

**Federal Law No. (14) of 1999 amending Certain
Provisions of Federal Law No. (8) of 1980 regarding the
Organization of Labour Relations**

**Federal Law No. (14) of 1999 amending Certain Provisions of
Federal Law No. (8) of 1980 regarding the Organization of
Labour Relations**

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

After perusal of the 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, as amended; and

In accordance with the proposal of the Minister of Labour and Social Affairs, the approval of the Council of Ministers and the Federal National Council and the ratification of the Federal Supreme Council,

Have issued the following law:

Article (1)

The following new Article shall be added to Federal Law No. (8) of 1980 referred to above under No. (131-a-1):

Article (131- a - 1)

- 1- Employer shall undertake to submit a bank guarantee to the competent labour department. The type, amount, procedures, companies and establishments subject to this condition, as well as other relevant provisions shall be defined by a Cabinet Resolution. Such guarantee shall be for the good performance of the employer's obligations stipulated in Articles 131 and 131-a herein.
2. Deduction of amounts from the bank guarantee mentioned in Para (1) of the present Article shall be by virtue of a court judgement, except for the following:
 - A. Return expenses of the employee to his home country or wherever as agreed with employer; and
 - B. Amounts acknowledged by the employer before the competent labour department as entitlements of employee. In both cases, the Ministry may

deduct such entitlements from the guarantee referred to in Para (1) hereof and pay the same to the employee to settle his dues.

Article (2)

This Law shall be published in the Official Gazette and shall take effect from the date of issue.

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

**Issued by us in Abu Dhabi Presidential Palace,
Dated: 8 Rajab 1420 A.H,
Corresponding to: 17 October 1999 A.D**