



UNITED ARAB EMIRATES
MINISTRY OF HUMAN RESOURCES
& EMIRATISATION

هيئة الأوراق المالية والسلع
SECURITIES & COMMODITIES AUTHORITY



Introductory to the Voluntary Alternative End-of-Service Benefits Scheme

Savings Scheme

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MOHRE's App

www.mohre.gov.ae



What is Savings Scheme?



A voluntary scheme through which end-of-service benefits of employees are invested in well-proven investment funds with good record. The Scheme aims to provide investment returns to employees on their end-of-service benefits.

How to sign up for Savings Scheme?



The employer submits a request to the Ministry of Human Resources and Emiratization, then chooses an approved investment fund. They need to choose the employees they wish to register in the Scheme, while ensuring their employees' entitlements from the previous period (as per the Labour Law) are preserved.





Objectives of the Voluntary Alternative End-of-Service Benefits Scheme

Savings Scheme



Boosts UAE economy and consolidates protection and wellbeing of workers



Aims to increase investment revenue for subscribers and offers an additional voluntary contribution option



Enhancing the attractiveness and flexibility of the labour market to further support workers through elevating the quality of services



Further capitalisation of investment tools available in the diverse economic activities in the UAE



Benefits of the **Savings Scheme** for employers:

- The Scheme boosts ease-of-doing business in the UAE by offering investment options that provide end-of-service investment returns to employees. The Scheme aims to ramp up employees' job loyalty and productivity
- Solid infrastructure of the investment funds and approved service providers that manage the end-of-service benefits of workers
- Focusing on commercial activities and capital gain instead of operational aspects in managing and disbursing end-of-service benefits
- Increasing workers' job loyalty, productivity and satisfaction as their financial entitlements and interests are safeguarded
- Enrolling in the Savings Scheme costs less on the medium term in comparison with the current end-of-service scheme





Benefits of the **Savings Scheme** for employees:

- By offering diverse options to get returns on savings, the Scheme also helps precise financial planning, contributing to a more stable and prosper labour market
- Skilled workers can increase their end-of-service benefits if they choose high-return investment funds. Same applies if a UAE national or a resident chooses a voluntary subscription
- The voluntary subscription raises awareness on financial planning for personal savings, as it offers workers the opportunity to keep investing their entitlements even after leaving their jobs





Investment Fund:

Investment funds approved by Securities and Commodities Authority regarding the Savings Scheme



Fund Administrator:

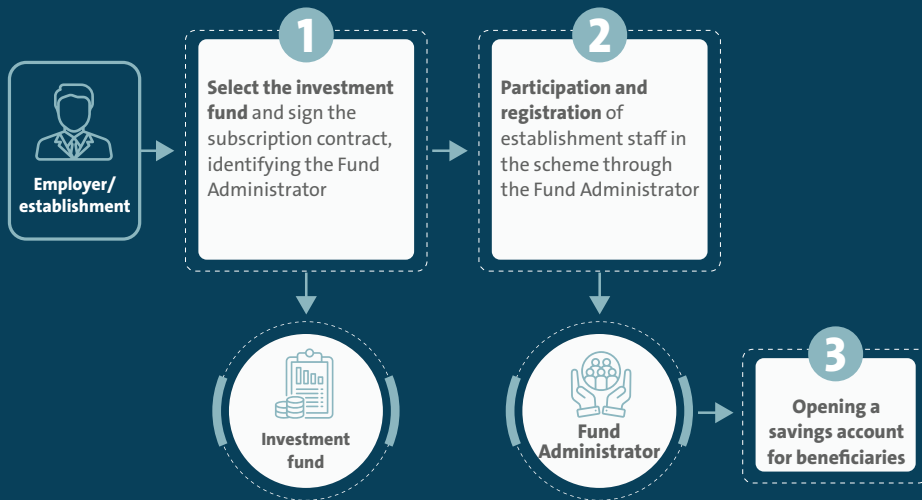
An approved entity by the Securities and Commodities Authority to provide services to the investment fund, including fund manager, administrative services provider, custodian, auditor, legal advisor and other entities that the Authority designates to operate as a Broker





How to register in the Savings Scheme?

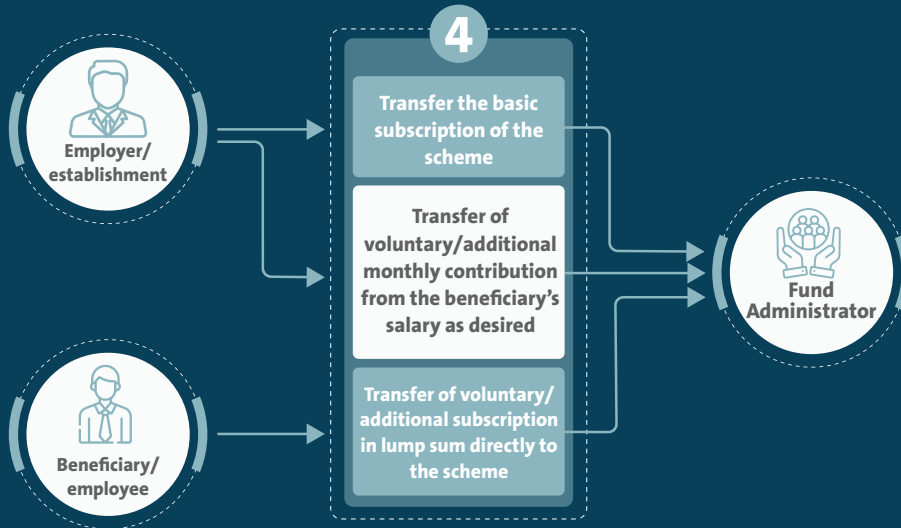
Registration in the Savings Scheme





How to register in the Savings Scheme?

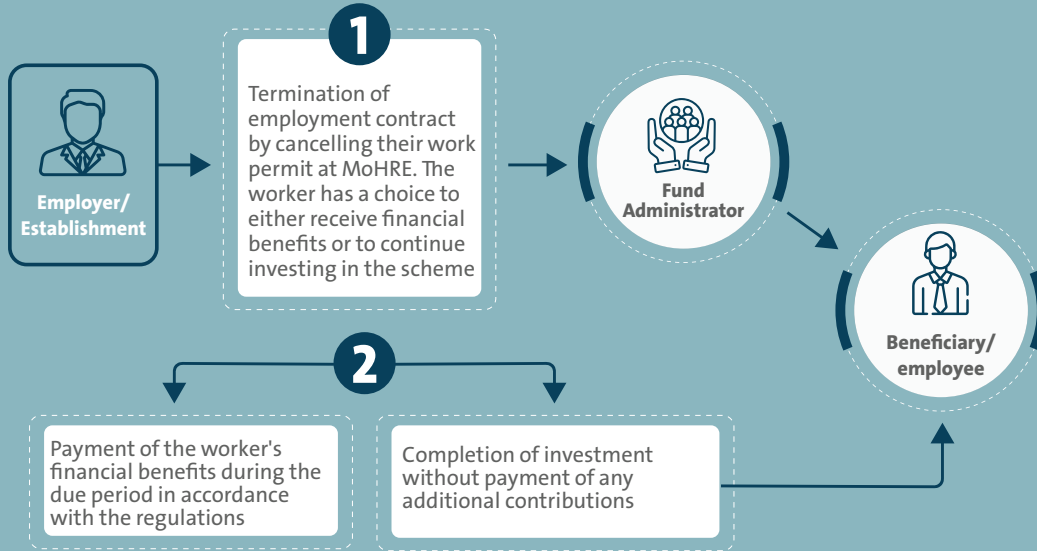
Payment of Basic and Additional Contributions





Payment of beneficiary's benefits

Payment of the worker/beneficiary's legal benefits





Payment of beneficiary's benefits

Withdrawal of Additional Contributions

