



# Abu Dhabi Global Market expands worker categories

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From 13 May 2020, companies licensed in the Abu Dhabi Global Market (ADGM) can hire new categories of staff (“non-employees”), including seconded employees, temporary workers, contractors and interns. The measures feature in the [Rules on Engaging Non-Employees 2019](#). The ADGM is an international financial center and free zone located in Abu Dhabi in the United Arab Emirates (UAE).

## Highlights of the new rules

- Prior to hiring a “non-employee,” ADGM employers must apply for a three, six or 12-month temporary work permit from the ADGM. Employers must maintain appropriate records for these worker categories.
- “Non-employee” categories do not appear to be covered by the ADGM’s Employment Regulations 2019).
- Seconded workers are individuals assigned to work temporarily in the ADGM for an ADGM entity, and who are sponsored for their UAE residence and work permits by a non-ADGM entity.
- Outsourced individuals must work under an outsourcing agreement for one or more ADGM entities. They have to be sponsored for their UAE residence and work permits by a non-ADGM entity.
- Temporary freelancers are individuals who provide temporary services to an ADGM entity. They must have a freelancers’ permit issued by a UAE free zone.
- Interns are allowed to work for an ADGM entity on a paid or unpaid basis to gain work experience.

## Related resources

### Non-Mercer resource

- [Employment Regulations 2019 \(Engaging Non-Employees\) Rules 2019 \(The Registrar of Abu Dhabi Global Market, 2019\)](#)

### Mercer Law & Policy resource

- [Abu Dhabi Global Market revises employment regulations \(18 Nov 2020\)](#)

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