

# Global People Services in UAE

2026



# Global People Services

SW Tenet provides a full suite of Global People Services, for both companies and employees.

Embracing a comprehensive and integrated approach, based on international best practices and our extensive knowledge of applicable legislation, allows us to elaborate optimal solutions for all interested parties.

Below we outline the key areas where we can help your business (the list is not exhaustive).

We will be pleased to discuss your particular situation and establish how we could best support your organisation. Our credentials are also available upon request.

**SW Tenet's professionals can help your company effectively manage multinational group chains, including:**

- ➔ registering with digital compliance systems / applications
- ➔ elaborating and adopting HR-related policies and procedures (Remuneration Policy, Bonus Policy, Leaves Policy, Code of Conduct, Non-compete Rules, Diversity, Equity and Inclusion (DEI) Policy, etc.)
- ➔ workforce structuring and planning
- ➔ structuring compensation and relocation packages (salary benchmark analyses for transfer pricing and other purposes, creating bonus systems, etc.)
- ➔ payroll and HR admin services, taking into account all related UAE Free Zone requirements (drafting employment contracts, support in implementing the WPS Salary Processing System, calculating end-of-service payments, etc.)
- ➔ employee relocation and immigration services (including receipt of Emirates ID and visas)
- ➔ outsourcing the Global Mobility Manager function
- ➔ tax analysis and planning, advising on tax implications for a company and its employees operating in cross-border and remote work structures
- ➔ consulting on various personnel-related issues, support during employee disputes and dismissals
- ➔ elaborating HR procedures for personnel, based on best practice and applicable local law specifics
- ➔ assessing the experience and engagement of employees, formulating an employee engagement strategy and culture

# Global People Services for employees that have relocated

SW Tenet professionals have a distinct understanding of global mobility issues and can provide a wide range of compliance and consulting services, as well as support for employees that have relocated for international assignments:

Trainings and advising on the everyday aspects of living in the country of arrival for employees relocating from a different jurisdiction

Various other country-related advice on immigration, currency controls, personal income tax, and other specific local requirements

Advisory and compliance services for individuals that have relocated to the UAE from abroad, including currency control requirements, personal income tax requirements in the home country, migration control requirements and other applicable law in the home country and UAE.

## Our advantages

An office and team in the UAE

Wide-ranging practical experience in working on cross-border projects

We speak the same language as you

Fully cognisant of international best practices

We understand local business cultures and specifics

We can engage local subcontractors in foreign countries, if necessary, and also provide “one-stop” services

Extensive experience in working with clients from various cultures: we know and understand them.

Understanding the needs, tasks, and challenges of both employees and employers during relocation / international assignments

# Contacts



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