

[UAE: Decision 212 of 2018 Regulating the Work of Nationals in the Private Sector](#)

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Date of adoption 04 April 2018

Entry into force –

[Arabic](#)
[English](#)

Source:

Text versions – Ministry of Human Resources and Emiratization, United Arab Emirates, accessed: 06 September 2018, <http://www.mohre.gov.ae/ar/laws-legislation/labour-law.aspx#page=5>

Abstract

Article 2 of this decision sets the steps that shall be taken in the process of employing a national in the private sector.

The term of the employment contract for a national shall be two years and shall be renewed by mutual agreement.

Article 6 defines the situations in which the termination of a national is deemed illegal. Of special note is the second paragraph which states: "If it is established that the owner of the establishment has a NON-NATIONAL worker performing the same duties of the NATIONAL whose service is terminated, or, if it is established that the objective of terminating the NATIONAL's service is to replace him with a NON- NATIONAL in the same job, without providing a justification acceptable by the Ministry in such two cases."