

1. Emiratisation rate in the establishment
2. Percentage of skilled workers in the establishment (total cumulative)
3. Percentage of working women out of the total skilled workers in the establishment
4. Number of employees with disabilities appointed in the establishment
5. Rate of commitment to the standards of cultural diversity in the establishment
6. Average hours of training for each worker
7. Percentage of trained employees out of the total workforce
8. Rate of commitment to paying end-of-service rewards

Criteria

Establishments

Criteria: Work environment and workforce wellbeing

Sub-Criteria

1. Availability of safe work environment
2. Availability of preventive healthcare and treatment for all categories of workers (such as medical supplies, medicines, and hospital accommodation)
3. Granting workers leave and sick leave in case of injury or illness on the job
4. Providing appropriate facilities and infrastructure for workers, enhancing their wellbeing and improving their performance at work sites
5. Providing places of entertainment for workers, and opportunities for access to recreational places, gardens, facilities, shopping malls, exchange centres, etc.
6. Providing workers with clean, air-conditioned and safe transportation to and from workplaces
7. Commitment to daily working hours and weekly rest days, and banning work at noon
8. Availability of motivation and evaluation systems
9. Providing customized working hours and days of leave for parents
10. Providing mechanisms to support family well-being

Criteria

Establishments

Criteria: Work environment and workforce wellbeing

Performance Indicators

1. Rate of recorded work injuries and occupational accidents (major, minor)
2. Percentage of employee satisfaction and happiness
3. Number of employee happiness programmes in the establishment
4. Number of public utilities, services and places of entertainment available to workers in the establishment
5. Percentage of honoured workers during the year
6. Value of annual bonuses received by workers

Criteria

Establishments

Criteria: Innovation and future-proofing

Sub-Criteria

1. Developing supportive mechanisms for anticipating the future, studying and exploring changes and impacts to support readiness.
2. Adopting digital solutions and artificial intelligence technologies
3. Implementing flexible and proactive programmes based on specific future directions to support leadership in the labour market
4. Developing possible scenarios to enhance continuity in the labour market
5. Managing potential risks, reducing negative impacts and enhancing competitiveness
6. Analysing and studying data regularly to evaluate performance and develop future scenarios
7. Ability to adapt to changes in the labour market and sustain results and outputs for all stakeholders
8. Adopting innovation and smart solutions to the challenges facing the establishment in the labour market and providing appropriate work environment
9. Building, managing and exchanging knowledge, experiences and best practices with partners

Criteria

Establishments

Criteria: Innovation and future-proofing

Performance Indicators

1. Number of technologies used in the establishment
2. Percentage of reduced and managed risks
3. Number of tools used to study and analyse changes
4. Number of innovative solutions adopted
5. Number of future opportunities seized
6. Percentage of partnership goals achieved

Award Categories

Fourth Edition: 2026



Third:

Workforce Wellbeing Category

Main Category

Best Investment in Labour Accommodations

Granted to accommodations that apply best-in-class standards in worker housing

Sub-category

Best Initiative for Workforce Wellbeing

Awarded to accommodations that support and implement sustainable initiatives to enhance workforce wellbeing, and organise recreational programmes and activities for their workers, fostering a sense of belonging and loyalty, and reflecting the spirit of national unity.



Criteria

- Workforce Wellbeing Initiatives
- Additional Services
- Sustainable Initiatives
- Facilities

Criteria

Workforce Wellbeing Category

Criteria: Facilities

Sub-Criteria

1. Implementing occupational health and safety standards in labour accommodation (fire extinguishing systems, emergency evacuation procedures/fire drills, harmful gas detection systems, etc.)
2. Evaluating quality of infrastructure such as roads, corridors and public transportation.
3. Ensuring clean and usable health facilities, such as bathrooms, toilets, and personal hygiene facilities
4. Ensuring housing units are expanded to accommodate planned number of workers, with proper ventilation.
5. Regular maintenance to ensure quality of life in residences.
6. Providing channels for receiving complaints/improvement ideas/reporting violations in the residential building.
7. Raising awareness and training workers on topics related to occupational health, safety and health procedures.
8. Maintaining records of injuries and incidents at work and taking corrective actions.

Criteria

Workforce Wellbeing Category

Criteria: Facilities

Performance Indicators

1. Workers' satisfaction rate of housing.
2. Injury rate in labour accommodation.
3. Rate of treatment of injuries that occurred in labour accommodation.
4. Number of violations per year and rate of closed violations within the specified timeframes.
5. Number of simulated evacuation drills annually.
6. Number of periodic reports on occupational health and safety.
7. Number of awareness and training programmes on occupational safety and health.

Criteria

Workforce Wellbeing Category

Criteria: Additional services

Sub-Criteria

1. Providing a dining hall, in addition to a drinking water cooler and a place for washing hands.
2. Providing a designated lounge for workers to rest.
3. Providing a first aid room with a nurse in each housing unit.
4. Outsourcing the laundry process to an external company or providing the unit with shared laundry facilities.
5. Providing security and guarding services.
6. Providing entertainment and sports facilities, such as swimming pools, tennis courts, and gyms.
7. Providing high-speed internet for workers.
8. Providing health insurance for workers.

Performance Indicators

1. Number of additional services available in the residence.
2. Workers' satisfaction rate of additional services.
3. Percentage of workers provided with health insurance out of total number of employees in the housing unit.

Criteria

Workforce Wellbeing Category

Criteria: Sustainability initiatives

Sub-Criteria

1. Investing in renewable energy sources such as solar and wind energy to reduce carbon emissions.
2. Applying strategies to reduce waste, including recycling, composting, and reducing excess consumption.
3. Taking measures to improve the energy efficiency of buildings and equipment, such as installing LED lights and improving thermal insulation.
4. Encouraging the use of sustainable means of transportation such as electric cars or bicycles and providing sustainable public transportation services.
5. Raising awareness about sustainability issues and educating employees about best practices and environmental challenges.

Performance Indicators

1. Recycling: Estimating the volume of materials that have been recycled instead of being disposed of in general waste.
2. Environmental innovation: Assessing the number and quality of new projects or products that rely on clean energy.
3. Reports and Transparency: rate of publishing periodic reports on the company's performance in the areas of sustainability and conducting an independent evaluation to ensure transparency and accountability.

Criteria

Workforce Wellbeing Category

Criteria: Workforce Wellbeing Initiatives

Sub-Criteria

1. Implementing initiatives to promote workers' happiness, such as recreational trips.
2. Providing learning and professional development initiatives.
3. Providing safe transportation for workers to their workplaces.

Performance Indicators

1. Happiness rate among workers.
2. Number of welfare programmes implemented.

Award Categories

Fourth Edition: 2026



Fourth:

Workforce Talent Category



Workplace Impact Leaders



Future Talent



Technical Skills



Corporate Support



Family Care



Specialised Care Professionals



Inspiring Journey



Influencers



Support Services Staff



Craft Professionals



Frontline Occupations

Award Categories
Fourth Edition: 2026

Fourth:
Workforce Talent Category

The Workforce Talent category is divided into 3 sub-categories:

Skilled Workers[1]
High Skill Levels

Criteria

- Leadership & Impact[3]
- Achievement
- Continuous Learning & Development
- Social Responsibility

Workers in Other Skill Levels[2]
Level 6 and below

Domestic Workers[2]
All workers

Criteria

- Achievement
- Social Responsibility

Social Influencers
Content creators who promote awareness of labour market policies and encourage positive behaviours

1 Nominated by the employer

2 Candidates are nominated by the company / business owners for the workforce category

3 For specific categories only

Award Categories
Fourth Edition: 2026

Fourth:
Workforce Talent Category

Target awards for each Workforce Talent sub-category:

Company Workers by skill level	**Skilled Workers**[1]	1. Workplace Impact Leaders	2. Future Talent	3. Technical Skills	4. Corporate Support	1- Inspiring Journey
	Workers in other skill levels[2]	1. Craft Professionals	2. Frontline Occupations	3. Support Services Staff		
Domestic Workers	**Domestic Workers**[2]	1. Family Care	2. Specialised Care Professionals			

1 Nominated by the employer

2 Candidates are nominated by the company / business owners for the workforce category

Criteria

Workforce Talent Category

Criteria: Leadership and influence (for workers in leadership positions only)

Sub-Criteria

1. Influence and leadership contributions outside the scope of main responsibilities.
2. Creating a balanced, stimulating and healthy work environment that encourages fresh thinking and innovation, contains risks, and continuously empowers employees.
3. Promoting a culture of cooperation and participation and ensuring enhanced teamwork
4. Setting a clear, future vision for the company and motivating others to achieve this vision.
5. The ability to think strategically and make the right decisions
6. The ability to build a strong team and develop workers' capabilities through guidance and training.
7. Motivating and rewarding employees for their achievements
8. Providing feedback to employees to develop performance.
9. Training the next generation of leaders to support the establishment's competitiveness and leadership.
10. Developing employees' performance to achieve individual goals.

Criteria

Workforce Talent Category

Criteria: Leadership and influence (for workers in leadership positions only)

Performance Indicators

1. Number of activated partnerships and their results.
2. Employee satisfaction rate with the work environment.
3. Percentage of employees who have been qualified as second-level leaders out of the total number of employees.
4. Percentage of employees who were honoured for their outstanding achievements.
5. Percentage of employees who have been trained out of the total number of employees.

Criteria

Workforce Talent Category

Criteria: Achievement

Sub-Criteria

1. Individual achievements employees made in their current job
2. Professional achievements to support employer's strategic goals and enhance its competitiveness.
3. Managing challenges in a proactive and flexible manner and seizing opportunities to achieve desired goals.
4. Future planning, making effective decisions to ensure the achievement of goals and support the leadership and competitive position of the employer.

Performance Indicators

1. Rate at which personal goals have been achieved over the past five years in the organisation
2. Number of innovative projects that have been implemented
3. The company's growth rate over the past five years (such as annual revenues, profitability, market and competition, customers and sales, innovation, and expansion)
4. Number of proposed proactive initiatives
5. Number of innovative ideas proposed

Criteria

Workforce Talent Category

Criteria: Learning and continuous development

Sub-Criteria

1. Practices implemented to enhance scientific and practical performance, and the impact of these practices towards developing individual and institutional performance.
2. Continuous pursuit of learning and self-development to enhance skills and experiences, diversify them in line with future developments, and support competitiveness.
3. Efforts made to share knowledge and experiences with others inside and outside the workplace.

Performance Indicators

1. Number of professional certificates obtained throughout professional career.
2. Number of specialised training courses participated in
3. Number of practices applied to transfer knowledge (inside/outside the organisation)

Criteria

Workforce Talent Category

Criteria: Social Responsibility

Sub-Criteria

1. Using effective communication practices with all cultures and adhering to tolerance values to enhance quality of life in the work environment and community.
2. Participating in volunteer activities and community events that aim to promote social development and social issues, which supports community service and development.
3. Compliance with local and national laws and regulations, along with commitment to human values and ethics.
4. Providing continuous material or moral support to people in need.

Performance Indicators

1. Number of volunteer work hours.
2. Number of entities that participated with in volunteering opportunities.
3. Number of practices implemented to support and assist those in need.

Criteria

Workforce Talent Category

Achievments

1. Dedication to work and completing tasks.
2. Conservation of resources.
3. Making extra efforts to complete tasks.

Social Responsibility

1. Participating in volunteer work and community service.
2. Effective communication and acceptance of cultural diversity.
3. Applying concepts of tolerance.

Awards

Company Awards:

1 The company is classified in the first category in the Ministry's classification system and benefits from discounts on the Ministry's services, with a maximum financial savings of

1.2 M AED

(for companies that win **first place**)

2 The company is classified in the first category in the Ministry's classification system and benefits from discounts on the Ministry's services, with a maximum financial savings of

1 M AED

(for companies that win **second place**)

3 The company is classified in the first category in the Ministry's classification system and benefits from discounts on the Ministry's services, with a maximum financial savings of

500K AED

(for companies that win **third place**)

The company is classified in the first category in the Ministry's classification system and benefits from discounts on the Ministry's services, with a maximum financial savings of

500K AED

(for companies that win in a **subcategory**)

All winning companies obtain a **Diamond Classification**

Diamond classification benefits

- Priority in completing transactions
- Priority in addressing technical challenges
- Premium phone service

Awards

Workforce Prizes:

Cash prizes as follows:

First Place	Second Place	Third Place
AED 100K	AED 75K	AED 50K
1,300,000	675,000	550,000

Award Terms and Conditions



First:
Establishments/ Labour Accommodations/ Business Services Partners

1. Should not be government-owned

2. Should not have been subject to judicial ruling or penalised for violating the UAE labour legislation during the past year

3. Should be committed to fulfilling the application requirements and the Award's timeframe

Award Terms and Conditions



Second:
Workforce Category

1 | Should have spent no less than one year working at the company from the date of joining

2 | Should not have committed any violations

3 | Should not have a labour complaint/absence from work filed against them during the past year

Award Timeframe

