

COUNTRY BASELINE UNDER THE ILO DECLARATION ANNUAL REVIEW

United Arab Emirates - 2022

THE ELIMINATION OF ALL FORMS OF FORCED OR COMPULSORY LABOUR Protocol of 2014 P029 to the Forced Labour Convention

REPORTING

Fulfilment of Government's reporting obligations

p29 Fulfilment of Government's reporting obligations

yes

Involvement of Employers' and Workers' organizations in the reporting process

91. When preparing its report, did the Government consult [10.1]

a) The most representative employers' organizations, b) The most representative workers' organizations, c) The competent authorities

92. Employers' organizations to which the report was sent? [12]

UAE Federation of Chambers of Commerce and Industry

93. Workers' organizations to which the report was sent [13]

Coordinating Assembly for Occupational Societies in the UAE

94. Description of the consultation process(es). [10.2]

Meetings and exchange of feedback on the legislative developments.

OBSERVATIONS BY THE SOCIAL PARTNERS

Employers' and workers' organizations

83. Have employers and or workers organizations been consulted in the development and implementation of adopted measures? [6.1]	Yes
84. Please provide details and provide any relevant URL(s) [6.2]	UAE Federation of Chambers of Commerce and Industry and the Coordinating Assembly for Occupational Societies in the UAE.
95. Did employers organizations comment on the report? [11a]	No
96. Did workers organizations comment on the report? [11b]	No
97. Please provide URL(s) to the responses and comments of the employers and workers organizations to the above questions, if you have received them	We will share any feedback received.

EFFORTS AND PROGRESS MADE IN REALIZING MEASURES TARGETED BY THE PROTOCOL

Ratification

Ratification status

p29 Ratification status	Not ratified
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Ratification intention

61. If you have ratified Convention No. 29 but not the 2014 Protocol to Convention No. 29, what are the prospects for ratification of the Protocol?	Unlikely
62. The impediments to the ratification of the 2014 Protocol to Convention No. 29.	Currently under consideration

Existence of a policy and or plan of action for the suppression of forced or compulsory labour

63. Is there a national policy and plan of action aimed at realizing the principle of effective and sustained	Yes
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suppression of all forms of forced or compulsory labour through prevention, victim protection and access to remedies? [1.1]	
68. Is there a national policy and plan of action setting out measures and specific action for combatting trafficking in persons for the purposes of forced or compulsory labour? [1.5]	Yes
69. Please describe these measures. [1.5]	https://moldomain-my.sharepoint.com/:b:/g/personal/521028_mohre_gov_ae/EVuvIV7Dk4xKgXgBjh0jOxgBUsh21WtHTSO9h_MwDh_50g?e=vhNmwn
70. Does the Government collect and analyse statistical data and other information on the nature and extent of forced or compulsory labour? [1.6]	Yes
71. Please describe these data. [1.6.1]	The Ministry of Human Resources and Emiratization monitors all incoming complaints. Once a complaint of forced labour is flagged, a team of inspectorates and law enforcement officers are dispatched to investigate the case based on a set of criteria and standards to verify whether the complaint is a violation of labour laws or a case of forced/compulsory labour. After which appropriate action is taken.

Measures taken or envisaged for systematic and coordinated action

64. Please describe the measures envisaged, the established objectives and the authorities responsible for the implementation, coordination and assessment of these measures. Please provide any relevant URL(s) [1.2]	http://www.nccht.gov.ae/default.aspx?Pageld=6
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Measures taken or envisaged to prevent forms of forced labour

74. Have measures been taken or are measures envisaged for the prevention of all forms of forced or compulsory labour? [2.1]	Yes
75. The type of measures, [2.2]	b) Strengthening and broadening of the coverage of legislation, particularly labour law, c) Regulation and supervision of the labour recruitment and placement process, d) Supporting due diligence by the public and private sectors, f) Promotion of safe and regular migration, h) Capacity building for the competent authorities, j) Basic social security guarantees

Measures taken or envisaged to protect victims of forced labour

<p>76. Have measures been taken or are measures envisaged for the identification, release, protection, recovery and rehabilitation of victims of all forms of forced or compulsory labour? [3.1]</p>	<p>Yes</p>
<p>77. The type of measures [3.2]</p>	<p>a) Training of relevant actors for identification of forced labour practices, b) Legal protection of victims, c) Material assistance for victims, d) Medical and psychological assistance for victims, e) Measures for the rehabilitation and social and professional reintegration of victims, f) Protection of privacy and identity, g) Appropriate accommodation, h) Specific measures for children, i) Specific measures for migrants</p>
<p>Measures taken or envisaged to facilitate access to remedies</p>	
<p>78. Have measures been taken or are measures envisaged to provide victims of all forms of forced or compulsory labour with access to remedies? [4.1]</p>	<p>Yes</p>
<p>79. the type of measures, [4.2]</p>	<p>a) Information and counselling for victims regarding their rights, b) Free legal assistance, c) Cost-free proceedings, e) Access to remedies and compensation, f) Capacity building and enhanced resources for the competent authorities, such as labour inspection, law enforcement, prosecution services and judges, h) Provision of penalties such as the confiscation of assets and criminal liability of legal persons</p>
<p>80. Please indicate whether the measures aimed at providing access to justice and remedies apply to all victims of forced or compulsory labour, irrespective of their presence or legal status in the national territory. [4.3]</p>	<p>No</p>
<p>Cooperation with other Member States, international / regional organizations or NGOs</p>	
<p>81. Does the Government cooperate with other member States, international and regional organizations, or non-governmental organizations to achieve the effective and sustained suppression of forced or compulsory labour? [5.1]</p>	<p>Yes</p>
<p>82. Description of the modalities of this cooperation. [5.2]</p>	<p>The UAE engages closely with its counterparts overseas, whether Member States, International Organisations or regional bodies. It is also an active member in a number of Regional Consultative Processes that tackle labour issues in the region.</p>

Promotional activities

90. Please provide URL(s) to any new information on efforts made to respect, to promote and to realize the principle of effective and sustained suppression of forced or compulsory labour through prevention, victim protection and access to remedies. [14]

https://moldomain-my.sharepoint.com/:b:/g/personal/521028_mohre_gov_ae/EVuvIV7Dk4xKgXgBjh0jOxgBUH21WtHTSO9h_MwDh_50g?e=vhNmwn

Special initiatives or Progress

85. Please describe any significant changes which have taken place since your last report (for example, changes in the legislative and institutional framework, launching of major programmes, new data, changes in the number of persons in forced labour who have been identified, released and protected, penalties imposed on perpetrators). [7]

The UAE has introduced a number of legislative decrees and updated the laws regulating labour relations in the private sector and domestic workers respectively, to find out more please visit: <https://www.mohre.gov.ae/en/laws-and-regulations/laws.aspx>

TECHNICAL COOPERATION NEEDS

Request

87. Does your Government think that it should establish technical cooperation activities with the ILO or pursue those that already exist for the prevention and effective suppression of forced or compulsory labour, victim protection and access to remedies? [9.1]

Yes

88. the needs in this area by level of importance (not important, less important, important, most important) [9.2]

- b) Awareness-raising and mobilization activities => Not Important
- c) Collection and analysis of data and information => Not Important
- d) Guidance on the development of the national policy and plan of action => Less Important
- e) Strengthening the legal framework => Less Important
- f) Capacity building for the competent authorities => Not Important
- g) Inter-institutional coordination => Most Important
- h) Promotion of fair recruitment and placement practices => Not Important

i) Promotion of fair migration policies => Less Important

j) Vocational training, job-creation and income-generation programmes for at-risk populations => Less Important

k) Basic social security guarantees => Not Important

l) Guidance on supporting due diligence => Not Important

m) Capacity building for employers' and workers' organizations => Not Important

n) Promotion of freedom of association and collective bargaining to enable at-risk workers to join workers' organizations => Important

o) Exchange of experiences between countries or regions; international cooperation => Not Important

p) Other => Less Important