

# **2022 Immigration and Employment Law: Updates & Overview**

**Presented by AmCham Abu Dhabi's  
Legal Affairs Committee**

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**Charles S. Laubach  
Chairman, Legal Affairs Committee  
Board of Directors Secretary**

# New UAE Labor Law



- Federal Decree-Law No. 33 of 2021
- Federal Decree-Law No. 47 of 2021

Effective date: 2 February 2022

# New UAE Labor Law



## Specified term contracts required

- One year to comply
- Termination with notice: 30 day minimum, 90 day maximum

# New UAE Labor Law



## End-of-Service Gratuity

- “Days” and “working days”
- Not lost by resignation or by termination under Article 44 (previously Article 120)

# New UAE Labor Law



- Working hours, work week
- Day of rest need not be Friday

# New UAE Labor Law



- Discrimination
- Post-employment restrictions on competing employment

## New UAE Labor Law



- Labor permit required

**Questions?**





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