

CIPD Members Event

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Update from PwC on key changes to the immigration landscape

Anir Chatterji, Senior Manager
Mandeep Kalsi, Manager

Middle East Immigration & Employment
PwC

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Atypical working arrangements and changes to UAE visa landscape in 2018

21 October 2018

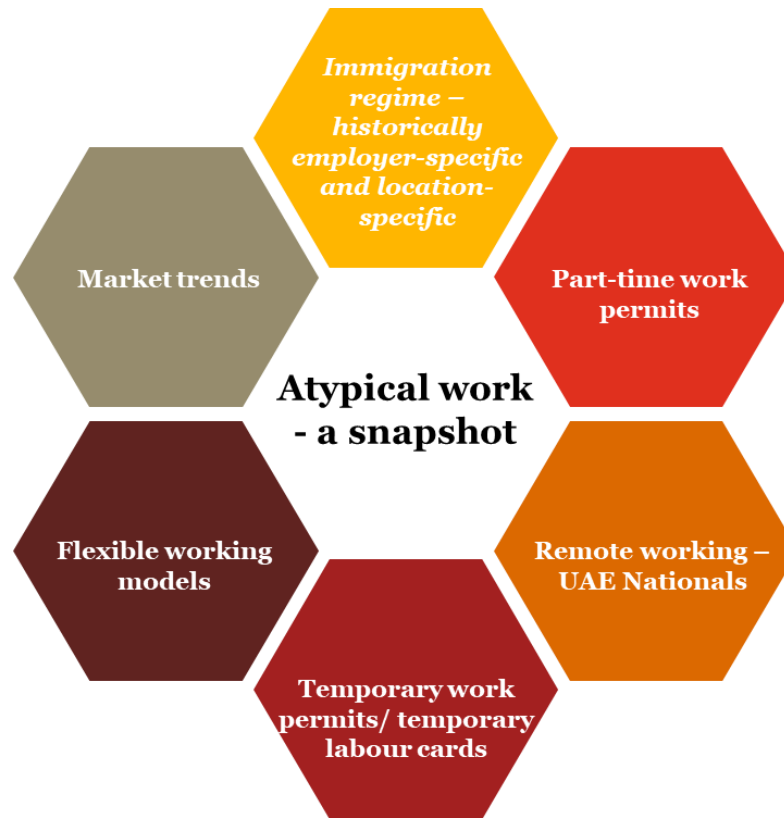


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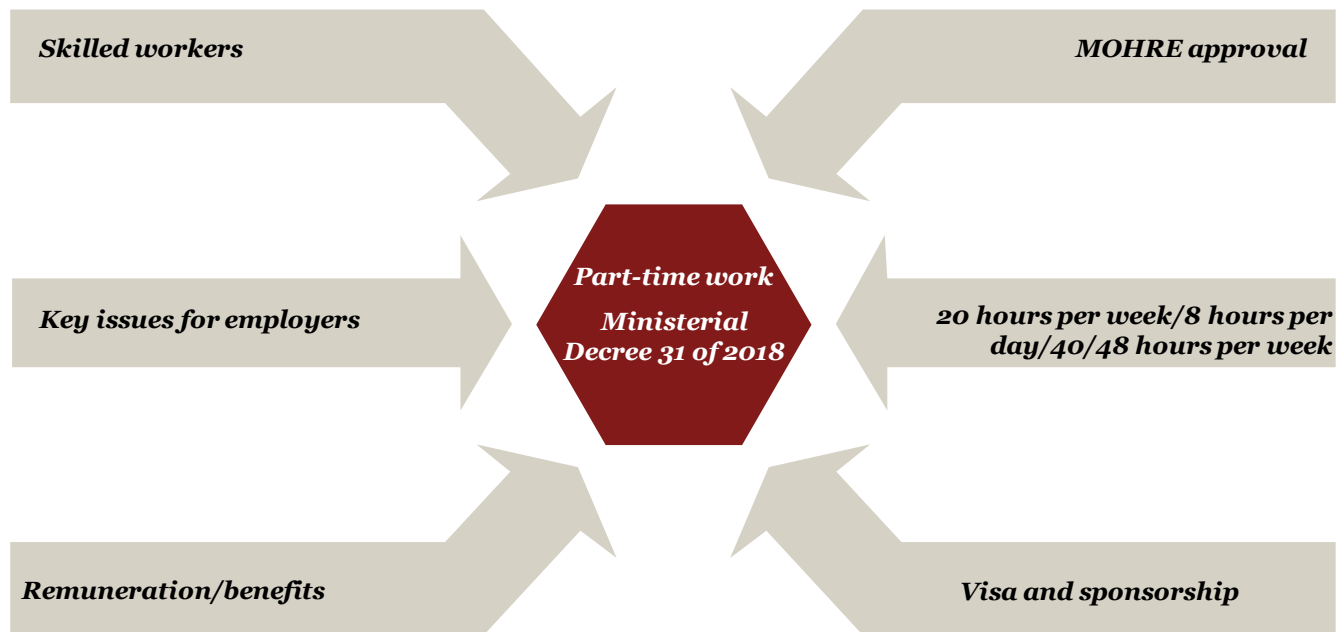
***Atypical working
arrangements in the
UAE***

The background image is a blurred photograph of a freight train in a desert environment. The train consists of several brown freight cars, with the word "UNIT" visible on the side of the middle cars. The train is moving across a flat, arid landscape with sparse vegetation. In the far distance, a range of mountains is visible under a sky filled with large, white, fluffy clouds. The overall image has a soft, out-of-focus quality, with a light beige or cream color overlay that makes the text stand out.

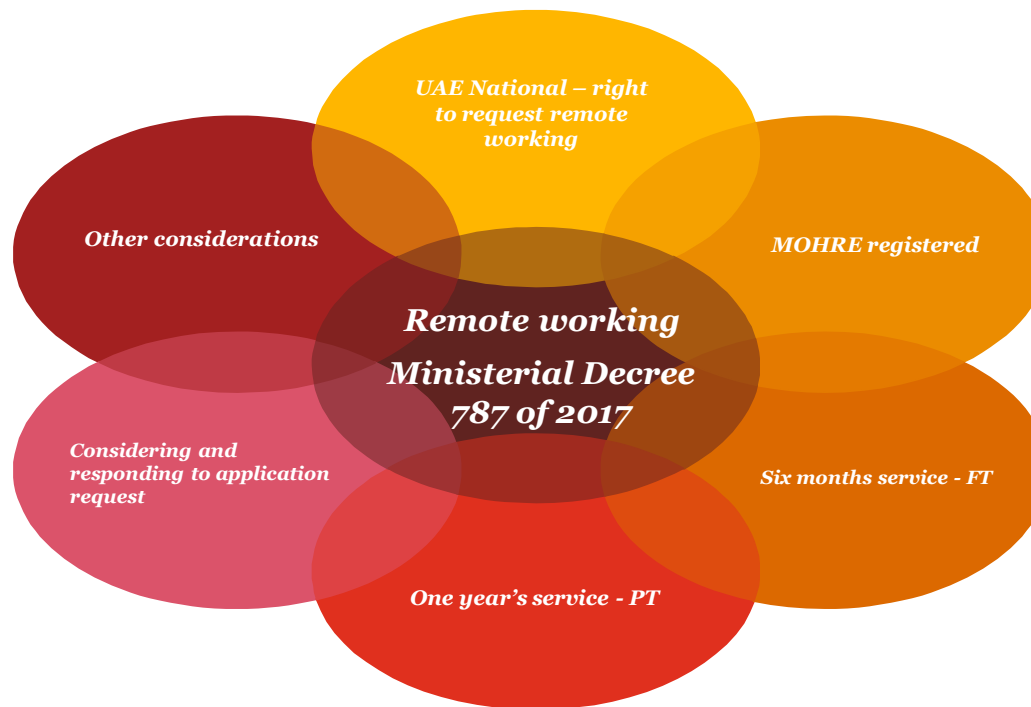
Atypical working arrangements in the UAE



Atypical working arrangements in the UAE (cont'd)



Atypical working arrangements in the UAE (cont'd)



***Key immigration
changes in the UAE in
2018***



Key immigration changes in 2018 – snapshot

1. Protect yourself via rectifying your status – 90-day amnesty

2. Abolition of bank guarantee

3. More visa types – six-month job seekers visa; transit visas; one year permit for nationals of war-torn countries; widows/divorced women; tourist visas during summer months

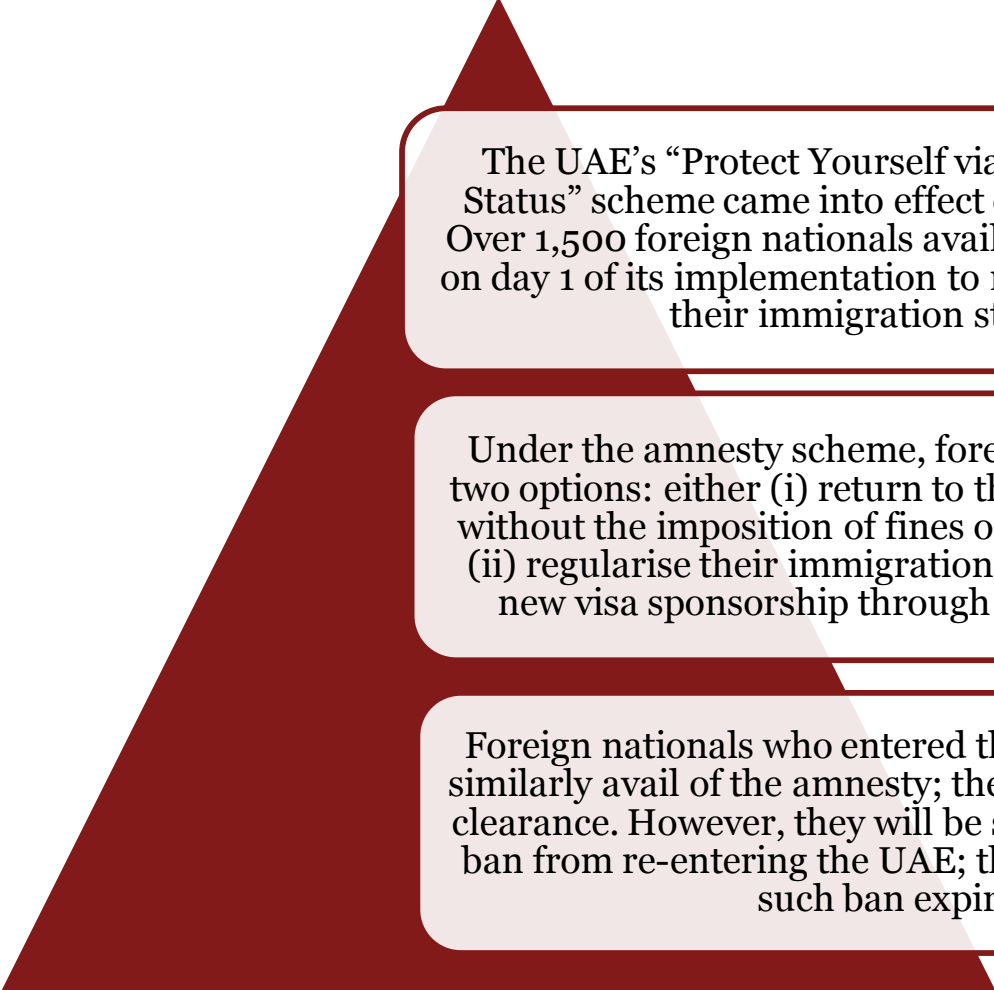
4. Investor visa – 10 years; student visas – 5/10 years; and retirement visa

5. Good conduct certificate

UAE remains one of the most employer-friendly immigration jurisdictions in the Middle East. 2018 has been a year of great change for the country's immigration landscape...



Key immigration changes in the UAE (cont'd)



The UAE's "Protect Yourself via Rectifying Your Status" scheme came into effect on 1 August 2018. Over 1,500 foreign nationals availed of this initiative on day 1 of its implementation to regularise or rectify their immigration status.

Under the amnesty scheme, foreign nationals have two options: either (i) return to their home countries without the imposition of fines or imprisonment; or (ii) regularise their immigration status by securing new visa sponsorship through a new employer.

Foreign nationals who entered the UAE illegally can similarly avail of the amnesty; they will receive an exit clearance. However, they will be subject to a two-year ban from re-entering the UAE; they can return upon such ban expiry.

Key immigration changes in 2018 (cont'd)

Abolition of bank guarantee

Change from AED 3,000 per employee to AED 60 per employee.

Six-month job seekers visa

Allows consecutive residence in the UAE to search for new employment.

Transit visas

Tourists can now obtain a 48 hour transit visa free of charge with the option of extending the transit visa to 96 hours for a fee of AED 50.

War-torn countries & divorced or widowed individuals

One year residency permit for nationals from war-torn countries. Same for widows/divorced women (and their children) without need for a sponsor.

Tourist visas summer months

Tourists travelling to the UAE between Jul 15 to Sept 15 will no longer need tourist visas for their dependent children under the age of 18.

Key immigration changes in 2018 (cont'd)

01 10-year investor visa
International investors/innovators or skilled professionals can avail of a 10 year residence permit subject to qualifying conditions.

5-year student visa
UAE residence visas that are valid for up to 5 years, or up to 10 years for students that demonstrate an exceptional understanding of their respective fields.

02

03 UAE Good Conduct Certificate
UAE Good Conduct/Police Certificate – Introduced in February 2018, but then suspended 1 April 2018.

Retirement visa
Expatriate retirees in the UAE aged 55 and above will be provided with a “retirement visa” enabling them to continue to reside in the country for five years (subject to renewal).

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Key contacts



*M: +971 (0) 55 876 1249
E: anir.chatterji@pwc.com
A: PricewaterhouseCoopers Legal
LLP, Emaar Square Building 4, Level
8, PO Box 11987, Dubai United Arab
Emirates*

Anir Chatterji
*Head of Middle East Immigration
and Employment*



*M: +971 (0) 56 418 9879
E: mandeep.kalsi@pwc.com
A: PricewaterhouseCoopers Legal
LLP, Emaar Square Building 4, Level
8, PO Box 11987, Dubai United Arab
Emirates*

Mandeep Kalsi
*Middle East Employment
and Labour Leader*

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