

Overview

This document provides a snapshot of corporate immigration developments worldwide. It is designed to support conversations regarding policies that have been proposed or implemented in key jurisdictions in the Americas, Asia-Pacific and EMEIA (Europe, Middle East, India, Africa) regions.

Policy changes across the globe are being proposed and implemented daily. This document is updated on a quarterly basis. Not all jurisdictions are reflected in this document. The contents of the articles linked herein are true and accurate as of their publication dates and have not been updated from the time of publication.

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For the latest immigration updates, see <u>here</u>. For further guidance or information regarding immigration policies and/or requirements in specific jurisdictions, contact the EY professional with whom you work.

At a glance



Shawn Orme
EY Global Immigration Leader
EY People Profile

Immigration continues to play a critical role in companies' quest for global talent and government efforts to fill local skills gaps and combat irregular migration. Multiple countries introduced relaxed eligibility criteria (Estonia, Finland, Italy) and new benefits (Ireland) for highly skilled foreign workers, while others expedited or simplified immigration processes through shortened application adjudication times (Vietnam), new online procedures (Malaysia, Sweden) and other administrative actions (United States). Several countries enacted measures to attract students as a source of future talent (Denmark, Sweden, UK). Others focused on mitigating irregular migration through increased compliance checks (Indonesia), new entry requirements (Mexico) and ongoing border closures (Finland).

Policies impacting foreign business visitors continue to change rapidly, requiring companies to continuously monitor the regulatory landscape and adjust their mobility strategies (and spend). Several jurisdictions loosened requirements (Honduras, Japan, the European Union) while others introduced more stringent standards (Ecuador, Mexico, Türkiye). China Mainland further strengthened relations with its trade partners, implementing new (or extending existing) visa-free policies for nationals of over a dozen jurisdictions in the last quarter alone.

Investors and digital nomads remain a priority for governments seeking to attract foreign capital. Several countries introduced new visas for entrepreneurs and investors (Hungary, Qatar) while others launched new visas and pathways for remote workers and digital nomads (Greece, Indonesia, Italy, South Africa, Türkiye).

Recent elections and public sentiment are significantly shifting the immigration landscape, particularly across Europe. The impact of the European Parliamentary elections in June are being felt across the continent, including France, with polls favoring parties espousing anti-immigrant platforms. In the Netherlands, the new government has pledged to implement strict limits on immigration, including restrictions on highly skilled foreign nationals. The results of upcoming elections (including in the UK and the US) remain a focus for observers worldwide, in part due to their potential influence on immigration and humanitarian policies toward foreign workers and individuals displaced by the conflicts in Ukraine and Gaza.

For more immigration insights, read about emerging trends in the <u>United Kingdom</u>, the new direction in <u>Canada</u>'s immigration policy and changes in public attitudes toward <u>immigration worldwide</u>. Also check out how Microsoft built a <u>new workforce mobility model</u> and EY's best practices to prepare for a US immigration/global mobility program ahead of the upcoming US elections.

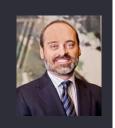




Americas

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In Latin America, several governments enacted new policies regarding visa requirements for tourists/business visitors (Costa Rica, Ecuador, Honduras, Mexico). While some focus on policies to facilitate the entry of foreign nationals to promote investment and trade, others are focused on adding additional visa requirements. Many of these changes are intertwined with geopolitical factors, as well as changes in local sentiment on the value of investments from foreign nationals.



- George Reis, EY Americas Immigration Leader, EY People Profile



New immigration laws/policies

Canada's Minister of Immigration, Refugees and Citizenship proposed legislation, referred to as Bill C-71, an Act to amend the Citizenship Act (2024) (Bill C-71) that would extend Canadian citizenship by descent beyond the first generation in a manner that is intended by the government to be both inclusive, while still safeguarding the integrity of Canadian citizenship. Bill C-71 would automatically grant Canadian citizenship to children born or adopted abroad by Canadian parents to receive a direct grant of citizenship, beyond the first-generation limit, and restore citizenship to any remaining "Lost Canadians," their descendants and anyone who was born abroad to a Canadian parent in the second or subsequent generations before the legislation comes into force.

Employer obligations/benefits

United States Citizenship and Immigration Services (USCIS) announced that certain Employment Authorization Documents (EAD) will receive an automatic increased extension of work authorization from 180 days to 540 days. This temporary measure is intended to address USCIS processing backlogs and prevent gaps in employment, while applicants await adjudication of their EAD renewal requests. The extension of work authorization will end when a final decision is issued on the EAD application, or at the end of the 540-day automatic extension period, whichever comes first. As of 30 September 2025, barring amendment, the automatic extension period will return to 180 days for timely-filed EAD renewal applications. This is a positive development for employers seeking to retain talent.

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Individual obligations/benefits

- In <u>Colombia</u>, holders of residence permits issued before 21 October 2022 must obtain new permits from the Ministry of Foreign Affairs before 21 October 2024.
- Costa Rica implemented new rules for business visitors who hold a valid driver's license issued abroad. These individuals may now use their foreign license to drive the same type of vehicle authorized by such document in Costa Rica. In addition, foreign nationals whose applications for temporary or permanent residence are approved may now immediately apply for a Costa Rican driver's license prior to receiving their actual residence permit.
- Ecuador suspended its consular services in Mexico. Individuals located in Mexico who require a consular service (e.g., passport renewal) from an Ecuadorian consulate may travel to Guatemala City (Guatemala), Houston, Texas (United States) or Phoenix, Arizona (United States) to access these services. This development is expected to increase the time required for impacted individuals to travel to Ecuador. Mexico also suspended diplomatic relations with Ecuador and halted processing of Mexican visa applications filed in Ecuador, requiring impacted individuals to travel to an alternate location where Mexico has a diplomatic outpost.
- **Ecuador** also announced that mainland Chinese nationals who seek to enter the country for business or tourism are now required to obtain an entry visa at an Ecuadorian consulate prior to travel.
- Honduras announced that Bolivian nationals may enter the country as business visitors or tourists using only their valid passports (without a consular visa) for up to 90 days cumulatively per calendar year. This development came in the backdrop of an agreement on the abolition of visas for holders of diplomatic, official and ordinary passports signed between Honduras and Bolivia in September 2023. Like all foreign travelers, Bolivian nationals must complete an online registration upon entry to, and departure from, Honduras.
- Mexico announced that as of 20 April 2024, most Peruvian nationals must obtain a visitor visa prior to entering the country for business or tourism or transiting through the country. Mexico then postponed the visa requirement until 6 May 2024. Peruvian nationals will remain exempt from presenting a Mexican visa (including for transit purposes) provided they have: (1) a valid visa issued by Canada, Japan, the United States of America, the United Kingdom or any of the countries comprising the Schengen Area, or (2) a valid permanent resident card issued by Canada, Chile, Colombia, Japan, Peru, the US, the UK or any of the countries comprising the Schengen Area.
- Peru announced that effective 23 April 2024, Mexican nationals must obtain a visa prior to entering the country for business or tourism purposes or to transit through the country. Peru then passed a decree rescinding the visa requirement shortly after the initial announcement. Mexican nationals may now continue to enter Peru using only their valid passports (without a visa) for business and tourism for up to 180 days per calendar year.
- Peru also announced that Peruvian nationals aged 18 years or above are now eligible to obtain ordinary passports that are valid for 10 years. Peruvian nationals between the ages of 12 and 17 will be eligible for ordinary passports that are valid for five years. Those under the age of 12 will be eligible for passports with a validity period of three years. These amendments to Peru's immigration laws were introduced in 2023. However, the Peruvian authorities only recently confirmed implementation of the changes regarding passport validity.

Looking ahead

▶ <u>Brazil</u> postponed its visa requirement for nationals of Australia, Canada and the US for the third time. These individuals will now be required to obtain a visa prior to traveling to Brazil for business or tourism purposes only as of 10 April 2025. This visa requirement was initially expected to go into effect in October 2023.

Asia-Pacific

New immigration laws/policies

- Australia is continuing with its rollout of the Migration Strategy with a formal role for Jobs and Skills Australia (JSA) in informing migration policy through an analysis of the Australian labor market and skills needs. JSA released a draft Core Skills Occupations List (CSOL) for stakeholder consultation. The new CSOL is expected to shape the Skills in Demand visa which is scheduled to replace the Temporary Skills Shortage visa by late 2024. Based on feedback, JSA will provide advice to government, and the Minister for Immigration, Citizenship and Multicultural Affairs will determine the new CSOL.
- Indonesia began an expansion of immigration compliance checks of foreign nationals who are residing in or visiting the country. These checks will now be conducted multiple times a year instead of annually, without prior notification to individuals. As part of these checks, the authorities will review several aspects, including whether the activities foreign nationals conduct in Indonesia are authorized under their immigration category. Those found to be non-compliant with immigration regulations may be subject to sanctions.
- The Philippines announced significant changes to its procedures and policies governing Philippine Economic Zone Authority (PEZA) Visas, motions for reconsideration of visa applications and Temporary Visitor Visa extensions.

Employer obligations/benefits

Malaysia introduced a new platform for all Employment Pass applications that are to be processed by the Malaysia Digital Economy Corporation. These

- applications must now be submitted through the centralized "Xpats Gateway" platform instead of the eXpats system. To access Xpats Gateway, companies must be registered on the eXpats system and use the same login credentials. Employers must continue to submit all other Pass applications via the eXpats system.
- Vietnam implemented shortened processing timelines for certain work authorization applications filed in Ho Chi Minh City and processed by the Ho Chi Minh City Department of Labor, Invalids and Social Affairs (HCMC DOLISA). Qualifying work permit reissuance applications will now be processed within two working days, and work permit extension and certificate of work permit exemption applications within three working days.

Individual obligations/benefits

- China Mainland announced that Mainland Chinese residents who hold exit endorsements (i.e., Exit-Entry Permits) for business and seek to visit Hong Kong can submit applications for this category of exit endorsements at any relevant office in China Mainland, and not just at the office with jurisdiction over their place of residence. These individuals will also be able to stay in Hong Kong for up to 14 days, up from seven days previously. Finally, Mainland Chinese talent residing in Beijing and Shanghai can apply for a "Rencai" endorsement for the first time.
- China Mainland revised its visa policies for nationals of several countries. The jurisdiction extended its visa-free policy for nationals of 12 countries until 31 December 2025: Austria, Belgium, France,



Germany, Hungary, Ireland, Italy, Luxembourg, Malaysia, the Netherlands, Spain and Switzerland. China Mainland had introduced visa exemptions for nationals of these jurisdictions during the period from December 2023 to March 2024, and these exemptions were initially in place until 30 November 2024. China Mainland also implemented a visa-free policy for qualifying nationals of Antigua and Barbuda and Georgia. These individuals can now enter the jurisdiction without a visa for business, tourism or family visit purposes and remain in the jurisdiction for up to 30 days per entry or up to 90 days cumulatively in any 180-day period. Finally, China Mainland announced that Australian nationals can now obtain visas that are valid for up to five years for business, tourist or family visit purposes. In addition, nationals of Australia, New Zealand and Poland can enter China Mainland without a visa and remain for up to 15 days per entry.

- Indonesia introduced two new visas this quarter: (i) A Remote Worker Visa called E33G, which allows eligible foreign nationals to reside in Indonesia while working remotely on behalf of employers located outside the country for up to one year initially. This visa may be renewed for up to one additional year provided holders meet all requirements; (ii) A "Bridging Visa" for eligible foreign nationals who are in Indonesia and seek to extend their stay or change their residence status. Bridging Visas will allow holders to continue residing in Indonesia for up to 60 days after the expiry of their current document and cannot be extended.
- Indonesia also opened the Autogate system at two airports the Soekarno Hatta International Airport (Cengkareng) and Ngurah Rai Airport (Bali) to specific foreign nationals entering or departing from the country: those who hold a valid electronic passport and an Electronic Visa on Arrival (e-VOA) or Electronic Visa (e-Visa), and nationals of ASEAN Member States who do not need a visa to enter Indonesia. It will not be available to foreign nationals traveling with children aged 14 or under, and those under the age of 18 who are not accompanied by a guardian. Autogate is a digital system that allows individuals to complete immigration formalities upon arrival or prior to departure without doing so in person at a clearance counter.
- ▶ <u>Japan</u> implemented a visa-free policy for eligible Panamanian nationals who hold ePassports that are in compliance with the International Civil Aviation Organization standards. These individuals can now enter Japan without a visa and stay for up to 90 days per visit. Those who do not hold such ePassports must still apply for and obtain a visa prior to entering the country. <u>Japan</u> also issued guidance for "high-income" Filipino nationals who seek to obtain multiple-entry visas for business, tourism or family visit purposes, among others.

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It has been a dynamic and active period of change in the region. Governments have enacted additional measures to attract and retain skilled international talent through multiple mechanisms, including policy changes (Australia), new visas (Thailand) and streamlining application and entry processes (Indonesia, Malaysia). China Mainland further strengthened relations with its trade partners by extending existing visa-free policies (and introducing new ones) for business visitors from various jurisdictions.



- Linda Rowe, EY Asia-Pacific Immigration Leader, EY People Profile

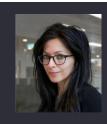
Looking ahead

- ► <u>Thailand</u> announced several amendments to its immigration policies, including new visa regulations impacting business visitors, among others. While the exact date of implementation of the new amendments is not yet known, it is expected that they will go into effect in the coming months.
- ► <u>Thailand</u> is also expected to introduce a new 10-year visa to attract highly skilled foreign nationals to work in the Eastern Economic Corridor (EEC). The EEC Visa will be available to eligible specialists, executives and professionals working in any of 12 target sectors and their dependents. EEC Visa holders will be eligible for certain benefits, including a fixed personal income tax rate of 17% (compared to the maximum rate of 35% in Thailand).

Europe

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A continuing focus on skills shortages was manifest throughout Europe in enhanced benefits and reduced regulatory hurdles for highly skilled non-EU professionals (Cyprus, Estonia, Finland, Italy, Ireland, Portugal), and conversely, more stringent criteria for other worker categories (Lithuania) and prospective citizens (Finland, Netherlands).



- Seema Farazi, EY EMEIA Immigration Leader, EY People Profile

New immigration laws/policies

- Cyprus implemented amendments to the Civil Registry Law, impacting previously approved provisions for acquiring citizenship by naturalization. Highly qualified employees now benefit from relaxed requirements in some aspects and are eligible to apply for fast-track processing.
- Estonia, Finland and Italy amended their laws governing EU Blue Cards, including introducing relaxed educational and professional requirements and reducing the required validity period of employment contracts.
- In <u>France</u>, with the upcoming parliamentary election looming, immigration policies including those that impact skilled foreign employees and the French companies that employ them could witness a significant shift and impact the country's broader political and economic landscape.
- The <u>Netherlands</u>' newly formed coalition of four political parties published an accord outlining general policy guidelines which recommend several changes in the country's immigration regulations, including stricter requirements for highly skilled foreign nationals and citizenship applicants.
- Portugal announced an action plan to address immigration application processing delays and introduced amendments to its immigration regulations, including the removal of the Expression of Interest regime.
- ▶ <u>Slovenia</u>'s administrative units, including the immigration department, went on strike on 15 May 2024. The strike was driven by a shortage of personnel and demand for higher salaries, among other factors. Normal services resumed on 8 July 2024.
- The <u>UK</u>'s Migration Advisory Committee (MAC) published a rapid review of the Graduate route, recommending that the route remain in its current form. The review also mentioned that the recent changes to the rules regarding students' dependents may decrease net migration, and the government should understand the impact of already implemented limitations before making further changes.

Employer obligations/benefits

- Belgium implemented changes for employers and individuals in the Flanders region, including a new salary threshold for EU Blue Card holders and simplified requirements for certain Intracompany Transfer Permit applicants.
- Belgium also introduced a new Cooperation Agreement impacting individuals under specific European Directives. Among other changes, qualifying third-country nationals who hold a Single Permit will be able to start working in Belgium as soon as they arrive in the country, and intra-corporate transferees will be required to leave Belgium immediately upon the expiry of their work authorization.



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Lithuania implemented amendments to its current laws and introduced stricter work authorization (and sponsorship) requirements for third-country nationals and their employers.

Individual obligations/benefits

- <u>Denmark</u> implemented several regulation changes impacting permanent residence permits, family reunification and <u>work permits</u> sponsored by certified companies, and <u>introduced</u> a new education-related residence scheme which would allow qualifying individuals to remain in Denmark and complete their studies even if they no longer meet the conditions for staying in the country.
- The <u>EU</u> made several changes to its visa regime, encompassing all EU Member States with the exception of Ireland and Cyprus: it simplified the criteria for qualifying Indian nationals who have already used Schengen Visas to obtain additional Schengen Visas with longer validity periods, and <u>extended</u> the initial validity period of Schengen Visas issued to first-time applicants who are nationals of Bahrain, Oman or Saudi Arabia. The <u>EU</u> also increased the Schengen C Visa application fees for third-country nationals above the age of six.
- Finland began sending automated decisions to qualifying citizenship applicants and proposed tightening current requirements for citizenship.
- Finland also extended its border closure with Russia once again, beyond the planned date of 14 April 2024. The border remains closed until further notice.
- France launched a new online tool to notify eligible residence permit holders of their upcoming permit expiry. French immigration application processing may face delays in the upcoming months as the country prepares to host the Olympic and Paralympic Games beginning July 2024.
- Greece implemented stricter requirements for Golden Visa applicants with respect to the conditions of their real estate investments. Applicants who complete their investment by 31 December 2024 and meet all relevant conditions can benefit from the older, simpler regulations. Greece also introduced two alternative immigration routes for digital nomads.
- <u>Hungary</u> introduced a new Golden Visa for foreign nationals who make qualifying investments in real estate. These visas will allow holders to reside and work in the country for up to 10 years initially, remain in other Schengen Member States for a limited period and sponsor qualifying dependents to join them in Hungary.
- ▶ Ireland introduced a new registration process for residence permit applicants in Cork, Kildare, Limerick, Meath and Wicklow counties and simplified the eligibility criteria for eligible individuals who seek to transition to a Stamp 4 Residence Permit Card. Ireland also now allows eligible spouses and partners of certain employment permit holders to work or study in the country without obtaining a separate permit.
- <u>Italy</u> released guidelines for individuals who seek to obtain its new Digital Nomad Visas, including the eligibility criteria and application process. The Digital Nomad Visa was originally introduced in March 2022, but the government had not released details regarding how to obtain it, until recently.
- Moldova signed a visa waiver agreement with India, which will enable holders of Indian diplomatic and official passports to enter Moldova without a visa.
- Serbia introduced a new online portal for nationals of Albania and North Macedonia who seek to apply to enter and work in Serbia under the Agreement on Conditions for Free Access to the Labor Market in the Western Balkans. The Agreement, which was signed by Albania, North Macedonia and Serbia in December 2021, aims to

simplify entry, work and residence procedures for nationals of each country in the two other countries. North Macedonia introduced an online portal under this agreement earlier in 2024.

- Sweden introduced a pilot program to enable eligible nationals of 23 countries (including Canada, the UK and the US) to submit their passports electronically when they apply for a new residence permit, without visiting a Swedish embassy or consulate. Under this pilot program, these individuals can use a new service on the mobile app called Freja to upload a copy of their passport. The pilot program does not impact residence permit holders who apply to extend their permits.
- <u>Sweden</u> also commissioned an investigation to propose measures to attract and retain foreign researchers and doctoral students while preventing the misuse of student permits. The investigation is expected to propose changes that will allow these individuals to apply for a residence permit or student permit for research (or change from one of these types of permits to another type) from within Sweden, and extend their residence permits for one year or longer and use the extended validity period to look for work or start a business.
- <u>Sweden</u> announced that qualifying individuals residing in the country pursuant to the Temporary Protection Directive (TPD) may now register with the Swedish Population Registry. This applies to individuals who have resided in Sweden under the TPD for at least two years and intend to remain in the country for at least three years under the TPD.
- Türkiye announced that nationals of Tajikistan must now obtain a visa prior to admission for business and other purposes, and that nationals of 10 countries must obtain an Electronic Airport Transit Visa to transit through Istanbul Airport. Türkiye also implemented a visa-free policy for qualifying Romanian nationals.
- Türkiye introduced a new Digital Nomad Visa for eligible nationals of certain countries, including Canada, France, the UK and the US.
- <u>Ukraine</u> amended its laws concerning specific issues of military service, mobilization and military registration, introducing additional obligations and restrictions on male citizens between the ages of 18 and 60. In particular, Ukraine temporarily suspended all consular services for certain male citizens residing abroad and <u>imposed restrictions</u> on qualifying individuals located in Ukraine, prohibiting them from leaving the country. Consular services resumed in May 2024 for male Ukrainian citizens who meet all current requirements.
- The <u>UK</u> Home Office confirmed several changes to the EU Settlement Scheme (EUSS), including changing the duration of pre-settled status extensions to five years and removing the pre-settled status expiry date from individuals' digital profiles shown to relevant third parties.

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Digital platforms are increasingly becoming a cornerstone of current-day immigration systems. Ireland, Serbia and Sweden launched new online application portals (or extended the use of existing ones), while Finland and France adopted new tools to automatically notify individuals of relevant updates regarding their immigration applications and documents.



- Ben J Willis, EY EMEIA Immigration Leader, EY People Profile

Looking ahead

- Austria's governing parties passed a bill to enable eligible Ukrainian nationals and residents (and qualifying dependents) to switch to a Red-White-Red Plus Card effective 1 October 2024.
- ▶ Estonia will revise the fees for several immigration services effective 1 January 2025.
- ► <u>Ireland</u> will launch a new single permit over the course of the next three years, which will allow holders to work and reside in the country without obtaining separate work and residence permits.
- ► <u>Israel</u> will launch a new Electronic Travel Authorization (ETA) system for visa-exempt foreign nationals who seek to undertake short-term visits to Israel for business or tourism purposes for up to 90 days.
- ► <u>Spain</u> is expected to stop issuing Golden Visas to foreign nationals who invest in Spanish real estate. The authorities have not yet confirmed when the Golden Visa scheme will be discontinued.



Africa, India and Middle East

New immigration laws/policies

South Africa published amendments to its immigration regulations and announced that it will introduce:
(i) new remote work visas, which will be available to eligible individuals earning a minimum of R 1,000,000 (approx. USD 52,000) per year, and (ii) a points-based system for adjudicating Work Visa applications. The authorities are expected to release further details about the upcoming implementation of these amendments.

Employer obligations/benefits

- Iraq launched a new electronic platform for authorized company and individual representatives to file Visit Visas applications on behalf of foreign nationals.
- Nigeria implemented penalties for companies that do not file monthly expatriate quota returns on time. In case of default, companies must pay the applicable penalty before they can file subsequent expatriate quota returns.
- Saudi Arabia amended its Nitaqat regulations, making it easier for employers to hire qualifying foreign nationals. Among other changes, Palestinians who hold Egyptian passports, Balochis and most nationals of Myanmar will count as one-fourth of

a foreign national for purposes of compliance with Nitagat, and hiring four such individuals will count as hiring one foreign national.

Individual obligations/benefits

- India launched the Trusted Traveller Programme to enhance efficiency and security at Indian borders by automating entry/immigration processes for qualifying travelers seeking admission to the country. Successful applicants will be permitted to obtain immigration clearance automatically using specifically designated gates upon arrival at participating airports.
- Kenya increased the fees for several services for foreign nationals, residents and citizens, including those for business visas, work permits and permanent residence.
- Qatar introduced new regulations that will prohibit individuals with traffic violations from exiting Qatar until all fines are settled.

Looking ahead

- ► <u>Ghana</u> is expected to implement a visa-free policy for eligible nationals of the Bahamas. These individuals will be able to enter or transit through Ghana without a visa for business, tourism or other authorized purposes. The new policy is currently awaiting ratification by the Parliament of Ghana.
- Qatar is expected to introduce a new residence permit called the "Mustagel Visa" for eligible talented individuals and entrepreneurs. The authorities have not yet confirmed when the new residence permit will be implemented.
- ► The <u>UAE</u> will introduce a new long-term visa called "Blue Residency" for foreign nationals who made "exceptional contributions and efforts" toward protecting the environment. The implementation date is yet to be confirmed.

