



Alliant Global Services

Global Knowledge Center

UAE

Statutory Holidays



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United Arab Emirates - Statutory Holidays



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Statutory Holidays

Legislation governing statutory holidays

Statutory holidays are governed by the [UAE Federal Law No. 33 of 2021](#) and the [Cabinet Resolution No. 27 of April 2024, Cabinet Resolution Concerning the Public Holidays in the State](#).

Most statutory holidays are religious, and their dates are based on sightings of the moon, prior to being confirmed by the government.

Schedule of 2026 statutory holidays

In 2026, there are seven statutory holidays observed over a total of 12 days, potentially rising to 14. These are detailed in the table below.

Statutory Holiday ^{(1) (3)}	2026 Dates	No. of Days
New Year's Day	Thursday, 1 January	1
Eid Al Fitr (End of Ramadan) ⁽²⁾	Friday, 20 March through Sunday, 22 March	3
Arafat day	Tuesday, 26 May	1
Eid Al Adha (Feast of Sacrifice)	Wednesday, 27 May through Friday, 29 May	3
Al-Hijra (Islamic New Year)	Monday, 15 June (official day to fall on Tuesday, 16 June)	1
Birthday of the Prophet	Monday, 24 August	1
National Day	Wednesday, 2 December and Thursday, 3 December	2

(1) Except for non-religious holidays (i.e., New Year's Day and National Day), all dates are tentative until officially confirmed following moon sightings.

(2) When the Month of Ramadan completes (30) days, the thirtieth day is deemed as an official holiday added to the Eid-Al-Fitr holiday. In 2026, if the Month of Ramadan lasts 30 days, the thirtieth day of Ramadan will be deemed as an official holiday added to the Eid-Al-Fitr holiday.

(3) Local governments may set any other public holidays for both the private and the public sector.

Pay in lieu provisions of the labor law

The UAE Federal Law is silent on the provision of payment in lieu of statutory holidays.

Working on a statutory holiday

When an employee is required to work on a statutory holiday, the employer 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

Statutory holidays cannot be transferred to another day if they fall on a weekend. (Article 3 of Cabinet Resolution No. 27 of 2024)

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.

However, with the exception of the Eid holidays, the Cabinet may issue resolutions to transfer any of the public holidays listed above to the beginning or end of the week if they fall mid-week. (Article 2 of Cabinet Resolution No. 27 of 2024)

Overlapping holidays

Statutory holidays cannot be transferred to another day if they coincide with another statutory holiday. (Article 3 of Cabinet Resolution No. 27 of 2024)

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