Decision by the Minister of Labor

No 119 of 2007

Regulating Temporary and Part time
work in the UAE Private Sector
Decision by the Minister of Labor No 119 of 2007

Having perused:

- Federal Law No. 1 of 1972 on the Competence of Ministries and Authorities of Ministers, as amended;
- Federal Decree No. 8 of 1980 on the Employment Regulation, as amended;
- Cabinet Decision No. 19 of 2005 on Bank Charges and Guarantee;
- Cabinet Decision No. 18 of 2005 on Sponsorship transfers and Secondment of Sponsored Persons and the prescribed charges thereof;
- Ministerial Decision No. 401 of 1997 on the Regulating Temporary and Part-Time Work in the Private Sector in the UAE;
- Proposal presented by the Undersecretary;

We decided as follows:

**Article 1**

In the application of the provisions herein, temporary work is each work carried out within a period not exceeding six months.

**Article 2**

A temporary work permit is issued twice for each contractual period, which is not less than three years, with the employer for all professions provided that:

1. the employee has a work permit valid to the end of temporary permit;
2. the employee should have completed at least one year in service under the sponsorship of his employer;
3. an approval in writing of the employer (the sponsor) is produced;
4. an application for the temporary work permit is duly submitted after payment of the prescribed fees.

**Article 3**

The employer (the sponsor) shall be responsible for all entitlements due the employee under the contract and law and be responsible for the validity of the employee’s residence and work permits and charges and penalties in connection thereto;

**Article 4**

With the exception of the provisions of paragraphs 2 and 3 of Article 2, the Ministry may without any reference to the employer issue a temporary work permit to the employee in the following events:
1. if the employee is involved in a labour case referred by the Ministry to the court;
2. if the employer did not pay the employee's wages for a period of two months in accordance with a report issued by the Labour Inspection Department or Labour Relation Department;

In both events, the temporary work permit shall be issued following an approval by the labour relation director or the director of labour office concerned.

**Article 5**

The Undersecretary or Assistant Undersecretary may exclude other events. The Undersecretary shall prepare necessary forms and instructions for the application of this Decision. A temporary work permit shall be referred to the Minister for consideration on its merits.

**Article 6**

Ministerial Decisions nos. 401 and 402 of 1997 shall be abrogated.

**Article 7**

This Decision shall come into effect on 22.2.2007 and be published in the Gazette.

Dr. Ali Abdulla Al Ka'abi
Minister of Labour

Date: 8 Safar 1428 Hijri
Corresponding: 25.2.2007