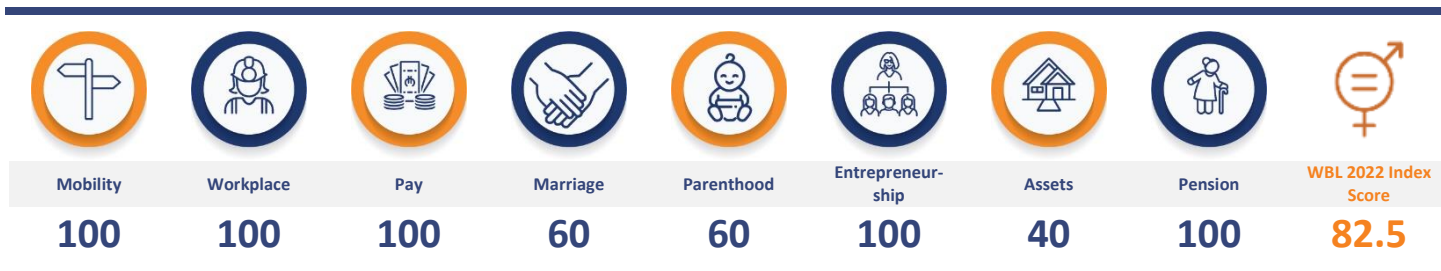


United Arab Emirates

Women, Business and the Law 2022 (WBL2022) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Dubai). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **United Arab Emirates scores 82.5 out of 100**. The overall score for United Arab Emirates is higher than the regional average observed across the Middle East and North Africa (53). Within the Middle East and North Africa region, the maximum score observed is 88.8 (Malta).

United Arab Emirates - Scores for Women, Business and the Law 2022



Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints on women starting and running a business, and laws affecting the size of a woman's pension, United Arab Emirates gets a perfect score.

Areas for Improvement

However, when it comes to constraints related to marriage, laws affecting women's work after having children, and gender differences in property and inheritance, United Arab Emirates could consider reforms to improve legal equality for women.

For example, one of the lowest scores for United Arab Emirates is on the indicator measuring gender differences in property and inheritance (the WBL2022 Assets indicator). To improve on the Assets indicator, United Arab Emirates may wish to consider equalizing inheritance rights for sons and daughters, equalizing inheritance rights for male and female surviving spouses, and recognizing the value of nonmonetary contributions.

Recent Reforms

No reforms were observed during the past year (October 2nd, 2020 – October 1st, 2021).



Further data details for United Arab Emirates are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/united-arab-emirates/2022>



| | QUESTION | ANSWER | LEGAL BASIS |
|------------------|--|--------|---|
| Mobility | Can a woman choose where to live in the same way as a man? | Yes | Personal Status Law No. 28/2005, as amended by Federal Decree No. 5/2020, Art. 71 |
| | Can a woman travel outside her home in the same way as a man? | Yes | Personal Status Law No. 28/2005, as amended by Federal Decree No. 5/2020, Arts. 71 and 72 |
| | Can a woman apply for a passport in the same way as a man? | Yes | Federal Decree-Law No. 16/2017, Art. 4 |
| | Can a woman travel outside the country in the same way as a man? | Yes | Personal Status Law No. 28/2005, as amended by Federal Decree No. 5/2020, Art. 71(4) |
| Workplace | Can a woman get a job in the same way as a man? | Yes | Personal Status Law No. 28/2005, as amended by Federal Decree No. 5/2020, Art. 72 |
| | Does the law prohibit discrimination in employment based on gender? | Yes | Federal Law No. 11 of 2019 Amending Certain Provisions of Federal Law No. 2 of 2015, on Combating Discrimination and Hatred |
| | Is there legislation on sexual harassment in employment? | Yes | Penal Code, Art. 359 |
| | Are there criminal penalties or civil remedies for sexual harassment in employment? | Yes | <i>Criminal:</i> Penal Code, Art. 359 <i>Civil:</i> No applicable provisions could be located |
| Pay | Does the law mandate equal remuneration for work of equal value? | Yes | Federal Decree Law No. 6 of 2020, Art. 1 |
| | Can a woman work at night in the same way as a man? | Yes | No restrictions could be located |
| | Can a woman work in a job deemed dangerous in the same way as a man? | Yes | No restrictions could be located |
| | Can a woman work in an industrial job in the same way as a man? | Yes | No restrictions could be located |
| Marriage | Is there no legal provision that requires a married woman to obey her husband? | Yes | Personal Status Law No. 28/2005, as amended by Federal Decree No. 5/2020, Art. 56 |
| | Can a woman be head of household in the same way as a man? | Yes | No restrictions could be located |
| | Is there legislation specifically addressing domestic violence? | Yes | Federal Domestic Violence Law |
| | Can a woman obtain a judgment of divorce in the same way as a man? | No | Personal Status Law No. 28/2005, as amended by Federal Decree No. 5/2020, Arts. 110-135 |
| Parenthood | Does a woman have the same rights to remarry as a man? | No | Personal Status Law No. 28/2005, Arts. 136-141 |
| | Is paid leave of at least 14 weeks available to mothers? | No | U.A.E. Labor Law, Federal Law No. 8 of 1980, Art. 30 |
| | Does the government pay 100% of maternity leave benefits? | No | U.A.E. Labor Law, Federal Law No. 8 of 1980, Art. 30 |
| | Is paid leave available to fathers? | Yes | No applicable provisions could be located |
| | Is there paid parental leave? | Yes | Federal Decree Law No. 6 of 2020, Art. 74 |
| Entrepreneurship | Is dismissal of pregnant workers prohibited? | Yes | Federal Decree Law No. 6 of 2019 Amending Some Provisions of Federal Labour Law No. 8 of 1980, Art. 30bis |
| | Does the law prohibit discrimination in access to credit based on gender? | Yes | Central Bank of the UAE Notice No. CBUAE/BS2019/3457 |
| | Can a woman sign a contract in the same way as a man? | Yes | Personal Status Law No. 28 of 2005, Art. 159 |
| | Can a woman register a business in the same way as a man? | Yes | No restrictions could be located |
| Assets | Can a woman open a bank account in the same way as a man? | Yes | No restrictions could be located |
| | Do men and women have equal ownership rights to immovable property? | Yes | Personal Status Law No. 28/2005, Arts. 55(4) and 62(1) |
| | Do sons and daughters have equal rights to inherit assets from their parents? | No | Personal Status Law, Arts. 321-335 |
| | Do female and male surviving spouses have equal rights to inherit assets? | No | Personal Status Law, Arts. 322-324 |
| | Does the law grant spouses equal administrative authority over assets during marriage? | Yes | Personal Status Law No. 28/2005, Art. 62(1) |
| Pension | Does the law provide for the valuation of nonmonetary contributions? | No | No applicable provisions could be located |
| | Is the age at which men and women can retire with full pension benefits the same? | Yes | Women: Law No. 7 of 1999, Arts. 1 and 16. Men: Law No. 7 of 1999, Arts. 1 and 16 |
| | Is the age at which men and women can retire with partial pension benefits the same? | Yes | Women: No applicable provisions could be located. Men: No applicable provisions could be located |
| | Is the mandatory retirement age for men and women the same? | Yes | Women: No applicable provisions could be located. Men: No applicable provisions could be located |
| Pension | Are periods of absence due to childcare accounted for in pension benefits? | Yes | Law No. 7 of 1999, Art. 3 |