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may only be granted if the following conditions are fulfilled. a.

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If you are an employer or employee in UAE, you must familiarise yourself with UAE Labour Law as this is what guides your employment. Ministry of Labour regularly makes updates to UAE Labour Law as a proactive step towards having best practices.

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his/her Annual Leave.

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Under the UAE Labour Law an employee is entitled to "early termination compensation" of a minimum three months' remuneration, including salary and allowances, (or the remainder of the term of the contract if the period remaining is less than three months), if an employer seeks to terminate the contract prior to the end of the limited term.

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It is clearly mentioned in UAE LABOUR Law Article 138 that If employee have not completed his/her Limited Contract period as signed in Agreement, he/she will not be eligible for any Gratuity. In simple words, if someone signed a limited period contract for 2 years but resigned after 6 months, 12 months or 14 months, company will do not pay any gratuity to that worker.

Under UAE Labour Law, a discrimination claim would be resolved by the finding that there was an arbitrary dismissal without cause under Article 120 which provides under Article 123 that the employee shall receive up to three months compensation plus notice.

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