

Employees in Dubai need to make a certain amount of money and receive an acceptable level of benefits to take part in the city's luxury. As a company, you also need to meet Dubai's compensation laws and provide statutory benefits as part of your Dubai benefit management plan to stay compliant.

Globalization Partners makes it easier to provide compensation and benefits thanks to our suite of global expansion services. We offer Dubai compensation and benefits outsourcing through our Dubai payroll, so you don't have to set up your own entity. You can trust us to pay your employees the right amount at the right time and give them the benefits they deserve.

Dubai's Compensation Laws

Dubai's compensation laws vary by education, so your employees' minimum wages could all be different. You're required to pay employee wages through the country's electronic salary transfer system called the Wages Protection System (WPS). Any employee who works beyond 48 hours in a single week should get overtime pay of time and a quarter or time and a half.

Guaranteed Benefits for Employees in Dubai

Private sector employees in Dubai should get full pay on official holidays — a total of 13 days off a year. We recommend giving 30 calendar days of vacation each year, but that number can change based on years of service. Employees who don't use all their vacation time can carry it forward or choose to get paid out.

Another important guaranteed benefit to include in your Dubai benefits management plan is maternity leave. Working women who have worked a year or more for your company should get 45 days of maternity leave with full pay. Employees who have worked less than a year should get half pay. All female employees are allowed to take two daily intervals of time off for up to 30 minutes to nurse up to 18 months after the delivery.

How to Disperse Benefits to Your Employees

We recommend dispersing additional benefits along with the guaranteed benefits required by law. Employees may expect these benefits from working for your company, and providing them will show that you care about your workers and want them to stay with your company for years to come.

Keep in mind that under UAE Labor Law, employers may take a one-time pilgrimage leave of up to 30 days without pay for the Hajj. Muslims are expected to complete this annual pilgrimage to Mecca at least one time in their lives, so you should work with employees to make sure they can take the leave.

Restrictions for Compensation and Benefits

Unfortunately, you cannot start providing compensation and benefits until you complete the incorporation process. Your incorporated entity will allow you to start working in Dubai, but it could take months to get there. Instead, you can choose Dubai compensation and benefits outsourcing with Globalization Partners. If you do, you won't have the same restrictions because you can use our existing subsidiary to start working fast.

Work With Globalization Partners

Globalization Partners envisions an entire world where companies can expand without borders. If you're planning to open a company location in Dubai, contact us today for more information about Dubai benefits and compensation outsourcing.