

GCC Employment Law Update

Jurisdiction: GCC

Date: November 2017

Impact date	Development	Impact
UAE		
31 May 2017	Amendment of fees and fines payable to the Ministry of Human Resources & Emiratisation	<p>In an effort to tackle companies which have accumulated administrative fines, the Ministry of Human Resources & Emiratisation has reduced the fines payable for incomplete work permit registrations and late renewals to a maximum of AED 2000 per employee.</p> <p>Source: Ministry of Human Resources & Emiratisation website: http://www.mohre.gov.ae/en/media-centre/news/27/5/2017/administrative-fines-dropped-to-dh2000-per-worker-ministry-says.aspx</p>
29 August 2017	Amendment to provisions regarding the payment of bank guarantees	<p>The list of companies exempt from paying bank guarantees when making applications for work permits has been extended to include companies with skilled employees falling under Category Two Band D of the classification list.</p> <p>Source: Ministerial Resolution 11/2017</p>

15 July 2017	Labour disputes	<p>The Ministry of Human Resources & Emiratisation has introduced a number of initiatives as part of its Government Accelerators project to deal with labour disputes, including:</p> <ul style="list-style-type: none"> • responses to labour enquiries through Whatsapp within one day of receipt • reducing the processing period for labour disputes from 30 days to 10 days • a "green" room (with plants in a room) for negotiation of legal disputes • a mobile labour court • electronic referral system and a labour case list model <p>Source: Ministry of Human Resources & Emiratisation website: http://www.mohre.gov.ae/en/media-centre/news/15/7/2017/ نوع يةم بادرات- الامسرعات- ضمن-أيام-10-إلى-العمال-المنازعات-ل-تسوية-الزمنية-المدة-ل-خ-فض-ال-حكومة.aspx</p>
Oman		
29 May 2017	Suspension of work visas	<p>The Ministry of Manpower has further extended the suspension on the issuing of new work visas for several categories of foreign nationals for another six months from 1 June 2017.</p> <p>These include the following:</p> <ul style="list-style-type: none"> • Employees in construction and cleaning services • Sales/purchasing representatives and marketing professionals • Employees in carpentry, aluminum and black-smith workshops, and brick factories <p>The suspension does not apply to excellent, international and consultancy grade companies or to those companies awarded government projects.</p>

		Source: Oman Ministerial Decision No. 187/2017; Ministerial Decision 188/2017; Ministerial Decision 192/2017
20 August 2017	Suspension of work visa	The Ministry of Manpower has suspended the issuance of work visas for foreign in the activity of mental skills development centres for a period of six months from 20 August 2017 . Source: Oman Ministerial Decision No. 289/2017
Qatar		
22 August 2017	Labour rights for domestic workers	New rights have been introduced for domestic workers, including: <ul style="list-style-type: none"> • a cap on daily working hours of 10 hours per work day • one weekly rest day • three weeks of annual leave • an end-of-service payment equal to three weeks' salary per year worked Source: Law No. 15/2017 - the Domestic Workers Law.
26 September 2017	Mandatory health insurance	Dr. Ahmed Al Sa'eedi, the Minister of Health, has announced that starting from the beginning of 2018, it will be compulsory for private companies in Oman to provide healthcare insurance cover for all employees regardless of nationality. Legislation introducing this requirement is being finalised. Source: Times of Oman
3 October 2017	Reduction in minimum salary to bring over dependants	The Royal Oman Police has reduced the minimum salary requirement for foreign nationals to be joined by their dependants in Oman as part of the Tanfeedh programme initiative.

		Foreign national employees will now be allowed to bring family members to Oman under their work visa if they earn OMR 300 or more per month. Previously, the minimum salary requirement was OMR 600.
Kuwait		
9 July 2017	Amendments to the Labour Law	Amendments to the Kuwait Labour Law 6/2010 have recently been introduced which includes: <ul style="list-style-type: none"> • new employees may apply for leave after 6 months service (previously, the qualifying period was 9 months of service) • annual leave days are now on working and not calendar days • employees are entitled to full end-of-service benefits without any deductions such as employer contributions to the Public Authority for Social Security
Saudi Arabia		
4 July 2017	Saudization of jobs at insurance companies	The Saudi Arabian Monetary Authority (the central bank and insurance regulator) confirmed that the grace period for complying with the nationalization of administrative and customer service jobs at insurance companies will not be extended, and companies in violation will be penalized. The next stage of the nationalization policy are targeted at technical posts and management posts. Source: http://saudigazette.com.sa/article/511819/SAUDI-ARABIA/SAMA