RELOCATE2UAE · HR & MOBILITY GUIDE

Relocating Employees to Abu Dhabi

2026/27

The HR guide to moving staff and supporting them through their first 12 months, 2026/27

Work permits and visas · Health insurance and ILOE · Emiratisation
Contracts, leave and gratuity · Housing and schools · A 12-month plan

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This guide is written for HR, people and mobility teams moving an employee to Abu Dhabi, or supporting a new hire through their first year on the ground. It covers what the employer must do and when: work permits and residence visas, mainland versus free zone rules, mandatory health insurance, unemployment insurance, Emiratisation, payroll, leave, housing, schools, family sponsorship and a month-by-month plan for the first 12 months. It covers the emirate of Abu Dhabi only, including Abu Dhabi city and Al Ain.

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Most relocation content is written either for the employee ("what to pack") or by a provider selling one part of the move. HR teams sit in between. They carry the legal obligations, own the timeline and take the call when something stalls. This guide is built around that job, checked against UAE federal and Abu Dhabi government sources, and written so a busy HR manager can find the answer to a specific question in under a minute.

The short answer

- **Anyone working in Abu Dhabi needs a UAE work permit and a residence visa**, sponsored by a UAE entity: either a mainland company licensed in Abu Dhabi or a free zone company. A business visit visa is not a work visa. OFFICIAL
- **Mainland or free zone decides the rulebook.** Mainland employers use MOHRE and the federal Labour Law. ADGM has its own Employment Regulations. Other Abu Dhabi free zones issue their own permits but broadly follow the federal Labour Law. LAW OFFICIAL
- **Abu Dhabi health insurance is the employer's cost.** Employers and sponsors must insure the employee, and family cover typically extends to one spouse and up to three children under 18. The employer cannot charge the employee for their own cover. OFFICIAL REPORTED
- **Unemployment insurance (ILOE) is compulsory for most private sector staff**, at AED 5 or AED 10 a month depending on basic salary. Register within four months of the work permit or face an AED 400 fine. OFFICIAL REPORTED
- **Mainland firms with 50 or more staff must grow Emirati headcount by 2% a year**, with a 31 December 2026 deadline for this year's target and a contribution of AED 120,000 a year for each Emirati role not filled. OFFICIAL REPORTED
- **Expect around AED 3,500 to 6,000 in government fees per employee** for the permit, visa, medical and Emirates ID, and allow two to four weeks in country once documents are in order. OFFICIAL ESTIMATE
- **Abu Dhabi rents are frozen for now.** Since 2 June 2026 renewals and new contracts on previously rented units cannot increase rent, until further notice. Tenants pay a municipality fee of 5% of annual rent through their utility bill. OFFICIAL REPORTED
- **Plan the first year in stages:** documents before arrival, visa and Emirates ID in weeks one to three, housing and family by week eight, probation by month six and the first full leave entitlement and gratuity eligibility at month twelve. Our 12-month planner builds the dated version for you.

How to read this guide

Every factual claim carries a source tag so you can see how much weight it will bear.

Tag	What it means
LAW	Set by UAE federal law, Abu Dhabi law or free zone regulations. Stable until the law changes.
OFFICIAL	Published by a government body or regulator, such as u.ae, MOHRE, ICP, the Department of Health Abu Dhabi, ADEK, ADREC, TAQA Distribution or the Integrated Transport Centre.
MARKET	Current market practice or pricing, checked across several providers or listings. Moves with the market.
REPORTED	Reported consistently by reputable news or professional sources but not yet confirmed on a primary government page.

Tag	What it means
VERIFY	Rules differ between sources or change often. Confirm with the named authority before you act.
ESTIMATE	Our own worked estimate. Useful for planning and budgeting, not a quote.

Important information

This guide is general information for HR and people teams. It is not legal, immigration, employment, tax, insurance or medical advice, and it does not take your organisation's or any employee's circumstances into account. Rules, fees and processing times change often and authorities can apply them differently in practice. Before acting, check the current position with the relevant authority and, where the point matters, take advice from a UAE-licensed lawyer or adviser. Davidson & Co. (a Relocate2UAE partner) advises on UAE immigration and employment law and is one option where this guide flags a point as worth checking. Relocate2UAE accepts no responsibility for any loss arising from reliance on this guide. Please read the full Legal notice at the end.

Our partners and independence

Some organisations named in this guide are Relocate2UAE partners, and each is labelled "a Relocate2UAE partner" where it appears. Relocate2UAE may receive fees, commission or other benefits from partners, including where you use their services after reading this guide. A mention is not a recommendation that a partner is right for your organisation. You are free to use any provider, and we encourage you to compare several and to check each provider's licensing and terms. Other businesses named in this guide are mentioned for information only.

At a glance: Abu Dhabi employment essentials for HR

Topic	The position in Abu Dhabi in 2026	Tag
Who issues work permits	MOHRE for mainland employers; the free zone authority for free zone employers	OFFICIAL
Who issues residence visas and Emirates ID	ICP, the Federal Authority for Identity, Citizenship, Customs and Port Security. Abu Dhabi does not use Dubai's GDRFA	OFFICIAL
Main government platform	TAMM for Abu Dhabi services; MOHRE and ICP apps and websites for federal ones	OFFICIAL
Employment law	Federal Decree-Law No. 33 of 2021 for mainland and most free zones; ADGM Employment Regulations 2024 in ADGM	LAW
Personal income tax	None. No payroll tax for expatriate employees	OFFICIAL
Social security	Pension contributions apply to UAE and GCC nationals only. Expatriates receive end-of-service gratuity instead	LAW
Health insurance	Mandatory, paid by the employer for the employee, regulated by the Department of Health Abu Dhabi	LAW OFFICIAL
Unemployment insurance (ILOE)	Mandatory for most private sector and federal government employees; usually paid by the employee	LAW OFFICIAL
Salary payment	Through the Wage Protection System (WPS) for mainland employers	LAW
Working week	Maximum 8 hours a day and 48 a week; most private employers work Monday to Friday	LAW MARKET
Tenancy registration	Tawtheeq, run by the Abu Dhabi Real Estate Centre (ADREC)	OFFICIAL
Schools regulator	ADEK, the Department of Education and Knowledge	OFFICIAL
Road tolls	Darb, AED 4 per crossing at peak times, no daily or monthly cap	OFFICIAL REPORTED

Topic	The position in Abu Dhabi in 2026	Tag
Emergency numbers	999 police, 998 ambulance, 997 fire	OFFICIAL

1. Ten mistakes HR teams make on Abu Dhabi moves

1. **Using Dubai processes in Abu Dhabi.** Residence and Emirates ID run through ICP, tenancies through Tawtheeq rather than Ejari, schools through ADEK rather than KHDA, tolls through Darb rather than Salik, and health insurance through the Department of Health rather than the Dubai Health Authority. OFFICIAL Section 3.
2. **Letting someone "start on a visit visa".** Working on a visit or tourist visa is not permitted. The employee needs a work permit or entry permit issued for employment before they start work. OFFICIAL Section 4.
3. **Starting attestation too late.** Unattested degree, marriage and birth certificates are the most common reason work permits and family visas stall. Start at the offer stage, not after arrival. REPORTED Section 5.
4. **Treating dependants' health cover as optional.** In Abu Dhabi the employer or sponsor is generally expected to insure one spouse and up to three children under 18, and dependants' visas cannot be completed without valid cover. OFFICIAL REPORTED Section 7.
5. **Forgetting ILOE.** Employees who are not registered within four months of their work permit can be fined AED 400, and a lapsed policy restarts the 12-month qualifying clock. OFFICIAL REPORTED Section 8.
6. **Budgeting with old Abu Dhabi municipality fee figures.** Many guides still quote 3%. TAQA Distribution's own page states the fee is 5% of the annual rent or the rental index value, whichever is higher. OFFICIAL Section 11.
7. **Assuming rents will rise at renewal.** ADREC froze rent increases on 2 June 2026 until further notice. Budget renewals flat and push back on any increase. OFFICIAL REPORTED Section 11.
8. **Missing the probation rules.** Probation is capped at six months and either side must give written notice to end it. An employer needs 14 days; an employee moving to another UAE employer needs one month. LAW Section 9.
9. **Building the package on total salary.** End-of-service gratuity, ILOE category and some overtime calculations are based on basic salary, so the basic-to-allowance split matters from day one. LAW Section 9.
10. **Underestimating the summer and Ramadan effect.** Outdoor work stops between 12:30 and 3pm from 15 June to 15 September, private sector hours reduce by two hours a day in Ramadan, and government offices, schools and landlords slow down in July and August. OFFICIAL LAW Section 13.

2. Is your organisation ready to employ someone in Abu Dhabi?

Before any individual move, settle three structural questions. Getting these wrong is expensive to unwind.

2.1 Do you have a UAE entity that can sponsor visas?

An employee can only hold a UAE employment residence visa if a UAE-licensed entity employs and sponsors them. OFFICIAL The options are:

Model	How it works	Suits	Things to watch
Abu Dhabi mainland company	Licensed by the Abu Dhabi Department of Economic Development and registered with MOHRE	Organisations serving the UAE market directly, including government clients	Emiratisation applies to firms of qualifying size; WPS payroll; MOHRE quotas OFFICIAL
ADGM entity	Registered with the ADGM Registration Authority on Al Maryah Island or Al Reem Island	Financial services, asset managers, family offices, tech and holding companies	ADGM Employment Regulations, not the federal Labour Law; ADGM Courts for disputes LAW OFFICIAL
Other Abu Dhabi free zone	For example Masdar City Free Zone, twofour54, KEZAD or the Abu Dhabi Airport Free Zone	Sector-specific businesses such as media, clean tech, logistics and industry	Zone authority issues permits; federal Labour Law broadly applies; trading onshore may need extra licensing OFFICIAL VERIFY

Model	How it works	Suits	Things to watch
Employer of record (EOR)	A licensed UAE provider employs and sponsors the person and charges your organisation	Testing the market, single hires, project roles	You do not control the visa; check the provider's licence, fee basis and how it handles gratuity MARKET
Secondment to a UAE affiliate	The employee stays connected to the home contract but is employed and sponsored locally	Long-term assignments of a year or more	Two employment relationships to manage; home-country tax and social security advice needed MARKET VERIFY

The Abu Dhabi Investment Office (ADIO) publishes official guidance on licensing and work permits for companies setting up in the emirate. OFFICIAL Business setup advisers such as Creative Zone (a Relocate2UAE partner) can compare structures; confirm that any adviser handles the specific Abu Dhabi authority you need. Our UAE Business Setup Guide covers the structures in detail.

2.2 Is this a 12-month assignment or a permanent move?

For anyone spending a year on the ground, the practical answer is almost always a full work permit and residence visa. MOHRE offers several shorter permit types, including mission permits for time-bound projects with workers brought in from abroad and temporary permits for people already in the UAE, but they are designed for specific tasks rather than a year-long role with a family. OFFICIAL VERIFY A standard employment residence visa is issued for two years, sometimes three, and can be cancelled when the assignment ends. OFFICIAL REPORTED

2.3 Has the employee's home-country position been checked?

The UAE does not tax salaries, but the employee's home country may. US citizens are taxed on worldwide income wherever they live. Many other countries tax people who keep strong ties or who spend part of the year at home. The UAE has social security arrangements only with other GCC states, so there is no certificate of coverage to keep most expatriates in their home system. LAW REPORTED Arrange home-country tax and social security advice before the move, especially for 12-month assignments where the employee intends to return. Our UAE Taxation Guide explains residency and the Tax Residency Certificate.

3. Abu Dhabi is not Dubai: the systems HR needs to know

Need	Abu Dhabi	Dubai, for comparison
Residence visa and Emirates ID	ICP	GDRFA Dubai for residence, ICP for Emirates ID
Government services platform	TAMM	Dubai Now and individual authority apps
Health regulator and insurance rules	Department of Health Abu Dhabi (DoH)	Dubai Health Authority (DHA)
Tenancy registration	Tawtheeq (ADREC)	Ejari (Dubai Land Department)
Rent increase rules	Renewal increases frozen since 2 June 2026, until further notice	RERA rental index
Housing fee on tenants	Municipality fee of 5% of annual rent, billed through TAQA Distribution	Housing fee of 5% of annual rent through DEWA
Electricity and water	TAQA Distribution (ADDC in Abu Dhabi city and region, AADC in Al Ain)	DEWA
Schools regulator	ADEK	KHDA
Road tolls	Darb	Salik
Driving licences	Abu Dhabi Police through TAMM	RTA

Need	Abu Dhabi	Dubai, for comparison
Free zone with its own employment law	ADGM	DIFC

Source: u.ae, TAMM, DoH, ADREC, TAQA Distribution, ADEK, Integrated Transport Centre. OFFICIAL

Many relocating employees live in Abu Dhabi and work elsewhere, or the reverse. The visa follows the sponsor's emirate and file, but tenancy, school, insurance and toll rules follow where the employee lives and drives. Our UAE Emirates Comparison Guide covers the wider differences.

4. Work permits and residence visas, step by step

4.1 The standard route for a mainland employee hired from abroad

Step	Who acts	What happens	Typical timing	Tag
1. Offer letter	Employer and employee	The offer is issued on the MOHRE standard form and signed by the employee. Its terms must match the later contract	Day 0	LAW OFFICIAL
2. Work permit	Employer	The employer applies to MOHRE with the signed offer, passport copy, photo and qualifications where required. Emiratisation and quota compliance are checked at this point	A few working days when the file is clean	OFFICIAL REPORTED
3. Entry permit	Employer	An employment entry permit is issued, usually electronically, so the employee can enter to work	Valid for a limited period to enter	OFFICIAL
4. Arrival	Employee	The employee travels on the entry permit. Inside the UAE, a change of status can replace a new entry	Week 1	OFFICIAL
5. Medical fitness test	Employee	Blood test and chest X-ray at a DoH-approved screening centre in Abu Dhabi, booked through the provider or TAMM	Week 1	OFFICIAL
6. Health insurance	Employer	DoH-compliant insurance must be in place for the residence visa to be issued	Before visa issue	OFFICIAL REPORTED
7. Emirates ID biometrics	Employee	Fingerprints and photo at an ICP service centre, if required	Week 1 to 2	OFFICIAL
8. Contract and residence	Employer	The employment contract is registered with MOHRE and the residence visa is issued electronically by ICP	Week 2 to 3	OFFICIAL
9. Emirates ID card	ICP	The card is issued and delivered	Week 2 to 4	OFFICIAL REPORTED

ADIO describes the same four core stages for Abu Dhabi: work permit, entry or change of status, medical and biometrics, and residency with Emirates ID, processed through MOHRE and TAMM once documents are complete. It gives indicative 2026 government fees of about AED 3,500 to 6,000 per employee, covering permit, visa, medical and Emirates ID. OFFICIAL Typing centre and PRO charges, urgent medical fees and courier costs come on top. MARKET

The federal Work Bundle brings work permit, residence, medical and Emirates ID steps onto one platform, and was designed to cut the number of visits and documents for employers. OFFICIAL REPORTED Availability by emirate and employer type has changed during rollout, so check which channel your entity should use. VERIFY

4.2 Free zone employees

Free zone employers apply to their zone authority rather than MOHRE for the permit, and the zone's government services team usually handles the immigration steps with ICP. OFFICIAL The employee still takes the Abu Dhabi medical test and gives Emirates ID biometrics. Processing times and fees vary by zone. MARKET

4.3 Choosing the right visa for the person

Visa	Who it suits	Headline requirement	Length	Tag
Employment visa	Almost all relocating staff	Employer sponsorship and work permit	Usually 2 years, renewable	OFFICIAL
Golden Visa (skilled professional)	Senior hires who want long-term security	Commonly MOHRE skill level 1 or 2, a bachelor's degree and basic salary of at least AED 30,000 a month	5 or 10 years, self-sponsored, no 180-day absence rule	OFFICIAL VERIFY
Green Visa (skilled employee)	Skilled staff who want independence from the sponsor	Bachelor's degree or equivalent, MOHRE skill level 1 to 3, salary of at least AED 15,000 a month	5 years, self-sponsored	OFFICIAL
Spouse working on a family visa	Accompanying partners who find their own job	A separate MOHRE work permit sponsored by their employer	Linked to the family visa	OFFICIAL

A Golden or Green Visa holder still needs a work permit from their employer to work, but they are not dependent on the employer for residence. That can make a senior hire easier to retain and simplifies the end of an assignment. OFFICIAL Our UAE Visa Requirements Guide covers every route.

4.4 Grace periods and cancellation

When employment ends, the employer cancels the work permit and visa. The employee then has a grace period to change sponsor or leave. Reported grace periods range from 30 to 180 days depending on visa type and skill level, with skilled professionals and Golden and Green Visa holders at the longer end. REPORTED VERIFY Confirm the exact period in the ICP app before agreeing exit dates, because overstaying fines accrue daily. OFFICIAL

> **For complex cases**
>
> Senior hires with previous UAE visa cancellations, dual nationals, employees with dependants of different nationalities, and anyone on a Golden Visa joining a mainland employer can raise questions that standard PRO services are not set up to answer. These are the cases where a UAE immigration lawyer is worth involving early. Davidson & Co. (a Relocate2UAE partner) is one option.

5. Documents and attestation

Most degree, marriage and birth certificates issued abroad must be legalised in the issuing country and then attested by the UAE Ministry of Foreign Affairs before UAE authorities accept them. OFFICIAL Countries in the Hague Apostille Convention still need the UAE route, because the UAE is not a member. OFFICIAL The process typically runs: notarisation or certified copy, the home country's foreign ministry or equivalent, the UAE embassy or consulate in that country, then MOFA in the UAE. OFFICIAL REPORTED

Document	Why HR needs it	When to start
Highest relevant degree	Work permit for skilled roles, Golden and Green Visas, professional licences for doctors, nurses, teachers and engineers	At offer acceptance
Marriage certificate	Spouse residence visa and health insurance enrolment	At offer acceptance
Children's birth certificates	Children's residence visas and school registration	At offer acceptance

Document	Why HR needs it	When to start
Police clearance	Some regulated professions and Golden Visa routes	When the licensing body asks
Professional licence or good standing letters	Healthcare, education, engineering and finance roles	At offer acceptance
School reports and transfer certificates	School admission. ADEK uses the transfer certificate for grade placement	3 to 6 months before the start date

Allow four to eight weeks for attestation abroad, longer for some countries. REPORTED Employers that pay for attestation and use a single agent across the home and UAE stages usually get a faster, more predictable result. MARKET

6. Mainland, ADGM or another free zone: the employment rules that apply

Topic	Abu Dhabi mainland	ADGM	Other Abu Dhabi free zones
Governing law	Federal Decree-Law No. 33 of 2021 and its Executive Regulations	ADGM Employment Regulations 2024	Federal Labour Law, plus zone rules
Permits issued by	MOHRE	ADGM Registration Authority	Zone authority
Disputes	MOHRE, then the Abu Dhabi labour courts	ADGM Courts	MOHRE or zone process, then courts
Emiratisation quotas	Apply to qualifying firms	Do not apply	Generally do not apply
End-of-service gratuity	21 days' basic pay per year for the first five years, 30 days after, capped at two years' pay	Gratuity based on basic salary after one year's service	As mainland
Wage Protection System	Mandatory	ADGM rules	Depends on zone

Sources: MOHRE, ADGM, ADIO. LAW OFFICIAL REPORTED

Al Reem Island now falls within ADGM's jurisdiction alongside Al Maryah Island, which affects which rules apply to businesses based there. REPORTED VERIFY If you employ in ADGM, read the 2024 Regulations directly rather than relying on federal summaries; the leave, notice and gratuity provisions differ in detail. LAW

7. Health insurance in Abu Dhabi

Abu Dhabi has had compulsory health insurance since Law No. 23 of 2005, regulated today by the Department of Health Abu Dhabi. LAW OFFICIAL

7.1 What the employer must provide

- **The employee:** the employer must insure every employee and pay the premium. It cannot deduct the cost of the employee's own cover from salary. LAW REPORTED
- **The family:** employers and sponsors are responsible for insuring the employee's family, which in Abu Dhabi typically means one spouse and up to three children under 18. OFFICIAL REPORTED Some employers share the cost of dependants' cover; check the contract and confirm the position for your plan with DoH or your broker. VERIFY

- **Other dependants:** additional children, children over 18 and sponsored parents are insured by the sponsor, usually at the employee's cost. REPORTED
- **Plan level:** employees earning under AED 5,000 a month, or under AED 4,000 plus housing, are entitled to the Basic plan; others are covered under enhanced plans that meet DoH minimum benefits. OFFICIAL REPORTED
- **Visa link:** a residence visa is not issued without valid DoH-compliant cover, and a lapse can block renewals. OFFICIAL REPORTED

7.2 What good employers add

Statutory cover is a floor. For relocating professionals and their families, check:

Feature	Why it matters
Network	Whether the hospitals and clinics near the employee's home and the children's school are included
Outpatient co-pay and limits	Sets the real day-to-day cost for a family
Maternity	Waiting periods and limits differ widely; relocating couples often need this
Pre-existing conditions	Cover from day one is essential for employees with ongoing treatment
Dental and optical	Often excluded from basic group plans
Cover outside the UAE	Home-country treatment on leave is an optional extra on international plans
Mental health	Increasingly included; check session limits

Pacific Prime (a Relocate2UAE partner) is one broker that compares local and international group plans. NMC Healthcare (a Relocate2UAE partner) runs hospitals and clinics across Abu Dhabi and the wider UAE; confirm any provider is in your insurer's network. Our UAE Healthcare Guide explains the system for employees.

> **Medicines**
>
> Some medicines that are routine elsewhere are controlled or prohibited in the UAE, including some ADHD stimulants and medicines containing codeine or tramadol. Employees on regular medication should check before they travel and, where needed, apply for a personal import permit. OFFICIAL VERIFY Include this in your pre-departure briefing; it is not something a new joiner should discover at the airport.

8. Unemployment insurance, Emiratisation and other compliance

8.1 Involuntary Loss of Employment insurance (ILOE)

Point	Position	Tag
Who must join	Most private sector and federal government employees, including free zone staff. Exempt groups include investors who own their business, domestic workers, temporary contract workers, under-18s and retirees who return to work	LAW REPORTED
Category A	Basic salary up to AED 16,000 a month: AED 5 a month	OFFICIAL REPORTED
Category B	Basic salary above AED 16,000 a month: AED 10 a month	OFFICIAL REPORTED
Benefit	60% of average basic salary over the last six months, for up to three months, capped at AED 10,000 a month (A) or AED 20,000 (B)	OFFICIAL REPORTED
Qualifying period	12 continuous months of subscription before job loss	OFFICIAL REPORTED
Late registration fine	AED 400 if not registered within four months of the work permit	OFFICIAL REPORTED

Point	Position	Tag
Unpaid premiums	AED 200 fine after three months unpaid; the policy can be cancelled and the 12-month clock restarts	REPORTED

The premium is the employee's legal obligation, but many employers register staff and pay it as part of onboarding because the cost is small and the fines are not. MARKET Subscription is through the official ILOE platform, app, bank channels and exchange houses. OFFICIAL

8.2 Emiratisation

Emiratisation targets apply to private sector companies registered with MOHRE, so they cover Abu Dhabi mainland employers but generally not free zone entities. OFFICIAL REPORTED

- **Companies with 50 or more employees** must increase the share of Emiratis in skilled roles by 2% a year, split into 1% in each half of the year. The deadline for this year's full target is **31 December 2026**. OFFICIAL REPORTED
- **The 2026 contribution** for each Emirati role not filled is AED 10,000 a month, or AED 120,000 a year, up from AED 72,000 a year when the policy began in 2022. REPORTED
- **Selected companies with 20 to 49 employees** in specified sectors must also employ Emiratis under a separate requirement, notified by MOHRE. OFFICIAL VERIFY
- **Fake Emiratisation**, such as hiring Emiratis into roles that do not exist, attracts heavy fines and downgrading of the company's MOHRE classification. OFFICIAL REPORTED

Why this matters for relocation: MOHRE can hold up new work permits for non-compliant firms, and a relocation timetable built in December can be derailed by a target missed in the same month. Check your compliance position before you file. REPORTED VERIFY

8.3 Payroll and the Wage Protection System

- Mainland employers must pay salaries through the WPS, in dirhams, through an approved bank or exchange house. LAW
- Pay is due at least monthly, and MOHRE treats salaries as late from the day after the due date. Repeated late payment can lead to suspended permits and fines. LAW REPORTED
- The new joiner needs a UAE bank account, or a WPS card from an exchange house, for their first payroll run. Banks usually need the Emirates ID or residence visa and a salary certificate to open a full account. REPORTED

HSBC UAE (a Relocate2UAE partner) is one bank that works with employers on staff account opening; compare several, as minimum salary and balance requirements differ. Our UAE Banking Guide covers the options.

9. Contracts, probation, leave and gratuity

This section summarises the federal Labour Law as it applies to Abu Dhabi mainland and most free zone employers. ADGM employers should check the ADGM Employment Regulations. For the full picture see our UAE Employment Guide.

9.1 Contract and package structure

- **Fixed term.** UAE employment contracts are fixed-term and renewable. The MOHRE contract must reflect the signed offer letter. LAW
- **Basic salary and allowances.** Packages are usually split into basic salary plus housing, transport and other allowances. Gratuity, ILOE category and overtime are calculated on basic pay, so the split affects what the employer owes. LAW

- **Common relocation benefits.** Housing allowance or provided housing, school fees, annual flight home, relocation allowance, temporary accommodation, dependants' insurance and a car or transport allowance. MARKET Our UAE Salary Guide gives current benchmarks.
- **Non-compete clauses** are allowed for up to two years after employment ends and must be reasonable in scope, place and time. LAW

9.2 Probation and notice

Situation	Rule	Tag
Probation length	Up to six months, not extendable	LAW
Employer ends employment during probation	At least 14 days' written notice	LAW
Employee moves to another UAE employer during probation	At least one month's written notice; the new employer may have to compensate the old one for recruitment costs unless agreed otherwise	LAW
Employee leaves the UAE during probation	At least 14 days' written notice	LAW
Notice after probation	Between 30 and 90 days, as set in the contract	LAW

9.3 Working hours, overtime and holidays

- **Hours:** a maximum of 8 hours a day and 48 hours a week. Overtime is limited to 2 hours a day except in specified cases. LAW
- **Overtime pay:** at least 25% above basic hourly pay, and 50% between 10pm and 4am. LAW
- **Ramadan:** private sector working hours are reduced by two hours a day. LAW
- **Public holidays:** paid, with time off in lieu or extra pay if staff must work. LAW
- **Summer midday break:** outdoor work under direct sun is banned from 12:30 to 3pm each day between 15 June and 15 September, with fines of AED 5,000 per worker up to AED 50,000. OFFICIAL

9.4 Leave entitlements

Leave	Entitlement	Tag
Annual leave	30 calendar days after one year; 2 days a month between six months and one year	LAW OFFICIAL
Sick leave	Up to 90 days a year after probation: 15 at full pay, 30 at half pay, 45 unpaid	LAW OFFICIAL
Maternity leave	60 days: 45 at full pay and 15 at half pay	LAW OFFICIAL
Parental leave	5 working days for either parent, within six months of the birth	LAW OFFICIAL
Bereavement leave	5 days for a spouse; 3 days for a parent, child, sibling, grandparent or grandchild	LAW OFFICIAL
Study leave	10 working days a year after two years' service, for exams at an accredited UAE institution	LAW OFFICIAL
Hajj	Up to 30 days unpaid, once during employment	OFFICIAL

9.5 End-of-service gratuity

Expatriate employees with at least one year's continuous service are entitled to gratuity when employment ends: 21 days' basic salary for each of the first five years and 30 days for each year after, capped at two years' total pay. LAW Allowances are excluded. A 12-month assignee therefore becomes eligible at their first anniversary.

Employers can instead join an approved alternative end-of-service savings scheme, which invests contributions during employment. Participation is voluntary for private sector employers. LAW VERIFY

Worked example: a 12-month assignment

Basic salary AED 25,000 a month, total package AED 45,000 a month. ESTIMATE

- Daily basic rate: AED 25,000 × 12 ÷ 365 = about AED 822.
- Gratuity after exactly 12 months: 21 × AED 822 = about **AED 17,260**.
- ILOE category: B (basic above AED 16,000), AED 10 a month.
- If the same person leaves at month 11, no gratuity is due, because the one-year threshold has not been met.

Gratuity is based on the last basic salary. Calculation conventions differ in practice, so check your payroll provider's method. Use our planner to try your own figures.

9.6 Disputes and complaints

Employees can file complaints with MOHRE, which since 2024 can issue binding decisions in claims of up to AED 50,000. Larger disputes go to the labour courts. Claims must be brought within two years of the end of employment. LAW REPORTED

10. Bringing the family

10.1 Sponsorship

- **Income:** the employee must earn at least AED 4,000 a month, or AED 3,000 plus accommodation. OFFICIAL
- **Who:** a spouse and children; parents can also be sponsored on a one-year renewable visa. OFFICIAL
- **Timing:** once dependants enter on an entry permit, the sponsor has 60 days to apply for their residence visas. OFFICIAL
- **Medicals:** dependants aged 18 and over take the medical fitness test. OFFICIAL
- **Housing evidence:** a registered Tawtheeq tenancy is normally required for family residence in Abu Dhabi, so the tenancy usually has to be signed before dependants' visas can complete. OFFICIAL REPORTED
- **Documents:** attested marriage and birth certificates (Section 5).
- **Work rights:** a dependant visa does not include the right to work. A spouse needs their own work permit from their employer. OFFICIAL

Unmarried partners cannot usually be sponsored on a family visa and need their own route, such as employment or a Green Visa. REPORTED VERIFY

10.2 The accompanying partner

The most common reason international assignments end early is that the family is not settled, and the accompanying partner is usually the person with the hardest move. REPORTED Practical support that costs little: an introduction to partner networks and community groups, help with the spouse's own attestation if they intend to work, a session on job search and work permits, and clear information about what the employer covers. Our Expat Networking guide lists current groups, and our UAE Job Opportunities page explains how partners can search for work.

11. Housing in Abu Dhabi

11.1 How renting works

- **Tawtheeq registration** is compulsory for tenancies in Abu Dhabi. Registration connects the tenancy to utilities and the municipality fee and is needed for family visas. OFFICIAL
- **Rent freeze:** on 2 June 2026 ADREC set renewal increases for residential, commercial and industrial tenancies at 0%, and said new contracts on previously rented units must be at the previous registered rent, until further notice. OFFICIAL REPORTED Some sources report that ADGM-administered areas such as Al Reem and Al Maryah Islands are treated separately; check with ADREC for those areas. REPORTED VERIFY
- **Municipality fee:** tenants pay 5% of the annual rent or the rental index value, whichever is higher, billed monthly by TAQA Distribution with the utility bill. Unpaid fees can lead to disconnection. OFFICIAL UAE nationals are exempt for their own homes. OFFICIAL
- **Payment:** rent is often paid by post-dated cheques, commonly one to four a year, so a large share of the year's rent is due upfront. MARKET
- **Other upfront costs:** a security deposit, commonly 5% of annual rent unfurnished, an agency fee, commonly up to 5% of annual rent, utility deposits and connection fees. MARKET VERIFY
- **Cooling:** many towers use district cooling billed separately from electricity. Ask whether it is included in the rent. MARKET

11.2 Where relocating employees typically live

Average annual asking rents from Bayut's H1 2026 Abu Dhabi report. These are advertised prices, not transaction prices or valuations. MARKET

Area	Typical profile	1-bed apartment	2-bed apartment	3-bed apartment or villa
Al Reem Island	Singles and couples working downtown or in ADGM	AED 94,000	AED 128,000	n/a
Corniche area	City-centre living, near government offices	AED 104,000	AED 132,000	AED 145,000 (apartment)
Al Khalidiyah	Established city neighbourhood	AED 84,000	AED 116,000	n/a
Al Raha Beach	Families and professionals between the city and Yas	AED 111,000	AED 146,000	AED 187,000 (apartment)
Yas Island	Families wanting amenities and newer homes	AED 113,000	AED 176,000	AED 235,000 (apartment); 4-bed villa AED 351,000
Saadiyat Island	Senior hires, beach and cultural district	AED 133,000	AED 252,000	AED 282,000 (apartment); 4-bed villa AED 558,000
Khalifa City	Value, space and many schools	AED 59,000	AED 104,000	3-bed villa AED 206,000
Al Reef	Value villas with a longer commute	n/a	n/a	3-bed villa AED 133,000

Commute, school and office location should drive the choice more than price. Our Abu Dhabi Area Guide & Map compares the communities, our Abu Dhabi Tenant Guide walks through renting step by step, and our UAE Housing Guide explains contracts and deposits. Altura Property (a Relocate2UAE partner) is one adviser covering Abu Dhabi; check any agent is licensed by ADREC. OFFICIAL

11.3 Temporary accommodation

Most employers provide two to six weeks of serviced or hotel accommodation, because tenancy, utilities and family visas depend on the Emirates ID and the employee wants to view homes in person. MARKET Thirty days is a practical minimum for a family move.

11.4 Utilities and setting up the home

After Tawtheeq registration the tenant opens electricity and water accounts with TAQA Distribution (ADDC in Abu Dhabi city and region, AADC in Al Ain), arranges district cooling where applicable, and orders internet from e& or du. OFFICIAL REPORTED Our UAE Utilities Guide walks through the sequence.

12. Schools and childcare

- **Regulator:** private schools in Abu Dhabi are licensed, inspected and fee-approved by ADEK. OFFICIAL
- **Fees:** Abu Dhabi has no fee freeze for 2026-27; schools can only charge ADEK-approved fees, must publish an ADEK-stamped fee schedule and must offer between three and ten instalments. Families who bring compliant second-hand books, devices or uniforms must be exempted from those charges. OFFICIAL REPORTED
- **Typical tuition:** from under AED 20,000 a year at value schools to more than AED 100,000 at premium schools in senior years. Registration, deposits, transport and uniforms come on top. MARKET
- **Admission age:** for September-start schools the age cut-off moved from 31 August to 31 December for children registering for the first time. 2026-27 is a transition year. OFFICIAL REPORTED
- **School year:** the 2026-27 year started on 31 August 2026 and ends on 2 July 2027. Winter break runs from 14 December 2026 to early January 2027. OFFICIAL REPORTED
- **Mid-year moves:** places in popular schools and year groups fill early. Apply as soon as the move is confirmed, ideally to two or three schools, and ask about waiting lists. MARKET

School fees are usually the largest cost in a family package after housing. Decide early whether the allowance is per child, capped, and whether it covers registration and deposits. Our Abu Dhabi International Schools Guide, UAE School Holiday Calendar 2026-27 and Education Support page cover the detail.

13. Calendar effects: Ramadan, summer and public holidays

Period	Expected dates	What it means for HR	Tag
UAE National Day (Eid Al Etihad)	2 and 3 December 2026	Public holiday. Government services pause	OFFICIAL
Winter school break	14 December 2026 to early January 2027	Peak travel; schools slow on admissions	OFFICIAL REPORTED
New Year's Day	1 January 2027	Public holiday	OFFICIAL
Ramadan	Expected to begin around 8 February 2027	Private sector hours reduce by two hours a day; schedule onboarding and training around shorter days	LAW REPORTED
Eid Al Fitr	Expected from 9 March 2027, three days, possibly four	Public holiday; plan visa and medical appointments around it	OFFICIAL VERIFY
Arafat Day and Eid Al Adha	Expected around 15 to 18 May 2027	Public holidays; a long break is likely	OFFICIAL VERIFY
Islamic New Year	Expected around 6 June 2027	Public holiday	OFFICIAL VERIFY
Midday outdoor work ban	15 June to 15 September	Outdoor work stops 12:30 to 3pm	OFFICIAL
Summer slowdown	July and August	Many decision-makers, landlords and school staff away; build slack into deadlines	MARKET

Period	Expected dates	What it means for HR	Tag
Prophet Mohammed's birthday	Expected around 14 August 2027	Public holiday	OFFICIAL VERIFY

Islamic holiday dates depend on moon sighting and are confirmed close to the date. OFFICIAL Our UAE School Holiday Calendar lists school breaks in full.

14. Getting around: driving, Darb and public transport

- **Driving licences:** residents must hold a UAE licence. Holders of licences from countries on Abu Dhabi Police's approved list can usually exchange through TAMM after an eye test, without lessons or a road test. Others go through a driving school. OFFICIAL VERIFY
- **Visitors and new arrivals** can usually drive a rental car on their home licence, sometimes with an International Driving Permit, until they become resident. REPORTED VERIFY
- **Darb tolls:** AED 4 per crossing at peak times, reported as 7 to 9am and 3 to 7pm, Monday to Saturday, with no charge on Sundays and public holidays. The daily and monthly caps were removed on 1 September 2025. OFFICIAL REPORTED Two newer gates, at Ghantoot on the main Dubai to Abu Dhabi road and Al Qurm at the entrance to Sheikh Zayed Street, have charged AED 4 around the clock since 4 May 2026, which matters for anyone commuting from Dubai. OFFICIAL REPORTED Vehicles must be registered on Darb, with a one-time AED 100 fee of which AED 50 is credit. REPORTED
- **Company cars:** decide whether the employer registers and pays Darb and parking, and how traffic fines are handled, before the first car is issued. MARKET
- **Public transport:** Abu Dhabi runs a public bus network paid with the Hafilat card or app, and taxis are widely used. OFFICIAL

See our UAE Driving and Vehicle Guide and UAE Public Transport Guide.

15. Duty of care and the 2026 regional situation

This is a question many relocating employees and their families now ask, so HR should be ready to answer it factually.

What happened. In early 2026, conflict involving Iran, the United States and Israel led to missile and drone attacks on targets in the Gulf, including the UAE. A ceasefire was reported on 8 April 2026, and in June the US and Iran announced a memorandum of understanding. REPORTED

Where advisories stand. On 18 June 2026 the UK Foreign, Commonwealth and Development Office removed its advice against all but essential travel to the UAE, while saying the situation remained unpredictable. REPORTED The US State Department kept the UAE at Level 3, Reconsider Travel, in its update of 23 October 2026. OFFICIAL Other governments set their own levels. Daily life in Abu Dhabi has continued, and the UAE remains one of the lowest-crime places to live. REPORTED

Five steps for HR before and after the move

1. Check each employee's own government advisory at the point of offer and again before travel, and record that you have done so.
2. Ask employees to register with their embassy's citizen registration service, for example STEP for US citizens.
3. Review whether your health, travel and life insurance excludes war, terrorism or countries under a particular advisory level, and whether staff have emergency evacuation cover. MARKET
4. Keep an up-to-date list of staff and dependants in the UAE, with addresses and emergency contacts, and a tested communication plan.
5. Follow UAE authorities' instructions and official alerts during any incident.

This section reflects the position on 9 November 2026. It is not a safety assessment. Always rely on current government advisories.

16. Your 12-month plan

16.1 Before arrival: 8 to 12 weeks out

- Confirm the employing entity, job title and MOHRE skill level, and that Emiratisation and quota compliance will not block the permit (Sections 2 and 8).
- Issue the MOHRE offer letter and agree the basic-to-allowance split (Section 9).
- Start attestation of degrees and marriage and birth certificates (Section 5).
- Brief the employee on medicines, the medical test and what to bring (Section 7).
- Arrange group health insurance enrolment for the employee and dependants (Section 7).
- Book temporary accommodation for at least 30 days for families (Section 11).
- Submit school applications and request transfer certificates (Section 12).
- Check home-country tax and social security, and the employee's own government advisory (Sections 2 and 15).
- If pets are moving, start the import permit and vaccination timeline. See our UAE Pet Relocation Guide.

16.2 Weeks 1 to 3: arrival and status

- Employee arrives on the employment entry permit, or changes status inside the UAE.
- Medical fitness test and Emirates ID biometrics.
- Residence visa issued and MOHRE contract registered.
- Local SIM card from e& or du; UAE Pass digital identity set up once the Emirates ID number is available. See our UAE Digital Services & Apps Guide.
- Bank account opened or WPS card issued in time for first payroll.
- ILOE registration, well inside the four-month deadline.

16.3 Weeks 3 to 8: home and family

- Tenancy signed and registered on Tawtheeq; utilities and municipality fee set up.
- Dependants' residence visas filed within 60 days of their entry.
- Dependants added to health insurance.
- School start confirmed and transport arranged.
- Driving licence exchanged and car registered on Darb.

- Orientation: workplace culture, Ramadan etiquette, local law and the employee's support contacts. See our UAE Culture and Customs Guide.

16.4 Month 3: the first check-in

- A structured settling-in conversation with the employee, and if possible their partner.
- Mid-probation review.
- Check that every document, insurance card and payroll detail is correct before the first leave request.

16.5 Month 6: end of probation

- Probation ends at six months at the latest. Confirm in writing. LAW
- Paid sick leave entitlement begins, and annual leave accrues at 2 days a month until the first anniversary. LAW
- If the employee started in the second half of the year, plan for Ramadan and the summer slowdown.

16.6 Months 9 to 10: planning the second year

- Confirm whether the assignment extends, converts to local employment or ends.
- Check the tenancy notice period and renewal terms; under the rent freeze renewals should not increase. OFFICIAL REPORTED
- Re-enrol children for the next school year and plan the summer flight allowance.

16.7 Month 12: the first anniversary

- 30 days' annual leave entitlement applies from the first full year. LAW
- End-of-service gratuity eligibility starts. LAW
- Health insurance renewal and plan review.
- Tenancy renewal and Tawtheeq re-registration.
- Package and performance review, including any housing or school allowance adjustments.
- If the assignment ends: cancel the work permit and visa in the right order, settle final pay, leave and gratuity, close the ILOE policy and agree the grace period (Section 4.4).

For senior hires, a structured leadership onboarding in the first year speeds up integration into a new market. Tralis (a Relocate2UAE partner) works on leadership development in the UAE.

17. Relocation planner and budget

Our interactive **Abu Dhabi Relocation Planner for HR** turns an arrival date and a few package details into a dated 12-month compliance timeline and a year-one checklist with key numbers: ILOE category and premium, upfront housing cash including the 5% municipality fee, annual leave accrual and gratuity at month 12. It runs in your browser and does not store or send any data.

Interactive tool. The Abu Dhabi Relocation Planner for HR is available on the online version of this guide at relocate2uae.com/abu-dhabi-employee-relocation-guide. It builds a dated timeline you can download to your calendar.

17.1 Indicative year-one employer costs per relocating employee

Item	Indicative amount	Tag
Government fees: permit, visa, medical, Emirates ID	AED 3,500 to 6,000 per employee	OFFICIAL
Attestation of documents	Varies by country and number of documents	MARKET
Health insurance	From the Basic plan to several tens of thousands of dirhams a year for comprehensive family cover	MARKET
Temporary accommodation	Two to six weeks, depending on family size and area	MARKET
Housing	See Section 11.2 for current rents; add 5% municipality fee, deposit and agency fee	MARKET OFFICIAL
School fees	From under AED 20,000 to over AED 100,000 per child per year	MARKET
Flights and shipping	Depends on origin and household size. See our Moving & Logistics Guide	MARKET
Gratuity accrual	21 days' basic salary per year for the first five years, payable after one year's service	LAW

Our UAE Cost of Living Guide 2026 helps employees plan their own budget.

18. Frequently asked questions

Can an employee start work in Abu Dhabi on a visit visa?

No. Working in the UAE requires a work permit and an employment entry permit or residence visa sponsored by a UAE employer. A visit visa lets someone attend meetings or view homes and schools, not work. OFFICIAL

How long does it take to get a work visa for Abu Dhabi?

Once the offer is signed and documents are attested, the MOHRE work permit can take a few working days and the in-country steps (medical, biometrics, residence and Emirates ID) usually two to four weeks. Attestation abroad is often the longest part and can take four to eight weeks. OFFICIAL REPORTED ESTIMATE

How much does an Abu Dhabi employment visa cost the employer?

The Abu Dhabi Investment Office gives indicative 2026 government fees of about AED 3,500 to 6,000 per employee, covering the work permit, residence visa, medical test and Emirates ID. Service charges, urgent fees and dependants' visas are extra. OFFICIAL

Who issues residence visas in Abu Dhabi, ICP or GDRFA?

ICP, the Federal Authority for Identity, Citizenship, Customs and Port Security, handles residence visas and Emirates IDs in Abu Dhabi. GDRFA issues residence visas in Dubai. OFFICIAL

Do employers in Abu Dhabi have to provide health insurance for family members?

Yes, in most cases. Abu Dhabi law makes employers and sponsors responsible for health insurance, and family cover typically extends to one spouse and up to three children under 18. Extra children, older children and parents are insured by the sponsor. Check the position for your plan with DoH or your broker. OFFICIAL REPORTED

Can an Abu Dhabi employer deduct health insurance from salary?

Not for the employee's own cover. The employer must pay for the employee's insurance. Arrangements for dependants' cover vary, so set them out clearly in the offer letter. LAW REPORTED

Is unemployment insurance mandatory for employees in Abu Dhabi?

Yes, for most private sector and free zone employees. The premium is AED 5 a month for basic salaries up to AED 16,000 and AED 10 a month above that. Employees must register within four months of their work permit or face an AED 400 fine. OFFICIAL REPORTED

Does Emiratisation apply to free zone companies in Abu Dhabi?

Generally no. Emiratisation targets apply to private companies registered with MOHRE, which means Abu Dhabi mainland employers. Free zone entities, including ADGM companies, are generally outside the targets. OFFICIAL REPORTED

What is the Emiratisation target for 2026?

Companies with 50 or more employees must increase Emiratis in skilled roles by 2% during 2026, split 1% per half year, with a final deadline of 31 December 2026. The contribution for each unfilled role is AED 10,000 a month, or AED 120,000 a year. OFFICIAL REPORTED

How long is probation in the UAE?

Up to six months. An employer must give at least 14 days' written notice to end employment in probation. An employee moving to another UAE employer must give one month's notice, and 14 days if leaving the UAE. LAW

How much annual leave does an employee get in their first year?

None in the first six months under the statutory rules, then 2 days a month until the first anniversary, and 30 calendar days a year from then on. Many employers give more. LAW OFFICIAL

Is gratuity payable on a 12-month assignment?

Yes, once the employee completes one full year of continuous service. It is 21 days' basic salary for each of the first five years. An employee who leaves before 12 months receives no gratuity under the statutory formula. LAW

What is the Abu Dhabi municipality fee on rent?

Tenants pay 5% of the annual rent or the rental index value, whichever is higher, billed monthly by TAQA Distribution with electricity and water. UAE nationals are exempt for their own homes. Older guides quoting 3% are out of date. OFFICIAL

Can landlords increase rent in Abu Dhabi in 2026?

Not at present. On 2 June 2026 the Abu Dhabi Real Estate Centre set renewal increases at 0% until further notice, and new contracts on previously rented units must use the previous registered rent. OFFICIAL REPORTED

What salary does an employee need to sponsor their family in Abu Dhabi?

At least AED 4,000 a month, or AED 3,000 plus accommodation. The sponsor also needs a registered tenancy, attested certificates and health insurance for dependants. OFFICIAL

Does ADGM follow the UAE Labour Law?

No. ADGM has its own Employment Regulations, most recently updated in 2024, and its own courts. Other Abu Dhabi free zones broadly follow the federal Labour Law. LAW OFFICIAL

When is Ramadan 2027 and how does it affect working hours?

Ramadan is expected to begin around 8 February 2027, subject to moon sighting. Private sector working hours are reduced by two hours a day during Ramadan. LAW REPORTED

Is Abu Dhabi safe for relocating employees in 2026?

Daily-life crime is very low, but the region saw conflict in early 2026. The UK lifted its advice against non-essential travel in June 2026 and the US rated the UAE Level 3 in October. Check each employee's government advisory and your insurance before the move. OFFICIAL REPORTED

19. Related guides

- Moving to Abu Dhabi hub
- Before You Arrive Checklist
- UAE First 30 Days Guide
- UAE Government Services Guide
- Moving to the UAE With a Family
- Moving From the UK to the UAE
- Moving From the USA to the UAE
- Moving From Australia to the UAE

20. Primary sources

- u.ae: residence visas, family sponsorship requirements, Green and Golden Visas, private sector leave types
- Ministry of Human Resources and Emiratisation (MOHRE): work permits, Emiratisation targets, midday break, Wage Protection System
- Federal Decree-Law No. 33 of 2021 on the Regulation of Labour Relations, as amended by Federal Decree-Law No. 9 of 2024
- ICP: residence visas, Emirates ID and grace periods
- Abu Dhabi Investment Office: visas and work permits for Abu Dhabi employers
- Department of Health Abu Dhabi and Law No. 23 of 2005: health insurance
- ILOE official platform: unemployment insurance categories, premiums and fines
- ADGM: Employment Regulations 2024
- Abu Dhabi Real Estate Centre (ADREC): rent freeze announced 2 June 2026; Tawtheeq
- TAQA Distribution (ADDC): municipality fee
- ADEK: tuition fee policy and school licensing
- Integrated Transport Centre and Abu Dhabi Mobility: Darb tolls and caps
- UK FCDO and US Department of State: travel advice for the UAE

We also reviewed news reports from WAM, Gulf News, Khaleej Times and The National, Bayut's H1 2026 Abu Dhabi rental report, and guides from law firms, HR software providers, insurers and business setup companies. We treated commercial guides as leads, not sources, and checked their claims against the primary sources above. Several made claims we found to be out of date, including a 3% Abu Dhabi municipality fee and daily and monthly Darb caps that have since been removed. Where sources disagree, we say so in the text.

About this guide

Written and verified by the Relocate2UAE editorial team. Last verified 9 November 2026. Next review 1 February 2027, or sooner if Emiratisation targets, the rent freeze or travel advisories change. If you spot something out of date, tell us at info@relocate2uae.com and we will check it.

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