

## EMPLOYMENT REGULATIONS (FEES) RULES 2022

Date of Adoption: [●] 2022

The Board of Directors of the Abu Dhabi Global Market, in implementation of section 61A of the Employment Regulations 2019, hereby makes the following Rules:-

### 1. Citation, commencement and interpretation

- (1) These Rules may be cited as the Employment Regulations (Fees) Rules 2022.
- (2) These Rules shall come into force on the date of their publication.
- (3) In these Rules-  
"Engaging Non-Employees Rules" means the Employment Regulations (Engaging Non-Employees) Rules 2022.  
"Regulations" means the Employment Regulations 2019.
- (4) In these Rules, unless the context otherwise requires-
  - (a) references to sections are to sections of the Regulations, and
  - (b) a reference to a "Rule" or "Rules" is a reference to these rules and a reference to a numbered Rule, Part or Schedule is to the rule, part or schedule of these Rules.
- (5) Terms used in these Rules which are defined in the Engaging Non-Employees Rules shall have the meanings given to them in the Engaging Non-Employees Rules.

### 2. Fees payable in respect of the issuance and renewal of Temporary Work Permits

Schedule 1 to these Rules makes provision for the fees that are payable to the Registrar in respect of the issuance and renewal of Temporary Work Permits.

### 3. Fees payable in respect of delayed applications for Temporary Work Permits

Schedule 2 to these Rules makes provision for the fees that are payable to the Registrar in respect of delays in filing an application for a Temporary Work Permit.

### 4. Reduction, waiver or refund of fees

The Registrar may reduce, waive or refund all or part of any fee if it considers that, in the exceptional circumstances of a particular case, it would be equitable to do so.

**SCHEDULE 1**

**FEES PAYABLE FOR THE ISSUANCE AND RENEWAL OF TEMPORARY WORK PERMITS**

**Table 1 – Issuance of Temporary Work Permit**

Category of Non-Employee	Validity period		
	3 months	6 months	12 months
	Amount of fee (AED)		
Secondee	150	300	600
Outsourced Individual	150	300	600
Intern	150	300	600
Temporary Freelancer	150	300	600

**Table 2 - Renewal of Temporary Work Permit**

Category of Non-Employee	Validity period		
	3 months	6 months	12 months
	Amount of fee (AED)		
Secondee	150	300	600
Outsourced Individual	150	300	600
Intern	150	300	600
Temporary Freelancer	150	300	600

**SCHEDULE 2****FEE PAYABLE FOR THE DELAYED FILING OF TEMPORARY WORK PERMIT APPLICATIONS**

<b>Delay in filing application</b>	<b>Amount of fee (AED)</b>
Within one week after the Non-Employee commences their engagement	250
More than one week after the Non-Employee commences their engagement	500