

2016

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Habibul Khondker

Nicolina Kamenou-Aigbekaen

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Recommended Citation

Khondker, Habibul and Kamenou-Aigbekaen, Nicolina, "INSTITUTING RULES AND POLICIES REGULATING THE DOMESTIC WORKERS RECRUITMENT" (2016). *Working papers*. 30.
<https://zuscholars.zu.ac.ae/workingpapers/30>

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جامعة زايد
ZAYED UNIVERSITY

Working Paper No. ZU-WP 2016-003

Instituting Rules and Policies regulating the Domestic Workers Recruitment

Habibul Khondker,
Zayed University

Nicolina Kamenou-Aigbekaen,
Zayed University

Views presented in this working paper are those of the authors and do not necessarily represent views of Zayed University

INSTITUTING RULES AND POLICIES REGULATING THE DOMESTIC WORKERS RECRUITMENT

Habibul Khondker, Zayed University

Nicolina Kamenou-Aigbekaen, Zayed University

December 2016

This work has been supported technically and financially by the UAE Ministry of Human Resources & Emiratization

Summary

The main aim of this paper is to institute a set of regulatory policies drawing upon the practices and experiences of other countries and in light of the local context to improve the recruitment of the domestic worker sectors. The goal of these policies will be to make the recruitment process more transparent and ethical in order to protect the rights and ensure welfare of the domestic workers as well as the employers. The paper will highlight the mechanism of improving the recruitment agencies sector and facilitate an amicable and productive relationship between employers and employees.

This paper presents nine models of recruitment of domestic workers as a basis for developing a recruitment mechanism that is both in compliance with international norms, ethical and transparent. Each of these models evolved in the context of its own historical and social setting and may not be applicable to the local culture. Due attention needs to be given to the local cultural traditions and institutions.

The paper does not suggest or imply that any of the models presented below will meet the exact needs of the UAE situation, yet a careful consideration of the models presented will provide some guidelines for the development of UAE's own system.

The UAE has a comprehensive set of labor laws, which in many cases have been exemplary. Some of those laws could be modified to use as a basis for a unified system of laws guiding the recruitment, placement and monitoring of the domestic workers to protect the rights of the foreign domestic workers.

The discussion below covers several areas of interest to the policy makers. Not only the best practices culled from various regions of the world are presented, specific suggestions are made in regard to the suitability of these practices in the local context.

The policy suggestions also take into consideration that the UAE society is evolving into a more tolerant and just society conforming to the highest standards of governance.

Due considerations are given to the future development of the UAE society in terms of scientific ideas and norms.

The policies recommended in the paper also take into account the entry of the UAE society in to a highly sophisticated society under the fourth industrial revolution where digital technology, such as Big data will play an increasingly significant role in society as well as in the governance.