

The United Arab Emirates, also referred to as the UAE or the Emirates, is a popular destination for expatriates due to its relatively simple visa requirements compared to the surrounding countries in the Middle East. This makes the country an excellent choice for companies that are expanding internationally. However, like any other country, there are specific requirements that must be followed regarding immigration, residence visas, and work permits.

If your company is in the midst of international expansion, you may not have time to learn how to get a UAE work visa for every employee. Fortunately, if you partner with a global PEO like Globalization Partners, we can handle the entire process on your behalf. We will hire employees through our existing subsidiary in the UAE, set up payroll and compensation, and ensure that your company is compliant from the start.

What Types of Work Visas Are Available in the UAE?

In the UAE, there is one type of work permit. This work permit is often referred to as a labor card. However, employees will need to obtain an entry visa, a residence visa, and an Emirate ID card before they can apply for a work permit.

What Are the Requirements to Obtain a UAE Work Permit and Residence Visa?

To obtain a residence visa in the UAE, employees will need the following documents:

- A valid passport and a photocopy
- Passport photos
- An Emirates ID card
- An entry permit from the Ministry of Labor
- The results of a medical screening
- A copy of a company card from the employer
- A copy of the company's commercial license

The employee may apply for a work permit after obtaining a residence visa. To get a work permit, the employee will need all of the documents listed above as well as a work permit

application form, which must be completed in Arabic, and an employment contract or job offer from a company in the UAE.

The Application Process for a UAE Work Permit

It may be helpful to think of the process of obtaining a UAE work permit in three stages: getting an employment entry visa, getting an Emirates ID card (also known as a Resident Identity Card), and obtaining a residence visa and work permit.

How to Get an Entry Visa for the UAE

An employment entry visa in the UAE is also referred to as a pink visa. To begin the process of obtaining this permit, the employer must apply for visa quota approval on behalf of the employee. This approval will be obtained through the Ministry of Labour (MOL).

Next, the employer will submit an employment contract to the MOL. The prospective employee must sign this contract.

The Ministry must approve the work permit application before issuing an employment entry visa. With the approval and visa secured, the employee will have two months to enter the UAE.

Upon entering the UAE with a pink visa, the employee has a period of 60 days to obtain a residence visa and formal work permit.

Getting an Emirates ID

An Emirates ID is required for the medical screening employees will need to apply for a residence visa. To apply for an ID, the employee must provide their entry visa along with an original passport and a copy. Employees will need to apply in person at the Emirates Identity Authority (EIDA) center, where they will provide biometrics including fingerprints and a

photograph.

Obtaining a Residence Visa and Work Permit

To apply for a residence visa, the employee will need all of the required documents listed in the previous section. A residence visa in the UAE is valid for one to three years and can be renewed. The employee's work permit will be listed as part of the residency visa.

Once the work permit is approved, the employee can officially begin working.

Other Unique Considerations of UAE Working Permits and Visas

One of the unique considerations of working in the UAE is that work permits must be sponsored by an entity that is locally licensed and incorporated in the UAE. This requirement can complicate the process for companies that are in the early stages of global expansion. If your company does not have an established presence in the UAE, you can work with a global PEO as the Employer of Record in the UAE.

Some employees may also wish to bring family members with them to the UAE. Employees can sponsor residency visas for family members once they've received their own resident visa.

Join the Globalization Partners Team

If you're planning to expand your company's operations into the UAE, Globalization Partners can help. We'll ensure that your company is compliant from the beginning by obtaining the necessary work permits and visas for everyone on your team. [Contact us today](#) to learn more about our comprehensive solution.