

**UNITED ARAB EMIRATES  
GENERAL PENSION AND SOCIAL  
SECURITY AUTHORITY**



**FEDERAL LAW NO. (7) YEAR 1999  
FOR PENSION AND SOCIAL SECURITY**

**Zayed Bin Sultan Al Nahyan**  
**President of United Arab Emirates**

We Zayed Bin Sultan Al Nahyan, President of the United Arab Emirates

After considering the constitution; and

Federal Law No. (1) for the year 1972 regarding the jurisdiction of Ministries and Powers of the Ministers and the laws amending thereof; and

Federal Law No. (13) for the year 1974 regarding Pension and Retirement remuneration for Civil Servants and Labors and the laws amending thereof; and

Federal Law No. (14) for the year 1974 regarding Pension and Retirement remuneration for the Prime Minister, his Deputy and Ministers and the laws amending thereof; and

Federal Law No. (7) for the year 1976 regarding the establishment of the Audit Bureau, and

Federal Law No. (8) for the year 1980 regarding the regulation of Labour relations and the laws amending thereof; and

Federal Law (2) for the year 1983 regarding the determination of the pension and Retirement remuneration for the members of Federal National Council and the laws amending thereof; and

Federal Law No. (1) 1984 regarding Pension and Retirement remuneration for nationals employed by authorities, establishments, companies and banks wherein the government is a shareholder.

Based on the proposal of the Minister of Finance and Industry and after the approval of the Council of Ministers, and the Federal National Council, and after the endorsement by the Federal Supreme Council

We issued the following Law.

# Pension and Social Security Law

## Chapter I Definitions

### ARTICLE 1

In application of the provisions hereof, the following words and expressions shall have the meanings attributed to each of them unless the context requires otherwise:

The Government: Government of United Arab Emirates

The Authority: General Pension and Social Security

The Minister: Minister of Finance and Industry

Board of Directors: Board of Directors of the Authority

The Employer: (A) As for the Governmental Sector, Federal Governmental bodies, Public Authorities, Public Organizations, Public Companies and banks wherein the government is a shareholder; in addition to the local governmental authorities subject to this law upon the request of the concerned Emirate's government.

B) As for the Private Sector: Each natural or corporate body employing nationals in consideration of a salary whatsoever.

Insured: Any U.A.E. national subjected to the provisions hereof:

Contribution period: The employment period through which the insured benefits from a Pension or a Remuneration depending on the circumstances and in compliance with this law.

Pensioner: Whoever has retired and benefits from a pension, pursuant to the provisions hereof.

Retirement age: Sixty years

Pension:	The amount payable periodically and on a monthly basis by the Authority to a pensioner or to his beneficiaries in compliance with the provisions hereof.
The Beneficiary:	Whoever benefits from a share of a pension by reason of the death of the insured or the pensioner.
The Service period:	Each service period through which the insured has been in service and was subject to the pension regulations; in addition to the periods which he may add herein in compliance with the provisions hereof.
The work injury:	The injury caused by an accident which happened during the working hours or because of work, or the infection with one of the Profession-Related Illnesses. The death resulting from stress and exhaustion is deemed a work injury if it happens to the insured while going to work or returning from his work.
The Profession-Related Illness:	The disease which is common among the employees in one or a group of professions apart from other workers in accordance with Table No. (1) attached with the Federal Law No. (8)/1980 referred herein.
	The percentage of disability caused by the Profession-Related Illness shall be estimated by the competent Medical Committee. A disease shall be deemed professional if it attacks the insured while in service or within one year after end of service.
The injured:	Any insured sustaining a work injury.
The patient:	Any person catching a disease or injured in an accident, which can not be deemed as a work injury.



Total disability: Each disability which totally and permanently prevents the insured from performing any profession or work to earn a living. This shall be confirmed under a decision made by the competent Medical Committee after the case has been determined as stable; including practically a total loss of sight, loss of the two arms or the two legs, or loss of an arm and a leg, the cases of mental disabilities or chronic and incurable diseases which shall be defined under a decision made by the Minister of Health.

Partial disability: Each disability which may permanently affect the insured capability to perform his original job or to make a living in general if such disability is caused by a work injury. This shall be confirmed under a decision made by the competent Medical Committee after the case has been determined as stable in accordance with table No. (2) attached herein and showing the degree of disability in the cases of body organs loss. If the disability is not shown in the above mentioned table, its degree shall be determined in accordance with the degree of the insured incapability to make a living, provided that such degree shall be shown in the report of the Medical Committee referred to herein. If the disability has a special influence on the injured capability to make a living from his original job. The type of the work performed by the injured shall be specified in detail along with the effect thereof upon increase of disability degree in such cases above degrees established in table (2) attached hereto.

Natural Death: The death, which is not caused by a work injury.

The Competent Medical Committee : The medical committee formed under a decision made by the Minister of Health.

## **Contribution Calculation Salary:**

### **a) In respect of the Governmental Sector:**

Basic monthly salary of the insured, plus monthly allowances granted to him/her, allowance of a cost of living, children social allowances, social allowance of a national and accommodation allowance specified for his/her position. The accommodation allowance shall be estimated monthly in respect of those for whom it is paid annually by dividing the annual amount by the number of months in a year.

b) As for the Prime Minister, the deputy Prime Minister, the Ministers and the equivalent personalities, the basic salary plus an accommodation allowance as well as other monthly and yearly allowances. The yearly accommodation allowances shall be estimated monthly by dividing the amount by the number of months in a year.

c) As for the Speaker of the Federal National Council, the Minister's contribution calculation salary. As for the members of the Federal National Council it will be the membership remuneration.

d) As for the Private Sector: the wages determined by the employment agreement. In case the wages are less than Dhs.1000.00 (One thousand Dirhams) per month, this amount shall be deemed as a final limit in application of the provisions hereof; and in case the wages exceed Dhs.50,000 (Fifty Thousand Dirhams) per month, this amount shall be dealt with as a maximum limit.

After the approval of the Board of Directors, the Minister may amend the minimum and maximum wages in view of the financial position of the authority.

## **Pension Calculation Salary:**

a) In Governmental sector: the last contribution calculation salary.

b) In respect of the Prime Minister, the deputy Prime Minister, the Ministers and those who are considered as thus: a contribution calculation salary.

c) In respect of the Speaker of the Federal National Council: the Minister's contribution calculation salary; whereas the members of the Federal National Council shall receive the membership remuneration.

- d) In Private Sector: average of the contribution calculation salary for the last five years as from the period of security contribution or the entire period of contribution if such period is less than 5 years.

## **Chapter II**

### **Contributions of the Insured**

#### **ARTICLE 2**

The Insured contributions include the following:

1. The monthly contributions borne by the insured and which are deducted at the rate of (5%) of the contribution calculation salary.
2. The monthly contributions payable by the employer at the rate of (15%) of the contribution calculation salary of his insured employees. As for the employer in the private sector, the government shall bear 2.5% of his share in the contributions payable to the Authority as a subsidy to encourage the employer to appoint/hire national personnel.
3. The additional outstanding amounts due to a delay in the payment of contributions.

## **Chapter III**

### **Section I**

#### **Calculation of the period of contribution in Security scheme**

#### **ARTICLE 3**

The following shall be included in the calculation of the period of Contribution in the Security Scheme:

The service periods included in the provisions of the Pension Laws referred to in Article 2 of the promulgation Law, as well as the service periods which the insured has spent at his work for an employer who is subject to the provisions hereof; any vacation periods whatsoever, and the added periods.

The calculation of contribution period in the Security Scheme shall not include the following periods:

1. Periods of work suspended without pay and unpaid periods of the insured absence from his/her work.
2. Previous periods in which the insured was deprived from his pension, or his remuneration under a disciplinary decision or a judicial judgment.
3. Periods which can not be added in compliance with the provisions hereof.

#### ARTICLE 4

The following periods shall be added to the existing service period calculated in the Pension or the remuneration upon the request of the insured:

1. Previous service period in the Governmental sector
2. Previous Service period in Private entities subject to retirement regulations
3. Military service period.
4. Previous service period for any employer subject to the provisions hereof.
5. Service period referred to in paragraphs (1,2,3,4) prior to the acquisition of the State Nationality.
6. Previous service period in the Development Council or Kuwait Bureau.
7. Previous service period in any authority approved by the Board of Directors.

#### ARTICLE 5

For the addition of the service periods referred to in the preceding Article, it is provided as follows:

1. The insured shall express in writing his desire to add these periods before the End of his service, provided that the necessary certificates and documents shall be attached with his request application.
2. The previous service periods, requested to be added shall not have been terminated because of any reason of complete deprivation of Pension or remuneration.
3. The periods requested to be added shall not have been deemed as periods of provisional service or daily wages service, or training periods prior to the appointment.
4. The insured shall pay in one lot his share as well as that of the employer for the period requested to be added on the basis of the contribution calculation salary as on the date of application. Payment may be made in monthly installments in not less than one quarter of such salary; provided that the installment period shall extend beyond the date on which the insured shall become 60 years old.

The obligation to pay such installments shall be forfeited, if the service of the insured is terminated by death as long as he had paid 50% of the total amount payable by him. If the amount paid is less than (50%), the remaining part of such percentage shall be deducted from the pensions of his beneficiaries.

## **ARTICLE 6**

The service period prior to benefiting from the provisions hereof, in respect of the national employees who shall continue to be in the service of the local governmental authorities required by the government of the concerned Emirate to be subjected to the provisions hereof, shall be included in the period of contribution in the security scheme as from the date of appointment until the date of benefiting from the provisions hereof; provided that the said authorities shall pay the entire share of contributions referred to in Article (2) hereof pertaining to the shares of both the employer and the insured, on the basis of the contribution calculation salary on the date of benefiting from the provisions hereof. The means of payment shall be organized under a decision issued by the Minister.



## ARTICLE 7

If the insured acquires, during his service for the authorities subject to the provisions hereof, the citizenship of the State, the service period prior to his acquisition of the said nationality shall be included in the calculation of pension or remuneration, provided that the insured shall bear his share as well as that of the employer in the contribution referred to in Article (2) hereof, during the said period and on the basis of the contribution calculation salary on the date of citizenship acquisition.

## ARTICLE 8

The employers applying schemes of retirement remuneration better than the schemes specified herein shall bear the additional amount resulting from the difference between the remuneration which they used to bear under their schemes, and the retirement remuneration calculated in compliance with the provisions hereof. Such employers shall also bear the remuneration resulting from the difference between the maximum salary of the private sector's contribution in the security scheme and the remuneration calculation salary adopted in their schemes if the latter salary is greater. Such increase or difference shall be calculated for the entire period of the insured service whether it is prior or subsequent to the participation in the Authority. The said increase or difference shall be fully and totally paid to the Authority within one month from the end of the insured service period, and it shall be paid to the insured or to the his beneficiaries at the end of the service period.

## **Chapter II**

### **The Principles of Contributions' calculation**

## ARTICLE 9

Contributions against the following periods shall become due in compliance with the terms and conditions shown opposite to each of them:

1. Periods of secondment abroad without payment, or periods of private vacations. The insured shall bear his share as well as that of the employer in the contributions, and shall pay all of them in one lot to the Authority within one year from the End of such secondment or vacation.



The insured may pay the said shares by installments during a period equal to that of the vacation or secondment, under the approval of the General Manager of the Authority.

2. Special vacation for a spouse to accompany the other spouse:

- A) If a special vacation is given to accompany a diplomat, the public sector shall bear its share as well as that of the insured.
- B) If a special vacation is given to accompany a scholar enjoying a scholarship vacation, the public sector shall bear its share as well as that of the insured.
- C) If a special vacation is given to accompany a insured employed by the private sector, the insured shall bear his/her share and that of the employer. The insured shall pay the Authority's dues in one lot within one year from the end of the vacation. The insured may also pay such dues in installments within a period equal to that of the vacation.

3. Periods of unpaid vacations for study: The Government sector employer shall bear its share in the contributions and the latter have to be paid on the relevant periodical dates; and the insured shall pay his share which shall be payable in the manner referred to in Clause (1).

As for the private sector, the insured shall, in this case, bear the two shares.

4. Periods of internal secondment: The party to which an employee is seconded, and in case such party is liable for the employee's wages, shall pay the employer's share in contributions; and the insured shall pay his own share which shall be payable to the Authority on the periodical dates on the basis of the insured salary at the party from where the insured is seconded.

5. Sick Leave Periods: The insured shall pay his share in respect of the actual salary paid to him/her against such leave, meanwhile the employer shall pay the employer's share on the basis of the entire salary whether the leave was paid or unpaid.

## ARTICLE 10

- a) The contributions payable by an employer in the private sector and those deducted from the wages of the insured employed by such employer within one calendar year shall be calculated on the basis of the salaries received by the insured in January each year.
- b) Employees who join service in the private sector after January, their contributions shall be calculated on the basis of their salary for the month during which they have joined the service until the subsequent January. Thereafter, they shall be treated on the basis shown in the preceding paragraph. Contributions shall be calculated in full against the month during which the service begins, but it will not be calculated for a part of the month in which the service ended.
- c) The contributions paid by the employer in the Government Sector and those deducted from the salaries of the insured employed by such employer shall be calculated on the basis of the salary per month.

## ARTICLE 11

1. Every employer in the private sector shall submit to the Authority, in January each year, details of the salaries of its employees for the said month and their monthly contributions, and provide the Authority with any changes in the number of its employees or their salaries on the forms prepared by the Authority every month. Such details shall conform to the employer's books and registers maintained by the employer in accordance with the Labor Law.
2. If an employer does not submit the details stipulated in the preceding paragraph and in accordance with the specified terms, conditions and dates, the payable contributions shall be calculated on the basis of the latest statement submitted to the Authority until the actual payable contributions are calculated.
3. In case no details are submitted or the details submitted are not in compliance with reality or in case of non-existence of the registers and documents required to be maintained by the employer in accordance with

the provisions hereof, the calculation of the payable contributions shall be determined by the Authority in accordance with the outcome of its investigations.

### ARTICLE 12

An employer in the private sector shall register his/her employees subject to the provisions hereof with the Authority within a maximum period of one month from the date on which they join his/her service. The said employer shall provide the Authority with a list of the employees who leave his/her service within a maximum period of one month from the date on which they leave the service.

### ARTICLE 13

Contributions shall become payable from the beginning of the month following that against which they are due. This dead line may be extended to the 15th of the said month. Such contributions shall not be refundable.

### ARTICLE 14

The employer shall pay his/her share as well as that of the insured in the contributions payable to the Authority. Failing which, the employer shall become liable to pay an additional amount at the rate of 0.1% of the payable contributions per day of delay without the need for notice or warning.

The cases and conditions of exemption from the said additional amount shall be decided by a decision of the Board of Directors.

### ARTICLE 15

The employer in the private sector, who does not deduct the contributions in respect of all or part of his/her workers or did not pay the contributions on the basis of the true wages, shall pay an additional amount at the rate of 10% of the value of the payable contributions without the need for prior notice or warning.

**Chapter III**  
**Entitlement for Pension against Old Age, Disability and Death**

**ARTICLE 16**

Pension shall become payable in the following cases:

1. End of service of a insured because of death or total disability which may be evidenced by the Medical Committee.
2. End of service of the insured in the private sector because of non-fitness for work due to health reasons, which may be evidenced by the Medical Committee.
3. End of service of the insured in the Private Sector for health reasons endangering his life if he continue the service, provided that the decision of the Medical Committee was issued prior to the date of the end of employment.
4. End of service of a insured because of the company's dissolution, bankruptcy or liquidation if he has completed 10 years at least of contribution in this security scheme.
5. End of service of a insured because he/she has reached the age of retirement if the period of his/her contribution in this security scheme is not less than fifteen years.
6. End of service of the insured due to dismissal, removal or committal to retirement under a disciplinary decision or court judgment if he/she has a minimum contribution period of 15 years in this security scheme.
7. End of service of the insured at his/her request if the period of his/her contribution in this scheme has extended to fifteen years and he/she has reached fifty five years of age at least.
8. End of service of an insured wife, divorcee or widow due to resignation if any such woman has minor children and the period of her contribution in this insurance scheme has extended to 15years.

9. End of service of an insured woman if the period of her contribution in this insurance scheme is not less than 15 years and she has reached the age of fifty and more.
10. End of service of a person insured under a Federal Decree.
11. End of service of the insured by resignation for reasons other than those set out in the preceding clauses if his/her contribution in this security scheme has lasted for fifteen years at least.

In the cases stipulated in the preceding clauses, the retirement pension shall be calculated on the basis of a contribution period of fifteen years, or the actual period of contribution whichever is longer, and in cases where end of service resulted from death or total disability, there shall be added to the contribution period calculated for security purposes three nominal years or what completes the age of sixty whichever is less.

### ARTICLE 17

An insured may apply to purchase a nominal period to be added to his/her actual period of service under the following conditions:

1. The insured person shall express his desire to purchase such a period in writing.
2. He/She shall have completed fifteen years of service at least.
3. The period required to be purchased shall not exceed five years in case of insured male and ten years in case of a insured female.

In all cases, the insured person shall bear both his share and that of the employer in respect of the period required to be purchased, provided that the payment shall be made in full or in installments where the period of the payment of such installments shall not exceed the date on which the insured person shall complete the age of sixty.

In case of death of a insured person the installments shall continue to be collected from the pensions of the beneficiaries on his behalf.



## ARTICLE 18

If a insured person is considered missing under a court judgment, his beneficiaries shall be paid a provisional monthly pension equal to their entitlement assuming that he has died during service. Thereafter if it becomes apparent that the missing person is alive, the payments made to his beneficiaries will be adjusted in view of the outcome of judiciary investigations. If it is evident that his position was wrongful, the Authority shall have the right of recourse to him and will require refund of what it had paid; but if it is evident that his position was sound, a write off shall be arranged between his entitlements and what has been paid to his beneficiaries and his entitlements exceeding the value of what has been paid to them, the difference shall be paid to him.

## ARTICLE 19

In case the service of an insured person is terminated because of death or total disability as a result of labour injury, in both cases, the pension shall be adjusted by the assumption that the period of his contribution extended to thirty five years.

## ARTICLE 20

The pension shall be calculated monthly at the rate of 60% of the pension calculation salary against the contribution periods calculated in the insurance and amounting to fifteen years of service. The said pension shall be increased at the rate of 2% per year beyond the said period up to a maximum limit of 100% of the pension calculation salary.

In case the period of service exceeds thirty five years, the concerned insured person shall be given a gratuity against the extra period at the rate of 3-month salary per year using the category of pension calculation salary.

As for the insured person in the private sector, it has to be observed that the last pension calculation salary shall not exceed or be less than 20% of the average contribution calculation salary during the last four years of the actual period of service if the latter is less.



## ARTICLE 21

Without prejudice to the provisions of Article 19 hereof, 10% of the insured person entitlement of pension shall be deducted where clauses 16 (6) and 16 (11) hereof are applicable, provided that the service period of such insured has extended to twenty years.

## ARTICLE 22

For the calculation of the contribution period, a part of a month shall be considered a complete month.

## ARTICLE 23

In the Government Sector, the pension of a insured person occupying Grade 4 of the third circle and above or its equivalent may not be less than (Dhs. 3750/-) Dirhams three thousand seven hundred and fifty per month and the pension of a insured person of those occupying the other grades or the equivalents thereto shall not be less than (Dhs. 2500/-) Dirhams two thousand five hundred per month.

## ARTICLE 24

The minimum limit of the shares of the beneficiaries of a insured person shall be as follows:

- \* Dhs. 800/- for a widow or a beneficiary spouse
- \* Dhs. 600/- for each parent
- \* Dhs. 400/- for each of the other beneficiaries.

If the share of a beneficiary is found to be less than the minimum limit, such share shall be calculated on the basis of the pension calculation salary, provided that the share total shall not exceed the said salary. In case the share of a beneficiary is reverted to another beneficiary, he refunding shall be based on the share of such beneficiary before it has been raised to the minimum limit.

**Chapter IV**  
**Beneficiaries and Conditions of their Entitlement**

**ARTICLE 25**

An insured person's right in the pension shall become due as from the day following the date of the end of his service, and the pension shall be discontinued upon his death unless there are beneficiaries entitled to it. Such right shall then be transferred in compliance with the provisions hereof.

The right of the beneficiaries of a insured person or pensioner shall become due at the beginning of the month following the date of death.

**ARTICLE 26**

Subject to the observation of the following Articles, the right in the pension after the death of a insured person or a pensioner shall be transferred to those numerated in Table No. 1 attached hereto.

**ARTICLE 27**

In case a wife dies upon or after the death of her insured spouse or pensioner, or got married, her share shall be transferred to her sons and daughters, from such spouse or pensioner, and they shall be entitled to the pension in equal shares. If no such offspring exists, her share shall be transferred to the existing widow(s) of such spouse or pensioner upon the time of her death in equal shares between them. If no such widow(s) are in existence, her share shall revert to the Authority.

**ARTICLE 28**

If sons and daughters lose their father, meanwhile their grandfather is still alive, and they were not receiving a pension on behalf of their father, the latter's share assuming that he is alive, shall be transferred to them.

If sons and daughters lose their father after he has been entitled to a pension on behalf of his father, his share shall be transferred to his sons and daughters.

The provisions concerning the discontinuity of pension payment to the beneficiary's sons and daughters shall be applicable to the two preceding cases.

### ARTICLE 29

The pension of a son shall be discontinued when he becomes twenty one years old. Nevertheless, such pension shall continue to be paid to such son in the following cases:

1. In case he is disabled to make a living until the restoration of his capability. The disability shall be evidenced by a report issued by the competent Medical Committee, provided that such disability shall be verified once every two years unless the said committee decides that it is impossible for him to recover.
2. In case he is a student and until the time when he finds a job, practice a career or until he becomes twenty eight years old whichever comes first.

The payment of pension for a student who becomes twenty eight years old during an academic year shall be continued until the end of such year.

### ARTICLE 30

The widow's pension shall be discontinued when she gets married. A daughter's or sister's pension shall also be discontinued when married, employed or practicing a career. A daughter's or sister's pension shall be restituted if she is divorced or becomes a widow and she does not have a salary or another pension, or she is no longer employed.

### ARTICLE 31

If a daughter, sister or mother is divorced and if a son or brother becomes disabled and unable to make a living after the death of a pensioner and do not have a salary or another pension, each of them shall become entitled to the pension for which he/she could have been entitled assuming such entitlement on the date of the pensioner's death without prejudice to the rights of the other beneficiaries from the pension. In case a pension is discontinued in respect of any of them, it may not be refunded to the others.

## **ARTICLE 32**

A father shall be entitled to a share in the pension of his deceased son if he used to be dependent on his son during the latter's life. This case may be evidenced under the rules set up by the Authority.

## **ARTICLE 33**

Brothers and sisters shall be entitled to a share in the pension of the deceased if they used to be dependent on him during his life. This case may be evidenced under the rules set out by the Authority. Entitlement shall be subject to the observation of the conditions and within the limits specified in Articles 29 and 30 hereof.

## **ARTICLE 34**

A mother shall be entitled to a share of the pension of her deceased son if she is a widow or divorced or her husband was dependent on her deceased son during his life and she does not have a salary or pension.

## **ARTICLE 35**

A pensioner or his beneficiary may not combine between two or more pensions from the authority, and neither of them may combine between the pension and any salary periodically drawn from the public or private sector. In this case he shall be entitled to whichever is greater.

The pension discontinued due to such combining shall be restituted when the salary is discontinued.

## **ARTICLE 36**

Excluding the provisions preventing the combining of two or more pensions or the combination of a pension and a salary, such a combination may be allowed in any of the following cases:

1. Cases of combining two pensions or a pension and a salary prior to the enforcement of the provision hereof.

2. In case the total of the two pensions or the pension and the salary drawn by a pensioner or his beneficiary does not exceed Dhs. 7,000.00 (Seven Thousand Dirhams), otherwise his right shall be restricted to that limit.
3. In case a pensioner had completed twenty five years and more in the Government service against which he shall be entitled to a pension he or his beneficiary may combine between such pension and any salary drawn from the Government or private sector in a periodical manner whatever is the amount of both of them together, with the exception of the two cases set out in Article 16 Clauses 6 and 11, hereof as the said two cases shall be governed by the provisions of Clause 2 in this Article.
4. In case a pension shall be payable to the widow of a pensioner, she shall have the right to combine her salary with what she is entitled to after the death of her husband.

### ARTICLE 37

1. In case a pension is totally or partially discontinued in respect of one of the sons/daughters of a pensioner due to any reason whatsoever, the discontinued portion shall revert to the other sons/daughters within the limits of their shares before they have been raised to the beneficiaries minimum limit specified in Article 24 hereof. In case the cause of discontinuity and no longer exists, the pension of such beneficiaries shall be reduced to what had been reverted to them because of such discontinuity.
2. Whatever is not paid of the children's pension, in case of non-existence of other beneficiaries, shall revert to the pensioner's widow(s) so that the share in this case shall not exceed three quarters of the pension, which shall be equally divided between them in case of numerously.

## CHAPTER IV End of Service Remuneration

### ARTICLE 38

A insured person who shall not be entitled, upon the end of his service, to a



pension under the preceding provisions, shall be given a gratuity in accordance with the provisions of the following Articles:

### **ARTICLE 39**

A insured person shall be entitled to a remuneration at the rate of one and a half month salary per year in respect of the first five years of contribution, provided that his contribution period is not less than a year; and thereafter at the rate of two months salary per year in respect of the next five years of contribution, and thereafter at the rate of three months salary per year in respect of the years beyond that.

### **ARTICLE 40**

For the calculation of the period of contribution in the security scheme, the part of a month shall be calculated as one whole month.

### **ARTICLE 41**

The calculation of the remuneration shall be based on pension calculation salary.

As for a pensioner in the private sector, it shall be observed that the last salary shall not exceed or be less than 20% of the average contribution calculation salary for the last four years or for the actual period of contribution in case the latter is less.

### **ARTICLE 42**

In case of death of a insured person, the remuneration payable to him against the period of his service shall be paid to his beneficiaries pursuant to the provisions prescribed herein in respect of the pension and in compliance with the distribution included herein. In case of non-existence of such beneficiaries, the remuneration shall be distributed in accordance with the rules of succession in Islamic Sharia.



**CHAPTER V**  
**Pensions of the Prime Minister,  
Deputy Prime Minister and Ministers**

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**ARTICLE 43**

The Prime Minister, Deputy Prime Minister and Ministers shall be entitled, upon the end of service in a ministerial office to a monthly pension in compliance with the provisions of the following Articles.

**ARTICLE 44**

In case a Prime Minister, Deputy Prime Minister or a Minister spends two years in a ministerial office, the monthly pension payable to each of them shall be calculated under the assumption that the period of his service extended to thirty five years, provided that the government treasury shall bear the difference in contribution between the exact period of service and the assumed one.

**ARTICLE 45**

In case an ex-minister is appointed in a position subject to the provisions hereof, he may combine between his salary drawn from such position in respect of which retirement contribution is calculated and his payable pension.

**ARTICLE 46**

Without prejudice to the provisions stipulated in this Chapter, the provisions hereof shall be applicable to the Prime Minister, Deputy Prime Minister and Ministers.

**CHAPTER VI**  
**Pensions of Federal National Council Members**

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**ARTICLE 47**

The Speaker, Vice-Speakers and controllers and each member of the Federal

National Council shall, upon the expiry of their membership in the council, be entitled to a monthly pension in compliance with the provisions of the following Articles.

#### **ARTICLE 48**

In case the Speaker, Vice-Speakers, controllers and members of the Federal National Council complete a legislative session in office, the insured of member shall be entitled to a pension calculated under the assumption that his term in office extended to thirty five years; provided that the government treasury shall bear the difference in contributions between the exact period and the assumed period of membership.

#### **ARTICLE 49**

In case the membership came to an end due to non-fit health or death, the insured or his beneficiaries, as the case may be, shall be entitled to a pension equal to the membership emolument.

#### **ARTICLE 50**

The Speaker, Vice-Speakers, Controllers and Members of the Federal National Council may combine between the pension payable to each of them in compliance with the provisions hereof and any other pension paid to him by any other entity in the State. It is also permissible to combine between the membership remuneration or any salary drawn from any party and the pension payable to any of them in compliance with the provisions of this law.

#### **ARTICLE 51**

The contribution calculation salary specified for each the Speaker, Vice-Speakers, controllers and Members of the Federal National Council shall be taken as the basis for the calculation of the pension. The percentages stipulated in Article 2 hereof should be deducted from the said salary.

## **ARTICLE 52**

Without prejudice to the provisions included in this Chapter, the provisions hereof shall be effective in respect of the Speaker, Vice-Speakers, controllers and Members of the Federal National Council.

## **ARTICLE 53**

The provisions hereof shall be effective in respect of the ex-speaker and ex-members of the Federal National Council.

## **CHAPTER VII**

### **Abatement and Discontinuity of the Right in the Pension or Remuneration**

## **ARTICLE 54**

An insured or a pensioner may not be deprived of the pension or remuneration except under a disciplinary decision and to an extent not exceeding one fourth of the pension or remuneration.

No judgment may be rendered for the deprivation of a pensioner in compliance with the preceding paragraph except in respect of acts committed by him prior to the end of his service.

No deduction or attachment may be imposed on amounts payable by operation of the provisions hereof to a pensioner or remuneration receiver or the beneficiaries on behalf of either of them except in satisfaction of a maintenance adjudged for by judicature or for the payment of amounts due to the government from the insured because of the performance of his work or for recovery of payments unlawfully made to him.

The deductions in these cases may not exceed one third of the pension and in case of over lapping debts, the debt of maintenance shall have priority.

## **ARTICLE 55**

As for the insured or pensioner who under disciplinary action is deprived of his pension, the full shares of the entire pension specified herein shall, upon his death, be paid to his beneficiaries.

## **ARTICLE 56**

Any insured person or pensioner, whose citizenship is forfeited or withdrawn from him, shall be deprived of his payable pension, and upon his death, the full shares of his beneficiaries shall be paid to them in case they hold the State citizenship.

But if the State citizenship is withdrawn from such beneficiaries, or they were not originally holding such citizenship, they shall be paid half of their shares only.

## **ARTICLE 57**

No action shall be heard in respect of any pension or remuneration not claimed by a pensioner or his beneficiaries for ten years from the date of maturity or from the date of the last collection thereof. Such term shall not be applicable whenever a pediment acceptable to the General Manager of the Authority arises and prevents the beneficiary from claiming his right.

## **Chapter VIII** **Penalties**

## **ARTICLE 58**

Without prejudice to any severer penalty stipulated by any other law, the crimes referred to herein shall be punished by the penalties stipulated in the following Articles:

## **ARTICLE 59**

Whoever deliberately means to give untrue information or intentionally declines to give the information required under this law and under the hereof

execution decisions and regulations in order to unlawfully acquire funds from the Authority, shall be punished by imprisonment and by a fine of less than Dhs.5,000.00 (five thousand Dirhams) or by one of these 2 penalties.

Whoever deliberately means not to pay to the Authority all due payments by giving false information to the Authority shall be punished by the same penalty. In all cases, the court shall adjudge for refunding of the amounts unlawfully acquired and for the recovery of the amounts due to the Authority.

#### **ARTICLE 60**

A punishment shall be imposed on every employer in the Private Sector, subject to the provisions hereof in the form of a fine amounting to Dhs.5000 (Dirhams five thousand) in respect of each employee not subscribed in the Authority. Every employer who charges his employees with any share of insurance, not stipulated in this law shall be punished with the same penalty. The court shall spontaneously adjudge for obligating the offender to pay to such employees the amount of security expenses they have been burdened with.

#### **ARTICLE 61**

All penalties and amounts adjudged for in respect of the breach of the provisions hereof shall revert to the Authority.

### **CHAPTER IX** **General Provisions**

#### **ARTICLE 62**

The Council of Ministers may grant exceptional Pensions or increments in Pensions, or exceptional remuneration for the insured whose service shall come to an end for any reason whatsoever, or for the pensioners or his beneficiaries.

The Council of Ministers may also grant exceptional Pensions and remuneration to Nationals who are not mentioned in the aforesaid paragraph and who have rendered considerable services to the country or for the



families of the insured who have died in an accident deemed to be a calamity.

The said pensions and remuneration shall be subject to the provisions hereof without prejudice to the special provisions issued by the Council of Ministers.

The Government shall bear the value of any exceptional pensions.

### **ARTICLE 63**

Subject to the provisions of Article (36) hereof, if the pensioner is employed by any employer subject to the provisions hereof, the previous service period of the pensioners service may be added to the new service and both periods shall be taken into consideration at the end of the new service.

### **ARTICLE 64**

Upon the death of a pensioner, an amount equal to the pension payable to him against the month of his death, as well as that of the three following months, shall be paid to his dependents at the time of death. Such amount shall be paid in one lot, and shall be considered as a grant which may not be refunded or attached by any department whatsoever in consideration of any debt. The said grant shall be exempted from all kind of taxes and fees.

### **ARTICLE 65**

If the service of the insured comes to end because of his natural death, his heirs shall be paid in addition to the monthly pension payable under the provisions hereof death compensation in one lot amounting to Dhs.60,000.00 (Sixty Thousand Dirhams) distributed amongst the successors pursuant to the provisions of succession in the Islamic Sharia.

### **ARTICLE 66**

If the insured dies because of work injury, his heirs shall be entitled to compensation amounting to Dhs.75,000.00 (Dirhams Seventy Five Thousand) which shall be distributed amongst them pursuant to the



provisions of succession in the Islamic Sharia. The insured shall benefit from the said compensation if a total disability results from a work injury. However, if a partial disability results from the said injury, the insured who suffers such injury shall be entitled to a compensation the amount of which shall be calculated on the basis of the degree of disability multiplied by the amount of compensation.

The insured shall be deprived from the injury's compensation in the following cases:

1. If the insured deliberately meant to injure himself/herself.
2. If the injury took place because of a substantial and intentional misconduct on the part of the injured; which shall be considered as:
  - A) Each act made by the injured under the influence of alcohol or drugs or under mental effects.
  - B) Each deliberate breach of the safety measures apparently displayed in work sites.

The two cases stipulated in Articles (1) and (2) herein above may not be adhered to unless they are evidenced in the investigation made in this respect by the concerned authorities.

#### **ARTICLE 67**

1. The provisions of Article (66) hereof do not stipulate for anything which may prevent the insured or his successors, the right to claim his entire compensation from a third party.
2. If the injury results from an error or negligence or a work injury caused by the employer, the injured or his successors may have recourse to the employer for the entire compensation.

#### **ARTICLE 68**

In case of suspension or discontinuity of a pension, the pension payable against the month during which the cause of suspension or discontinuity took place shall be paid on the basis of a complete month. And in case the pension is refunded to one or more beneficiaries, it shall be refunded as from

the beginning of the next month to the date of maturity.

### **ARTICLE 69**

The insured, in respect of whom Federal Decrees have been issued in order to be treated, in terms of offices occupied, the same as the ministers, and those occupying similar offices, shall be subject to the provisions of Chapter V hereof.

### **ARTICLE 70**

Every employer shall maintain the books and records and submit to the Authority the information, reports, notices and applications required for the implementation of this law in accordance with the terms, conditions and dates defined by the Board of Directors.

### **ARTICLE 71**

Every employer shall set up, for each insured person, a retirement file wherein the employer shall keep all documents defined under the decision referred to in Article (70) hereof.

### **ARTICLE 72**

The employer in the private sector shall pay to the Authority the end of service allowance pertaining to his U.A.E. nationals employees in according the laws and regulations regulating their service contracts. This applies to those wish o combine their service term as of the date of appointment until the date on which the provisions of this law become applicable under the account of joining charges without prejudice to the right of those who do not request the same in terms of their right to continue employment and the right to receive benefits at the end of the actual service.

### **ARTICLE 73**

The insured shall not be less than eighteen years old and more than sixty years old. At the time of appointment the insured shall be in good medical and healthy condition enabling him to work. His medical condition shall be

determined under a medical report made by the medical authority authorized by the Authority. The employer shall submit the said report when he is arranging the insured subscription in the Authority.

#### **ARTICLE 74**

The Authority shall have the right to deduct the amounts unlawfully acquired by a beneficiary, whose share has been suspended or discontinued, from the balance becoming due to all other beneficiaries as a result of such suspension or discontinuity as from the date on which the incident is disclosed pro rata to their respective shares.

This shall have no prejudice to the right of the other beneficiaries to have recourse on the beneficiary who acquired such amounts pro rata to their respective shares.

#### **ARTICLE 75**

In case the body subject to the insurance is subjected to dissolution, liquidation closure, bankruptcy or mergers with other bodies or transferred to a third party by succession, legacy, donation, sale, assignment or any other means of disposal, this shall not prevent the payment of all amounts due to the Authority.

The assignee shall be jointly liable, with the previous employers, for the performance of all obligations towards the Authority. It being provided that if the body subjected to insurance has been reverted by means of succession or legacy, the successors or legatee shall be jointly liable within the limits of the share that reverted to them from the estate.

#### **ARTICLE 76**

Pensions, compensations and remuneration payable under this law shall be exempted from taxes and fees.

#### **ARTICLE 77**

The amounts payable to the Authority in compliance with the provisions

hereof shall have the right of lien on all debtors' funds, and shall have priority on all the debts after the satisfaction of judicial costs and maintenance debt. The Authority shall have the right to acquire the payable amounts, pursuant to the effective regulations of the acquisition of governmental funds.

All or part of the said amounts may be settled by installment under the conditions defined by the Board of Directors.

#### **ARTICLE 78**

The cases filed by the Authority, the insured or the beneficiaries in compliance with the provisions hereof shall be exempted from judicial fees at all degrees of legal proceedings. The said cases shall be heard as summary matters and the court may, in all cases, adjudge for summary execution without bail, and in the event of dismissal of the case, the court may cast the plaintiff liable for all or part of the case costs.

#### **ARTICLE 79**

The calculation of the periods stipulated herein shall be made according to the Gregorian calendar.

**TABLE NO. 1**

Sr.	No. Beneficiary Dependents	Payable Shares in the Pension			
		Beneficiary Widow(s) or Husband	Children	Parents	Brothers
1.	Widow(s) or Husband and one or more children a father or mother or both, and one or more brothers.	3/8	3/8	1/8	1/8
2.	Widow(s) or Husband, a child or more, and a father or mother or both.	3/8	4/8	1/8	-
3.	Widow(s) or Husband and one or more children and one or more brothers	3/8	4/8	-	1/8
4.	Widow(s) or husband and a father or mother or both and one or more brothers	1/2	-	1/4	1/4
5.	Widow(s) or husband and one or more children.	3/8	5/8	-	-
6.	Widow(s) or husband and a father or mother or both.	1/2	-	1/2	-
7.	Widow(s) or husband and one or more brothers	1/2	-	-	1/2
8.	Widow(s) or beneficiary husbands	3/4	-	-	-



9.	One or more children, a father or mother or both and a brother or more.	-	6/8	1/8	1/8
10.	One or more children and a father or mother or both	-	3/4	1/4	-
11.	One or more children and one or more brothers.	-	3/4	-	1/4
12.	More than one child	-	All the Pension	-	-
13.	One child only	-	3/4	-	-
14.	A father or mother or both and one or more brothers.	-	-	1/2	1/2
15.	A father or mother or both	-	-	3/4	-
16.	One or more brothers	-	-	-	1/2

### Table No. 1 Continued

1. The term "Child" or "Brother" in the table includes the male and the female
2. If more than one shall share a portion of the pension, such share shall be equally divided between them.
3. A husband may not be entitled to a share in his wife's wages, unless at the time of her death he was suffering from a health disability preventing him from making a living. The state of disability shall be evidenced under a decision passed by the medical committee. Verification of disability shall be made once every two years unless the medical committee decides that his recovery is impossible.
4. In case of death of one of the parents, the share of the deceased shall revert to the other, and in case of death of both of them, their share shall revert to the children of the pensioner.
5. In case of discontinuity of the brother's pension, his share shall revert to the other, brothers, and in case of non-existence of such brothers, their share shall revert to the pensioner's children.
6. In case of discontinuity of the brother's pension and the non-existence of beneficiaries other than the parents, the brother's share shall revert to the parents to an extent not exceeding the parents share in case No. (15)  $\frac{3}{4}$ .
7. In case of discontinuity of the parents pension and non-existence of beneficiaries other than the brothers to an extent not exceeding the share specified for them in case No. (16)  $\frac{1}{2}$ .
8. In case of discontinuity of the brothers' share and the non-existence of beneficiaries other than the widow, their share shall revert to the widow to an extent not exceeding the share specified for her in case No. (8)  $\frac{3}{4}$ .
9. In case of discontinuity of the parents share, and the non-existence of beneficiaries other than the widow, their share shall revert to the widow to an extent not exceeding the share specified for her in case No. (8)  $\frac{3}{4}$ .

**TABLE NO. (2)**  
**Estimation of disability grades in cases of Organic Loss**

Sr. No	Occurred Disability	Percentage of disability	
1.	Amputation of the right arm up to the shoulder	80%	
2.	Amputation of the right arm up to the upper part of the elbow	75%	
3.	Amputation of the right arm up to Lower part of the elbow	65%	
4.	Amputation of the left arm up to the shoulder	70%	
5.	Amputation of the left arm up to upper part of the elbow	65%	
6.	Amputation of the left arm up to lower part of the elbow	55%	
7.	Amputation of the lower limb above the knee	65%	
8.	Amputation of the lower limb below the knee	55%	
9.	Total deafness	55%	
10.	Loss of one eye	35%	
11.	- Amputation of a thumb - Amputation of the thumb fore Phalanx - Amputation of index finger	<b>Left</b>	<b>Right</b>
		25%	30%
		15%	18%
		10%	12%

12.	-	Amputation of the fore Phalanx of the index finger	5% 6%
	-	Amputation of the fore and middle Phalanx of the index finger	8% 10%
	-	Amputation of the middle finger	8% 10%
13.	-	Amputation of the fore Phalanx of the middle finger	4% 5%
	-	Amputation of the middle and fore Phalanxes	6% 8%
	-	Amputation of fingers other than the index finger, the thumb and the middle finger	5% 6%