

Mobility: Immigration alert

April 2023



United Arab Emirates

UAE announces the creation of a new flexible work permit for freelancers “of all skill levels”

Executive summary

As published in the [Khaleej Times](#) on 15 March 2023, the UAE Minister of Human Resources and Emiratisation announced that the UAE plans to introduce a new, flexible work permit before the end of calendar year 2023 that will allow foreign nationals to conduct work on a freelance basis from within or outside the UAE.

Key developments

Minister Abdulrahman Al Awar informed the Khaleej Times that the new permit will be available to individuals of “all skill levels,” including “low-skilled” applicants. Holders of the new permit would be allowed to work for themselves or with UAE employers from within or outside the UAE, provided they meet all legal requirements, and are registered with the Ministry of Human Resources and Emiratisation (MOHRE). It is expected that the MOHRE will release further details regarding the application requirements and process for the new permit in the coming months, as the minister noted that the permit will “hopefully come out this year by the end of the third quarter.”

Impact on employers

The new permit is expected to benefit employers by mitigating the risks associated with employee retention. It is also expected to give employers the ability to attract talent from around the world in a cost-effective manner. It is further anticipated that the introduction of the new permit will lead to the creation of approximately 24,000 new jobs in the UAE by 2024, according to the minister.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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