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Dubai Salary and Pay Scale

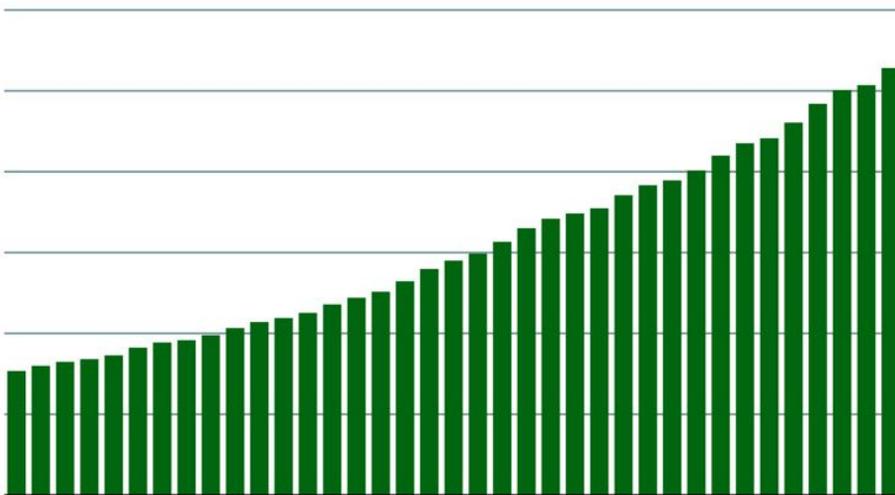
02 March 2016

Salaries vary widely in Dubai, depending on your qualifications and negotiation skills. Dubai has no minimum wage rates or standardized salaries, and salaries are usually similar to, or greater than those paid in western nations. Salaries also vary widely depending on nationalities, qualifications, experience, employee history and other random factors.

Salary packages are mostly dependent on your negotiation skills. For instance, an executive secretary may be paid more than a product sales representative within the same company, and even two secretaries working on same jobs can have different salary packages.

The UAE Federal Labour Law and the Emirate of Dubai does not have the provision for minimum wages, and your basic salary is what is a negotiated rate stipulated in your labour contract. The amount is important, as it is the basis of calculation for your end-of-service gratuity pay.

According to latest study on Global Salary Increase Survey 2015, by Aon Hewitt, the leading management consultancy firm, salaries in UAE are likely to increase 4.8 percent in 2015, as per the study conducted by 500 or more organizations and businesses in Middle East.



Range of salaries for various jobs

There are a range of jobs in Dubai that are much the same as in any city, but the range of incomes are larger than those otherwise familiar by expats for several reasons.

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Manual labour type jobs are demanding and are poorly paid. Majority of workers in this type of employment are from the Asian subcontinent, particularly, India, Pakistan, Philippines and Indonesia. Labourers work for 12 hours a day and 7 days a week. Maids, nannies, gardeners, drivers, and security guards fall under this category. Minimum salaries of maids are set by their respective governments of the country they come from. It is, however, unclear, if these minimum pay scales are supported by labour law in UAE. At present it is, Bangladesh – Dh.750, India – Dh.1100, Indonesia – Dh.800, Philippines – Dh.1400, Sri Lanka – Dh.850.

Jobs in tourism and service sectors are poorly paid and are quite demanding. Majority of people working in these jobs come from Asia, particularly the Philippines. Some sectors, such as aircrew, have all nationalities represented, and working conditions and salaries are much better.

The nursing sector seems attractive, and is in demand, but not so well paid.

Receptionists and secretaries earn low wages for long hours of work, however, when upgraded to a Personal Assistant for the boss of a large company, salary gets more attractive, especially so if you are fluent in English and Arabic. In some cases, substantial salaries that are on par with other professionals are also possible.

For Middle Management, majority of the employed are usually Asians, particularly Indians, or expat Arab. The pay can be mediocre to reasonable, or even better for well-trained executives in large corporations.

Teaching is one of the few professions that has a minimum wage of Dh.2000 per month, although it is not always adhered to. Schools with English curriculum or western oriented private schools have **teacher salaries** in the range Dh.5000 to Dh.15,000, while a handful of them pay up to Dh.20,000 per month. Salaries sometimes vary in the same school depending on the nationality of the teacher. However, public school teachers earn Dh.25,000 or more depending on their qualification and experience.

Architects, lawyers, accountants, pilots and such professions are represented by all nationalities, but the more reputable companies and higher level jobs usually require western trained personnel. Salaries range from poor to very good.

Doctors are of varied nationalities and are usually western-trained. Salaries are mediocre to good, depending on the hospital/clinic and nationality of the doctor.

Project Managers / Directors / Senior Management / CEOs and Managing Directors were able to command increasing salaries during 2006-08 period, but, when the building boom doomed in 2009, the equation reversed. Senior Management tends to be western or UAE nationals and these jobs are well-paid, but, are usually demanding.

CEOs and Managing Directors for large companies usually get paid well, but, even top level management for smaller companies get reasonably well-paid.

Table of average wage ranges in Dubai (based on job titles)

Job titles that have a smaller salary range are more likely to pay taking into consideration the qualifications and sometimes, the size of the company, and are less dependent on nationality. But, nationality may be a factor in determining whether or not a person actually gets hired for high paying jobs.

Job Title	Monthly salary in AED (2015-16)
Accountant	3000 – 20,000
Airline Pilot (Captain)	30,000 – 50,000
Business Development Manager	10,000 – 35,000
Bar Manager	5000 – 25000
Cabin Crew	7000 – 14,000
Driver (Indian school)	1500 – 2500
Director	50,000 – 70,000
Engineer (civil)	10000 – 25,000
Engineer (mechanical)	10,000 – 25,000
Engineer (software)	10,000 – 20,833
Executive Assistant	15,000 – 25,000
Interior Designer	17,000 – 65,000
Kindergarten Supervisor (western)	12,000 – 20,000
Labourer	600 – 1,500
Maid, Nanny	700 – 3000
Marketing Manager	11,000 – 34,000
Nursery School Teacher	1000 – 10,000
Office Manager	8000 – 16,000
Operations Manager	13,300 - 42,500
Personal Assistant	2000 – 25000

Top Ten Arabic Restaurants in Dubai
(<http://www.guide2dubai.com/living/dining-and-entertainments/top-ten-arabic-restaurants>)

Top Ten Indian Restaurants in Dubai
(<http://www.guide2dubai.com/living/dining-and-entertainments/top-ten-indian-restaurants>)

Top Ten Kid-Friendly Family Restaurants in Dubai
(<http://www.guide2dubai.com/living/dining-and-entertainments/top-ten-kid-friendly-family-restaurants>)



The Dumping of Fabricated Industrial Steel Components

ATTACHMENT 18

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Dubai Salary 2016 - Average Jobs Salaries and Pay scale in UAE

2016-03-31, 2:45 PM

Project Manager	12,000 – 75,000
Project Architect	20,000 – 30,000
Research Assistant	8000 – 12,000
Commercial sales	5000 – 25,000
Sales Assistant in shops	1500 – 2500
School Principal (Indian schools)	7,000 – 12,000
School Principal (International school)	25,000 – 45,000
Emirati Government School Teacher	24,000 – 34,000
University Teacher	5,000 – 30,000

Average salaries for various job sectors

For couples and families looking to relocate with their family to Dubai, a minimum salary of Dh.10,000 to Dh.15,000 is a must. Lower salary range is acceptable only if the company bears accommodation expenses. In UAE, salaries may range from minimum of Dh.1000 to Dh.90,000 with average salaries falling in range Dh.13,600 to Dh.17,619.

The table below mentions average salaries for various job categories in Dubai. All salaries are in UAE Dirhams.

Job Category	Average monthly salary
Admin / reception / secretarial	Dh.7,992
Architecture	Dh.25,000
Pharmaceutical / biotechnology	Dh.6,833
Courier / delivery / drivers	Dh.2550
Beauty / fitness	Dh.8000
Media / Arts / Entertainment	Dh.8500
Food / tourism/catering / hospitality	Dh.8750
Purchasing and Inventory	Dh.10,800
Customer care / call centre	Dh.11,768
Fashion and apparel	Dh.13,000
Public Relations	Dh.13,700
Human Resources	Dh.14,084
Accounting and Finance	Dh.14,251
Sales Retail and Wholesale	Dh.14,438
Teaching / Education	Dh.14,671
Facilities / Maintenance / Repair	Dh.15,000
Factory and Manufacturing	Dh.16,000
Architecture	Dh.16,410
Quality Control	Dh.16,730
Engineering	Dh.17,000
Marketing	Dh.17,200
Insurance	Dh.16,500
Information Technology	Dh.18,000
Interior Design	Dh.22,000
Printing and Publishing	Dh.18,500
Business Planning	Dh.19,400
Advertising / Event management	Dh.19,600
Construction / Building	Dh.20,600
Automotive	Dh.23,500
Airlines / Aviation / Defense	Dh.23,700
Banking	Dh.24,000

Medical and Health	Dh.27,101
Telecommunication	Dh.28,800
Science	Dh.29,000
Oil, gas, mining	Dh.29,040
Legal	Dh.30,250
Real Estate Sector	Dh.31,668 / Dh.36, 235
Government, Defence	Dh.54,000

PS: The average salary levels mentioned here for various sectors will deviate, as different companies will have different pay structures, internal grading and salary bandings.

Top salaries paid in UAE are for CIO, Project Director, COO, HR Director, Regional Director and Finance Director.

Some points to remember:

- In case of a salary hike, you should ensure that you are given a formal written notice of the same and the Labour Department has to be duly notified.
- It would be good to learn salary negotiation techniques, and how to sell yourself effectively and convincingly.
- Hence, do your research to get a feel of the going rates. But, be aware that what you finally get will depend on what the employer perceives to be your value to the company. When negotiating, do remember that salary rate stipulated in your contract will remain true all through the term of that particular contract.
- Salary increase rates are not guaranteed. Not all employers in Dubai give compulsory annual increases, as is the case in other countries, where minimum wage laws exist.
- Before accepting the job offer, it is good to check with your employer if you are eligible for free accommodation in Dubai. There are several companies in Dubai that offer lodging in personnel houses free-of-charge, depending on the rank of the employees. It is good to join organizations that offer free accommodation, as housing always comes with food and transportation services. Apart from financial comforts, it also saves you the trouble of having to make all these necessary arrangements yourself.

Other employment benefits and pay package

A basic employment package in Dubai consists of several items which are mandated by law. Your employer must guarantee a return flight back to your homeland when employment has ceased. Your basic salary must be outlined in the contract and any gratuity pay must be discussed as well.

An annual paid leave of 21 days (for the first year) and 30 thereafter is appropriate. After the completion of your probationary period, medical insurance can either be supplied by the government or some companies employ private coverage. Here are basic items that the law mandates to be included in compensation package of the employee:

- Basic Salary
- 30-day annual paid leave (21 for the first year)
- Medical Insurance (some companies offer private insurance coverage after probation)
- Recruitment and visa-processing fee and associated costs
- Gratuity Pay
- Return flight to your home country at the end of your contract

In addition to these, there are a number of things that can be negotiated as well; they are:

Allowances for food, accommodations, transportation, furnishings (for your accommodations), vehicle, and cell (mobile) phones are issues that are NOT required, but can and should be discussed.

Also, any assistance with relocation costs, Annual return ticket reimbursement, Medical insurance - check if they supply private policies or whether you will be covered by the Government of Dubai need to be checked out.

Gratuity

Gratuity or end-of-service benefit is the equivalent of severance pay in other countries. It is the end-of-service benefit granted to employees who have successfully completed the term of contract under which they were hired. The fact that this gratuity pay is mandatory is yet another positive benefit of fulfilling your contract obligations. As there are no provisions for pension contributions for expatriate employees in the UAE, gratuity pay is mandatory. However, if you are terminated for good cause under Dubai law, your gratuity is no longer mandatory.

As with most things, there is a limit to how much gratuity pay you can receive in Dubai. It cannot be in excess of what would be the equivalent of your salary for 24 months. A gratuity is paid at the end of employment, depending on several factors. The gratuity also depends on the type of contract -fixed term (limited) or unlimited, and under what circumstances you terminate your employment.

Gratuity calculation

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Gratuity Calculation

If your employment has been lawfully terminated, you are not entitled to any gratuity pay. Gratuity calculation in UAE is based on your average salary, dearness allowance and number of working years. Gratuity is basically a tip/allowance given to an employee for their total period of service.

If you are working on a limited contract, successful completion of the term entitles you to gratuity upon expiration. However, if you are working on an unlimited contract, you are required to complete at least one year (but less than 3) for 1/3 of gratuity pay, at least 3 years of service (but less than 5) for 2/3 of gratuity pay and at least 5 years for full gratuity pay.

Gratuity pay is based on your last basic salary as per records appearing in the Department of Labour. Gratuity is equivalent to your 21-day pay for each year of service for first five years and 30-day pay for every year thereafter. For easier calculation, it is 21/30 of your monthly pay, multiplied by number of years in service for first five years, plus 30/30 of monthly pay multiplied by total number of years in service with current employer minus five years.

To put in a nutshell, it is:

If leaving within a year – No Gratuity

More than a year, but, less than 5 years – 21 days of basic salary

More than 5 years – 21 days' basic pay for up to 5 years, apart from remaining 30 days basic salary per day wage.

Article 138 stipulates that if a worker under a definite term contract, abandons his employment at his own initiative before the expiry of his contract period, he shall not be entitled to severance pay unless his period of service is extended by five years.

Disclaimer: The Gratuity calculation is to be used as guidance and should not be taken as final calculation.

Income Tax

There is no income tax in the UAE, but, depending on your nationality and your duration of stay in your Dubai job, you may have to pay tax in your home country. As each country is different, you may have to speak to your income tax department or a tax lawyer/accountant to get definitive information. As the region has no personal taxation, net income is usually much greater, and this is one of the major attractions of working in Dubai.

Indemnity

Apart from salary, contract workers are awarded an **indemnity**, which is usually based on basic salary excluding any bonuses. An indemnity may accumulate into large sum of money, if you have been working in Dubai for long time. This indemnity is in no-way related to insurance, and is an end-of-contract bonus required to be paid by law to expatriate workers as a sort of **thank you** for being of service to the state, and can also be known as end-of-service benefits. Indemnity is calculated on basis of 21 days of basic pay per year for first five years of employment, and 30 days salary per year of employment.

Conclusion

Earlier, remuneration packages in Dubai were split into various elements- basic salary, car allowance, housing allowance, medical cover, education for children and air tickets for home visits, mobile phone allowance, furnishing allowance and food allowance. Today, however, most employers just tend to pay cash packages to cover all these expenses, although in some cases, there are performances or other bonuses.

What it all boils down to, really, is your ability to negotiate not only a good wage but some desirable (if not necessary) perks along with that salary. To plan your life in Dubai based on your salary, you need to align your expectations with reality. Try to do some salary research online or offline or both. You could also check out listings of Dubai recruitment agencies ([/directory/employment-agencies-and-consultants-439](#)), check Dubai jobsites, use **Dubai salary calculators**, or read salary survey reports.

Now, this kind of salary research may be sufficient to give you a fair idea of what you are likely to be paid in Dubai, so that you can plan your job in Dubai more safely and accurately.

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Robin Vinod

Writer/blogger who writes on topics such as travel, real estate, employment and everyday life on GCC countries

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martin · 3 years ago

seeking advice about six ban if i resign in probation period .Currently I am on 2 yrs visa unlimited .its dubai llc visa.My company has cheated in many ways .after visa was stamped they give other job .which was not in my profile.and very bad management daily changing policy n procedure. I dont see in future here. i have 8 yrs uae experince. worked in my many co ,but this is worst. so my question how can i stay and work here without 6 month ban if i resign in probation or after probation. whats the solution

155 ^ | v · Reply · Share ›



Abraham Shah Unfinished → martin · 8 months ago

just be patience and be hard worker,, and try to win the trust of your managers and sponsor, you will get a very bright and positive Future. :)

^ | v · Reply · Share ›



Fashion Job Salary · 2 years ago

Hi! I am european and am offered a job in fashion (manager level) in Dubai, The offered salary is: 23000 aed. This would be with no accommodation included. Is this salary fair? I would like to negotiate to add free accommodation too, would that be ok or too much to ask? thanx!

92 ^ | v · Reply · Share ›



Happy Dianne → Fashion Job Salary · 2 years ago

Im interested

4 ^ | v · Reply · Share ›



dave → Happy Dianne · 2 years ago

interested in what? he isnt offering a job, he was OFFERED one

15 ^ | v · Reply · Share ›



Happy Dianne → dave · 2 years ago

Ahh, yeah. My understanding was wrong.

^ | v · Reply · Share ›



Hassan → Happy Dianne · a month ago

Do you know about dubai private school office worker salary.

^ | v · Reply · Share ›



Shafeh Muzamil → Fashion Job Salary · 8 months ago

Plz give me a visa i m interested for job in dubai

^ | v · Reply · Share ›



Mike → Fashion Job Salary · a year ago

Thats around 10,000 higher than average if you're talking monthly salary

^ | v · Reply · Share ›



Avesh Hablani · 3 years ago

Any idea about the salary package for an Auditor, A Chartered Accountant ... ?

29 ^ | v · Reply · Share ›



asif sanin → Avesh Hablani · 3 years ago

itz depends on an experience . avg. salary 12,000/ Dhs

1 ^ | v · Reply · Share ›



Abraham Shah Unfinished → Avesh Hablani · 8 months ago

Depends on Experience

^ | v · Reply · Share ›



rattan lal → Abraham Shah Unfinished · 7 months ago

any idea about the salary package of as a video editor ?

^ | v · Reply · Share ›



Guest · 3 years ago

Need a job in UAE , anyone who can advise me how to get in touch with any company or which website could be possible applying onöine or any any possible way?

38 ^ | v · Reply · Share ›



This comment was deleted.



Jon → Guest · 3 years ago

Hi!

I need an agent. How can I contact you?

1 ^ | v · Reply · Share ›



This comment was deleted.



Rob Ula → Guest · 3 years ago

hiemails I could you contact me regarding Senior Midwife jobs in Dubai have many years Managerial Experiance Studied,Trained and worked in London for many years Delivering babies working on wards, parent Classes and running Clinics please let me know ASAP My email is Lisahigginson@aol.com Kindest Regards Lisa..

2 ^ | v · Reply · Share ›



jobrecruit → Rob Ula · 3 years ago

Ok will do

^ | v · Reply · Share ›



sandeep kukreti → jobrecruit · 8 months ago

Hi my name is sandeep. I wants to do job in UAE , anyone who can advise me how to get in touch with any company or which website could be possible applying onöine or any any possible way?

Total exp: 5 experience in BPO

Please suggest.

^ | v · Reply · Share ›



Shafeh Muzamil → jobrecruit · 8 months ago

Plz give me a job visa in dubai

^ | v · Reply · Share ›



Mohamed Ouchabane Bouzerd → Jon · 7 months ago

bouzerdm@mail.com

^ | v · Reply · Share ›



Abraham Shah Unfinished · Jon · 8 months ago

what type of agent

^ | v · Reply · Share ›



Fen78 · 3 years ago

Does anyone know how much chiropractors earn in Dubai?

22 ^ | v · Reply · Share ›



sheila · Fen78 · 3 years ago

My daughter visited an American one in Healthcare City a month ago - Dr John Graham at Dubai Bone & Joint Center. He charged 400AED per session. He was good. Some charge more, some less.

13 ^ | v · Reply · Share ›



imansingh karki · 3 years ago

Can u tell us how much the salary fixed by Dubai government to security guard



23 ^ | v · Reply · Share ›



abu · 3 years ago

hi i first come here on visit visa and found a contraction base in ajman who let me over stay by working for them and after they want to do visa for me they found that the sponsor has put lock on my name and they paid every thing involving the over stay and issue me the visa so after the visa the deduct everything from my salary ,but they made me over stay

10 ^ | v · Reply · Share ›



RB · 2 years ago

Any good head hunter for US Senior Manager in Food & Beverage with 20 years experience in 5 star Las Vegas hotels? Please advise.

Reagards,

RB

8 ^ | v · Reply · Share ›



jas · 2 years ago

salarys are low in uae.

4 ^ | v · Reply · Share ›



Nayeem · 3 years ago

HA! i went on small leave from 02/09/2012 (sunday 1st working day of week) to 06/09/2012(Thursday last working day) so what will be my no of working days as friday & saturday is off for us whether it will 25 days of 23days

4 ^ | v · Reply · Share ›



Happy Dianne · 2 years ago

I was just doing a research about Dubai as I am curious the cost of living and income over there. I finished computer secretarial and have experiences as customer service, virtual assistant and managing staff. How much might be my possible income if I will come over and work there. I need a job and a wonderful employer there. Please contact me asap.

dbioco@yahoo.com - Dianne

7 ^ | v · Reply · Share ›



Srinivas · 10 months ago

Hi, I am Indian and am offered a job in banking for a credit department in Dubai. The Salary they offered me is 8000 AED. only first month accommodation is given later on my own expense Please suggest if it will be enough to live a normal life in Dubai? and currently i am a bachelor

1 ^ | v · Reply · Share ›



Donna · a year ago

Hi! I'm a dental hygienist from Sweden my degree is from one of the best uni in the world ...
How is the salary?

How is the salary ?

Regards

1 ^ | v · Reply · Share ›



Kaustav Dhar · a year ago

Hello Everyone,

I am from India.

Recently I got an offer from a manufacturing industry in Ajman (UAE). Its a medium scale industry.

The offer is for Production Manager, I have a total of 11 years of experience.

May be within couple of days I have to negotiate the salary. I will relocate here in Ajman with my family. My parents are dependent on me.

Can you guys please guide me how much should I demand?

What will be the approximate living cost in Ajman?

Regards,

Kaustav

1 ^ | v · Reply · Share ›



Amit · a year ago

Hi, I am Indian and am offered a job in Ecommerce Development (Senior Ecommerce Software Developer) in Dubai. The Salary they offered me is 12000 AED. There is no accommodations or anything being provided by the company. Everything is included in this salary. Please suggest if it will be enough to live a normal life in Dubai?

1 ^ | v · Reply · Share ›



Black&White → Amit · a year ago

The most expensive thing in Dubai is to rent a house, so it depends on that, if you are single and you accept to live far from the main areas in a small house it is ok and you will be able to save some money if you don't look to have fun and things like that, otherwise no, if you have a wife and kids with 12.000 you will not even survive!

^ | v · Reply · Share ›



Binoy Azhikode → Black&White · 6 months ago

what if wife is employed?

^ | v · Reply · Share ›



Black&White → Binoy Azhikode · 6 months ago

A total family income of 15,000 dhs/month is what i would consider the minimum you need to satisfy a family (with 2 kids going to school) needs. Less than that it becomes really hard to get a good life.

^ | v · Reply · Share ›



PriyaDM → Black&White · a year ago

Hi, I am looking for a suitable job in Dubai preferably in Quality assurance. i have 14+ yrs working experience (9+ yrs mgmt experience) in QA/QC stream. kindly tell me that how much i can demand salary (DHs) with this. what are the trusted job sites available to apply.

^ | v · Reply · Share ›



suhas → PriyaDM · 7 months ago

25000 dhs

^ | v · Reply · Share ›



BENNY · 4 years ago

Very Clear and satisfied...

Benny

1 ^ | v · Reply · Share ›



amit · 6 days ago

and what about scope for fengsui & Vastu.please guide me with your valueable answer.thanks.

^ | v · Reply · Share ›



amit · 6 days ago

hi,i am interior designer and want to job in dubai.what is the basic salary of this job and job duration.

^ | v · Reply · Share ›



Ali · 7 days ago

Dear Sir,

I Need a job in DUBAI , anyone who can advise me how to get in touch with any company or which website could be possible applying online or any any possible way?

I have an experience in Hospital Management, Gender discrimination , technical and Social Services, Mobilization, Preventive and curative Health,Capacity building, Advocacy, awareness and conflict resolution

I am well acquainted of Marketing, training and having motivational skills

My Expertise includes close monitoring and overall management of programs, managerial skills, participatory need assessment, and Research Studies

Ali

^ | v · Reply · Share ›



Dennis · a month ago

I was searching for something like... Dubai salary, pay scale for quite a long time and at last I have found it here. Clearly give an idea about how much someone can expect in Dubai.

Fantastic walk-through..... Many thanks for putting all together.

^ | v · Reply · Share ›



Pauline · 6 months ago

I am looking for a Support Services Manager in Software and Systems with 10+ years experience to head up a new team.

What would I need to pay to get this level of expert in Dubai?

What allowances and benefits would be needed for a National.

^ | v · Reply · Share ›



kiran · 6 months ago

Hai my name is kiran from Banglor. My qualification is BE mechanical with MBA in operation management with 5 years experience in purchase department. So let me know my eligibility of salary with and without accomodation.

^ | v · Reply · Share ›



marjorie manalad · 7 months ago

what if my boss have acomodation but the needed of the staff is not given .. for exmple in gas .. all staff must pay to buy a gas ..

^ | v · Reply · Share ›



marjorie manalad · 7 months ago

and i have different salary my contract is 900 basic salay plus 200 food allowance ..but in my offer letter he put a 1100 fpr basic salary .. ad my company dont have any insurance .. when iam in check up because my operation become pain iam the one who pay the hospital bill not my company then why my boss deduct me the days that iam absent this us legal

^ | v · Reply · Share ›



marjorie manalad · 7 months ago

help me pls

^ | v · Reply · Share ›

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