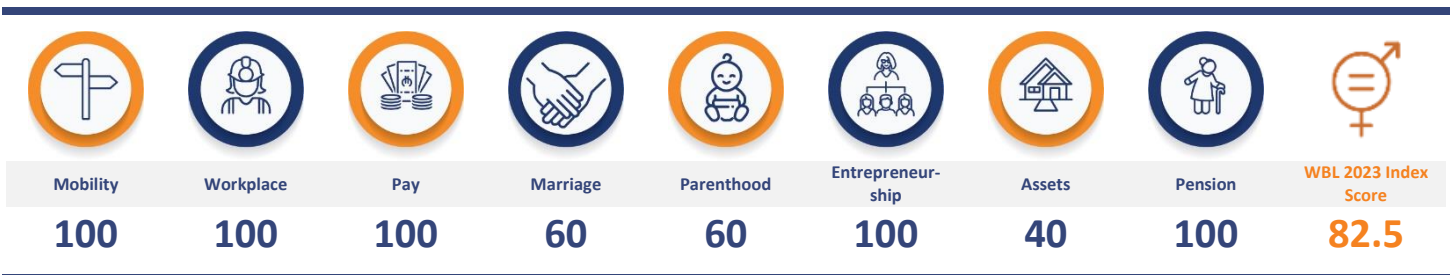


# United Arab Emirates

*Women, Business and the Law 2023 (WBL2023)* 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 (53.2). Within the Middle East and North Africa region, the maximum score observed is 91.3 (Malta).

## United Arab Emirates - Scores for Women, Business and the Law 2023



### 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 WBL2023 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, 2021 – October 1st, 2022).



Further data details for United Arab Emirates are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/united-arab-emirates/2023>



	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	No restrictions could be located
	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	U.A.E. Federal Decree-Law No. 33/2021, Art. 4(1)
	Is there legislation on sexual harassment in employment?	Yes	Penal Code, Art. 359; Federal Decree-Law No. (33) of 2021 on the Regulation of Labor Relations
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Penal Code, Art. 359; Federal Decree-Law No. (33) of 2021 on the Regulation of Labor Relations, Art. 63 <i>Civil:</i> No applicable provisions could be located
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	U.A.E. Federal Decree-Law No. 33/2021, Art. 4(4)
	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 the law free of legal provisions that require 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
	Does a woman have the same rights to remarry as a man?	No	Personal Status Law No. 28/2005, as amended by Federal Decree No. 5/2020, Arts. 136-141
Parenthood	Is paid leave of at least 14 weeks available to mothers?	No	U.A.E. Federal Decree-Law No. 33/2021, Art. 30
	Does the government pay 100% of maternity leave benefits?	No	U.A.E. Federal Decree-Law No. 33/2021, Art. 30
	Is paid leave available to fathers?	Yes	No applicable provisions could be located
	Is there paid parental leave?	Yes	U.A.E. Federal Decree-Law No. 33/2021, Art. 32
	Is dismissal of pregnant workers prohibited?	Yes	U.A.E. Federal Decree-Law No. 33/2021, Art. 30(8)
Entrepreneurship	Does the law prohibit discrimination in access to credit based on gender?	Yes	Central Bank of the UAE Notice No. CBUAE/BSD2019/3457
	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
	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Personal Status Law No. 28 of 2005, Arts. 55(4) and 62(1)
	Do sons and daughters have equal rights to inherit assets from their parents?	No	Personal Status Law No. 28 of 2005, Arts. 321-335
	Do female and male surviving spouses have equal rights to inherit assets?	No	Personal Status Law No. 28 of 2005, Arts. 322-324
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Personal Status Law No. 28 of 2005, Art. 62(1)
	Does the law provide for the valuation of nonmonetary contributions?	No	No applicable provisions could be located
Pension	Is the age at which men and women can retire with full pension benefits the same?	Yes	Law on Pensions and Social Security of 16 February 1999 (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	No applicable provisions could be located
	Is the mandatory retirement age for men and women the same?	Yes	No applicable provisions could be located
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Law No. 7 of 1999, Art. 3