



Things you should know about UAE Labor Law

The United Arab Emirates (UAE) has issued the New Labor Law, Federal Law No. 33 of 2021 which takes effect on Feb. 2, 2022, and will revoke the UAE Federal Law No. 8 of 1980 (the Current Labor Law).

The [new labor law in UAE](#) aims to protect both parties in the employee-employer relationship and enables them to obtain their rights. This law applies to all companies and employees in the private sector in the UAE, whether UAE nationals or expatriates, including the free zone, the Abu Dhabi Global Market, and the Dubai International Financial Center.

The new labor law in the UAE introduces several work models such as part-time, full-time, flexible, and temporary. It prohibits any kind of discrimination based on gender, race, color, sex, religion, nationality, and others. It grants new types of leaves and tackles issues related to harassment, violence, and psychological damage. We try to provide deep insights into labor laws in the following write-up.

Things you should know about UAE Labor Law are as follows –

Protection against Harassment – Harassment in any form be it bullying, verbal, physical, or psychological is strictly prohibited. With anti-discrimination provisions, it is required to enforce this in practice and to find a solution for individuals who are subjected to harassment.

Equal Pay for Women – According to the labor law, women and men would be paid equally for the same work, and the same position. There would be no discrimination based on gender, age, color, religion, and any disability. It's not something new as the UAE has always been strict about this and always encouraged healthy working culture, and equal pay for women.

Introduction of flexible working models – In UAE, there is an emphasis on the introduction of flexible working models irrespective of employment type such as part-time, temporary, and full-time.

Fixed-term employment concept – The employees must be employed on fixed-term employment contracts not exceeding three years. The employers have a period of 1 year (12 months) from 2 Feb 2022, to transition all their employees onto the new contract. Employees will also be entitled to maternity leave in case of new-born deaths, and stillborn babies. In case of pregnancy-related illness, an additional unpaid leave of 45 days will be entitled to the employees.

Parental Leave – This law is introduced in the Current Labor Law in 2020, and entitles employees to five days of paid leave in six months following the birth of a child.

Compassionate Leave – In the situation of a close one's demise, the employees are entitled to five days of paid leave for the death of a spouse and three days for the death of a parent, child, grandparent, and grandchild.



End-of-Service Gratuity – Employees' end-of-service gratuity is calculated based on working days, and there will be no reduction in end-of-service gratuity if an employee resigns.

Termination During Probationary Period – Employees who are willing to switch companies during their probation period need to provide at least one month's written notice. According to New Labor Law, the employee's new employer should compensate the old employer.

Employees who want to leave UAE during the probation period should terminate their employment by providing at least 14 days' written notice.

Employers should also provide a 14-day written notice period if terminating an employee during the probation period.

Internal Procedures and Policies – The employers are required to put in place internal procedures, and work regulations according to executive regulations.

Leave for searching for work – In case of employer issues notice for employment termination, then the employee will be entitled to one unpaid leave per week to look for new employment opportunities.

Study Leave – Employees who have exceeded the service period for more than 2 years may be entitled to 10 working days' study leave, but it's yet not been revealed whether it's an unpaid leave or paid one.

We have tried to highlight the importance of the New Labor Law to provide a better understanding to employers and employees.