



PHILIPPINE OVERSEAS LABOR OFFICE

Dubai, United Arab Emirates

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Adoption of Six Work Models and 12 Work Permits

In line with the Federal Decree Law No. 33 of 2021 (UAE New Labor Law) which repealed Federal Law No. 8 of 1980, UAE has adopted six (6) types of work models and twelve (12) work permits under which the contractual employment relationships are established. The new law abolishes the unlimited types of contracts and recognizes limited or fixed-term contracts only. Coming into force on 02 February 2022, these are as follows:

Work Models

1. Full-time – work with one employer for a full work day;
2. Part-time – work for one or more employers for a certain number of working hours or working days;
3. Temporary – work that requires a certain period of time due to the nature of its performance or is focused on a job in itself and ends with its completion;
4. Flexible – work in which the hours or days worked are changed according to the workload and the operational and business needs of the employer;
5. Remote – all or part of the work is performed outside the workplace instead of being physically present, whether part-time or full-time; and
6. Job-sharing – splitting of job responsibilities and pay among more than one employee based on an agreement with the employer. The employees' contracts are governed by part-time job regulations.

Work Permits

1. Temporary Work Permit – enables employers to hire on a project basis or for work that lasts for a fixed period;
2. Mission Permit - enables companies to recruit an employee from abroad for temporary work or a specific project to be completed in a certain period of time;
3. Part-time work permit – allows employees to work for more than one employer based on a fixed number of hours or day;
4. Juvenile Permit – enables employers to hire juveniles aged between 15 and 18 under the conditions outlined in the law;
5. Student Training Permit – enables companies and establishments to train and recruit teenagers aged 15 under specific regulations that ensure a healthy work environment;
6. Emirati GCC Citizen Permit – issued when hiring UAE and GCC nationals;
7. Golden Visa Holder Permit – issued when hiring a Golden Visa holder inside the UAE;
8. National Training Permit – enables companies and establishments to train UAE nationals based on their qualifications or fields;
9. Freelance Permit – issued for self-sponsored expats wishing to provide a certain service, complete a task or work for a fixed period of time for an individual or a company without sponsorship or existing contracts;

10. Employment Work Permit – allows the services of a worker from abroad;
11. Transfer Work Permit – allows the services of a foreigner to be transferred from one institution registered with the Ministry to another; and
12. Family Work Permit - for foreigners who have been sponsored by their family.

For information.


JOHN RIO A. BAUTISTA
Labor Attaché



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