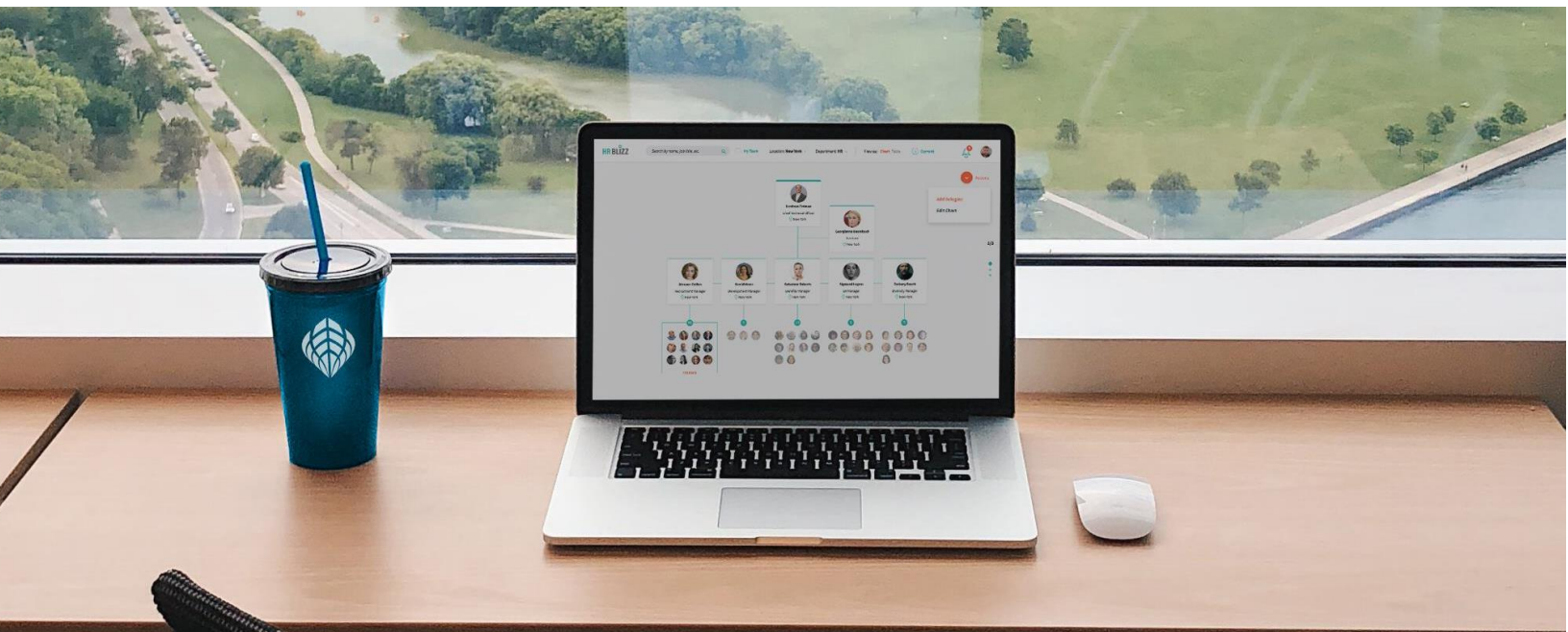




Simplifying Employment  
Tasks Worldwide

## Statutory Change Alert

Temporary Restructuring of Employment Agreements Allowed



### UNITED ARAB EMIRATES



March 31, 2020



MERCANS

## We help you achieve your global ambitions

Thank you for trusting Mercans to outsource your HR and Payroll functions. We propose HR consulting services, actionable solutions, and cost-effective global payroll processing tools to energize your human capital management in real-time and augment your performance. We are dedicated to becoming your business growth facilitator.



### **Global Payroll Solutions – Boost your HR brand and employee satisfaction**

Rationalize your HR budgets, monitor your data, and optimize your global payroll tasks in real-time. Systematize processes and streamline HRM lifecycles with HR Blizz™, our unified SaaS platform, to ensure your employees are paid accurately and on time.



### **PEO/GEO Services – Easily hire, deploy and manage your workforce abroad**

A reliable Professional Employer Organization (PEO), Mercans is your trusted employer of record to globally select, engage, and manage highly-qualified personnel on your behalf, through integrated Global Employment Outsourcing (GEO).



### **Global Talent Acquisition – Quickly fill vacancies with only the best candidates**

Mercans supports you in designing/deploying long-term HR strategies and processing full-cycle recruitment. Our ATS Suite Mesar™ and our hiring experts help to screen, select, attract the right candidates for your organization, and populate your pipeline of prequalified talents.



### **BPO Services – Reclaim the focus on your core activities to expand your business**

Concentrate on the essentials: outsource non-primary activities and your front- and back-office functions to Mercans. Save the time, money, and energy needed to refine the value chain engagement of your customers and suppliers, and increase revenue.



### **HR Management SaaS – Access customizable cloud-based online platforms**

Centralize your HR function on an all-in-one user-friendly and self-service platform. Combined with the expertise of our consultants, the Mesar SaaS offers a built-in applicant tracking system and easy-integration features to improve internal processes.



### **Local Statutory Compliance – Forget the hassle of setting up branches abroad**

Mercans seasoned HR advisory team are compliance experts specialized in local cultures, business protocols, and tax and legal specificities. They are committed to ensure quick go-to-market abroad and achieve a compliant global expansion, risk-free from A to Z.



MERCANS

## Mercans at a Glance

<b>140+</b> Countries	<b>20</b> Years of Success	<b>500+</b> Specialists
<b>5k+</b> Customers Worldwide	<b>97%</b> Client Retention Rate	<b>1.5X</b> Annual Revenue Growth
<b>25k+</b> Largest Single Country Payroll	<b>2.5M+</b> Pay Slips per Annum	<b>0</b> Security Breaches

**Number one** for outsourced payroll services, we are endorsed by international authorities.



Mercans has the highest industry quality and IT security certifications.





## United Arab Emirates – the Ministry of Human Resources and Emiratisation (MOHRE) enacts a law allowing the restructuring of employment agreements.

Effective from 26 March 2020, the United Arab Emirates (UAE) government issued Decree 279 of 2020 allowing private sector employers affected by COVID-19 to restructure the employment agreements with their expatriate employees. However, the restructuring has to be completed gradually and with the mutual consent of the employer and employees. The gradual restructuring actions include the following steps:

- Implementing remote work arrangement
- Granting employees paid leave
- Granting employees unpaid leave
- Temporary reduction of employees' salaries
- Permanent reduction of employees' salaries

The above steps are subject to the following condition:

- Employers must register their redundant staff on the MOHRE's virtual job market for potential recruitment by other employers.
- Employers who wish to hire expatriate employees during the period of temporary suspension of the issuance of new work permits, must search for suitable candidates from the MOHRE's virtual job market. If they identify a suitable candidate, the new employer can choose to transfer the employee's work permit or issue a new temporary or part-time work permit.
- For a private sector employer to temporarily reduce the salary of an expatriate employee, the employer and employee must execute a temporary fixed-term amendment to the employment agreement. The original salary of the employee will be automatically restored at the revocation of the Decree.
- Employers seeking to permanently reduce the salary of their employees must do so by following the MOHRE's standard employment agreement amendment process.
- Job seekers located in the UAE should register with the MOHRE's virtual job market and apply for available jobs.

The Decree applies only to non-UAE nationals and for the period of the COVID-19 outbreak.

Please contact your Mercans' services delivery team for any additional information regarding the implications of the above change.



MERCANS

## They already trust Mercans

accenture



AIRBUS



ATKearney



BLACKROCK

BOMBARDIER

CLARIANT



ERICSSON

Johnson & Johnson

KRATOS

KÄRCHER



ManTech  
International Corporation

NOKIA



3M



MERCANS

# What Makes Mercans your HR and Payroll **Partner of Choice?**

## We Simplify Employment Tasks Worldwide

### Everywhere for Everyone

We are a borderless people engagement enabler, driven by technology and innovation. We deliver bespoke human capital management services and global payroll solutions to empower businesses across 110+ countries regardless of their organizations' size and their industry. We pride ourselves on being global people experts with a striking local presence, committed to making your teams happy, and ensuring the consistent and sustainable growth of your organization.

### Local Presence. Regional Strategy. Global Success

Supported by 500+ payroll and HR specialists with in-depth local knowledge, Mercans operate globally. Our pioneering human resources consulting services and trailblazing SaaS platforms are already satisfying 5,000+ international clients, ensuring timely measurable results and bottom-line savings. Thanks to success-oriented teams striving for excellence and taking care of our clients' tasks within budget, we have gained the trust of major multinational companies.

### A Revolutionary Service Delivery System

Say goodbye to third-party service providers, offshore call centers, fragmented data, and endless chains of sub-contracts.

Mercans cloud-based SaaS Products, HR Blizz™ & Mesar™, combine the performance of proprietary technologies with a human touch. Cost-effective, they are fully-compliant self-service tools, packed with smart built-in features for your peace of mind. All your data are integrated into single interfaces accessible from everywhere and on any device.

### Trailblazing Cloud-Based SaaS Products

HR Blizz & Mesar, our Software-as-a-Service platforms, both propose a preconfigured API integration capability with all the major global HRMS platforms, including SuccessFactors, Workday, Oracle HCM, and MS Dynamics. All Mercans systems and processes are GDPR compliant, ISO 9001, 20000, 27001 certified, and SOC 1 and SOC 2 audited. A registered Finpro expert, Mercans is also a member of the Global Payroll Association and the Global Payroll Management Institute.



Simplifying Employment  
Tasks Worldwide

**+1 877 MERCANS (637 2267) | Toll-Free**

Europe: +44 20 328 777 62

North America: +1 646 798 5541

Middle East: +971 43 999 260

**[info@mercans.com](mailto:info@mercans.com) | [mercans.com](https://mercans.com)**

© 2020 Mercans LLC