

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
Discrimination		
Proposal to regulate equal pay for men and women	<p>The UAE Cabinet approved a draft law on equal salaries for men and women. The draft law has not been enacted and it is unclear what additional obligations it may impose on employers.</p> <p>Effective date: Unknown. The draft law was published in April, 2018, so progress is expected during 2019.</p>	No action required but keep informed of any developments in this area.
Discrimination		
Supporting individuals with special needs in the workplace	<p>The UAE authorities introduced a new law supporting individuals with special needs in the workplace. It regulates equal opportunities, the work environment, flexible working and career development. It also prevents employers from terminating individuals with a special need arising from a disability.</p> <p>Effective date: August 1, 2018. Although introduced last year, this is a significant change impacting employers this year.</p>	<p>(1) Become familiar with the new rules.</p> <p>(2) Update internal policies and practices.</p> <p>(3) Provide HR with training on this if required.</p>
Termination (Dubai International Finance Centre ('DIFC') only)		
Changes to DIFC termination rules in discussion	<p>The DIFC are currently working on draft legislation that will likely include a variety of changes, including the introduction of a new 'constructive dismissal' offence, and a cap on penalties imposed following late payment of termination severance.</p> <p>Effective date: Unknown, but changes (once confirmed) are expected to take place in the first quarter of 2019.</p>	No action required but keep informed of any developments in this area.
Termination		
New obligations when terminating UAE nationals	<p>The following rules apply to UAE nationals:</p> <p>(1) employers must conduct an "exit interview" when terminating;</p> <p>(2) where an employee is on a fixed term contract and there is no agreed notice period an automatic 3 month period will apply to both parties;</p> <p>(3) employers are prohibited from dismissing UAE nationals in specific situations which makes it harder to terminate in situations other than gross misconduct.</p> <p>Penalties for breach of (3) include complete blocks on all new hires for up to 6 months (via work permit suspension), as well as litigation.</p> <p>Effective date: June 29, 2018. Although introduced last year, this is a significant change impacting employers this year.</p>	Be aware of the new obligations and prohibitions when terminating UAE nationals.

This is a high level general update only. Legal advice should be obtained on specific circumstances.

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Recruitment		
New obligations when hiring UAE nationals	<p>(1) Employers recruiting UAE national employees must register the employee with the pension authority (GPSSA) within 6 months of their start date.</p> <p>(2) UAE nationals must be given indefinite contracts or contracts with an initial term of 2 years or more.</p> <p>Effective date: June 29, 2018. Although introduced last year, this is a significant change impacting employers this year.</p>	Be aware of the new obligations when recruiting UAE nationals.
Litigation		
New Supreme Arbitration Committee to handle labour disputes	<p>A Supreme Arbitration Committee at the Ministry of Human Resources and Emiratisation ("MOHRE") will in future handle labour disputes.</p> <p>Effective date: November 2018, but the change will take place in 2019.</p>	No action required but be aware of change if litigating.