

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
Recruitment		
Emiratization Measures	<p>Various regulations were issued throughout 2017 to encourage employers to hire UAE nationals, i.e. “Emiratization”. This trend is expected to continue throughout 2018.</p> <p>Previous rules have required companies to hire UAE nationals for specific roles (e.g. data entry officers, public relations officer, and health and safety officers), and to increase the percentage of UAE national jobholders in the banking and insurance sectors.</p> <p>It is expected that companies to whom these rules apply will be more closely monitored and more job specific roles will be set aside for UAE nationals in 2018.</p>	No action required at present, but keep abreast of how the situation develops throughout 2018.
Pensions		
Potential Introduction of a Pension System	<p>UAE and other Gulf Corporation Council (“GCC”) national employees working in the UAE are entitled to be enrolled in a state pension scheme. Expatriates, on the other hand, receive a lump sum end of service gratuity (“ESG”) at the end of their employment.</p> <p>The UAE government and Dubai International Financial Centre are considering alternatives to the ESG system, including the introduction of a government-led pension fund for expatriate employees. It is unclear whether the pension benefit would mature when the employment terminates (as is the case with ESG payments), or when the employee retires. The latter seems to be a more straightforward option.</p> <p>It remains to be seen if and when such a pension system will be put in place.</p>	No action required at present, but keep abreast of how this develops throughout 2018.