

### Legal Queries-How do I terminate an employee in the UAE?

termination, redundancy, termination without notice, end of service gratuity, employee dispute, disciplinary measures, compensation, arbitrary dismissal

- "1. What is the employment termination process in the UAE?
2. What is the process for terminating an employee in UAE?
3. How do I terminate an employment contract in the UAE?
4. How do I terminate an employee without notice in the UAE?
5. How do I make an employee redundant in the UAE?
6. What are employee entitlements upon termination in the UAE?
7. What is the compensation for termination of employment in UAE?"

"The UAE Labour Law (Federal Law No. 8/1980 as amended) applies equally to UAE nationals and expatriates. The manner in which employment can be terminated and its broader validity or legitimacy under the law depends on (1) the construction of the employment contractual documentation (e.g. unlimited-term or fixed-term employment contract), (2) the reason for the termination and (3) if the employee is an expatriate or UAE national. Depending on the case at hand, there is a specific process to follow. Please find more information here."

UAE

KB0084321

### Legal Queries- How do I terminate an employee in KSA?

termination, redundancy, termination without notice, end of service gratuity, employee dispute, disciplinary measures, compensation, arbitrary dismissal

- "1. What is the employment termination process in KSA?
2. What is the process for terminating an employee in KSA?
3. How do I terminate an employment contract in KSA?
4. How do I terminate an employee without notice in KSA?

5. How do I make an employee redundant in KSA?
6. What are employee entitlements upon termination in KSA?
7. What is the compensation for termination of employment in KSA?"

The KSA Labour Law (Royal Decree No. M/51 dated 23 Sha'ban 1426 as amended) applies equally to Saudi nationals and expatriates. The manner in which employment can be terminated and its broader validity or legitimacy under the law depends on (1) the construction of the employment contractual documentation (e.g. unlimited-term or fixed-term employment contract), (2) the reason for the termination and (3) if the employee is an expatriate or KSA national. Depending on the case at hand, there is a specific process to follow. Please find more information [here](#).

Saudi Arabia

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### [Legal Queries- How do I terminate an employee in Bahrain?](#)

termination, redundancy, termination without notice, end of service gratuity, employee dispute, disciplinary measures, compensation, arbitrary dismissal

- "1. What is the employment termination process in Bahrain?
2. What is the process for terminating an employee in Bahrain?
3. How do I terminate an employment contract in Bahrain?
4. How do I terminate an employee without notice in Bahrain?
5. How do I make an employee redundant in Bahrain?
6. What are employee entitlements upon termination in Bahrain?
7. What is the compensation for termination of employment in Bahrain?"

The Bahraini Labour Law (Private Sector No. 36/2012) applies equally to Bahraini nationals and expatriates. The manner in which employment can be terminated and its broader validity or legitimacy under the law depends on (1) the construction of the employment contractual documentation (e.g. unlimited-term or fixed-term employment contract) and (2) the reason for the termination. Depending on the case at hand, there is a specific process to follow. Please find more information [here](#).

Bahrain

KB0084325

### Legal Queries-How do I terminate an employee in Oman?

termination, redundancy, termination without notice, end of service gratuity, employee dispute, disciplinary measures, compensation, arbitrary dismissal

- "1. What is the employment termination process in Oman?
2. What is the process for terminating an employee in Oman?
3. How do I terminate an employment contract in Oman?
4. How do I terminate an employee without notice in Oman?
5. How do I make an employee redundant in Oman?
6. What are employee entitlements upon termination in Oman?
7. What is the compensation for termination of employment in Oman?"

The Oman Labour Law (Royal Decree 35/2003) applies equally to Omani nationals and expatriates. The manner in which employment can be terminated and its broader validity or legitimacy depends on (1) the construction of the employment contractual documentation (e.g. unlimited-term or fixed-term employment contract) and (2) the reason for the termination. Depending on the case at hand, there is a specific process to follow. Please find more information here.

Oman

KB0084326

### Legal Queries How do I terminate an employee in Qatar?

termination, redundancy, termination without notice, end of service gratuity, employee dispute, disciplinary measures, compensation, arbitrary dismissal

- "1. What is the employment termination process in Qatar?
2. What is the process for terminating an employee in Qatar?
3. How do I terminate an employment contract in Qatar?

4. How do I terminate an employee without notice in Qatar?
5. How do I make an employee redundant in Qatar?
6. What are employee entitlements upon termination in Qatar?
7. What is the compensation for termination of employment in Qatar?"

The Qatari Labour Law (Law No. 14/2004) applies equally to Qatari nationals and expatriates. The manner in which employment can be terminated and its broader validity or legitimacy under the law depends on (1) the construction of the employment contractual documentation (e.g. unlimited-term or fixed-term employment contract) and (2) the reason for the termination. Depending on the case at hand, there is a specific process to follow. Please find more information here.

Qatar

KB0084327

### [Legal Queries- When can I issue a warning letter to an employee in the UAE?](#)

disciplinary measures, warning

- "1. How to issue a warning letter in UAE?
2. What are the legal reasons for a warning letter?
3. What are the disciplinary measures for employee breach?"

"A warning letter can be issued when the following requirements are fulfilled:

- (1) the employee has been notified in writing of the allegations against them;
- (2) the employee has been given an opportunity to comment on the allegations;
- (3) the employer has investigated any defence provided by the employee in respect of the allegations; and
- (4) the process listed above is recorded in the employee's personnel file and the penalty noted at the bottom of the report.

The reason for the warning letter must be related to an act/breach of employment duties. The employee cannot be disciplined for an act, which occurred outside the workplace, unless it is somehow related to work. Furthermore, certain time limits must be observed when considering the issue of a warning letter. For more information on the process, please [click here](#)."

UAE

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