

Decree No. (31) of 2025
Concerning
Marriage Leave for Employees of the Government of Dubai¹

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

After perusal of:

Federal Law No. (6) of 2014 Concerning National and Reserve Service and its amendments;

Law No. (6) of 2012 Concerning Management of the Human Resources of Local Paramilitary Personnel in the Emirate of Dubai and its amendments;

Law No. (13) of 2016 Concerning the Judicial Authorities in the Emirate of Dubai and its amendments;

Law No. (8) of 2018 Concerning Management of the Government of Dubai Human Resources and its amendments;

Law No. (5) of 2021 Concerning the Dubai International Financial Centre;

Law No. (26) of 2023 Concerning the Executive Council of the Emirate of Dubai;

Law No. (2) of 2025 Concerning the Dubai International Financial Centre Courts;

Decree No. (22) of 2009 Concerning Special Development Zones in the Emirate of Dubai;

Decree No. (26) of 2013 Concerning the Rental Dispute Settlement Centre in the Emirate of Dubai;

The human resources legislation applicable in the entities affiliated with the Government of Dubai;
and

The legislation establishing and regulating free zones in the Emirate of Dubai,

Do hereby issue this Decree.

Definitions
Article (1)

The following words and expressions, wherever mentioned in this Decree, will have the meaning indicated opposite each of them unless the context implies otherwise:

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¹Every 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.

UAE:	The United Arab Emirates.
Emirate:	The Emirate of Dubai.
Executive Council:	The Executive Council of the Emirate of Dubai.
Government Entity:	Any of the Government departments, public agencies or corporations, Government councils, public authorities, or other public entities affiliated to the Government of Dubai.
Employee:	A person who falls within any of the categories specified in Article (2) of this Decree.
UAE National:	Any person holding the UAE nationality.
Marriage Leave:	The leave to which an Employee is entitled pursuant to this Decree.

Scope of Application Article (2)

This Decree applies to the following categories:

1. UAE National Employees employed by Government Entities, irrespective of the type of their employment. This category includes directors general, executive directors/ chief executive officers, and other persons holding similar positions. It also includes UAE National Employees employed by the authorities supervising Special Development Zones and free zones, such as the Dubai International Financial Centre;
2. UAE National Members of the Judicial Authorities serving in the Dubai Courts, the Public Prosecution, the Judicial Inspection Department, the DIFC Courts, the Rental Disputes Settlement Centre, or any other judicial body in the Emirate;
3. UAE National Staff Members serving in any of the paramilitary entities in the Emirate, excluding Cadets; and
4. any other category of individuals as determined by a resolution issued by the Chairman of the Executive Council in this respect.

Marriage Leave Entitlement Article (3)

- a. An Employee is entitled to Marriage Leave of ten (10) working days with Aggregate Salary, in accordance with the rules prescribed by this Decree.
- b. An Employee may combine Marriage Leave with any other type of leave to which he is entitled under the human resources legislation applicable in his entity.

Marriage Leave Eligibility Requirements

Article (4)

To be eligible for Marriage Leave, an Employee must meet the following requirements:

1. The Employee's spouse must be a UAE National.
2. The Employee must have successfully completed the probation period prescribed under the human resources legislation applicable in his entity or as otherwise determined by that entity in this respect.
3. The Employee's marriage contract must be attested by the competent entities in the UAE and must have been concluded after 31 December 2024.
4. A copy of the marriage contract must be submitted once with the Marriage Leave application.
5. The Employee must meet any other requirements as determined pursuant to the relevant resolution of the Chairman of the Executive Council.

Rights Associated with Marriage Leave

Article (5)

- a. During Marriage Leave, an Employee will be entitled to receive his Total Salary, including all allowances and financial benefits prescribed under the human resources legislation applicable in his entity.
- b. An Employee may utilise Marriage Leave, either consecutively or intermittently, at any time within one (1) Year from the date of concluding the marriage contract. A Government Entity may approve the deferral of the Marriage Leave, or any part thereof, to the following Year only, subject to the Employee providing valid reasons and obtaining his immediate supervisor's approval.
- c. Where the compassionate leave overlaps with Marriage Leave, the overlapping days of the compassionate leave will be added to the Marriage Leave entitlement.

Recalling Employees from Marriage Leave

Article (6)

- a. A Government Entity may not recall an Employee from Marriage Leave, except in case of a Staff Member as mandated by work requirements. In this case, the remaining period of the Marriage Leave will be carried forward and resumed upon the end of the recall period.
- b. Where an Employee is recalled during Marriage Leave to perform National Service or Reserve Service, or is unable to utilise the Marriage Leave due to this recall, the Marriage Leave, or any remaining balance thereof, will be deferred until after the Employee has completed the

service. The Marriage Leave, or any remaining balance thereof, must be utilised within one (1) Year from the date of the Employee's return to work.

Entitlement to Marriage Leave in Cases of Transfer or Appointment Article (7)

An Employee who is transferred or appointed to another Government Entity will retain his entitlement to Marriage Leave, or any balance thereof, not utilised during the Employee's period of service with the previous Government Entity.

Existing Situations Article (8)

The period prescribed for utilising Marriage Leave, in accordance with paragraph (b) of Article (5) of this Decree, will be calculated from the date of publication of this Decree in the Official Gazette, in respect of marriage contracts concluded after 31 December 2024 and prior to the date of publication.

Issuing Implementing Resolutions Article (9)

The Chairman of the Executive Council will issue the resolutions required for the implementation of the provisions of this Decree.

Repeals Article (10)

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

Commencement and Publication Article (11)

This Decree comes into force on 1 January 2025, and will be published in the Official Gazette.

Mohammed bin Rashid Al Maktoum
Ruler of Dubai

Issued in Dubai on 8 July 2025
Corresponding to 13 Muharram 1447 A.H.