

24 Jun 2025

To: All ADGM Licensed Entities

REGISTRATION AUTHORITY CIRCULAR NO. (4) OF 2025: Requirement to obtain Work Permits and Temporary Work Permits.

The purpose of this circular is to remind all ADGM licensed persons (“**ADGM Entities**”) of the requirement to obtain and maintain ADGM Work Permits or Temporary Work Permits for all individuals working from the ADGM jurisdiction, pursuant to the ADGM Employment Regulations 2024 and Employment Regulations (Temporary Work Permit) Rules 2024 (“**Regulations and Rules**”).

ADGM Entities must ensure that all individuals performing, working or providing services for them, in or from the ADGM jurisdiction, have a valid Work Permit or Temporary Work Permit as applicable, issued by the ADGM Registration Authority. This requirement is not only a legal obligation but also a critical aspect of maintaining the integrity and reputation of your business.

ADGM Entities who fail to obtain or maintain the required Work Permit or Temporary Work Permit for individuals working on their premises, will be considered to be in contravention of these Regulations and Rules and will be liable to a fine and late filing fees as applicable. Please note that ADGM will enforce these on a strict basis.

Important Notice

The Work Permit and Temporary Work Permit is valid only to work within the ADGM jurisdiction, and those wanting to work outside of the ADGM jurisdiction must ensure compliance with the requirements of the relevant authorities of that jurisdiction.

Further Information

To obtain ADGM Work Permit or Temporary Work Permit, please apply via the ACCESSADGM portal. The Work Permit Guide, which includes the requirements and steps to apply, is available [here](#).

Thank you for your cooperation.

Corporate Affairs

Registration Authority