

Remote Work in the UAE Private Sector

What Employers and Employees Need to Know



INTRODUCTION

A compliance guide based on the MOHRE Remote Work Guidelines for the Private Sector

The UAE Ministry of Human Resources and Emiratization (MOHRE) has issued clear guidelines governing remote work arrangements in the private sector and for HR and payroll teams, understanding these rules isn't optional. Here's a breakdown of what matters most.



What Counts as Remote Work?

Remote work is a flexible arrangement allowing employees to perform their duties, in whole or in part, outside the employer's premises using telecommunication technology - governed entirely by the employment contract. Crucially, remote employees are entitled to the same rights as on-site staff equal pay, working hours, leave, a safe working environment and protection against discrimination.



Employer Obligations

Employers must :

Provide the technical tools and devices employees need to do their job

Define clear tasks and performance metrics, with communication ideally time-stamped

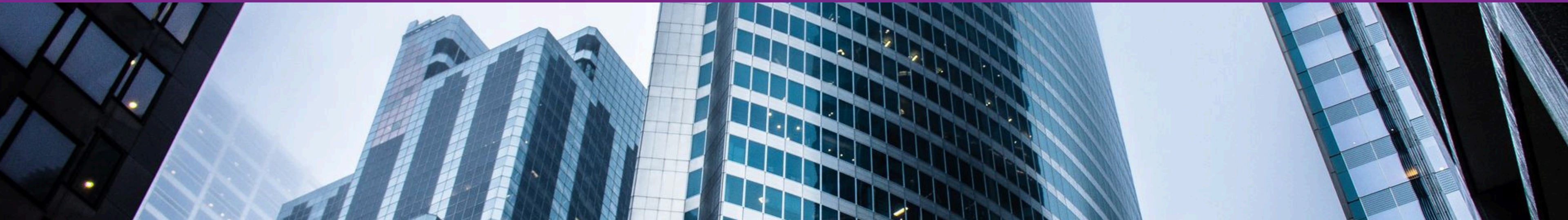
Maintain monitoring records available to labour inspectors on request

Honor statutory working hours, rest periods and overtime rules

Ensure full leave entitlements and end-of-service payments within statutory deadlines

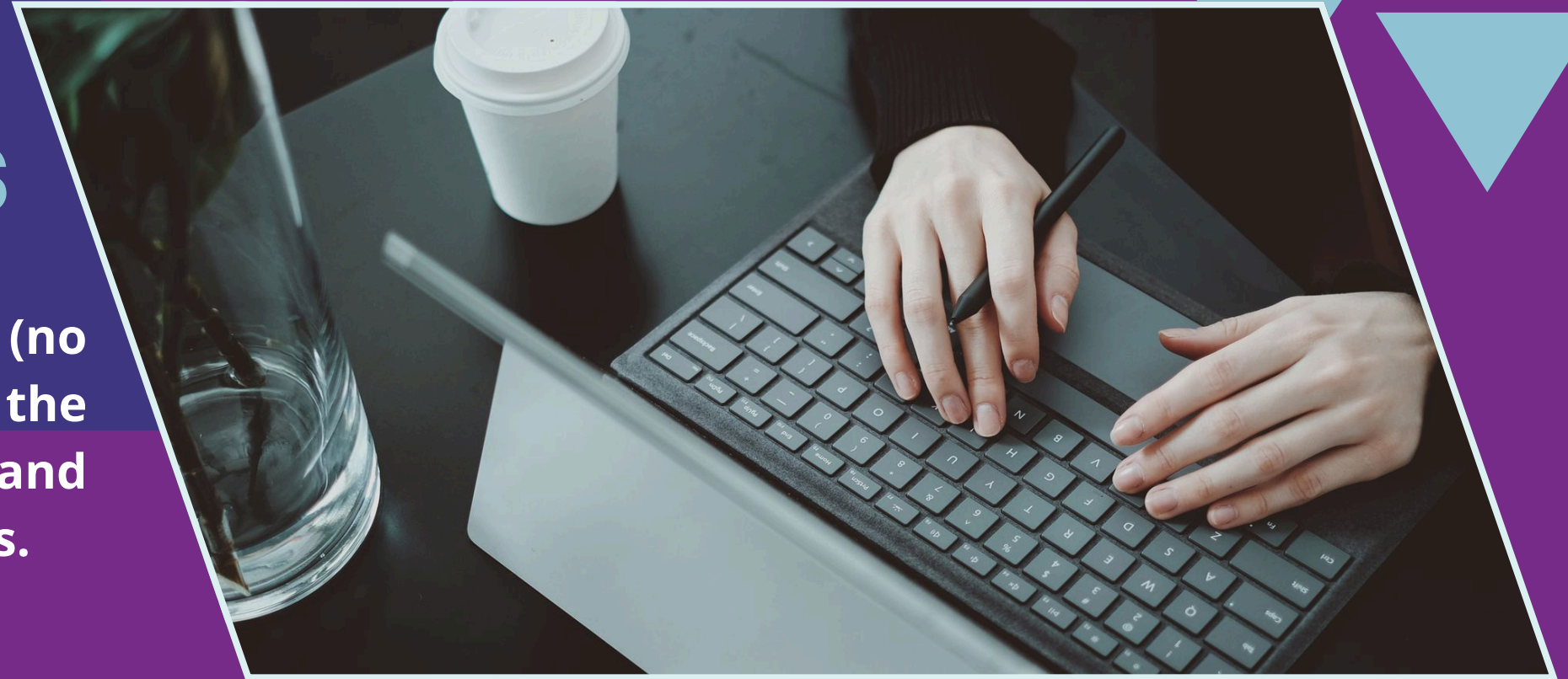
Never charge employees recruitment or employment fees

For UAE National employees, employers also must register them with the Pensions and Social Insurance system within one month of the work permit issuance and report any contract changes affecting their “**Nafis**” program benefits.



Employee Obligations

Employees must perform their duties personally (no subcontracting), use company tools appropriately, work the agreed hours, stay responsive on approved channels and maintain confidentiality of company data and trade secrets.



Working Hours & Leave

- Standard hours: 8/day, 48/week (unless the contract states otherwise).
- Minimum one paid weekly rest day.
- Overtime is payable for hours beyond the contracted limit.
- Annual leave: 30 days per year of service (2 days/month for 6–12 months of service).
- Sick leave: 90 days/year (15 full pay, 30 half pay, 45 unpaid).
- Maternity leave: 60 days (45 full pay, 15 half pay).
- Additional leave: study leave (10 days/year, after 2 years of service), national service, bereavement (3–5 days) and parental leave (5 business days within 6 months of birth).

Insurance Requirements



Employers must provide health insurance in line with UAE law – MOHRE's Basic Health Insurance Package offers a compliant, cost-effective option. Employers must also issue Workers Protection Insurance, covering unpaid wages up to AED 20,000 for 30 months if the employer defaults. Separately, employees must subscribe to Involuntary Loss of Employment (ILOE) Insurance – AED 5–10/month depending on salary – which pays 60% of salary for up to 3 months if employment ends involuntarily.

HOW **BAM ADVISORS** CAN SUPPORT

Remote work in the UAE is a fully regulated arrangement, not an informal perk. Getting the contract, hours, leave, and insurance obligations right protects both employer and employee and avoids costly compliance gaps.

At BAM Advisors, we help businesses structure remote work arrangements that are fully aligned with UAE Labour Law from contracts to payroll to insurance compliance. Reach out if you'd like a compliance check on your current setup.





Thank You For Your Attention

FOR MORE INFORMATION

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