



# POST ARRIVAL ORIENTATION SEMINAR



# WHY PAOS?

- The PAOS, a follow-through to the Pre-Departure Orientation Seminar (PDOS), is an orientation given to Overseas Filipino Workers (OFWs) upon arrival in the host country.
- It aims to prepare the OFWs on understanding cultural diversity and dealing with cultural differences, and;
- Provide OFWs with information on their working and living conditions, their rights and obligations, including the Philippine government's programs and services on-site.





# OBJECTIVES:



The PAOS aims to provide OFWs with:

- Relevant information on the customs, culture and traditions in their new work environment;
- Strategies to be able to relate and adopt to their new work environment;
- Information on their rights and obligations, including remedies available to them in case their rights are deemed to be disregarded; and
- Information on Philippine government's programs and services for the OFWs.

# TOPICS:

- Customs, Culture and Traditions;
- Political and Regulatory Framework on Labor and Immigration;
- Employment Contract;
- Philippine Government's Role;
- Emergency Services Availments;
- Health and Safety Benefits;
- Training Initiatives;
- Social Support Systems Services;
- Filipino Community (FilCom) Initiatives

## Rulers of the 7 Emirates



**1 Abu Dhabi**  
H.H. Sheikh Mohammed  
bin Zayed Al Nahyan  
*UAE President*



**2 Dubai**  
Sheikh Mohammed  
bin Rashid Al Maktoum  
*Vice President and  
Prime Minister*



**3 Sharja**  
H.H. Dr Sheikh  
Sultan bin  
Mohammed  
Al Qasimi



**4 Ajman**  
H.H. Sheikh  
Humaid bin  
Rashid Al Nuaimi



**5 Umm al-Quwain**  
H.H. Sheikh  
Saud bin Rashid  
Al Mualla



**6 Ras al-Khaima**  
H.H. Sheikh  
Saud bin Saqr  
Al Qasimi

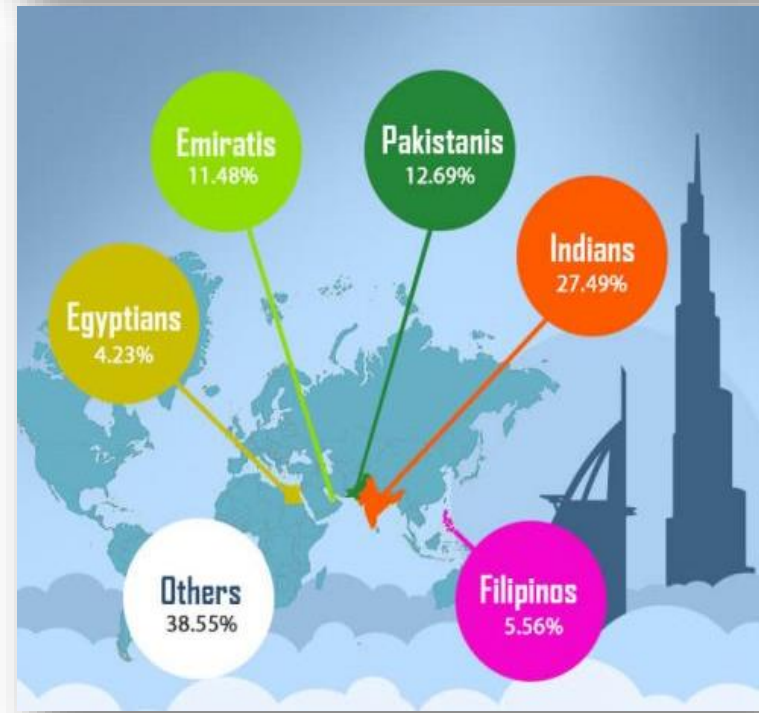
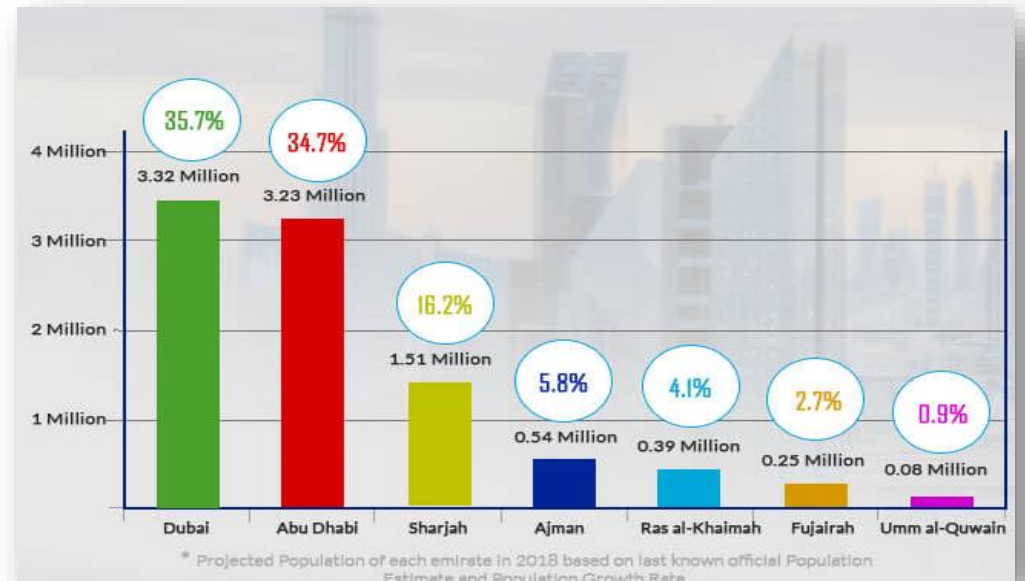


**7 Fujairra**  
H.H. Sheikh  
Hamad bin  
Mohammed  
Al Sharqi





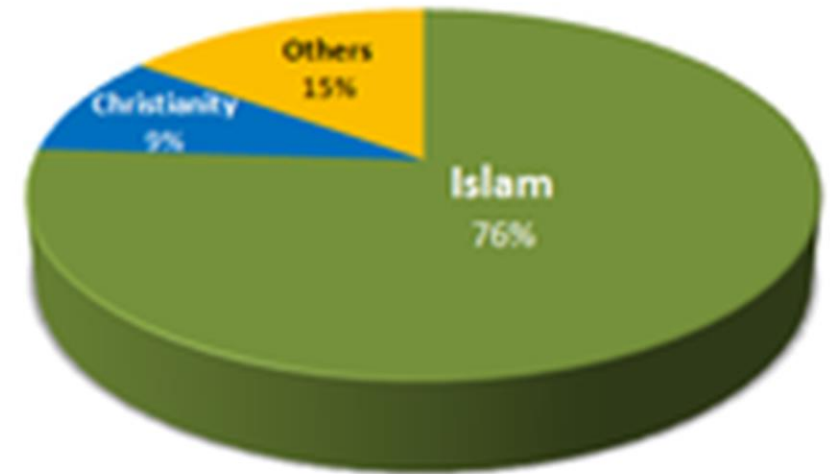
- Population of UAE in 2018 is at 9.54 million ;
- Abu Dhabi emirate is second most populous with 3.23 million;
- As per ethnicity the Emiratis are only 11.48%, the highest were the Indians and Pakistanis;
- Filipinos are 5.56% mostly in the service sector.



Major religion in UAE is Islam at 76% of the population;

- It is followed by Christianity at 9%;
- Others which includes Hinduism and Buddhism at 15%

Religious Demography of the U.A.E.





# UAE LABOR LAW AND MOHRE: FEDERAL LAW NO. 33 SERIES OF 2021

## Coverage:

- The provisions hereof shall apply to all establishments, employers and workers in the UAE private sector.
- The following categories shall not be subject to the provisions hereof:
  - Employees of federal and local government entities;
  - Employees of the armed forces, police and security; and
  - Domestic workers.
- The Cabinet may, upon the Minister's proposal, exclude any category from being subject to all or some of the provisions hereof and specify the legislation to be applied thereto.

## Work Hours/ Work days:

- The maximum normal working hours for workers shall be (8) eight hours per day or (48) forty-eight hours per week.
- The Implementing Regulation hereof specifies the working hours in Ramadan.
- The worker shall be granted a paid weekend of not less than one day, according to the employment contract or the work regulation.



## **Work Hours/ Work days**

- No workers to work more than five (5) consecutive hours without interval for rest, meals and prayers that total shall not be less than 1 hour such interval shall not be counted as working hours;

### **Overtime:**

- The employer may instruct the worker to work overtime over the normal working hours, provided that they do not exceed two hours per day.
- For cases as allowed by the ministry, total working hours shall not exceed (144) one hundred and forty four hours every (3) three weeks.





## Overtime:

- Computed in excess of the regular working hours (hourly rate plus not less than 25%);
- Overtime payment from 9pm to 4am computed from the ordinary hourly wage plus not less than 50% of the hourly wage;
- Work on a weekend, he shall be compensated with another day off or he shall be paid the wage of that day according to the wage established for normal working days, plus an increase of not less than (50%) fifty percent of the basic wage for that day.
- A worker shall not be instructed to work for more than two consecutive weekend days, except for day workers.



## **Public Holidays and Worker's Work during Holidays:**

- The worker shall be entitled to official days off with full pay on public holidays, which are defined by a resolution of the Cabinet.
- If work conditions require that the worker works during any of the public holidays, the employer shall compensate him with another day off for each day, on which he works during the holiday, or pay him the wage for that day according to the wage established for the normal working days, plus an increase of not less than (50%) fifty percent of the basic wage for that day.

## **Annual Leave:**

- The worker shall be entitled to an annual leave with full wage, of not less than:
  - Thirty days for each year of extended service;
  - Two days for each month if his service term is more than six months and less than a year;
  - A leave for parts of the last year he spent at work if his service is ended before using his annual leave balance.



## **Sick Leave:**

- After the end of the probationary period, the worker may be entitled to a sick leave of not more than (90) ninety continuous or intermittent days per year, provided that it is calculated as follows:
  - The first (15) fifteen days with full pay;
  - The following (30) thirty days with half pay;
  - The following period unpaid.

## Other Leaves:

- The worker shall be entitled to a paid leave in the following cases:
  - A bereavement leave of (5) five days, in case of death of the husband or wife and (3) three days in case of death of the mother, father, son, brother, sister, grandson, grandfather or grandmother, starting from the date of death;
  - A parental leave for a period of (5) five working days, for the worker (either the father or mother), who has a newly born child, in order to take care of his child and the worker is entitled to such leave for a continuous or intermittent period, within (6) six months from the date of the child birth;
  - Any other leaves specified by the Cabinet.

# Employment Contract Termination Cases:

The employment contract is terminated in any of the following cases:

1. The written agreement of both parties upon its termination;
2. Expiry of the term specified in the contract, unless it is extended or renewed as per the provisions hereof;
3. Based on the wish of either party, provided that the provisions hereof regarding termination of the employment contract and the notice period agreed upon in the contract are observed;
4. The employer's death if the subject of the contract is related to its entity;



## **Employment Contract Termination Cases:**

The employment contract is terminated in any of the following cases:

5. The worker's death or full permanent inability to work, as proven by a certificate issued by the medical entity;
6. A final judgment issued against the worker by a freedom-restricting penalty for a period of not less than (3) three months;
7. Closing the establishment permanently, in accordance with the legislation in force in the State;

## **Employment Contract Termination Cases:**

The employment contract is terminated in any of the following cases:

8. The bankruptcy or insolvency of the employer, or any economic or exceptional reasons that prevent the continuation of the project, in accordance with the conditions, rules and procedures specified by the Implementing Regulation and the legislation in force in the State;
9. The worker's failure to fulfill the conditions for renewing the work permit for any reason beyond the control of the employer.

## **Employment Contract Termination Notice:**

- Either party to the employment contract may terminate the contract for any legitimate reason, provided that the other party is notified in writing and work shall be performed during the notice period agreed upon in the contract, provided that such period is not less than (30) thirty days and not more than (90) ninety days.



## **Ground of dismissal without prior notice:**

- a. Assumes false identity, nationality, information and certification;
- b. Error resulting to material damages provided reported to MOHRE within 7 working days;
- c. Violation of safety standards and procedures;
- d. Failure to perform the main duty;
- e. Divulge secret of the establishments;
- f. Influence of Liquor, narcotics during working hours;
- g. Assaulting employer or his manager;
- h. Absences for 7 consecutive days or 20 non-consecutive days for 1 year;
- i. Exploited position in an illegal way to obtain personal results and gains;
- j. Joins another establishment without abiding by the rules and procedures

## **Workers may leave work without notice:**

1. If the employer breach his obligation in the contract;
2. If the employer or his legal representative assaulted the worker.
3. If there is grave danger in the workplace and the employer does not take actions that indicate removal.
4. If the employer instructs worker that is fundamentally different as agreed in the employment contract.

## **End of Service Benefits:**

- The full-time foreign worker, who completed a year or more in continuous service, shall be entitled to end of service benefits at the end of his service, calculated according to the basic wage as per the following:
  - A wage of (21) twenty one days for each year of the first five years of service;
  - A wage of (30) thirty days for each year exceeding such period.
- The foreign worker shall be entitled to a benefit for parts of the year in proportion to the period spent at work, provided that he completed one year of continuous service.

## **Paying the Worker's Entitlements at the End of the Contract Term:**

- The employer shall pay to the worker, within (14) fourteen days from the end date of the contract term, his wages and all his other entitlements stipulated herein and resolutions issued for its implementation, the contract or the establishment's by-laws.



# THINGS TO REMEMBER:



- Keep your money, passport, and important documents safe at all times;
- Keep a copy of your signed employment contract in safe place;
- Locate the our embassy and information about it for emergencies;
- Respect Islam, the ruling family, and the traditions;
- Always follow the Rules and Regulations of your company and the UAE. Know the company and UAE's emergency numbers.
- Requirements for OFWs when having vacation in the Philippines;
- Your purpose why you went abroad for work and your eventual reintegration when you'll be back in our country.

# DOS AND DON'TS:



## Do:

- Respect the ladies' section, including toilets
- Respect Islam, the ruling family, and the traditions.
- Face the person talking to you.
- Use your right hand to greet someone, take, give, or accept something.
- Enjoy tourist facilities and have a great time.

# DOS AND DON'TS:



## Don't:

- Take photos of strangers or official buildings.
- Drink alcohol unless you're at a club or if you have a license.
- Take in drugs because they are strictly forbidden.
- Swim topless if you are a woman (bikinis are allowed)
- Wear short shorts, dresses, skirts, or any type of clothing that reveals much cleavage.

# DOS AND DON'TS:



## Don't:

- Kiss, hug or hold someone's hand (the reader should be able to differentiate between innocent and sexual behavior).
- (Ex: you can hug or kiss your kids or other people when greeting them, however, you cannot kiss your wife in sexual ways)
- Sit on someone's lap (children are an exception).
- Stare at people or point the sole of your shoe to someone's face for they are considered rude.
- Touch a Qur'an if you are not Muslim.

# DOS AND DON'TS:



## Don't:

- Joke around and shove your companions (friends, family) in public places.
- Employ any worker on someone else's visa, or no visa at all. You could be fined and even deported.
- Litter since it is strictly forbidden in all 7 emirates.
- Cross the street at undesignated areas.
- Ask a lady for directions or instruction if she is accompanied by her husband (ask her husband instead).



# 11 UNUSUAL LAWS



1. Swearing on WhatsApp
2. Checking someone's phone
3. Eating or drinking on public transport
4. Carrying foods containing poppy seeds
5. Fundraising
6. Using a VPN
7. Having a dirty car
8. Washing your car
9. Taking photos of people without their permission
10. Snapping and sharing photos of road or aviation accidents
11. Making and spreading rumours

# OFFENSES AND PENALTIES:

Offense	Penalty
Public Display of Affection	Warning or Fine (in case of severe breach can lead to jail or deportation)
Alcohol consumption outside designated areas	Fine or jail
Buying alcohol without an alcohol license	Fine or jail
Driving under the effect of alcohol or any other drug	Fine, jail and/or deportation – car confiscation

# OFFENSES AND PENALTIES:

Offense	Penalty
Drug consumption or possession	Fine, jail and deportation
Lack of respect for Islam's customs and symbols	Fine, jail and deportation
Lack of respect for other religion's customs and symbols	Fine or jail
Vulgar Language	Fine or jail

# OFFENSES AND PENALTIES:

Offense	Penalty
Littering and spitting	Warning or fine
Pet fouling public areas	Warning or fine
Damaging public facilities	Fine
Respect for environment	Warning or fine (cf. Federal Law No. 24/1999 on the protection and development of environment)

# OFFENSES AND PENALTIES:

Offense	Penalty
Absconding (Absent without leave)	<ul style="list-style-type: none"><li>• Interrogation on whereabouts, offices and persons interacted</li><li>• Deportation and banned in UAE for 1 year for 1 absconding; permanent for multiple times</li><li>• Watch listing / Blacklisting at POEA/DMW</li></ul>



# MWO SERVICES:



- Verification of Employment Documents (Job Orders, Contracts etc.)
- Issuance of Balik Manggagawa/Overseas Employment Certificate (BM-OEC)
- Migrant Workers and Other Overseas Filipino Resource Center (MWOFRC)
- Membership Program for OWWA
- Assistance to Nationals (labor assistance, legal assistance, repatriation assistance, whereabouts) for workers
- Psychosocial Counselling (c/o SWO)

# OWWA MEMBER BENEFITS:

- Assistance on locating OFW's whereabouts
- Psychosocial Counselling
- Mediation/conciliation
- Airport Assistance
- Hospital/prison/work camp visitation
- Legal assistance to OFWs who wish to pursue labor/welfare case against their employer in the host country
- Reintegration Program



# EMBASSY OF THE PHILIPPINES:



## Consular Services:

- Passporting and Visa Issuance
- Civil Registry
- Notarial Services

## Assistance To Nationals:

- Legal Assistance
- Repatriation Assistance
- Whereabouts

# CONTACT DETAILS:



OFFICE	CONTACT DETAILS
MOHRE:	Call Center 24/7: 600 59 0000 Email: ask@mohre.gov.ae Website: www.mohre.gov.ae
UAE Immigration:	Call Center: 600 52 2222 Website: www.ica.gov.ae
Emergency Numbers:	Police: 999 Ambulance: 998 Fire Department: 997 Coast Guard: 996 Electricity Failure: 991 Water Failure: 922

# CONTACT DETAILS:



OFFICE	CONTACT DETAILS
MWO:	Labor: +971 56 270 9157 Welfare: +971 54 557 2121 RFA: +971 50 880 6747 (whatsapp) Verification: +971 725 8482
MWO Email:	Labor: <a href="mailto:mwo_abudhabi@dmw.gov.ph">mwo_abudhabi@dmw.gov.ph</a> Welfare: <a href="mailto:abudhabi@owwa.gov.ph">abudhabi@owwa.gov.ph</a>
MWO website:	<a href="http://poloabudhabi.weebly.com">poloabudhabi.weebly.com</a>



# CONTACT DETAILS:



OFFICE	CONTACT DETAILS
MWO Social Welfare:	Contact Number: +971 56 440 2111 Email: <a href="mailto:socialwelfaremwoabudhabi@gmail.com">socialwelfaremwoabudhabi@gmail.com</a>
Assistance to Nationals	Contact Number: +971503682274/ +971544566103/ +971554272464/ +971508185632

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Assistance to Nationals Section:	Medical/Death: +971 50 858 4968 Repatriation: +971 54 529 4464 Whereabouts: +971 50 896 3089 Legal: +971 50 443 8003 Email: <a href="mailto:atn.abudhabi@gmail.com">atn.abudhabi@gmail.com</a>

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POLO website:	<a href="https://poloabudhabi.weebly.com/pagibig.html">https://poloabudhabi.weebly.com/pagibig.html</a>

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POLO website:	<a href="https://poloabudhabi.weebly.com/sss.html">https://poloabudhabi.weebly.com/sss.html</a>

**...Maraming Salamat Po**