



The Weekly Business Briefing

Functional Note

3 April 2026

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Edito

As we close the fifth week of the current geopolitical situation, a clearer picture is emerging, with some sectors demonstrating remarkable resilience, while others, particularly those exposed to B2C activities, are being more significantly impacted by this unprecedented crisis.

Yet beyond these contrasts, what stands out most is the collective strength of organizations and individuals. Across our community, companies continue to adapt with determination, and employees (whether in the UAE or temporarily abroad) remain fully engaged, embracing professionalism and agility what is gradually becoming a new normal.

At CCI France UAE, we remain fully committed to supporting our members through this evolving landscape. Many of the decisions and processes currently being addressed are new, complex, and often without precedent. In this context, the ability to share experiences, compare approaches, and learn from one another has become not only valuable, but essential.

Our sectoral and functional committees continue to play a key role, fostering dialogue, alignment, and collective intelligence at a time when it matters most.

We would also like to extend our sincere thanks to MSH for their valuable contribution this week, sharing expert insights on insurance-related matters, an area that has become central to business continuity and employee protection.

This period is undoubtedly testing, but it is also revealing. It highlights the resilience, responsibility, and solidarity that define our business community.

As we move forward, these qualities will remain our strongest foundation.

Thank you for your continued trust in CCI France UAE.

CCI France UAE Team

Human Resources

The elements below reflect feedback from some of our HR community collected during a digital meeting on Thursday 2 April 2026.

HR functions are increasingly focused on risk exposure, policy sustainability, employee protection, and well-being, with deeper attention to legal, financial, and insurance implications.

Workforce Visibility and Monitoring

- Continued strong focus on real-time tracking of employee location, exposure, and status
- Shift toward more granular monitoring, including:
 - employee readiness to relocate
 - exposure to higher-risk environments
 - workload reality and delivery impact

Employee Mobility and Evacuation Preparedness

- No large-scale evacuation triggered, and for most organizations: local workforce anchoring remains the dominant reality
- Companies are:
 - encouraging employees to prepare “Plan B” scenarios (plan / visas...)
 - suggesting relocation while travel options remain available
- Relocation remains:
 - mainly voluntary
 - extended in most cases to both expatriates and local employees

Support mechanisms observed:

- Limited cases of full relocation support (mainly seconded / home contracts)
- More commonly: air tickets covered outside annual entitlement and limited support for personal shipment or full relocation packages

Remote Work from Abroad & Sustainability Challenges

- WFH and WFA policies widely extended where feasible
- However, increasing pressure on sustainability is due to:
 - corporate tax exposure (Permanent Establishment risks)
 - limits of blended models (work + leave combinations)
- Growing recognition that:
 - current approaches are not sustainable long-term
 - alternative models need to be structured
- Companies increasingly turning to advisors such as *Vialto* to:
 - assess country-specific exposure
 - guide decision-making on extensions and risk mitigation

HR Policies for Prolonged Disruption

- Introduction of short-term support measures to ease employee pressure:

- advance salary payments
- advance or additional air ticket funding
- frontline allowances for exposed roles
- Emerging plans for post-crisis recognition, including:
 - deferred bonuses
 - additional leave entitlements
- Overall approach remains equity-driven, with limited differentiation between expat and local employees

Wellbeing & Mental Health (Increasing Priority)

- Noted increase in employee anxiety and emotional fatigue as the situation prolongs
- Growing interest for:
 - well-being and mental health support initiatives
 - access to counselling or Employee Assistance Programs (EAP)
- Well-being is becoming a key factor in mobility decisions, with some employees choosing to relocate primarily for psychological comfort

Insurance & Employee Protection (Key Focus Area)

- Strong shift toward detailed review of insurance coverage frameworks

Life Insurance – Passive War Clauses

- Increased scrutiny of Passive War 1 & Passive War 2 clauses.
- Companies are:
 - renegotiating or upgrading coverage
 - seeking clearer confirmation of applicability

Medical Insurance

- Review underway to confirm coverage of conflict-related injuries
- Open question: whether costs will be government-mandated or insurer-borne

Employee Communication & Positioning

Communication remains measured, transparent, and non-alarmist.

- Focus on:
 - preparedness without escalation
 - empowering employees with choice and clarity
- Balancing business continuity and individual well-being and personal context

Specific Topic – VIE Contracts (Business France)

- Following communication from Business France:
 - VIEs are temporarily not authorized to return to work in the GCC under the current circumstances. The situation will be reviewed regularly.
 - contracts will be terminated after 3 months of FWA under force majeure
- Impact mainly observed in:
 - banking and financial services sectors

The CCI offered to organize a clarification session with Business France and facilitate HRD discussions on implications and options

Key UAE News of the Week

Dubai rolls out AED 1 billion incentives to boost economy

Dubai has introduced a comprehensive AED 1 billion economic support package aimed at strengthening its economy amid ongoing regional tensions and global supply chain disruptions. The measures, effective from April 1 for a period of three to six months, are designed to ease financial pressure on businesses and individuals. Key initiatives include the deferral of government fees, particularly benefiting sectors such as tourism and hospitality, where hotels can postpone certain payments to improve liquidity.

Concretely, it is used to:

- **Defer or reduce government fees and charges** (such as licensing, tourism, and municipal fees), immediately lowering operating costs for businesses.
- **Enhance cash flow** by allowing companies to delay payments owed to public authorities.
- **Support key sectors**, particularly tourism and hospitality, which are highly sensitive to geopolitical tensions.
- **Facilitate trade and logistics** through initiatives such as virtual warehousing, aimed at improving supply chain efficiency.
- **Attract and retain international talent** by simplifying residency procedures, supporting long-term economic growth.

In addition, the government is simplifying residency permit processes to attract and retain international talent. The package also includes broader economic and social initiatives, such as trade facilitation measures and improved methods for tracking economic performance. These actions reflect Dubai's strategy to enhance economic resilience, maintain investor confidence, and support sustainable growth despite geopolitical uncertainty.

Source:

The Economic Times (2026) *Dubai rolls out AED 1 billion incentives to boost economy*.

Available at: <https://economictimes.indiatimes.com/nri/latest-updates/dubai-rolls-out-aed-1-billion-incentives-other-measures-to-boost-economy/articleshow/129921123.cms>

As part of Dubai's economic initiatives to support the hospitality sector and stimulate business growth, several fees related to trade licenses have been deferred for a period of three months.

The Department of Economy and Tourism in Dubai has announced the suspension of several fees starting from April 1, 2026, for a period of three months.

The deferred fees include :

- amendments to trade licenses,
- advertising fees on trade licenses,
- local fees on trade licenses,
- optional fees related to trade names.

The Department of Economy and Tourism in Dubai has taken this decision in line with government directives aimed at supporting business continuity and reducing the financial burden on companies during this period of uncertainty.

Source : <https://www.mediaoffice.ae/en/news/2026/april/02-04/dubai-economic-measures-boost-hospitality-and-business-growth>

UAE credit reports now track fines, wages and pensions

The UAE has expanded its credit reporting system by integrating non-banking financial data, offering a more comprehensive assessment of companies' financial behaviour. Managed by the Etihad Credit Bureau, the updated reports now include information from government entities, such as wage payments, pension contributions, and outstanding fines.

This shift means that companies are no longer evaluated solely on loans and banking activity, but also on their compliance with broader financial obligations. Delays in salary payments, failure to meet Emiratisation targets, or unpaid government penalties can now negatively impact a firm's credit profile.

For businesses, this enhances transparency and encourages better compliance, as lenders gain a more complete view of financial reliability. For employees, it increases accountability regarding wage payments. Overall, the reform reflects the UAE's broader strategy to strengthen data integration, improve risk assessment, and support a more transparent and competitive economic environment.

Source: Gulf News (2026) *UAE credit reports now track fines, wages and pensions — what it means*. <https://gulfnews.com/business/banking/uae-credit-reports-now-track-fines-wages-and-pensions-what-it-means-1.500491338>

Sheikh Hamdan directs Dubai government entities to integrate all services into unified digital platform within one year

Dubai's Crown Prince, His Highness Sheikh Hamdan bin Mohammed bin Rashid Al Maktoum, has ordered the integration of all individual and business government services in Dubai into a single unified digital platform to be completed within one year. This directive, announced during a visit to Digital Dubai, aims to streamline service delivery, reduce effort and time spent by users, and enhance the overall efficiency of government operations. The initiative is part of a broader strategic digital transformation agenda that includes the use of artificial intelligence and integrated data systems to build a proactive and seamless government ecosystem. Digital Dubai will coordinate the implementation across all government entities to ensure full integration and interoperability. The move reflects Dubai's ambition to strengthen competitiveness, improve quality of life, and position itself as a leading global digital city by leveraging advanced technology and data to serve residents, businesses, and investors more effectively.

Source: Gulf News (2026) *Sheikh Hamdan directs Dubai government entities to integrate all services into unified digital platform within one year*. <https://gulfnews.com/uae/sheikh-hamdan-directs-dubai-government-entities-to-integrate-all-services-into-unified-digital-platform-within-one-year-1.500493557>