

AL'AMMAL



UNITED ARAB EMIRATES
MINISTRY OF LABOUR

28,000
establishments
resettle labour
fines

Quarterly magazine issued by Ministry of Labour-UAE

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Issue 3 July 2015

**Framework launched to
achieve Emiratization
indicators**

**Employer to pay AED
100,000 to employee for
not paying wages**

**MoL reviews smart
investigating systems**

**Saqr Ghobash
commends
Hamdan Bin
Mohammed
initiative**



**Emiratization is an integral
part of Al Futtaim's
strategic plans**

**UAE achieves 99.7 %
implementation of mid-day break**





جائزة وزارة العمل للخدمات والتطبيقات الذكية Ministry of Labour E-Services and Mobile Apps Award

The Ministry of labour's E-service and Mobile Apps Award is an annual event that motivates and encourages all our staff, customers and partners to provide creative and innovative ideas in the smart phones apps field, so as to ensure access to government services around easily, efficiently and with complete transparency to assure and meet our customers' demands.

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Strengthening UAE's position at international forums

The Ministry of Labour (MoL) takes active interest in establishing international relations, particularly when it comes to representing the UAE government during regional and international forums concerning labour rights.

This approach also enhances the reputation of the nation worldwide, which is one of the main goals of the Ministry's Strategic Plans in 2014 - 2016.

His Excellency Saqr Ghobash, UAE's Minister of Labour, said during the 104th session of the International Labour Conference in Geneva that the UAE is always on the forefront when it comes to participating in such meetings that concern major labour issues.

Ghobash highlighted UAE's achievements in the labour market and explained the positive relationship between employers and employees in the country.

The UAE Ministry of Labour delegation, which participated in the ILO Conference, received high appreciation and applause for their efforts and initiatives such as the Wage Protection System (WPS), positive work environment, labour mobility flexibility, in addition to supporting small and medium enterprises.

These initiatives toward protecting labour rights drew interest and attention from governments, employers and employees of various countries present at the conference.

Discussions and meetings between UAE delegates and representatives from labour-sending countries further helped strengthen mutual relationships. These meetings and discussions, in line with the Abu Dhabi dialogue, aimed at promoting cooperation between the labour-sending and receiving nations so as to better serve developmental and economical goals of member states and contribute to the improving the lifestyle of workers as well as of their families back home.

The Abu Dhabi Dialogue focuses on developing key, action-oriented partnerships between countries of origin and destination for development around the subject of temporary contractual labour, based on a notion of partnership and shared responsibility.

The UAE's initiatives toward protecting labour rights have not gone unnoticed. The election of the United Arab Emirates as a member of the Board of ILO Governing Body for the governments of the Asia-Pacific group for 2014-2017, is the result of appreciation by the international community of these initiatives and achievements that have not only protected workers' rights but also kept interest of employers.

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Dibba Fujairah: Tasheel Businessmen Services

Vision

Create a stable labour market and a productive workforce to promote a competitive knowledge-based economy that revolves around UAE citizens.

Mission

Regulate the labour market to boost UAE citizens' participation, to achieve general protection, flexibility, and to attract talented cadres through an integrated system of standards, policies and regulatory tools, institutional partnership and outstanding services.

Values

- Professionalism (Completion of business according to the best standards)
- Respect Human Dignity (Honouring and dignifying mankind)
- Integrity and Honesty (Application of systems honestly and with integrity)
- Trust and Respect (Mutual trust and respect in dealing with users)
- Initiative and Creativity (Creation of creative ideas)

Strategic Objectives

- Promote the participation of UAE citizens in the private sector, achieve flexibility, attract suitable talents and boost productivity
- Maintain labour market stability through balancing interests of both production parties in conformity with UAE national legislation
- Contribute to enhance the UAE's reputation and image in international forums
- Support institutional competency to deliver high-quality governmental services
- Ensure that all the administrative services comply with the highest standards of quality, efficiency and transparency

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UAE participates in 104th ILO Conference

Ministry of Labour: UAE committed to implementing an integrated system to protect workers' wages



The United Arab Emirates (UAE), a member state of ILO since 1972, participated in the 104th session of the International Labour Organization (ILO) Conference, held in Geneva, Switzerland, last month.

His Excellency Saqr Ghobash, Minister of Labour, said the UAE is keen to strengthen its relations with the ILO particularly in areas of technical cooperation and gain from its experiences to develop programs and initiatives.

Saqr Ghobash:
UAE actively implementing
policies to protect workers'
rights

He said participation in the ILO conference also helped in highlighting the participant's initiatives and achievements toward labour rights protection.

“The ILO conference is an important platform where the member governments share their experiences and initiatives.

The UAE has been actively implementing policies and tools to regulate the labour market and strengthen employer employee relationship and the conference helps highlighting these measures,” said Ghobash.

Ghobash, alongwith Labour Ministers from the other GCC coun-



tries, met with the Director-General of the International Labour Organisation (ILO), Guy Ryder, on the side lines of the Conference during which they discussed expanding the dialogue between GCC countries and the ILO, taking into account the distinctive nature of the labour markets in the GCC, notable for its multi-cultural environment, including the majority of the GCC labour force consisting of foreign workers.

The GCC ministers also stressed on the need for the ILO to establish a constructive dialogue among governments, business

Participation in the ILO conference also helped in highlighting the participant's initiatives and achievements toward labour rights protection

owners and workers, and to work toward balancing the interests of these three parties.

Ghobash also met with the Director of the Arab Labour Organisation (ALO) and discussed topics on the conference agenda.

His Excellency also participated in the 50th GCC Labour Ministers' meeting, which was held alongside the ILO Conference.

The meeting also discussed issues taken up during the conference

with a view to strengthen joint actions among GCC countries.

The delegation included His Excellency Mubarak Saeed Al Dhahiri Undersecretary of the Ministry of Labour, His Excellency Humaid bin Deemas Al Suwaidi, Assistant Undersecretary for Labour Affairs, His Excellency Dr Omar Al-Nuaimi, Assistant Undersecretary for Policy and Strategy Sector, His Excellency Ibrahim Al Awar, Director the Minister's Office and Alex Zalmi, the Minister's International Relations Adviser, Ayman Rumaneh Media Adviser, Abdulrahman Al Marzouki, Director of the International Relations Department, Abdullah Al-Alili Director of the Studies Department at the Ministry of Labour, Salem Al-Yasi Director of the Labour Office in Ajman, Abdullah Bafaraj Anti-Human Trafficking Office Director, Hessa Al-Khayal and Sheikha Al-Mulla Researchers in the labour affairs sector, and Noor Al-Nuaimi legal researcher in the inspections dept.

Ayman Siraj Eddin Ibrahim Advisor to the Minister of Economy, policy and international cooperation, Mustafa Abdullah Al-Hashimi, Director of Institutional Development and Support at the Ministry of Economy, Abdul Aziz Dawoud Al-Mazmi Director of the Entrepreneurs Development Office at the Mohammed bin Rashid Establishment for SME Development were also a part of the delegation.

Representing the employer delegation were Khalifa Al-Kaabi,

The 104th Session of the ILO conference discussed the report presented by ILO's director general and a wide range of issues

member of the board of the ILO, Sanad Al-Muqbali Board Member of the Abu Dhabi Chamber of Commerce and Industry, Ahmed Al-Qaizi Director of Economic Department of the Federation of Chambers of Commerce, Aisha Ali and Huda Al-Matroushi Executive Board Members of the UAE Business Women Council.

Employees were represented by Aisha Al-Tunaiji Vice Chairman of the Professional Associations Coordination Department, Ibrahim Al-Hosni representative of the Association for Lawyers and Legal Experts, Saeed Al-Kaabbi, Chairman of the Board of the Teachers Society, and Ali Al-Mansouri and Haya bin Sufyan, representatives of the Assembly.

The 104th Session of the ILO conference discussed the report presented by ILO's director general and a wide range of issues, including the transition from the informal to the formal economy, small and medium-sized enterprises and decent and productive employment creation, social protection, application of international labour standards, and programme and budget proposals for 2016-17.



Furthermore, the UAE confirmed the importance of reaching a constructive dialogue between labour sending and receiving countries, mainly represented in the path of the ‘Abu Dhabi Dialogue’ with great support from the ILO, which aims to reach a fruitful cooperation by addressing all challenges that accompany contractual work on

the basis of shared responsibilities and mutual interests cycle. His Excellency Mubarak Saeed Al Dhahiri, Undersecretary of the Ministry of Labour, member of the UAE delegation, said: “We need to develop solutions to ensure protection of workers against unfair practices during the recruitment stages as huge sums are paid by poor individu-

als, many times to employment agencies to be able to travel and work overseas. We must ensure transparency by informing the employees about the terms and conditions of their contracts and avoid replacing them upon arrival, in addition to providing decent and safe working environments and hosting them in suitable residence.” he said.



“The worker’s wage in the UAE is considered a red line that should not be infringed upon in any way,” stressing that the Ministry of Labour does not compromise on this issue, a stance that reflects the values and principles prevailing in the UAE society and enshrined in legislation and practices directed by the wise leadership.

He talked about integrated measures to protect the workers’ wages in the UAE.

Some of the measures include making it obligatory upon private sector enterprises to transfer workers’ wages to banks and exchange offices electronically through the Wages Protection System (WPS), which is an innovative mechanism to ensure the worker receives a pay in accordance with

The UAE confirmed the importance of reaching a constructive dialogue between labour sending and receiving countries

the contract deadline and without any deductions. The system also provides the employer time and the opportunity to make an effort to fulfil his/her legal obligations towards workers in his/her establishment.

“This system provides the Ministry of Labour with updated data-

The system provides the employer time and the opportunity to make an effort to fulfil his/her legal obligations towards workers in his/her establishment

base, which allows it to identify with immediate effect the enterprises that do not pay wages,” Al Suwaidi said, pointing out that the system had been appreciated by ILO experts to the UAE who assessed the effectiveness of the WPS and recommended that the system should be implemented by the member states.

He added that some member states have already implemented similar system in their labour markets.

During the conference, the UAE confirmed its support to all citizens who own medium and small enterprises to help them overcome any challenges in their enterprise in an effort to create job opportunities.

Meanwhile, labour ministers in the Gulf Cooperation Council (GCC) urged the importance of promoting the ‘Abu Dhabi Dialogue’ seeking better cooperation between the GCC and labour sending countries to serve the markets while maintaining interests.

The UAE also laid out its experience in ensuring protection of workers’ wages through an integrated system incorporating several measures to ensure that workers receive wages on time without any unjustifiable or illegal deductions.

Humaid bin Dimas Al Suwaidi, Assistant Under-Secretary of the Ministry for Labour Affairs, said,

To develop information, dispute and inspection systems

UAE, ILO sign agreement on technical cooperation in labour market information



Ghobash said the agreement would establish stronger ties between the UAE and the ILO to serve the common interests of both the parties.

Director-General of the ILO said the agreement reflects the Ministry of Labour's resolve to strengthen its capabilities in the framework of the management of labour market and enforce of labour relations regulation law.

The UAE and the International Labour Organisation (ILO) have signed an agreement on technical cooperation in the areas of labour market information, labour inspection, occupational and health safety systems and settlement of labour disputes' system.

Under the agreement, a two-year joint work programme will be set up to update the labour market information system by promoting the electronic linkage system to keep the decision makers in the ministry periodically posted about the labour market information and trends.

The agreement was signed by Mubarak Saeed Al Dhaheri, Undersecretary of the Ministry of Labour, on behalf of the UAE, and Frank Hagemann, Deputy Regional Director of the ILO Regional Office for Arab States.

Commenting on the agreement, Saqr Ghobash, UAE's Minister of Labour, said the deal comes within the framework of the Ministry of Labour's keenness to strengthen its capacity and utilise technical expertise available at the ILO in order to contribute towards updating some of the systems implemented by the Ministry, specifically the labour market information system.

He added the agreement could also help in developing mechanisms to reduce individual disputes and enhance the efficiency of the Ministry in settling them. Additionally, it would contribute to improving the inspection systems and capabilities of inspectors to further stabilise the labour market, particularly in light of the application of legislation system, policies and control tools.

He commended the UAE labour law and regulations and the Ministry's role in developing policies that protect workers' rights and ensure employers interests are maintained at the same time.

The agreement aims to contribute towards strengthening of policies and initiatives through the optimal use of available periodic data.

The joint work programme will also strengthen the inspection capabilities and develop a national policy on occupational health and safety, as well as raise awareness about prevention of accidents and occupational injuries in accordance to the best professional practices.

The programme will enhance evaluation system and applied initiatives regarding labour relations, and how best to deal with labour disputes received by the ministry.

Saqr Ghobash commends Sheikh Hamdan Bin Mohammed initiative to provide dental treatment to workers



His Excellency Saqr Ghobash, Minister of Labour, said the initiative launched by His Highness Sheikh Hamdan bin Mohammed bin Rashid Al Maktoum, Crown Prince of Dubai and Chairman of the Executive Council of the Emirate of Dubai to take care of workers' health confirms the extent of his appreciation for them and their role in the development process.

“The initiative would spread health awareness among workers and educate them about dental care and treatment. The workers can undergo clinical examinations and avail of the required treatment, which they may not be able to get done on their own due to high cost of dental treatments,” he said.

Ghobash visited the Hamdan bin Mohammed College of Dental Medicine at the Dubai Healthcare City where the awareness and treatment facility was provided to workers as a part of the initiative. The Minister was accompanied by Humaid bin Dimas Al Suwaidi, Assistant Undersecretary for Labour Affairs and Maher Al Obed Assistant Undersecretary for Inspections and a number of officials from different government entities.

His Excellency the Minister of Labour, said, “His Highness the Crown Prince of Dubai’s initiative serves as an explicit invitation to all institutions to adopt humanitarian initiatives to-

wards workers to thank them for their great job and appreciate their efforts throughout these years.”

He said the UAE is committed to protecting workers and providing them the best form of care, which will contribute to an appropriate and a decent working environment for them.

He also appreciated the services provided by the dental clinic in Dubai for workers.

The Dubai dental clinic provides dental services of the highest standards in the field of dentistry. The clinic offers various specialized dental treatments using the latest technologies.



Framework launched to achieve Emiratization indicators as per national agenda

As many as 20 government entities have prepared a common framework to achieve localization objectives as per the national agenda, under an initiative launched by the Ministry of Labour (MoL).

The Ministry is the key coordinator in the implementation process.

The framework was presented at a recent meeting held at the MoL (MoL) in Dubai, headed by His Excellency

Saqr Ghobash, Minister of Labour and the His Excellency Rashid Al Nuaimi, General Secretary of the Federal Demographic Council, and Mariam Al Hammedi, Executive Director, Government Performance Sector, Prime Minister's



Office, Mohammed Al Marri Director General of the National Human Resource Development and Employment 'Tanmia' and other officials from MoL and other government departments.

The framework of the joint action was initially handled by the MoL to implement the agenda in accordance with the approved methodologies by the Prime Minister's Office. The methodology involves three steps which include defining the national index and determining the relevant authorities to achieve the framework at the national level,

and to agree on their roles and responsibilities within the framework, which is followed by a step by step process management implementation and subsequent follow-ups and reports to the Prime Minister's Office.

Ghobash said: "The ministry is committed to work in coordination with all departments as a team in order to achieve the national indicators, irrespective of the entity that is supposed to achieve those."

He expressed gratitude to concerned governmental parties for positively responding to the initiative, which would combine efforts of all entities and help achieve the vision of UAE's wise leadership.

"The priorities of the national agenda, which was launched by His Highness Sheikh Mohammed bin Rashid Al Maktoum, UAE Vice President and Prime Minister and Ruler of Dubai, has formed a clear path ahead of what our nation's leaders aim to achieve by the year 2021 and has become a driving force for all governmental entities to coordinate and integrate their efforts to attain the common goals," he added.

The Minister praised the role of Prime Minister's Office in the ministry to support the implementation process of the national agenda and their intensive follow up to assess the progress of this project.

Mariam Al Hammad, Executive Director, Government Performance Sector Prime Minister Office, said, "The government, under the guidance and follow-up of His Highness Sheikh Mohammed bin Rashid Al Maktoum, UAE Vice President and Prime Minister and Ruler of Dubai, is working according to

The framework of the joint action was initially handled by the MoL to implement the agenda in accordance with the approved methodologies by the Prime Minister's Office

a clear methodology to implement the national agenda, which includes about 70 national indicators that measure the performance of six priorities in the presence of more than 20 major participants working as coordinators."

Dr. Omar Al-Nuaimi, Assistant Undersecretary of the Minister of Labour for the Policy and Strategy sector, reviewed the MoL's role, during the meeting, in the implementation of the national agenda as a major coordinator by going through different indicators assigned to the ministry, which include the percentage of localization in the private sector as well as the number of those who are engaged in knowledge-based work in the UAE.

He explained that by 2021, the target is to increase localisation in private sector 10 times compared to the present and double the number of UAE citizens working in the private sector and also increase the number of knowledge-based workers in the country to 40 percent of the total.

Al-Nuaimi also reviewed the initiatives and programs implemented to clarify roles and responsibilities assigned to each entity while jointly approaching the framework that has been established to achieve the relevant localization indicators.

Al-Dhahiri meets Departments Heads

Ministry of Labour launches 'Hourly Chat' initiative to enhance internal communications



His Excellency Mubarak Saeed Al-Dhahiri, Undersecretary of the Ministry of Labour, has stressed the importance of ensuring job satisfaction for employees in different organizational units of the ministry which, in turn, contributes to enhancing customer satisfaction.

Al Dhahiri met with department heads from the Ministry recently as a part of an 'hourly chat' initiative that aims to strengthen internal communications within the Ministry.

The initiative further opens communication channels between leaders and staff members, encouraging them to discuss various issues, come out with ideas, proposals and initiatives and will contribute to enhancing the performance, which would,

reflect on the services provided to customers, which is an integral part of the Ministry's strategic plans, a key focus by His Excellency Saqr Ghobash, Minister of Labour, said Al Dhaheri.

He also stressed on the importance of active participation of employees in implementing the Strategic Plans and in promoting competition and loyalty among the employees.

The meeting was attended by more than 40 employees. Addressing the attendees, Al Dhaheri said: "Trusting the capabilities of the Ministry's staff and their active role in developing the overall performance and supporting them, helps raise their confidence and enhance their capabilities further."

"The ministry's operational plans are based on methodologies, mechanisms and procedures that ensure the assigned tasks are completed accurately and effectively," he added.

The employees lauded the 'hourly chat' initiative and said it will contribute towards strengthening internal communications, will motivate employees and encourage a positive and friendly work environment.

The initiative is a part of the internal communications plans by the Government Communications Department at the Ministry. The department organizes various events and initiatives for the Ministry's staff at different levels in order to enhance internal communications between employees and adopt 'one-family' concept.

MoL's six-month grace period ended in June

28,000 establishments resettle labour fines

As many as 27,962 establishments resettled fines related to 58,365 workers registered under their sponsorships during the six-month grace period by the Ministry of Labour (MoL) for employee card fines.

The grace period, approved by the Ministers' Cabinet on December 31st in 2014, was implemented between January and June.

Over 70 per cent of the total 40,000 violating establishments benefit from the grace period. The establishments adjusted 61 per cent of the total labour related fines.

His Excellency Humaid bin Deemas, Assistant Undersecretary for the Labour Affairs, said the high number of beneficiaries reflected "the remarkable success of the implementation, which also helped stimulate the labour market and encouraged owners abide by the UAE's labour laws."

"The number of enterprises that benefited by amending the conditions of their employees is 58,365; as 43,914 labour cards were cancelled and 13,221 were renewed while the ministry noted that 1,230 were reported off duty."

"All enterprises that benefited from the grace period cleared their fines due by paying only AED 37.5 million. The amount due prior to the

grace period was AED 1.85 billion as the administrative fines on expired labour cards," said Bin Deemas.

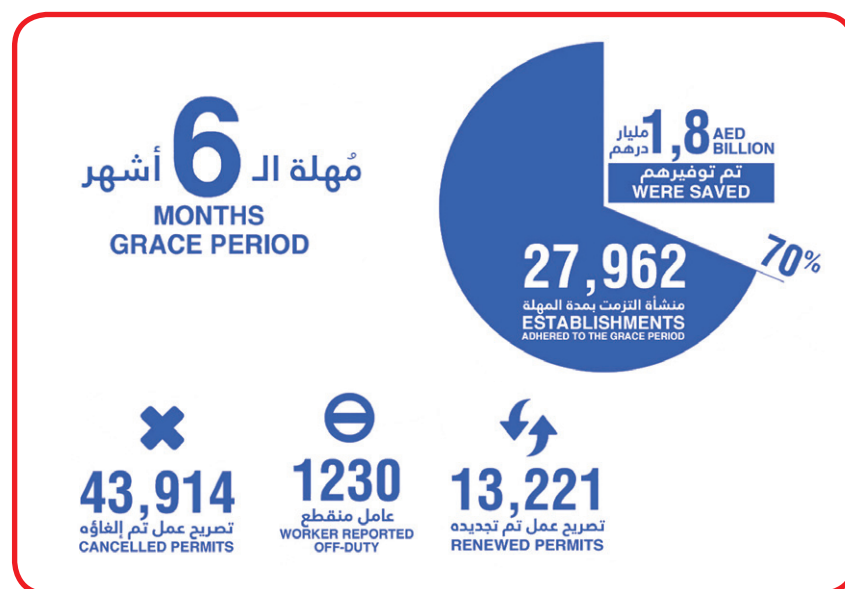
He further added, "The Ministry will take action in case of the facilities which have still not settled their fines, there are 12,038 such enterprises employing 36,635 workers. Inspectional visits will be carried out next week until the end of the year to closely monitor their practices and take the necessary measures against them."

This is as per the directives of His Excellency Saqr Ghobash, Minister of Labour, who urged on the need to report these facilities, especially as they had committed explicit violations against laws regulating UAE's labour market.

Measures will be taken against fake facilities, said Bin Deemas. "A fine of AED 50,000 per worker will be imposed if the employer shuts down the enterprise without settling the fines or cancelling the labour cards of the employees.

The ministry will stop work permits to the violating enterprises and any other enterprises belonging to the same owner, particularly those that have been notified.

His Excellency asked blacklisted facilities to speeden up their fine resettlement process, by paying their fines or cancelling labour cards belonging to workers residing abroad or reporting missing workers according to the law.



First of its kind initiative

MoL reviews smart investigating systems

The Ministry of Labour reviewed the latest Smart Investigating Systems for sustainable development plans in the UAE Labour Market during the Information Society Summit held recently in Geneva.

The ministry's delegation that participated in the Summit was headed by His Excellency Saif Al Suwaidi, Assistant Undersecretary for Services and Support Affairs, along with Nabil Al Zarouni, Deputy Director of the Information Technology Department and Ibrahim Al Amari WPS Office Director.

Al Suwaidi said Ministry's participation comes in line with its strategic plans aimed at implementing smart initiatives to deliver superior services to customers, as well as its endeavors toward knowledge-exchange.

The MoL has been actively working toward enhancing the nation's reputation through active participation in such international forums and events, and the participation also helps in highlighting the achievements made by the UAE in labour market.

"The project is one of the most innovative inspection tools launched by the Ministry of Labour, and is the first of its kind in the region.



It comes under the Ministry's proposal to apply a number of innovative initiatives aimed at upgrading inspection methods for accurate and efficient discharge of duties," he said.

"Smart Investigating Systems can help achieve results that support the operational mechanisms of the inspections sector in monitoring and follow-up operations as well as in dealing with crisis."

He added that the system supports and improves performance of inspectors and contributes to

establishing an authentic database of the establishments registered within the ministry in the private sector. It will also facilitate creating an institutional partnership between various entities related to the labour market such as the Ministry of Interior and departments of Economic Development.

It is worth mentioning that the WSIS is a summit by the International Telecommunication Union (ITU) in Geneva and aims to develop effective and innovative ways to meet the society's requirements for information.

Ministry of Labour marks Zayed Humanitarian Day

The Ministry of Labour organized a number of events to mark the Zayed Humanitarian Day, which coincides with the 11th death anniversary of the founding father of the United Arab Emirates (UAE), the late Shaikh Zayed bin Sultan Al Nahyan.

The ministry organised Iftar gatherings for labourers, a special Iftar for 300 orphans of which 30 were honored for superior academic results, number of initiatives and distributed 100 gift cards to workers at its offices across the country. In addition, pre-owned school bags in good condition were collected to be given to needy

children and donations including clothes were also collected in collaboration with the Sharjah Charity Association and the UAE Red Crescent to distribute it to orphans and poor families.

The Fujairah labour office distributed over 150 boxes of mineral water, juices and milk at several Ramadan tents and mosques, in addition to offering Iftar meals to 50 workers.

The MoL, in cooperation with Beit Al Khair Society, also helped distribute Holy Qurans and Prayer Mats to workers in different areas.



Emirati Humanitarian Day Love and Loyalty for Zayed 19 Raamadan

Such campaigns embody the noble human values that were well-thought-off by the late His Highness Sheikh Zayed bin Sultan Al Nahyan, which filled the hearts of his people and the rest of the world.

Work flows smoothly as transactions made easy at Tas'heel centers

Work flows smoothly at Tas'heel centres across the country after the Ministry of Labour's decision to allow firms in Abu Dhabi to get their transactions completed at any of Tas'heel centres across the United Arab Emirates (UAE) regardless of the emirate a firm is registered in, said Khalil Khouri, Director of Tas'heel Service Centers in Abu Dhabi.

The ministry's decision, which came on June 15, will not only help employers reduce costs, it

would also save their times and efforts, especially as most of them have several offices in different areas and cities.

The Public Relations Officers do not need to go from one emirate to the other to complete the transaction and can, instead, opt for the centre which is located closest to them.

“The ministry has been continuously committed to strengthening strategic partnerships with Tas'heel service centers and pro-



Khalil Khouri

vides endless support, which enables them to reach a seven-star services rank,” said Khouri.

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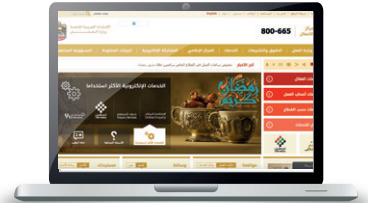


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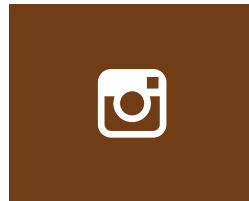
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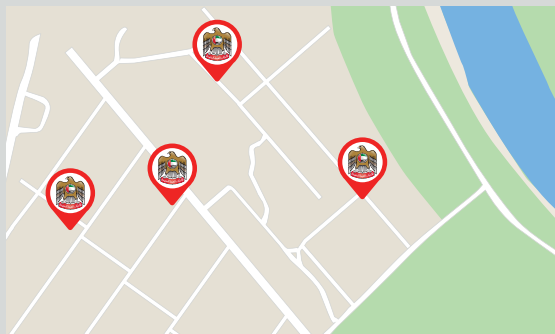


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Labour offices' location across the UAE



The Ministry of Labour's Smartphone Application



Employer asked to pay AED 100,000 to employee for not paying wages for 1 year

An employer has been ordered to pay AED 100,000 as compensation to a worker for failure to pay his wages.

The employee, who worked as an accounts manager with a firm, approached the Disputes Department in the MoL, after resigning from the firm and complained that he did not receive his salary for the period that he worked with the organization.

The employer said that he was keeping a watch on the accounts manager as he suspected a foul play by him.

He said he was monitoring his actions as the employee was handling a responsible work of all financial

matters, including collecting revenues and payment of wages.

However, said the employer, the manager resigned without any substantial reason.

After the employer was called by the MoL, based on the employee's complaint, he tried to provide documentary evidence that the salaries of the employee were paid. However, he was unable to do so. He also brought a few other employees of the organization to prove that the salary was paid.

However, as the dispute remained unresolved, it was forwarded to the courts to determine the legitimacy of the accused who claimed not receiving wages for an entire year.

The judge asked the accused accountant to swear before the jury that he did not receive wages, and he did. Based on that, the employer was asked to pay a sum of Dh100,000 compensation to the accounts manager.

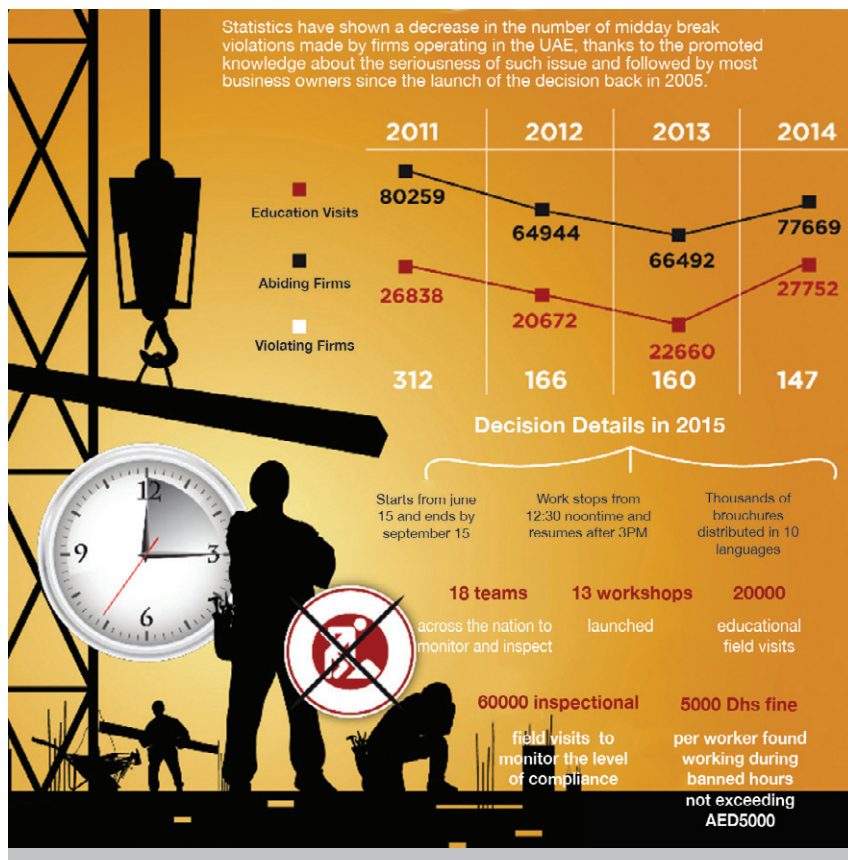


11 years of mid-day break in the UAE

UAE achieves 99.7 per cent implementation of mid-day break

The United Arab Emirates (UAE) has achieved a remarkable 99.7 per cent implementation of its mid-day break initiative, which is in the 11th year of its implementation.





AED 5000 fine per worker for violating midday break rule

A fine of AED 5,000 per workers, not exceeding a total of AED 50,000, is imposed in case of violation of the midday break rule by an employer.

The profile of the violating company is sent by the inspections department to the Minister's office for action which can also temporally end the operations of such an entity alongwith reducing its classification.

Employers are required to post a schedule listing working hours during mid-day break period

The UAE took the lead in the region by implementing the mid-day break, termed as 'UAE's Umbrella' when it was implemented first in 2005.

Not only does mid-day break protect thousands of workers from working in extreme heat conditions during summers, the decade-long initiative has also

witnessed immense community support as people have come forward to provide water and juices to workers, promoting a feeling of compassion.

The Ministry of Labour implement the mid-day break from June 15 to September 15 this year, during which employers must not make their staff to work between 12.30 pm and 3 pm and also provide them with a shaded area to rest during these hours.

His Excellency Saqr Ghobash, Minister of Labour, said during this period, there are morning and night shifts of 8-hours each a day and if an employer asks workers to work more than eight

hours a day, he must compensate them with overtime.

Employers are also required to post a clear scheduling of the daily working hours during the midday break period in addition to providing shade during the rest period.

The employers are also required to ensure that workers are protected from the dangers of occupational injuries and illnesses that may occur during working hours, as well as fire and other hazards that may result from the use of machines and other tools and follow all other prevention guidelines in accordance with the Labour Law and ministerial decisions.

Workers excluded from the midday work ban

Exceptions to the mid-day break rule apply in some cases where for technical reasons the workers are required to work. However, the employers provide cold drinking water, safety tools and materials, salts, lemon, fresh salads and all necessities that have been approved for use by health authorities in the country to these workers.

Employers are also required to provide first aid kits at the workplace and means of appropriate cooling systems and protecting umbrellas from direct sunlight.

Works excluded from banned working hours include work on mix asphalt poured concretes, if it is impossible to implement or supplemented the necessary work in one day, or doing work to prevent expected danger or reparation or damage or malfunction or loss, emergency work, including cutting electric lines, water supply, sewerage, road setting that might cause traffic or blocking public roads in addition to cut gas pipelines or petroleum.

“The Labour Ministry has formed 18 squads to monitor the level of compliance across the nation during the midday break periods and to distribute awareness leaflets



Saeed Al-Rahbi



Shabbir Ali

to both employers and labourers to promote awareness,” said His Excellency Maher Al Obed, Assistant Undersecretary for the Inspectional Affairs at the Ministry.

“We are conducting 60,000 inspectional visits, and 20,000 awareness visits, which we started from June 1. During this three-month period, flyers in 10 different languages will be distributed across the nation,” he added.

The inspection teams will document the violations by filming workers on duty during the banned hours and reporting the images to a committee for further action.

In addition, five workshops will be conducted in Abu Dhabi in Al-Wathba and Yas Island labour camps, five in Al-Khail Mall and Muhaisna Area in Dubai, and 3 workshops in Sajaa area in Sharjah.

Employers, workers laud mid-day break

Employers across the UAE have appreciated the mid-day break rule

Reporting violations

Residents who observe violation of the mid-day break can call toll free number 800665 and even file a using Ministry of Labour’s smartphones application.

in the nation and told Al’ Amal that the break not only helps prevent risks of accidents but also enhance workers’ productivity alongwith building a positive employer-employee relationship.

Renita Martis, Director of Freight Wings Air Cargo, said the decision to implement mid-day break is highly relevant and shows the UAE’s keenness toward ensuring the well-being of workers and providing them with a positive work environment.

“It reflects the spirit of compassion in the UAE as workers are treated positively,” she said.

Saeed Al-Rahbi, owner of a company engaged in electromechanical works,



Ahmed Ibrahim



Dwyan Coutinho



Renita Martis

said the Ministry of Labour has introduced numerous initiatives that kept the interests of both employers and employees and the mid-day break is a major example of those. “The mid-day break helps us protect workers who will face health risks if they are directly exposed to extreme heat in summers,” said Shabbir Ali, Director of a tourism company.

“If workers are exposed to such risks, it will affect their productivity and well-being. Hence, the break keeps the interest of employer also in mind,” he added.

Ahmed Mohamed Ibrahim, worker in an Oud and Perfumes factory, thanked the ministry for the mid-day break decision and said due to

Mid-day break increased to 3 months in 2010

When it was launched in 2005, the mid-day break was implemented for two months starting July. After 2009, under the guidance of His Excellency Saqr Ghobash, the ministry took opinion from employers and employees, who welcomed the idea of increasing the break to three months. From 2010, the mid-day break is implemented for 3 months starting June 15.



the break, he could rest and resume his work without feeling exhausted of heat.

Furtherly, Dwyan Coutinho, Business Development Manager at a specialized transport and shipping company said the Ministry of Labour’s initiative to generate awareness among workers was highly useful.



He quit his well-paying job as an engineer to pursue his dream of owning an enterprise

Khalid Basaeed now aims to expand his business internationally

Khalid Ali Basaeed is among the few who chose to leave their comfort zone to pursue their dreams. "It was the decision to leave the job that was tough," he says.

He chose to consult experts and made a carefully planned effort, which bore him the desired result. Today, Khaled has a well-established brand of products, which he now wants to make international. Sharing his journey

with Al'Amal Magazine, he said he joined a civil engineering school, motivated by the construction boom.

He continued to work toward enhancing his skills and after

completing his graduation from the UAE University, decided pursue Masters from an international university, and took up a job as an engineer.

Leaving his previous job of an

UAE is an ideal place for those seeking success

engineer at one of the leading companies in the Gulf was not an easy decision for Khalid. “I thought it was a risky decision. Initially I was not involved full time in the business.

I did not leave my job until I was very clear about my path for which I consulted many of my friends who are experts in business development.

They motivated me to devote myself fully to my business and I can proudly say that I have thoroughly enjoyed every moment of my work.”

The idea began by creating a special designed logo, which carries an Emirati character that he stamped on several commercial products that appeals to and attracts a large segment of UAE citizens and residents, as well as visitors from the Gulf, Arab and foreign countries.

The initial preparations involved selecting products that would bear his trademark, after which he did a thorough search to find companies that could handle the manufacturing process according to the quality standards he aimed to attain.

These preparations took him over two years, said Khaled.

He opened the first branch in Dalma Mall in Abu Dhabi. “It was a small outlet that displayed a number of products including bags, scarves, and some leather items. Within one year we managed to attract many customers and the brand became well-known,” he said.

“Two years after the real deployment phase, we decided to expand our product line and now bring out multiple varieties of bags for men and women, watches, pens, perfumes along with jewellery and accessories.”

Khaled is working hard these days preparing for the opening of a new branch of his outlet in Al Ain Mall, which, he said, has been designed with a lot of effort and matches the sophistication of other branches he has and the quality of the products he will provide.

The company’s trademark, he said, has been designed by himself and is inspired by Arabian heritage.

Khalid plans to establish a factory to manufacture bags for men and women using camel skin, an easily available raw material in the UAE.

He said he dreams of making his products reach a global level and becoming the number 1 brand worldwide.

He says, “The UAE is undoubtedly an ideal place for those seeking for success in their ventures. Creativity and success does not come by chance, but through real efforts and true dedication, if you believe in achieving something someday, aim for it and never let go.”



Al Futtaim Group: Emiratization is an integral part of our strategic plans

Zuhair Al Haj: We offer numerous opportunities for UAE's citizens to engage and develop

Al Futtaim Group, one of the most respected corporations in the Gulf, is a strong supporter of promoting local talent and has set an example in encouraging Emiratization. Zuhair H. Al Haj Director of HR & Localization, MENA of the Al-Futtaim Group, said: "We firmly believe that there is a vast pool of qualified local talent which is highly capable to surmount the challenges presented in today's competitive business environment and compete successfully, not only within the Al Futtaim Group but across all sectors."



In an interview with Al'Amal magazine, Al Haj said Emiratization is one of the main pillars of the Group, which offers numerous opportunities for UAE's citizens to engage and develop. The group has more than 600 citizens working and occupying senior leadership positions.

The group, which operates in four sectors- real estate, retail, automotive and services- has established an agreement with 'Absher' to employ

200 citizens every year for the next four years, he revealed.

Al Haj said the company is currently working on training programs to prepare future management leaders, particularly UAE nationals who have displayed work excellence and increase in productivity during their tenure with the Al-Futtaim.

The group is actively working toward attracting local graduates and those who wish to integrate

into the business and management administrations. Al Futtaim provides practical and theoretical training for a period of 18 months to these candidates following which they are given the responsibility in middle management positions.

The group also organizes overseas orientation and training programmes for its distinguished employees to the United States, Singapore, Japan and other countries, to be equipped with the latest techniques

and different management systems being implemented by leading companies across the globe.

Al Haj said many talented individuals, who are not able to complete their education with specialization in certain sectors, need to be trained in sectors such as retail, which have a large number of job openings.

“Organisations across all sectors must contribute to helping talented locals in career development,” he added.

The group also stays updated on the initiatives taken by companies within the same sector in this area so as to implement measures that can help it contribute more and provide more benefits to the citizens as these would also attract more locals to join the company.

In addition, Al Futtaim ensures employee retention for which it has increased benefits such as housing allowance, car loans without interest, travel tickets, medical care and educational leave.

The company has developed a clear career path supported by training programmes to help the UAE citizens reach senior positions within the organization.

Employees at Al Futtaim shared how the group encouraged self-improvement and skill development through numerous initiatives and helped them enhance their performance and achieve excellence.

Mohammed Al Shamsi, Sales



Director at one of Al-Futtaim’s Group of companies, said he began his career with the group 16 years ago and progressed to become a director of the department after a series of training programs. Positive work environment and constant focus on improvement helped him achieve this progress, said Al Shamsi.

He added that the administrative leadership of the company strongly believes the capabilities of young citizens.

Al Shamsi said the private sector has now become attractive to citizens, especially after the great support provided by the UAE’s leadership in encouraging Emiratization in the private sector. He appreciated ‘Absher’ program which was launched by His Highness Sheikh Khalifa bin Zayed Al Nahyan.

Abdullah al-Banna, Director of Compliance and Human Resources at Al-Futtaim, said there are numerous initiatives being taken to encourage locals to join private sector, which has led to a large number of citizens joining and making remarkable career progress.

He said the Al-Futtaim Group has followed the government’s footsteps in providing a suitable work environment to attract young

citizens to work with the group.

Abdullah al-Banna explained how his career has progressed within the last five years that he has been with Al Futtaim. He said he has witnessed progressed each day at his workplace.

Sharing similar views, Ali Al-Ansari, Head of Residential Units Development, with the group, said from the time he joined the

To provide 200 job opportunities every year over the next four years

company in 2012, he has seen continuous improvement and career development in his life. The ‘Entelaq’ program, he said, has immensely helped develop a new generation of managers across different and varied sectors.

He said he joined ‘Entelaq’ for a year-and-a-half, which provides administrative and technical expertise for trainees to become successful managers and also enhance performance and self-confidence, and the programme contributed a lot in his personal and career development.



Abdullah al-Banna



Ali Al-Ansari



Reina Shiraz

He said Al-Futtaim group has not only helped him achieve success but also given him an opportunity to prove himself in attaining aspired accomplishments.

Reina Shiraz, Director of Human Resources Management in the Al-Futtaim Watches and Jewelry, a subsidiary of Al-Futtaim Group of companies, said she joined the group in 1996 where he began her career as a sales coordinator in one of the shops. She highlighted the importance of training programs implemented by the Group for the staff to develop and hone their skills to actively reach managerial positions of leadership in the company.



She said the company had organized special training tours and trips to many cities and major trading companies around the world and throughout the years the employees

learnt best practices applied in customer service and business management and other matters relating to personnel development within major companies worldwide.



Azza Sayed Al-Hashimi, Corporate Affairs Manager, Al-Futtaim Automotive Group said her journey with Al-Futtaim Group started in 2013, right after graduating from university. “My main focus after graduation was to learn as much as possible and build a solid base for my career, which Al-Futtaim group offered.”

She appreciated the supportive team members and seniors and said they contributed I her success tremendously.



Azza Al-Hashimi

Al Futtaim employees get opportunities across various sectors the group operates in

“I am grateful for the new position I was entrusted with, and for the faith Al-Futtaim group has put in my abilities.

As days pass by, I hope to continue proving myself by adding value to the company and to our country.”

The group has diverse operations which gives employees endless growth opportunities across sectors such as automotive, retail, real estate, engineering, logistics, technologies, jewelry, IT and many more

“To all my fellow Emiratis, I’d say take the chance to explore the private sector and invest in your future! You may face slight challenges in the beginning, but once you look beyond that, you will realise how rewarding it can be and the long-term benefits that come with it,” she said.

12 training programs for UAE citizens to enhance their skills

Al-Futtaim group offers 12 different types of special training programs to educate UAE nationals and held them enhance their work skills.

In 2010, the group started a six-month training program to provide training to fresh Emirati employees in the field of retail. Another leadership development training program, called ‘Entelaq’, was started in 2011, for young graduates to fast track their development in management through intense training in different sectors.

The ‘administrative student’ program, which began in 2012, gives an opportunity to qualifying trainee graduates from high schools, degree holders, higher education graduates to learn and work in various administrative functionalities.

The ‘technical student’ program was started in 2012 to train young UAE talents for a year and learn new skills such as car repair techniques to work and supervise in various maintenance workshops.

Another important program is the ‘automobile sales training’, which has opened new business opportunities across different emirates. The program trains citizens for a period of 6 months

to sell cars theoretically and practically alongside experienced staff at the group’s showrooms, and enable them to learn and acquire proper sales and marketing skills.

Furthermore, we offer the after-sales training service program, a training program for a period of 6 months which focuses on after-sales services with customers, also some employees will undergo a call center training program, as the group established a customer service call center which helped university students obtain an opportunity to train by working part-time or full-time to acquire different skills which will help them throughout their careers.

The “Security and Safety Supervisor” program trained a number of citizens and qualified them to work as supervisors in the security and safety sector in Dubai Festival City and a number of motor showrooms.

The ‘Najm Sohail’ program which began in 2013 under Al-Futtaim Department of Tourism, helps train housewives to promote travel offers while working from home; university students subsequently joined this flexible program where it encouraged many people to get a chance though flexible working hours to earn a living.

For more information, visit the website of the Ministry of Labour www.mol.gov.ae

Here you can get details of the services provided by the Ministry of Labour for its clients, including the procedures, required documentation and conditions to be fulfilled.

Issuing a new Mediate Agency License

This service is provided by the Ministry of Labour to individuals seeking a new Mediate Agency license to: Mediate between two production parties or their representatives, negotiate terms & conditions of the contract between the parties, establish a work- relationship and behold the agency

as a party in the employment relationship as it may arise as a result of the mediation, which allows it to practice the following activities: maintain database, workers information database, create employment opportunities, book procedural requests or any tasks related to the interests of the company.

Service requirements

1. A copy of the applicants valid passport.
2. A picture of the summary of the applicants.
3. A copy of a valid Emirates identity card.
4. A valid good conduct certificate.
5. A copy of reserving the name of the new company trade license.
6. A certified recognition and commitment by the applicant
7. An Illustrational sketch of the facility's sitemap.

Terms and conditions:

1. - Applicant should be an adult aged above 21 years, Emirati citizen if a natural person, and all partners in the company or companies that apply for this license to be Emiratis.
2. - Partners chosen should have a clean legal record with no crimes involved of moral turpitude or dishonesty or practicing of any form of human trafficking; or crimes against laws set forth by the labour relations department; unless he has been sentenced for penalty through jail, or after the lapse of one year from the date of the ruling if it was issued against a fine.
3. - To submit to the Ministry a bank guarantee not less than, at all times of the license's validity, of AED300,000 and this guarantee must be renewed automatically. The Ministry has the right to allocate all or some of the security deposit to pay of any due amounts on the Agency if it fails to imple-

ment obligations under the provisions of this order and has not complied with the instructions and decisions issued thereunder.

4. -To have a clear location (head-quarters) dedicated to the Agency's practice according to the standards set by the operational instructions and procedures issued. The agency shall not practice any work outside the specified headquarters.
5. - To submit a written pledge not to make any changes in partners (add or withdraw) without a written consent by the Minister's office.
6. -The Agency must hire a sufficient number of administrators and supervisors, who have the appropriate expertise in the field of such work.
7. -Appoint an Agency Director, a UAE national, who has a minimum of secondary qualification. As an exception, if the applicant is a normal person, he may be the Director of the Agency obtaining a secondary qualification, yet must be registered (as a Director) in both the Ministry of Labour and the General Pension and Social Security Authority or the Abu Dhabi Retirement Pensions & Benefits Fund.
8. -Authorized signatory parties on behalf of the agency must meet the above requirements for the Agency Director.
9. -Must pay the required fees immediately upon the initial approval of the license.
10. -Should not be an owner or partner in the facility that has repeatedly unpaid wages of workers', which

is against the law, or proven to run fake establishments, or committed labour housing breaches.

Steps:

1. -Print a new license application form at Tas'heel service center or through joint enterprises in the electronic forms program.
2. - Electronically transfer the application to the ministry's database to check and make sure that it meets the required conditions.
3. -If the conditions of the documents were met, the customer is asked to login to the ministry's website (www.mol.gov.ae) to require a notice and approval number.
4. -Pay the prescribed fees at Tas'heel center or through joint enterprises in the electronic forms program.
5. -In the case of errors or incomplete form, a notice will be sent to the applicant to fulfill the requirements and follow the steps listed above.

Average time to complete the service:

15 working days

Channels of service:

Through Tas'heel service centers or through joint enterprises in the electronic forms program

Fees:

Mediate Agency Trade License Fees is AED 50,000

The bank guarantee mounts to AED 300,000

This column allows the readers to submit their questions related to employment issues and they will be answered by legal specialists at the ministry.

You can communicate with us
:through e-mail
magazine@mol.gov.ae

Answering the inquiries -Mohammed Ahmed Mubarak, Director of Labour Relations Office, Ministry of Labour, Dubai



This Issue's Question:

I am an Electrical Engineer as per my visa, working in a company since July 13, 2013 till present. However I got a better offer from another company. My question is (as per UAE laws):

What is the legal time limit that should be completed prior to submitting my resignation letter to the company? What

is the process of issuing a new work permit to work for the new company then? Will I get it immediately or wait for a six months ban?

Legal Answer

Labour laws did not specify a certain time for any worker to submit his resignation, they can resign whenever they desire, yet you are advised to keep the following in mind:

1. In the case of limited contracts, if the employee choses to break

it before completing its duration without providing a breach from the employer for completing duties and so, Article 128 of the Labour Law will be set-forth banning the employee to work in the country for one year after the submission of the resignation letter, unless the employer agrees on a normal cancellation process to lift the ban off.

2. Unlimited contracts are treated in a different way. The worker resigning must present a clarification upon his resignation that he is ready to complete the notice period as stipulated by the UAE Labour Law.

However, if the employer does not want to the employee to complete the notice period, then the employee is obliged to prove the same with a signed confirmation by the employer or go to court to prove it.

As if he did not commit to the notice period nor proved the employer's desire to doing so, Article 129 of the Labour Law will apply on the employee, unless they both agree on a normal cancellation process.

In case of normal cancellation (related to not issuing a new work permit only after completing a 6 months ban) the employee can present a printed labour complaint presenting another job offer, then the issue will be looked upon by the authority to follow direct procedures in this regard.

On the other hand, regarding cancellation that prevents a worker from working in the country only after completing a year's ban, the worker has the right to issue a petition letter which can be submitted to the customer services department.



From career consultant to business owner,
British expat shares success story

UAE fulfilled his dreams

Moving to the United Arab Emirates (UAE) about eight years ago is a decision John Bilal, a British resident, will always be proud of.

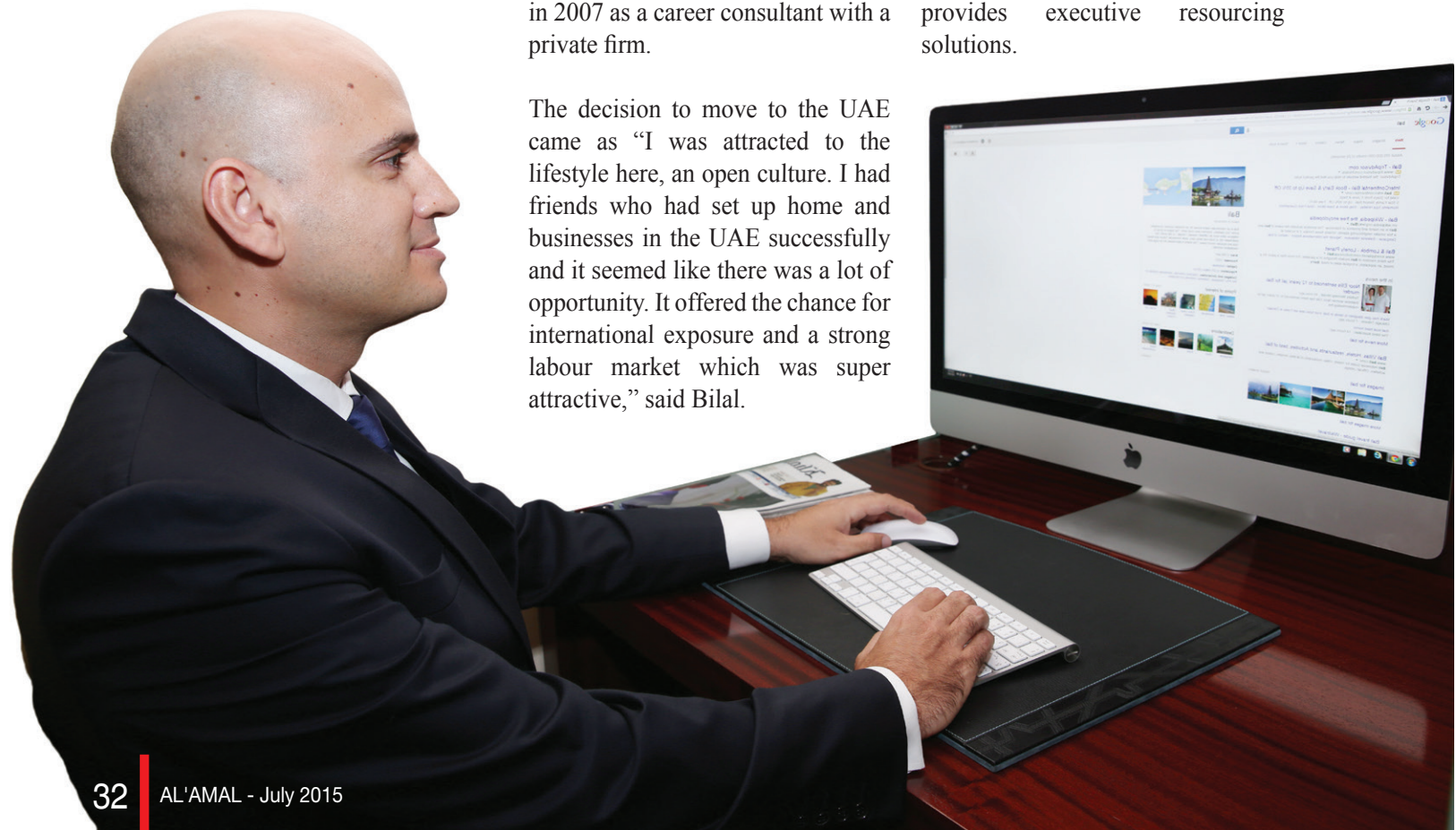
For the 39-year-old, who started as a business consultant in 2007, success followed every task he took up, and within about four years, he not only set up his own venture, he is now helping fulfil many dreams by generating employment.

“Working and living in the UAE is a great opportunity for anyone looking for excellence and promotion in a vibrant living environment, Bilal told Al’Amal as he shared his success story.

Bilal started his career in the UAE in 2007 as a career consultant with a private firm.

The decision to move to the UAE came as “I was attracted to the lifestyle here, an open culture. I had friends who had set up home and businesses in the UAE successfully and it seemed like there was a lot of opportunity. It offered the chance for international exposure and a strong labour market which was super attractive,” said Bilal.

His remarkable performance, which he attributes to a business friendly environment and growth in the UAE economy, encouraged him to set up his own company where he is a Senior Partner now. The company, called Mets Consulting specializes in human capital consulting and provides executive resourcing solutions.





Bilal says the UAE should rank on top of destinations list for all those looking for great career

“The UAE is the best place for all those who strive for uniqueness and success, thanks to the wealth of justice and equality between all. I was able to set up my own consultancy business four years ago from scratch, employing a team of 5 people. Today, we are witnessing high growth in this buoyant market with more than 50 clients across the region,” he said.

Appreciating the encouraging positive environment, which provided him with all possible means to achieve his dreams and aspirations, he said he gained an in-depth understanding of different business cultures, how to develop networks

internationally and the contrasting ways of doing business across cultures. Describing the UAE as a very open business environment offering a strong market for new business ventures and ideas, Bilal, who holds a Masters in Occupational Psychology, said such an experience has offered him a unique platform for personal growth into areas which were outside of his core background.

“A successful work life in the UAE also makes it easier to help family members back home in the UK. It can be difficult working away from home as you are away from your social support system. However, being in the UAE, I am only a six-hour-flight away from home. I also get a lot of visitors as this place is among the world’s most preferred tourist destinations,” he added.

John said he would prefer to continue staying in the UAE due to immense growth opportunities, which would help him gain clientele across the Middle East and North Africa region.

For those seeking career growth opportunities, Bilal says the UAE should rank on top of their destinations list. “If you are considering working overseas I would highly recommend the UAE.

There are many opportunities to grow and develop and the country offers a safe, secure and friendly welcome to everyone,” he added.

Applied by enterprises due to changes in work culture

Family-friendly workplaces balance professional and family life

Over the past several decades, the composition of the workforce has changed dramatically. The traditional concept of the male breadwinner and the female caretaker is a thing of the past.



There is also an increasing number of single parents with children seeking employment. Consequently, both mothers and fathers are likely to have major responsibilities both at work and home fronts.

To cater to the diverse workforce, organisations are implementing ‘family-friendly’ policies so the employees can manage their work-life responsibilities better. While these measures are aimed at reducing work-life conflicts and helping employees create a balance, evidence suggests that the outcome has had a positive impact for the organisations themselves in terms of better attitude to work and organisation.

The reduction of work-family conflict, which occurs when demands of one domain interferes with successful performance in the other, has been shown to reduce job stress, absenteeism, adverse physical and psychological symptoms, such as sleep disturbances and depression, and increase family satisfaction levels.

As such, organizations that implement such policies will reap benefits in the form of improved worker productivity and health.

Family-friendly workplace

Employees in family-friendly workplaces report higher levels of job satisfaction, organizational commitment, productivity, better health, and lower levels of absenteeism and intent to leave, according to the latest Sodexo Workplace Trends Report.

Formal family-friendly provisions include dependent care – on-site or off-site care services and flexible work arrangements – flextime, flexplace, part-time work, job sharing, compressed work weeks, telecommuting, and parental leave.

Also included are family-supportive supervisor behaviors – emotional and instrumental support, role modeling family-friendly behaviors, and accommodating an employee’s work-family needs and work-family culture – shared assumptions, beliefs, and values regarding the extent to which an organization supports and values the integration of employees’ work and family lives.

Organisations benefit from family-friendly policies

It noted that workplaces that embrace family-friendly provisions make it easier for employees to balance their work and family responsibilities, which reduces work-family conflict.

“Family-friendly workplaces help their employees balance their work and family lives. Organizations have a number of family-friendly policies at their disposal.

Provision availability and ease of use concurrently bolster employee perceptions that their organizations and supervisors value life outside of work and strengthen the organization’s work-family culture,” according to the report.

“Family-friendly workplaces tend to have employees who report higher levels of job satisfaction, organizational commitment, and productivity, better health, and lower levels of absenteeism and intent to leave.

The extent to which family-friendly provisions are effective at reducing work-family conflict, however, depends largely on the specific work-family policy and the direction of the conflict. Many employees report a disconnect between the policies available to them and their specific work-family needs.” The report suggested that and increase ease of use of available policies.

Greater confidence

The report said they should create an all-inclusive workplace that recognizes and values the diversity in employee needs, preferences and values with regard to managing work and non-work roles.

The report also noted employees are gaining greater influence over corporations’ behavior thanks to a surge in e-commerce and social sharing. A new form of public accountability, Rateocracy, is putting unprecedented pressure on companies to act transparently, highlighting one of the major shifts in how the workplace is changing in response to technology and cultural expectations.



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Rights and limits

Legislation is a pillar on which a society is built. The strength of the society also depends on the extent and effectiveness of the implementation of laws.

The UAE's Ministry of Labour works hard to ensure protection for workers' rights while ensuring the interests of the employers are also met through legislations, which are framed keeping in view the present day challenges on one hand and, on the other, are implemented effectively.

For instance, the mid-day break, which is being implemented across the UAE till September, protects thousands of workers from working under extreme heat and getting sunstroke or heat exhaustions, especially since the summer months in our region encounter high temperatures.

The law also protects workers' wages and ensures they get their salaries on time, requiring employers to fulfil their financial commitment toward their employees.

In addition, we have laws and regulations that promote a harmonious employer-employee relationship. These regulations are effective as they have been framed after indepth analysis of market conditions and factors that impact employer employee relationship.

At the same time, employees, who enjoy many rights according to the law, are also required to fulfill their duties toward the employers.

The main question is whether the companies that are following the laws are aware of their responsibility in protecting the UAE's reputation in preserving human rights or, are they following the laws merely driven by their business motives?



Mustafa Al Zarouni

I am not trying to blame the companies, as we do have many which go an extra mile to ensure comfort and happiness of their workers by providing them with facilities that they may not be legally bound to.

At the same time, there are a few companies, which do not follow the law in spirit and try to bypass the rules, taking advantage of the fact that many workers hesitate to report them for the fear of losing their job.

So how do we develop a culture of mutual respect among different segments of the society- the Emiratis as well as among the 206 nationalities that live in the UAE? How do we maintain cordial relationship between the employers and employees and ensure there is no exploitation.

The emphasis should be on ensuring compliance by companies that try to bypass the law, because a worker's damage may be measured individually, but there is a bigger picture, we must think of the community as a whole.

Bridging the intergenerational divide

When a 40-year-old senior global consultant in France finished giving a presentation in front of her superiors, she got a rather unexpected reaction.

At the end of her talk, a 25-year-old who had recently joined the company stood up and said: “Your work is not worth it. That’s not what I would do.”

“You suddenly realise that... the generation that is coming in is not quite the same as your generation,” said the woman, who shared her story on the condition of anonymity. “The new generation is ambitious and individualistic and trying to make a name for themselves. But they may push it too far.”

The inter-generational divide between Generation X, those born between 1965 and 1977, and the millennials born after that, is increasingly evident at workplace, where the once revered older workers and younger employees are less likely to form mentor-mentee relationships and instead likely to clash when they don’t see eye-to-eye.

However, understanding the reasons this is happening can give way to strategies to help bridge the gap, and avoid unwelcome conflicts.

BBC Capital asked experts for their take on how to ease the friction between gen X (and other generations) and gen Y at the office.

You must read a generation’s behaviour code and adapt to the mindset and language when possible

Learn to speak the other’s language

You’ve got to read a generation’s behaviour code and adapt to the mindset and language when possible, advised Anna Liotta, author of the book *Unlocking Generational Codes: Understanding What Makes the Generations Tick and What Ticks Them Off*. Millennials, for instance, have entirely different emotional needs than other generations, she said.

“Millennials grew up playing on teams,” said Liotta, who consults corporate clients on ways to understand the needs of each generation to avoid misunderstandings and lower employee turnover.

“Everything was about building self-esteem. No child left behind. It takes a village. Now they come into the workplace used to adults being

their coaches and cheerleaders, and the Gen Xers say, ‘Nope. You have to figure it out.’”

Liotta has focused her work on the four groups that are currently in the workplace: Traditionalists (born 1927–1945); Baby Boomers (born 1946–1964); Gen X (born 1965–1977); and Millennials, or Gen Y (born 1978– 1999) and interpreted behaviour around various topics that touch the workplace.

Generally, traditionalists believe “no news is good news” regarding their performance, she said. Boomers, used to lots of competition at work, might need to benchmark themselves more and are fond of annual reviews.

For X-ers, Liotta said, feedback once a year is definitely not enough. Millennials, however, need constant feedback because they grew up on instantaneous, positive reinforcement.

Lars Sudmann, a 38-year-old executive and coach, has adapted his feedback style for the 20-somethings he works with as software programmers in his Belgian start-up, PresMaster.



“I read about the Millennials’ need for feedback, but I was taken aback when I was confronted with it. I needed to adjust my one-on-one conversations and provide ideas on how to improve. My strategy was to be on the lookout for tips I could give on a weekly basis,” Sudmann said.

The constant request for feedback every single week was “like a broken record,” Sudmann said. Time and again, it was the same request in nearly the same sentence with the same rhythm. “There was a real craving for feedback even though as a manager, I already gave a lot of feedback,” Sudmann said.

Find the right communication channel

Throughout history, a new generation coming through will always want to be a little bit rebellious and different, said Michael Rendell, a partner with

The new generation is ambitious and individualistic and trying to make a mark for themselves

PwC in the UK who leads the firm’s global human resources consulting practice.

What’s different this time is that the young generation is very well connected technologically, and they want transparency, even on things like their colleagues’ salaries.

“This is starting to impact the workplace,” he said. “The traditional ways that a manager talks to the team just don’t work anymore.”

Last year, Rendell worked with the chief executive officer of a global high-tech manufacturer for the aerospace industry who drew lessons from millennial-inspired social media. The CEO used his own YouTube-like channel to talk strategy to the ranks and get feedback through comments to the videos. It was effectively a new communications tool in an industry that is quite conservative, since employees could watch when and where they wanted to, which is what millennials are known to demand, he said.

Rendell’s CEO client also began writing and talking in a shorter and snappier way, inspired by the short, pithy comments he was seeing flash by. “Very short messages cause you to be very precise,” said Rendell, who has observed an increasing number of CEOs who are blogging about their work day.



30 robots per 10,000 workers employed in manufacturing industries in China, 437 in South Korea

Programmed Robots: A Danger to Workers

An Indian businessman said laughing to a robot: *"I think you're the right man for my wife". The robot replied: "I won't obey all your commands... I have my personal freedom."*

In light of significant advancements in science and technology, some experts believe that the world is undergoing a huge scientific revolution heralding what may be called the "Robot Era".

In the near future, different types of humanoid robots, which greatly resemble humans in body shape and actions, will play an important role especially that they have now entered several domains of life, most notably military and household applications.

A robot is a machine able to perform pre-programmed actions, either via the direct command and control of humans, or via computer programmes. The actions these robots are programmed to do are often of a tough, dangerous or subtle nature, like searching for mines, getting rid of radioactive waste, or other precise or laborious industrial actions.

Some sources relay that in near future, robots, especially the ones that resemble humans in appearance, acts and behaviour, will play a much bigger roles in our lives. This new issue is creating many challenges and economic, social and moral implications, especially that these advanced technologies have become the centre of argument and dispute.

As economic problems continue to escalate, robots have come to represent a clear threat to a good number of humans, who may lose their jobs and businesses due to these robots that could cause significant problems to the world order.

Now that the world is witnessing a fierce competition among designers and manufacturers of all types of robots, there is the possibility that not enough time is given to testing.

This may increase the hazards associated with faulty design or programming of these robots, which have become the centre of attention of scientists, who warned of their dangers to man.

Others believe that what is being said is just hypotheses. Many factors indicate that smart robots have become a reality we cannot dismiss.

Robots have proven their capabilities and success in a number of fields including scientific matters, increasing production volume, fighting crime, cleaning houses and taking care of people.

Sales Growth

Worldwide, sales of industrial robots increased 27 per cent in 2014, driven by demand from the automotive and electronics industries, especially in China and South Korea.

The International Federation of Robotics (IFR) reported about 225,000 robots were sold during the year, almost two-thirds of them in Asia.

Robot sales in China, already the biggest market in the \$9.5 billion robot trade, leapt 54 per cent to about 56,000 units, the IFR said. Domestic Chinese robot suppliers delivered 16,000 of those 56,000, said the IFR, with foreign suppliers such as Switzerland's ABB, Germany's Kuka and Japan's

China has 30 robots per 10,000 workers employed in manufacturing industries

Yaskawa and Fanuc supplying the rest, according to Reuters.

China has just 30 robots per 10,000 workers employed in manufacturing industries, compared with 437 in South Korea, but is racing to increase that proportion as wage inflation erodes the competitiveness of Chinese labour.

The biggest markets last year after China were South Korea, Japan, the United States and Germany, the IFR said, with these five markets representing three-quarters of all sales globally.

Workers are in Danger

A new study by Boston Consulting Group (BCG) said the falling cost of industrial robots would allow manufacturers to use them to replace more factory workers over the next decade while lowering labour costs.

Robots now perform roughly 10 percent of manufacturing tasks that can be done by machines, according to the BCG. The management-consulting firm projected that to rise to about 25 per cent of such 'automatable' tasks by 2025.

In turn, labour costs stand to drop by 16 per cent on average globally over that time, according to the study.

The shift will mean an increasing demand for skilled workers who can operate the machines, said Hal Sirkin, a senior partner at BCG. Factory workers 'will be higher paid but there will be fewer of them,' Sirkin said.

The study found a tipping point for installing robots: Companies tend to start thinking about replacing workers when the costs of owning and operating a system come at a 15 per cent discount to employing a human counterpart.


For example, in the U.S. automotive industry, which is predicted to be one of the more aggressive adopters of robots, a spot-welding machine costs \$8 an hour versus \$25 an hour for a worker.

Three-fourths of robot installations over the next decade are expected to be concentrated in four areas: transportation equipment, including the automotive sector; computer and electronic products; electrical equipment and machinery.



Early checkups can prevent grave consequences

Beware of silent killers



High cholesterol level is a silent timed bomb that can prove fatal. Our failure to regulate cholesterol and triglyceride levels could have grave consequences for our well-being. It could lead to organ failure and a state where medication is no more an option! A majority of human diseases are rather silent, showing up only after an ache or pain in the body, and a periodic examination could help diagnose these diseases much before a stage where an irreversible impact has been created.

We all need to check the level of cholesterol in the blood. Higher the levels, higher are the risks of fatal heart attacks and coronary arteries diseases. You can reduce the level of harmful cholesterol making healthy food choices such as oats, fish, nuts, drink green tea, dark chocolate and legumes. However, one would need to go in for medical cholesterol reducers as prescribed by the doctors in case of need.

LDL, the bad cholesterol

LDL cholesterol is considered the “bad” cholesterol because it contributes to plaque, a thick, hard deposit that can clog arteries and make them less flexible. This condition is known as atherosclerosis. A clot or a narrowed artery could lead to a heart attack or stroke. Another condition called peripheral artery disease can develop when plaque buildup narrows an artery supplying blood to the legs.

HDL (Good Cholesterol)

HDL cholesterol is considered “good” cholesterol because it helps remove LDL cholesterol from the arteries. Experts believe HDL acts as a scavenger, carrying LDL cholesterol away from the arteries and back to the liver, where it is broken down and passed from the body. One-fourth to one-third of blood cholesterol is carried by HDL. A healthy level of HDL cholesterol may also protect against heart attack and stroke, while low levels of HDL cholesterol have been shown to increase the risk of heart disease.

To increase the level of HDL cholesterol, practice aerobic exercise include walking, running, cycling,

swimming, playing basketball and raking leaves — anything that increases your heart rate. You can also break up your daily activity into three 10-minute segments if you’re having difficulty finding time to exercise.

Have a healthy diet, focus mostly on Monounsaturated and polyunsaturated fats — found in olive, peanut and canola oils — tend to improve HDL’s anti-inflammatory abilities. Nuts, fish and other foods containing omega-3 fatty acids are other good choices for improving your LDL cholesterol to HDL cholesterol ratio.

If you’ve been keeping an eye on your blood pressure and cholesterol levels, there’s something else you might need to monitor: your triglycerides. Having a high level of triglycerides, a type of fat (lipid) in your blood, can increase your risk of heart disease. However, the same lifestyle choices that promote overall health can help lower your triglycerides, too.

What are Triglycerides?

Triglycerides are the form in which most fats exist in the body, including in your blood. When you eat more fatty calories than you use, the fat — or lipid — levels in your blood go up. Your body also makes triglycerides from the carbohydrates you eat and may send triglycerides to fat cells where they are stored for energy.

Those who are older and overweight, smoke and get less than 150 minutes of exercise per week tend to have higher triglyceride levels.

In pictures.. Venice the Rest and recuperation City

Venice is without doubt one of the most beautiful and popular cities in the world, and is always admired by the many tourists that visit throughout the year.



Also known as a magnetic point for lovers, artists and poets, Venice is a magic city, which stretches across numerous small islands. It is often referred to as the city of "gondole", which are the means of transportation used to cross the numerous canals passing through the city. Gondolas, in fact, are the most famous means of transportation for experiencing the city.

Founded more than 1,500 years ago on 117 different islands, Venice is linked by a series of over 150



canals, 400 bridges and many ancient pavements. The historic city centre of Venice is divided into six quarters - Cannaregio, Castello, Dorsoduro, San Marco, San Polo and Santa Croce.

It is said that the Carnival of Venice was started from a victory of the "Serenissima Repubblica" against the Patriarch of Aquileia, Ulrico di Treven in the year 1162. In the honor of this victory, the people started to dance and make reunions in San Marco Square.



Today, approximately 3 million visitors come to Venice every year for the Carnival. One of the most important events is the contest for la maschera più bella ("the most beautiful mask") placed at the last weekend of the Carnival and judged by a panel of international costume and fashion designers. During the Carnival (Carnevale), this most magical of cities fills with a mass of masked party-goers - posing and preening, dancing and philandering, in a slightly surreal re-invention of a great tradition of the city.