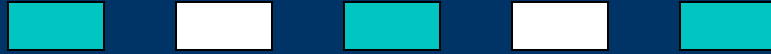




Training Programme

UAE Labour Law – Interpretation and Application



December 17, 18 & 19, 2020 - Dubai **UAE Labour Law – Interpretation and Application**

On successful completion of the program delegates will be able to:

Interpret applicable Articles and Ministerial Orders of Federal Law no 8 of 1980

Understand how Articles and Ministerial Orders are linked and applied within an organization

Understand the scope, functions and goals of the Labour Inspectorate at the Ministry of Human Resources & Emiratisation (MOHRE)

Comprehend evidence requirement by the MOHRE to determine if establishments conform to Federal Law no. 8 of 1980

Identify business risks associated with non compliance of the Labor Law

Identify obligations and rights of companies

Identify the rights of employees

Understand and manage labour disputes

About the Trainer

Sanjiv Singh possesses strong technical knowledge of human rights and CSR, including social monitoring and remediation in the supply chain. He is the **Accreditation Auditor** for **Social Accountability Accreditation Services**. He is also one of the 5 global **Lead Trainers** for the **Social Accountability 8000** auditor-training course. Additionally, Sanjiv has expertise in industrial relations, employee engagement, and building social dialogue between management and unions in the workplace.

Sanjiv is the Managing Director of WIRE. He provides Code of Conduct supply chain training to manufacturers on behalf of Liz Claiborne, Phillips Van Heusen and Tommy Hilfiger. He also trains Labour Inspectors of the Ministry of Human Resources & Emiratisation, UAE in inspection methodology, social interaction & essential business skills and health and safety.

He holds a Masters in Economics and is also the regional consultant for GoodCorporation a CSR standard based in the UK.

For registration, please contact:

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Social Systems Auditor & Trainer

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Course Description

The Course provides vital insight into the requirements of the Ministry of Human Resources & Emiratisation, UAE in line with the Federal Governments commitment as a member and signatory to the International Labour Organization, Geneva. It also equips you with knowledge to practically apply those laws in your own organisation and prepares you to deal with labour inspections.

Who should attend?

Human Resource Directors and Managers
Social Risk Assessors
Corporate Social Responsibility Managers
Environment, Health & Safety Managers

Learning Objectives

To develop sound Human Resource policies based on management systems and manage risk associated with Federal Law No. 8 application within an organization.

Course Fee

The fee for the training program is US\$ 1,500 (AED 5,475) which includes training material, lunch and tea/coffee breaks at the venue and associated training expenses. Training is delivered in English.

Venue

Details will be communicated upon registration.

WIRE is a strategy and social change management, social risk monitoring, consulting and training firm based in Dubai. WIRE works both with local and international corporations; the Federal Government of UAE and semi-Government institutions by addressing common challenges that promote sustainable economic growth and fair business practices related to social standards.

Having worked extensively in the Middle East, Asia, the Far East and Africa, WIRE brings hands on knowledge of CSR strategy related to social performance and translates this in the Middle Eastern context while working with public and private sectors in the Middle East. WIRE has performed social assessments for **Adidas, Liz Claiborne** and **Phillips Van Heusen** in the Middle East & Africa.

WIRE is also the Authorised Representative for **Social Accountability International (SAI)**, founders of the **SA8000 Standard** for Human Rights that was developed in 1997. Elements of the SA8000 standard cover areas such as Child Labour, Forced & Compulsory Labour, Health & Safety, Freedom of Association and the Right to Collective Bargaining, Discrimination, Disciplinary Practices and Remuneration. Implementation of the SA8000 standard is built on Management Systems similar to standards under the ISO series.



Detailed Course Outline

DAY 1		
9.00 am – 10:15 am	Introduction	Opening note and Introductions Globalization and Its Effects on Stakeholders - Businesses, Employees and the Government. Countering the Challenge. Introducing International Labour Organization (ILO) its brief history and Its Tri-partite Structure.
10:15 am		Coffee Break
10.30 am – 11:45 am	Session I	Categorising the Labour Laws, General Provisions, Hours of Work, Hours of Work for Women, Recording Working Hours (Regular/Overtime), Common Violations
11:45 am – 1:00 pm	Case study	Business benefits of Social Compliance, Case study – Managing risk.
1.00 pm		Lunch Break
1.30 pm – 2:45 pm	Session II	Remuneration - Calculating Overtime, Time of Payment, Wage Deductions Leaves – Types of leaves, Records, Maternity Benefits. Common Violations, Case study – Wage computation
2.45 pm		Coffee Break
3.00 pm – 4:15 pm	Session III	Discrimination, Labour Inspectors role, Functioning of Labour courts, Penalties and Collective Labour Disputes
4.15 pm	End of Day 1	Feedback
DAY 2		
9.00 am – 10:15 am	Session IV	Quick revision of Day 1 Disciplinary Practices & Imposing Fines: a Model Code of Disciplining Workers Termination of Contract Common Violations
10.15 am		Coffee Break
10.30 am – 11:45 am	Session V	Occupational Health & Safety: Fire Safety, Medical Care, Accidents and Injuries, Machine Safety Identifying Workplace Hazards Personal Protective Equipment and Workplace Environment Social Care
11:45 am – 1:00 pm	Media and human rights	Video - International media coverage of conditions. The HRW Report Salient Features Of The Human Rights Watch Report.
1.00 pm		Lunch Break
1.30 pm – 2:45 pm	Session VI	Other National Laws Discrimination against Women Subcontracting Obligations Records & Files Rules for Remote Areas Addressing Grievances
2.45 pm		Coffee Break
3:00 pm – 3:30 pm	Discussion	Employee engagement – Gallup Survey Emotional health at the workplace
3:30 pm – 4:00 pm	Presentation	Compliance challenges in the Middle East, Brief overview of SA8000 - A Globally Recognized Social Standard
4.00 pm		Conclusion and Feedback