

Register the official contract with MOHRE. A private-sector employment contract on the UAE mainland is governed by **Federal Decree-Law No. 33 of 2021**. It is written in two copies on the forms approved by **MOHRE**. The contract is fixed-term and may be renewed (Article 8). [1][4][2] The signed job offer is registered with MOHRE and becomes the binding contract. [3] **DIFC** and **ADGM** have their own employment laws. This template is mainland MOHRE-aware. Those free-zone laws are under review beyond naming that they are separate. [8][9]

🔗 **MOHRE employment contracts:** <https://www.mohre.gov.ae/en/services/issuancerenewal-of-employment-contracts-2022>

🔗 **UAE employment contracts: duration and models:** <https://u.ae/en/information-and-services/jobs/Sector-of-employment/employment-in-the-private-sector/employment-contracts-duration-and-models-in-the-private-sector>

🔗 **Federal Decree-Law No. 33 of 2021:** <https://www.mohre.gov.ae/assets/download/dcafb8f4/Federal-Decree-Law-No.-33-of-2021-Regarding-the-Regulation-of-Employment-Relationship-and-its-amendments.pdf.aspx>

DIFC: own employment law (DIFC Law No. 2 of 2019). Under review beyond that name. [9]

ADGM: own employment regime through the Employment Affairs Office. Under review beyond that name. [8]

Saudi Arabia: document the contract on Qiwa. Use the [Saudi employment contract](#). [13][12]

UAE employment contract

A mainland private-sector checklist for the UAE: parties, job, term, wage, notice and gratuity. The contract documented with MOHRE is the binding one. It is not a DIFC or ADGM contract and not a Qiwa contract. Replace every **[placeholder]**.

1. Parties

This contract is made on **[date]** at **[city]** between: (1) **[Employer name]**, **[legal form]**, commercial registration no. **[●]**, address **[●]**, represented by **[name, capacity]** (the “Employer”); and (2) **[Employee name]**, nationality **[●]**, ID/residence/passport no. **[●]**, address **[●]** (the “Employee”).

2. Position and place of work

The Employee is employed as **[job title]** in **[department]**, at **[work location in the UAE mainland]**. The Employee reports to **[title]**.

3. Start date, term and probation

The Employee starts on **[date]**. This contract is fixed-term for **[●]** months/years from the start date, and may be renewed (Article 8).

Option: the Employee is on probation for **[●]** days from the start date, not more than six months. During probation, Article 9 applies: the Employer gives at least fourteen days’ written notice; a worker moving to another employer in the State gives at least one month; a foreign worker leaving the State gives at least fourteen days.

4. Wage and benefits

Basic monthly wage: [amount, currency]. Allowances: housing [●], transport [●], other [●]. The wage is paid monthly by bank transfer to the Employee's account.

5. Duties of the parties

The Employee performs the work diligently, follows lawful instructions, and protects the Employer's property. The Employer provides the agreed work, pays the wage on time, and provides a safe workplace.

6. Termination and notice

Either party may end this contract for a legitimate reason by written notice. The notice period is [●] days, not less than thirty days and not more than ninety days, the same for both parties unless a difference serves the Employee's interests (Article 43).

7. End-of-service gratuity

On termination, a full-time foreign worker who has completed one year of continuous service is entitled to the gratuity under Article 51: 21 days' basic wage for each of the first five years and 30 days for each later year, on the last basic wage, excluding allowances. Nothing is due under one year. The total cannot exceed two years' wage. Payment of wages and the gratuity is due within 14 days. UAE nationals take their benefit under the pensions legislation, not the 21/30-day scale.

8. Official contract, language and signatures

The parties shall document this contract with MOHRE. If this document and the registered contract conflict, the registered contract prevails. Arabic and English, with Arabic prevailing unless the official form says otherwise. Signed in two copies.

Employer: name [●] · title [●] · signature [●] · date [●]

Employee: name [●] · signature [●] · date [●]

UAE mainland notes

Federal Decree-Law No. 33 of 2021 regarding the regulation of employment relations, as amended. [1][10]

Item	What the text states
Scope	The private sector. Federal and local government employees, the armed forces, police and security, and domestic workers are excluded (Article 3). [1][7]
Form	Written in two copies on the forms approved by MOHRE (Article 8). The registered contract is binding. [1][2][3]
Term	Fixed-term, renewable (Article 8). [1][4]
Probation	No more than six months. Termination during probation: employer at least 14 days; worker moving to another UAE employer at least one month; foreign worker leaving the State at least 14 days (Article 9). [1][4]
Notice	At least 30 days and no more than 90 days, the same for both parties unless a difference serves the worker (Article 43). [1][5][10]
Gratuity (full-time foreign worker)	After one year: 21 days' basic wage for each of the first five years, then 30 days; allowances out; nothing under one year; cap two years' wage; pay within 14 days (Article 51). [1][6][11]
UAE nationals	Pensions legislation, not the 21/30-day scale. [6]

DIFC, ADGM and Saudi Arabia

These regimes are not this template. [8][9][13]

Place	What to do
DIFC	Own employment law (DIFC Law No. 2 of 2019). Under review beyond that name. [9]
ADGM	Own employment regime through the Employment Affairs Office. Under review beyond that name. [8]
Saudi Arabia	Document the contract on Qiwa. Use the Saudi employment contract . [13][12]

About this template

This is a template, not legal advice. It does not create a lawyer–client relationship. Court rules, regulator guidance and laws change; check the official sources linked and have the contract reviewed by qualified counsel in each relevant jurisdiction. Last reviewed: 29 October 2026. Have it reviewed by a lawyer licensed in your jurisdiction before use. Where an official form or platform is mandatory, it prevails.

How we prepared this template: we drafted it from the official legislation and government platforms listed under Sources, and checked each legal statement against the official text on the review date. Where an official form or platform exists, we link to it and you should use it. Laws change; check the sources before use and have the final text reviewed by a licensed lawyer.

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Source: <https://www.qanu.ai/en/templates/uae-employment-contract> · Last reviewed: 29 October 2026 · Not legal advice · CC BY 4.0

Sources

- [1] MOHRE, Federal Decree-Law No. 33 of 2021 regarding the regulation of employment relations, with its amendments (PDF) <https://www.mohre.gov.ae/assets/download/dcafb8f4/Federal%20Decree-Law%20No.%2033%20of%202021%20Regarding%20the%20Regulation%20of%20Employment%20Relationship%20and%20its%20amendments.pdf.aspx>
- [2] Ministry of Human Resources and Emiratization (MOHRE), Issuance and renewal of employment contracts service <https://www.mohre.gov.ae/en/services/issuancerenewal-of-employment-contracts-2022>
- [3] UAE Government portal (u.ae), Employment of expatriates in the private sector <https://u.ae/en/information-and-services/jobs/Sector-of-employment/employment-in-the-private-sector/expatriates-employment-in-private-sector>
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- [5] UAE Government portal (u.ae), Terminating employment contracts <https://u.ae/en/information-and-services/jobs/Sector-of-employment/employment-in-the-private-sector/terminating-employment-contracts>
- [6] UAE Government portal (u.ae), End-of-service benefits for employees in the private sector <https://u.ae/en/information-and-services/jobs/Sector-of-employment/employment-in-the-private-sector/end-of-service-benefits-for-employees-in-the-private-sector>
- [7] UAE Government portal (u.ae), Employment laws and regulations in the private sector <https://u.ae/en/information-and-services/jobs/Sector-of-employment/employment-in-the-private-sector/employment-laws-and-regulations-in-the-private-sector>
- [8] Abu Dhabi Global Market (ADGM), Employment Affairs Office <https://www.adgm.com/operating-in-adgm/employment-affairs-office>
- [9] Dubai International Financial Centre (DIFC), Employment Law, DIFC Law No. 2 of 2019 <https://www.difc.com/business/laws-and-regulations/legal-database/difc-laws/employment-law-difc-law-no-2-of-2019>
- [10] 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>
- [11] UAE Legislation, Federal Decree-Law No. 33 of 2021 regulating labour relations, Articles 51 and 54 <https://uaelegislation.gov.ae/ar/legislations/1541>

- [12] HRSD, Labor Law (Royal Decree No. M/51 of 23/8/1426H), consolidated text with amendments up to Royal Decree No. M/44 of 8/2/1446H (PDF) <https://www.hrsd.gov.sa/sites/default/files/2025-11/labor-law.pdf>
- [13] Qiwa, Contract management service for business owners
<https://qiwa.sa/ar/service-overview/business-owners/manage-current-employees/contract-management>