

Schedule No. (1)
Occupations of Domestic Workers
Annexed to Cabinet Resolution No. (106) of 2022 Concerning the
Executive Regulations of Federal Decree-Law No. (9) of 2022
on Domestic Workers

Occupations of Domestic Workers	
1	Servant
2	Sailor
3	Janitor
4	Herder
5	Parking Attendant
6	Camel Trainer
7	Falconer
8	Worker
9	Housekeeper
10	Cooker
11	Babysitter
12	Farmer
13	Gardener
14	Private Trainer
15	Private Tutor
16	Home Caregiver
17	Personal Assistant
18	Private Agronomist
19	Chauffeur

Schedule No. (2)
Violations and Administrative Penalties
Annexed to Cabinet Resolution No. (106) of 2022 Concerning the
Executive Regulations of Federal Decree-Law No. (9) of 2022
on Domestic Workers

First: Violations of Recruitment Offices		
S N	Description of the Violation	Fine in AED
1	Failure to comply with the service package prices approved by the Ministry or entering into a contract outside the electronic systems.	AED (5,000) per case
2	Failure to use contract forms approved by the Ministry.	AED (5,000) per case
3	Presenting C.V of a Domestic Worker who has committed a violation or against whom a complaint about his absence from work is filed or entering into a contract with an Employer for such worker.	AED (5,000) per case
4	To enter into a contract for a Domestic Worker who fails to undergo the medical examination or to fulfill the conditions for residence.	AED (5,000) per case
5	Failure to present service package prices approved by the Ministry at a prominent place for clients.	AED (2,000)
6	Failure to make the Domestic Worker available to the Employer within the period agreed upon his recruitment for work from outside the State.	AED (100) per day up to AED (1,000)
7	Failure to refund the recruitment amount, in whole or in part, to the Employer within the time limit set out in the Regulations (two weeks from the date of returning the	AED (2,000) per case

	Domestic Worker to the Domestic Worker recruitment office, or from the date of reporting his absence from work).	
8	To entrust administrative or operational work of a Domestic Worker recruitment office to individuals, company or establishment without the prior approval of the Ministry.	AED (10,000)
9	To collect any additional amounts other than the ones prescribed pursuant to the laws, regulations and ministerial resolutions issued in that respect.	AED (5,000) per case
10	Failure to replenish the bank guarantee amount required for the license within one month from the date of its shortage.	AED (10,000) per case
11	Closure of a Domestic Worker recruitment office or suspension of the practice of the activity without obtaining the prior approval of the Ministry.	AED (5,000)
12	Introduce an amendment to partners in the trade license without obtaining the prior approval of the Ministry.	AED (10,000)
13	Provide any commercial or government services without obtaining the prior approval of the Ministry.	AED (10,000)
14	Failure to make a Domestic Worker aware of the authorities competent to examine his complaint on any abuse of his rights or liberties.	AED (1,000) per Domestic Worker
15	Failure to meet the conditions and controls set forth in the memoranda of understanding signed by the Ministry with the states from which the Domestic Worker is recruited, or failure to disclose to the Ministry the number and details of the Domestic Workers allocated to the Domestic Worker recruitment office.	AED (5,000)

16	Deal with any Recruitment Agency, person, office or any other entity unlicensed in the State or in the state from which the Domestic Worker is recruited, or deal with any foreign entity which the Ministry prohibits dealing therewith.	AED (10,000)
17	To enter into a contract with an Employer whose file is administratively suspended by the Ministry, apart from the Temporary Employment subject to the prior approval of the Ministry.	AED (2,000)
18	Failure to train the Domestic Worker using the guidance materials approved by the Ministry.	AED (1,000) per Domestic Worker
19	Failure to comply with any of the regulations, circulars, resolutions, undertakings and other work manuals issued by the Ministry for Domestic Worker recruitment offices.	AED (5,000)

Second: Violations of the Employer		
SN	Description of the Violation	Fine in AED
1	Filing a malicious or fictitious report on the worker's absence from work.	AED (5,000) per Domestic Worker
2	Where it is proved that incorrect documents or data are submitted for obtaining a service or benefit.	Not less than AED (1,000) and not more than AED (10,000) per case
3	Failure to comply with the approved occupational health and safety requirements and health prevention methods, as set out in Federal Decree-Law No. (9) of 2022 on Domestic Workers, and its Executive Regulations and the implementing resolutions thereof, or any other legislation in force in the State.	Not less than AED (1,000) and not more than AED (10,000) per case

4	Employing a Domestic Worker without obtaining a work permit for him, or failure to employ a Domestic Worker for whom a work permit is issued or let him work for third parties without compliance with the conditions and without adjusting his status.	AED (5,000) per Domestic Worker in breach
5	Where it is proved that a Domestic Worker's Wage is not paid according to the regulations and time limits set by the Ministry.	Not less than AED (500) and not more than AED (5,000) per Domestic Worker
6	Where it is proved that the Employer or one of his family member has assaulted or exposed the Domestic Worker to violence or harassment.	AED (20,000) per case
7	Where it is proved that the Domestic Worker is not provided with proper accommodation or his needs are not provided, including meals and proper clothes for the work performance, or that the Domestic Worker is employed in an occupation approved by the Ministry different from his work nature without his consent.	Not less than AED (1,000) and not more than AED (10,000) per Domestic Worker
8	Where it is proved that the Domestic Worker's medical treatment costs are not borne, as per the health system applicable in the State, or that the necessary compensation arising from occupational injuries and diseases is not paid, as per the compensation established in the provisions of Decree-Law No. (33) of 2021 Regulating Labor Relations, referred to hereinabove, and the resolutions issued in implementation thereof. Such Employer's obligation shall lapse only if the company pays the compensation set out in this Item.	Not less than AED (500) and not more than AED (5,000) per case

9	Maintaining supporting documents of the Domestic Worker.	AED (500) per Domestic Worker
10	Failure to register a Domestic Worker in the Wage protection system, as per the mechanism issued by the Ministry.	AED (100) per Domestic Worker