


**gini
talent**


Global Recruitment & Staffing

Destination Guide

Dubai



 ginitalent.com

 info@ginitalent.com

Transform Your Experience. Find Your Guide.

Explore Expertly Crafted Resources.

Working Conditions

Working Hours and Flexibility

Working hours in Dubai are typically flexible, with most workplaces having a 40-hour workweek. Flexible work options are also available.

Popular Industries and Professions

Dubai offers great opportunities in construction, finance, tourism, technology, and healthcare sectors. It is also a key hub for international trade and logistics.

Employee Rights and Benefits

Employees in Dubai are entitled to annual leave, health insurance, and retirement benefits. Additionally, some sectors offer extra perks and bonuses.

Work-Life Balance Insights

In Dubai, work-life balance is supported by flexible working hours and vacation benefits. However, a high-paced work environment is common in certain industries.

Social Security

Health Insurance and Services

Health insurance is mandatory for employees in Dubai. The government provides insurance programs to offer healthcare services to all workers.

Pension and Unemployment Insurance

Pension and unemployment insurance are not mandatory for private sector employees in Dubai, but some employers may offer these insurances.

Family Support Programs

Family support programs are generally provided by private sector employers in Dubai. The government does not offer family assistance programs.

Disability and Maternity Benefits

Disability and maternity benefits are typically provided by employers for private sector employees in Dubai. Government support is limited.

Taxes

Employer

In Dubai, employers do not deduct income tax. They are subject to certain regulations like social security and pension funds. In some sectors, providing additional benefits may be required.

Employee Income Tax

Employee payroll taxes consist of 9.76% for the pension fund, 9% for national healthcare, 2.45% for sickness insurance, and 1.5% for disability insurance.

Social Security Institution Payments

In Dubai, Social Security payments are managed by local authorities. Expats usually aren't covered by the UAE's Social Security system, but employers must provide benefits like health insurance.

Tax Reporting and Filing

Dubai does not impose income tax on individuals, so expatriates don't need to file tax returns. However, businesses must comply with VAT reporting and file returns on time.

Employment Termination

Termination Process

In Dubai, termination must follow legal requirements, including providing notice, valid reasons (e.g., performance, misconduct), severance pay, and proper documentation for the employee.

Notice Period

In Dubai, the notice period before termination ranges from 1 to 2 months based on tenure. Both parties must complete it, or severance pay may be required.

Severance Pay

In Dubai, severance pay is given based on the employee's tenure. If the employee has worked for over a year, the payment is made from the last salary. The amount may vary depending on the reason for termination.

Probation Periods

In Dubai, the probation period lasts 3 to 6 months, allowing employers to assess performance. The notice period during this time is typically shorter, with possible termination if needed.