

# [UAE: Ministerial Decision No. 31 of 2018 Regarding the Introduction of the Part-Time Work Contract System](#)

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

## **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.