

UAE's Federal Equal Pay Law — Wage Equality in the Private Sector

Gender Equality · Good practice · United Arab Emirates

Quality score: 37/100

Evidence strength: Cautionary / limited

Summary

In 2020 the UAE amended its federal labour law (Decree-Law No. 6 of 2020) requiring private-sector employers to pay women the same wage as men for equal work or work of equal value, with implementation led by the Ministry of Human Resources and Emiratisation.

Key dimensions

Dimension	Score
Transferability / replicability	1/3
Impact on gender equality	0/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	0/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	0/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-15

[UAE Ministry of Human Resources and Emiratisation / Gender Balance Council](#) — accessed 2026-09-15

[Khaleej Times – Equal pay law comes into force](#) — accessed 2026-09-15

[CIPD – UAE gender pay gap projection](#) — accessed 2026-09-15

[Gulf News – Equal wages for men and women in private sector](#) — accessed 2026-09-15

[UAE Gender Balance Council & World Bank workshop](#) — accessed 2026-09-15

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