

# Day off, extra pay if you work on public holiday



## LEGAL VIEW

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*My employer, a non-free zone company based in Dubai, makes all employees work on national holidays and gives compensatory days off later.*

*What is the law regarding employees working during public holidays in the UAE? Is my company following the labour laws of the country?*

Pursuant to your query, an employer may ask its employees to work on national holidays and compensate its employees by granting a day off on another day provided the employer pays 50 per cent extra remuneration for work-

ing on a national holiday. In the event the employer does not grant compensatory leave to its employees, the employer should pay its employees a bonus equal to 150 per cent of the basic remuneration

### Know the law

The employer has to pay 50 per cent extra remuneration for working on a national holiday along with a compensatory off day or 150 per cent of the basic remuneration of its employees.



of its employees for working on a national holiday.

This is in accordance with Article 81 of Federal Law No. 8 of 1980 regulating employment relations in the UAE (the 'Employment Law') which states:

"Where the circumstances of the work make it necessary for an employee to work on public holiday or rest day in respect of which he is entitled to full or partial pay, he/ she shall be granted compensatory leave in respect of such days, together with a bonus equal to 50 per cent of the remuneration (for working on a national holiday).

"If he is not compensated for such days by leave, his employer shall pay him a bonus equal

to 150 per cent of his basic remuneration in respect of the days worked."

### Criteria for sponsoring husband, children

*My wife is a pharmacist and she draws a monthly salary of Dh7,000. I want to know whether she can sponsor me (husband) and our child. What is the basic salary for a wife to sponsor husband and children in the UAE? Can a pharmacist sponsor her husband? Is there any other criteria other than minimum salary?*

It is understood that your wife is a pharmacist drawing a salary of Dh7,000 per month. Further she intends to sponsor

### Know the law

A wife may sponsor her husband and children if she is earning a basic salary of Dh3,000 plus accommodation or a total salary of Dh4,000 without accommodation, if she is a teacher or in any role in the medical sector.



you and your kid's residence visa in the UAE.

Pursuant to your query, a wife may sponsor her husband and children if she is earning a basic salary of Dh3,000 plus accommodation or a total salary of Dh4,000 without accommoda-

tion, if she is a teacher or in any role in the medical sector.

However, you may contact the general directorate of residency and foreigners affairs to know the requirements on sponsoring spouses and children. It should be noted that the requirements of sponsorship in the UAE, including husband and children, may change from time to time.

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