

Press release

ADGM Publishes New Employment Regulations

Abu Dhabi, UAE, 9th January 2025: The Registration Authority (RA) of the international financial centre of Abu Dhabi – ADGM, has published the Employment Regulations 2024 (the “New Employment Regulations”), which reflect global changes in workplace practices, and provide greater clarity to employers and employees with respect to their rights and obligations. Such changes aim to promote and foster best employment practices in ADGM.

Some of the key changes in the New Employment Regulations are as follows:

- Amending the definition of ‘employee’ to enable employers to hire remote employees and to allow for more flexible working arrangements.
- Clarifying ambiguities related to employee entitlements, including part-time employees.
- Clarifying certain requirements regarding obtaining and cancelling an employee’s work permit and visa.
- Expanding obligations and responsibilities related to discrimination and victimisation in the workplace.

Repealing the existing Employment Regulations 2019, the New Employment Regulations will become effective on **1st April 2025**, thereby granting employers sufficient time to align their internal policies, employment contracts and other employment-related matters with the requirements provided under the New Employment Regulations.

Commenting on the New Employment Regulations, **Hamad Sayah Al Mazrouei, CEO of ADGM Registration Authority** said, “We are pleased to announce the publication of the New Employment Regulations, which reflect our strong commitment to enhancing our ecosystem and ensuring the best regulatory frameworks and favourable conditions for both companies and employees alike. These new regulations come as we continue to expand, grow, and promote innovation in work systems. They will provide the necessary information to the business community while ensuring the protection and

stability required for all parties. At ADGM, we are dedicated to strengthening our regulatory frameworks and providing the necessary support and guidance to our community to ensure the sustainability of success and excellence.”

The enacted version of the New Employment Regulations issued by ADGM is publicly available and can be viewed here: [Employment Regulations 2024](#).

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[About ADGM](#)

ADGM is the international financial centre (IFC) of the capital city of the United Arab Emirates, which opened for business on 21 October 2015. ADGM augments Abu Dhabi’s position as a leading financial centre and a business hub serving as a strategic link between the growing economies of the Middle East, Africa, South Asia, and the rest of the world.

Operating within an international regulatory framework based on the direct application of English Common Law, ADGM governs the entirety of Al Maryah Island and Al Reem Island collectively designated as the financial free zone of Abu Dhabi.

ADGM is ranked as one of the most preferred and top-ranking IFCs in the Middle East and Africa region. Its progressive and inclusive business ecosystem fosters growth, resilience, and optimism, for global financial and non-financial institutions. Growing synergies between ADGM and multiple jurisdictions have positioned the centre as one of the world’s most advanced, diverse, and progressively governed financial hubs.

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