

**MINISTERIAL RESOLUTION NO.(675) OF 2022
ON THE COVERAGE OF CERTAIN DOMESTIC WORK PROFESSIONS UNDER
THE WAGES PROTECTION SYSTEM**

The Minister of Human Resources & Emiratization

Having perused:

- Federal Law No.(1) of 1972, concerning jurisdictions of the Ministries and powers of the Ministers and amendments thereof
- Federal Decree-Law No. 9 of 2022 on Domestic Workers
- Ministerial Resolution No. (598) of 2022 regarding the Wages Protection System
- In pursuit of work interests

Resolved the following:

Article 1

Definitions

The definitions contained in the aforementioned Federal Decree-Law No. 9 of 2022 and Cabinet Resolution No. 106 of 2022 shall apply to this resolution, except for that, the following terms and expressions shall have the meanings opposite thereto unless the context requires otherwise:

System/ Wages Protection System : An electronic salary transfer system which enables employers to pay their employees' wages via banks, bureaux de change and other institutions authorized to provide the service by the Central Bank.

Due Date : First day of the month following the end of the period specified in the employment contract.

Article (2)

Wages Protection System Registration and Payment for Some Domestic Work Professions

- a. **Starting January 1, 2023**: Registration in the Wage Protection System for domestic workers can be initiated voluntarily by employers.
- b. **Starting April 1, 2023** : Employers are required to register and pay the wages of domestic workers in the following professions: (Private Agricultural Engineer - Private Messenger - Home Care Provider - Private Tutor - Private Trainer) through the Wage Protection System.
- c. If the employer fails to make the payment of the domestic worker's salary within one month of the due date, it will be considered late payment and he will be notified accordingly.
- d. The employer's file will be suspended if the payment is not made through the system within two months of the due date, and he will be notified of the reason for the suspension.

Article (3)

Obligation to Wage Payment

It is undisputed that domestic workers are entitled to receive their agreed upon wages in full; nevertheless, employers are regarded as in compliance with wage payment requirements in the following instances:

1. Employers who pay at least 80 percent of the registered wages of domestic workers in the professions referred to in the preceding Article.
2. Employers who pay at least 75 percent of the registered wages of domestic workers. If a deduction is made, evidence of the deduction must be provided upon request.

Article (4)

Exceptions

1. Domestic workers who are parties to a labor complaint and do not work for their employers.
2. Reported absconding domestic workers.
3. New domestic workers within thirty (30) days of the commencement of their employment contract.

Article (5)

Administrative Penalties

Employers failing to comply with the provisions of this resolution will be subject to administrative penalties in accordance Cabinet Resolution No.(106) of 2022 regarding the executive regulations of Federal Decree-Law No.(106) of 2022 on Domestic Workers.

Article (6)

Notifications and Reminders

1. Employers will receive reminders from the Ministry from February onwards encouraging them to register with the Wages Protection System.

2. In the second and eighth days following the due date, the Ministry will send notifications and alerts to employers urging them to pay wages through the system.

Article (7)
Procedures Manual

The Undersecretary for Human Resources Affairs shall issue the necessary procedures manuals in order to implement the provisions of this Resolution.

Article (8)
Publication and Commencement

This Resolution shall be published in the Official Gazette and shall be effective from the date of issuance.

Dr. Abdul Rahman Abdul Manan Al Awar
Minister of Human Resources and Emiratization

Signature appears

Issued on: 20-12-2022