



وزارة الخارجية  
MINISTRY OF FOREIGN AFFAIRS

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**MOFA Brief on**  
**The Protection of the Rights of Domestic Labour in**  
**the UAE**

**June 2014**

The UAE is committed to the promotion and protection of human rights, including the rights of workers. The UAE is a party to nine ILO conventions to protect the rights of workers. Temporary workers in the UAE, including domestic workers, are regulated under contracts, which are established by specialized entities.

The UAE is committed to the fight against human trafficking: the UAE was the first country in the region to enact a comprehensive anti-trafficking law (Federal Law 51 in 2006). In 2007 the UAE established a National Committee to Combat Human Trafficking, which publishes an annual report on progress in combatting human trafficking in the UAE.

In addition, the Ministry of Interior has undertaken a number of measures to provide protection and assistance specifically to domestic workers including:

- A **new domestic workers law** to regulate and protect domestic workers has been drafted and is currently in the process of adoption.
- A **standard form contract** has been established to regulate the relationship between domestic workers and their employers. The contract specifies the rights and obligations of each party in articles covering the following topics: the type and nature of work, salary, organization of work and vacations, travel tickets, livelihood, good treatment, communications and correspondence, health care, provisions in case of death, the duration of the contract, and disputes that may occur between the parties. The standard form contract was revised and updated as of June 1, 2014 as a result of an evaluation of experience gained from the application of the contract. The amended standard form contract is important in determining the obligations of the parties, and will be the only reference for identifying those obligations and regulating the relationship between the parties in accordance with the provisions of the law. The contract is available for all via the electronic services system (E-service).

- Domestic workers are provided with important **legal protections** under the civil transaction law, federal criminal law, and the law on countering human trafficking.
- **Monitoring the recruitment process:** The Ministry of Interior has established a committee to examine domestic worker recruitment agencies, detect any violations of applicable laws, and make recommendations to better protect domestic workers.
- The **employer generally bears all expenses** related to sourcing domestic workers, travel costs to the UAE, accommodation and meals.
- The provision of **health insurance** for domestic workers at the cost of the employer is mandatory.
- To provide **flexibility for domestic workers to change employers**, a system has been established to transfer the temporary sponsorship of domestic workers with their approval.
- A number of **awareness-raising** initiatives by the Ministry of Interior have been implemented to **inform domestic workers of their rights**.
- The Ministry of Interior works with governmental and non-governmental institutions, including embassies and consulates of countries of origin, in order to find the best **solutions** to the problems of domestic workers, The Ministry of Interior also works with recruitment agencies to **raise awareness of employers of the rights of domestic workers**.
- A specialized center, the “Emirates Institution of Naturalization and Residency,” has been established to **train** employees of the naturalization, residency, ports and exits departments on how to handle issues related to naturalization and residency, including those involving domestic workers.

- Specialized units have been established in the General Directorate of Residency and Foreigners Affairs to receive **complaints from domestic workers** and to **assist in resolving disputes** between the parties to the relationship through a permanent and open channel of communication.
- A **toll-free hotline** (8005005) has been established, through which workers can make complaints.
- **Protection, care, and shelter** are provided for domestic workers who are victims of violence or abuse. Such individuals are referred by the Public Prosecution to the Ministry of Interior's social support centres to provide them with shelter and all necessary care. Domestic workers may also seek assistance from shelters provided by civil society organizations, such as the Dubai Foundation for Women and Children.