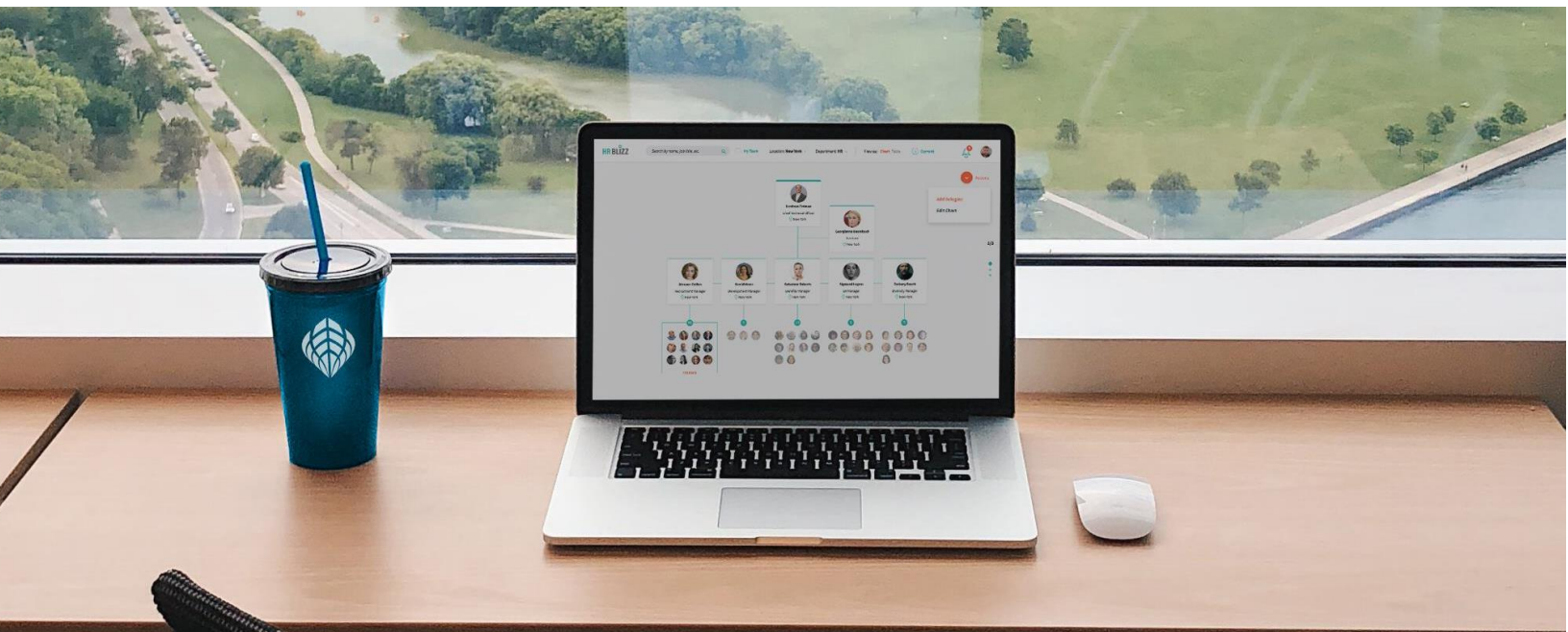




Simplifying Employment  
Tasks Worldwide

## Statutory Change Alert

United Arab Emirates – New Law Labor Law for Private  
Sector Employers Announced



**UNITED ARAB EMIRATES**



21 November 2021

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# 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.



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## Mercans at a Glance

**160+**

Countries

**20**

Years of Success

**850+**

Payroll and HR Specialists

**8k+**

Clients Worldwide

**97%**

Client Retention Rate

**1.5X**

Annual Revenue Growth

**45k+**

Largest Single Country  
Payroll

**9M+**

Pay Slips per Annum

**0**

Security Breaches

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



Mercans has the highest industry quality and IT security certificate





# United Arab Emirates – New Labor Law will come into effect in 2022.

On 14 November 2021, the United Arab Emirates announced that the Federal Decree-Law No 33 of 2021, which governs employment relations in the private sector, will come into effect on 2 February 2022.

While the full text of the new law has not yet been made available, the following key changes under the new labor law have already been announced and will come into effect in 2022.

## Flexible Employment

The key change is the introduction of part-time work, temporary work, and flexible work. This also includes freelancing, condensed working weeks, shared job models, and self-employment.

The shared-job model allows two people to share the same job and split the pay based on an agreement with the employer.

## Payment of Salaries

The new law grants companies the flexibility to pay wages in UAE dirhams or in any other currency, according to the agreement between the two parties in the work contract.

## Non-Disclosure & Non-Compete

The new labor law permits employers to prohibit the worker from competing with the employer or participate in any competing project in the same sector, if the work entrusted to the worker grants them access the employer's clients or access their trade secrets — provided that the condition is specified in terms of time, place and type of work to the extent necessary to protect legitimate business interests and the period of noncompetition shall not exceed two years from the date of contract expiry.



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## Discrimination

Sexual harassment, bullying, or any other type of verbal, physical, or psychological aggression against a worker by an employer, coworkers, or superiors will be clearly illegal under the new law.

The new law outlaws all types of discrimination based on race, color, sex, religion, national or social origin, or handicap that would limit equal opportunity, hinder equal access to or continuance of work, or deprive people of their rights.

The law prohibits employers from withholding official documents such as passports from employees and forcing them to leave the country at the end of their employment contracts.

## Paid Leaves

Under the new law, employees will be eligible to the following paid leaves:

- Employees in the private sector are entitled to one day paid off per week with the possibility of increasing weekly rest days at the company's discretion.
- Employees can also receive a range of leave days, including bereavement leave, that ranges between 3-5 days depending on the degree of kinship of the deceased.
- After completing two years of work term with an employer, workers are entitled to a 10-day study leave per year if they are enrolled in an accredited institution within the UAE.
- Employees of the private sector are entitled to a parental leave of 5 working days during the first six months after the birth of the child. Parental leave is a paid leave that can be applied for by both mother and father of the baby.
- Maternity leave in the private sector is extended to 60 days - 45 days with full wage, followed by 15 days on half pay.
- New mothers of infants with special needs are entitled to a 30-day paid leave after completing their initial maternity leave period, renewable for another 30 days with no pay.

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



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## They already trust Mercans







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# 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™ & Mesaar™, 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 & Mesaar, 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.



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