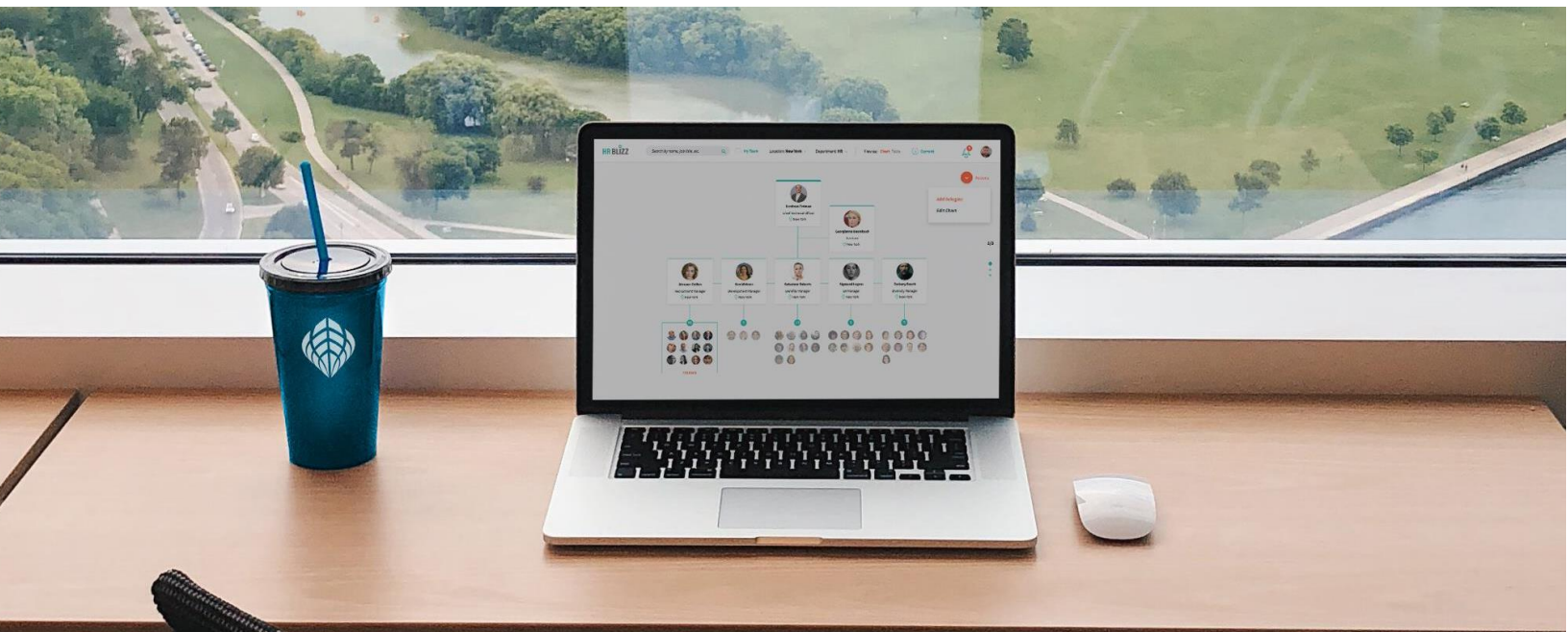




Simplifying Employment
Tasks Worldwide

Statutory Change Alert

United Arab Emirates – New Law Labor Law



UNITED ARAB EMIRATES



25 November 2021

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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.



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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

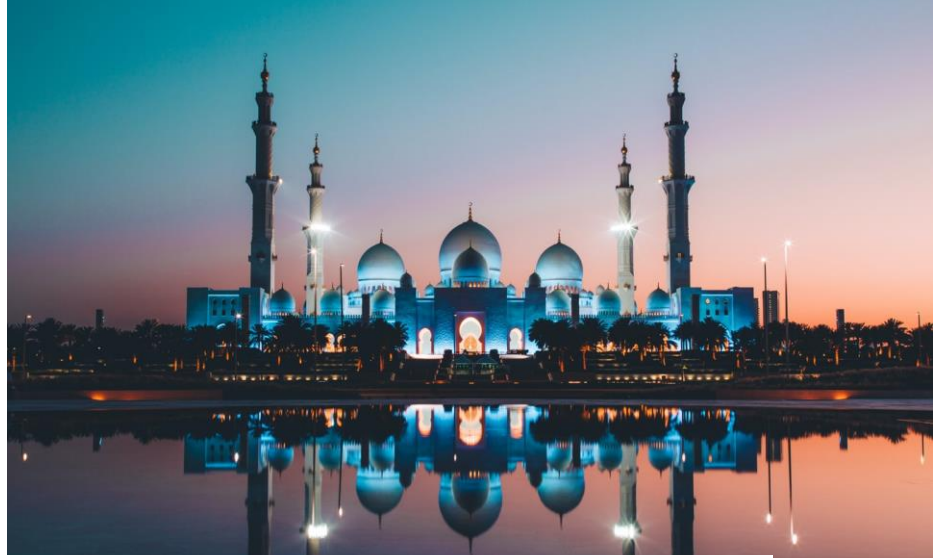
Security Breaches

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 Labour Law Announced

A new labour law will, Federal Decree-Law No 33 of 2021 on the Regulation of Labour Relations, will be replacing Federal Law No. (8) of 1980, effective from 1 February 2022.

New Employment Contracts

With the new law brought into effect from 2 February 2022, new employment contracts will need to be drafted by companies in the private sector. Accordingly, the private sector is required to replace all current employment contracts with MOHRE with new employment contracts being updated with law No. 33 of 2021 by 2 February 2023.

Unlimited Term Contracts Abolished

All unlimited term employment contracts must be replaced with fixed-term contracts which must be renewed with the mutual consent of the parties for a similar span of time or less.

Terminations During Probation Require Notice

As per the new law, all terminations during probation periods require 14-day advance notice.

Equal Pay

Article 4 of the new law, states that women have the right to equal treatment which also includes being paid the same as their male counterparts. This is also done regarding women performing the same work of equal value to that of which the male employees are performing to promote fairness and equality.

Non-Compete Restrictions

When signing an employment agreement that contains a non-compete clause, the term and conditions of the non-compete restrictions are enforced, as follows:



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- The employee is not allowed to be employed by a direct competitor of the employer for 2 years after their end of employment.
- The employee also must make sure the location of the competing firm is at a distance from his previous employer and should not be close to the vicinity of his previous place of work

Working hours

- The maximum ordinary working hours shall be eight working hours a day or 48 working hours a week.
- The periods spent by the worker from the place of residence to the workplace shall not be calculated within the working hours, except for certain categories of workers according to the controls set by the Executive Regulations of the new labor law.
- The Executive Regulations shall determine the working hours of Ramadan.
- If the employee is not a full-time employee, the original employer, under the provisions of this Decree-Law may not require the worker to work for them more than the hours agreed upon in the employment contract without a written consent of the employee.
- With the consent of the employer, the worker can work remotely inside or outside the UAE for a selected number of working hours.

The worker should not work more than five hours straight without a single break. The break shall not be made in less than an hour and should not be calculated as part of the working hours. In addition, the employee breaks can be regulated by shifts regarding the nature of certain establishments as per the manpower classification specified in the Executive Regulations of this Decree-Law.

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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