



Employer's Guide: Important Definitions

- **Domestic Labor:** The service provided by the worker to the employer and his family in the place of work, as per the provisions of Domestic Labour Law.
- **Worker:** The natural person who carries out one of the domestic labor duties against a full pay, under the administration, supervision and guidance of the employer.
- **Employer:** Any natural person or recruitment office uses a worker for the performance of domestic labor duties.
- **Family:** Blood relatives of the employer and those who are related to him/her by virtue of marriage or are under his/her care for any legal or moral reason.
- **Workplace:** The place designated for residence or temporary residence of the employer or his/her family, or beneficiary of the service and his/her family. This includes the private farms and their equivalents.
- **Recruitment Office:** The office legally permitted to recruit workers for domestic labor duties, as per the requirement of the employer, or employ them temporarily.
- **Temporary Employment:** A system in which the recruitment office employs a worker at the office with the purpose of making such worker available for beneficiary third parties (to perform one of the duties governed by the provisions of this law, and such duties are to be performed under the supervision, administration and guidance of the beneficiary. The executive regulations state the terms, rules and procedures of such employment and resulting relations from such employment between the beneficiary and worker).
- **Employment Contract:** An agreement with fixed term conducted between the employer and worker according to the form approved by MOHRE and regulating the rights and obligations of both parties.

The recruitment office recruiting domestic workers has to provide alternatives for the workers without incurring any additional costs or refunding the amounts paid during the probation period in the following cases:

- The domestic worker left work in cases other than allowed ones.
- Termination of the contract upon the desire of the domestic worker or if such worker does not meet the agreed requirements.
- The domestic worker lacks professional competence and good personal behavior.
- The domestic worker is not medically fit for the nature of each job.

Within (5) five days, you have to report to MOHRE cases of workers absence without legitimate cause.



80060

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Obligations of the Employer



Dear head of household,

Did you know that the legal right of domestic workers are as follows:

Monthly Salary

The monthly salary must be paid in Emirati Dirham within a period not exceeding (10) ten days from the due date. The worker is merited to have such salary from the day the domestic worker arrives to UAE or from the date of changing his/her status.

Daily Work Hours

The domestic worker has the right to a daily rest not less than (12) twelve hours, (8) eight of which are to be consecutive.

Annual Leaves:

- The domestic worker has the right to a weekly one paid day-off.
- The domestic worker is entitled to have a paid annual leave of (30) thirty days, and the leave remuneration must be paid in advance. The leave days may be forwarded up to be (60) sixty days at the end of the contract, provided that the employer sets the start date of the annual leave.

Dear head of household,

Did you know that your legal obligations as an employer are as follows:

Fundamental Needs

- Provision of a decent accommodation as well as provision of the worker needs of food and work uniforms, as long as the worker works for the employer on a full-time basis.

Medical Treatment

- Payment of the medical treatment costs of the domestic worker, according to the health system followed in UAE.
- Payment of necessary compensation due to work injuries and occupational diseases.

Good Treatment

- Treatment of the domestic worker in a well manner that does not harm the worker's dignity and ensures his physical integrity. Heirs of the worker who dies during service are entitled to have the full pay of the month the work died in, as well as any other rights of the worker.

Compliance with the Law

- Not to make the domestic worker work for other people unless the conditions prescribed by law are followed.
- Not to employ any worker not having a work permit for this work.
- Not to employ the domestic worker in a profession differs from the nature of his work without the approval of the domestic worker, and provided that such profession is covered by the law.

Obligations of the Employer

- Whether by yourself or by a proxy, do not collect any amounts or payment, unless stated in the law or the contract form approved by MOHRE.

Reporting

- Report to the recruitment office or MOHRE on the following numbers in case the domestic worker violates the provisions of the applicable legal regulations and does not comply with the requirements of these authorities: **80060**