

GSO Services Penalty System for Violations - [as per Regulation 18 of the Employment Regulation]

Type of Violation	Violation Details	Financial Penalty in AED	Admin. / Other Penalty
ILLEGAL EMPLOYMENT	Where a licensee is found to be illegally employing employees of other licensees.	AED 5000/- per person.	The employee shall also receive a warning. Suspend the license of the licensee for specific period. If the violation is repeated by the same employee, relevant employment visa will be cancelled.
	Where a licensee is found to be illegally employing persons who are not sponsored by the authority under Regulation 4 or not approved by the authority under Regulation 6.	AED 7500/- per person.	
	Where a licensee continues to employ employees or other persons illegally.	AED 10000/- per person	
	Where a licensee supplies employees sponsored by the authority to work for the licensee for the use of third parties.	AED 5000/- per person	
RESIDENCE VISA RENEWAL	Where a licensee fails to renew the residence and employment visa of employees (each, an "RE Visa") before the expiry date of the RE Visa	AED 2500/- per person.	Plus any Fines Imposed by Immigration.
	Where the period of failing to renew the RE Visa is greater than ninety (90) days after the RE Visa expired	AED 5000/- per person.	Plus any Fines Imposed by Immigration.
RESIDENCE VISA CANCELLATION	Where a licensee fails to cancel an RE Visa within thirty (30) days of an employee having left the employment of the employee or thirty (30) days of the employee's RE Visa expiring, whichever occurs first	AED 2500/- per person.	Plus any Fines Imposed by Immigration.
	Where the period of failing to cancel the RE Visa is greater than ninety (90) days after an employee has left the employment of the employer, or ninety (90) days after the RE Visa expired, whichever occurs first.	AED 5000/- per person	Plus any Fines Imposed by Immigration.
	Where the RE Visa of an employee of a licensee is cancelled because of the employee has been continually out of the UAE for a period exceeding six (6) months.	AED 5000/- per person	
ABSCONDING	Where a licensee, in breach of Regulations 8.9 through 8.11, fails to inform the authority within 14 days of the licensee knowing (or within 14 days from where the licensee should reasonably have known) that an employee cannot be located or has absconded within 14 days of the licensee knowing.	AED 5000/- per person	Plus any Fines Imposed by Immigration or Authority.
VISIT VISA	Where a licensee employs a person sponsored by the authority on a visit or tourist visa (a "Visit Visa")	AED 5000/- per person	Cancel the Visit Visa of any such person. Repeated violation may leads to the freezing of Visit Visa quota of the licensee and suspension of trade license for a specific period.
	Where a licensee supplies persons sponsored by the authority on a Visit Visa for the licensee for the use of or employment by third parties	AED 5000/- per person	
	Where a licensee fails to ensure that persons sponsored by the authority on a Visit Visa for the licensee leave the UAE prior to the expiry of the Visit Visa.	AED 1500/- per person	