

Legal Bulletin

Al Mubasheri Advocates and Legal Consultancy

Volume 1 , Issue 2

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Practice Areas:

- Litigation & Alternative Disputes Resolutions
- Banking & Finance
- Investment
- Construction
- Insurance Law
- Intellectual Property
- Labor & Employment
- Maritime & Shipping Disputes
- Oil & Gas
- Public & Administrative Regulations
- Real Estate
- Telecommunications

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Office Hours:
9:00 am– 6:00pm

Women and Work: Rights and laws on female employment in UAE

In most Arab countries, it is the men who ideally bequeath provisions to the family whereas the woman takes care of the family and home dynamics. With the society slowly evolving and various global influences, the latter knowledge is now obsolete.

More women are being hired as workers in the gulf and their craft and work ethics are being recognized and acknowledged across

all geographic. With the efforts of keeping tradition and culture of the country, the law indicates its effort on trying to preserve women's employment protection with specific statutes in the labor law.

Wages:

A working woman is

entitled the same wage as the man if similar job description is directed.

Leaves:

A working woman is entitled of a maternity leave in the event of

tioned is permitted but recompense is only half of its total.

Days of leaves is also computed based on the operational days of a company with 33 allowable working days with full benefits and total



Labor force evolving with women emerging

pregnancy and giving birth. She is awarded forty five (45) days of leave with full benefits including the time before, during and after birth, with the condition that she is serving the employer for a period of not less than a year. For services rendered for less than a year, the aforementioned

acceptable absence of 65 working days in which the remaining 32 absences will be remunerated with half of her compensation as a regular employee.

Upon the expiry of the forty five (45) days leave, a woman may still discontinue work for until 100 consecutive days if the absence is due to he-

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Although reasons secondary to pregnancy and delivery that disables her from going to work. A medical certificate shall be furnished as proof that illness has resulted from pregnancy or giving birth.

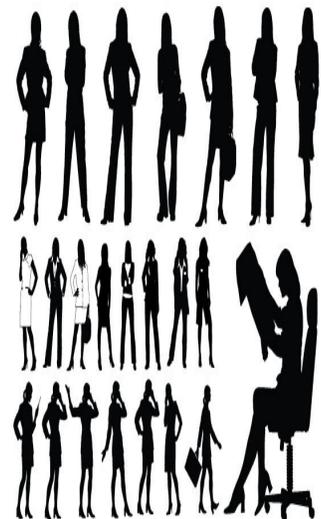
Working hours:

All adult employees, men and women alike, have 8 maximum working hours per day or 48 hours a week. However, working hours for employees of commercial es-

tablishments, hotels, restaurant, watch men and the like may be increased for up to 9 hours per day. However, women, unlike men are not allowed to work at night, that is, a period between 10 pm to 7 am on the exceptions of managerial and technical positions or medical-related field jobs.

Relative to maternity and post delivery work hours for nursing women, they are entitled 2 additional breaks not exceeding 30 minutes e-

ach and such shall not cause any reduction of the remuneration.



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ests are on top priority.

High-caliber lawyers and legal consultants who are well-accomplished in their fields of practice coupled with versatility in client collaborations are the main asset of this law firm.

Establishing solid linkages to clients from initial contact

until the end of the contract is of high value in our firm. We take pride in providing efficient, quality services and legal solutions in all the aspects of a business start-up and are humbled by the trust and confidence our clients has bequeathed thus far.