

# Fair Wages - Exploring Wage Protection Systems (WPS) in the GCC

THOUGHT LEADERSHIP

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# 01

## INTRODUCTION

Wage Protection Systems (WPS) ensure fair and timely payment of wages, especially in areas with many expatriate workers. Widely used in Gulf Cooperation Council (GCC) countries, WPS improves transparency, accountability, and worker rights.

Discover the details of WPS in different GCC countries and links to government resources for more information.



# 02

## UNITED ARAB EMIRATES (UAE)

The UAE pioneered the implementation of WPS in the GCC, launching its system in 2009. Managed by the Ministry of Human Resources and Emiratisation (MOHRE), the UAE's WPS requires employers to transfer employees' wages via approved financial institutions.

This ensures workers get their salaries on time and in full, making it easier to monitor wage payments and follow labor laws.

### Technical Information:

The system uses a secure electronic salary transfer method, integrating with banks and exchange houses. Employers must submit wage details to MOHRE, which verifies compliance before salaries are disbursed.

### Government Website:

[MOHRE Wage Protection System](#)



# 03

## QATAR

Qatar introduced its WPS in 2015 to safeguard workers' rights and promote transparency in wage payments. The system is overseen by the Ministry of Administrative Development, Labour and Social Affairs (MADLSA) and the Qatar Central Bank.

### **Technical Information:**

Employers are required to transfer wages through financial institutions approved by the Qatar Central Bank. The WPS monitors and reports any discrepancies or delays in salary payments.

### **Government Website:**

[MADLSA Wage Protection System](#)



# 04

## SAUDI ARABIA

Saudi Arabia commenced its WPS implementation in 2013, gradually extending it to cover all sectors. The Ministry of Human Resources and Social Development (HRSD) manages the system, aiming to ensure timely and accurate wage payments.

### Technical Information:

The Saudi WPS involves the electronic transfer of salaries through banks, with HRSD monitoring compliance via regular reports and inspections.

### Government Website:

[HRSD Wage Protection System](#)



# 05

## KUWAIT

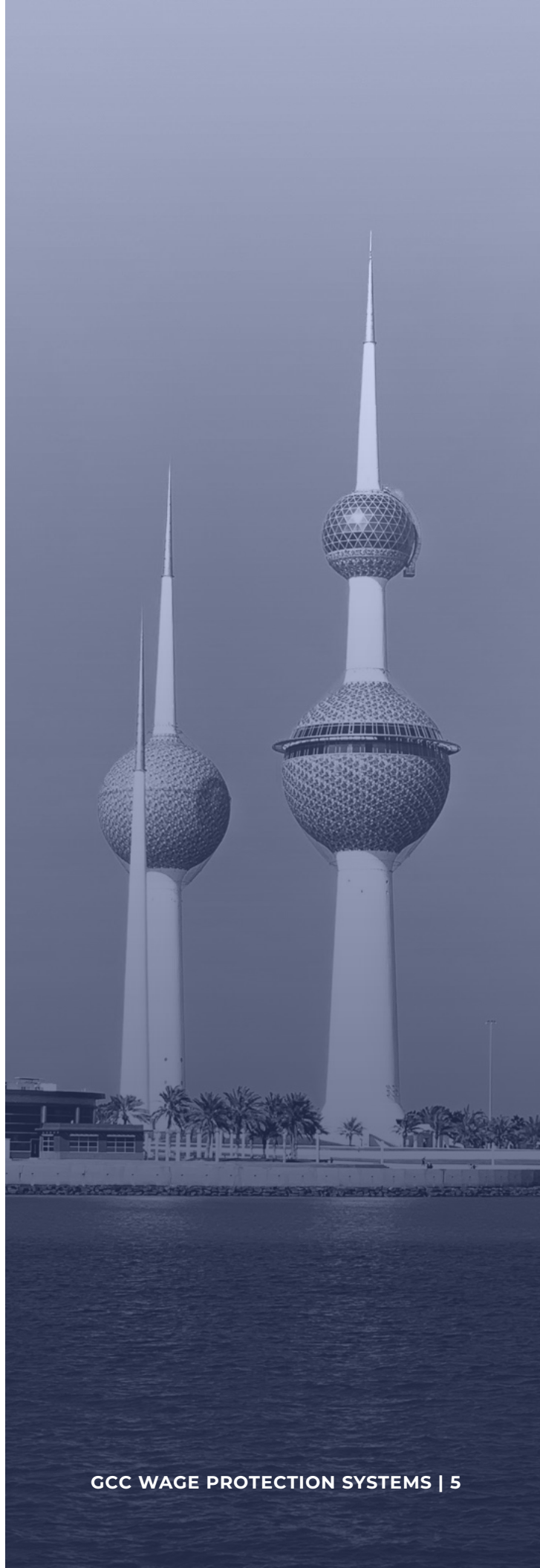
Kuwait launched its WPS in 2015 to enhance the regulation of wage payments. The system is overseen by the Public Authority for Manpower (PAM), ensuring that employees receive their wages through the banking system.

### **Technical Information:**

Employers must process wage payments through banks, with PAM receiving and reviewing wage files to verify compliance with labor regulations.

### **Government Website:**

[PAM Wage Protection System](#)



# 06

## OMAN

Oman's WPS, introduced in 2014, mandates employers to pay workers' wages through approved financial institutions. The Ministry of Manpower supervises the system, aiming to ensure timely and accurate salary payments.

### **Technical Information:**

The system requires electronic salary transfers, with the Ministry of Manpower monitoring and auditing wage data to ensure compliance.

### **Government Website:**

[Ministry of Manpower](#)

[Wage Protection System](#)





# 07

## BAHRAIN

Bahrain implemented its WPS in 2019, with the Labour Market Regulatory Authority (LMRA) overseeing the system. The aim is to regulate wage payments and protect employees' rights.

### Technical Information:

Employers must use approved financial channels for wage payments, with the LMRA tracking and auditing compliance.

### Government Website:

[LMRA Wage Protection System](#)



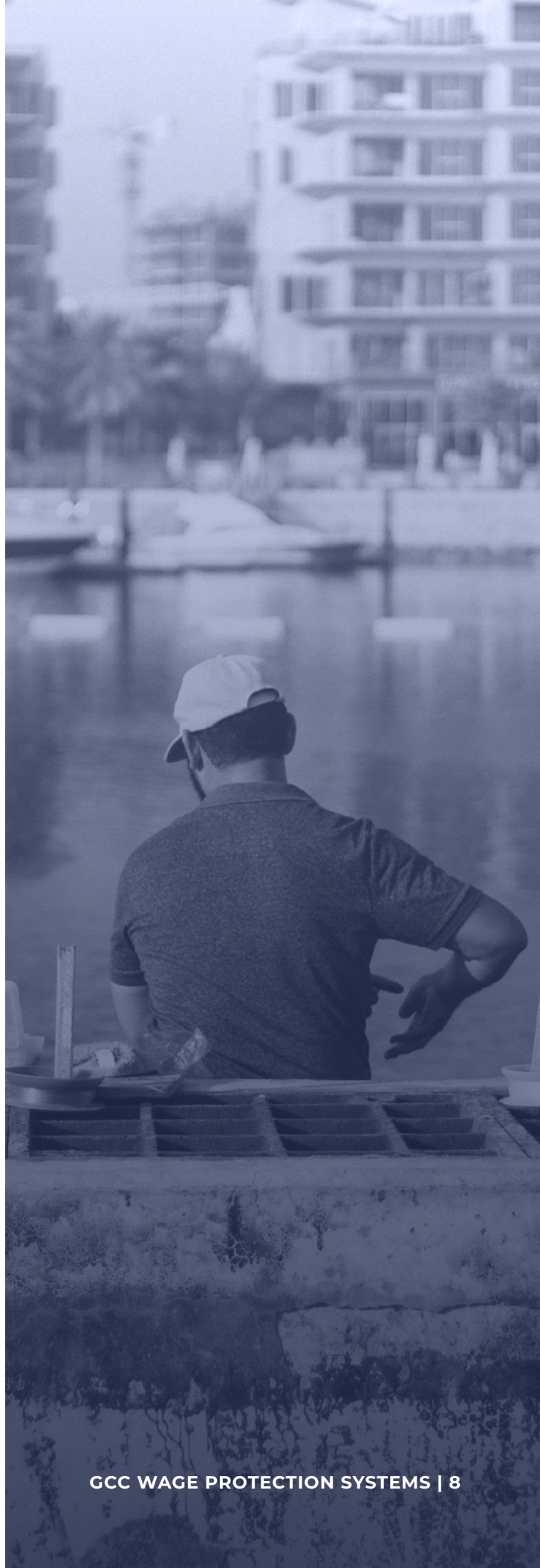
# 08

## PROTECTING WORKER PAY

Wage Protection Systems (WPS) in GCC countries ensure labor rights and transparency in wage payments. By requiring electronic salary transfers through approved banks, these systems help monitor and enforce timely payments.

For more details, visit the respective government websites for resources and guidelines on WPS in each country.

These systems help GCC countries protect labor rights, promote fair treatment, and ensure economic stability for their large expatriate workforce.





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