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# CMS Guide to Dismissals

China, Singapore and  
United Arab Emirates

2019



# Introduction

CMS employment practice area group is now a large network of over 400 professionals working on five different continents and still growing. Being a truly global law firm, we are often in position to work on projects requiring employment expertise across multiple jurisdictions. The need to provide seamless and professional advice as a one stop shop urges us to spread our office network in Asia.

The guide intends to provide an overview of termination procedures for **employees** and **managing directors** in China, Singapore and UAE. In addition, there are also the European Guide to Dismissals (which apart from European CMS countries, also covers Russia) and the Guide to Dismissals covering five jurisdictions in Latin America (Brazil, Chile, Colombia, Mexico and Peru). The first part of all three Guides deals with termination procedures for employees and the second part for managing directors. The Guide intends to provide CMS's international clients with a summary of local laws in these three countries in Asia and to help the reader understand both the similarities and differences between the jurisdictions. Our local employment team will be happy to guide you through more details of local dismissal issues.

We hope you are not considering dismissals. However, if you are, we trust that you can find a lot of helpful information here. For further advice reach out to your regular CMS contact or send us an e-mail to [employment@cmslegal.com](mailto:employment@cmslegal.com).

**Caroline Froger-Michon and Christopher Jordan**  
*CMS Employment Practice Area Group*



## Full range of employment law services

Our lawyers have specific expertise in the following areas:

- Compliance with national and international laws and standards
- Individual and collective dismissals
- Employee share/stock ownership
- Employee pension schemes
- Social security contributions
- Equal opportunities and discrimination
- Employee information and consultation
- Redundancy programmes
- Labour/trade union issues/disputes
- Employee and pensions aspects of mergers and acquisitions, outsourcing, nationalisation, privatisation
- Enforcement of restrictive covenants and confidentiality provisions
- Drafting employment contracts, company policies and collective agreements
- Works councils at company, national and international levels
- Collective bargaining
- Court litigation in labour matters
- Compliance with labour health and safety regulations
- New forms of employment
- GDPR



# Table of Contents

<i>Index:</i>	China	8
<i>Employees</i>	Singapore	11
	United Arab Emirates	14

<i>Index:</i>	China	23
<i>Managing</i>	Singapore	26
<i>Directors</i>	United Arab Emirates	29

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<i>Contacts</i>	36
<i>Our offices</i>	39

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