

UAE: Ministerial Decision No. 31 of 2018 Regarding the Introduction of the Part-Time Work Contract System

| | |
|-------------------------|---|
| Title | UAE: Ministerial Decision No. 31 of 2018 Regarding the Introduction of the Part-Time Work Contract System |
| Date of adoption | 21 January 2018 |
| Entry into force | 01 March 2018 |
| Text versions | Arabic English Source: – Ministry of Human Resources and Emiratization, United Arab Emirates, accessed: 06 September 2018, http://www.mohre.gov.ae/ar/laws-legislation/announcements.aspx – Legal AdviceMiddle East, accessed: 06 September 2018, https://legaladviceme.com/legislation/154/uae-ministerial-decision-31-2018-new-employment-system-under-part-time-contracts |

Abstract

This decision establishes a new system for part-time contracts, which allows employers to recruit employees, classified as skilled workers levels 1 and 2 (Art. 2).

In accordance with Article 3, under this new part-time system the employee may:

- a. Work for the original employer for less than 8 hours a day or less than 48 hours per week, and in all situations his working hours shall not be less than 20 hours per week.
- b. Work for more than one employer at the same time without acquiring the approval of the original employer or any other employer s/he is employed by.

Article 4 lists the obligations of the employee.

Article 5 prohibits the employer from: demanding that the employee work for more hours without his written agreement; and stopping the employee from working for another establishment, which performs similar work to his under the pretext of non-competition or non-disclosure, unless a judicial order has been issued to that effect.