

**Federal Law No. (15) of 1985 amending Certain Provisions of
Federal Law No. (8) of 1980 regarding
the Organization of Labour Relations [(1)]**

**Federal Law No. (15) of 1985 amending Certain Provisions of
Federal Law No. (8) of 1980 regarding
the Organization of Labour Relations [(1)]**

We, Zayed Bin Sultan Al Nahyan, President of the United Arab Emirates,

After perusal of the provisional Constitution;
Federal Law No. (1) of 1972 regarding the competence of Ministries, powers of
Ministers and Laws bringing amendments thereto;
Federal Law No. (8) of 1980 regarding the organization of labour relations; and
In accordance with the proposal of the Minister of Labour and Social Affairs, the
approval of the Council of Ministers and the ratification of the Federal Supreme
Council,

Have issued the following law:

Article (1)

The text of Article (134) of Federal Law No. (8) of 1980 mentioned above shall be replaced by the following text:

"Without prejudice to the provisions of some laws regarding the granting of pensions and gratuities to employees of some establishments, the end of service gratuity shall be computed on the basis of last wage which the employee was entitled to, in respect of those drawing their salary per month, week or day, and on the basis of average daily wage stipulated in Article (57) in respect of those drawing their wages on piece work basis. The wage which is considered as basis for computation of the end of service gratuity shall not include anything given to the laborer in kind, housing allowance, transport allowance, travel allowance, overtime allowance, representation allowance, cashier's allowance, children education allowance, recreation and social services allowance or any other allowances".

Article (2)

This Law shall be published in the Official Gazette and shall be effective a month after the date of issue.

**Zayed Bin Sultan Al Nahyan,
President of the United Arab Emirates**

**Issued by us in Abu Dhabi Presidential Palace,
Dated: 3 Rabi II 1406 A.H,
Corresponding to: 15 December 1985 A.D**

[(1)] It shall be amended by Law No. (12) of 1986 published in Issue No. (168) of the Official Gazette.