

Yawar Abbas

Senior Associate

I am a senior associate in Fox Williams' business immigration team advising both businesses and individuals on a broad range of immigration and nationality issues.



Yawar's practice encompasses business and personal UK immigration law. In business immigration, he advises organisations ranging from start-ups and SMEs to listed companies and Blue-Chip firms. He supports clients with sponsor licencing, day-to-day compliance and management advice, prevention of illegal working (including Electronic Travel Authorisation and business visits)- to advising on immigration aspects of employment law and corporate transactions, such as policies & contracts, secondments & contracted workers, TUPE, and mergers & acquisitions.

He conducts mock audits, supports businesses with Home Office compliance checks & visits, and provides training sessions. Yawar has significant experience in sectors such as Financial Services, Professional Services, Technology, Fintech, Natural Resources, and Publishing & Digital Media, enabling him to offer strategic advice.

He is experienced in working with staff at all levels, from founders and board members to in-house counsel, HR teams, and individual applicants and their families.

In personal immigration, Yawar advises on entry, residence, settlement, and citizenship, working with UHNW and HNW clients, family offices, and individuals facing complex legal issues. He routinely works on matters requiring exercise of discretionary powers from the Home Office. He is experienced in challenging Home Office decisions and also handles complex British Nationality cases.

Yawar is dedicated to building long-lasting client relationships and has been recognised as a 'Key Lawyer' by Legal 500.

Legal Expertise

- HR & Compliance training
- Policy review
- Compliance audits
- Prevention of illegal working
- Mergers & Acquisitions, including restructuring
- TUPE
- Cross-jurisdictional issues

- Business visitors and Electronic Travel Authorisation
- Challenging Home Office decisions, including refusal of entry to the UK
- Employer of Record

Experience

- Advised a US law firm to establish their first UK & European office under the Expansion Worker category, and later register for a licence under the Skilled Worker category. Worked with the firm's employment, corporate and Real Estate teams.
- Advised an elderly client outside the UK on registration as a British citizen in special circumstances – based on historical legislative unfairness and exceptional circumstances, requiring exercise of discretionary powers from the Home Office.
- Advised a household name Financial Services institution on avoiding Civil Penalty for having discovered an individual working without appropriate permission, including review of policies and processes, providing internal training including right to work training, making voluntary disclosures and making representations to the Home Office. Worked with the Firm's employment team, and with the client's UK wide offices.
- Advised an UHNW client and dependants on obtaining British passports from HM Passport Office under difficult circumstances and without requisite documents, involving discussions with the HMPO leadership team.
- Advised multiple ExcO/C-Suite/Senior board members at a Natural Resources client obtain Indefinite Leave to Remain and naturalise as British citizens despite having excessive absences, requiring exercise of discretionary powers from the Home Office.
- Advising Financial and Professional Services clients on rectifying compliance issues, providing training on sponsorship duties and obligations, and conducting a mock audit.
- Advising a Financial Services client on Global Mobility policy, including review of policy involving multiple entities in an intra-corporate setting – in multiple jurisdictions, and seconding and contracting workers in compliance with sponsorship guidance.
- Advising French professional services firm on bringing trainees to the UK for a six-month secondments.
- Advised a US national refused entry to the UK at port (and removed) successfully apply for a visit visa immediately after return to the US.