UNITED ARAB EMIRATES
MINISTRY OF HUMAN RESOURCES
& EMIRATISATION

Federal Decree-Law
No. (33) of 2021

Regarding the Regulation of Employment Relationships
Q&A

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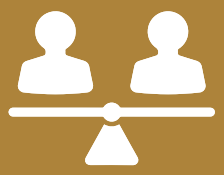


Article (4) Equality and nondiscrimination

What are the types of discrimination stipulated by Law?

Discrimination on ethnic, color, sex, religion, national origin, social origin or disability, which may undermine equal opportunities or prejudice equal employment or continuation therein and enjoying their rights. Discrimination in work with same job duties..

How do we assess equal value work?

A specific legislation shall be issued therewith..

Article (5) Employment of Juveniles

May employers appoint juveniles before reaching the age of fifteen?

In accordance with law, juveniles shall not be employed before reaching the age of fifteen.

what are the conditions for employment of juveniles?

1. Written consent of parent or guardian
2. Certificate of medical fitness

What are the actual work hours of Juveniles?

Actual work hours of Juveniles shall not exceed six hour per day, and shall include a break that shall not be less than one hour in total. Juveniles shall not work for four consecutive hours.

What hours may Juveniles be employed?

Juveniles may be employed during the period from seven in the morning until seven in the evening.

What are the hazardous or hard works that are not allowed for Juveniles in work?

A decision shall be issued according to the works.

What are the controls of individuals employment in charitable, educational and training institutions?

The controls thereof shall be set in accordance with Implementing Regulation.

Article (6) Recruitment and employment of labor

What are the types of work licenses?

Types of work licenses shall be specified in Implementing Regulation.

Was a decree issued by the Minister that regulate the works where recruitment and employment of labor are prohibited?

No.

Shall the conditions of labor recruitment or intermediary change?

The Implementing Regulation shall specify the conditions and controls to regulate the activity thereof.

Is it permissible for the employer force the employee to pay recruitment or employment fees?

This is not permitted, either directly or indirectly through an intermediary .

Article (7) Work Patterns

What are the type of full-time and work hours in the employment contract ?

The work hours in a fixed-term contract shall be regulated by the Implementing Regulation.

What are the contract type and part-time work hours?

The contract type and part-time work hours shall be regulated by the Implementing Regulation.

What are the contract type and work hours in temporary work?

The contract type and work hours in temporary work shall be regulated by the Implementing Regulation.

What are the contract type and work hours in Flexible Work?

The contract type and work hours in Flexible Work shall be regulated by the Implementing Regulation.

What are the other patterns regulated by the Implementing Regulation?

The other patterns shall be regulated by the Implementing Regulation.

Article (8) Labor Contract

Were the contract forms modified, and how we may obtain a copy of the form?

Yes, contract forms shall be available on electronic system of work license application according to each type of employment.

May the employee issue an approved copy of the employment contract, if the employer does not issue an employment contract approved by the Ministry?

Yes, in case of occurring a dispute, a labor complaint shall be submitted and referred to the court to prove execution of employment contract.

In case of contract extension or contract renewal, shall the term considered comprehensive or separated?

Yes, the extended term shall be considered an extension of the original term and comprehensive, and does not affect the previous terms in accordance with the Law.

Shall the skill level affect the contract forms?

Yes, the skill be classified according to the Implementing Regulation.

What other forms of work shall be issued?

The types of work patterns shall be classified according to the Implementing Regulation.

Article (9) Probation Period

What is the probation period duration that may be agreed upon between the parties?

The probation period shall not exceed 6 months, and may be agreed on probation period less than (6/5/4/3/2/1 months).

When does the probation period begin?

The probation period shall begin from the date of work commencement.

May the employer terminate the employee's contract during the probation period?

Yes, the employer may terminate the employee's contract, provided that the employer shall send a prior notice of 14 days before the termination of the contract.

Shall the probation period be calculated of the contract term?

Yes, if the employee passes the probation period, the contract shall be considered continuous and calculated of the contract term.

May the employee leave the work during the probation period for working with another employer?

Yes, the employee may leave work during the probation period, provided that the employee shall notify the employer in writing for a period no less than one month, or according to what was established in the contract.

May the parties agree on non-compensation clause in case of the termination of the contract during the probation period?

Yes, the parties may agree on non-compensation clause.

What is the method of compensating the original employer in case of moving to a new work, and what is the compensation value?

The compensation of the original employer shall be regulated and agreed by mutual approval between the parties (the original employer / the new employer) on the compensation moneys and the payment method.

If the employee desires to terminate the contract for leaving the state, shall the employee notify the employer one month before the date of contract termination?

Yes, the employee shall notify the employer at least 14 days before the date of contract termination.

May the employee return once again to the state?

Yes, the employee may return once again to the state after issuing the work license of three months, if the contract termination was executed under the employee›s approval. If the employee desires to work for another employer within the three months, the new employer shall compensate the original employer for recruitment or employment fees by mutual agreement.

If the employee does not leave the state, May the employee work for a new employer?

Yes, the employee may work for a new employer after compensating the original employer in accordance with the Law.

May the parties (the employee/employer) agree on non-compensation clause within the additional clauses of the contract?

Yes, the parties (the employee/employer) may agree on non-compensation clause within the additional clauses of the contract.

If the employee or the employer does not comply with the notice period during the probation period, shall the compensation be paid to the other party?

Yes, if the party terminated the contract without prior notice, this party shall pay compensation money that is equal to the employee's total salary for the notice period or the remaining period thereof, whichever is less .

If the employee terminates the contract without complying with prior notice of termination clause, shall the ban be applied on the employee?

Yes, if the employee does not comply with prior notice of termination clause and does not attend to work during the period thereof, the employee shall be banned from obtaining a new work license for one year from the date of leaving the state.

Shall the ban be cancelled for not complying with prior notice of termination clause and not attending to work the period thereof?

Yes, under the approval of the original employer.

Article (10) Non-competition condition

Does the current amendment affect the previous non-competition clause?

Yes, unless the previous clause is valid for the employee.

If there is a non-competition clause and the employee desires to join another job, may the employee join another job?

Yes, the Law allows to the employee issuing a new work license, and if the employee›s decision affects the employer, the employer may file a labor complaint to review the non-competition clause, and shall be reviewed before the court.

May the non-competition clause be regulated for the ordinary employee who is not familiar with customer data and information?

No, the law stipulated that the employee shall review the data.

May the parties agree that the employee shall comply with non-competition clause for less than two years, and may be extended?

The effectiveness period of the non-competition clause may not exceed two years, and may not be agreed between the parties for less than two years.

If the time, place and type of work are not mentioned within the non-competition clause, shall the clause be void?

According to the court discretion.

Shall the non-competition clause be valid if the employer violated his contractual and legal obligations towards the employee?

Yes, the non-competition clause shall be void, and the employer may not demand the application of the non-competition clause.

Article (11) Employer's outsourcing of work to another employer in some of his employees

If the original employer assign tasks to another employer, who is responsible for labor rights during that period?

The latter employer shall be responsible for these rights, and the parties shall mutually agree to the contrary.

In case of occurring a dispute over the rights of employees for that period, who is responsible before the Ministry for those rights?

The original employer shall be responsible for these rights, unless it was agreed that the new employer shall adhere the the responsibility..

Article (12) Assigning employee to another work

May the employer assign the employee to tasks that are fundamentally different from the tasks agreed upon in the employment contract?

the employer may not assign the employee to tasks that are fundamentally different from the tasks agreed upon in the employment contract, except with the employee's approval. the employee shall be oblige to carry out the tasks, if the tasks may prevent the occurrence of an accident or repairing any defaults, provided that the tasks shall be limited to a period of time, and the Implementing Regulation shall regulate thereof.

May the employer change the workplace of the employee?

Yes, provided that the employer bears the financial costs, such as providing housing for the employ and a transportation allowance.

Article (13) Employer's Obligations

May the employee›s passport and official documents be seize ?

No, the passport is considered a personal right of the employee, and may not be seized.

What is the procedure in case the employer seizes the passport or official documents of the employee?

The employee may file a labor complaint, and the employee may also file a petition with the competent judicial departments in this regard.

May the employer force the employee to leave the state after the end of the employment contract?

The employer may not compel the employee to leave the state if the employee desires to join a new employer in the event that the employee complies with the procedures stipulated regarding the termination of the employment contract.

Is there a list of instructions, procedures or model promotions approved by the Ministry?

The Implementing Regulation shall regulate thereof.

Is the employer obligated to pay the medical costs of the employee for a non-occupational disease?

Yes, according to the valid legislation in this regard for each emirate, and the parties may be agreed that the employer bears the medical costs in the Emirates where there is no health insurance system.

"Does the employer bear the expenses, insurances, contributions and guarantees associated with the labor relationship?

Yes, the employer bears the financial costs in accordance with the provisions of the legislation.

What are the cases allowed for the employee to work for third parties?

The law shall allow for some work to be assigned to another employer after the approval of the original employer in accordance with mutual agreement, or by issuing a license permits the employee to work for another employer in addition to the original work license. The Implementing Regulation shall regulate thereof.

Shall the employer grant the employee an experience certificate after the end of the employment contract?

Yes, at the request of the employee, provided that the experience certificate shall include the date of work commencement, the date of work termination, total period of his service, job title or type of performed work, the last received salary, and the reason for the termination of the work contract; the experience certificate shall not include what might abuse the reputation of the employee or reduce his job opportunities.

Shall the employee pay to the employer any fees to issue the experience certificate?

There is no financial compensation, and the employer shall hand over the employee the certificate without receiving any fees.

Is there a minimum period of experience to request an experience certificate?

There is no minimum period of experience to request an experience certificate, as the employee may request an experience certificate regardless working period.

In case the employer refuses to issue an experience certificate, what is the procedure that the employee shall take to obtain the experience certificate?

The employee shall file a labor complaint.

If the employer terminates the contract in accordance with the termination clause (sending a prior notice of termination and working during the notice period), does the employer bear the costs of the employee's departure ticket to a another state?

The employee who unilaterally terminates the employment contract shall not receive a return ticket.

In case of expiring the contract term, shall the employer provide a ticket for the employee to return to his homeland?

Yes, according to the expiry of the fixed-term contract.

If the employer violates the termination of the contract and his contractual obligations, who bears the costs of the employee's departure ticket for another state?

The employer who violated his obligations or who terminated the employment contract shall bear the costs of the employee's departure ticket for another state.

May the parties agree to determine the destination of the employee's departure, even if the state is different from recruitment state?

Yes, the parties may agree to determine the destination of the employee's departure, even if the state is different from recruitment state according the mutual agreement.

Shall the employer be obligated to provide a travel ticket if the employee works for a new employer?

The employer shall not be obligated to provide the ticket if the employee did not leave the state or worked for a new employer.

Article (14) Prohibition of forced work and other prohibitions

In case of occurring an harassment, bullying or violence, what is the procedure that the employee shall take?

The employee may file a labor complaint before the Ministry in this regard, and the employee may also file complaints before the competent authorities in the state.

Article (15) Employee's dues to death

May the legal heirs of the deceased employee file a labor complaint to claim labor rights?

Yes, with proof of death and a power of attorney from the legal heirs.

May the parties agree in advance on the person authorized to receive the dues in the event of employee›s death?

Yes, according to written approval..

Does the employer bear the costs of transporting the corpse in all cases of death, even if the death was caused by the employee or by an external cause that does not relate to the work?

Yes, the employer bears the costs of transporting the corpse in all cases of death.

What are the procedures carried out by the Ministry to deliver the dues of the deceased employee?

A method shall be regulated to deliver the dues after the issuance of the Implementing Regulation.

Article (16) Employee's Obligations

What is the permitted period of the residence evacuation after the termination of the employment contract?

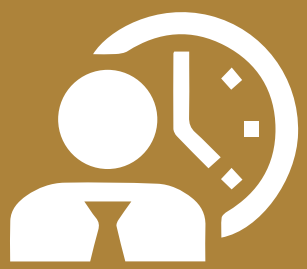
The employee shall evacuate the residence within thirty days from the date of termination of employment contract and receiving the labor dues.

Shall filing a complaint referred to the court be considered a termination of the employment contract?

The employment contract shall be considered continuous, and the employer shall continue to provide housing and attend to work during the period of reviewing the labor lawsuit; and until the employee receives his labor dues, where the employment contract shall terminate upon receiving the labor dues.

Shall the employee residence be extended after thirty days from the termination of the employment contract?

Yes, provided that the employer agrees, and the employer may receive a fee according to mutual agreement.



Article (17) Work Hours

What are the categories that allow the employee to work more or less than 8 hours?

The Implementing Regulation shall be regulated thereof.

Shall the transportation period of the employee from the residence to the workplace be considered within work hours?

This period shall not be considered within the work hours, except for some categories stipulated by the Implementing Regulation.

May the employer determine the work hours in online work?

Yes, the employer is entitled to determine work hours, whether inside or outside the state.

Article (20) Excluded labor categories

What are the categories excluded from work hours?

The Implementing Regulation shall prepare these categories.

Article (21) Weekend

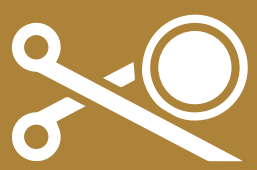
Shall the employer and the employee agree on more than one day off per week?

Yes, according to mutual agreement .

Article (22) Determination and payment of the amount or type of salary

May the salary be determined in other than AED?

Yes, according to mutual agreement between the parties in the employment contract.



Article (25) Cases of setoff or deduction from employee’s salary

If the fines exceed %5, May the deduction be completed for the following ?month

Yes, the other parts may be transferred to meet the value of the fines for the following months.

Article (26) Enabling employee to perform his work

If the employer does not provide the employee with the job tasks, shall the employee be entitled to receive salary?

Yes, the employee shall be entitled to receive the agreed salary, as the employer is obligated provide the employee with the job tasks.

What are the procedures followed by the employee if the employer does not provide work for the employee?

The Implementing Regulation shall regulate thereof.

Article (27) Minimum limit of salaries

Is there a minimum salary?

There is no minimum salary, the salary shall be subject to the mutual agreement between the parties.

Article (28) Holidays and employee’s work during them

What are the official holidays?

They approved holidays by Council of Ministers.

Article (29) Annual leave

Shall the employee›s right to leave be affected by the period prior to the issuance ?of the Law?

The previous rights shall not be as stipulated in the annual leave regulations.

May the employee take leave during the probation period?

Yes, according to the approval of the employer.

If the employee did not pass the the probation period, may the the employee take leave?

The worker is not entitiled for leave during the probationary period, in case he did not pass the probationary period.

May the leave balance be carried forward for the following year?

Yes, however the leave balance shall not exceed 60 days.

Is the employee entitled to receive allowance for his annual leave?

Yes, the employee is entitled to receive allowance for his annual leave period.

Does the method of calculating the leave allowance differ in case of continuing or terminating the employment contract?

There is no difference in calculating the value of the leave allowance, whether in case of continuing or terminating the employment contract. .

If the employee leaves work, is the employee entitled to be compensated for the remaining leave?

Yes, the remaining leave shall be a maximum of 60 days.

Article (30) Delivery leave

What is the term and wage of maternity leave?

The female employee is entitled to a maternity leave of (45) days fully paid and 15 days with half salary.

Is the maternity leave different for a female employee who has less than or more than a year with the employer?

No, the female employee is entitled to obtain maternity leave even if the same within the probation period.

Does a female employee who gives birth to a stillborn deserve a maternity leave?

Yes, if the baby is more than six months.

What is the leave deserved by a patient with disabilities?

It is a leave of 30 days fully paid starting after the end of the maternity leave period.

If the female employee works for another employer within the period of maternity leave and its attachments, may the employer recover for the leave allowance?

Yes, if it is established that the female employee worked for another employer within the leave period, the employer may recover the paid fund or deduct the leave wage.

Article (31) Sick Leave

Any sick leave during the probationary period?

The employee is not entitled to obtain sick leave during the probationary period. If the employee obtains a sick leave under a medical report within the probationary period, this period shall be unpaid leave.

Article (32) Miscellaneous leave

What is the period of bereavement leave?

» 5 days in case of the death of the husband or wife.
» 3 days in case of the death of the mother and father or one of the sons or brother or sister or grandchildren or grandparents as of the date of death and it does not change.

What does the educational leave mean?

10 days per year to perform exams in one of the educational organizations approved in the state, provided that the employee completes two years with the employer.

Article (33) Unpaid leave

What is unpaid leave?

It is the leave that the employee receives after the approval by the employer. It is without pay and is regulated within the implementing regulation.

Article (35) Applicability of the period of notice in case of termination of contract during the period of leave

May the employment relationship be terminated within the period of leave?

Yes, each employee or the employer are entitled to terminate the employment relationship by submitting resignation or dismissal, provided that the period of notice starts as of the date of the first working day after the end of the leave period.

Article (37) Compensation for work injuries and occupational diseases

What are occupational diseases and the due amount of compensation?

It shall be organized by Cabinet decision.

Is the employee entitled to obtain a wage within the treatment period as a result of a work injury?

Yes, the employee is entitled to obtain a fully wage within the treatment period or 6 months, whichever is less, and half of the wage for the following six months until his recovery, death, or total or partial disability.

What are the cases in which the employee is not entitled to compensation for a work injury?

1. Deliberately, the employee injures himself for any reason.
2. Occurring the injury due to the influence of alcohol, narcotics, or other psychotropic substances.
3. Occurring the injury due to an intentional breach of the announced preventive instructions in visible places in the workplace, as determined by the executive regulations of this Decree in accordance with the Law.
4. Occurring the injury due to willful misconduct by the employee.
5. Refusing the employee, without serious reason, to examine or to follow the treatment decided by the medical authority.

Article (39) Disciplinary Punishments

What are the penalties that the employer can impose against the employee in case of a breach?

A. Written notice.

B. Written warning.

C. Deducting of the wage does not exceed the wage of (5) five days per month.

D. Suspension for a period not exceeding (14) fourteen days, and does not pay wages for the days of suspension.

E. Deducting of the periodic bonus for a period not exceeding one year, for organizations adopting the system of periodic bonuses that the employee is entitled to obtain the same in accordance with the provisions of the employment contract or the organization›s regulations.

F. Withholding of promotion, in the organizations adopting a promotion system, for a period not exceeding two years.

G. Dismissal in addition to preserving the employee›s right to an end-of-service gratuity..

May the employee be suspended for disciplinary investigation?

Yes, provided that the suspension period does not exceed 30 days, and the suspension of half of the worker's wages within the suspension period.

In case of it is established that the worker is compliant, the employee shall be entitled to the remainder of the wage within the period.

Article (42) Cases of ending labor contract

What are the cases of termination of the employment contract?

1. The parties agree in writing to terminate hereof.
2. Expiring of the period stipulated in the contract, unless it is extended or renewed in accordance with the provisions of this Decree-Law.
3. Upon the request of each party provided that the provisions of this Decree-Law regarding termination of the employment contract and the notice period agreed upon herein shall be complied.
4. The death of the employer if the subject matter of the contract is related to his capacity.
5. The death of the employer or his permanent total incapacity to work under a certificate issued by the medical authority.
6. The employer was sentenced by a final judgment to custodial penalty for a period of no less than (3) three months.
7. Closing the facility permanently, in accordance with the valid legislation in the state.
8. The bankruptcy or insolvency of the employer or any economic or exceptional reasons preventing the continuation of the project, in accordance with the conditions, controls and procedures specified by the applicable Executive Regulations and the legislation in the State.
9. The employer is not complying with the conditions for renewing the work permit for any reason beyond the control of the employer.

Article (43) Termination notice

What is the period that two parties may agree on hereof regarding the notice term?

Two parties may agree on a notice term, whether (90/60/30) and it shall be parallel for two parties.

Can an employer absent from work within the notice term to look for work?

Yes, the employer may be absent for one day per week without pay, provided that the employer is notified at least three days in advance.

Article (44) Cases of dismissal of employee without notice

What are the cases in which the employer may dismiss the employee without notice?

1. It is established that the employee impersonated another person, or submitted forged certificates or documents.
2. Committing a mistake resulted in a serious material loss by the employee to the employer, or the employee deliberately harmed and acknowledged the employer's property, provided that the latter informs the Ministry of the accident within (7) seven working days as of the time of his knowledge of the accident.
3. Breaching the instructions of the organization's internal system of the safety of work and employees or the workplace by the employee, provided that these instructions are written and posted in a conspicuous place, and that the employee is aware of the same.
4. The employee's failure to perform his basic duties in accordance with the employment contract, and the continuation of breaching the duties although conducting a written investigation with the employee for this reason, and warning hereof twice of dismissal if it happens again.
5. Disclosing a work secret of industrial or intellectual property, resulting in losses by the employee to the employer, lost an opportunity, or brought a personal benefit to the employee.
6. During working hours, the employee suffering from diabetes or psychotropic substances, or committing an act against public morals in the workplace.
7. Assaulting the employees, during work, on the employer, the relevant manager, one of his superiors or his co-employees, verbally or indeed, or any form of assault punishable under the legislation applicable in the state.
8. Absence of the employee without a legitimate reason or excuse accepted by the employer for more than (20) twenty intermittent days during one year, or more than (7) seven consecutive days.
9. Exploiting the employee illegally his job position to obtain results and personal gains.

Article (45) Cases of employee's leaving of work without notice

What are the cases of termination of the employment relationship without a notice to the employer?

1. Breaching of his obligations towards the employee stipulated herein, this Decree-Law, or the decisions issued in implementation thereof by the employee, provided that the employee notified the Ministry fourteen (14) working days prior to the date of leaving work without removing the effects resulting from this breach by the employer despite being notified by the Ministry.
2. It is established that the employer or his legal representative assaulted the employee or subjected to violence or harassment during work, provided that the employer informs the relevant authorities and the Ministry within (5) five working days as of the date he notice.
3. If a serious danger in the workplace threatening the safety or health of the employee provided that the employer known the same, and no measures was taken by the employee for purpose of indicating its removal. The Executive Regulations of this Decree-Law shall specify the controls for grave danger.
4. Assigning the employer to the employee for implementing the work which is fundamentally different from the work agreed upon under the employment contract, without the employee's written consent, except for cases of necessity in accordance with the provisions of Article No. 12 of the Decree-Law.

Article (46) Termination of service due to lack of medical fitness

May it be agreed between the parties that the employment relationship terminates due to lack of medical fitness?

Not until the scheduled sick leave was expired.

Article (48) Continuation of labor contracts

Is the previous employer jointly liable for the new employer?

The previous employer shall not be responsible but the new employer shall be responsible all legal obligations.

Article (50) Illegal quitting of work

When the one-year ban periods begin in cases of work absence?

The period of the ban begins for one year as of the decision on the application to be absent.

Any job titles and categories are excluded from the ban cases for work absence?

Yes, it shall be regulated by the executive regulations.

What is the period of absence for which the employer notifies to employee?

The executive regulations shall regulate the period in which the employer shall inform the Ministry of the absence.

Article (51) End of service benefit of full-time employees

Is the end of service gratuity calculated according to the basic or total salary?

The end of service gratuity shall be calculated on the last due basic wage of the employee.

How is the end of service gratuity calculated?

The end-of-service gratuity shall be calculated on 21 days for each year for each employee who completed work with the employer for a period exceeding one year and to complete the fifth year, and thirty days for the following period, provided that the total wage did not exceed 24 months.

Are the unpaid days of absence counted as part of the end of service gratuity?

The unpaid days of absence shall not counted in the end of service gratuity. .

May the amount of deductions or advances be deducted from the end-of-service gratuity?

Yes, it is may to fulfill the rights of the employer.

Article (52) End of service benefit for employees in other work patterns

What is the method of calculating the end of service gratuity in other types?

The calculation of the end-of-service gratuity shall be organized within the executive regulations.

Article (53) Payment of employee's dues at the end of contract

In case of the employer fails to pay the dues to the employee within 14 days, what is the procedure implemented by the employee?

If the employer did not comply with the labor dues within 14 days, the employee shall submit a labor complaint.

Article (54) Individual work disputes

How is the employee entitled to claim a maximum of two months' wages due to a dispute caused the employee's wages to be suspended?

The employee shall submite a labor complaint to claim this right.

What are the procedures that the Ministry may take against the organization to avoid a collective dispute as a result of individual disputes?

- Stopping to grant new work permits
- Referring the organization file to the Public Prosecution.

What exactly was understood by the case not being heard after one year as of the due date of the right?

Whereas, the right to claim is forfeited by limitation after one year passed from the due date and each parties is not entitled to claim.

Article (55) Exemption of judicial fees

Any fees charged for submitting a labor complaint?

The labor complaint shall be submitted for free with the Ministry as for the lawsuits are referred by the Ministry, they are subject to the stipulated fees law and the fees of the local laws of each emirate (Dubai, Abu Dhabi, Ras Al Khaimah).

Article (60)

What are the cases in which fines and its value shall be imposed on employers?

A fine of AED 50,000 and a maximum of AED 200,000 in the cases, as follows:

1. Employing an employee who was not authorized to work.
2. Recruiting or employing an employee to be unemployed.
3. Using work permits for purposes other than those for which they were issued.
4. Closing an origination or suspending its activity without taking the procedures for settling the rights of employees, in violation of the provisions of this Decree-Law, it's Executive Regulations and the decisions issued in implementation thereof.
5. Employed a juvenile in violation of the provisions of this Decree-Law.
6. The person who agrees to employ a juvenile in violation of the provisions of this Decree-Law, who has the guardianship or trusteeship of the juvenile.

Article (65) Final provisions

Can a clause be agreed upon against the law?

Yes, provided that the condition is benfit for the employee.

Article (68) Regularization

Should the employer amend the indefinite contracts and the renewed and specified contracts to the new contract forms based on this law?

Yes, the employer shall, within a year as of the date of the applicable law, amend the employment contracts of his employees.

What method of calculating the end of service gratuity in contracts for an unlimited period in accordance with implementing the law?

The calculation of the dues of the end-of-service gratuity shall be in accordance with the previous law for the period prior to the update of the contract. In case of the labor relationship continues, it shall be based on the provisions of the new law.

Article (69) Grievance against the Ministry's resolutions

May the parties complain against decisions made by the Ministry in accordance with the procedures established by the implementing regulations of the Decree-Law?

Yes, through a complaint request by the customer.

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