

**UNITED ARAB EMIRATES**

**MINISTRY OF HUMAN RESOURCES & EMIRATISATION**

**OFFICE OF THE MINISTER**

**MINISTERIAL DECREE NO. (279) OF 2020**

**CONCERNING THE EXISTENCE OF PRIVATE SECTOR LABOR DURING THE  
IMPLEMENTATION OF PRECAUTIONARY MEASURES TO REDUCE THE SPREAD  
OF THE NOVEL CORONAVIRUS**

**The Minister of Human Resources and Emiratisation:**

- HAVING REVIEWED FEDERAL LAW NO. (1) OF 1972 ON THE COMPETENCIES OF THE MINISTRIES AND POWERS OF THE MINISTERS AND the law amending it,
- – FEDERAL LAW NO. (8) OF 1980 AND THE AMENDMENTS THERETO REGARDING THE REGULATION OF WORK RELATIONSHIPS AND the laws amending it and
- Within the efforts of the State to fight and contain the spread of the novel coronavirus and
- Based on the presentation of the Undersecretary for Human Resources Affairs and

- To serve public interests,

**Decrees:**

**Article (1)**

All establishments registered with the Ministry shall implement the provisions of this Decree to regulate the work relationship by mutual agreement between the employer and the non-national worker permitted to work for the establishment, to serve the interests of both parties during the implementation of the precautionary measures taken to reduce the spread of the novel coronavirus.

**Article (2)**

Establishments that are affected by the above precautionary measures and wishes to re-regulate their work shall implement the its actions gradually, by agreement with the non-national worker, according to the following:

1. Implement the remote working system.
2. Give the worker a paid leave.
3. Give the worker an unpaid leave.
4. Reduce the worker's wage on a temporary basis during the said period.
5. Reduce the worker's wage permanently.

**Article (3)**

If the establishment is affected by the above precautionary measures and has an excessive number of non-national workers permitted to work for it, it shall enter the details of these workers in the labor market virtual system so that they may be circulated and used by other establishments, provided the establishment shall remain liable to the worker in terms of accommodation and payment of all his dues (except for the wage) until the worker leaves the country or is permitted to work for another establishment.

#### **Article (4)**

If the establishment wishes to employ non-national workers during the suspension of recruiting labor from outside the country, it shall:

1. Offer the jobs available in it on the labor market virtual system, search in the database of available workers and select the workers that meet its requirements in the available jobs.
2. Use these workers as required by applying for one of the internal work permits provided by the Ministry on smart and electronic system (Permit to Work for a New Employer, Temporary Work Permit, Part-Time Work Permit).

#### **Article (5)**

If the establishment wishes to reduce the wage of a non-national worker on a temporary basis during the said period, the establishment shall:

1. Conclude “a temporary addendum” to the work agreement between the parties, according to the form attached herewith, provided the said addendum shall expiry on the expiry date of the original work contract or the expiry date of this Decree, whichever is earlier.
2. The addendum referred to in (1) above shall be renewed by mutual agreement.
3. The addendum referred to in (1) above shall be executed in two counterparts, one of which shall be handed to either party. The employer shall submit the said counterpart to the Ministry upon request.

#### **Article (6)**

If the establishment wishes to reduce the wage of the non-national worker permanently, it shall apply for “work contract details amendment” service to obtain the Ministry’s approval, according to applicable procedures.

#### **Article (7)**

Non-national workers existing in the country and wishing to find jobs shall register in the labor market virtual system and apply for the jobs offered by registered establishments and are consistent with their experience and qualifications.

**Article (8)**

The provisions of this Decree shall apply to non-national workers only during the implementation of the precautionary measures referred to above.

**Article (9)**

This Decree shall be published in the Official Gazette and shall enter into force as of the day of its issuance

//signed and stamped//

Nasser Thani Al Hamli

Minister of Human Resources and Emiratization

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