

Alliant Global Services

Global Knowledge Center

United Arab Emirates – Statutory Holidays Guide

Last revised February 2023



Contents

| | |
|---|---|
| Statutory Holidays..... | 2 |
| Legislation governing Statutory Holidays..... | 2 |
| Schedule of 2023 Statutory Holidays..... | 2 |
| Pay in Lieu provisions of the Labor Law | 2 |
| Working on a statutory Holiday..... | 3 |
| Holidays that fall on a non-working day | 3 |
| Bridging of holidays | 3 |

Statutory Holidays

Legislation governing Statutory Holidays

Per the [UAE Federal Law No. 8 of 1980](#), employers must observe statutory paid holidays. Most UAE statutory holidays are religious holidays, and their dates are based on sightings of the moon, prior to being confirmed by the government.

In the UAE there are 8 statutory holidays observed over a total of 12 days (13 days in 2022). The duration of each statutory holiday is specified by law. However, these may on occasion be extended by government announcement or decree.

Per Article 74 of UAE Federal Law No. 8 of 1980, there are 8 employer-paid Statutory Holidays are:

- Al-Hijra (Islamic New Year), observed over a period of 1 days.
- New Year's Day on 1 January, observed over a period of 1 days.
- Eid Al Fitr (End of Ramadan), which is observed over a period of 3 days.
- Arafat day, observed over a period of 1 days.
- Eid Al Adha (Feast of Sacrifice), observed over a period of 3 days.
- Birthday of the Prophet, observed over a period of 1 days.
- Commemoration Day, observed over a period of 1 days.
- National Day, observed over a period of 1 days.

Schedule of 2023 Statutory Holidays

| Statutory Holiday | 2023 Date |
|----------------------------------|---|
| New Year's Day | Sunday, 1 January |
| Eid Al Fitr (End of Ramadan) | Friday through Sunday, 21 through 23 April ⁽¹⁾ |
| Arafat day | Tuesday, 27 June ⁽¹⁾ |
| Eid Al Adha (Feast of Sacrifice) | Wednesday through Friday, 28 June through 30 July |
| Al-Hijra (Islamic New Year) | Friday, 21 July ⁽¹⁾ |
| Birthday of the Prophet | Friday, 29 September |
| Commemoration Day | Thursday, 30 November |
| National Day | Saturday and Sunday, 2 & 3 December |

(1) Date is tentative - to be officially confirmed by the official sighting of the moon by the Moon-sighting committee.

Pay in Lieu provisions of the Labor Law

Employers are required to observe all statutory holidays and are not authorized to make payments in lieu of holidays or replace them with compensatory time off.

Working on a statutory Holiday

According to Article 28 of the UAE Labor Law, if an employee is required to work on a statutory holiday, the employer is required to either pay the employee at 1.5 times their basic wage (i.e., a 50% increase) or grant them a rest day off in compensation. (Article 81 of the Federal Law No. 8 of 1980).

Holidays that fall on a non-working day

The UAE Federal Law No. 8 of 1980 is silent on the treatment of holidays that fall on non-working days.

Bridging of holidays

The UAE Federal Law No. 8 of 1980 is silent on the bridging of holidays that fall one day before or after a non-working day.

Disclaimer: Alliant Global Compliance publications are designed to provide general information and guidance but have not been customized for any client's particular situation. They are based on information available at the time they are published. Alliant Global Consulting does not provide legal advice, legal interpretation, or legal opinions. Please consult a local legal counsel for such services. These articles are provided on an "as is" basis without any warranty of any kind. Alliant Insurance Services, Inc. disclaims any liability for any loss or damage from reliance on these publications.