

A Complete Guide to Dubai Labour Court: Process, Services, and Employee Rights

The [Dubai Labour Court](#) is a specialized judicial body that handles disputes between employers and employees in the Emirate of Dubai. It ensures that both parties are treated fairly and that justice is served according to the **UAE Labour Law (Federal Decree-Law No. 33 of 2021)**. Whether it's about unpaid salaries, wrongful termination, gratuity issues, or workplace discrimination, the Dubai Labour Court provides a transparent and structured legal platform to resolve these matters.

Understanding the Role of Dubai Labour Court

The **Dubai Labour Court** operates under the **Dubai Courts system**, offering a fair resolution mechanism for employment-related conflicts. Its primary role is to interpret and enforce the UAE Labour Law and mediate between employees and employers.

The court's objectives include:

- Protecting the rights of both workers and employers.
- Ensuring compliance with UAE labour laws and regulations.
- Offering a fair platform to settle disputes without bias.
- Providing timely resolutions through mediation or judgment.

Types of Cases Handled by Dubai Labour Court

The Dubai Labour Court deals with a wide range of employment-related issues, including:

1. **Unpaid Salaries and Wages** – Claims related to delayed or unpaid wages.
2. **End-of-Service Benefits** – Disputes regarding gratuity, vacation pay, or service termination benefits.
3. **Wrongful Termination** – Cases where employees are dismissed without legal cause.
4. **Employment Contract Breaches** – Issues involving breach of terms by either party.
5. **Workplace Harassment or Discrimination** – Situations involving unfair treatment or abuse at work.
6. **Occupational Safety and Health Disputes** – Claims related to injuries or unsafe work environments.

Steps to File a Case in Dubai Labour Court

Filing a labour case in Dubai involves several structured steps:

Step 1: Register a Complaint with MOHRE

Before approaching the court, the employee must file a complaint with the **Ministry of Human Resources and Emiratization (MOHRE)**.

- The MOHRE will attempt to mediate between both parties within 14 days.

- If the issue is not resolved, a **referral letter** is issued to escalate the matter to court.

Step 2: Filing the Case at Dubai Labour Court

The case is then filed at the **Dubai Labour Court** along with necessary documents such as:

- Copy of employment contract
- Emirates ID and passport copy
- Salary slips or bank statements
- MOHRE referral letter

Step 3: Court Hearings and Mediation

The court may schedule mediation sessions or hearings where both parties can present their claims and evidence.

Step 4: Final Judgment

Once all evidence and arguments are presented, the court issues a final verdict. Both parties must comply with the ruling, which can include payment of compensation, reinstatement, or other remedies.

Required Documents for Labour Court Case

To file a case, employees should prepare the following:

- Valid Emirates ID and passport copy
- Labour contract or offer letter
- Proof of employment (visa copy or company card)
- Salary records or bank transfers
- MOHRE complaint reference
- Any written communication related to the dispute

How Long Does the Process Take?

Typically, the **labour court process** can take between **1 to 3 months**, depending on the complexity of the case. However, the MOHRE mediation step usually concludes within **14 days** before escalation to court.

Legal Representation and Fees

While individuals can represent themselves, it is highly recommended to seek legal assistance from a **labour lawyer in Dubai** who specializes in employment disputes.

Court filing fees are generally **waived for employees**, ensuring that workers can seek justice without financial burden. Employers, however, may bear costs depending on the case outcome.

Employee Rights Protected by Dubai Labour Court

The Dubai Labour Court ensures that every employee enjoys certain legal rights, such as:

- The right to **timely payment of salary**.
- **Fair working hours and rest days**.
- **End-of-service gratuity**.
- **Safe working conditions**.
- Protection against **unlawful dismissal**.
- The right to **obtain work-related documentation** like labour cards or visa copies.

Appealing a Dubai Labour Court Decision

If either party is dissatisfied with the initial judgment, they have the right to **appeal within 30 days**.

Appeals are reviewed by higher courts such as the **Court of Appeal** and, in rare cases, the **Court of Cassation**.

Tips for Employees Filing a Labour Case

- Always **keep written evidence** of all communication with your employer.
- File your **complaint within one year** of the dispute.
- Ensure your **documents are translated into Arabic** if needed.
- Seek advice from a **certified labour lawyer** before filing.
- Be present at all hearings to strengthen your case.

Dubai Labour Court Contact Information

- **Website:** <https://www.dubaicourts.gov.ae>
- **Ministry of Human Resources and Emiratization (MOHRE):** <https://www.mohre.gov.ae>
- **Dubai Courts Call Center:** 800 333 333

Conclusion

At [macdebtcollection](#) The **Dubai Labour Court** plays a vital role in maintaining justice and equality in the workplace. By providing a clear and fair system for resolving employment disputes, it protects the rights of employees and ensures that employers adhere to legal obligations. Whether you are facing salary issues, wrongful termination, or contract disputes, the Dubai Labour Court offers a reliable path toward resolution.