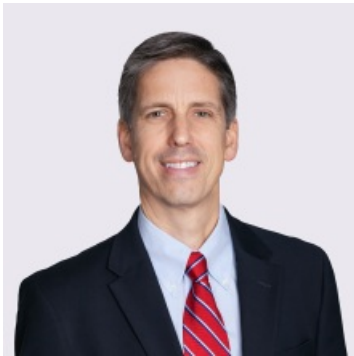


# UAE Employees Must Be on Fixed-Term Contracts by End of 2023

By Christopher V. Anderson

October 4, 2023

## Meet the Authors



### Christopher V. Anderson

(Chris)

Principal

(864)672 8079

[Chris.Anderson@jacksonlewis.com](mailto:Chris.Anderson@jacksonlewis.com)

## Related Services

International Employment

Employers with operations in the United Arab Emirates (UAE) must transition their current contracts with employees that are not already fixed-term to fixed-term contracts by December 31, 2023.

Federal Decree Law No. 33 of 2021, as amended (New Labour Law), went into effect on February 2, 2022. The New Labour Law ushered in a major shift in employment contracts, requiring all UAE employers (with the exception of employers in the Dubai International Financial Centre and Abu Dhabi Global Markets freezones) to transition employees to fixed-term contracts.

The initial deadline for the transition was February 1, 2023, but that deadline was extended to December 31, 2023, by Ministerial Resolution No. 27 of 2023.

An amendment to the New Labour Law in 2022 allowed employers and employees to agree on a fixed term of any duration. Previously, contracts were for a maximum of three years and renewable.

Those with UAE operations (outside of the above freezones) that need to transition employees to fixed-term contracts should consult legal counsel to effectively and efficiently transition their employment contracts before the deadline.

Please contact a member of the International Employment Group or the Jackson Lewis attorney with whom you regularly work with any questions.

©2023 Jackson Lewis P.C. This material is provided for informational purposes only. It is not intended to constitute legal advice nor does it create a client-lawyer relationship between Jackson Lewis and any recipient. Recipients should consult with counsel before taking any actions based on the information contained within this material. This material may be considered attorney advertising in some jurisdictions. Prior results do not guarantee a similar outcome.

Focused on labor and employment law since 1958, Jackson Lewis P.C.'s 1000+ attorneys located in major cities nationwide consistently identify and respond to new ways workplace law intersects business. We help employers develop proactive strategies, strong policies and business-oriented solutions to cultivate high-functioning workforces that are engaged, stable and diverse, and share our clients' goals to emphasize inclusivity and respect for the contribution of every employee. For more information, visit <https://www.jacksonlewis.com>.