



**MINISTERIAL DECREE (764) OF 2015 ON
THE IMPLEMENTATION OF THE MINISTRY OF LABOR'S
APPROVED STANDARD EMPLOYMENT CONTRACTS**

The Minister of Labor:

- HAVING REVIEWED FEDERAL LAW (8) OF 1980 AND ITS AMENDMENTS GOVERNING LABOR RELATIONS AND
- CABINET RESOLUTION NO. (40) OF 2014 ON SERVICE FEES AND FINES IN THE MINISTRY OF LABOR

Decrees:

Article 1

Employment Contract Forms attached herewith, shall be adopted. The preliminary approval to expatriate a foreign worker to work in the UAE may be granted only after an employment offer signed by the worker in his own country of origin and conforming to the appropriate Standard Employment Contract is presented, to regulate the labor relation between that worker and his employer.

Article 2

If the worker is in the UAE, the worker must duly sign the employment offer, as stipulated in Article (1), before the employer applies for the preliminary approval to employ the worker.

Article 3

The Standard Employment Contract referred to in Article (1) hereof must be used upon renewing contracts that are in force at the time of issuing this Decree.

Article 4

The employer must retrieve from the Ministry system a standard contract that captures the terms same provided for in the employment offer signed



by the worker. The said contract shall be submitted to the Ministry signed by the worker. No change may be made to the contract signed by the worker hereunder without the worker's consent and provide such change may not prejudice the worker's rights and only after the Ministry's approval of such change.

Article 5

No new clauses may be added to the Standard Contract referred to in Article (1) hereof unless they are consistent and compliant with the Ministry's legal requirements, do not conflict with other clauses of the Standard Contract and are approved by the Ministry.

Article 6

This Decree shall be published in the Official Gazette and become effective on 1/1/2016.

**By Saqr Ghobash,
Minister of Labor**

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