EMPLOYMENT REGULATIONS (FEES) RULES ~~2025~~2026

Date of Publication: ~~28 October 2025~~[●] 2026

The Board of Directors of the Abu Dhabi Global Market, in implementation of section 70 of the Employment Regulations 2024, hereby makes the following Rules:-

1. Citation, commencement and interpretation

(1) These Rules may be cited as the Employment Regulations (Fees) Rules ~~2025~~2026.

(2) These Rules shall come into force on the Date of Publication.

(3) In these Rules-

"Regulations" means the Employment Regulations ~~2025~~2024.

"~~Temporary~~Non-Employee Work Permit Rules" means the Employment Regulations (~~Temporary~~Non-Employee Work Permit) Rules ~~2025~~2026.

(4) Terms used in these Rules which are defined in the Regulations shall have the meanings given to them in the Regulations.

(5) ~~(4)~~ Terms used in these Rules which are defined in the ~~Temporary~~Non-Employee Work Permit Rules shall have the meanings given to them in the ~~Temporary~~Non-Employee Work Permit Rules.

(6) ~~(5)~~ The Employment Regulations (Fees) Rules ~~2024~~2025 are repealed.

2. Fees payable in respect of Temporary Work Permits

(1) Schedule 1 to these Rules makes provision for the fees that are payable to the Registrar in respect of:

(a) the issuance and renewal of ~~Temporary~~Employee Work Permits; and

(b) delays in filing an application for renewal or cancellation of an Employee Work Permit.

(2) Schedule 2 to these Rules makes provision for the fees that are payable to the Registrar in respect of:

(a) the issuance and renewal of Non-Employee Work Permits; and

(b) delays in filing an application for a ~~Temporary~~Non-Employee Work Permit or any renewals or cancellations thereof.

SCHEDULE 1

~~TEMPORARY~~EMPLOYEE WORK PERMIT FEES

Table 1 – Issuance of ~~Temporary~~Employee Work Permit

Validity	Fee (AED)
2 years	300

~~Validity~~	~~3 months~~	~~6 months~~	~~12 months~~
~~Fee (AED)~~	~~300~~	~~600~~	~~1,200~~

Table 2 – Renewal of ~~Temporary~~Employee Work Permit

Validity	Fee (AED)
2 years	300

~~Validity~~	~~3 months~~	~~6 months~~	~~12 months~~
~~Fee (AED)~~	~~300~~	~~600~~	~~1,200~~

Table 3 – Late filing fee for ~~delayed filing of a Temporary~~issuance of Employee Work Permit ~~application~~

Delay in filing application for Employee Work Permit	Fee* (AED)
If filed within one week after the ~~Non-Employee~~Employee commences ~~their engagement with~~work for the ~~ADGM Entity~~Employer	250
If filed more than one week after the ~~Non-Employee~~Employee commences ~~their engagement with~~work for the ~~ADGM Entity~~Employer	500

** The late filing fee for issuance of Employee Work Permits is in addition to the ~~Temporary~~Employee Work Permit issuance fee and any other applicable fees charged by the Registrar.*

SCHEDULE 2

NON-EMPLOYEE WORK PERMIT FEES

Table 1 – Issuance of Non-Employee Work Permit

Validity	3 months	6 months	12 months
Fee (AED)	300	600	1,200

Table 2 – Renewal of Non-Employee Work Permit

Validity	3 months	6 months	12 months
Fee (AED)	300	600	1,200

Table 43 – Late filing fee for ~~renewal of expired Temporary~~issuance of Non-Employee Work Permit

~~Late~~Delay in filing ~~fees where renewal is made after expiry~~application for Non-Employee Work Permit	Fee* (AED)
If filed within ~~30 calendar days after the Temporary Work Permit expiry date~~one week after the Non-Employee commences work for the Employer	~~Nil~~250
If filed ~~after 30 calendar days of the Temporary Work Permit expiry date~~ more than one week after the Non-Employee commences work for the Employer	~~100 per month, up to a maximum of 12 months~~500

** The late filing fee for ~~renewals of Temporary~~issuance of Non-Employee Work Permits is in addition to the ~~Temporary~~Non-Employee Work Permit ~~renewal~~issuance fee and any other applicable fees charged by the Registrar.*

~~**Table 5 – Late filing fee for cancellation of expired Temporary Work Permit**~~

~~Late filing fees where cancellation is made after expiry~~	~~Fee* (AED)~~
~~If filed within 30 calendar days after the Temporary Work Permit expiry date~~	~~Nil~~
~~If filed after 30 calendar days of the Temporary Work Permit expiry date~~	~~100 per month, up to a maximum of 12 months~~