

Written consent. Settlement after the last working day. The contract ends if both parties agree, provided the worker's consent is in writing. [1] Any release or settlement of the worker's rights while the contract is in force is void unless it is more beneficial to the worker. [1] Rights are settled within the deadline in Article 88. [1] In the UAE the contract ends if the parties agree in writing (Article 42 (1)). [2]

🔗 **Labor Law:** <https://laws.boe.gov.sa/BoeLaws/Laws/LawDetails/08381293-6388-48e2-8ad2-a9a700f2aa94/1>

🔗 **UAE labour decree-law:** <https://uaelegislation.gov.ae/en/legislations/1541>

Mutual termination of employment

Between a worker and an employer in the GCC. Replace every [bracketed phrase]. This is a starting point. Have it reviewed by a lawyer licensed in the relevant jurisdiction before you use it.

Clause (1): Parties and contract

Made on [date] between [employer] (the "Employer") and [worker], ID [●] (the "Worker"). The contract being ended: employment contract dated [●] [fixed term until [●] / indefinite term].

Clause (2): Mutual termination

The parties agree to end the employment relationship by mutual consent from [last working day]. The Worker's consent to this termination is recorded in writing in this agreement.

Clause (3): Return of property

The Worker returns [equipment / cards / documents] before the last working day and signs a handover record.

Clause (4): Sums and settlement

Wage through the last working day, leave pay and end-of-service award are calculated under the law in force. The [final settlement and release](#) is signed on [date] after the last working day. This clause is not a final release by itself.

Clause (5): Service certificate

The Worker receives a service certificate under the law. See [service certificate](#) and [end-of-service gratuity](#).

Clause (6): Confidentiality and non-compete

Confidentiality and [non-compete if stated in the contract] survive after termination within the limits of the law.

Clause (7): Signatures

Signed: Employer [●], Worker [●].

Saudi Arabia notes

Topic	Text
Agreement	The contract ends if both parties agree, provided the worker's consent is in writing (Article 74 (1)). [1]
Release during contract	Any release or settlement of the worker's rights while the contract is in force is void unless it is more beneficial to the worker (Article 8). [1]
Settlement time	Rights are settled within one week at most, and within two weeks if the worker ended the contract (Article 88). [1]

United Arab Emirates notes

Topic	Text
Agreement	The contract ends if the parties agree in writing (Article 42 (1)). [2]

Qatar, Bahrain, Kuwait and Oman

- Qatar: under review. No article number or payment deadline on this page.
- Bahrain: under review. No article number.
- Kuwait: under review. No article number.
- Oman: under review. No article number.

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Sources

- [1] Bureau of Experts, Labor Law (Royal Decree No. M/51 of 23/8/1426H), including the Royal Decree No. M/44 of 8/2/1446H note on the definition of resignation <https://laws.boe.gov.sa/BoeLaws/Laws/LawDetails/08381293-6388-48e2-8ad2-a9a700f2aa94/1>
- [2] UAE Legislation, Federal Decree-Law No. 33 of 2021 regulating labour relations (English text read from the official download; Articles 3, 8, 9, 42, 43 and 51) <https://uaelegislation.gov.ae/en/legislations/1541>