

The Labour Rights Index 2022 (LRI 2022) is a de-jure index covering 135 economies and structured around the working lifespan of a worker. In total, 46 questions or evaluation criteria are scored across 10 indicators. The overall score is calculated by taking the average of each indicator, with 100 being the highest possible score. The Index uses a rating system, ranging from "Total Lack of Decent Work" to "Decent Work". The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions). The Index is based on national labour legislation, applicable on 1 January 2022. The Index does not take into account COVID-19 related labour market measures in its scoring.

The United Arab Emirates's overall score is 47 out of 100. The overall score for the United Arab Emirates is lower than the regional average observed across the Middle East and North Africa (61.26). Within the Middle East and North Africa region, the highest score is observed for Morocco (79.5).

¹ Proportion of population living below the national poverty line (%), as measured under SDG 1.2.1

² Share of informal employment in total employment (%), as measured under SDG 8.3.1

³ Proportion of the country population covered by social protection floors, as measured under SDG 13.1

⁴ Labour income (income of employees + partly income of the self-employed) as a percentage of GDP, as measured under SDG 10.4.1

The female labour force is shown in absolute number along with the female labour force participation rate

The country rating is based on the overall score of 0-100, with the following coding:

⁶ Non-Standard Employment has been defined as Part-Time Employment (A) and Temporary Employment (B) 7 Rate of fatal and non-fatal injuries per 100,000 workers, as measured under SDG 8.8.1

(50.5-60) Basic Access to Decent Work

1

(60.5–70) Limited Access to Decent Work

LABOUR RIGHTS INDEX 2022



nswer Legal Basis		Legal Basis	An	Question ⁹		est	estion ⁹ Ar	r Legal Basis	Ti	rend ¹²
No § 1, 60-64 of the UAE Labour Law (No. 8 of 1980)	ır Law (No. 8 of 19	§ 1, 60-64 of the		Does the law prescribe minimum wage rates in the country?		es th	is the law prescribe minimum wage rates in the country?	§ 1, 60-64 of the UAE Labour Law (No. 8 of 1980)		
Yes §55-62 of the UAE Labour Law (No. 8 of 1980); Ministerial Decree on protection of wages (No. 739 of 2016)	aw (No. 8 of 1980	§55-62 of the U/	,	Does the law require regular payment of wages?	sa	es th	is the law require regular payment of wages?	\$55-62 of the UAE Labour Law (No. 8 of 1980); Ministerial Decree on protection of wages (No. 739 of	2016)	
Yes §65-68 of the UAE Labour Law (No. 8 of 1980); Ministerial Resolution (No. 4/1 of 1981)	aw (No. 8 of 1980	§65-68 of the UA	,	Does the law require overtime compensation be at least 125% of the regular hourly rate?	1. Fair Wages	es th	is the law require overtime compensation be at least 125% of the regular hourly rate?	\$65-68 of the UAE Labour Law (No. 8 of 1980); Ministerial Resolution (No. 4/1 of 1981)		
No §70-72 & 81 of the UAE Labour Law (No. 8 of 1980)	our Law (No. 8 of	§70-72 & 81 of t		Does the law require additional compensation for working on a weekly rest day?	1. Fa	es th	s the law require additional compensation for working on a weekly rest day?	§70-72 & 81 of the UAE Labour Law (No. 8 of 1980)		
No §23 & 27 of the UAE Labour Law (No. 8 of 1980)	Law (No. 8 of 198	§23 & 27 of the l		Does the law require additional compensation for night work?		es th	is the law require additional compensation for night work?	§23 & 27 of the UAE Labour Law (No. 8 of 1980)		
Yes §65-68 of the UAE Labour Law (No. 8 of 1980); Ministerial Resolution (No. 4/1 of 1981)	aw (No. 8 of 1980	§65-68 of the UA	· · ·	Does the law stipulate general working hours as 48 hours or lower?		es th	is the law stipulate general working hours as 48 hours or lower?	\$65-68 of the UAE Labour Law (No. 8 of 1980); Ministerial Resolution (No. 4/1 of 1981)		•
No §65-68 of the UAE Labour Law (No. 8 of 1980); Ministerial Resolution (No. 4/1 of 1981)	aw (No. 8 of 1980	§65-68 of the UA		Does the law restrict maximum working hours including overtime to 56 hours per week?	urs t	es th	s the law restrict maximum working hours including overtime to 56 hours per week?	\$65-68 of the UAE Labour Law (No. 8 of 1980); Ministerial Resolution (No. 4/1 of 1981)		
Yes §70 of the UAE Labour Law (No. 8 of 1980)	(No. 8 of 1980)	§70 of the UAE L	,	Does the law require a weekly rest of at least 24 hours?	2. Decent Iorking Hou	es th	s the law require a weekly rest of at least 24 hours?	§70 of the UAE Labour Law (No. 8 of 1980)		
Yes §74 & 81 of the UAE Labour Law (No. 8 of 1980)	Law (No. 8 of 198	§74 & 81 of the L	,	Does the law require paid public holidays?	2. Work	es th	is the law require paid public holidays?	§74 & 81 of the UAE Labour Law (No. 8 of 1980)		
Yes §75-80 of the UAE Labour Law (No. 8 of 1980)	aw (No. 8 of 1980	§75-80 of the UA	,	Does the law require at least three working weeks of paid annual leave?		es th	s the law require at least three working weeks of paid annual leave?	§75-80 of the UAE Labour Law (No. 8 of 1980)		
Yes §1, 35, 36 & 39 of the UAE Labour Law (No. 8 of 1980); Ministerial Decree No. 764 of 2015	abour Law (No. 8	§1, 35, 36 & 39 of	culars?	Does the law require written employment contracts or at least written employment particulars?		es th	is the law require written employment contracts or at least written employment particulars?	§1, 35, 36 & 39 of the UAE Labour Law (No. 8 of 1980); Ministerial Decree No. 764 of 2015		
No §1, 35, 36 & 39 of the UAE Labour Law (No. 8 of 1980); Ministerial Decree No. 764 of 2015	abour Law (No. 8	§1, 35, 36 & 39 of		Does the law restrict the hiring of fixed-term contract workers?	y y	es th	s the law restrict the hiring of fixed-term contract workers?	§1, 35, 36 & 39 of the UAE Labour Law (No. 8 of 1980); Ministerial Decree No. 764 of 2015		
No §37 of the UAE Labour Law (No. 8 of 1980)	(No. 8 of 1980)	§37 of the UAE L	nonths?	Does the law limit the length of probation period including renewals to a maximum of 3 months?	3. Employment Security	es th	is the law limit the length of probation period including renewals to a maximum of 3 months?	\$37 of the UAE Labour Law (No. 8 of 1980)		
Yes §117-121 of the UAE Labour Law (No. 8 of 1980); Ministerial Decree (No. 765 of 2015)	Law (No. 8 of 1980	§117-121 of the U	,	Does the law require a 30-day notice before contract termination?	3. En S	es th	s the law require a 30-day notice before contract termination?	\$117-121 of the UAE Labour Law (No. 8 of 1980); Ministerial Decree (No. 765 of 2015)		
Yes §132-141 of the UAE Labour Law (No. 8 of 1980)	Law (No. 8 of 198	§132-141 of the L	ar of service?	Does the law require severance pay at the rate of at least 2 weeks of wages for every year of service?		es th	s the law require severance pay at the rate of at least 2 weeks of wages for every year of service?	\$132-141 of the UAE Labour Law (No. 8 of 1980)		
No applicable legal provisions could be located	ons could be loca	No applicable le		Does the law require parental leave for parents?	Sa	es th	s the law require parental leave for parents?	No applicable legal provisions could be located		
Yes §74 of the UAE Labour Law (No. 8 of 1980); Federal Decree Law No. 6 of 2020	(No. 8 of 1980); Fe	§74 of the UAE L	,	Does the law require at least one week of paid paternity leave for fathers?	sibiliti	es th	s the law require at least one week of paid paternity leave for fathers?	\$74 of the UAE Labour Law (No. 8 of 1980); Federal Decree Law No. 6 of 2020		
No No applicable legal provisions could be located	ons could be loca	No applicable le	?	Does the law require flexible work arrangements for workers with family responsibilities?	4. Family esponsibilit	es th	s the law require flexible work arrangements for workers with family responsibilities?	No applicable legal provisions could be located		
Yes §31 of the UAE Labour Law (No. 8 of 1980)	(No. 8 of 1980)	§31 of the UAE La		Does the law require paid nursing breaks?	~	es th	s the law require paid nursing breaks?	\$31 of the UAE Labour Law (No. 8 of 1980)		
No No applicable legal prohibitions could be located	tions could be loc	No applicable le		Does the law prohibits inquiring about pregnancy during recruitment?		es th	s the law prohibits inquiring about pregnancy during recruitment?	No applicable legal prohibitions could be located		
No §30 of the UAE Labour Law (No. 8 of 1980)	(No. 8 of 1980)	§30 of the UAE L		Does the law require paid maternity leave of at least 14 weeks?	ē,	es th	s the law require paid maternity leave of at least 14 weeks?	\$30 of the UAE Labour Law (No. 8 of 1980)		
Yes §30 of the UAE Labour Law (No. 8 of 1980)	(No. 8 of 1980)	§30 of the UAE L	```	Does the law require cash maternity benefit be at least 67% of a worker's former wage?	5. Maternity at Work	es th	s the law require cash maternity benefit be at least 67% of a worker's former wage?	\$30 of the UAE Labour Law (No. 8 of 1980)		
No \$30 of the UAE Labour Law (No. 8 of 1980)	(No. 8 of 1980)	§30 of the UAE L		Does the law require maternity benefit be paid through contributory social insurance or universal benefits system?	uri I			\$30 of the UAE Labour Law (No. 8 of 1980)		
Yes \$30 of the UAE Labour Law (No. 8 of 1980); Federal Decree Law No. 6 of 2019	(No. 8 of 1980); Fr	§30 of the UAE L		Does the law protect workers from dismissals during or on account of pregnancy?				\$30 of the UAE Labour Law (No. 8 of 1980); Federal Decree Law No. 6 of 2019		
Yes §91 of the UAE Labour Law (No. 8 of 1980)			ployer?	Does the law require provision of free personal protective equipment to workers from employer?						
Yes §97 of the UAE Labour Law (No. 8 of 1980)			. ,	Does the law require the employer to train workers on health and safety issues?	Work					Ť
No §97 of the UAE Labour Law (No. 8 of 1980)	(No. 8 of 1980)	§97 of the UAE L		Does the law restrict work that is prejudicial to the health of the mother or the child?	6. Safe Worl			§97 of the UAE Labour Law (No. 8 of 1980)		
No §148-151 of the UAE Labour Law (No. 8 of 1980)	Law (No. 8 of 198	§148-151 of the L		Does the law provide for employment injury benefit?	-			\$148-151 of the UAE Labour Law (No. 8 of 1980)		Ō
Yes §1, 16 & 20 Federal Law for Pension and Social Security (No. 7 of 1999)	Pension and Soc	§1, 16 & 20 Feder	,	Does the law provide for an old age pension?				\$1, 16 & 20 Federal Law for Pension and Social Security (No. 7 of 1999)		
Yes §24-34 Federal Law for Pension and Social Security (No. 7 of 1999)	nsion and Social	§24-34 Federal	,	Does the law provide for a dependants'/survivors' pension?		es th	is the law provide for a dependants'/survivors' pension?	\$24-34 Federal Law for Pension and Social Security (No. 7 of 1999)		
No applicable legal provisions could be located	ons could be loca	No applicable le		Does the law provide for unemployment benefit?	7. Social Security	es th	is the law provide for unemployment benefit?	No applicable legal provisions could be located		
No §82-86 of the UAE Labour Law (No. 8 of 1980)	v (No. 8 of 1980)	§82-86 of the UAE		Does the law require paid sick leave for the first 6 months of sickness?	S	es th	is the law require paid sick leave for the first 6 months of sickness?	\$82-86 of the UAE Labour Law (No. 8 of 1980)		
No Applicable legal provisions could be located	ons could be loca	No applicable le		Does the law provide for invalidity benefit?		es th	is the law provide for invalidity benefit?	No applicable legal provisions could be located		
Yes \$32 of the UAE Labour Law (No. 8 of 1980); Federal Decree Law No. 6 of 2020	(No. 8 of 1980); Fr	§32 of the UAE L	,	Does the law require equal remuneration for work of equal value?		es th	is the law require equal remuneration for work of equal value?	\$32 of the UAE Labour Law (No. 8 of 1980); Federal Decree Law No. 6 of 2020		
Yes §120 of the UAE Labour Law (No. 8 of 1980); §248 & 359 of the Penal Code 1987	/ (No. 8 of 1980); §	§120 of the UAE I	,	Does the law prohibit sexual harassment in employment?	ment	es th	is the law prohibit sexual harassment in employment?	\$120 of the UAE Labour Law (No. 8 of 1980); \$248 & 359 of the Penal Code 1987		
No §9 & 10 of the Labour Law, 1980; Federal Law (No. 2 of 2015) on combatting Discrimination and Hatred	1980; Federal Lav	§9 & 10 of the La		Does the law prohibit discrimination in employment matters? ¹⁰	Treat	es tl	es the law prohibit discrimination in employment matters? ¹⁰	§9 & 10 of the Labour Law, 1980; Federal Law (No. 2 of 2015) on combatting Discrimination and Hatr	ed	
Yes §27 & 28, UAE Labour Law (No. 8 of 1980); Ministerial Resolution (No. 6/1 of 1981); Federal Decree Law No. 6 of 2	(No. 8 of 1980); Mi	§27 & 28, UAE La	,	Does the law allow women to do the same jobs as men?	8. Fair	es th	is the law allow women to do the same jobs as men?	\$27 & 28, UAE Labour Law (No. 8 of 1980); Ministerial Resolution (No. 6/1 of 1981); Federal Decree Lav	/ No. 6 of 2019	
No §1 of the Federal Law No. 7 of the year 1999 on Pension and Social Security	of the year 1999	§1 of the Federa		Does the law guarantee basic labour protections for gig economy workers?		es th	s the law guarantee basic labour protections for gig economy workers?	\$1 of the Federal Law No. 7 of the year 1999 on Pension and Social Security		
Yes \$20-25, UAE Labour Law (No. 8 of 1980); Federal Law on Compulsory Education (No. 11 of 1972)	lo. 8 of 1980); Fed	§20-25, UAE Lab	,	Does the law prohibit employment of children?		es th	is the law prohibit employment of children?	\$20-25, UAE Labour Law (No. 8 of 1980); Federal Law on Compulsory Education (No. 11 of 1972)		
No §20-25 of the UAE Labour Law (No. 8 of 1980); Federal Law on Compulsory Education (No. 11 of 1972)	.aw (No. 8 of 1980	§20-25 of the U/	j age?	Does the law set employment entry age equal to or higher than the compulsory schooling age?	d and Labou			\$20-25 of the UAE Labour Law (No. 8 of 1980); Federal Law on Compulsory Education (No. 11 of 1972)		
No §23-26 of the Labour Law No. 8 of 1980; Ministerial Resolution No. 5/1 for 1981	No. 8 of 1980; Mini	§23-26 of the La	years?	Does the law prohibit the employment of children in hazardous work under the age of 18 years?	9. Chil orced	es th	is the law prohibit the employment of children in hazardous work under the age of 18 years?	\$23-26 of the Labour Law No. 8 of 1980; Ministerial Resolution No. 5/1 for 1981		
Yes §34 of the Constitution of the United Arab Emirates 1971	he United Arab E	§34 of the Const	,	Does the law prohibit forced labour?		es th	s the law prohibit forced labour?	\$34 of the Constitution of the United Arab Emirates 1971		
No USDOS CRHRP 2021		USDOS CRHRP 20		Does the law allow workers to form and join unions of their own choice?	=	es th	is the law allow workers to form and join unions of their own choice?	USDOS CRHRP 2021		
No §158 of the UAE Labour Law (No. 8 of 1980); USDOS CRHRP 2021	v (No. 8 of 1980); l	§158 of the UAE I	ntative unions?	Does the law allow workers to bargain collectively with employers through their representative unions	e Unio	es th	is the law allow workers to bargain collectively with employers through their representative unions?	\$158 of the UAE Labour Law (No. 8 of 1980); USDOS CRHRP 2021		
No §231 of the Penal Code 1987; USDOS CRHRP 2021	7; USDOS CRHRP 2	§231 of the Pena		Does the law provide for the right to strike?	L Trade	es th	s the law provide for the right to strike?	§231 of the Penal Code 1987; USDOS CRHRP 2021		
No USDOS CRHRP 2021		USDOS CRHRP 20	(ers?	Does the law prohibit employers from terminating employment contracts of striking workers?	₽	es th	s the law prohibit employers from terminating employment contracts of striking workers?	USDOS CRHRP 2021		
Yes §27 & 28, UAE Labour Law (No. 8 of 1980); Ministerial Resolution (No. 6/1 of 1981); Federal Decree Law No. 6 of 2 No §1 of the Federal Law No. 7 of the year 1999 on Pension and Social Security Yes §20-25, UAE Labour Law (No. 8 of 1980); Federal Law on Compulsory Education (No. 11 of 1972) No §20-25 of the UAE Labour Law (No. 8 of 1980); Federal Law on Compulsory Education (No. 11 of 1972) No §22-25 of the UAE Labour Law (No. 8 of 1980); Federal Law on Compulsory Education (No. 11 of 1972) No §23-26 of the Labour Law No. 8 of 1980; Ministerial Resolution No. 5/1 for 1981 Yes §34 of the Constitution of the United Arab Emirates 1971 No USDOS CRHRP 2021 No §158 of the UAE Labour Law (No. 8 of 1980); USDOS CRHRP 2021 No §231 of the Penal Code 1987; USDOS CRHRP 2021	(No. 8 of 1980); Mii of the year 1999) Ao. 8 of 1980); Fede Law (No. 8 of 1980) No. 8 of 1980; Mini he United Arab Er v (No. 8 of 1980); L	\$27 & 28, UAE L£ \$1 of the Federal \$20-25, UAE Lab \$20-25 of the UV \$23-26 of the La \$34 of the Const USDOS CRHRP 20 \$158 of the UAE U \$231 of the Pena) age?	Does the law allow women to do the same jobs as men? Does the law guarantee basic labour protections for gig economy workers? Does the law prohibit employment of children? Does the law set employment entry age equal to or higher than the compulsory schooling age? Does the law prohibit the employment of children in hazardous work under the age of 18 years? Does the law prohibit forced labour? Does the law allow workers to form and join unions of their own choice? Does the law allow workers to bargain collectively with employers through their representative unions Does the law provide for the right to strike?	10. Trade Union Forced Labour 8. Fair Treatment	es th es th es th es th es th es th es th	st he law allow women to do the same jobs as men?	§27 & 28, UAE Labour Law (No. 8 of 1980); Ministerial Resolution (No. 6/1 of 1981); Federal Decree Law §1 of the Federal Law No. 7 of the year 1999 on Pension and Social Security §20-25, UAE Labour Law (No. 8 of 1980); Federal Law on Compulsory Education (No. 11 of 1972) §20-25 of the UAE Labour Law (No. 8 of 1980); Federal Law on Compulsory Education (No. 11 of 1972) §23-26 of the UAE Labour Law (No. 8 of 1980); Ministerial Resolution No. 5/1 for 1981 §34 of the Constitution of the United Arab Emirates 1971 USDOS CRHRP 2021 §158 of the UAE Labour Law (No. 8 of 1980); USDOS CRHRP 2021 §231 of the Penal Code 1987; USDOS CRHRP 2021		

Covid 19 and Labour Market in United Arab Emirates*

Total Covid Cases	0.98 Million
Total Covid Deaths	2,327
Partial Vaccinated	99.0%
Fully Vaccinated	99.0%

Wage Subsidies	×
Social Security Contributions (deferrals/waivers)	
Paid Sick Leave	
Add. Unemployment Benefits	×

Protection from Dismissals	
Telework/flexible work	
Improved Health Access	
Training (activation measures)	

⁹ The Index has 10 indicators and 46 evaluation criteria or questions.

10 The prohibited grounds for discrimination are 'race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership'. A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

¹A country's score on LRIS Trade Union indicator must also be read together SDB indicator 8.8.2 which measures the level of national compliance with labour rights (freedom of association and collective bargaining) based on ILD textual sources and national legislation. It has a range from 0 to 10, with 0 being the best possible score (indicating higher levels of compliance with FADB rights) and 10 the worst (indicating lawer levels of compliance with FADB rights). The score of United Arab Emirates on SDB 8.8.2 is U% (2020) The Index uses Observations/Direct Requests from ILD CEACR and the US Department of State's Country Reports on Human Rights Practices (US DOS CRHRP) to measure a country's compliance on the Trade Union indicator.

¹² In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2020), the legislative table indicates improvement or worsening of labour rights in country through the following colours.

Score increase
Score decrease
Score adjustment

No change

"Sources for country info on Covid-19 and labour markets: Gentlini, Ugo, Almenfi, Mohamed; Orton, Ian, Dale, Pamela. 2020. Social Protection and Jobs Responses to COVID-19: A Real-Time Review of Country Measures. World Bank, Washington, DC. @ World Bank https://openknowledge.worldbank.org/handle/10986/33651 License: CC BY 30 160 ; Hannah Ritchie, Edouard Mathieu, Lucas Rodés-Guirao, Cameron Appel, Charlie Giattino, Esteban Ortiz-Ospina, Joe Hasell, Bobbie Macdonald, Diana Beltekian and Max Roser (2020) -"Coronavirus Pandemic (COVID-19)". Published online at OurWorldInData.org.Retrieved from: https://ourworldindata.org/coronavirus