



Ambasciata d'Italia  
Abu Dhabi - Emirati Arabi Uniti

## DEPENDENT WORK VISA

### Remote Worker

|                                       |                                                                                                                                                                                                                                                                                                                                                                                                                    |
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| Visa Type:                            | Uniform Schengen Visa (type "C") or National Visa (type "D") for dependent work                                                                                                                                                                                                                                                                                                                                    |
| Duration:                             | up to 90 days (Schengen Visa) – from 91 to 365 (National Visa)                                                                                                                                                                                                                                                                                                                                                     |
| Entries:                              | 1, 2 or multiple                                                                                                                                                                                                                                                                                                                                                                                                   |
| Time limits to apply for the visa:    | no more than six months before the intended travel date and no later than 15 calendar days before the intended travel date                                                                                                                                                                                                                                                                                         |
| Time limit to conclude the procedure: | 90 calendar days                                                                                                                                                                                                                                                                                                                                                                                                   |
| Relevant regulations:                 | Legislative Decree no. 286/1998, articles 3, 21, 22, 24, 27, 27-quater and 27-quinquies;<br>Presidential Decree no. 394/1999, articles 29, 31, 40, 49 and 50;<br>Law no. 103/2002;<br>Legislative Decree no. 81/2015, art. 2 paragraph 1;<br>Legislative Decree no. 206/2007;<br>Inter-ministerial Decree no. 850/2011, Attachment A, section 8;<br>Inter-ministerial Decree dated 29 <sup>th</sup> February 2024. |

#### OVERVIEW

The dependent work visa may be issued to foreigners who are "highly skilled workers", pursuant to art. 27-quater, paragraph 1, of the Legislative Decree no. 286/1998, and intend to carry out dependent work or collaboration activities as remote workers by using IT tools, pursuant to art. 2, paragraph 1, of the Legislative Decree no. 81/2015. The employer's main office may be located either in Italy or abroad.

**The Visa Office will process only applications submitted no more than six months before the intended travel date and no later than 15 calendar days before the intended travel date. Applications submitted without compliance with the said time limits will be deemed unacceptable and immediately returned to the applicant by the BLS International's Staff. Furthermore, it must be noted that any fees paid to book the appointment will not be reimbursed.**

**The passport will not be returned until the final decision on the visa is adopted, taking into consideration that the whole procedure may be extended up to 90 calendar days.**

ONLY applicants holding a valid UAE Residence Visa issued in the Emirate of Abu Dhabi (Abu Dhabi, Al Ain and Al Dhafra regions) can submit their applications to the Embassy of Italy in Abu Dhabi. The appointments must be booked by contacting the Visa Office of the Embassy of Italy in Abu Dhabi by e-mail ([visa.abudhabi@esteri.it](mailto:visa.abudhabi@esteri.it)). Holders of UAE Residence Visa issued in the Emirate of Dubai/Northern Emirates have to refer to the Consulate General of Italy in Dubai.

With regard to GCC citizens, since they do not hold the UAE Residence Visa, their residence within the Emirate of Abu Dhabi can be proved through the Emirates ID, if "Abu Dhabi", "Al Ain" or "al Dhafra" are mentioned as "Issuing Authority".

If the issuing Authority is not mentioned on the Emirates ID, GCC citizens can prove to reside with the Emirate of Abu Dhabi by submitting the below-listed documents:

- Salary and employment certificate attesting that the applicant lives and works in the Emirate of Abu Dhabi;
- *Tawtheeq* tenancy contract or property deed attesting that the applicant lives in the Emirate of Abu Dhabi, together with the last three-month water and electricity bills under the applicant's name.

If the GCC citizen does not work and is sponsored by his/her family member, the same above-listed documents related to his/her family member must be submitted.

Applicants are strongly advised to comply strictly with the instructions mentioned in this checklist by submitting all the documents listed below in order to avoid the issuance of the final refusal decision. However, the submission of a complete file does not guarantee the issuance of the visa.

It must be noted that the Embassy reserves the right to invite the applicant for a personal interview and/or to request additional documents if needed to properly process the application.

#### CHECKLIST OF THE DOCUMENTS FOR EMPLOYMENT VISA / REMOTE WORKER

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| 1 | <p><b>Application form for D-type National Visa to be filled in and originally signed by the applicant.</b></p> <p><i>In case of minors, the form must be signed by both the parents.</i></p> |
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| 2 | <b>No. 1 recent passport-size pictures (not older than 6 months) with white background.</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 3 | <b>Original passport.</b> <ul style="list-style-type: none"><li>• <i>The passport shall be not older than 10 years.</i></li><li>• <i>The passport shall be valid at least 90 days from the date of expiry of the requested visa, taking into consideration that a D-type National Visa valid 365 days will be issued.</i></li><li>• <i>The passport shall contain two blank opposite pages at least.</i></li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 4 | <b>Photocopy of the original passport.</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 5 | <b>Photocopy of the UAE Residence Visa issued in the Emirate of Abu Dhabi (Abu Dhabi, Al Ain and Al Dhafra regions).</b> <p><i>With regard to GCC citizens, since they do not hold the UAE Residence Visa, their residence within the Emirate of Abu Dhabi can be proved through the Emirates ID, if "Abu Dhabi", "Al Ain" or "al Dhafra" are mentioned as "Issuing Authority".</i></p> <p><i>If the issuing Authority is not mentioned on the Emirates ID, GCC citizens can prove to reside with the Emirate of Abu Dhabi by submitting the below-listed documents:</i></p> <ul style="list-style-type: none"><li>• <i>Salary and employment certificate attesting that the applicant lives and works in the Emirate of Abu Dhabi;</i></li><li>• <i>Tawtheeq tenancy contract or property deed attesting that the applicant lives in the Emirate of Abu Dhabi, together with the last three-month water and electricity bills under the applicant's name.</i></li></ul> <p><i>If the GCC citizen does not work and is sponsored by his/her family member, the same above-listed documents related to his/her family member must be submitted.</i></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 6 | <b>Photocopies of previous Schengen, USA, Canada, Japan, UK visas.</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 7 | <b>Documents proving the status of "highly skilled worker", pursuant to art. 27-quater, paragraph 1, of the Legislative Decree no. 286/1998.</b> <p><i>In order to prove to be a "highly skilled worker", the applicant must prove to hold the following alternatively:</i></p> <ul style="list-style-type: none"><li>• <i>Higher education degree of at least three years, issued by a University or higher education Institute accredited in the State where the degree was achieved, or a post-high school professional qualification of at least three years or corresponding at least to level 6 of the National Framework of the Qualifications referred to in the Decree of the Ministry of Labor and Social Policies dated 08<sup>th</sup> January 2018;</i></li><li>• <i>Certificates issued by the competent Italian Authority as mentioned in art. 5 of the Legislative Decree no. 206/2007, attesting that the applicant meets the requirements to perform a regulated profession;</i></li><li>• <i>Higher professional qualification achieved based on at least five years of professional experience. The applicant must submit the following documents issued by the competent Government Authority located in the State where the qualification was achieved (e.g. Chamber of Commerce, Municipality, Government Bodies, Social Security Bodies, etc.):</i><ul style="list-style-type: none"><li>– <i>The Company's identification data and the specific sector of activity;</i></li><li>– <i>The position held by the applicant within the Company (owner, partner, employee);</i></li><li>– <i>Photocopy of the employment contract and the pay slips (at least two pay slips for each year declared);</i></li><li>– <i>Certificate issued by the employer attesting the experience and skills gained within the Company, as well as the starting and ending dates of the professional experience.</i></li></ul></li><li>• <i>Higher professional qualification achieved based on at least three years of relevant professional experience gained in the last seven years prior to the submission of the visa application, in case of IT and communications managers and specialist, according to the ISCO-08 classification, no. 133 and no. 25.</i></li></ul> <p><i>All the documents/certificates issued by foreign Government Authorities/Bodies/Universities/Institutions must be legalized by the competent Italian Diplomatic-Consular Mission accredited in the consular district of the State where the Government Authorities/Bodies/Universities/Institutions which issued the documents/certificates is headquartered. As an alternative to the consular legalization, the Apostille can be applied on the documents/certificates if the Government Authorities/Bodies/Universities/Institutions which issued the documents/certificates is headquartered in the consular district of a State which is party to the 1961 Hague Convention Abolishing the Requirement of Legalization for Foreign Public Documents.</i></p> |



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|    | <p><i>With regard to the higher education certificates, the Declaration of Value shall be submitted. In order to obtain the DOV, the applicant must submit his/her certificates to the competent Italian Diplomatic-Consular Mission accredited in the consular district of the State where the educational Institution which issued the certificates is headquartered.</i></p> <p><i>All the documents must be legally translated into Italian language (for this purpose you can refer to the link <a href="https://ambabudhabi.esteri.it/ambasciata_abudhabi/it/informazioni_e_servizi/servizi_consolari/traduttori-giurati-noti-a-questa.html">https://ambabudhabi.esteri.it/ambasciata_abudhabi/it/informazioni_e_servizi/servizi_consolari/traduttori-giurati-noti-a-questa.html</a>).</i></p> <p><i>All the documents must be submitted both original and photocopied. The photocopies must be submitted bearing the Consular certified copy attestation (for this purpose, kindly contact the Consular Office of the Embassy of Italy in Abu Dhabi by requesting an appointment through e-mail: <a href="mailto:cons.abudhabi@esteri.it">cons.abudhabi@esteri.it</a> and <a href="mailto:cons2.abudhabi@esteri.it">cons2.abudhabi@esteri.it</a>, or the Consulate General of Italy in Dubai).</i></p>                       |
| 8  | <p><b>Documents to be provided by the hiring employer in Italy.</b></p> <ul style="list-style-type: none"> <li>• <i>Employment contract detailing the work activity to be performed, based on the requirements referred to in article 27-quater, paragraph 1, of the Legislative Decree no. 286/1998. The amount of the annual salary must not be lower than the remuneration provided for in the national collective agreements stipulated by the trade unions, and in no case the annual salary can be inferior to the average gross annual salary as recorded by ISTAT and available at the following link:</i><br/><br/><a href="http://dati.istat.it/viewhtml.aspx?il=blank&amp;vh=0000&amp;vf=0&amp;vcq=1100&amp;graph=0&amp;viewmetadata=%201&amp;lang=en&amp;QueryId=12006">http://dati.istat.it/viewhtml.aspx?il=blank&amp;vh=0000&amp;vf=0&amp;vcq=1100&amp;graph=0&amp;viewmetadata=%201&amp;lang=en&amp;QueryId=12006</a>;</li> <li>• <i>Self-declaration to be signed by the employer attesting that he/she has not been convicted in the last 5 years for the crimes referred to in article 22, paragraph 5-bis, of the Legislative Decree no. 286/1998;</i></li> <li>• <i>Photocopy of the Chamber of Commerce Registration of the employer;</i></li> <li>• <i>Photocopy of passport of the employer.</i></li> </ul> |
| 9  | <p><b>Proof of revenues gained on yearly basis in the United Arab Emirates, whose amount must not be less than approximately Euro 25.500, three times the minimum level foreseen for exemption from participation in social health contribution, which today is equal to Euro 8.500,00 approximately[m1].</b></p> <p><b>Note:</b> <u>bank guarantees and surety policies are not accepted. Only revenues in dirham or euro can be taken into consideration as reliable, proved through official documents issued by financial Authorities located in the United Arab Emirates. The documents must be submitted original and duly stamped by the issuing Authority.</u></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 10 | <p><b>No-impediment letter issued by the sponsor in the UAE.</b></p> <ul style="list-style-type: none"> <li>• <i>In case the applicant works in the UAE, the sponsoring employer shall issue a no-impediment letter addressed to the Embassy, authorizing the applicant to move to Italy to work, or attesting his/her resignation and cancellation of the UAE Residence Visa. Photocopy of the signatory's passport and UAE Residence Visa shall be attached to the no-impediment letter. Documents attesting the role of the signatory within the company/organization and his power of attorney must be provided as well.</i></li> <li>• <i>In case the applicant does not work and is sponsored in the UAE by a family member (parent, spouse, etc.), the sponsoring family member must address to the Embassy the no-impediment letter authorizing the applicant to move to Italy to work.</i></li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 11 | <p><b>Termination letter or attestation of resignation to be issued by the sponsor in the UAE.</b></p> <p><i>Only in case the applicant intends to resign or has already resigned in order to move to Italy to work for a different Company, he/she shall submit the termination letter or an attestation of acceptance of resignation to be issued by the employer sponsoring him/her in the UAE.</i></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 12 | <p><b>Proof of appropriate accommodation.</b></p> <p><i>The availability of an appropriate accommodation can be proved as follows:</i></p> <ul style="list-style-type: none"> <li>• <i>Rental contract of a residential property, legalized by a notary public accredited in Italy or by the competent Municipality;</i></li> <li>• <i>Property deed legalized by a notary public accredited in Italy or by the competent Municipality;</i></li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 13 | <p><b>Medical travel insurance (covering the first month of stay at least).</b></p> <p><i>The medical insurance policy must cover the Schengen Area for at least euro 30.000,00, inclusive of emergency hospitalization, urgent medical consultations and treatments, emergency repatriation flight for medical reasons and repatriation of mortal remains. The insurance policy must be issued by an insurance company based in the UAE.</i></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 14 | <p><b>Proof of accommodation, such as confirmed hotel booking, rental agreement or property deed.</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |



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| 15 | <p>Flight booking.</p> <p><b>IMPORTANT: <u>the Visa Office will process only applications submitted no more than six months before the intended travel date and no later than 15 calendar days before the intended travel date. Applications submitted without compliance with the said time limits will be deemed unacceptable and immediately returned to the applicant by the BLS International's Staff. Furthermore, it must be noted that any fees paid to book the appointment will not be reimbursed.</u></b></p> |
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**DECLARATION:**

I understand that failing in submitting a complete set of ALL the above-listed documents may result in the refusal of my visa application. However, the submission of a complete file does not guarantee the issuance of the visa.

I understand that the Embassy of Italy reserves the right to request additional documents if needed to properly process the application.

I understand that the time needed to process my visa application might be extended up to 90 calendar days, and the passport will not be returned until the final decision on the visa is adopted.

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| I, the undersigned, declare that I have read the <a href="#">information on the protection of personal data concerning the issuance of an entry visa in Italy and in the Schengen Area (General Data Protection Regulation/GDPR (EU) 2016/679, art.13)</a> available on the website of the Embassy of Italy in Abu Dhabi. | <b><u>Initials:</u></b> |
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|                                  |                       |
|----------------------------------|-----------------------|
| E-mail address (capital letters) | Mobile number         |
| Place and date                   | Applicant's signature |