

# Woman wins labour case against bank

She was dismissed over e-mail allegations

- By Bassam Za'za', Senior Reporter
- Published: 00:00 November 16, 2010



Dubai: An Emirati woman won her battle against a bank that terminated her contract arbitrarily after she allegedly exchanged indecent love e-mails and photos with her British lover.

The Emirati employee took the bank to court claiming around Dh110,000 in compensation after what she described in her labour lawsuit 'as arbitral and unjust dismissal'.

Meanwhile, the bank representatives alleged that the girl abused the bank's e-mail by reportedly sending indecent e-mails containing lewd and offensive texts and images to the British manager.

The latter has already left the country.

Sources close to the case told *Gulf News* that the girl, concurrently, took her Emirati husband to Sharia court wanting to divorce him. That case is pending.

The girl contended in her lawsuit that the bank terminated her employment contract after four years of service without validating its claims [concerning the indecent e-mails] and without a notice period. The bank failed to pay her indemnity, end-of-service benefits, ticket and allowances against her notice period and 22-day annual leave, she claimed.

Meanwhile the bank lodged a counter lawsuit asking the banker to pay around Dh92,000 which she collected when she was on top of her job as credit facilities and loans.

## Countersuit

The Dubai Civil Court of Appeal recently ordered the bank to pay the claimant Dh89,000 plus nine per cent legal interest. In the counter lawsuit, the Emirati woman was ordered to pay the bank Dh56,000 plus nine per cent legal interest.

The claimant said the bank hired her since May 2006 based on an unlimited contract. When the bank arbitrarily dismissed her in April 2009, she was not paid any of her allowances, bonuses or benefits, she claimed.

"When we failed to reach an amicable settlement at the Ministry of Labour, my labour complaint was referred to Dubai Court," she said.

The bank's representatives mentioned in the counter lawsuit: "While she worked for the bank, she took loans, credit cards and other credit facilities which mounted up to nearly Dh92,000 that she didn't repay."

Records said the girl's lawyer submitted to court a written copy of her immediate dismissal [without any previous notice] for breach of the bank's code of conduct and mischievous behaviour.

She also provided the court with a copy of Dubai Police's department of forensic evidence's report confirming that her computer did not include indecent materials or e-mails and photos of a sexual nature.

The Emirati woman also requested the court to dismiss the bank's counter lawsuit.

Meanwhile the bank provided the court with a copy of the alleged indecent e-mails and photos that the claimant supposedly sent to her lover.

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