



حمدان الكعبي
Hamdan Al Kaabi

Advocates & Legal Consultancy
للمدافعة والاستشارات القانونية

EMPLOYMENT
DISPUTES
UAE LABOUR
LAW

www.hkadvocates.com

EMPLOYMENT DISPUTES – UAE LABOUR LAW

UAE Federal Law No. (8) of 1980 and as amended (the “Labour Law”) is the law governing the relationship between the employers and the employees in the private sector in UAE, whether UAE Nationals or expats. Ministry of Human Resources and Emiratisation (the “MOHRE”) is responsible for overseeing the Employer-Employee relations and maintaining labour rights for the private sector.

Whether for the Employers or Employees, it is very important to know the rights and obligations of each of the parties under the employment agreement as lack of knowledge may prove to be expensive to the employer and on the other hand, the employee may be deprived of his rights, due to unawareness of the Labour Law.

Our legal experts are adequately skilled and equipped with the Labour Law as well as its procedures in several matters including but not limited to salaries, visa requirements, medical insurances, leave salaries, severance pay and disputes related there to.



SCOPE OF LEGAL SERVICES

Our team is committed to offer the below Services related to Employment Disputes with utmost skill, due diligence and professionalism:

FOR THE EMPLOYEES:

- Reviewing of both, **limited and un-limited, employment contracts.**
- Advising on **leave salaries, sick leaves, emergency leaves** etc.
- Advising on Calculation of **End of Service Benefits/severance pay.**
- Advising on **notice period salary and compensation in lieu of notice period.**
- Advising on **Resignation**
- Advising on **Termination**
- Advising on **availing of air-ticket and experience certificate.**
- Advising on **compliance relating to notice period.**
- Compensation of Arbitrary Dismissal
- Calculation of Commission
- Filing of Complaint in MOHRE/Ministry of Labour concerning labour disputes.
- Filing of cases in the court.

FOR THE EMPLOYERS:

- Advising on **breach of contract** by the employee
- Advising on payment of compensation for early termination of limited term contract.
- Advising on preparation of full and final settlement
- Advising on **reduction in salaries, unpaid leaves, paid leaves etc. amid Covid 19.**
- Advising on payment of notice period compensation, end of service benefit etc.
- Advising on **defamation, fraud, unfair labor practices** and so on.
- Any other matter not listed above.
- Advising on matters related to **termination of employees.**
- Advising on non-payment of gratuity, in case of breach of employment contract and/or UAE Labour Law.
- Advising on non-payment of notice period, in case of breach of employment contract and/or UAE Labour Law.
- Advising on non-payment of arbitrary dismissal, in case of breach of employment contract and/or UAE Labour Law.

In general, we provide legal advisory and handle all kinds of disputes, complaints, representations, submissions concerning the UAE Labour Law.

HK ADVOCATES

We, Hamdan Al Kaabi, Advocates and Legal Consultancy ("HK Advocates") are delighted to have an opportunity to provide our legal expertise and skills to our Clients and are pleased to provide you our professional legal services.

HK Advocates has experienced lawyers who have demonstrated commitment to their projects in all the Emirates of UAE, including but not limited to Abu Dhabi, Dubai, Sharjah, Ras Al Khaimah.

This document stipulates the comprehensive, broad and wide-ranging legal services to meet all your requested legal requirements and attend to all your legal needs.

The working relationship between Clients and Hamdan Al Kaabi, Advocates and Legal Consultancy ("HK Advocates") shall be based on the premise that HK Advocates shall act as the legal consultant for its Clients and can communicate for different services in the manner of including but not limited to email, telephone, documentation, physical meetings, virtual meetings etc.

HK Advocates shall endeavor to serve its Clients with the best possible legal services and is known to provide regular updates to fullest satisfaction of its Clients.

We are eager to provide you with our legal services, thereby enabling you to concentrate on the smooth working of your business activities and achieving your goals.



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