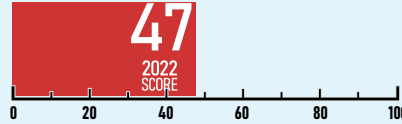


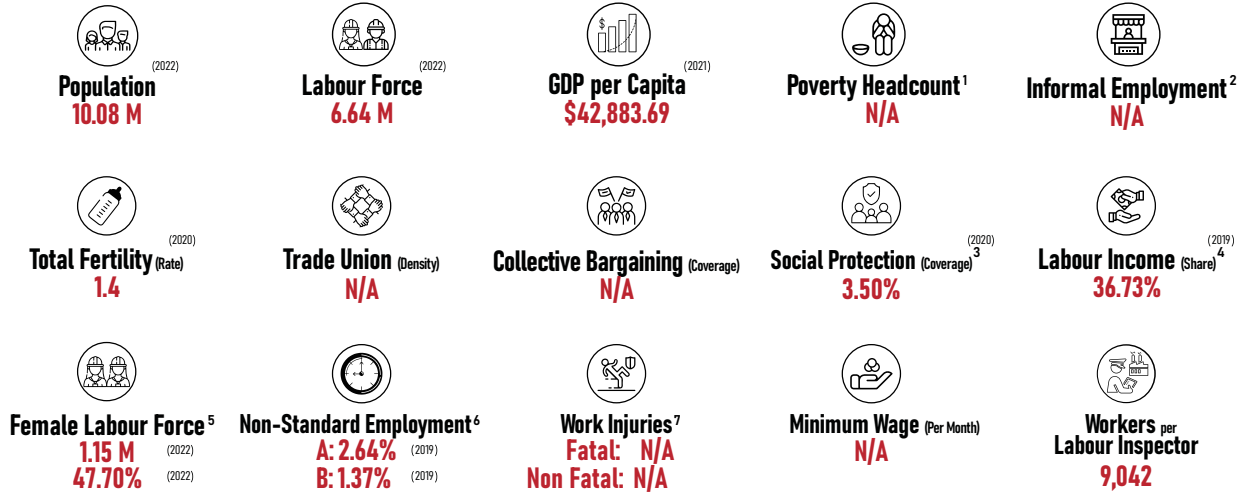


United Arab Emirates



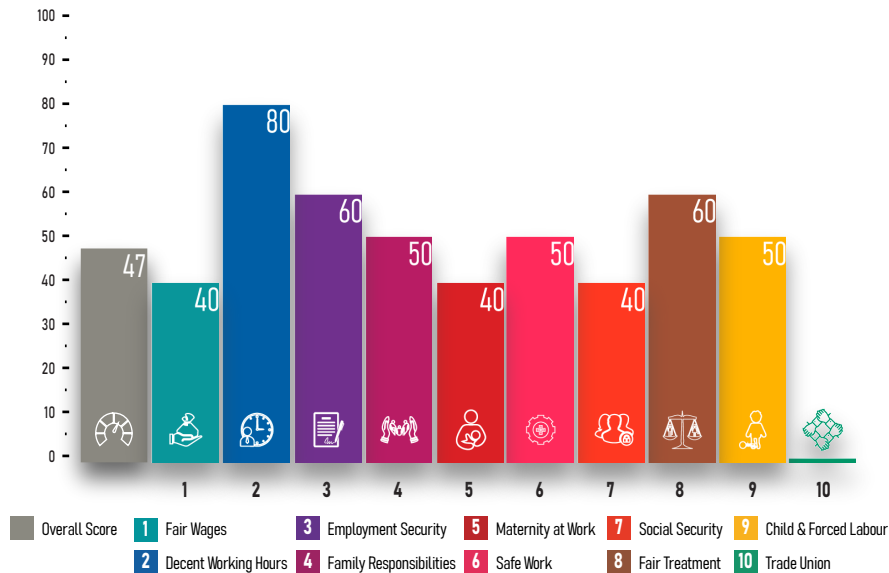
42.5 2020 SCORE
Middle East and North Africa
High income
Total Lack of Decent Work
LRI RATING

Contextual Indicators



Sources: World Bank
International Labour Organization
WageIndicator Minimum Wages and Living Wages Database
M = Million

Legislative Performance Indicators



Introduction

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 1.3.1

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

⁵ The female labour force is shown in absolute number along with the female labour force participation rate

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

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

(90.5-100) Decent Work | (80.5-90) Approaching Decent Work | (70.5-80) Reasonable Access to Decent Work | (60.5-70) Limited Access to Decent Work | (50.5-60) Basic Access to Decent Work | (0-50) Total Lack of Decent Work

LABOUR RIGHTS INDEX 2022

	Question ⁹	Answer	Legal Basis	Trend ¹²
1. Fair Wages	Does the law prescribe minimum wage rates in the country?	No	§ 1, 60-64 of the UAE Labour Law (No. 8 of 1980)	●
	Does the law require regular payment of wages?	Yes	§55-62 of the UAE Labour Law (No. 8 of 1980); Ministerial Decree on protection of wages (No. 739 of 2016)	●
	Does the law require overtime compensation be at least 125% of the regular hourly rate?	Yes	§65-68 of the UAE Labour Law (No. 8 of 1980); Ministerial Resolution (No. 4/1 of 1981)	●
	Does the law require additional compensation for working on a weekly rest day?	No	§70-72 & 81 of the UAE Labour Law (No. 8 of 1980)	●
	Does the law require additional compensation for night work?	No	§23 & 27 of the UAE Labour Law (No. 8 of 1980)	●
2. Decent Working hours	Does the law stipulate general working hours as 48 hours or lower?	Yes	§65-68 of the UAE Labour Law (No. 8 of 1980); Ministerial Resolution (No. 4/1 of 1981)	●
	Does the law restrict maximum working hours including overtime to 56 hours per week?	No	§65-68 of the UAE Labour Law (No. 8 of 1980); Ministerial Resolution (No. 4/1 of 1981)	●
	Does the law require a weekly rest of at least 24 hours?	Yes	§70 of the UAE Labour Law (No. 8 of 1980)	●
	Does the law require paid public holidays?	Yes	§74 & 81 of the UAE Labour Law (No. 8 of 1980)	●
	Does the law require at least three working weeks of paid annual leave?	Yes	§75-80 of the UAE Labour Law (No. 8 of 1980)	●
3. Employment Security	Does the law require written employment contracts or at least written employment particulars?	Yes	§1, 35, 36 & 39 of the UAE Labour Law (No. 8 of 1980); Ministerial Decree No. 764 of 2015	●
	Does the law restrict the hiring of fixed-term contract workers?	No	§1, 35, 36 & 39 of the UAE Labour Law (No. 8 of 1980); Ministerial Decree No. 764 of 2015	●
	Does the law limit the length of probation period including renewals to a maximum of 3 months?	No	§37 of the UAE Labour Law (No. 8 of 1980)	●
	Does the law require a 30-day notice before contract termination?	Yes	§117-121 of the UAE Labour Law (No. 8 of 1980); Ministerial Decree (No. 765 of 2015)	●
	Does the law require severance pay at the rate of at least 2 weeks of wages for every year of service?	Yes	§132-141 of the UAE Labour Law (No. 8 of 1980)	●
4. Family Responsibilities	Does the law require parental leave for parents?	No	No applicable legal provisions could be located	●
	Does the law require at least one week of paid paternity leave for fathers?	Yes	§74 of the UAE Labour Law (No. 8 of 1980); Federal Decree Law No. 6 of 2020	●
	Does the law require flexible work arrangements for workers with family responsibilities?	No	No applicable legal provisions could be located	●
	Does the law require paid nursing breaks?	Yes	§31 of the UAE Labour Law (No. 8 of 1980)	●
5. Maternity at Work	Does the law prohibit inquiring about pregnancy during recruitment?	No	No applicable legal prohibitions could be located	●
	Does the law require paid maternity leave of at least 14 weeks?	No	§30 of the UAE Labour Law (No. 8 of 1980)	●
	Does the law require cash maternity benefit be at least 67% of a worker's former wage?	Yes	§30 of the UAE Labour Law (No. 8 of 1980)	●
	Does the law require maternity benefit be paid through contributory social insurance or universal benefits system?	No	§30 of the UAE Labour Law (No. 8 of 1980)	●
	Does the law protect workers from dismissals during or on account of pregnancy?	Yes	§30 of the UAE Labour Law (No. 8 of 1980); Federal Decree Law No. 6 of 2019	●
6. Safe Work	Does the law require provision of free personal protective equipment to workers from employer?	Yes	§91 of the UAE Labour Law (No. 8 of 1980)	●
	Does the law require the employer to train workers on health and safety issues?	Yes	§97 of the UAE Labour Law (No. 8 of 1980)	●
	Does the law restrict work that is prejudicial to the health of the mother or the child?	No	§97 of the UAE Labour Law (No. 8 of 1980)	●
	Does the law provide for employment injury benefit?	No	§148-151 of the UAE Labour Law (No. 8 of 1980)	●
	Does the law provide for an old age pension?	Yes	§1, 16 & 20 Federal Law for Pension and Social Security (No. 7 of 1999)	●
7. Social Security	Does the law provide for a dependants/survivors' pension?	Yes	§24-34 Federal Law for Pension and Social Security (No. 7 of 1999)	●
	Does the law provide for unemployment benefit?	No	No applicable legal provisions could be located	●
	Does the law require paid sick leave for the first 6 months of sickness?	No	§82-86 of the UAE Labour Law (No. 8 of 1980)	●
	Does the law provide for invalidity benefit?	No	No applicable legal provisions could be located	●
	Does the law require equal remuneration for work of equal value?	Yes	§32 of the UAE Labour Law (No. 8 of 1980); Federal Decree Law No. 6 of 2020	●
8. Fair Treatment	Does the law prohibit sexual harassment in employment?	Yes	§120 of the UAE Labour Law (No. 8 of 1980); §248 & 359 of the Penal Code 1987	●
	Does the law prohibit discrimination in employment matters? ¹⁰	No	§9 & 10 of the Labour Law, 1980; Federal Law (No. 2 of 2015) on combatting Discrimination and Hatred	●
	Does the law allow women to do the same jobs as men?	Yes	§27 & 28, UAE Labour Law (No. 8 of 1980); Ministerial Resolution (No. 6/1 of 1981); Federal Decree Law No. 6 of 2019	●
	Does the law guarantee basic labour protections for gig economy workers?	No	§1 of the Federal Law No. 7 of the year 1999 on Pension and Social Security	●
	Does the law prohibit employment of children?	Yes	§20-25, UAE Labour Law (No. 8 of 1980); Federal Law on Compulsory Education (No. 11 of 1972)	●
9. Child and Forced Labour	Does the law set employment entry age equal to or higher than the compulsory schooling age?	No	§20-25 of the UAE Labour Law (No. 8 of 1980); Federal Law on Compulsory Education (No. 11 of 1972)	●
	Does the law prohibit the employment of children in hazardous work under the age of 18 years?	No	§23-26 of the Labour Law No. 8 of 1980; Ministerial Resolution No. 5/1 for 1981	●
	Does the law prohibit forced labour?	Yes	§34 of the Constitution of the United Arab Emirates 1971	●
10. Trade Union	Does the law allow workers to form and join unions of their own choice?	No	USDOS CRHRP 2021	●
	Does the law allow workers to bargain collectively with employers through their representative unions?	No	§158 of the UAE Labour Law (No. 8 of 1980); USDOS CRHRP 2021	●
	Does the law provide for the right to strike?	No	§231 of the Penal Code 1987; USDOS CRHRP 2021	●
	Does the law prohibit employers from terminating employment contracts of striking workers?	No	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.

¹¹ A country's score on LRI's Trade Union indicator must also be read together SDG indicator 8.8.2 which measures the level of national compliance with labour rights (freedom of association and collective bargaining) based on ILO 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 FACB rights) and 10 the worst (indicating lower levels of compliance with FACB rights). The score of United Arab Emirates on SDG 8.8.2 is 0.94 (2020).

The Index uses Observations/Direct Requests from ILO 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