

Termination of employment

Employers and employees have a right to terminate an employment contract. They can do so by serving a notice period and complying with other legal consequences.

An employment contract may be terminated in the following situations outlined in Article 42 of the UAE Labour Law:

- The employment contract's term expires and isn't renewed or extended.
- The employer and employee agree to end the contract in writing.
- Either party wishes to end and notifies the other party of the agreed-upon notice period.
- The employer's death can end the contract.
- The contract can end if the employee dies or cannot work based on a medical certificate for sick leave.
- The worker is facing a final court judgment of a freedom-restriction penalty for a period of not less than three months.
- The establishment closes permanently by UAE legislation.
- The employer becomes bankrupt or involved or faces economic or exceptional reasons preventing the continuation of work.
- The employee fails to fulfill the conditions to renew the work permit outside the employer's control.

Notice Period Of Termination

The notice period to terminate the contract for legitimate reasons requires the following:

A written notice

The terminating party serves a notice of 30 days to 90 days.

Termination Of Contract Without Notice

Both employees and employers can terminate an employment contract for very specific reasons.

For the employer to terminate the contract without notice, they can do so if the employee:

- Has adopted a false identity or submitted forged documents and certificates.
- Has committed an error causing substantial material loss to the employer or deliberately damaged the properties of the employer.
- Has violated instructions concerning employee safety and the place of business.
- Has failed to perform basic duties determined in the employment contract and continued to do so even after receiving warnings.
- Has divulged any employer sectors that resulted in losses or missed opportunities.
- Has been found drunk or under the influence of prohibited drugs during working hours.
- Has assaulted the employer, the manager or any colleagues during work.
- Has been absent without a lawful excuse for more than 20 intermitted days or more than seven successive days.
- Has exploited his positional to obtain personal results or gains.
- Has joined another company without abiding by the rules related to changing workplaces.

An employee can terminate the work contract if the employer:

Fails to meet contractual or legal obligations towards the employee.

Assaults or harasses the worker at the workplace, provided the employee notifies MoHRE within five working days.

Asks the employee to perform fundamentally different work from what was agreed upon in the employment contract.

Fails to remove factors that threaten the employee's health and safety despite being aware of those factors.

Arbitrary Dismissal

If you believe the employer has fired you without a valid reason, you can complain to the Ministry of Human Resources and Emiratization.