

**Decree No. (14) of 2017**  
**Concerning**  
**Maternity, Miscarriage/ Stillbirth, and Childcare Leave for**  
**Female Employees of the Government of Dubai<sup>1</sup>**

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**We, Mohammed bin Rashid Al Maktoum, Ruler of Dubai,**

After perusal of:

Federal Law No. (5) of 1983 Concerning Nurseries;

Federal Law No. (7) of 1999 Issuing the Pension and Social Security Law and its amendments;

Cabinet Resolution No. (19) of 2006 Concerning Nurseries at Ministries, Public Authorities, Public Corporations, Government Departments, and Diwans;

Law No. (3) of 2003 Establishing the Executive Council of the Emirate of Dubai;

Law No. (27) of 2006 Concerning Management of the Government of Dubai Human Resources and its amendments;

Law No. (2) of 2014 Concerning Protection of the Rights of Persons with Disabilities in the Emirate of Dubai;

Executive Council Resolution No. (15) of 2013 Regulating the Grant of Work-related Allowances to Employees of the Government of Dubai;

Executive Council Resolution No. (27) of 2013 Regulating Part-time Employment in the Government of Dubai; and

The human resources legislation applicable in Government Entities in the Emirate of Dubai,

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*<sup>1</sup>Every effort has been made to produce an accurate and complete English version of this legislation. However, for the purpose of its interpretation and application, reference must be made to the original Arabic text. In case of conflict, the Arabic text will prevail.*

Decree No. (14) of 2017 Concerning Maternity, Miscarriage/ Stillbirth, and Childcare Leave for Female Employees of the Government of Dubai

**Do hereby issue this Decree.**

## **Definitions**

### **Article (1)**

For purposes of this Decree, a "Government Entity" means any of the Government departments, public agencies or corporations, councils, authorities, or other entities affiliated to the Government of Dubai; and a "Female Employee" means a female person who occupies a budgeted civil post in a Government Entity.

## **Scope of Application**

### **Article (2)**

This Decree will apply to:

1. Female Employees working at Government Entities; and
2. any maternity or miscarriage/ stillbirth leave or nursing break which is granted to a Female Employee before the effective date of this Decree but has not been fully utilised.

## **Maternity Leave**

### **Article (3)**

- a. A Female Employee appointed to a permanent post on a full-time or part-time basis will be entitled to ninety-day maternity leave starting from the delivery date. A Female Employee may apply to start her maternity leave up to thirty (30) days prior to the expected date of delivery, provided that the leave is for an uninterrupted period.
- b. Maternity leave may be combined with annual leave and unpaid leave, on condition that the aggregate period of leave may not exceed one hundred and twenty (120) days from the beginning of the maternity leave.

## **Miscarriage/ Stillbirth Leave**

### **Article (4)**

A Female Employee who suffers a miscarriage before the start of the twenty-fourth week of pregnancy will be entitled to sick leave for a period to be determined based on a medical report approved by the competent entity. Where a Female Employee gives birth to a stillborn baby or suffers a miscarriage after the start of the twenty-fourth week of pregnancy, she will be entitled to sixty-day miscarriage/ stillbirth leave based on a medical report approved by the competent entity.

## **Nursing Break**

### **Article (5)**

- a. A Female Employee will be entitled to a two-hour paid daily break to nurse her baby. The nursing break may be utilised at the beginning or at the end of official working hours. The period of entitlement to the nursing break will be from the expiry date of the maternity leave to the date on which the baby reaches one (1) year of age. A Female Employee will not be entitled to a nursing break during the month of Ramadan.
- b. A Part-time Female Employee will be entitled to the nursing break referred to in paragraph (a) of this Article, on condition that her official working hours may not be reduced to less than five (5) hours.

## **Childcare Leave**

### **Article (6)**

Where a Female Employee gives birth to a baby with disability, she will be granted childcare leave for the period from the expiry date of the maternity leave to the date on which her baby reaches one (1) year of age. Childcare leave may be extended for a period not exceeding three (3) years based on a medical report approved by the competent entity and pursuant to a resolution of the official in charge of the Government Entity or his authorised representative.

**Rights Associated with Maternity,  
Miscarriage/ Stillbirth, and Childcare Leave  
Article (7)**

- a. A Female Employee granted maternity, miscarriage/ stillbirth, or childcare leave pursuant to this Decree will be entitled to monthly salary throughout the period of the leave. However, the Female Employee will not, throughout the leave period, be paid any bonus or allowance related to performing her employment duties, such as Work-related Allowance, Mobile Phone Allowance, or any other similar allowances.
- b. Weekends and official holidays falling within maternity, miscarriage/ stillbirth, or childcare leave will be deemed as part of that leave. The leave period will be deemed as part of an Employee's period of service for all purposes, including calculating air ticket and annual leave entitlement.
- c. Maternity, miscarriage/ stillbirth, or childcare leave or any part thereof may not be carried forwarded to the following year, and a Female Employee may not be paid cash in lieu thereof.

**Nurseries  
Article (8)**

Where the number of children, under the age of four (4), of Female Employees of a Government Entity reaches twenty (20) or more, a Nursery must be established at the premises of that entity to provide care to these children. Where the number of the children is less than twenty (20), more than one Government Entity may jointly establish a Nursery to provide care to their Female Employees' children. Where there is no space within its premises to be designated as a Nursery, a Government Entity may contract with a nearby Nursery to provide such care.

**Application of Provisions to Existing Situations  
Article (9)**

- a. Where the maternity or miscarriage/ stillbirth leave or period of entitlement to nursing break of a Female Employee has not expired by the effective date of this Decree, her leave or period of entitlement to break will be extended based on the difference between the number of days already utilised and the number of days prescribed by this Decree.

- b. Where the maternity or miscarriage/ stillbirth leave or period of entitlement to nursing break of an Employee has not expired before the effective date of this Decree, this leave or period of entitlement to break will not be extended.

**Repeals**  
**Article (10)**

Any provision in any other legislation will be repealed to the extent that it contradicts the provisions of this Decree.

**Publication and Commencement**  
**Article (11)**

This Decree will be published in the Official Gazette, and comes into force on 1 March 2017.

**Mohammed bin Rashid Al Maktoum**  
**Ruler of Dubai**

Issued in Dubai on 15 April 2017  
Corresponding to 18 Rajab 1438 A.H.