

Alliant Global Services

Global Knowledge Center

United Arab Emirates - Statutory Holidays Guide

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Statutory Holidays

Legislation governing statutory holidays

According to the [UAE Federal Law No. 33 of 2021](#), 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, statutory holidays and their duration are announced annually by the Cabinet. In 2024 there are seven statutory holidays observed over a total of 13 days. These are detailed in the table below.

Schedule of 2024 statutory holidays

Statutory Holiday	2024 Date
New Year's Day	Monday, 1 January
Eid Al Fitr (End of Ramadan)	Tuesday, 9 April through Friday, 12 April
Arafat day	Saturday, 15 June
Eid Al Adha (Feast of Sacrifice)	Sunday, 16 June through Tuesday, 18 June
Al-Hijra (Islamic New Year)	Sunday, 7 July
Birthday of the Prophet	Sunday, 15 September
National Day	Monday, 2 December and Tuesday, 3 December

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 to replace them with compensatory time off.

Working on a statutory holiday

When an employee is required to work on a statutory holiday, the employer is must 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 28 of the Federal Law No. 33 of 2021).

Holidays that fall on a non-working day

The UAE Federal Law No. 33 of 2021 is silent on the treatment of holidays that fall on non-working days.

Bridging of holidays

The UAE Federal Law No. 33 of 2021 is silent on the bridging of holidays that fall one day before or after a non-working day.

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