



Ministerial Resolution No. (279) of 2020

**Regarding the stability of employment in private sector companies
during the period of applying precautionary measures to contain the spread
of the Novel Corona virus**

Honorable Minister of Human Resources and Emiratisation:

- Having reviewed the Federal Law No. (1) of 1972 regarding the competency of the ministries' and powers of the Ministers, and its amendments,
- And the Federal Law No. (8) of 1980 regarding the regulation of labor relations and its amendments,
- In the context of the efforts made by the state to combat and contain the spread of the Novel corona virus,
- Based on the suggestion of the Under Secretary for Human Resources Affairs,
- And for the public good,

Has decided that:

Article No. (1)

All the companies registered in the Ministry are obligated to work in accordance with the provisions of this resolution to regulate the labor relationship in harmony with the employer and the non-citizen employee authorized to work in the company, in order to preserve the interests of the both parties during the period of implementing precautionary measures to limit the spread of the novel Corona virus.



Article No. (2)

The companies affected by the precautionary measures referred to and who wish to reorganize the work structure there, must include their procedures, in agreement with the non-citizen employee, according to the following:

1. Implementing the telecommuting system.
2. Granting him a paid leave.
3. Granting him leave without pay.
4. Reducing his wages temporarily during the period referred to.
5. Reducing his wages permanently.

Article No. (3)

The companies affected by the precautionary measures referred to and having a surplus in the numbers of non-citizen employees authorized to work in the company, must register their data in the Virtual Labor Market system to allow them to be rotated according to the need by other companies, provided that their commitment to these employees remains in terms of housing and fulfillment of all their entitlements (except for wages) until they leave the country or permit them to work in another company.

Article No. (4)

Companies willing to employ non-citizen employees during the period of suspension of recruitment from outside the country should do the following:



1. To present the jobs available with them in the virtual labor market system, search for the available labor database and choose the ones corresponding to their requirements in the available jobs.
2. To use such labor as needed by applying for one of the internal work permits provided by the Ministry on smart and electronic systems (work permit, transfer to new employer, temporary work permit, part-time work permit).

Article No. (5)

Companies willing to reduce the wages of a non-citizen employee temporarily during the period referred to are obligated to do the following:

1. Conclude a “temporary additional appendix” to the labor contract between the two parties, according to the form attached with this resolution, provided that it expires with the expiration of the term of the contract or the period of validity of this resolution, whichever is earlier.
2. Renew the appendix referred to in Item 1 of this Article with the approval of both parties.
3. To prepare the appendix referred to in Item 1 of this Article in two copies, with each party keeping one of them. The employer shall submit it to the Ministry whenever requested to do so.

Article No. (6)

The companies that want to permanently reduce the wages of a non-citizen employee are obligated to apply on the “Employment Contract data



modification” service to obtain the approval of the Ministry in accordance with the procedures in force.

Article No. (7)

The non-citizen employees who are in the country and want to find job opportunities, may register in the virtual labor market system and apply for jobs offered by registered companies that are consistent with their experience and qualifications.

Article No. (8)

The provisions of this Resolution shall apply to non-citizen employees only during the period of implementation of the aforementioned precautionary measures.

Article No. (9)

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

Nasser Thani al-Hamli,
Minister of Human Resources and Emiratisation
(Seal and Signature)

Issued by us in Abu Dhabi on: 26/3/2020