ASSESS THE SIGNIFICANCE OF THE RIGHTS-BASED APPROACH IN BALANCING THE INDIVIDUAL RIGHT TO RELIGIOUS EXPRESSION (OF BELIEFS) AND ECONOMIC RIGHTS IN THE BUSINESS WORLD: A VIEW FROM THE UNITED ARAB EMIRATES

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ABSTRACT

Objective: This paper explores the legal and ethical basis for an individual's religious rights in business, and offer helpful advice to businesses on how to successfully manage issues related to religious beliefs among employees in the workplace.

Method: This paper draws upon responses obtained to an online survey which explored responses to the change. This was conducted by the author/s among a broad range of participants, including both public and private sector employees as well as entrepreneurs and students in the UAE.

Result and conclusion: Businesses in the UAE can create an inclusive work environment that values and celebrates religious diversity by promoting religious tolerance alongside sustainable economic growth. This strategy can improve worker satisfaction and engagement while also contributing to the UAE's long-term development while strengthening the social fabric.

Keywords: legal regulation, individual right, freedom of expression, right-based approach, business ethics, business interest, public policy and reform.

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AVALIAR O SIGNIFICADO DA ABORDAGEM BASEADA EM DIREITOS NO EQUILÍBRIO DO DIREITO INDIVIDUAL À EXPRESSÃO RELIGIOSA (DE CRENÇAS) E DOS DIREITOS ECONÔMICOS NO MUNDO DOS NEGÓCIOS: UMA VISÃO DOS EMIRADOS ÁRABES UNIDOS

RESUMO

Objetivo: Este artigo explora a base legal e ética para os direitos religiosos de um indivíduo no negócio e oferece conselhos úteis para as empresas sobre como gerenciar com sucesso questões relacionadas a crenças religiosas entre os funcionários no local de trabalho.

Método: Este artigo baseia-se nas respostas obtidas a uma pesquisa on-line que explorou as respostas à mudança. Esta foi realizada pela autora/os entre uma ampla gama de participantes, incluindo tanto funcionários públicos e privados, como empresários e estudantes nos Emirados Árabes Unidos.

Resultado e conclusão: As empresas nos Emirados Árabes Unidos podem criar um ambiente de trabalho inclusivo que valoriza e celebra a diversidade religiosa, promovendo a tolerância religiosa ao lado do crescimento econômico sustentável. Essa estratégia pode melhorar a satisfação e o engajamento dos trabalhadores e, ao mesmo tempo, contribuir para o desenvolvimento a longo prazo dos Emirados Árabes Unidos, fortalecendo o tecido social.

Palavras-chave: regulação jurídica, direito individual, liberdade de expressão, abordagem baseada no direito, ética empresarial, interesse empresarial, política pública e reforma.

1 INTRODUCTION

Human rights are fundamental liberties granted to every individual based on respect, equality, justice, and dignity. Businesses play a significant role in shaping how we exercise these rights. Not managing human rights risks can lead to severe consequences, such as legal, financial, social, and policy-based risks. Attorneys can help businesses address potential human rights abuses, and advertising the implementation of human rights principles appeals to both new and existing customers. Ultimately, commercial entities' conduct can favorably or negatively impact how people exercise their human rights. It has been observed that businesses may disregard human rights if they fail to address the issue. This paper focuses on the right to Friday prayer for Muslims, which falls under the human right to freedom of religious expressions.

The United Arab Emirates (UAE) is a country whose Constitution recognizes Islam as the country’s official religion. However, it is also known for its diverse population and the degree of religious freedom accorded people of various religions now residing in the country, although limitations remain regarding proselytizing by non-Muslims, blasphemy, and various acts deemed detrimental to societal morals and harmony (with acts such as inciting religious hatred, discriminatory behavior, or insulting
religion prohibited and subject to possible prosecution). Until late 2020, the UAE ‘weekend’ comprised Friday and Saturday (with Sunday a working weekday). However, it was then announced that Friday would be a working day for members of the public service in the UAE. This would clash with one of the most significant prayers in Islam — the Friday prayers — unless significant accommodations are made. This (ostensibly noonday) congregational prayer is regarded as essential and adherents are encouraged to pray collectively at a mosque rather than pray essentially individually wherever they are at the time (or as a family or with workmates, at home or work, respectively) as is the common observance on other days of the week and for other prayers on Friday.

To accommodate Friday prayer at a mosque, the government declared that while work on Fridays would begin at 7.30am, it would only last until noon. Additionally, the dhuhur prayer time has been shifted one hour earlier, with the mosque sermon commencing at 1:15 pm and followed by Jumaah/Jumu’ah (congregational) prayers. Although the legislation specifically deals with public servants, the rest of the community, including the private sector, appears to be drawn to also follow or is encouraged to harmonize with the new shorter working week working arrangements accorded the public sector. Thus, the new directive affects far more people than initially appears to be the case. Only one emirate (Sharjah) appears exempt from the controversy as it has retained the whole day holiday for Friday while adding Sunday to create a three full day ‘weekend’ while the remaining emirates have a 4.5 day working week and a 2.5-day weekend (including the Friday half-holiday).

The government has presented the move as one to accommodate a more positive home/work life balance, and grant a shorter working week to employees, while also contributing to increased international competitiveness and participation by better aligning with global market operations. Others believe the change is largely to encourage and accommodate investment and international business. Some might argue, however, that it represents a significant change in relation to the religious life balance of the UAE or at least a challenge to what has become an accustomed practice: an entire day (Friday) set apart for religious worship and family life.

The Rights-Based Approach asserts that discrimination in realizing rights must be prevented. People deserve certain entitlements, and their moral rights must be respected. It is important to treat others as ends rather than only as means to an end. All humans have rights like life, liberty, happiness, free speech and religion, and property ownership.
The UN's Universal Declaration of Human Rights provides a deeper look at human rights and seeks to define them. Businesses should follow this approach to uphold moral standards, build trust, manage risks, attract talent, comply with regulations, and access markets and investors. Supporting human rights can positively impact society and ensure long-term business and societal viability.

This research paper will seek to:

1) Explore the legal and ethical basis for an individual's religious rights in business,
2) Discover real-world examples that showcase the clash between religious beliefs and financial concerns in business environments
3) Identify the ethical dilemmas businesses may encounter when trying to accommodate religious beliefs while ensuring economic viability,
4) Create a moral structure that businesses can use to resolve conflicts between an individual's religious liberties and economic interests, and
5) Offer helpful advice to businesses on how to successfully manage issues related to religious beliefs among employees in the workplace.

2 THEORITICAL FRAMEWORK

The UAE has implemented several legal frameworks to ensure that its residents can exercise freedom of worship. These frameworks include the Constitution, which guarantees the freedom to practice religious worship in accordance with established customs as long as it does not conflict with public policy or violate public morals. This is further expressed in Federal Law No. 2 of 1971, which criminalizes insulting acts or abuses of religion or religious rituals, and prohibits insulting religious sacred texts and objects, blasphemy, and promoting religious hatred. In Federal Law No. 3 of 1987 UAE promulgating the penal code, Part Five (arts 312-26) deals with crimes affecting religious doctrines and rites and provides sanctions for the activities mentioned above (see, e.g., arts 312, 315, 319). It includes measures to safeguard religious freedom by forbidding acts that foment religious hate and encourage illegal activities. Hence, proselytism of any religion other than Islam remains strictly forbidden (arts 317-26).

In the UAE, various religious communities, including Muslims, Christians, and Hindus, are permitted to construct places of worship, such as mosques, churches, and temples. Non-Muslim residents are allowed to practice their respective religions in
designated places of worship, and the country has a Ministry of Tolerance that promotes tolerance and safeguards religious freedom. However, legislative authorities from various nations frequently enact limitations on the proliferation of new religious movements, harmful cults, sects, specific religious rituals, and extremist ideologies. Based on law enforcement perspectives, these legislative measures can be broadly categorized into two types: prohibitive and restrictive.

2.1 LEGAL AND ETHICAL ISSUES

In the workplace, it is essential to recognize and respect religious diversity. While Friday prayers are significant for Muslims, not all employees follow this tradition, so organizations should foster an inclusive environment accommodating various religious views and practices. Employers can make an effort to accommodate those who desire to participate in Friday prayers by providing flexible work schedules or time off during prayer times. To ensure fairness and consistency, businesses can establish policies/parameters accommodating religious requirements. Discrimination based on an employee's religious beliefs or practices, such as Friday prayers, is unethical and potentially illegal.

Encouraging communication about and awareness of workplace diversity can help businesses to understand and respect employees. Provision of employee education should involve promoting dialogue to ensure that employees feel comfortable expressing their needs and concerns. A governmental entity (e.g., Name One) may be well positioned to equip employers with the skills required to fulfil their responsibility.

Inclusivity is a crucial modern value that companies must prioritize by fostering an inclusive organizational culture with various policies and training. Employees should feel comfortable expressing their religious beliefs and practices, and employers should accommodate religious rituals while balancing productivity and operational efficiency. Finding mutually acceptable solutions that fulfill both corporate and religious objectives may be necessary.

The UAE is a Muslim-majority country where Islam is deeply embedded in its society and culture. However, it has a diverse population, with both inhabitants and expatriates from different religious backgrounds. While the UAE has in recent decades taken measures to diversify its economy by reducing its dependence on oil revenue and developing other sectors such as tourism, banking, and technology, it has sought to
maintain a balance of economic interests and religious freedoms. The UAE has adopted a policy of tolerance and openness to attract foreign firms and investors, ensuring that people of all faiths feel welcome and can freely practice their religion. In this regard, sustaining a favorable economic climate and attracting multinational enterprises and talent depend on respecting religious freedoms and creating a fair playing field for all, regardless of their faith.

When operating a business in the UAE, respecting Islamic practices and traditions is essential. This includes taking into account religious holidays and observances like Friday prayers, Ramadan, and Eid when scheduling operations and interacting with staff and clients. Many businesses in the UAE also participate in corporate social responsibility programs that align with local cultural and religious values, such as supporting humanitarian causes or promoting religious tolerance. CSR ought to act as a means to ensure corporate responsibility, not just as a domain for self-validation. This suggests that a company's actions shouldn't be exclusively accountable based on its own standards. Ethical duty extends beyond mere adherence to rules. Thus, there remains an essential role for "voluntary" or "forward-thinking" endeavors by progressive corporations that surpass mere legal compliance.

Although the UAE values religious tolerance and freedom, there are limitations in certain situations where law, ethics, and cultural norms may impact the observance of religious rights. Finding a compromise that respects diversity while maintaining social cohesiveness and security within the UAE's cultural context is crucial when balancing religious rights and economic objectives.

Balancing religious customs, such as Friday Jumaa/Jumu'ah prayer, with the economic goals of businesses in the UAE can be a challenging task. While it is important to promote diversity and create a supportive work environment by respecting employees' religious practices, it is also necessary to consider the impact on productivity, operational needs, and diverse schedules of clients or customers. To maintain harmony and uphold values of justice and respect in the workplace, finding a balance between religious accommodations and corporate goals is essential.

In the UAE, Friday prayers can create challenges for businesses regarding scheduling, productivity, and operations. If companies extend the workday to include Fridays, it could disrupt established routines and affect client or customer interactions, delivery times, and overall workflow. Employers may also struggle to ensure maximum
productivity while respecting their employees' religious practices, mainly if different employees observe different religious practices throughout the week. To address these competing demands and meet the company's and its employees' needs, it is crucial to plan carefully, communicate openly, and remain flexible.

When businesses operating in the UAE fail to navigate the conflict between their commercial goals and religious accommodations, it can lead to various negative consequences. From an ethical standpoint, ignoring employees' religious beliefs and requests can create a feeling of exclusion, leading to low morale and job satisfaction. This can result in a toxic work environment, high employee turnover, and difficulty attracting and retaining talented individuals. In a diverse and culturally rich country like the UAE, failure to balance religious accommodations and commercial objectives can result in decreased productivity, damaged customer relationships, and potential reputational damage for the business.

2.2 CASE STUDY ONE: RUA ALMADINAH HOLDING

**Improving religious practices:** Al-Madinah Holdings believed that having Friday as a (half) working day would encourage Muslims to observe religion more closely, as it aligns with the Islamic day of congregational prayer (Jumaa/ Jumu'ah) and allows for ample time to attend religious services and strengthen their connections to their faith.

**Preserving Culture:** Al-Madinah Holdings greatly emphasizes preserving the UAE's rich cultural heritage. They believe aligning the workweek with Islamic customs would strengthen the nation's identity and cultural foundations. This could be seen as a strategy to uphold and promote traditional values, especially in an increasingly globalized society.

**Economic Benefits:** Al-Madinah Holdings suggests that having Friday as a working day could have positive economic outcomes. They argue that adding a [half] workday [that aligns with a working day in the majority of countries] could increase productivity, economic growth, and competitiveness. Additionally, maintaining a business culture that aligns with Islamic values [by retaining a half day holiday on Friday to accommodate communal prayer] may continue to attract investments from other Muslim-majority countries.
2.3 CASE STUDY TWO: EMIRATES GLOBAL ENTERPRISES

Work-Life Balance: Emirates Global Enterprises recognizes the importance of maintaining a healthy work-life balance for its diverse workforce. They believe that providing a two-day weekend, typically on Fridays and Saturdays, allows employees to relax, spend time with family and friends, and pursue personal interests. This extended break promotes overall well-being, prevents burnout, and ultimately enhances productivity and job satisfaction.

Diversity: Emirates Global Enterprises emphasizes diversity within its company and fosters an inclusive environment that promotes a sense of belonging among employees from different backgrounds. They recognize the significance of allowing employees to have a two-day weekend, which enables individuals of varying religions to practice their religious commitments. This approach supports the company's belief in upholding everyone's right to worship freely, beyond just the Muslim community.

Global Business Considerations: Emirates Global Enterprises operates globally and conducts business with companies worldwide. They believe that following the global norm of a two-day weekend promotes efficient corporate operations and partnerships. This ensures that they align with the schedules of their overseas clients, partners, and suppliers, minimizing potential disruptions and maximizing productivity in a global corporate context.

The issue of balancing religious practices and business responsibilities is a complex one, with valid arguments on both sides. On the one hand, businesses have a responsibility to cater to the needs of their customers and employees, which may conflict with religious practices. On the other hand, individuals have the right to practice their religion freely, which may require accommodations by their employers. Ultimately, a thorough examination of cultural, religious, economic, and employee welfare concerns is necessary to find a fair and equitable solution.

2.4 ETHICAL FRAMEWORK FOR UAE BUSINESSES

The rights-based ethics approach focuses on defending and respecting the fundamental rights of individuals and groups affected by corporate activity. In business situations, it highlights the moral obligation of corporations to protect the rights of stakeholders such as employees, customers, communities, and the environment. This approach is based on the fact that every person, by virtue of their humanity, has certain
inherent rights that should be preserved and maintained and not violated by society or individuals. These rights are universal, equal, and inalienable, meaning they are the same for all, regardless of race, gender, age, or religion. Some of these rights include the right to life, freedom, religious expression, pursuit of happiness, et cetera.

Addressing its importance in society, the right-based approach is particularly vital in a country such as the UAE, where diversity exists. With the significant number of migrant workers in the country, this approach ensures that the fundamental rights of these workers are protected against any violations, providing them with fair treatment, fair wages, and a safe working environment. For instance, this approach has caused the UAE government to implement UAE Labor Laws’ that mainly seek “to protect both parties in the employment relationship and enables them to obtain their rights in a balanced manner.” This law considers many topics, among them issues related to minimum wages, safety standards, and discrimination.

The rights-based approach is essential in addressing gender inequality in the UAE workplace. This approach ensures that everyone, regardless of their gender, has access to the same opportunities. Implementing this approach will provide women with equal rights to men when seeking job opportunities and ensure fair treatment, wages, and potential promotion. Furthermore, it will promote gender equality and female empowerment, resulting in a more diverse and inclusive business environment.

With the UAE population comprising 89% expats (foreign nationals), evidence of the country’s welcoming all nationalities from across the world, the rights-based approach is crucial for businesses which must operate in an environment that encourages and accepts diverse viewpoints. This involves an emphasis on the importance of the right of freedom of speech for instance, which allows employees of an organization to express their opinions, beliefs, and concerns on specific topics and helps in the decision-making process. This can create a culture that promotes transparency, honesty, and creativity.

2.5 KEY PRINCIPLES FOR THE ETHICAL FRAMEWORK

With the development of new laws and regulations in the UAE, and the change of working days in a week (from Sunday–Thursday to Monday–Friday (morning)), some individuals find it difficult to practice their religious beliefs and attend Friday prayer particularly communal prayer with their family and community at their local mosque as had been their practice previously. Some individuals may argue that their right to religious
expression has been violated due to this change. Others may believe that this change has led to great opportunities for the UAE in the global market, especially for international companies that work with clients around the world. That being said, companies can contribute to balancing the tension between Friday prayers and economic concerns by developing an ethical framework that would aim to please both parties.

Companies should consider respecting the situation of Friday prayers by avoiding scheduling important meetings or conferences during the Friday communal prayer times. Effective communication within the corporation between the employee and the employer is an excellent approach to guarantee that both parties have a clear understanding. Companies should encourage employees to notify their managers in advance if they need to attend Friday prayers, allowing for better scheduling coordination. Another consideration companies should take into account is providing employees with the flexibility to work from home on Fridays. This will allow employees to work more efficiently and complete their work in the first half of the day, especially when working for companies that deal with clients abroad, and then they could more easily attend their local mosque for communal prayer.

3 METHODOLOGY

To gather information from students and workers in the UAE, including those from AUD, we conducted a survey using online methods and WhatsApp groups. This approach helped us obtain a relevant and informed dataset, which shed light on the challenges faced by individuals trying to balance their religious practices and professional responsibilities in the UAE.

3.1 SURVEY ANALYSIS

**Gender:** The majority of survey participants identified as male (66.67%), while only 33.33% identified as female. These statistics offer insights into the demographics of the participants, not the entire population.
Age: The survey received feedback from people of different age groups, but most were from 18 to 34 years old. This indicates that the survey mainly represents a younger demographic and did not include the viewpoints of older people.
Occupation: The survey had a wide range of participants from various occupational types comprising students, private and public sector employees, and entrepreneurs. This diverse mix of participants provided a broad range of viewpoints and insights.

Religion: Of the participants, 77.78% identified as Muslim, which aligns with the UAE's religious demographics. That 22.2% of respondents identified as Christian highlights the nation's multiculturalism. The study successfully included people with diverse religious backgrounds and accurately captured their opinions.

Familiarity with Friday prayers: The study found that 77% of participants were ‘extremely familiar’ with Islam's concept of Friday prayers, while a further 20% were ‘somewhat familiar’. This indicates that the participants generally possess a fairly good to good level of knowledge, which is crucial for having informed discussions.
Opinion on accommodation of Friday prayers: The survey showed that two-thirds of respondents (66%) believe that companies in the UAE should permit employees to attend Friday prayers. They consider it a crucial religious practice that deserves respect. Only 11% of respondents disagreed, arguing that it could adversely affect productivity and work schedules, while twice as many respondents (22%) stated that it might depend on particular job duties and the company's structure, revealing a thoughtful perspective.

Important factors for accommodation: Based on the survey results, respondents indicated that they regarded work schedules and productivity (33.3%) and religious freedom and inclusion (33.3%) as equally important when considering accommodating Friday prayers in the workplace. Maintaining harmony at work was also considered important by 22.2% of respondents.
Conflicts experienced in the workplace: The survey reveals that 55.6% of the participants have faced issues related to a conflict between Friday prayers and their work schedules at their workplace. This highlights the widespread nature of the problem and its potential impact on employees.

Responsibility to respect and accommodate religious practices: The results of a survey showed that most respondents (77.8%) think it is important for businesses to be respectful towards and accommodating of religious practices. And this stresses the significance of promoting religious inclusivity and tolerance in the workplace.
Likelihood of recommending changes: The survey results indicate that over half of respondents (xx%) are motivated (‘very likely’ or ‘likely’) to recommend changes or improvements to their workplace's approach to supporting Friday prayers. Participants are actively advocating for religious accommodations that align with their beliefs and values.

3.2 AREAS OF CONCERNS

Qualitative data: To gain a better understanding of respondents’ experiences, perspectives, and recommendations regarding the conflict between religious practices and work schedules, open-ended questions could have been used and/or follow-up interviews could have been conducted.

Comparison between different religious groups: Although the study gathered responses from Muslims and Christians, it would have been more comprehensive if it had also included responses from other religious communities in the UAE.

Gender perspectives: These could also have been included. It could have been determined whether there were any significant differences in relation to the various survey questions.

Workplace size respondent age, education: Whether there were any variations dependent on workplace size, respondent age or level of education could have been explored with the addition of older respondents and a question on level of education.
4 DISCUSSION

In today's diverse and multicultural workplaces, UAE businesses face the challenge of effectively navigating the complexities associated with Friday Prayers in the Workplace. However, they also recognize the importance of creating an integrated environment where devout employees from various religious backgrounds feel respected and supported. To achieve this, practical recommendations (see below) can be implemented. By adopting these recommendations, UAE businesses can actively promote understanding and foster a harmonious workplace that values religious beliefs.

**Acknowledge and Accommodate Religious Practices:** To create an inclusive workplace environment, employers should consider and accommodate their employees' religious practices when scheduling work, arranging meetings, and organizing events. This could mean allowing time off for religious holidays and personal leave for religious obligations, such as Friday prayer or special festivals (and with equal requirements for having to make up any time lost over and above the accommodations made, such as using unpaid or paid leave). By doing so, employers show respect for their employees' religious beliefs.

**Accommodate Faith Related Attire and Grooming Practices:** It is important for employers to consider accommodating religious attire and grooming practices as long as they do not put individuals' or others health and safety at risk. This includes allowing employees to wear religious items such as hijabs, turbans, or have beards that are associated with their faith. By doing so, businesses can show respect for religious diversity and promote inclusivity among their employees.

**Provide a Multifaith Prayer Room:** To support employees' religious practices, employers can create a designated area in the workplace where individuals can participate in daily prayers, Friday prayer (if an employee is required to be at a workplace), meditation, or personal reflection. This space acknowledges and accommodates diverse religious beliefs, providing a quiet and respectful environment for spiritual practices. By offering such a space, employers demonstrate their commitment to promoting religious diversity and inclusivity in the workplace, allowing individuals to freely express and practice their faith.

**Offer Inclusive Meal and Drink Options:** Employers should cater to their employees' dietary needs during lunch meetings and events to promote inclusivity in the workplace. This means providing a variety of options, including kosher, halal, and
vegetarian meals, to accommodate different religious requirements. It is also important to consider employees who may be fasting and make suitable arrangements or offer alternative options. By taking these dietary considerations into account, employers can create a respectful workplace that supports employees from diverse religious backgrounds.

**Establish Accommodation Policies:** To effectively navigate the complexities associated with religious beliefs in today's diverse and multicultural workplaces, UAE businesses should establish transparent policies and procedures for employees to request religious accommodations. These requests should be evaluated based on their reasonableness and potential impact on the employer. Practical options such as flexible work schedules, exceptions to dress codes, and allowing religious expression in the workplace should be considered. By implementing these measures, businesses can address religious diversity in a fair and respectful manner, promoting a harmonious workplace where employees of all faiths feel supported and valued.

5 CONCLUSION

In the UAE, it is important to take a rights-based approach when reconciling Friday prayer with economic rights. This approach prioritizes the protection of basic human rights, including religious freedom, while also considering the economic interests of individuals, businesses and society as a whole. The key takeaways from this approach include recognizing that individuals should have the opportunity to observe their religious obligations without fear of discrimination and in a manner that balances religious and economic freedoms. It also emphasizes the importance of dialogue, participation, and consultation with relevant stakeholders, including communities and workers. This approach calls for accountability and remedies for violations of religious rights, such as channels to address resentments if their rights are abrogated. By adopting this approach, the UAE can promote an environment that respects religious diversity, safeguards fundamental human rights, and supports economic growth, social cohesion, and inclusion.

Businesses in the UAE can create an inclusive work environment that values and celebrates religious diversity by promoting religious tolerance alongside sustainable economic growth. This strategy can improve worker satisfaction and engagement while also contributing to the UAE's long-term development while strengthening the social fabric.
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SURVEY QUESTIONS

Your Voice Matters!
Participate in our Survey on Friday Prayers and Work Schedules in the UAE Business Community!

1. What is your gender?
   - Female
   - Male

2. What is your age?
   - 18 to 24
   - 25 to 34
   - 35 to 44
   - 45 to 54
   - 55 to 64
   - 65 or older

3. What is your occupation?
   - Employed in the private sector
   - Employed in the public sector
   - Self-employed/Entrepreneur
   - Student
   - Other (please specify)

[Box for Other]
4. What is your Religion?

- Muslim
- Hindu
- Christian
- Buddhist
- Other (please specify)

5. How familiar are you with the concept of Friday prayers in Islam?

- Extremely familiar
- Very familiar
- Somewhat familiar
- Not so familiar
- Not at all familiar

6. In your opinion, should businesses in the UAE accommodate Friday prayers for their employees?

- Yes, it is an important religious practice that should be respected.
- No, it can disrupt work schedules and productivity.
- It depends on the individual's job role and the nature of the business.
7. Which of the following factors is the most important when considering the accommodation of Friday prayers in the workplace?

- Religious freedom and inclusion
- Work schedule and productivity
- Employee morale and well-being
- Business competitiveness and profitability
- Maintaining a harmonious work environment

8. Have you personally experienced any conflicts between Friday prayers and work schedules in your workplace?

- Yes
- No

9. Do you believe that businesses in the UAE have a responsibility to respect and accommodate religious practices?

- Yes
- No

10. How likely are you to recommend changes or improvements to your workplace’s approach to accommodating Friday prayers?

- Very likely
- Likely
- Neither likely nor unlikely
- Unlikely
- Very unlikely