

# “Latest Developments in the UAE Labour Law”

Organized by  
Dubai Chamber  
Clyde & Co

Dubai, 1<sup>st</sup> May, 2016  
Workshop

# “Latest Developments in the UAE Labour Law”

Dubai, 1<sup>st</sup> May, 2016  
Workshop

On 1 January 2016, three Ministry of Labour Decrees came into force together with number of new standard contracts. The Decrees and the new contracts have been described as facilitating mutual respect and transparency in the employment relationship.

This half day workshop will highlight the latest developments that have taken place in the UAE Labour Law and the changes in the employment relationship.

## OBJECTIVES

To gain a thorough understanding of:

1. The new Ministerial Decrees and their relationship to the Federal Law;
2. The new Ministry of Labour contracts;
3. The schedule of rights and obligations which accompany the contracts and how these fit with the Labour Law;
4. How the Decrees may affect all employment relationships in the private sector in the UAE, taking into consideration possible future developments in the employment relationship.

## WHO SHOULD ATTEND?

- Dubai Chamber Members
- Lawyers & Legal Professionals
- General Managers
- Business Owners
- Corporate Counsel
- Human Resources Managers

## PARTICIPATION FEES

Dubai Chamber Member:	AED 750
Non-member:	AED 1250
Non-Profit Organization:	AED 950

## LANGUAGE

English

## DATE, TIME & VENUE

1<sup>st</sup> May, 2016

08:30 am - 12:30 pm

Dubai Chamber (Main Office) - 13<sup>th</sup> Floor



Dubai Chamber of Commerce & Industry  
Legal Services Department  
Tel: +971 4 202 8254 / 243  
Fax: +971 4 202 8811  
E-mail: [legalevents@dubaichamber.com](mailto:legalevents@dubaichamber.com)  
[www.dubaichamber.com](http://www.dubaichamber.com)

**800 CHAMBER**  
[WWW.DUBAICHAMBER.COM](http://WWW.DUBAICHAMBER.COM)

غرفة دبي  
**DUBAI CHAMBER**

# “Latest Developments in the UAE Labour Law”

Dubai, 1<sup>st</sup> May, 2016  
Workshop

## SPEAKERS



**Rebecca Ford**

Partner, Employment | Clyde & Co

Rebecca Ford is a partner in the MENA Employment Group, described as a "leading lawyer in the employment area" in Chambers & Partners. She is a partner in the MENA employment team of Clyde & Co LLP, based in Dubai and has worked in the Middle East since 2008. Before joining Clyde & Co LLP in 2012, she was a partner in a large regional firm based in Dubai and prior to that was the head of the European, Asia and Australian employment team in a global financial institution based in London. Rebecca has particular expertise in employment disputes and has managed high profile employment litigation for clients in the High Court of England & Wales in London, as well as the UAE and DIFC courts. She is a registered practitioner of the DIFC Court. Rebecca also advises on, and undertakes workplace investigations and advises on the employment aspects arising from multidisciplinary compliance issues.



**Samantha Ellaby**

Associate, Employment | Clyde & Co

Samantha is a UK qualified employment lawyer in Clyde & Co's Middle East Regional Employment and Incentives Practice, based in the Dubai office. She advises clients in a wide range of sectors, including education, oil and gas and financial services. She advises on a range of issues throughout the employment cycle (both within the Free Zones and onshore) from the immigration processes and contractual documentation required to employ an individual in the Middle East (including in relation to secondment arrangements, dual contract arrangements and intra group transfers) through to termination procedures, exit strategies, settlement agreements and labour claims. Samantha has significant experience of project managing large multi-jurisdictional projects and regularly prepares and delivers training sessions to HR professionals, in-house lawyers and management on employment and immigration issues in the Middle East.



**Ben Brown**

Associate, Employment | Clyde & Co

Ben is a UK-qualified employment lawyer in Clyde & Co's MENA employment team, based in Dubai. He's practice covers all aspects of contentious and non-contentious employment law in the UK, the UAE and its free zones (including the Dubai International Financial Centre) as well as the wider Middle East. He advises clients in a variety of sectors with a particular focus on financial services, insurance, oil & gas and aviation. Ben advises employers on recruitment and immigration issues, managing performance, employee transfers, manpower supply arrangements, bonus disputes and issues arising on termination of employment including the enforcement of post-termination restrictions and the protection of confidential information. He also has extensive experience advising on employment issues arising from complex internal investigations, corporate restructurings, outsourcings and multi-jurisdictional mergers and acquisitions.



Dubai Chamber of Commerce & Industry  
Legal Services Department  
Tel: +971 4 202 8254 / 243  
Fax: +971 4 202 8811  
E-mail: [legalevents@dubaichamber.com](mailto:legalevents@dubaichamber.com)  
[www.dubaichamber.com](http://www.dubaichamber.com)

**800 CHAMBER**  
[WWW.DUBAICHAMBER.COM](http://WWW.DUBAICHAMBER.COM)

غرفة دبي  
**DUBAI CHAMBER**

# “Latest Developments in the UAE Labour Law”

Dubai, 1<sup>st</sup> May, 2016  
Workshop

## PROGRAM

- 8:30 am - 9:00 am** Reception & Registration
- 9:00 am - 9:05 am** Welcoming Remarks
- 9:05 am - 09:45 am** Introduction to the Ministerial Decrees
- Enhancing transparency and mutual respect in the employment relationship
  - Resolution 764 of 2015
  - Resolution 765 of 2015
  - Resolution 766 of 2015
- Rebecca Ford, Partner, Clyde & Co**
- 9:45 am - 09:55 am** Questions & Answers
- 09:55 am - 10:10 am** Break
- 10:10 am - 11:00 am** The Ministry of Labour Contract
- The offer letter requirements
  - The new unlimited and limited term template contracts
  - The schedule of rights and obligations
  - Company contracts and the Ministry of Labour Contract
- Samantha Ellaby, Associate, Clyde & Co**
- 11:00 am - 11:10 am** Questions & Answers
- 11:10 am - 11:30 am** Break
- 11:30 am - 12:20 pm** Future developments
- What do the Decrees and contract mean for employees in a free zone?
  - Other employment trends
- Ben Brown, Associate, Clyde & Co**
- 12:20 pm - 12:30 pm** Questions & Answers
- 12:30 pm** Lunch



# “Latest Developments in the UAE Labour Law”

Dubai, 1<sup>st</sup> May, 2016  
Workshop

## REGISTRATION FORM

First Name: ..... Surname: .....  
Middle Name: ..... Title (Dr., Mr, Ms, etc): .....  
Organisation: ..... Occupation: .....  
P.O. Box: ..... City: .....  
Telephone No: ..... Fax No:.....  
Mobile No: ..... Email: .....  
Is your organisation a member of Dubai Chamber:  Yes  No Membership No: .....

### Fees:

- Dubai Chamber Member: AED 750/-
- Non-member: AED 1250/-
- Non-Profit Organisation: AED 950/-

### Registration:

- Prior registration is required to attend the workshop due to limited seats.
- Registration deadline 28/04/2016. Register now!

### Payment Method:

- Dubai Chamber Prepaid Visa Card;
- Online;
- Cheque drawn in favor of Dubai Chamber of Commerce & Industry;
- Direct transfer to Dubai Chamber of Commerce & Industry, IBAN: AE420260001012000257201, Emirates NBD, Main Office, Dubai - UAE, P.O. Box: 777, UAE, Swift code: EBILAEAD *(Pls. mention the event name in the transfer).*

### Cancellation:

- Full refund if cancellation notice is received at least 5 working days prior to workshop date.
- 50% refund if cancellation notice is received within 5 working days of the workshop date.
- No refund if cancellation notice is received on the date of the workshop.

Signature of Applicant: .....

Date: .....

### For official use only

Registration Number: .....