

22 April 2020

To: All ADGM Licenced Persons

REGISTRATION AUTHORITY CIRCULAR NO. (18) OF 2020: Working hours in the ADGM during the Holy month of Ramadan

The purpose of this circular is to provide guidance to all Abu Dhabi Global Market (ADGM) Licenced Persons regarding working hours during the Holy month of Ramadan in the ADGM Financial Free Zone (Al Maryah Island), as set out below.

The ADGM Employment Regulations 2019 stipulate in section 18 that, as a minimum standard, during the Holy month of Ramadan a Muslim employee who observes the fast shall have his normal working hours reduced by 2 hours each day. There shall be no reduction in compensation as a result.

Accordingly, the ADGM Registration Authority (RA) does not specify or issue fixed start and finish working hours or times in the ADGM Free Zone, during the Holy month.

This approach provides businesses and employees flexibility to manage business and employee needs. This is a particularly important consideration given the disruption caused by the current COVID-19 pandemic.

All Licenced Persons are also reminded of the current remote work requirements in ADGM as per RA Circular No. 14 of 2020.

For staff that are required to work in the office, the RA reminds ADGM Licenced Persons of their obligations towards their employees in relation to the health and safety measures highlighted in RA Circular No. 2 of 2020.

Further Information

If you have any questions in relation to this circular, please contact the Monitoring & Enforcement Division of the RA by telephone on +971 (0)2 333 8888 or by email: monitoring@adgm.com.

For further information and official updates on COVID-19 from the Abu Dhabi Department of Health, please go to: <https://doh.saal.ae/>.

For the most recent updates on COVID-19 related ADGM Circulars and Services, please go to: <https://www.adgm.com/registration-authority/covid-19-circulars>.

Thank you for your cooperation.

Sincerely,



ABU DHABI GLOBAL MARKET
سوق أبوظبي العالمي 4D

Registration Authority

REGISTRATION AUTHORITY
سلطة التسجيل