

**UAE LABOUR  
LAW//  
FEB 2022**



**NES**<sup>TM</sup>  
FIRCROFT

Decree Law No.33 of 2021 on the Regulation of Labour Relations, repeals entirely Federal Law No.8 of 1980, Regarding the Organisation of Labour Relations



## WHY?

To provide attractive business environment for employer's post – pandemic



To support the skills of workers and to achieve targeted efficiency and productivity demanded in the UAE



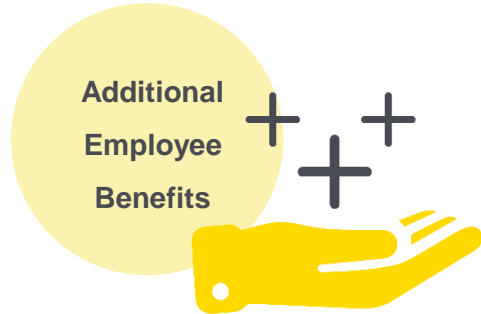
To enhance flexibility and sustainability of the labour market





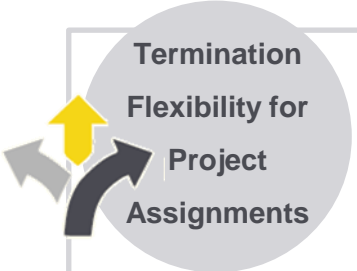
- **Employment contracts:** All shall be fixed term, not in excess of 3years. May be extended or renewed for similar or shorter period, upon agreement.
- **Wage can be paid:** monthly, weekly, daily or on a piecework basis
- **Work Models:** Full-time, Part-time, Temporary work, flexible work, remote working (inside or outside the state)

## KEY DIFFERENCES//



- Maternity Leave
- Paternity Leave
- Compassionate Leave
- Study Leave


# KEY DIFFERENCES//



Termination  
Flexibility for  
Project  
Assignments

- Previously, fixed term contracts were more restrictive
- potentially significant compensation for termination

Employers now have the following options:

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- With Notice 30/90days
  - Expiry of the contract
  - Mutual agreement
  - Business closure
  - Summary dismissal (misconduct)

NES must pay all wages and other dues within 14days of the termination of the employment contract  
(Fine AED5,000 – AED1,000,000)

# INCREASED PROTECTION FOR EMPLOYERS// FOR INITIAL ONBOARDING COSTS



Max probation term is 6months

OLD POSITION	NEW POSITION
Termination with no notice	<b>Employers must give 14day notice</b>
No payment required	<b>Employees must give 30days notice</b> <ul style="list-style-type: none"><li>▪ If going to an employer within the state</li><li>▪ New employer must compensate current employer for the recruitment costs of the worker</li></ul>
	<b>Employee must give 14days notice</b> <ul style="list-style-type: none"><li>▪ If going to an employer outside the state</li><li>▪ If he returns within 3months ad obtains a new work permit, then new employer shall compensate current employer for the recruitment costs of the worker</li></ul>
	Non- observance of these rules: <u>no work permit shall be granted for 1year</u> from the date of departure

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## HOW CAN NES FIRCCROFT SUPPORT YOUR BUSINESS?//



All workers engaged by NES Fircroft are supported by our dedicated in-house teams, including finance, legal and HR support



NES Fircroft have a large footprint both in region and around the globe, and can assist with all your multi-jurisdictional resource needs

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**THANK  
YOU**

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