



Dubai, UAE

Current and Future Skills of **Foreign Domestic Workers**

&

The Changing Needs of **Employers**

Current and Future Skills of Foreign Domestic Workers •

Current

- No regulatory classifications and job scopes
- Education vary from country to country (i.e. no standard educational attainment)
- Language and Social skill sets vary from country to country
- Work experience in destination countries varies (i.e. Hong Kong vs. Dubai)

3 Bedrooms.

800-1,000 sq.ft **VS.** 1,500-3,500 sq.ft

Hong Kong



Dubai



Current and Future Skills of Foreign Domestic Workers .

Future

- Specialist (Carers-Nurses-Personal Chefs-Nannies-Professional Housekeepers)
- Higher Education (Based on Hospitality Industry)
- Proficiency in language, personal confidence and strong social skill sets
- Professionally recognized and attainable career growth

Domestic Workers Classification Model

<https://housekeepingco.com/domestic-workers-classification>

Maids & Cooks

Housekeepers

Nannies & Carers



Maids

Job Description: Roles & Responsibilities**Junior Level – Advanced Level**

A basic “fetch-carry-iron-make-clean-mop-prepare” Must be given regular supervision, and instructions.

Performs better in family situations, where the female head of households is at home giving instructions.

In many cases she will be excellent at ironing, or hard basic cleaning (bathrooms, corridors, bedrooms etc.) but will have limited presentation skills, and doesn't have a high level of expectation/experience in quality settings/luxury finishes.

Training required for good Housekeeping theory, housekeeping vocabulary and language.

Maids can become excellent in what they do but limited in scope for further advancements and generally cannot manage other staff.

Many families have had long standing, highly loyal maids for many years, and in some cases it is not unusual for maids to retire from the same family, to be kept on in a grace-a-favour accommodation for the rest of their lives.

Maids also make good (3-1) all round (Maid-Nanny and Cook) where percentage of duties requires to be allocated in the job description/offer of employment letter .

Advanced skilled and experienced maids are usually given complete autonomy, and are highly trusted members of a household, respected and held in high regard by the children of the employer and any other domestic workers in the home.

Job Specification:

Basic Education 9-12 years.

Must have been taught in English spoken curriculum.

Must be able to read/write

Generally they do not have references.

(% of job allocation required to exceed no more than 10 working hours)

Maid 50% = 5 hours

Nanny 30% = 3 hours

Cook 20% = 2 hours

Salary Band Range:

AED 1,000 – 2,500

19 Visa Categories (UAE).

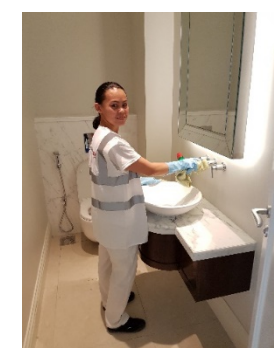
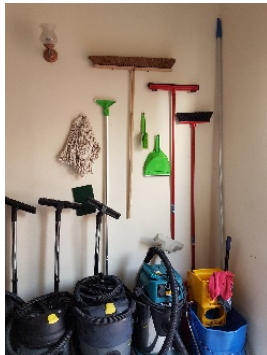
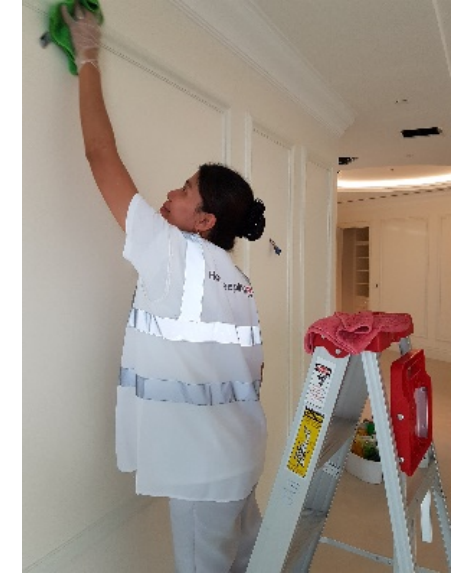
- Beginners & Semi-Skilled Asia and Indian Sub-Continent
- Skilled & Qualified Asia and Indian Sub-Continent
- Skilled & Qualified UK & European Countries

19 Visa Category	Domestic and Household Workers
1	General Employee (Governess, Butlers, Valet, Maids)
2	Au-Pair / Housekeeper
3	Nanny
4	Private Tutor/Teacher
5	Private Nurse
6	Chauffeur – Private Driver
7	Private Security Guard / Body Guard
8	Cook
9	Private Trainer (Fitness)
10	Private Personnel Assistant
11	Sailor/Yachtsman
12	Horse Trainer
13	Hostler (Stable boys)
14	Falcon Handler
15	Farm Supervisor
16	Farmer (Non Agricultural – e.g. Camels, Goat-Man, Shepherd etc.)
17	Qualified Farmer - Agricultural Engr.
18	Gardener
19	General Labor

The Changing Needs of the Employer

- Expat Workers have changing economic needs (2 incomes)
- Require high levels of accountability
- Looking for higher social skill sets (7 y/o children vs. a maid)
- Unwillingness to train
- High Expectations - need to be met
- Ready made solutions

Training of Workers is ongoing .



The History of The **Domestic Worker** in the UAE .

Historically, Foreign Domestic Workers (FDWs) were brought into the UAE by traditional labour brokers who had little or no empathy towards their well-being.

Many FDWs were victims of human trafficking and brought many challenges and problems to the UAE. Previously they were granted visas through the General Directorate Residency and Foreign Affairs (Immigration). However, the UAE Federal Government has made positive changes in the protection of the Foreign Domestic Worker by placing foreign domestic workers under the Ministry of Human Resources and Emiratization (MOHRE), Dubai's labour department.

PRESENT DAY

The UAE Government has implemented sweeping changes to the recruitment and placement of all Domestic and Household Workers.

This workers are now afforded full Labour Law rights under the Ministry of Human Resources and Emiratisation (MOHRE), to be facilitated thru TADBEER Service Centres.

TADBEER CENTRES •

A Public-Private Partnership with the MOHRE and Housekeeping Co.

The Ministry of Human Resources and Emiratization (MOHRE) has selected 15 private companies to participate in the **Public Private Partnership Agreement** by setting up dedicated **Tadbeer Service Centers** for the Recruitment and Handling of all FDW's. This will be done according to the standards and guidelines of the Emirates Government Services Excellence Program.

Housekeeping Company has been granted such approval.

