

Dear Employer

Greetings form MOHRE

Below are the main information about article (14) for your kind reference, we thank you again for contacting Tawteen Center , and look forward to serving you.

1-What is new in the process?

The ministry of Human Resources is activating article 14 of UAE of UAE Federal Labour Relations Act, No. 8 of 1980. Issued by the late Sheikh Zayed Bin Sultan Al Nahyan, President of the United Arab Emirates

Which states that "The Labour Department (MOHRE) may not approve the use of expatriate unless it ascertains the fact that according to its records there are no registered citizens (UAE nationals) , Unemployed who are able to perform the required work". (of UAE Federal Labour Relations Act, No. 8 of 1980)

Applying the above in context of the current UAE labor regulations, the activation of article 14 states that MOHRE shall not approve of expatriate work permit, unless it confirms that none of the registered UAE nationals in tawteen gate who fit the required criteria are available and interested to work.

Accordingly, establishments applying for expatriate work permit, need to select an open day of the provided calendar in Tahseel, and thereby attend to the selected open day to implement the above process (attendance is required for only the concerned HR representative).

2-What you need to do as an employer on the open day:

- Assign a professional who can interview and take relevant decision related to talents recruitment.
- Categorize interviewed candidates to; selected, shortlisted or rejected candidates.

3-What happens after Attending the open day:

If you have Selected candidates shall be able to complete the process till the issuing of work permit in Tasheel center. If you have Shortlisted candidates will be waiting for 10 working days till the recruitment process is completed and ended. If none of the candidates meet the requirements, employers will need to provide reasons for rejection, according to which job will be closed and moved to Tasheel on the same day through which the establishment can proceed with the recruitment of an expatriate on the following day.

4-What if I have valid reasons not to participate in the open day?

You need to provide all the required reasons to the Tawteen center manager, we should be able to evaluate the case and get back to you within 3 working days. This may require providing supporting documents. We advise that you keep this at a minimum as this shall impact your records with MOHRE.

5-What can I do to be able to support the implementation without wasting my efforts in selecting expatriate's competencies?

You can post relevant roles in advance in Tawteen gate and through the dedicated employment officer, which shall enable you to save efforts and give priority to local talents. This can be applied on your current year budgeted roles / approved headcounts, taking into consideration your manpower requirements.

This can be done through visiting any Tawteen center (form 08:00- 2:00 p.m.)

6- how can I get more information about MOHRE Emiratization initiatives including article (14) implementation.

Please join us on our article 14 on going weekly awareness sessions, or be our guest in our HR connect monthly session.

Details of session are provided in Tawteen center / Tawteen web site.

Regards

Tawteen Center Management