

Chapter 2 Working



2.1 Introduction

There are multiple ways to work in the UAE.

1. Internship.
2. Employment
3. Business

2.2 Internship.

It is possible to become an internee for an existing company.



2.3 Regular Employment

Employment is when you work for a company based in the UAE.



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2.4 Own Business

Business is when you setup your own business. For this a sponsor is required. The sponsor can be either a local or a freezone.



THERE WILL BE **OBSTACLES.**
THERE WILL BE **DOUBTERS.**
THERE WILL BE **MISTAKES.**
BUT WITH **HARD WORK,**
THERE ARE **NO LIMITS.**

2.5 What is not legal.

What is not legal includes the following :

1. Working on a visit visa.
2. Setting up a stall on the road.
3. Advertising personally on any public transport like the Bus, Tram or Metro.



2.6 Low cost entry methods.

As a Pakistani, you can incorporate your business in Pakistan and then get a local agent company to represent you. A local agent is a 100% locally owned company with a signed contract with your company to represent you. This allows you to work from Pakistan and provide products and services via the local agent. This saves you having to rent shops and getting a license just to legally do business in



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the UAE.

The responsibility of your products and services shall be on the local agent's head. The invoices shall be made on the local agent and then they shall provide you with your share. Usually the commission is 5% but this can be negotiate based upon the amount of efforts and risks which are being taken by each party. Your outside company can advertise, but not sell directly. If an inside UAE company or person buys directly from a company outside the UAE, then the government cannot help them in case of disputes. Also if an inside company buys from a company in a UAE freezone, then the dispute shall be handled by the freezone. All freezones have been made "authorities" as you can notice the A appended to their acronyms. For example DSO which was initially created as Dubai Silicon Oasis is now DSOA which means Dubai Silicon Oasis Authority. What this means is that a lot of dispute resolution and autonomy has been provided to the freezones and their names have been changed to indicate that. The Dubai government does not like to have to handle something which becomes unmanagable by a freezone within its jurisdiction. If things do pop out in strange cases, then the Dubai government is likely to be swift and strict in solving the issue decisively. The fines also may be stricter than usual.



2.7 Local LLC.

A local LLC is a local company which is technically on paper owned 51% by a local and the 49% owned by a Pakistani. The reasoning for this is that in any dispute which is international, the UAE court and government can clearly provide a decision because the company is majority UAE owned.

You can have up to 50 shareholders in an LLC.

Minimum capital is 300,000 AED and used to be strictly enforced, but recently (2011 onwards) it is not bothered with. Earlier people just used to borrow 300K and place it in an account to show the capital and then apply. After that the capital used to be returned.

For the LLC, the ownership may be 51% local but the payment to setup and all paper work and local's fees have to be paid by the Pakistani. That means the expat pays 100% and gets 49% on paper. Also there are three types of power of attorney.

One is General Manager. This means you can open bank accounts and sign papers like invoices for the company.

Second is you name on the company incorporation card. This means you can apply for visas employees. (Immigration Department)

After the visa, you have 60 days to get the labour card.

Third power of attorney is for the labour department. This means you can get labor cards for your employees with your signature only.

Most people get the general manager power of authority only because of the high risks of fraud.

The local has to be personally responsible if any employee is not paid and shall have to pay all fines if the expats leave without clearing the dues of the company.

Getting power of authorities level 1,2 and especially 3 requires a very high trust level from the local of the expat.

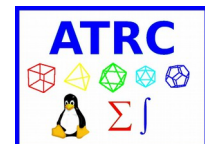
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2.8 UAE Labor Law. (Separate File provided)

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2.9 Skills generally required for jobs in Dubai.

Many people ask me to give them a job in Dubai. Some ask how to get a job. So I thought about it and looked at some featured jobs on a website. Then I was able to summarize the common skills required for jobs in Dubai. If you have these skills, then it would increase your chances of getting a jobs there immensely. If you are missing any of these, then work on them before spending money on visiting there. From my personal experience. You can easily get 1000 resumes in 1 day of advertising for a job. The HR people there filter people by asking their contacts for “filtered” people. So your contacts on linked in and facebook are important assets. The reason I am writing this part 2.9 is because of the multiple requests I get on facebook chats bugging me for answers. Actually more than 90% of these skills would be useful in any job in the world for at least the next 100 years.

English

<http://www.talkenglish.com/>

<http://englishlink.com/en-us/home/index.aspx>

Arabic

<http://www.madinaharabic.com/>

Result oriented

<http://www.myrkothum.com/the-mindset-to-getting-things-done-think-result-oriented/>

Interpersonal skills

<http://interpersonalskillsonline.com/>

<http://www.amanet.org/training/seminars/Interpersonal-Skills-training.aspx>

Business skills

<http://www.masterclassmanagement.com/Table-of-Contents-1x.html>

<https://alison.com/subjects/9/Business-and-Enterprise-Skills>

Organized

<http://www.simplify101.com/>

Able to work in a team

<http://www.kent.ac.uk/careers/sk/teamwork.htm>

http://humanresources.about.com/od/teambuilding/f/team_work.htm

<http://www.essortment.com/team-work-team-building-work-team-25854.html>

Able to operate alone

<http://www.exforsys.com/career-center/self-supervision/self-supervision-at-the-workplace.html>

<http://www.webguru.neu.edu/professionalism/professionalism/working-independently>

<http://www.mtstcil.org/skills/index.html>

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http://www.homeschooldiner.com/guide/independent_research.html

<http://www.job-interview-site.com/what-is-your-ability-to-work-without-supervision-interview-question-and-answers.html>

Available to travel
Degree
Selling skills. With closing.
Ability to listen and understand customers
Physically fit
Able to handle stress
Able to handle long working hours
Computer literacy
Cool head for driving.
Trustworthy. No chaalbaaz.
Courtesy and humility
Persistent in getting results
Intelligent. Able and willing to learn.

Having the money to visit.

If you visit for applying for jobs personally, then expect to spend at least 10,000 AED per visit.

That is about 300,000 Rupees.

There may be times of recessions where it may be impossible to get a job in a visit, so do not kill yourself over not landing a job there.

If you are really interested in getting experience outside the country. Do the following steps :

1. Learn all the skills mentioned above.
2. Look at the skills mentioned in high paying jobs and get the experience in Pakistan.
3. For jobs that do not exist in Pakistan. Read and write about the subject for at least 2 years. You shall learn by writing.
4. Apply anywhere in the world for the job. Do not pay any agency or company for giving you a job. Remember, HR people get paid to find a suitable person. If a company or person asks you for money to get you a job, then you are not getting something of value. You are participating in a business and if you want to do business then the attitude has to be different. Teaching how to do business is a very different subject and requires a lot of experience and practice (20 years).
5. Take the first job that offers you enough to live outside and meet all living expenses, paperwork expenses, visa costs, and airplane tickets. This means the company hiring you thinks you are worth the expense and risk to hire. Note : It costs a company about 8000 AED minimum to hire you in the UAE. If you leave the next day, they lose at least 8000 AED or more. So you need to be worth it. Minimum salary in the UAE should be 10,000 for a Pakistani or it is better to get your experience somewhere else in the world.

There is a high demand for jobs in Dubai so the salaries are lower compared to the efforts required. The average time it takes young people to "burn out" is 3 to 5 years. If they are aged between 25 to 35. If you are aged more, then Dubai is not a great place to do a job. Unless you are getting at least 20,000 AED. This is my experience in comparing the UAE and Pakistan market. But as they say in Linux : your mileage may vary. Depends more on your nakhray and attitude as to what you can bear. Also at these minimum rates, do not expect to keep a family there. You need a lot more to keep your family there with you. So due to the competition, you need to have the required skills.

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2.10 Ministry of Labor Website

<http://www.mol.gov.ae/newMolGateway/english/newIndex.aspx>

Ministry of Labour - Mozilla Firefox

Home | Apply for a Job | Site Map | Contact Us | Help | عربي

UNITED ARAB EMIRATES
MINISTRY OF LABOUR

Home About Us Labour Law eServices Media Center Documentations eParticipate Archives

Welcome to Ministry of Labour Web Portal

EXPO 2020 إكسبو 2020
دبي، الإمارات العربية المتحدة
DUBAI, UNITED ARAB EMIRATES

Top 5 Services

- Enquiry Services
- eNetwasal Services
- Tasheel Services
- eGovernment Services
- Online Enquiry Services

Services guide

Contact Us

Related Links

July 2015

Mon	Tue	Wed	Thu	Fri	Sat	Sun
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6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Opinion Poll

What is your opinion on using call center in applying for Labour

Complain ?

Agree

Disagree

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2.12 Ministry of Social Affairs website

<https://www.msa.gov.ae/msa/en/pages/msahome.aspx>

The screenshot shows the homepage of the Ministry of Social Affairs (MSA) in the United Arab Emirates. The browser is Mozilla Firefox, and the address bar shows the URL <https://www.msa.gov.ae/msa/en/pages/msahome.aspx>. The page features the MSA logo and the text "وزارة الشؤون الاجتماعية" and "MINISTRY OF SOCIAL AFFAIRS". The navigation menu includes "About MSA", "The Minister", "My Service", "eServices", "mServices", "eParticipation", "Open Data", "Media Center", and "External Links". The main content area includes a "Login / Register" section, "Announcements" with news items, an "Opinion Poll" titled "Your Opinion on : Using the smart services through m-social app", and "News" with articles such as "Al Shoumi: Cancellation of 12 Nurseries License and Closure 3" and "Al Roumi: The Social Assistance will be Released on 14 July". The page also features a sidebar with "eServices", "eParticipation", and "Open Data" links, and a footer with "Newsletters" and "RSS Feeds" options. The system tray at the bottom shows the time as 06:40 PM on 07/12/15.

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2.11 Work Permits and Visas

2.12 Job Searching Tactics

Identify your own objectives. If you are not sure of what you want, then you shall waste your time communicating and researching jobs which you do not qualify for or those you do not want to do.

Know your strengths and weaknesses. Be ready to explain your past and current work experience.

Do research on the companies you are targeting. Then make a cover letter with an explanation on how you can benefit the company. Many people just broadcast their CV to as many as they can. Very few have a cover letter. And even fewer have a cover letter custom designed for the company.

Research the trends. Notice the salaries and skills required in the job listings. Know how much you need to be able to “live” there for at least 3 years.

Here is a list of some of the job sites.

Bayt

DubaiClassified.com

Dubizzle

Emirates Ads

Expatriates.com

Gulf News

Khaleej Times

There are many sites for HR companies. They are for special field jobs. Do check them out because they are better for higher paying jobs.

Many HR people ask among themselves to find suitable candidates because they do not want to go through thousands of CVs. Yes they get at least 1000 CVs on the first day a job is advertised.

Apply in the early morning and get the newspaper as early as you can. Most HR people only look at the

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Job Search Tips and Tricks



pinwords



first 100 CVs in their inbox and would be done by 10:00 for any job. By that time, they might be looking at a few hundred CVs in their inbox. The rest are most likely to be deleted and ignored.

Your online CV is important.

A cover letter is VERY important.

Keywords relevant to the jobs advertised are VERY important in your CV. Without these, the computers shall not even bring your CV to the attention of the HR person.

Having a good linkedin profile may be useful in some companies. More like finance and consulting.

Make a routine to apply early. Apply for three months before coming to Dubai.

If no one is interested in the three months, then there is either something wrong with your marketing or the market is not economically active. Ask the residents what the economic situation is prevalent.

If the economy is down, then wait a few months for it to recover. There are times up to 6 months is a row where the people are let go more than they are hired. Applying during these times of recession is likely going to result in almost zero responses.

Be persistent because Dubai is a high competition area. You need to ask companies what they need very clearly. It helps if you know the people managing the companies. If you look serious enough to them or are recommended by a serious worker already in the company, then your chances of getting a job are going to be very high compared to a new unknown applicant.

If you do come to Dubai, then attend as many networking events as you can get to. You may need to pay about 50 to 100 AED per event to be able to attend. It is worth it because you shall be spending at least 100 AED per day just to be there anyway. At the events, find out the requirements of the companies you meet. You could get a few short term projects or contracts from small company owners and be paid enough to visit again and increase your chances of getting a job.

Beware, working on a visit visa is not officially legal, but if the companies treat you as a consultant and pay you in your country on your return, then technically you were working from your country. It is also possible to arrange for a 100% locally owned company to make a paper contract for you and represent you. That way you shall be legally allowed to work in the UAE. The local agent company shall then become responsible for the work you do. For this, you need to be able to have a local or a local company trust you. That means, you deliver what you commit and do not get the local company and the local blacklisted for not delivering.

Follow up is very important. Contact all the companies you applied to.

Remember there are scamming companies who advertise. If any company asks you for any money to

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“process” your papers, then it is a scam. Report the company to the police and also email us with details of the advertisement, and address and phone numbers (mobiles) they are using to call you.

2.13 Interview Strategy

2.14 Wages in Dubai

2.15 Income Tax

2.16 Workplace Culture



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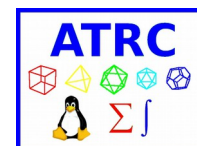
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