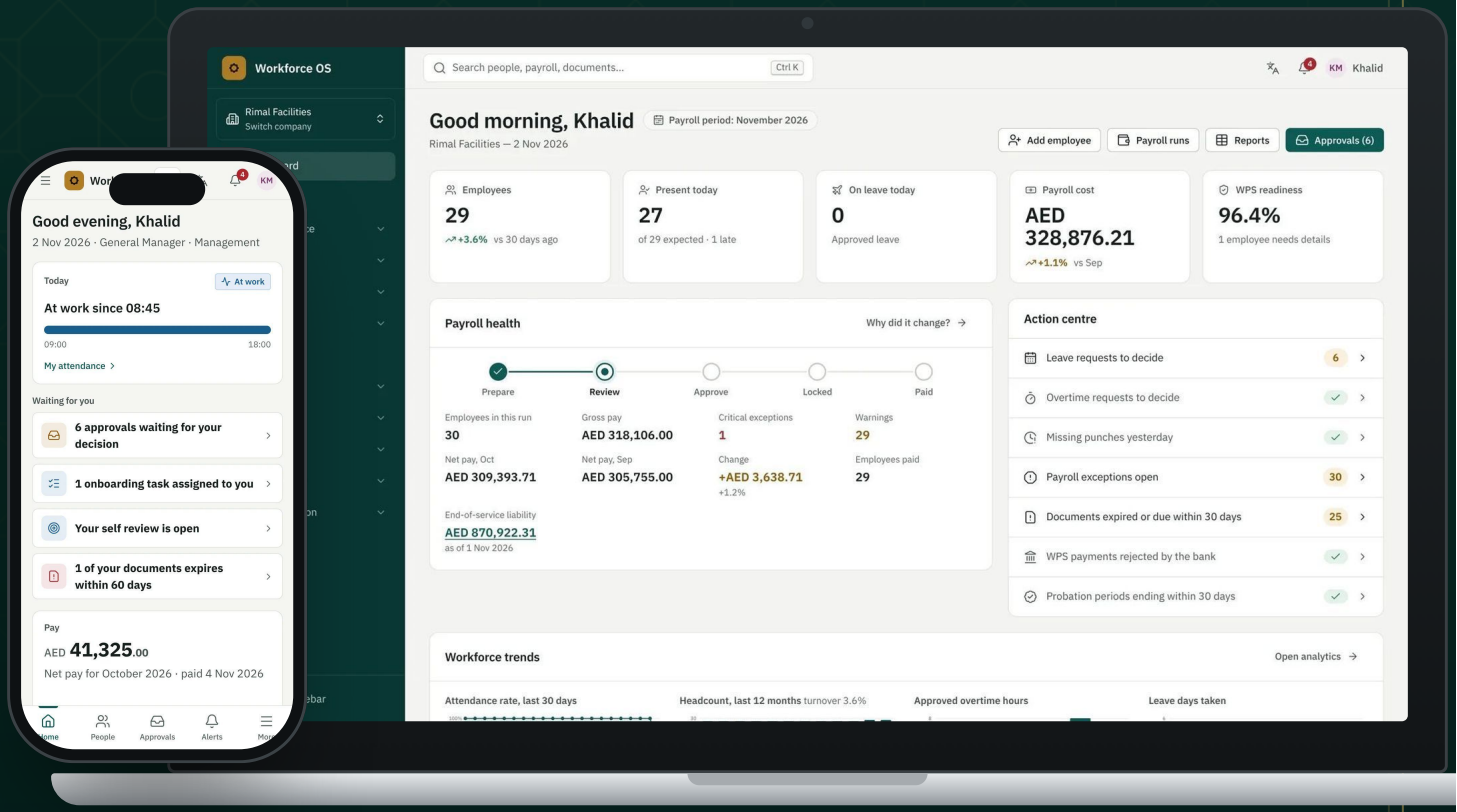
CRAFTS SOFTWARE

Product profile 2026

نظام القوى العاملة

Workforce OS

HR, payroll and WPS, built for the way UAE companies work.



Mainland | Free zones | DIFC | ADGM

English & العربية

AT A GLANCE

Every dirham accounted for. Every deadline on record.

Workforce OS brings attendance, leave, payroll, WPS salary files and UAE compliance into one system. It is installed on your own server, speaks English and Arabic, and keeps UAE payroll rules as settings you can review and update.

10,000
employees in our performance test

4M
attendance days processed in that test

186
automated tests, including hand-checked pay

11
modules under one sign-in

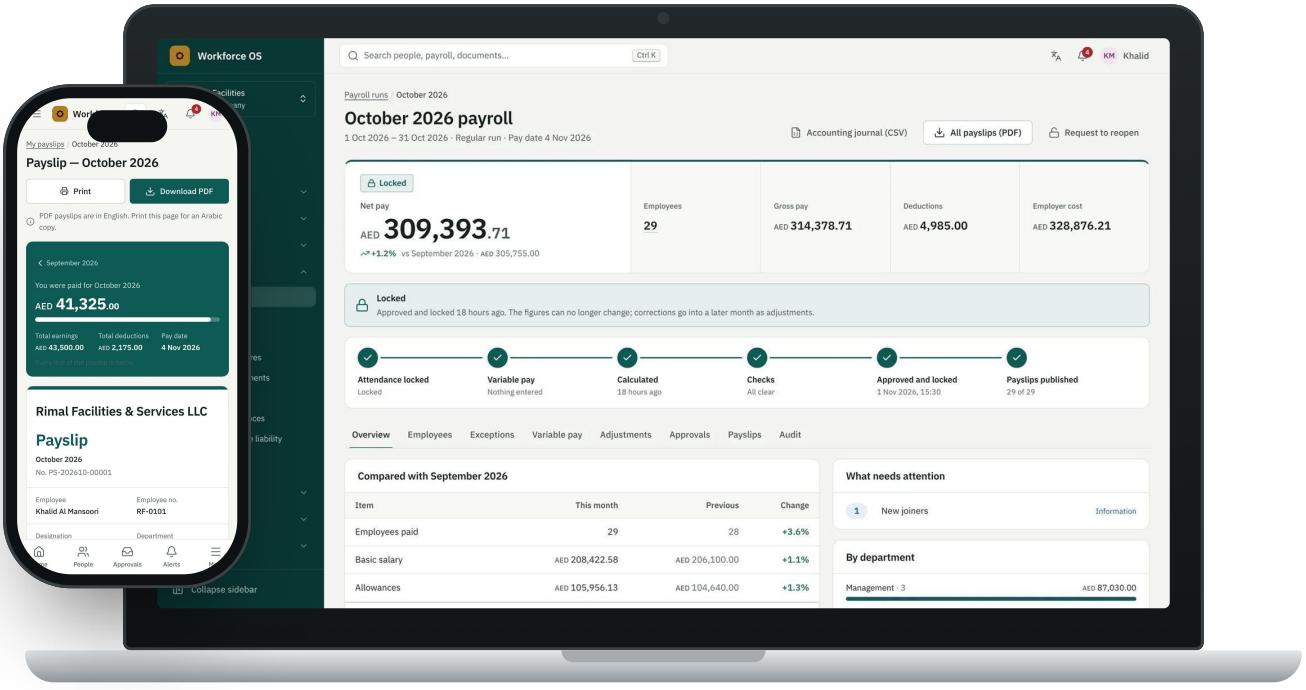
Built for every UAE setup

Mainland · Free zones · DIFC · ADGM

Several companies in one installation, each with its own establishments, rules and WPS profile.

One system instead of

- Payroll spreadsheets
- A separate attendance tool
- Hand-made SIF files
- Paper leave and letter requests
- Expiry dates kept in calendars



INSIDE

Eleven modules. One record for every employee.

01	Dashboard & approvals	لوحة التحكم والموافقات	05
02	Employee self-service	الخدمة الذاتية للموظفين	06
03	People	شؤون الموظفين	07
04	Attendance & leave	الحضور والإجازات	08
05	Payroll	الرواتب	09
06	Wage Protection System	نظام حماية الأجور	10
07	Talent	التوظيف والأداء	11
08	Operations	العمليات	12
09	Reports & analytics	التقارير والتحليلات	13
10	Compliance	الامتثال	14
11	Administration	الإدارة	15

UAE law, built in 04 · A payroll month 16 · Platform & security 17

UAE LAW, BUILT IN

The rulebook is configured, with its source.

Federal Decree-Law No. 33 of 2021, its Cabinet Resolution and MOHRE's rules are held as dated, versioned settings. A company may be more generous than the law, never less.

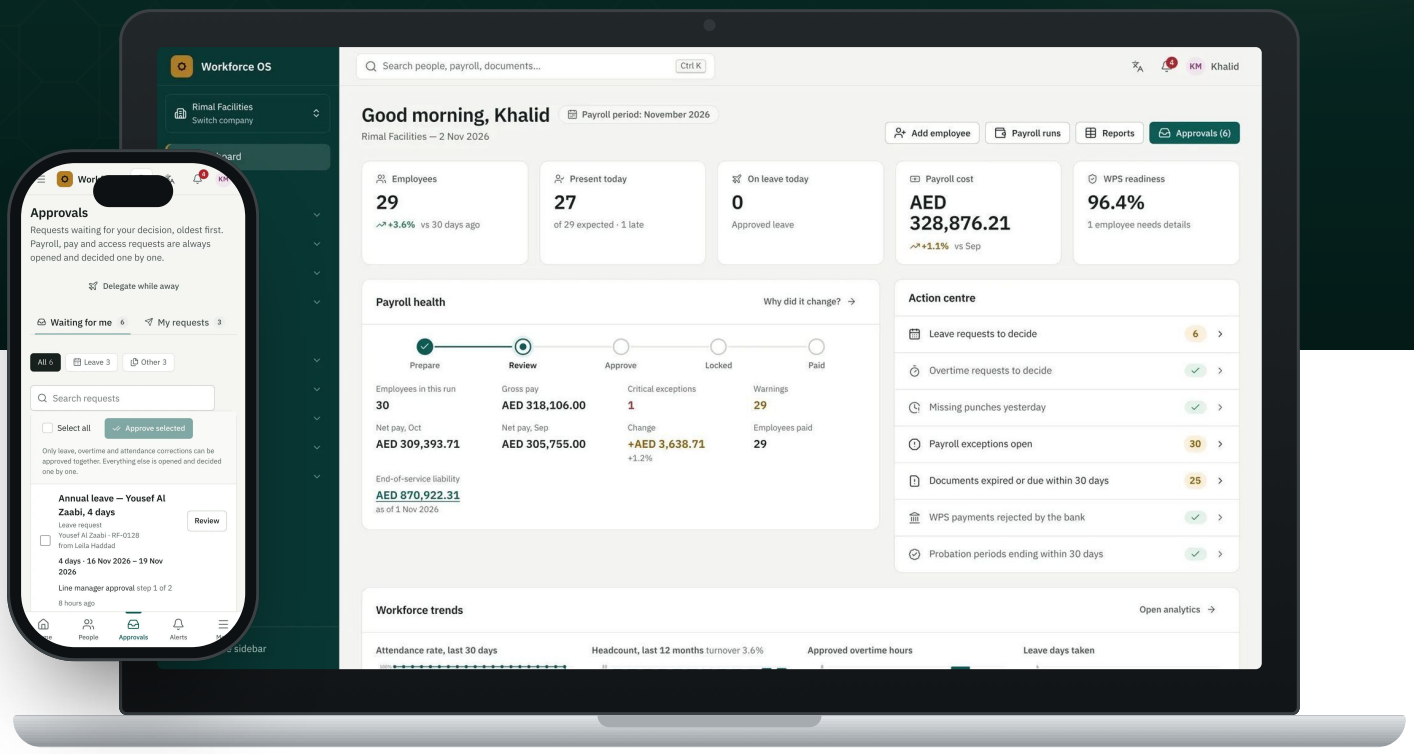
WPS	**Salaries on time** The wage protection clock counts the days since pay date against MOHRE's 15, 17 and 30-day milestones.
Art. 51	**End-of-service gratuity** 21 days a year for the first five years, 30 after, with the two-year cap and unpaid absence excluded.
Art. 53	**Final settlement** Paid within 14 days: salary, unused leave, gratuity, notice and loans, each with a reason.
Overtime	**Legal minimum rates** ×1.25 on working days, night hours 10 pm to 4 am, ×1.5 on rest days and public holidays.
Deductions	**Caps applied** 50% overall, 20% overpayment recovery, 25% court debts. The excess carries to next month.
Art. 39–44	**Discipline in order** Allegation, answer, findings and a reasoned decision. Dismissal only on an Art. 44 ground.
MOHRE	**Emiratisation targets** 2% more UAE nationals in skilled jobs each year, 10% by the end of 2026.

01 | DASHBOARD & APPROVALS

لوحة التحكم والموافقات

Your company's day, on one screen.

Each person sees the figures their role allows and the decisions waiting for them, refreshed through the day.



Executive KPIs

Headcount, present today, payroll cost and WPS readiness.

Payroll health

Where this month's run stands and how it compares with last month.

Action centre

Leave to decide, missing punches, exceptions and expiring documents.

Approval inbox

Every decision in one list, with leave and overtime approved in bulk.

Workforce trends

Attendance rate, headcount, turnover, overtime and leave taken.

Rule-based insights

Each insight names the rule behind it.

15 min

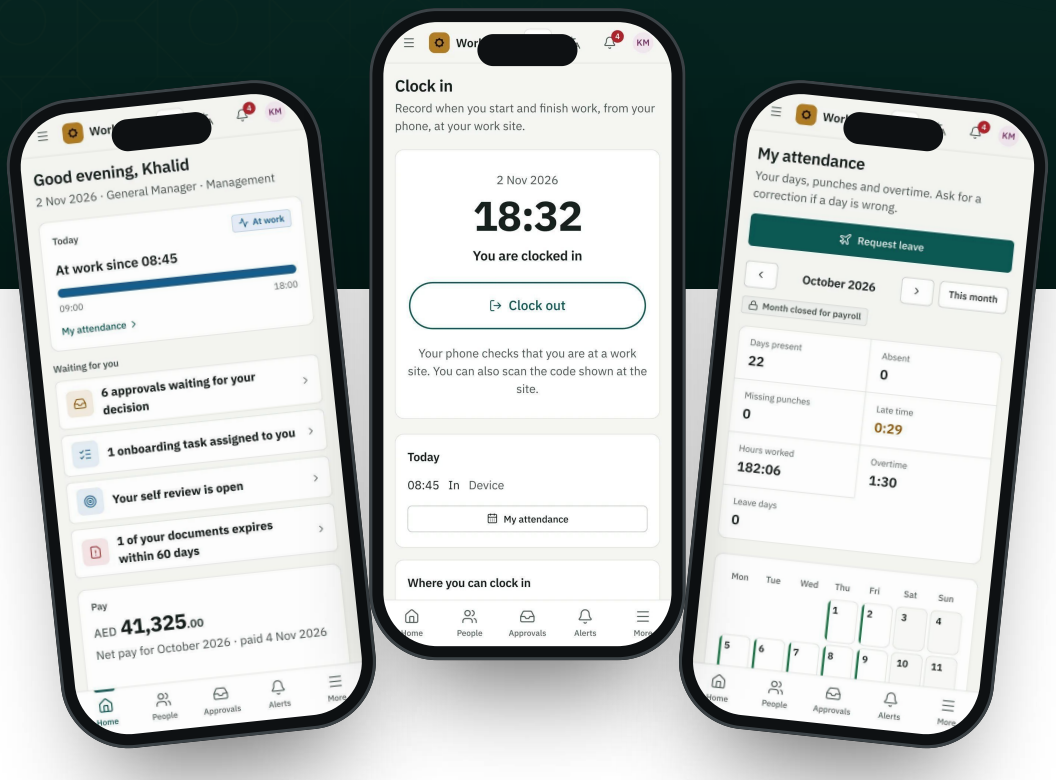
Figures refreshed across every dashboard

02 | EMPLOYEE SELF-SERVICE

الخدمة الذاتية للموظفين

Self-service that lives on the phone.

Employees clock in, request leave and open their payslips themselves. HR stops answering the same questions by email.



- **Phone clock-in**
  Inside a geofence or by rotating QR code, every attempt logged.
- **My leave**
  Balances by type, with a live preview before sending.
- **Requests and letters**
  Salary certificates, NOCs and expenses with receipts.
- **My attendance**
  A monthly calendar of punches, late time and overtime.
- **Payslips**
  English or Arabic, with PDF and year-to-date totals.
- **My team**
  Line managers see who is in, late or away today.

30 sec

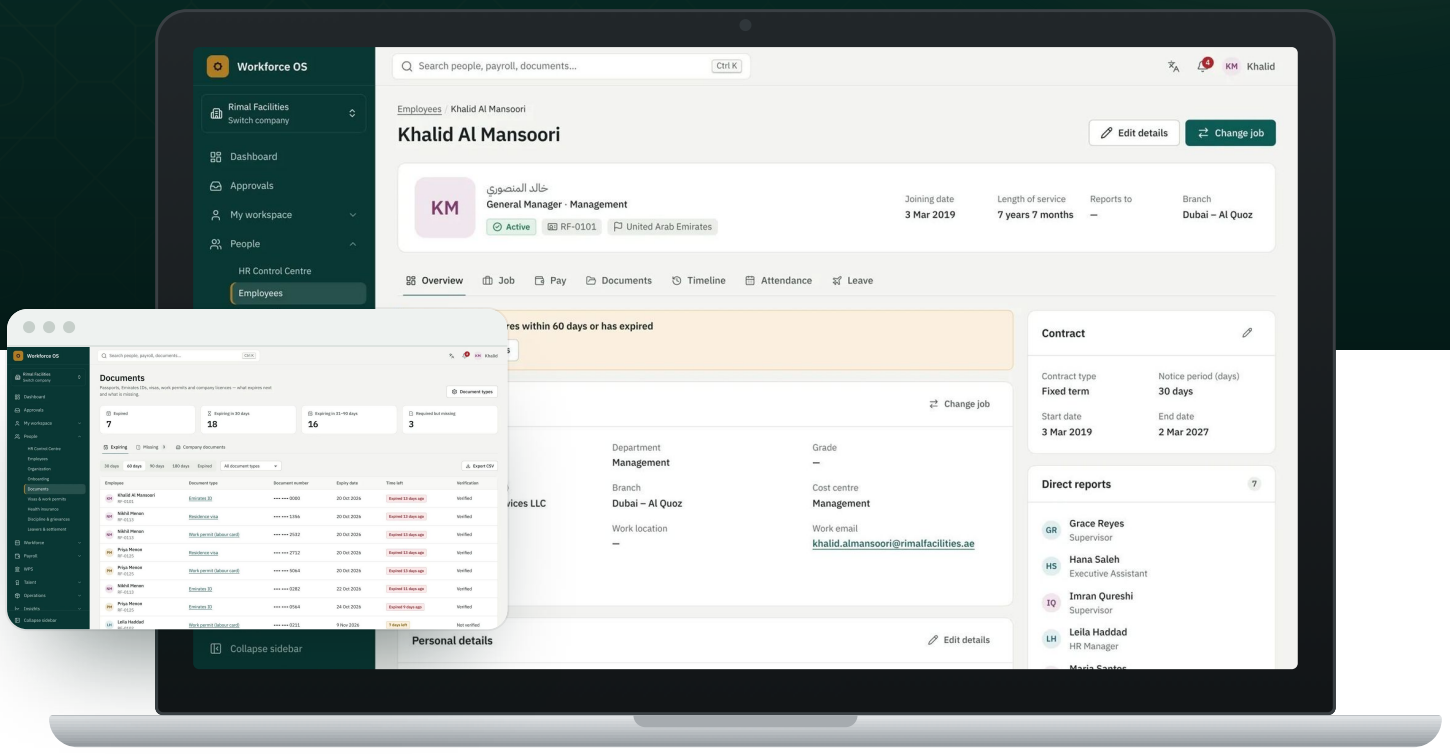
A fresh clock-in QR code at every site

03 | PEOPLE

شؤون الموظفين

Every employee, every document, every deadline.

One record from offer letter to final settlement, checked against the Labour Law at every step.



Employee 360

Job, pay, documents, timeline, attendance and leave in one place.

WPS bank details

UAE IBAN and MOHRE person code, encrypted, approved by a second person.

Health insurance

By the law of each emirate, with gaps flagged.

Labour Law checks

Minimum age, contract type, probation and notice on every hire.

Visas and permits

Checklists with due dates, and late fines shown as they run.

Leavers

Clearance checklist and final settlement within 14 days.

30 / 90

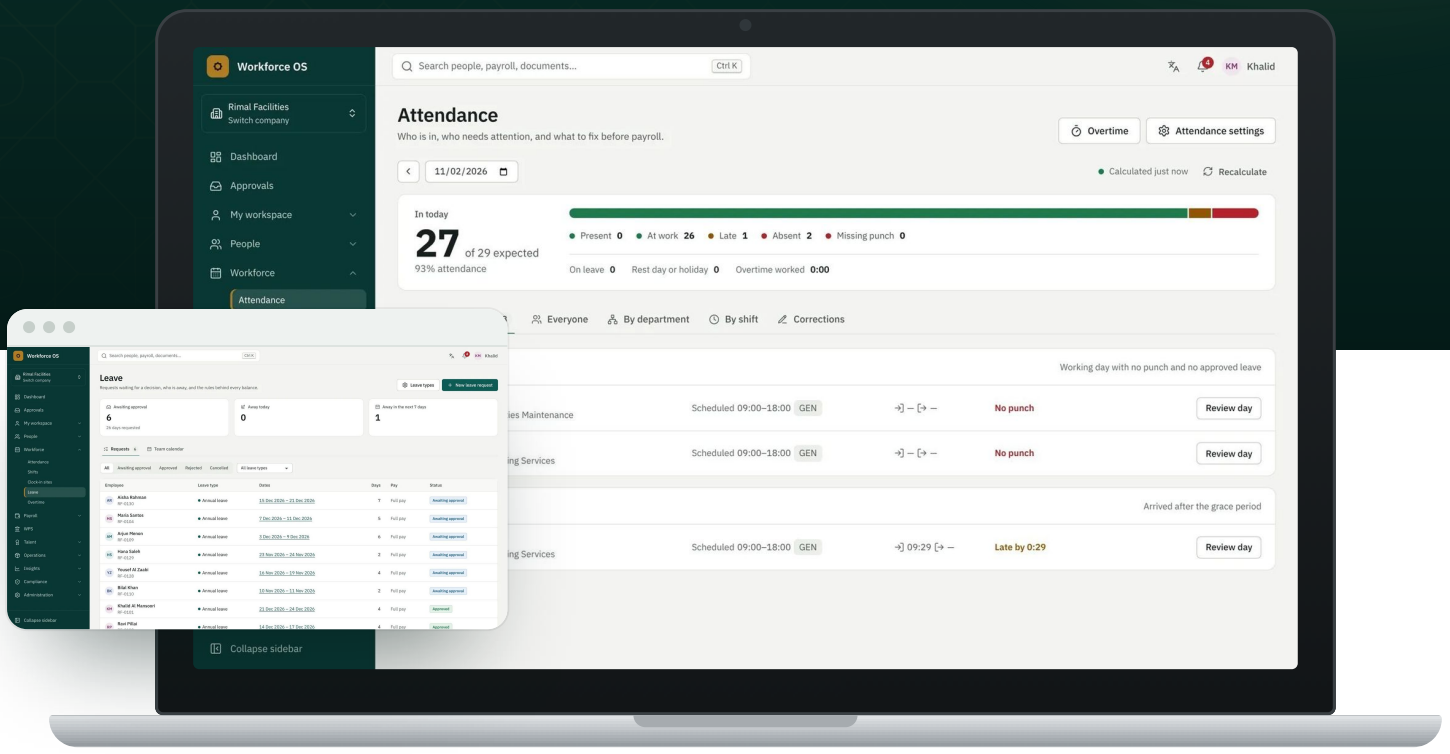
Days of warning before a document expires

04 | ATTENDANCE & LEAVE

الحضور والإجازات

Attendance that is ready for payroll.

Late arrivals and missing punches are flagged during the shift, not discovered at the end of the month.



- **Command centre**
  Who is in, late, absent or missing a punch, by department and shift.
- **UAE leave types**
  Annual, sick with pay tiers, maternity, parental, Hajj and more.
- **Overtime claims**
  Checked against hours actually worked.
- **Shifts**
  Fixed, flexible, split and night, with rotations and Ramadan hours.
- **Leave ledger**
  Every balance backed by entries, with audited adjustments.
- **Month close**
  Freezes attendance so payroll uses settled figures.

×1.25 / ×1.5

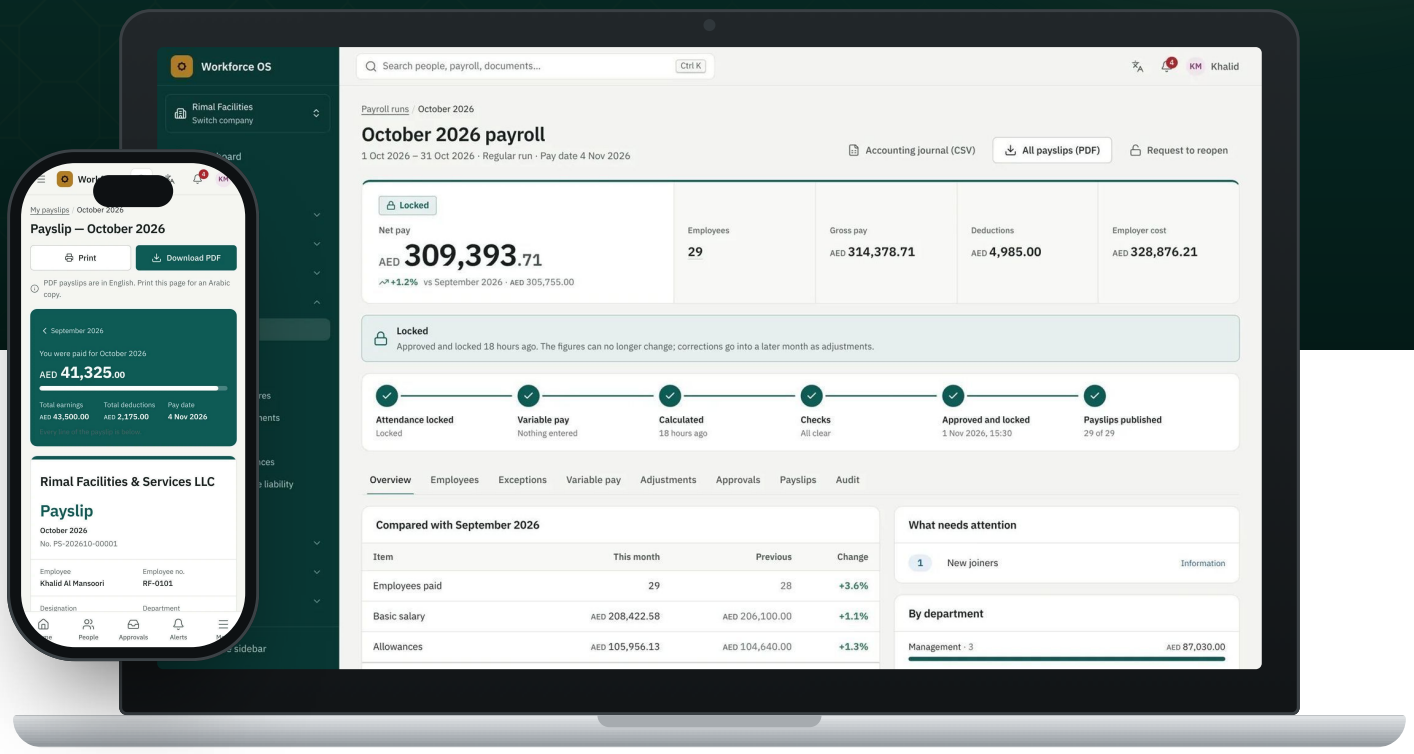
UAE overtime minimums, never undercut

05 | PAYROLL

الرواتب

Calculate, check, approve, lock.

One calculation engine behind every payroll screen. Every line is explained and every rule version is recorded.



Exception centre

Critical issues block approval until they are fixed.

Maker-checker

Approved by someone who did not prepare it, then sealed with a hash.

Proration

Calendar, 30-day or working days, across joiners and leavers.

Pensions

GPSSA, Abu Dhabi Pension Fund, GCC schemes and DIFC savings.

Loans and gratuity

Recovered within legal limits, gratuity under Art. 51.

Accounting journal

By account, cost centre and department.

24

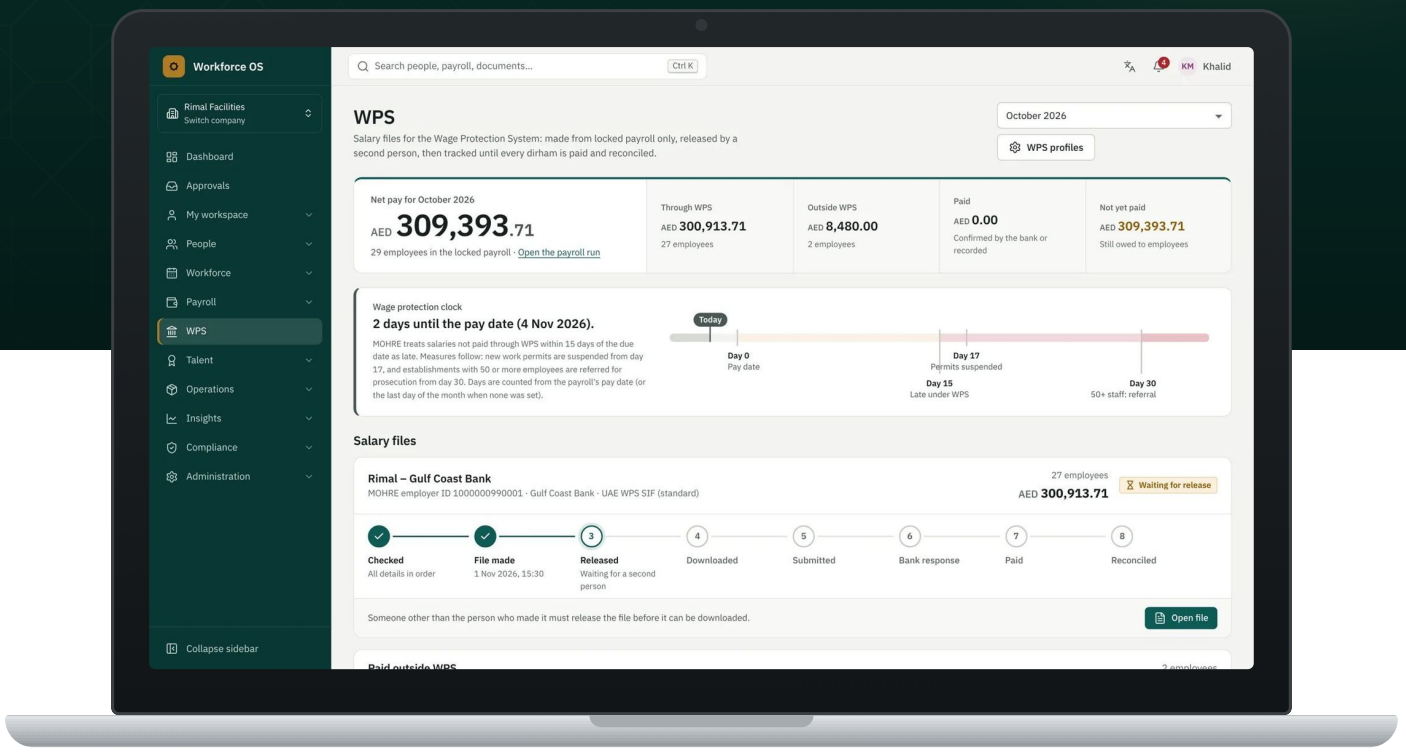
Checks run before anyone can approve

06 | WAGE PROTECTION SYSTEM

نظام حماية الأجور

Salary files from locked payroll only.

From SIF file to bank reconciliation, with MOHRE's wage protection deadlines counting down in plain view.



- **SIF files**
  EDR, EVP and SCR records, with bank-specific variants.
- **Second-person release**
  No one can download a file they made themselves.
- **Bank responses**
  Payment results imported and matched to each employee.
- **Establishment profiles**
  MOHRE employer ID and the paying bank or exchange house.
- **Secure downloads**
  Encrypted, fingerprinted and recorded in the audit trail.
- **Reconciliation**
  Until every dirham shows as paid.

15 · 17 · 30

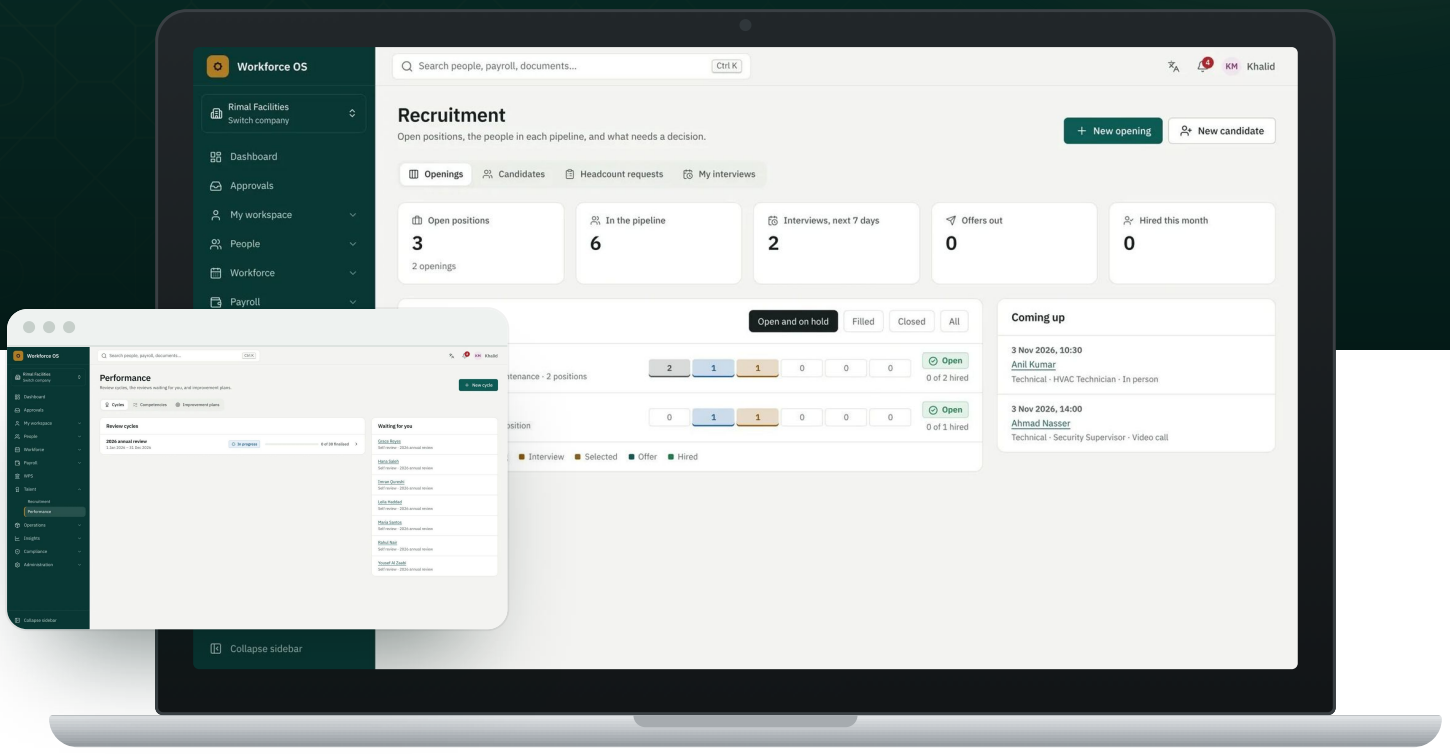
Days on the wage protection clock

07 | TALENT

التوظيف والأداء

Hire well. Review fairly.

Recruitment flows straight into the employee record, and reviews run on goals and competencies.



- **Headcount requests**
  Approved before an opening goes live.
- **Candidate pool**
  CVs kept, duplicates detected.
- **Offers**
  Within UAE contract rules, approved by a second person.
- **Hiring pipeline**
  Drag-and-drop board from application to hire.
- **Interviews**
  Panels and scorecards for every round.
- **Performance**
  Self, manager and HR reviews, calibration and plans.

1 click

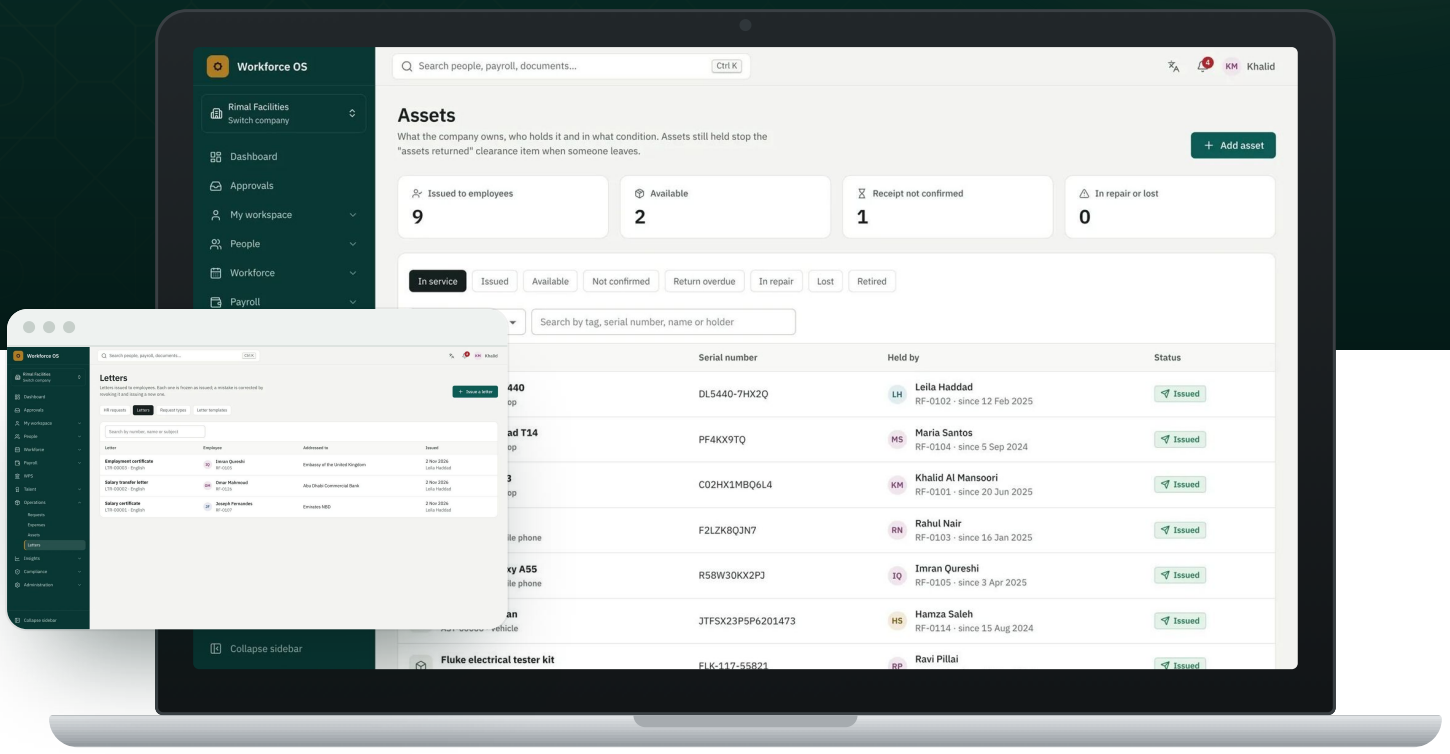
From accepted offer to employee record

08 | OPERATIONS

العمليات

The everyday HR desk, organised.

Requests, letters, assets and expenses, each with an owner and a due date.



- **HR requests**
  Service times, an HR queue and internal notes.
- **Assets**
  Laptops, phones and vehicles issued, confirmed and returned.
- **Expenses**
  Receipts and 5% VAT, approved by manager then finance.
- **Letters**
  From approved templates, frozen on issue.
- **Clearance**
  Leavers cannot clear while assets are still held.
- **Payment**
  With the salary or separately, totals by stage.

EN · ع

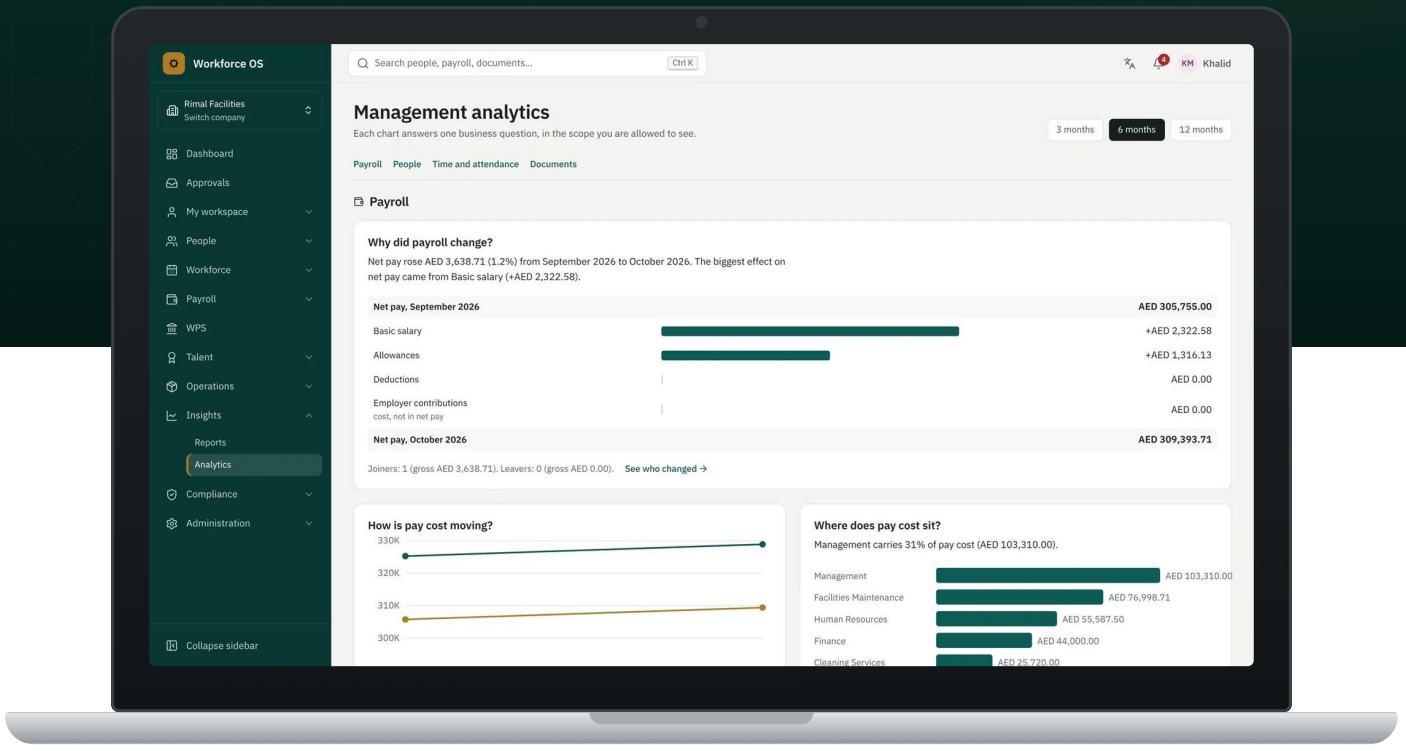
Letters issued in English or Arabic

09 | REPORTS & ANALYTICS

التقارير والتحليلات

Answers, not just exports.

Every report respects the reader's data scope, and every export is recorded.



- **Reports**
  People, attendance, leave, pay and WPS, with totals.
- **Large exports**
  Run in the background, so nothing times out.
- **Pay cost**
  Trends by department and kind of pay.
- **Saved views**
  Shared with colleagues, exported to CSV or PDF.
- **Why payroll changed**
  Movement explained line by line.
- **Overtime and absence**
  Where they sit, and who needs attention.

24

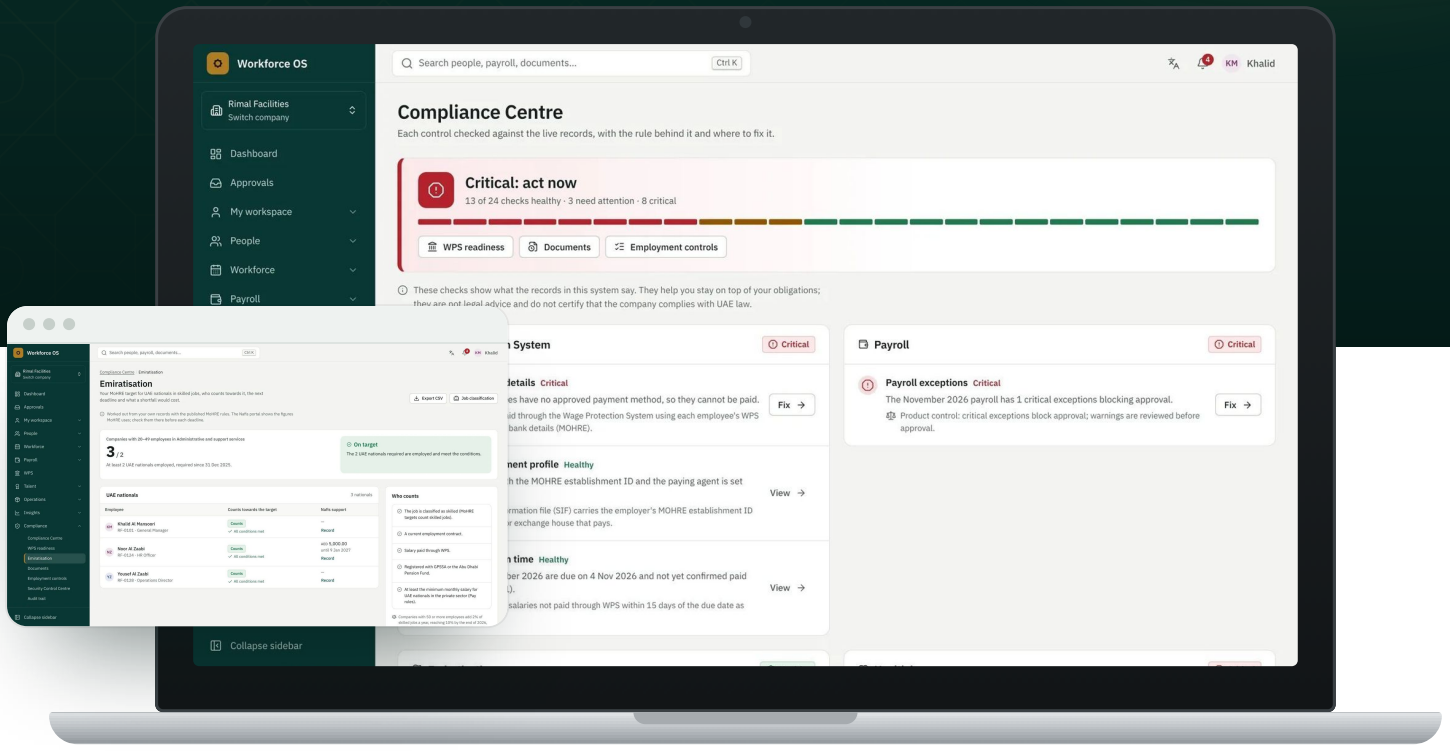
Ready-made reports, filters and saved views

10 | COMPLIANCE

الامتثال

Know where you stand before anyone asks.

Live records checked against each rule, marked healthy, attention required or critical, with a link to the fix.



- **Compliance centre**
  WPS, payroll, insurance, visas, documents and settlements.
- **Emiratisation**
  Your MOHRE target, who counts, and the next deadline.
- **Security centre**
  Sign-ins, sessions, privileged changes and data views.
- **WPS readiness**
  Who can be paid through WPS, and what is missing.
- **Documents**
  Expired and expiring by type and by person.
- **Audit trail**
  Hash-chained, so any tampering is detected.

11

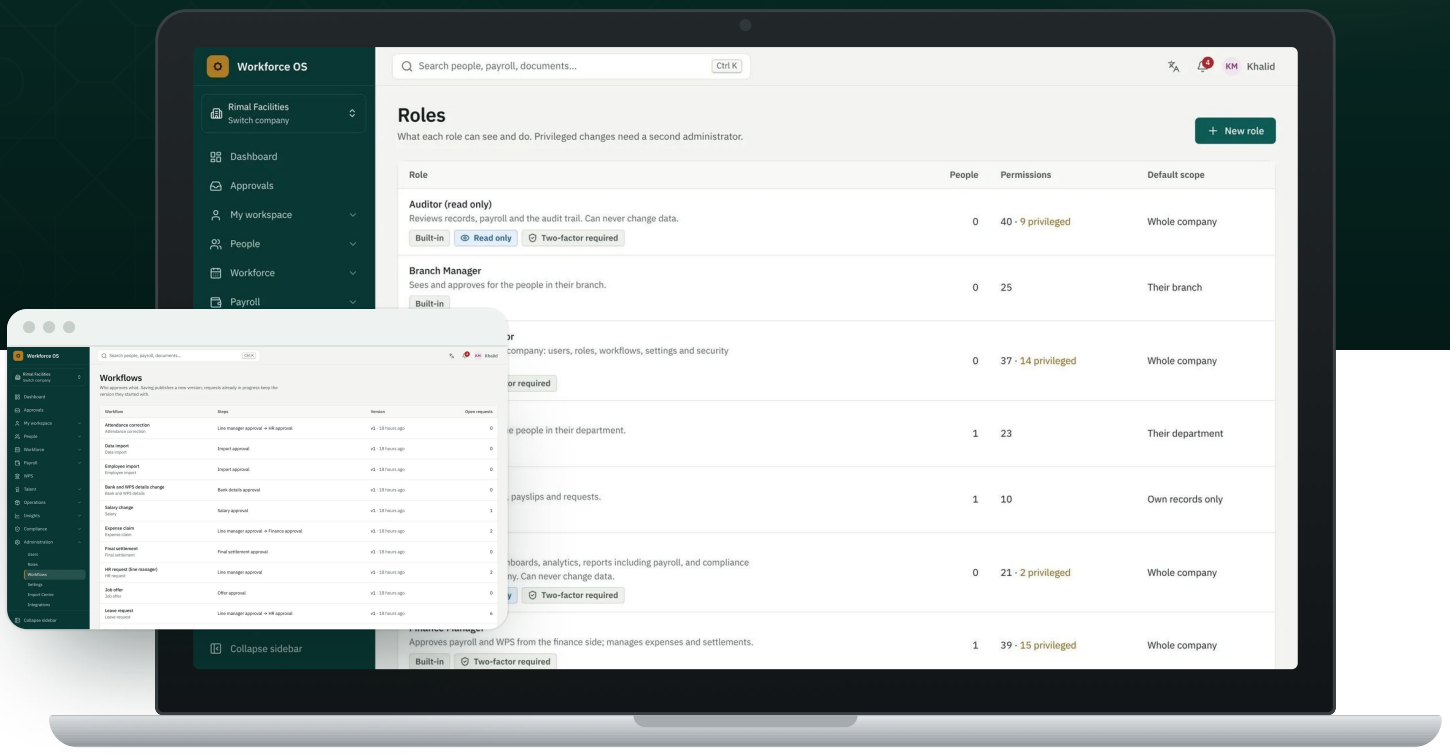
Compliance areas checked continuously

11 | ADMINISTRATION

الإدارة

Control who sees and approves what.

Set it up once, then let the workflows do the chasing.



- **Permissions**
  Scopes from own record to the whole company.
- **Workflows**
  Approvers, deadlines, escalation and delegation.
- **Import centre**
  Every row checked, approved, and undoable for 30 days.
- **Two-factor sign-in**
  Required for admin, payroll, finance and auditors.
- **White label**
  Your logo and colour across the app and payslips.
- **Backups and API**
  Scheduled backups and an API for time clocks.

14

Ready-made roles, plus your own

A PAYROLL MONTH

From attendance to the bank, in eight steps.

The same sequence every month. Each step has an owner, and the ones that move money need a second person.

01 **Attendance locked**
Month close freezes punches, leave and approved overtime.

02 **Variable pay**
Commissions and one-off amounts, by hand or CSV.

03 **Calculated**
Every employee, every line explained.

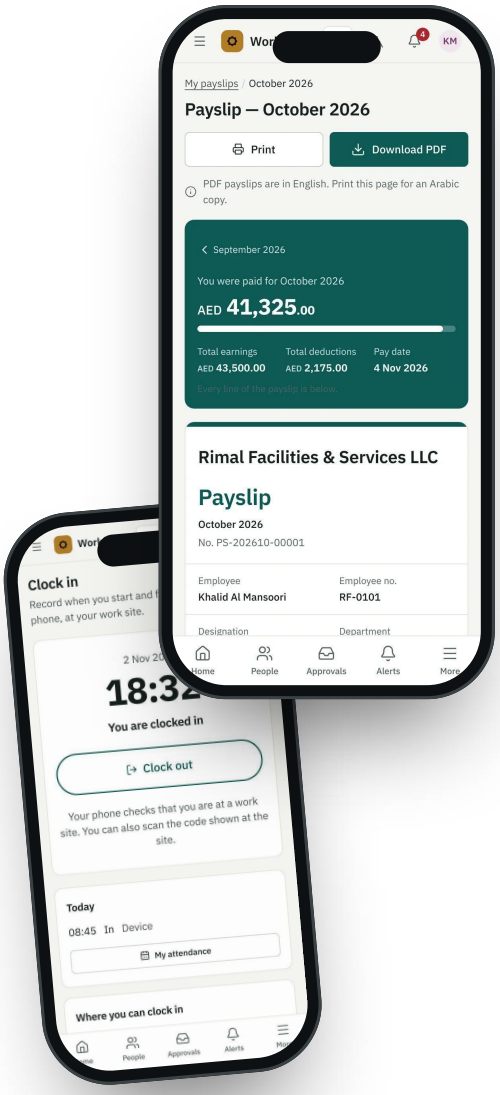
04 **Checked**
24 exception checks. Critical ones block approval.

05 **Approved and locked**
By a second person, sealed with an integrity hash.

06 **Payslips published**
Employees open their own, in English or Arabic.

07 **SIF released**
Made from locked figures, released by a second person.

08 **Paid and reconciled**
Bank results imported until everyone shows paid.



15 days
after pay date, salaries are late under WPS

14 days
to pay a final settlement, under Art. 53

2 people
to approve payroll and release every salary file

PLATFORM & SECURITY

Yours to run.
Your data stays with you.

Workforce OS is installed on your own hosting by the Crafts Software team. Salary and identity data never passes through anyone else's servers.

Security

- Argon2id passwords and account lockout
- Two-factor sign-in for sensitive roles
- Passport and IBAN fields encrypted at rest
- Masked ID numbers, revealed only on request
- No third-party scripts or trackers

Deployment

- PHP 8.2+ with MySQL 8 or MariaDB 10.6+
- cPanel, Hostinger or your own server
- Four-step installer
- One scheduled task for all background work
- Backups on demand or on a schedule

Going live

- Import employees, salaries and balances from spreadsheets
- A full demo company for training
- Several companies in one installation
- Your logo and colour throughout
- Full Arabic, right to left

Hash-chained	Maker-checker	Encrypted	Self-hosted
audit trail	on every payment	sensitive fields	on your server

شاهده يعمل على رواتبك

See it running on your own payroll.

Book a live walkthrough with the Crafts Software team. We will take you through a full payroll month, from attendance to the WPS salary file.

EMAIL info@craftssoftware.com

WEBSITE craftssoftware.com

Screens show a fictional demo company.