

GMS Flash Alert

Immigration

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Saudi Arabia – Concurrent Family Visa Processing Introduced for Highly Skilled Foreign Workers

Saudi Arabia has introduced a measure allowing qualifying highly skilled foreign workers to obtain entry visas for eligible family members while completing their own employment visa procedures. The measure may allow qualifying families to travel to Saudi Arabia together rather than arranging dependent entry after the principal applicant's immigration process is completed.¹

WHY THIS MATTERS

The measure may help reduce the period during which relocating employees are separated from eligible family members. It could also give employers greater flexibility when coordinating travel, housing, onboarding, and other relocation arrangements for qualifying employees.

Global mobility and immigration teams may need to review relocation timelines and document checklists to reflect the possibility of concurrent visa processing. Eligibility and procedural requirements would need to be confirmed before travel because the available announcements do not explain how the measure applies in individual cases.

Key Highlights

- **Eligible family members:** The measure covers spouses, sons under age 25, and unmarried daughters of qualifying highly skilled expatriate heads of household.
- **Visa processing:** Entry visas for eligible family members may be issued while the principal applicant's employment visa procedures are being completed, subject to the applicable application requirements.
- **Post-arrival procedures:** Residence permit procedures for family members are completed after they enter Saudi Arabia, in accordance with applicable laws and regulations.
- **Purpose of the measure:** The announcement describes the measure as part of Saudi Arabia's efforts to enhance the quality of life of residents in the Kingdom.
- **Application process:** The process and submission mechanism are still pending confirmation by the Saudi authorities and consular missions.

KPMG INSIGHTS

Employers and global mobility teams might wish to consider:

- Identifying planned relocations that may fall within the highly skilled worker category.
- Reviewing immigration and relocation timelines to determine whether concurrent family visa processing may be available.
- Confirming eligibility and documentary requirements with qualified immigration professionals before making travel arrangements.
- Monitoring official guidance for information about implementation dates, qualifying occupations, application procedures, and post-arrival residence requirements.

If assignees and/or their programme managers have any questions or concerns about the scope of the update, its application and potential impacts, and appropriate next steps, they should consult with their qualified tax or social security professional or a member of the GMS/People Services team with KPMG in the Lower Gulf (see the Contacts section).

ENDNOTE:

1 Saudi Gazette, “Saudi Arabia allows highly skilled expats to bring families alongside work visa process,” published on 6 October 2026.

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Contacts

For additional information or assistance, please contact your local GMS or People Services professional* or one of the following professionals with the KPMG International member firm in the United Arab Emirates:



Samar Abdelrahman
Associate Director
Tel. + 971 44 030 301
sabdelrahman1@kpmg.com



Pranav Shah
Director
Tel. + 971 4 356 9866
pshah27@kpmg.com

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