



Global Immigration alert

May 2025

Finland

Updates on the implementation date for heightened requirements for employers and third-country nationals

Executive summary

The Finnish government has clarified that the [proposal](#) to introduce heightened requirements for employers and third-country nationals has not yet been confirmed as taking effect on 1 September 2025. The implementation date remains unknown, and it will be communicated by the government once confirmed.

Key developments

If the proposal is approved in its current form, it will introduce changes regarding the employment of third-country nationals. These include the cancellation of residence permits for work purposes held by individuals whose employment ends prematurely and who do not secure a new job within three months. Certain categories of third-country nationals will be granted a six-month job search period. Additionally, employers will be required to notify the Finnish Immigration Service within 14 days of the end of the employment and within seven days of hiring a third-country national.

Impact on employers

Employers may remain abreast of this and future developments, and update their internal processes, to ensure compliance with local requirements and mitigate potential business disruptions.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.



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Tuomas Anttila

Partner - People Advisory Services, Global Immigration
Tel: +35 84 0867 1332
Email: tuomas.anttila@fi.ey.com

Mirja Lehmus

Manager - People Advisory Services, Global Immigration
Tel: +35 84 0042 4277
Email: mirja.lehmus@fi.ey.com

Ben Willis

Partner - People Advisory Services, EMEA Immigration Leader
Tel: +44 20 7951 9589
Email: ben.willis@uk.ey.com

Seema Farazi

Partner - People Advisory Services, EMEA Immigration Leader
Tel: +44 20 7951 7122
Email: seema.farazi@uk.ey.com