

COVID-19: Tackling Employment Issues



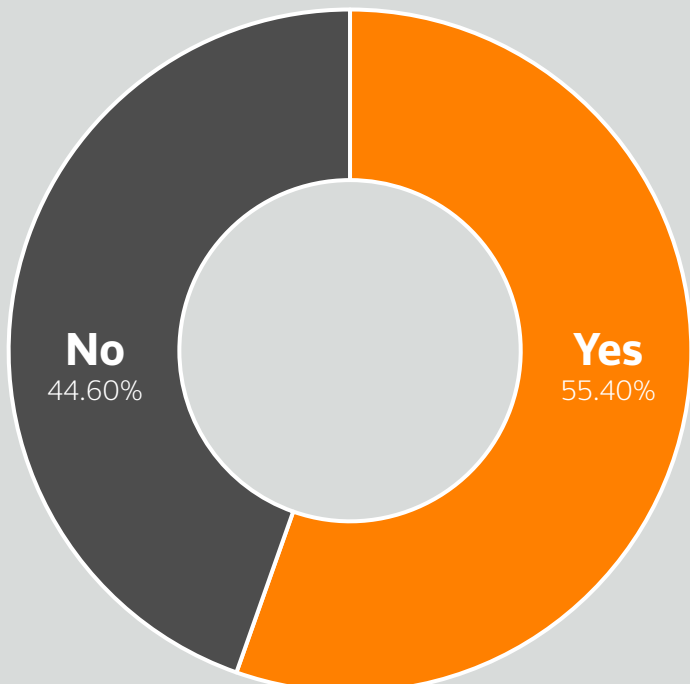
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In this quick, visual guide to how COVID-19 can affect your workplace, Thomson Reuters and DWF (Middle East) LLP provide statistics gathered from a joint webinar to show how businesses in the region are coping with the crisis and what steps can be taken to mitigate the cost to your employees and your business.

MAIN CLOSURES



Has your office temporarily closed?



UNPAID LEAVE

UAE Labour Law provides for unpaid leave only in very specific scenarios:



Maternity:
Up to
100 days



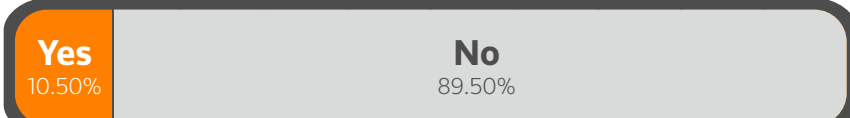
Hajj:
30 days



Sickness:
45 days

- Employers cannot force employees to take unpaid leave.
- Employers can send employees on paid leave.
- Sick leave can apply to quarantined employees, unless working from home is possible.
- Written agreements governing forced unpaid leave may not be enforceable.

Has your employer imposed a period of unpaid leave?



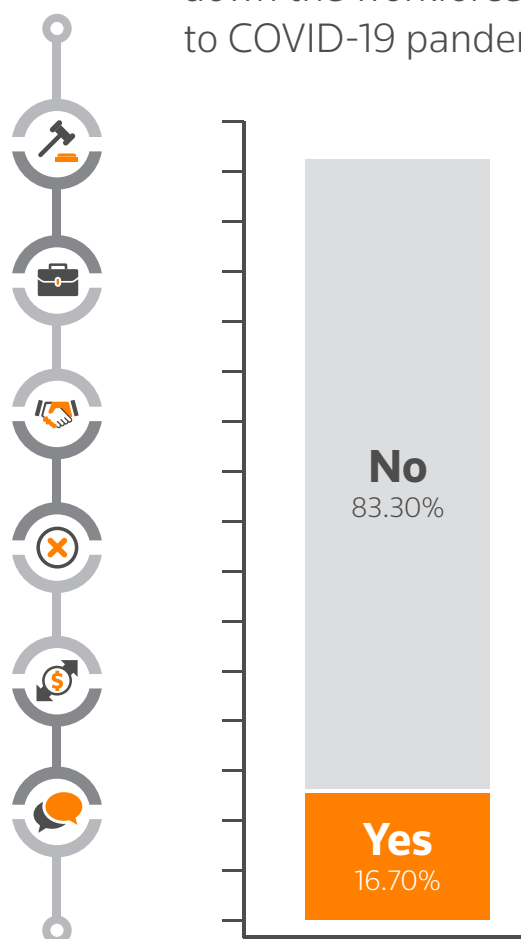
VISAS



SALARY REDUCTION & REDUNDANCY

- Salary reduction based on employer's sole decision without consent is unlawful.
- Salary reduction without employee's consent may trigger claims and lead to disputes.
- Salary reduction must be agreed by both parties as an amendment to the employment contract.
- Redundancy is not a recognised concept under the UAE Labour Law.
- Employers should consider putting forward offers to settle and termination with compensation.
- Employers should consider entering into consultation with employees regarding salary cut vs termination.

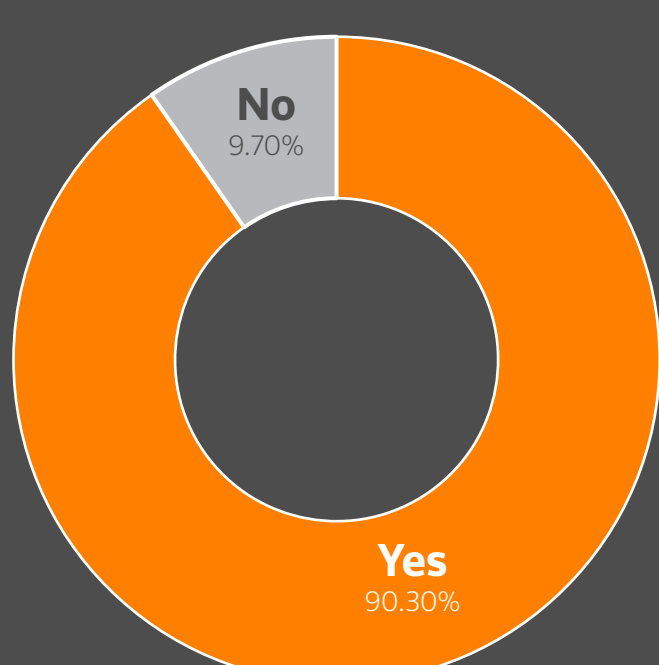
Has your business cut down the workforce due to COVID-19 pandemic?



WAYS YOU CAN REDUCE THE COST TO YOUR BUSINESS

- Employees should be allowed to work from home whenever possible.
- Institute sickness reporting policies and other safety policies.
- Travel policies and restrictions.
- Meetings should be reduced to the minimum and replaced by video conferences where possible.
- Employers should provide a healthy and safe work environment including hand sanitizers and washing facilities.

Has your company put in place a business continuity plan?



WE CAN HELP

Find out how **Thomson Reuters** specialists can help your organization.

TR COVID-19 Resource Centre: <https://connect.aem.thomsonreuters.com/covid-19>

DWF COVID-19 Hub: <https://www.dwf.law/Legal-Insights/2020/COVID-19>

Get in touch today.

Data gathered from polls asked during a Thomson Reuters MENA and DWF webinar. Taken from a total of 327 poll responses. Valid as of 30th March 2020