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Know Your *Rights*

UAE

LABOUR LAW

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NOTE: This document sets out only some of workers' rights as outlined in the UAE laws and regulations; there are additional rights. You should contact the Ministry of Human Resources and Emiratisation (MOHRE) with any questions, concerns, or complaints. You can contact MOHRE at **046659999** or **600590000** on WhatsApp.




These materials have been reviewed by Clyde&Co and are up to date as of September 2023.





ISSUE	YOUR RIGHTS
CONTRACT	<ul style="list-style-type: none">→ You have to enter into a contract with the employer.→ It is important to obtain a copy of your employment contract along with a copy in a language that you understand. <p> (ARTICLES 8 AND 66 OF FEDERAL DECREE-LAW NO. 33/2021)</p>
PROBATION PERIOD	<ul style="list-style-type: none">→ You may be placed on paid probation for a period not exceeding 6 months, starting from the day you begin work.→ Any probation period, if successfully completed, shall be included in the period of service. <p> (ARTICLE 9 OF FEDERAL DECREE-LAW NO. 33/2021)</p>
WAGES <i>Including Overtime & Deductions</i>	<ul style="list-style-type: none">→ You are entitled to the wages specified in your employment contract.→ You are entitled to receive your wage electronically on its due date. <p> (ARTICLE 16 OF THE CABINET RESOLUTION NO. 1/2022)</p>




<p>WAGES (continued) <i>Including Overtime & Deductions</i></p>	<ul style="list-style-type: none"> → You are entitled to overtime payment for additional hours you work above your regular working hours.  (ARTICLE 19 OF THE FEDERAL DECREE-LAW NO. 33/2021) → Deductions from your wage are sometimes legal: (1) As loan repayment after taking your written consent¹; (2) Deductions to rectify damage to the equipment caused due to your fault or violation of your employer instructions provided that the deducted amounts do not exceed the wage of 5 days per month. → Your employer is not allowed to charge interest on loans.  (ARTICLE 25 OF FEDERAL DECREE-LAW NO. 33/2021)
<p>WORKING HOURS <i>Including Overtime</i></p>	<ul style="list-style-type: none"> → Your maximum working hours are 8 hours per day and 48 hours per week.²  (ARTICLE 17 OF THE FEDERAL DECREE-LAW NO. 33/2021) → The maximum working hours during Ramadan are reduced for Muslim workers to 6 hours per day.  (ARTICLE 15 OF CABINET RESOLUTION NO. 1 OF 22) → Your employer can ask you to work extra hours provided that the extra hours do not exceed 2 hours per day, unless the work is required to prevent serious loss or accident or to mitigate its effects.  (ARTICLE 19 OF THE FEDERAL DECREE-LAW NO. 33/2021)




¹There is 20% cap on deductions to recover advances on employee's entitlements. Whilst not stated in the Labour Law, this cap is also currently applied to deductions relating to overpayments in practice.

²According to implementing regulations of the labour law, shift work employees may work up to 56 hours per week.

<p>REST & BREAKS</p>	<ul style="list-style-type: none"> → You are entitled to one or more rest breaks totaling an hour during the working day and at least 1 day of rest per week.  (ARTICLES 18 AND 21 OF FEDERAL DECREE-LAW NO. 33/2021) → If you work on your weekly rest day, you should be compensated with another day off or be paid your basic wage plus an increase of at least 50%.  (ARTICLE 19 OF THE FEDERAL DECREE-LAW NO. 33/2021)
<p>SICK LEAVE & HEALTH INSURANCE</p>	<ul style="list-style-type: none"> → You are entitled to a paid sick leave not exceeding 90 continuous or intermittent working days per year. → If you are sick, you should inform your employer within 3 working days and provide a medical report issued by a medical entity. → The percentage that you will get of your gross salary is as follows: <ul style="list-style-type: none"> » 100% for the first 15 days. » 50% for the following 30 days. » 0% for the remaining 45 days.  (ARTICLE 31 OF THE FEDERAL DECREE-LAW NO. 33/2021) → If you work in Dubai, your employer must provide health insurance. However, they are not required to provide health insurance to your dependents. You are responsible for covering the health insurance for your family. → If you work in Abu Dhabi, your employer must provide you and your family with health insurance, including your spouse and up to 3 children under 18 years of age.

<p>SICK LEAVE & HEALTH INSURANCE (continued)</p>	<p>→ If you work in one of the other emirates—Sharjah, Ajman, Fujairah, Ras al-Khaimah, or Umm al-Quwain – employers should have begun to provide mandatory health insurance to their employees in the beginning of 2023.</p> <p> (ARTICLE 10 OF LAW NO. 11/ 2013 CONCERNING HEALTH INSURANCE IN THE EMIRATE OF DUBAI)</p> <p> (ARTICLE 5 OF LAW NO. 23/2005 CONCERNING HEALTH INSURANCE IN THE EMIRATE OF ABU DHABI)</p>
<p>ANNUAL LEAVE & SPECIAL LEAVES</p>	<p>→ You are entitled to 30 days of paid annual leave if you completed 1 year of continuous employment.</p> <p>→ If you leave work before you use your annual leave balance, you are entitled to be paid a cash allowance for the remaining leave.</p> <p> (ARTICLE 29 OF THE FEDERAL DECREE-LAW NO. 33/2021)</p> <p>→ You are entitled to 60 days of maternity leave, divided as the following:</p> <ul style="list-style-type: none"> » The first 45 days with full pay. » The following 15 days with half pay. <p>→ You are entitled to an additional 30 days of paid leave followed by an additional 30 days of unpaid leave following your maternity leave in instances where their baby is affected by a disability or a medical condition which requires full-time care, subject to a medical certificate being provided.</p> <p> (ARTICLE 30 OF THE FEDERAL DECREE-LAW NO. 33/2021)</p>

<p>ANNUAL LEAVE & SPECIAL LEAVES</p>	<ul style="list-style-type: none"> → You or your spouse are entitled to five days paid leave, which can be taken at any time in the first 6 months following the child’s birth. The 5 days can be taken consecutively or intermittently. → You are entitled to 5 days of paid leave in case of death of the husband or wife; and 3 days in case of death of the mother, father, one of the children, brother, sister, grandson, grandfather or grandmother. → In order to obtain the leaves, proof of death or childbirth is required. <p> (ARTICLE 32 OF THE FEDERAL DECREE-LAW NO. 33/2021)</p>
<p>TERMINATION OF EMPLOYMENT & CHANGING JOBS</p>	<ul style="list-style-type: none"> → You can terminate your employment contract at any time after giving written notice of at least 30 days and not more than 90 days. If either you or your employer did not give written notice, they shall pay to the other party a compensation called ‘notice period allowance.’ <p> (ARTICLE 43 OF THE FEDERAL DECREE-LAW NO. 33/2021)</p> <ul style="list-style-type: none"> → You can transfer to another employer in the following situations: <ul style="list-style-type: none"> » The employment contract term with the current employer has ended and not renewed. » The contract was terminated according to Articles 42 and 45 of the Labour Law. » The employer terminates the contract for reasons unrelated to the worker. <p> (ARTICLE 27 OF CABINET RESOLUTION NO.1/ 2022)</p>

<p>TERMINATION OF EMPLOYMENT & CHANGING JOBS (continued)</p>	<p>→ You must register for unemployment insurance. After 12 months of enrolment in the unemployment insurance program, you will be eligible for 3 months of benefits, based on a portion of your basic salary.</p> <p> (FEDERAL DECREE-LAW NO. 13/2022)</p>
<p>END OF SERVICE BENEFITS</p>	<p>→ If you completed 1 year or more of continuous service, you are entitled to end of service benefit at the end of your employment as follows:</p> <ul style="list-style-type: none"> » A basic wage of 21 days for each year of the first 5 years of service, » A basic wage of 30 days for each year thereafter. » The total amount of the end of service benefits should not exceed 2 years' wages. <p> (ARTICLE 51 OF FEDERAL DECREE-LAW NO. 33/2021)</p>
<p>RECRUITMENT FEES</p>	<p>→ Your employer cannot deduct your salary to compensate for any employment or recruitment costs.</p> <p>→ It is illegal to pay recruitment fees to your employer.</p> <p> (ARTICLE 6 OF THE FEDERAL DECREE-LAW NO. 33/2021)</p>

YOUR IDENTIFICATION DOCUMENTS

- You have a right to keep your passport and any other ID or travel documents in your possession except when your employer needs them for purposes such as filing for a resident permit.
- It is illegal for your employer to confiscate your passport, ID or travel documents, or the passports of the members of your family.



(ARTICLE 13 (2) OF THE FEDERAL DECREE-LAW NO. 33/2021)

