

## UAE Labour Law Updates – May 2025

As HR professionals, staying updated with the latest regulations is crucial. Here are the key changes announced this May that impact hiring, contracts, and employee rights in the private sector:

- ✓ Fixed-term contracts only (max 3 years) – no more unlimited contracts
- ✓ 14-day notice required during probation termination
- ✓ Flexible work models recognized – full-time, part-time, freelance, temporary & remote
- ✓ Maternity leave extended to 60 days (45 full pay + 15 half pay)
- ✓ Paternity leave: 5 paid days
- ✓ MOHRE decisions now have legal authority like court orders
- ✓ 1-year limit to file labour disputes
- ✓ Emiratisation: Companies with 20–49 staff must hire 1 Emirati (2 by end of 2025)
- ✓ Reduced workweek: 40 hours (option for 4-day workweek)
- ✓ Termination notice: 30–90 days or compensation required

These reforms reflect the UAE's push for a fair, flexible, and inclusive work environment.

Let's stay compliant and informed!