

United Arab Emirates

WBL 2.0 legal
frameworks score

62.5

WBL 2.0 supportive
frameworks score

24.2

WBL 2.0 expert
opinions score

81.9

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women's economic empowerment in three areas: women's legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law* 2.0 indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For United Arab Emirates, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Dubai). The scores for United Arab Emirates are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	50.0	75.0	75.0	100.0	50.0	50.0	25.0	75.0	25.0	100.0
Supportive frameworks score	0.0	100.0	0.0	50.0	66.7	0.0	25.0	0.0	0.0	0.0
Expert opinions score	75.0	100.0	75.0	50.0	75.0	93.8	100.0	75.0	75.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for United Arab Emirates (62.5 out of 100.0) is lower than the global average (64.2) and higher than the Middle East & North Africa regional average (38.6). When it comes to laws affecting women's pay and laws affecting the size of a woman's pension, United Arab Emirates obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for United Arab Emirates is on the indicator measuring laws affecting childcare. To improve on the Childcare indicator, United Arab Emirates may wish to consider introducing legislation on any form of support to families for childcare services, putting in place legislation on any form of support to non-state childcare providers and adopting legislation on quality standards for the provision of childcare services in center-based settings.

The **WBL 2.0 supportive frameworks score** for United Arab Emirates (24.2 out of 100.0) is lower than the global average (39.5) and lower than the Middle East & North Africa regional average (24.9). When it comes to supportive frameworks affecting freedom of movement, United Arab Emirates obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for United Arab Emirates is on the indicator measuring supportive frameworks affecting women's safety. To improve on the Safety indicator, United Arab Emirates may wish to consider developing comprehensive mechanisms to address violence against women, putting in place special procedures for cases of sexual harassment, designating a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women, providing an annual budgetary allocation towards violence against women risk mitigation and prevention and response programs.

The **WBL 2.0 expert opinions score** for United Arab Emirates (81.9 out of 100.0) is higher than the global average (65.7) and higher than the Middle East & North Africa regional average (66.0). When it comes to expert opinions on freedom of movement, expert opinions on childcare and expert opinions on women's pensions, United Arab Emirates obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for United Arab Emirates is on the indicator measuring expert opinions on women's pay.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Does the law address child marriage?	No	No applicable provisions could be located
Does the law address sexual harassment?	Yes	Penal Code, Arts. 359 and 359 bis; Federal Decree-Law No. (33) of 2021 on the Regulation of Labor Relations, Arts. 14 and 63; Cyber Crime Law, Arts. 16, 17, 20 and 21
Does the law address domestic violence?	Yes	Federal Domestic Violence Law, Arts. 5, 6 and 9; Federal Criminal Code, Art. 354
Does the law address femicide?	No	No applicable provisions could be located
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 internationally in the same way as a man?	Yes	Federal Decree-Law No. 16/2017, Art. 4; Personal Status Law No. 28/2005, as amended by Federal Decree No. 5/2020, Art. 71(4)
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	No	Federal Law No. 17 of 1972, as amended by Law No. 16 of 2017, Arts. 2 and 3
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 explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law prohibit discrimination in employment based on gender?	Yes	U.A.E. Federal Decree-Law No. 33/2021, Art. 4(1)
Does the law allow employees to request flexible work?	Yes	Federal Decree Law No. 33 of 2022, Art. 17(6)
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” or “head of family” in the same way as a man?	Yes	No restrictions could be located
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, Arts. 30 and 32(1)(b)
Are leave benefits for mothers paid solely by the government?	No	U.A.E. Federal Decree-Law No. 33/2021, Art. 30
Is paid leave available to fathers?	Yes	U.A.E. Federal Decree-Law No. 33/2021, Art. 32(1)(b)
Is dismissal of pregnant workers prohibited?	Yes	U.A.E. Federal Decree-Law No. 33/2021, Art. 30(8)

Childcare

Does the law establish the provision of center-based childcare services?	Yes	Federal Law No. 5 of 1983; Ministerial Decision No. 1 of 1989, Art. 2; Ministerial Resolution No. 457 of 2017, Art. 2; Executive Council Resolution No. 35 of 2020, Arts. 1 and 5
Does the law establish any form of support for families for childcare services?	No	No applicable provisions could be located
Does the law establish any form of support for nonstate childcare providers?	No	No applicable provisions could be located
Does the law establish quality standards for the provision of center-based childcare services?	No	No applicable provisions could be located

Entrepreneurship

Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Personal Status Law No. 28 of 2005, Art. 159
Does the law prohibit discrimination in access to credit based on gender?	Yes	Central Bank of the UAE Notice No. CBUAE/BSD2019/3457
Does the law prescribe a gender quota for corporate boards?	Yes	The Security and Commodities Authority Corporate Governance Guide, as amended in 2021, Art. 9
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located

Assets

Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Personal Status Law No. 28 of 2005, Arts. 55(4) and 62(1)
Do sons and daughters have equal rights to inherit assets?	No	Personal Status Law No. 28 of 2005, Arts. 321-335
Do male and female surviving spouses have equal rights to inherit assets?	No	Personal Status Law No. 28 of 2005, Arts. 322-324
Does the law provide for the valuation of nonmonetary contributions?	No	No applicable provisions could be located

Pension

Are the ages at which a woman and a man 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
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	No applicable provisions could be located
Is the mandatory retirement age for a woman and a man 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

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
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Safety		
Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
Are special procedures in place for cases of sexual harassment?	No	Insufficient evidence located
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	No	Insufficient evidence located
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	No	Insufficient evidence located
Mobility		
Are passport application processes the same for a woman and a man?	Yes	Passport application procedures
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	Yes	Measures to Facilitate Women's Transportation
Workplace		
Does a specialized body receive complaints about gender discrimination in employment?	No	Insufficient evidence located
Has the government published guidelines on nondiscrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Pay		
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	No	Insufficient evidence located
Have sex-disaggregated data on employment in different industries or sectors been published?	Yes	UAE Stat: Percentage distribution of employed persons (15 years and over) by nationality, gender and economic activity
Marriage		
Is there a fast-track process or procedure for family law disputes?	Yes	The Civil Procedures Law No. 42 of 2022, Art. 215
Are there specialized family courts?	Yes	Federal Law No. 28 of 2005, Art. 8
Is legal aid available for family law disputes?	No	Insufficient evidence located
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	No	Insufficient evidence located
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Have sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
Childcare		
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of the Government of Dubai; Official Website of The Ministry of Education; Official Website of the Government
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers?	No	Insufficient evidence located
Has the government published any reports on the quality of childcare services?	No	Insufficient evidence located
Entrepreneurship		
Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	No	Insufficient evidence located

Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	No	Insufficient evidence located
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Does a current national government plan or strategy focus on women's access to financial services?	No	Insufficient evidence located
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Assets

Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	No	Insufficient evidence located
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Are awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
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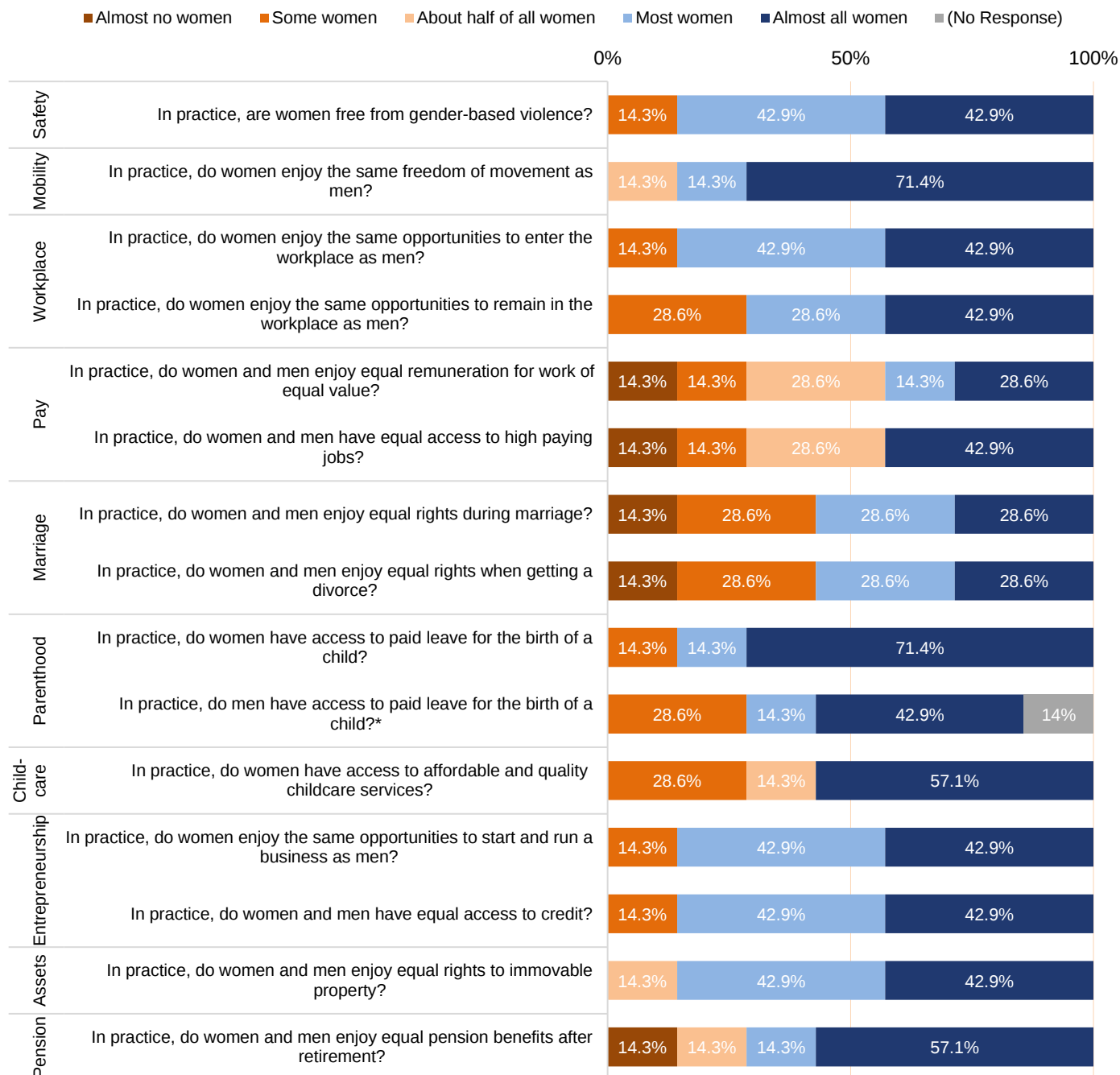
Have anonymized sex-disaggregated data on property ownership been published?	No	Insufficient evidence located
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Pension

Are incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
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Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	No	Insufficient evidence located
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WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.