

28 February 2021

To: All ADGM Licenced Persons

**REGISTRATION AUTHORITY CIRCULAR NO. (8) OF 2021: Obligation to obtain and maintain Temporary Work Permits for non-employees**

The purpose of this circular is to remind all Abu Dhabi Global Market (ADGM) Licenced Persons of the requirement to obtain and maintain Temporary Work Permits for non-employees, pursuant to the ADGM Employment Regulations 2019 (Engaging Non-Employees) Rules 2020 (the “Rules”).

A Temporary Work Permit is a permit issued, pursuant to the Rules, by the ADGM Registration Authority to an individual working for a Licenced Person as a non-employee. Under the Rules, ‘non-employees’, includes Secondees, Outsourced Individuals, Interns and Temporary Freelancers. The Temporary Work Permit allows such individuals to work in or from Al Maryah Island, which is the geographical jurisdiction of ADGM.

The requirement came into effect on 13 May 2020 and remains in force.

In 2020, ADGM implemented economic support measures to assist ADGM Licenced Persons due to the COVID-19 pandemic. Accordingly, all fees, including application, renewal and late fees associated with Temporary Work Permits are waived in full until **25 March 2021**.

Licensed Persons applying for Temporary Work Permits for their staff after 25 March 2021 will be required to pay the full fees.

The failure of a Licensed Person to obtain a Temporary Work Permit(s) may result in financial penalties of up to USD 25,000.

**Further Information**

Further information and guidance on this requirement can be obtained from ADGM’s Employment Affairs Office page, which can be accessed from [www.adgm.com](http://www.adgm.com)

If you have any questions in relation to this circular, please contact the Monitoring & Enforcement Division of the Registration Authority on, phone: +971 (0)2 333 8888 or email: [monitoring@adgm.com](mailto:monitoring@adgm.com)

Thank you for your cooperation.

Sincerely,



ABU DHABI GLOBAL MARKET  
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Registration Authority

REGISTRATION AUTHORITY  
سلطة التسجيل