

[UAE: Ministry of Labour Decree No. 765 of 2015 on Rules and Conditions for the Termination of Employment Relations](#)

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Abstract

Art. 1 of decree defines the different ways in which an employment contract may be terminated for fixed-term and unlimited contracts. An employment relation is considered to have de facto ended in a number of circumstances listed under Art. 2. These include the employer's failure to meet contractual or legal obligations to the worker such as non-payment of wages for a period exceeding 60 days; the worker filing a complaint against the employer for failing to secure employment as a result of the business being shut down; and a labour complaint is referred to the court by the Ministry and a final ruling is obtained in favour of the worker. Under Art. 3, if either the worker or the employer terminates the employment relationship without complying with legally mandated procedures then the wronged party may initiate legal action to seek indemnification or the recovery of other rights.