

## FEDERAL DECREE LAW NO. (21) OF 2023 AMENDING CERTAIN PROVISIONS OF FEDERAL DECREE LAW NO. (9) OF 2022 CONCERNING DOMESTIC WORKERS

We, Mohamed bin Zayed Al Nahyan, President of the United Arab Emirates,

- Having perused the Constitution
- Federal Law No. (1) of 1972 on the Jurisdictions of the Ministries and Powers of the Ministers and amendments thereof
- Federal Decree-Law No. (9) of 2022 Concerning Domestic Workers
- In accordance with the proposal of the Minister of Human Resources and Emiratisation and approval by the UAE Cabinet

**We promulgate the following decree law:**

### Article (1)

The following text shall replace Article (23) of Federal Decree Law No. (9) of 2022 Concerning Domestic Workers.

1. In the event that a dispute arises between the employer and the domestic worker, and both parties fail to reach an amicable agreement, the dispute must be referred to the Ministry of Human Resources and Emiratisation (MoHRE), which has the authority to take the following actions:
  - a. The Ministry shall take all measures necessary to resolve the dispute amicably. This will be done in accordance with the procedures stipulated in this Decree-Law and decisions issued by the Ministry.
  - b. The dispute shall be referred to the competent court if attempts to reach an amicable settlement within the time limit prescribed in the implementing regulation of this Decree-Law do not succeed. This should be accompanied by a memorandum which summarises the dispute, the parties' arguments, in addition to the Ministry's recommendations.

2. the Ministry is empowered to take the following measures as part of its responsibilities to examine and review complaints received from employers and domestic worker recruitment agencies:
  - a. Take all measures necessary to resolve the dispute amicably. This will be done in accordance with the procedures stipulated in this Decree-Law and decisions issued by the Ministry.
  - b. In the event that an amicable settlement cannot be reached within two (2) weeks of receiving the complaint, the dispute will be referred to the competent court.
3. The Ministry will render a final judgment on any dispute submitted to it in accordance with the provisions set forth in paragraphs (1) and (2) of this document if the value of the claim is not more than fifty thousand (50,000) UAE dirhams (AED) or if neither party complies with an amicable settlement decision relating to the subject matter, regardless of the value of the claim.
4. The Ministry has the authority to resolve the dispute in accordance with the provisions of paragraph (3) of this article, and the decision shall be annotated with execution in accordance with customary practice. If the decision is not satisfactory to either party, either party may file a lawsuit before the relevant Court of Appeals for a review of the decision within Fifteen (15) working days following notification of the decision. Upon filing, the court will schedule a hearing to consider the case within three (3) working days, and the case will be adjudicated within fifteen (15) working days. The decision of the Court of Appeals shall constitute a final verdict, and an appeal will suspend the implementation of the decision. If an appeal is filed, the execution of the decision described above will be suspended.

5. In the event that a dispute arises between the domestic worker and the domestic worker recruitment agency, the provisions outlined in this article shall apply.
6. This article sets out the procedures that must be followed by both parties to a contract in order to have their case heard by a competent court.
7. Should the Ministry discover any violations of this Decree Law or its Executive Regulations during the examination of disputes or complaints referred to in this Article, steps will be taken by the Ministry to address the violations and to impose the penalties stipulated in this Decree Law, the Executive Regulations, and relevant legislation, in accordance with the procedures established by the Minister.
8. In accordance with this article, the Ministry has the authority to, during the investigation of disputes or complaints and in accordance with its established procedures, to order the domestic worker recruitment agency to satisfy any obligations imposed under this Decree Law, its executive regulations, or the contract, whether towards domestic workers, employers, or beneficiaries.

## **Article (2)**

This Decree Law shall be published in the Official Gazette and shall take effect on 01/01/2024.

**Mohamed bin Zayed Al Nahyan**  
**President of the United Arab Emirates**

Issued by us at the Presidential Palace in Abu Dhabi:  
Date : 27 / Safar / 1445 AH  
Corresponding to : 13 / September / 2023 AD