

## LEGAL/LAW COURSES

## UAE Labour Laws

## Course Overview

This course has been developed for HR professionals within the UAE industry sectors who want a recap of the UAE labour laws; or want a better understanding of UAE labour laws and current practices; and for anyone who is new to the region or to an HR role. It has been designed for those who want an update on the regulatory trends and an insight of how to address issues that often arise in the employment context.

## Who Should Attend?

This course has been developed for all HR professionals within the UAE industry sector. It would also be highly beneficial for those working as company secretaries, legal heads who have had minimal formal training in labour law and wish to consolidate their experience in the region. In addition it would also benefit In-House Counsel, lawyers who recently have been transferred to the UAE.

## Benefits:

- Understand key principles of the labour laws of the UAE and the regulatory and enforcement trends at the Ministry of Labour.
- Manage the legal requirements organisations have to fulfil in relation to salaries, leave and other benefits.
- Identify the special considerations involving terminations/ redundancies of senior professionals and end of service benefits including severance pay/gratuity and other benefits.

## Course Outline

- Overview, recruitment and in-term issues
- Employment contracts
- Emiratization and the recruitment of host country national employees
- Employee benefits during the term of employment
- Holding employee passports
- Health and safety obligations
- Employee resignation and termination
- Notice periods and garden leave
- Employee entitlements upon termination
- Employment disputes
- The Ministry of Labour processes
- Labour and employment disputes in the local courts
- Protecting employer data and confidential information

## Membership Details:

- Free 1 year membership with Arab Arbitration Society

Certificates Issued by:

- Arab Institute for Accountants & Legal
- Arab Arbitration Society (AAS)
- Knowledge of Human Development Authority, KHDA UAE

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