



NOBOA, PEÑA & TORRES
ABOGADOS ECUADOR

FLASH LEGAL # 001183

MINISTERIAL AGREEMENT No. MDT-2026-059 REGULATING THE AUTHORIZATION PROCEDURE FOR SPECIAL WORK SHIFTS OR SCHEDULES

Dear Clients and Friends:

We bring to your attention that Ministerial Agreement No. MDT-2026-059, issued by the Ministry of Labor, was published in the Fourth Supplement to Official Register No. 240 on March 10, 2026. This agreement regulates the authorization procedure for special work shifts or schedules and amends the provisions of Ministerial Agreement No. MDT-2026-046 (as discussed in our Legal Flash No. 001180 dated February 20), as follows:

- Eliminates the option to agree with employees up to 12 daily hours to complete 40 weekly hours, compensated by additional rest and without surcharges if legal limits are not exceeded.
- Requires that agreements for the efficient workweek be expressly set forth in the employment contract or an addendum thereto. For cases not covered by special shifts, this consent must be registered in the IT system designated by the Ministry of Labor.
- Permits the efficient workweek in in-person, remote, or hybrid modalities.
- Previously agreed special shifts or schedules in collective bargaining agreements and settlement minutes remain unchanged.

We hope that you find this general information helpful. Please note that it is not intended to constitute legal advice. Should you have any specific inquiries, we would be pleased to provide further assistance.

NOBOA, PEÑA & TORRES ABOGADOS

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