Ministerial Resolution No. 401 for 1997 On
Regulating Temporary and
Part-Time Work in the UAE Private Sector
(Amended)

The Minister of Labour and Social Affairs;

After having reference to Federal Law No.(1) for 1972, on the functions of ministries and the responsibilities of ministers, and the amending laws thereof;

And to the Federal Law No. (8) for 1980, as amended, on organizing labour relations;

And to the meeting of the Higher Committee for Labour Affairs, held on 26.6.1997;

Resolves as follows:

Article (1)

In this Decision:

1. *Temporary Work* refers to any type of work that would take a specified period of time not exceeding six months to complete.

2. *Part-time work* refers to:
   
   a. A job undertaken by permanently appointed workers whose normal working hours are less than the daily hours done by full-time workers of the same or similar occupational category.

   b. Working for not more than eight (8) hours per day and 48 hours per week, for those categories of workers who have no permanent jobs.

   c. Working for a period not exceeding three hours per day, in the case of government employees.

   d. Working for a period not exceeding two hours per day, in the case of private sector employees.
Article (2)

The following categories of workers may perform temporary or part-time work, whether for their own or for other employers within the UAE:

1. Medical doctors, consultants and specialists.
2. Pharmacists and nurses.
3. Engineers and consultants.
4. Legal advisors, economists and financial experts.
5. Teachers at all educational levels.
6. Accountants and auditors.
7. Translators.
8. Computer and laboratory operators.
9. Students of UAE schools, colleges and universities.
10. Workers in exhibitions, temporary shopping centres and tourist offices.
11. Promoters of commodities and products.
12. Precision equipment and machinery installation, maintenance and repair technicians.
13. Professional sportspersons and trainers in various sports.
14. Persons possessing high qualifications and special skills.
15. Persons invited by an organization that operates within the UAE, on authorization by a company whose head office is located overseas, provided they belong to categories listed in items 1-14 of this Article.
16. Wife or unmarried daughter, provided they already have a labour card.
17. Workers in federal and local governments.
19. Any other category to be specified in a decision issued by the Minister of Labour and Social Affairs.

Article (3)

The Ministry’s consent to grant temporary work or part-time work permit to the categories referred to in the preceding article shall be subject to the following:

1. The worker shall comply with the requirements of the Residence Laws in force in the UAE and shall have completed at least one year with his/her sponsor. (This does not apply to category 15, article 2).
2. The worker shall obtain a written consent from his/her employer or UAE sponsor. His/her sponsor and proposed employer must agree that he/she shall be employed for providing a specific service of temporary nature. He/she shall not work for more than one party.

3. The worker shall possess the appropriate experience and professional and educational qualification for the required job.

4. Working hours for the temporary or part-time workers shall be determined according to Article 1 hereof.

**Article (4)**
*Temporary-work* or *part-time work* shall be approved by the Ministry of Labour and Social Affairs’ officials to be designated by the Minister.

**Article (5)**
The Ministry’s Under-Secretary shall develop the necessary forms for *temporary-work* or *part-time work*, including the wording of the Ministry’s approval and any other formats necessary for implementing this Decision.

**Article (6)**
All those concerned shall put this Decision into effect.

**Article (7)**
This resolution shall take effect as of the date of issue and shall be published in the official Gazette.

Issued on June 28, 1997

Mattar Humaid Al-Tayer
Minister of Labour and Social Affairs