XCELERATE TRAINING INSTITUTE
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CONTRACT MANAGEMENT & LAW

Labour Law and Employment Contracts in the GCC Training Course

Managing Employment Relationships in Line with Gulf Labour Laws

DURATION	LANGUAGE	FORMAT	COURSE CODE
5 days	English or Arabic	Classroom / Online	CM-107

Upcoming dates

Dates	Venue	Format	Fee
15 – 19 Feb 2027	Barcelona	Classroom	€4,800
12 – 16 Apr 2027	Live online	Online (live)	€1,200
24 – 28 May 2027	Berlin	Classroom	€4,800
2 – 6 Aug 2027	Cairo	Classroom	€3,600
18 – 22 Oct 2027	Live online	Online (live)	€1,200
8 – 12 Nov 2027	Casablanca	Classroom	€3,600

Register or ask a question

Online: x8ti.com/course/labour-law-and-employment-contracts-in-the-gcc-train…
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Labour Law and Employment Contracts in the GCC Training Course

Introduction

Labour laws in the Gulf have changed significantly in recent years, with new rules on contracts, working hours, leave, end-of-service benefits, wage protection and termination. Employers who misapply them face disputes, fines and reputational damage.

This course explains the key provisions of labour laws in Saudi Arabia, the UAE and other GCC countries, and how to apply them in employment contracts, HR policies, discipline and termination.

Learning Objectives

By the end of this course, participants will be able to:

- Explain the main labour law frameworks in the GCC
- Draft compliant employment contracts and offer letters
- Apply rules on working hours, leave and benefits
- Calculate end-of-service gratuity correctly
- Manage discipline and termination lawfully
- Handle labour complaints and disputes

Training Methodology

This course combines short expert presentations with practical exercises, case studies from the Gulf and international organisations, group discussions and work with real templates and tools. Participants are encouraged to bring examples from their own work so that the learning can be applied immediately.

Participants work through practical HR cases and calculation exercises based on current regulations.

Benefits for Your Organisation

- Compliance with labour laws and fewer penalties
- Fewer employment disputes
- Clear, consistent HR policies
- Fair treatment of employees

Benefits for You

- Up-to-date knowledge of GCC labour laws
- Practical contract and calculation skills
- Confidence handling termination cases
- Essential competence for HR roles in the Gulf

Who Should Attend

This course is designed for:

- HR managers and HR officers
- Employee relations specialists
- In-house lawyers
- Line managers with HR responsibilities
- Business owners

Course Outline

Day 1: Labour Law Frameworks

- Overview of GCC labour laws
- Saudi Labour Law and recent amendments
- UAE Labour Law and executive regulations
- Free zone employment rules
- Scope and exemptions

Day 2: Employment Contracts

- Types of contracts: fixed and unlimited term
- Essential contract terms
- Probation periods
- Non-compete and confidentiality clauses
- Work permits and visas

Day 3: Working Conditions

- Working hours and overtime
- Annual, sick, maternity and other leave
- Wage protection systems
- Health and safety obligations
- Remote and flexible work

Day 4: Benefits and Termination

- End-of-service gratuity calculations
- Termination with and without notice
- Resignation procedures
- Disciplinary procedures
- Redundancy considerations

Day 5: Disputes and Compliance

- Labour complaints and mediation
- Labour courts
- Inspections and penalties
- HR compliance audit

- Case studies and review

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Registration Form

Labour Law and Employment Contracts in the GCC Training Course

Preferred dates: ..... Venue or online: .....

Duration: 5 days Language: .....

Please complete and email this form to us, or register online. We confirm your place and send the invoice within one working day.

Delegate information

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Official email: ..... Personal email: .....

Company information

Company name: .....

Address: .....

City / country: ..... VAT / tax number: .....

Person responsible for training & development

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Email: .....

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