

Foreign Jobs Times

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Salaries in UAE to leap by 4.5% in 2020

Overall salaries of UAE employees is projected to increase by 4.5 percent across industries in 2020, according to a remuneration survey conducted by Mercer, a global consultancy firm.

Ted Raffoul, Career Products Leader, MENA at Mercer said: "It is very encouraging to see that a large segment of UAE employers are looking to increase salaries in 2020. This is a reflection of a resilient and optimistic economy."

The Total Remuneration Survey, based on research of more than 500 firms in the UAE, found the overall hiring outlook in the country to be positive. Almost 45 percent of respondents are planning to increase their headcount while 52 percent are looking to maintain headcount in 2020. Mercer also revealed that while salary forecasts vary across specific industries, the strongest increase is likely to come from the life sciences and high-tech industries. The energy industry, on the other hand, continues to see some of the lowest increase in salaries with a projected 3.7 percent increase in 2020,

compared to a 3.6 percent increase in 2019.

The survey also found that companies are providing higher salary hikes to executives and managers, signaling an increased attention to leadership skills.

In addition to annual increases in base salary, the UAE companies are also looking closely at long-term incentives.

"The recent introduction of enhanced employee benefits in Dubai International Financial Centre, for example, will help companies attract and retain the valuable talent needed to advance and transform different sectors in the region," said Raffoul.

Mercer also looked at pay parity between men and women across different industries in the region. According to the survey, there is a lack of women in senior management positions and STEM [Science, Technology, Engineering and Mathematics] roles.

"The low ratio of women in leading roles across the UAE is concerning, especially because the current roles predominantly held by women will eventually



become obsolete due to the increase in automation among various sectors. In contrast, STEM roles are expected to grow at the fastest rate, but women are underrepresented in these careers paths," said Raffoul.

The UAE government has established the UAE Gender Balance Council to combat this issue and ensure that Emirati women play a key role in the development of the country.

Overall, the UAE has one of

the lowest unemployment rates among fellow GCC countries and voluntary turnover has increased to more than 7 percent, signifying a more active job market, the study concluded.

Courtesy by. GulfNews

Cabinet nod for minimum wages, easy job transfer

Minister of Administrative Development, Labour and Social Affairs H E Yousuf Mohamed Al Othman Fakhroo has said that the State Cabinet approved a draft law on minimum wages.

"The State Cabinet also approved a draft law to make rules to ease transfer of workforce to other employer during contract period to ensure the rights of both parties (employer and employees)," said HE Yousuf Mohamed Al Othman Fakhroo while addressing a ceremony to celebrate the 100th anniversary of the International Labour Organisation (ILO) held yesterday at Katara.

The Minister said the Cabinet approved another draft law to end

exit permit for those who are not subject to the provisions of Qatar's Labour Law and domestic workers and these laws will come into effect immediately after completion of (remaining) legislation process.

The event was organised by the Ministry of Administrative Development, Labour and Social Affairs in cooperation with ILO and other stockholders under a theme 'The Future of Work in Qatar'.

For the welfare of workers, the Ministry said that Qatar made a number of new laws and upgraded the existing one during past few years to build a suitable work environment based on work contract.

His Excellency said that the new legislation included Wage Protection System; Labour Disputes Settlement

Committee; Workers' Support and Insurance Fund; Law Regulating Entry, Exit and Residency of the Expatriates and National Committee for Combating Human Trafficking.

He pointed out that the government of Qatar expresses its appreciation for the technical support provided by the International Labor Organization (ILO) to achieve the outputs of the Technical Cooperation Program and the Ministry is extending its support to ILO office Doha to implement the plan which it agreed. The Minister said that Qatar released commemorative coins on the occasion of ILO Centenary recognizing the role of ILO in establishing social justice and a great cooperation between Qatar and ILO in labor sector.

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35 expats dead, 4 injured in Madinah accident

A total of 35 people died and four were injured on Wednesday when a private chartered bus transporting 39 expatriates of Asian and Arab nationalities collided with a heavy vehicle in Madinah, Saudi Arabia, a media report said.



Security authorities, with the support of the Saudi Red Crescent Authority, dealt with the incident on Alhirah road in Al-Akhal Center in Madinah area and transferred the victims to Al-Hamna Hospital, reported the *Saudi Press Agency (SPA)*, citing a spokesman of the province's police.

Prince Faisal bin Salman bin Abdulaziz, the Governor of Madinah Region, has ordered the provision of medical care for the injured in the accident and provision of care and facilities to them, the SPA report said.

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Cabinet nod for minimum wages, easy job transfer

Addressing the event, Deputy Director General for Field Operations and Partnerships, MoussaOumarou said: "Congratulations, Minister of Administrative Development, Labour and Social Affairs for the landmark reforms that you have just announced in front of this august assembly. I thank you on behalf of the ILO for taking this bold and transformative step, a first in this region." He said that ILO stands ready to support Qatar with the modalities of their enforcement.

"We have an ILO team of dedicated professionals working closely with MADLSA colleagues here in Qatar, supporting the ambitious labour reforms that the State of Qatar has embarked on," said Oumarou.

He added every day, they facilitate dialogue between the government, employers and workers to ensure that the reforms that are being considered have everyone's support and buy-in.

"Two weeks ago, for example, the ILO was part of a dialogue between MADLSA, the Qatar Chamber of Commerce and Industry, in cooperation with the International

Organization of Employers, on the role of business in migration governance and labour reforms," he added.

Three panel discussions were held on 'The Future of Work in Agricultural Sector', 'The Future of Work in Tourism Sector' and 'The ILO Centenary Declaration: A Global Perspective on the Future of Work'. Representatives from the Ministry of Administrative Development, Labour and Social Affairs; Ministry of Municipality and Environment, ILO and other national and international organisations participated in the panel discussions.

GENEVA (ILO News) – Self-employment, micro and small enterprises play a far more important role in providing jobs than previously believed, according to new International Labour Organization (ILO) estimates.

Data gathered in 99 countries found that these so-called 'small economic units' together account for 70 per cent of total employment, making them by far the most important drivers of employment.

The findings have "highly relevant" implications for policies and programmes on job creation, job quality, start-ups, enterprise productivity and job formalization, which, the report

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Small businesses and self-employed provide most jobs worldwide, new ILO report says

says, need to focus more on these small economic units.

The study also found that an average of 62 per cent of employment in these 99 countries is in the informal sector, where working conditions in general tend to be inferior, (i.e. a lack of social security, lower wages, poor occupational safety and health and weaker industrial relations). The informality level varies widely, ranging from more than 90 per cent in Benin, Cote d'Ivoire and Madagascar to less than five per cent in Austria, Belgium, Brunei Darussalam and Switzerland.

The information is published in a new ILO report, 'Small matters: Global evidence on the contribution to

employment by the self-employed, micro-enterprises and SMEs.

The report finds that in high-income countries, 58 per cent of total employment is in small economic units, while in low and middle-income countries the proportion is considerably higher. In countries with the lowest income levels the proportion of employment in small economic units is almost 100 per cent, the report says.

The estimates draw on national household and labour force surveys, gathered in all regions except North America, rather than using the more traditional source of enterprise surveys that tend to have more limited scope.

"To the best of our knowledge, this is

the first time that the employment contribution of so-called small economic units has been estimated, in comparative terms, for such a large group of countries, particularly low and middle income countries," said Dragan Radic, Head of the ILO's Small and Medium Enterprises Unit.

The report advises that supporting small economic units should be a central part of economic and social development strategies. It highlights the importance of creating an enabling environment for such businesses, ensuring that they have effective representation and that social dialogue models also work for them.

Ethiopia gears up to send domestic helpers to Kuwait

A memorandum of understanding signed recently between a visiting delegation from the Kuwait Society for Owners of Domestic Labor Office and the Ministry of Manpower in Ethiopia is expected to facilitate the recruitment of Ethiopian domestic helpers to Kuwait.

During the visit, which was aimed at enhancing cooperation to bring in Ethiopian domestic workers, the Kuwaiti delegation toured various centers in Ethiopia that train domestic workers to look after children and manage household duties. The delegation noted that the Ethiopian

authorities had created a new system to deal with issues such as absconding of laborers, due to lack of understanding of the nature and culture of Arabian societies in general and Gulf societies in particular.

He affirmed that labor offices in Ethiopia work according to a specified criteria to enroll domestic workers who are ready to work in Kuwait. The system also stipulates certain conditions the potential domestic helpers must fulfill, including that they must have completed elementary grade 8 and undergone two weeks of training in a domestic helper course.

Qatar is a country open to the world: Lolwah Al Khater

The Spokesperson of the Ministry of Foreign Affairs, H E Lolwah Rashid Al Khater, affirmed that the State of Qatar is a country open to the world, it is opening its doors to jurists and human rights organisations unlike other countries in the region.

In an open debate at the 2019 Global Security Forum, H E criticised the bloc politics approach

accusations against the State of Qatar, and therefore many of the information they are saying are not true. Regarding the possibility of negotiations in order to resolve the crisis of the blockade imposed on the State of Qatar, she said that the State of Qatar thanks Kuwait's efforts in this regard, but every time there is a horizon for the beginning of a solution to the crisis we find soon that one of the blockade



in the region, saying that Qatar always tries to soften that policy, as this policy pursues biased attitudes that harm those living in the region.

She added that there are three things that must be taken in consideration to be objective, the first is to check the events when the information arrives, and the second to accept the differences and diversity of point of views as they happen in the rounds tables, and the last thing is not to deliberately publish misleading news, knowing this will determine the methodology to be followed to respond to this behaviour. She doubted the possibility of the continuation of authoritarian regimes and their full control over the messages and information in the countries governed by those regimes.

On who owns the true story, H E said that the blockade countries are making many false

countries sends a hostile message towards such efforts, without any justification to thwart these efforts.

On the causes of Qatar's mediation efforts in many international crises and Qatar's ability to maintain excellent relations with all parties, she explained that Qatar has a vision to present itself as a mediator in many political events, and Qatar has succeeded in that as a partner credible and reliable on the one hand and maintaining neutrality towards all parties, which some of the blockade countries failed to do it and tried through the role of the mediator to impose its program on one party or the other and tried to impose special agendas.

Regarding Qatar's position on the conflict between the United States of America and the Islamic Republic of Iran and the possibility of military confrontations between the two countries and what is the

Bahrain Interior Minister attends GCC meeting

Interior General Shaikh Rashid bin Abdullah Al Khalifa chaired on Wednesday the Kingdom of Bahrain's delegation in the 36th GCC Interior Ministers' meeting in Oman.

He delivered the following



speech:

At the beginning of the meeting, I would like to thank His Excellency Mr Hamoud Bin Faisal Albusaidi, Omani Interior Minister for hosting the meeting and great hospitality. I would also like to express thanks and appreciation to His Excellency Dr Abdul Latif Bin Rashid Al Zayani, the Secretary-General of the Gulf Cooperation Council and the General Secretariat for the excellent organising and follow up of the meeting. Your Highnesses and Excellencies, the Kingdom of Bahrain has been committed to carrying its noble security mission.

It strives to meet the inspirations of the GCC leaders to push forward the Gulf cooperation process towards new horizons to achieve prosperity and security to our nations. At the same time, I would like to praise the decisions, efforts and suggestions of Their Highnesses and Excellencies GCC Interior Ministers that contributed to the development of joint Gulf security work.

Your Highnesses and

Excellencies, our countries have been able to take their prestigious position among other countries of the world, within the wise stability policy of the GCC leaders and the God blessing of civilizational, human and economic wealth. They are the foundations of the regional

security and the creation of the commercial and industrial environment of our countries. But it is no secret to you, brothers that the security challenges have dominated the security scene, including challenges of the exploitation of modern technologies and weapons, such as the ballistic missiles and guided aircraft and submarines, along with cyber-attacks, misleading rumours and negative media to disturb security and stability in our countries.

Your Highnesses and Excellencies, no doubt, we need to review our security priorities to strengthen the comprehensive security through the development of security devices and systems to work within the required speed and security competency. To achieve the targeted security and stability, we should know the real size, types and nature of the challenges to be able to confront them with determination and capabilities. Your Highnesses and Excellencies, I wish all the best to our meeting for the success

of our security process to develop our societies and offer the progress and prosperity requirements in our countries. Peace, mercy and blessings of God.

Their Highnesses and Excellencies GCC Interior Ministers hailed the support of Their Majesties and Highnesses GCC leaders for joint security work to promote security integration and cooperation. They condemned the strikes that targeted Saudi Arabia's Abqaiq and Khurais oil facilities. They hailed steps taken by Saudi Arabia to deal with the terrorist act. They confirmed the solidarity of their countries with Saudi Arabia in all measures it takes to protect its security and stability. They stressed the importance of joint security work to secure international navigation in the region's seas.

The GCC Secretary-General highlighted to the press after the meeting that the security officials reviewed various importance security topics to fight crimes and terrorism. They were briefed about the preparations for the joint Arabian Gulf Security exercise 2 that will be held in the United Arab Emirates and directed for the required steps to ensure the success of the event, like the first exercise held in Bahrain in 2016.

On the side-line of the meeting, The Interior Minister met UAE Deputy Prime Minister and Interior Minister, His Highness General Shaikh Saif bin Zayed Al Nahyan. HE Interior Minister hailed the strong and distinguished ties between the two brotherly countries. The meeting discussed security topics of common interests. The Interior Minister's accompanying delegation included Bahrain Ambassador to Oman, Dr Juma Al Kaabi, officials and officers.

position of Qatar in this regard, she said that we must take a step back and look at the situation in a broader global perspective. If things go in the direction of military escalation, the whole world will be affected, and Qatar alone contributes 30 percent of the LNG market. Imagine if the export of gas stopped suddenly, what will happen to Japan, which buys 60 percent of its LNG needs from Qatar. What will happen to the UK, which depends on Qatar's gas by 30 percent. What about the rest of the countries such as India, Singapore, China, South Korea and others.

H E the Spokesperson expressed her belief that the situation should be viewed through two factors, the first is

that Syria is not an ordinary country going through normal circumstances, but is a country torn by war for seven years and it has many groups and international and regional forces, and this makes the Syrian border insecure. The second factor is the perceptions of Syria's neighbouring countries on what they consider threats and risks to their national security. Unless the scene is read in this context, it is very difficult to assess the Turkish operation on the border with Syria, she added.

H E Lolwah Rashid Al Khater praised the role carried out by H H Sheikhha Mozabint Nasser, Chairperson of Qatar Foundation for Education, Science and Community

Development, in this regard, adding that the situation now is very different from what it was twenty years ago.

She noted that she would not have aspired to complete her education abroad and then assuming this position without the significant development made in the field of women's rights in Qatar, adding that many women who hold high positions in the country would not have been able to achieve this without the policies initiated by Father Amir.

H H Sheikh Hamad bin Khalifa Al Thani and H H Sheikhha Mozabint Nasser in order to promote women's education and establish international universities within the Education City.