**Country:** UAE 

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**Committee:** Economic and Social Council

# Topic: Solution to the major issues regarding Labour law

**Introduction to Labour Law:**

Socio-Economics analyzes how modern societies progress, stagnate, or regress because of their local or regional economy, or the global economy.

The labour law which plays a major role in Socio-Economics is both the product of and a component of struggles between various social forces. Labour law arose in parallel with the Industrial Revolution as the relationship between worker and employer small-scale production studios to large-scale factories. Workers sought better conditions and the right to join a labour union, while employers sought a more predictable, flexible and less costly workforce.

Labour Law covers the subjects like:

* Employment terms
* Minimum wage
* Living wage
* Working hours
* Health and safety
* Discrimination
* Dismissal
* Child labour

In The UAE Labour Law, the article 65 talks about the working hours of Labours.

**Country’s Overview:**

UAE is a sovereign state in Western Asia located at the eastern end of the Arabian Peninsula. It is a federal elective constitutional monarchy formed from a federation of seven emirates. The UAE's oil reserves are the sixth-largest in the world while its natural gas reserves are the world's seventh-largest. The UAE's economy is the most diversified in the Gulf Cooperation Council. The country is a federal constitutional monarchy made up from a federation of seven hereditary tribal monarchy-styled political system called Sheikhdoms.

The labour laws of the country are quite crucial.

**The issue:**

Article 65 of the UAE Labour Law identifies the normal working hours for the private sector as 8 hours per day or 48 hours per week.

Nearly 90% of Dubai's 3.1 million residents are expats, many of whom are migrant workers brought in to work on construction projects or in service jobs. Most come alone on the promise of much higher salaries than in their home countries, so they can send money back to their families. But Dubai and the UAE has long been the subject of complaints of mistreatment of workers. Migrant workers say they often face brutal work conditions, shifts of 12 hours or more, and that companies withhold paychecks or workers' passports so as not to let them quit or return home. Most workers are brought over by recruiters or recruitment agencies, many of which promise exaggerated salaries or job descriptions that differ greatly from what the workers end up doing. While recent reports from Human Rights Watch and the United Nations acknowledged improvements, both said labor abuses continue. HRW said the reform laws still allowed employers to charge workers the recruitment fees that can put them in debt. Most of the workers come of their own accord, out of a serious need to make money because their home countries are impoverished. That makes it all the more tragic that the existing system seems set up to exploit them.

**Solution:**

* The working hours should be strictly followed.
* The government should ensure that the wages are properly paid.
* Labours should be treated with equal rights when they have to avail any leave
* Government should provide them with proper food, accommodation and all basic amenities.
* There should be an enhancement in basic health and wellness facilities which are provided to the labours.
* In case a person loses job, during the times of any hardship the government should come forward to take care of the person's basic needs to maintain the standard of their living until another job is offered to them.