



Global Immigration Trends and Highlights

April to June 2025



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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 EMEA (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 [here](#). 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](#)

The second quarter of 2025 illuminated the deepening interplay between geopolitics and immigration policy, with global conflicts and shifting priorities prompting governments to recalibrate their immigration systems in response to both humanitarian imperatives and national security concerns. In the Middle East, the armed conflict triggered operational and policy adjustments, including the automatic extension of visas for foreign experts currently in Israel, a measure designed to mitigate disruption caused by limited consular services and restricted travel options. In South Asia, heightened tensions between India and Pakistan prompted both countries to tighten cross-border mobility and increase scrutiny of visa applications. In Europe, the protracted conflict in Ukraine has led to the continued extension of temporary protection measures for displaced individuals.

These developments echo a broader global pattern in which immigration policies are increasingly being shaped by security concerns and crisis response, rather than solely for economic or labor market planning. The US enacted new travel restrictions on nationals of several countries, citing deficiencies in identity management and information sharing. Mozambique mandated pre-travel registration for visa-exempt travelers, enabling authorities to screen visitors before arrival. Japan announced plans to implement its Electronic System for Travel Authorization ahead of schedule and enhance enforcement measures aimed at ensuring public safety.

Meanwhile, governments continue to pursue policies aimed at safeguarding domestic labor markets, in response to economic pressures and public sentiment. Australia is forecasting a drop of over 30% in net overseas migration, net arrivals and net departures resulting from its Migration Strategy. The UK has proposed multiple measures designed to reduce net migration and ensure that foreign labor does not displace domestic workers. Poland enacted new legislation, which includes stricter controls on work authorization categories and increased oversight of non-EU hires, reinforcing the country's commitment to prioritizing local employment.

At the same time, efforts to attract international expertise and alleviate skills shortages gained momentum through new immigration policies. The Republic of Korea launched a new visa category for skilled tech workers, demonstrating a targeted approach to bolstering innovation-driven industries. The Philippines introduced, and Kenya began accepting applications for, digital nomad visas, initiatives designed to support the evolving nature of global work and attract mobile professionals. The Chinese mainland expanded visa-free access for Latin American and Gulf nationals, potentially boosting inbound business activity and talent exchange.

For more insights and analysis, watch our webcast on recent immigration changes in the [US and Canada](#); read about the impact of remote work on the [Colombian](#) labor market; explore insights from the EY 2025 [Mobility Reimagined](#) survey; and check out June 2025 [Geostrategic Analysis](#) and 2025 midyear [global economic outlook](#) for insights on inflation dynamics, labor market changes, global trade shifts, the G7 summit and more.



Americas

New immigration laws/policies

- [Argentina](#) introduced changes that reinforce the powers of the Argentine authorities in connection with the admission, residence and removal of foreign nationals.
- [Colombia](#)'s Ministry of Health and Social Protection introduced a new vaccination requirement and declared a national health emergency due to a yellow fever outbreak in South America. The special measures significantly impact Colombian nationals, residents and foreign nationals, both upon entry to the country and when traveling to high-risk areas within the country and in the region.

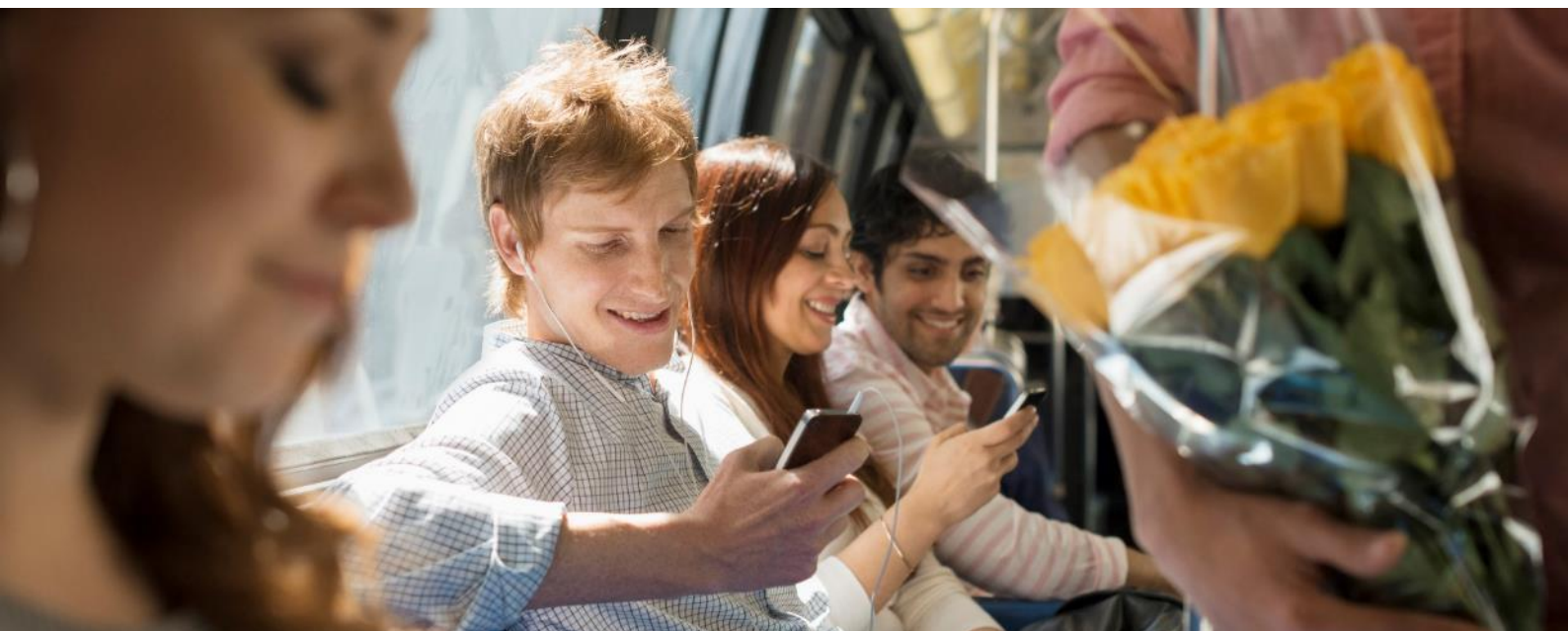
Employer obligations/benefits

- [Canada](#) introduced changes to the Ontario Immigrant Nominee Program (OINP), which supports Permanent Residence to the province. The Employer Job Offer category shifted from being employee-initiated to employer-initiated. The creation of the Employer Portal has changed how employees can register for their Expression of Interest (EOI). It has also impacted individuals with existing EOI waiting for invitations, as previous EOI profiles were removed from the system in advance of this change.
- [Costa Rica](#) introduced changes to the regulations for registering companies with the Immigration and Foreigners General Directorate to modernize and streamline the registration process for companies

with the immigration authorities. Registering provides benefits to companies, including access to a dedicated service window for submitting applications, which expedites processing and reduces waiting times.

Individual obligations/benefits

- [Brazil](#) reinstated the electronic visa (e-Visa) requirement for nationals of Australia, Canada and the United States who seek to travel to Brazil for business or tourism purposes. These individuals are required to complete their application process online, as applications will not be accepted at consulates or embassies.
- [Costa Rica](#) amended its rules governing foreign nationals who seek to enter the country as remote workers and digital nomads. The amendments aim to strengthen security controls, improve the operational capacity of the immigration authorities and promote rural tourism initiatives in Costa Rica.
- [Ecuador](#) announced that nationals and residents of Bolivia, Brazil, Colombia and Peru are now required to present a vaccination certificate confirming that they were vaccinated against yellow fever at least 10 days prior to their desired date of entry to be admitted to the country.
- [Israel](#) announced that certain B-1 visas for foreign experts are automatically extended until 31 July 2025, due to the security situation in the country.



- The [United States](#) Supreme Court granted the Trump administration's emergency request to pause a lower court's decision that temporarily halted the termination of Venezuela's Temporary Protected Status (TPS). This decision lifts legal protections for thousands of Venezuelan nationals in the United States under TPS, making them removable if they lack another status or lawful basis to remain.
- In the [United States](#), President Donald Trump issued a proclamation announcing new restrictions on certain foreign nationals entering the country. The travel restrictions fully or partially limited visa issuance and entry to the United States for nationals from several countries, citing "identity-management or information sharing inadequacies" of those governments as the primary reason for the measures.

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Across the Americas, the second quarter of 2025 was defined by a tightening of immigration controls and a renewed focus on compliance. The United States introduced a series of executive orders that reinforced border security and introduced new registration requirements for foreign nationals. At the same time, countries like Colombia, Costa Rica and Ecuador modernized entry protocols and introduced health-related requirements, signaling a growing emphasis on public safety and administrative efficiency.



– George Reis, EY Americas Immigration Leader, [EY People Profile](#)

Looking ahead

- The [United States](#) Department of Homeland Security announced that the designation of Afghanistan for Temporary Protected Status (TPS) has been terminated. TPS is now designated through 14 July 2025.

Asia-Pacific

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Visa liberalization policies and the launch of new visa categories remain key levers of regional engagement in APAC and in attracting foreign talent. The Chinese mainland has further expanded visa-free access to Latin American and Gulf nationals signaling a strategic pivot toward deeper economic and diplomatic ties across hemispheres. The launch of new visas for skilled foreign workers in high-tech industries (Korea) and digital nomads (Philippines) reflect an ongoing focus on sector-specific talent pipelines and flexible, globally integrated work arrangements.



– Linda Rowe, EY Asia-Pacific Immigration Leader

New immigration laws/policies

- In [Australia](#), a federal election was held in May, raising questions about future immigration policies. Following the re-election of the Australian Labor Party (ALP), significant changes to migration policy during this term of government are not expected given that the ALP took a policy of migration reform to the 2022 election which resulted in the Migration Strategy released in December 2023.

Employer obligations/benefits

- [Malaysia](#) announced that rejected work permit applications may now be appealed through the Expatriate Services Division (ESD) online portal, instead of manually via email or at the MYXpats Centre. The transition to the ESD's online platform is expected to streamline the appeal process, enhance transparency with the Malaysian immigration authorities, and expedite the immigration process for eligible individuals.
- In [Thailand](#), companies promoted by the Thailand Board of Investment (i.e., BOI-promoted companies) and their foreign employees must include a TM.30 notification receipt for all new, extension, and renewal visa applications. Noncompliance with this requirement will result in visa processing delays.

Individual obligations/benefits

- The [Chinese mainland](#) announced that nationals of Argentina, Brazil, Chile, Peru and Uruguay are eligible to enter the jurisdiction for business, tourism or family visit purposes, or transit through the jurisdiction without a visa. The visa-free policy will remain in effect until 31 May 2026.
- The [Chinese mainland](#) also announced that nationals of Bahrain, Kuwait, Oman and Saudi Arabia are now eligible to enter the jurisdiction for business, tourism or family visit purposes, or transit through the jurisdiction, without a visa until 8 June 2026.
- [Japan](#) introduced the Japan Pre-Entry Tuberculosis Screening (J-PETS) program for nationals of certain jurisdictions who seek to stay in Japan for more than three months. In the first phase, the program will apply to nationals of Nepal and the Philippines. It will be extended to nationals of additional jurisdictions in the upcoming months.
- The [Philippines](#) introduced a Digital Nomad Visa for foreign nationals who seek to work remotely from within the Philippines for a company located abroad. Under this initiative, digital nomads are able to stay in the Philippines for up to one year initially, with the possibility of extending their visas for an additional year.



- The [Republic of Korea](#) announced that foreign nationals who seek to apply for F-3 Dependent Visas are required to submit apostilled or legalized original documents that confirm their family relationship with the primary applicant. The [Republic of Korea](#) also introduced the F-2 visa for skilled foreign nationals who work in high-tech industries. This includes sectors such as semiconductors, biotechnology, secondary batteries, displays, robotics and defense.
- [Thailand](#) announced that certain non-Thai nationals entering the country by air, land or sea are required to complete the Thailand Digital Arrival Card (TDAC) online prior to arrival, with exceptions for those transiting or transferring in Thailand without going through immigration control, as well as those entering the country using a Border Pass.

Looking ahead

- [Japan](#) announced its *Zero Illegal Residents Plan for the Safety and Security of the People* ("the Plan"). The Plan includes an earlier implementation of the Japan Electronic System for Travel Authorization (JESTA) - the JESTA is now scheduled for implementation in 2028 instead of 2030 - and introduces enhanced enforcement measures aimed at ensuring the safety and security of citizens and foreign nationals in Japan.
- [Thailand](#) announced updated eligibility criteria, including new minimum salary requirements and quotas, for foreign nationals who work for Board of Investment Companies (BOI)-promoted companies in Thailand. The revised requirements will go into effect on 1 October 2025 for foreign employees of companies with BOI promotion certificates issued on or after 5 June 2025, and on 1 January 2026 for employees of companies with certificates issued before 5 June 2025.

Europe

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Across EMEIA, we continue to see immigration policy used as a mechanism for managing both domestic labor market pressures and geopolitical risk. Kuwait's decision to simplify residency rules for certain foreign workers, Saudi Arabia's initiatives to protect and create new jobs for its citizens, and the suspension of visa services between India and Pakistan, reflect how security and sovereignty remain central to mobility governance in the region.

– Ben J Willis, EY EMEIA Immigration Leader, *EY People Profile*



New immigration laws/policies

- [Poland](#)'s new Act on Conditions for Employing Foreign Nationals went into effect. The Act introduces significant changes for non-EU nationals including digital work permit processes, restrictions on employment visa types and heightened governmental controls.
- [Slovenia](#) introduced amendments to its Foreigners Act (ZTuj-2I) and will soon implement changes to its Employment, Self-Employment and Work of Foreigners Act (ZZSDT-E). These amendments aim to incorporate EU Directive 2021/1883, which regulates entry and residence conditions for third-country nationals seeking highly qualified employment.
- [Spain](#) issued official instructions to clarify aspects of the Foreigners Regulation (i.e., Royal Decree 1155/2024), which implements Organic Law 4/2000 regarding the ability of impacted third-country nationals to regularize their immigration status in the country and become compliant with local Spanish immigration laws.
- [Switzerland](#) acknowledged the implementation of the safeguard clause, allowing temporary restrictions on free movement when certain immigration thresholds are exceeded. As a result, Switzerland is expected to amend the Agreement on the Free Movement of Persons to partially adopt EU Directive

2004/38/EC, while prioritizing employment-based migration to enhance bilateral relations with the EU.

- The [UK](#) government published their White Paper outlining proposed reforms to legal migration. The reforms, which include a new Temporary Shortage List and improved pathways for global talent, aim to restore order, control and fairness to the immigration system by reducing net migration and promoting economic growth.

Employer obligations/benefits

- [Finland](#)'s proposal to heighten requirements for employers and third-country nationals took effect in [June 2025](#). The changes include the cancellation of residence permits for those whose employment ended prematurely and mandatory notifications to the Finnish Immigration Service.
- [Ireland](#) launched a new Employment Permits Online system (EPOS), designed to modernize and enhance the employment permit application process. This updated system replaces the previous EPOS, providing a more efficient, secure and user-friendly experience for employers, employees and agents.



- [Ireland](#) then provided an update regarding technical issues impacting individuals, employers, and agents trying to create EPOS accounts, which has resulted in delays in filing and processing employment permit applications. The authorities continue to make improvements to the system, but challenges persist.
- The [Netherlands](#) Immigration and Naturalization Service provided clarifications on the 30% ruling regarding salary calculations for highly skilled foreign nationals. The 30% ruling enables employers to provide up to 30% of highly skilled foreign nationals' salaries tax-free, increasing their net salaries.
- The [UK](#) made significant revisions to the Immigration Rules. Home Office guidance was implemented altering the responsibilities of UK sponsors in relation to Skilled Worker visas. These changes primarily focus on how salary thresholds are assessed and introduce new prohibitions and requirements for sponsors.

Individual obligations/benefits

- [Denmark](#) extended the temporary protection status for qualifying Ukrainian nationals and residents under the Temporary Protection Directive (TPD) until 4 March 2027.
- The [European Council](#) and the European Parliament reached a provisional agreement to gradually implement the Entry/Exit System (EES) over a six-month period. Member States will have the flexibility to register travelers progressively, ensuring a smooth transition while maintaining efficiency at border crossings. This agreement is subject to approval by both the Council and Parliament before formal adoption can take place.
- [Ireland](#) announced that nationals of Trinidad and Tobago are required to obtain a visa prior to entering Ireland for business, work, study or family visit purposes or to transit through the country.
- In [Slovakia](#), third-country nationals who seek to work or reside in the country are currently experiencing challenges with the immigration process due to the limited availability of appointment slots for several application types. In response, [Slovakia](#) approved amendments, which went into effect in July 2025, to enhance the efficiency of the Slovak foreign police, address capacity issues, and reduce waiting times.
- The [UK](#) authorities confirmed that the eVisa grace period ending on 1 June 2025 was a hard deadline. Effective 2 June 2025, expired Biometric Residence Permits and EU Settlement Scheme Biometric Residence Cards are no longer accepted as evidence of immigration status when traveling to the UK.
- The [UK](#) published updates to the EU Settlement Scheme, specifically regarding the continuous qualifying period required to be eligible for EU Settled status (indefinite leave to enter or remain). Organizations that employ eligible individuals will benefit as they will be able to more easily retain these employees, who will gain further evidence of their right to work and reside permanently in the UK.

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Governments across Europe - including Finland, Ireland, Poland and the UK - are reinforcing immigration controls through enhanced sponsor obligations and digital compliance systems. The EU reached a provisional agreement to implement the Entry/Exit System (EES) over a six-month period, to mitigate irregular migration. These changes reflect a broader regional trend toward more secure, transparent, and accountable immigration systems.

– Seema Farazi, EY EMEA Immigration Leader, [EY People Profile](#)



Looking ahead

- [Norway](#) announced increased salary requirements for individuals applying for certain types of residence permits. The revised compensation thresholds will take effect on 1 September 2025.
- [Switzerland](#) launched a consultation on proposed reforms to the Protection Status S framework for persons fleeing Ukraine. Key measures include narrowing eligibility criteria based on geographic origin and tightening travel restrictions to Ukraine for current status holders. If adopted, it is expected that the proposed reforms would go into effect by the end of October 2025.

Africa, Middle East and SAARC (South Asian Association for Regional Cooperation)

New immigration laws/policies

- In [South Africa](#), the Constitutional Court declared Section 6(1)(A) of the South African Citizenship Act of 1995 unconstitutional. This ruling removes the automatic loss of South African citizenship for individuals who acquired citizenship of another country without first applying to retain their South African citizenship.

Employer obligations/benefits

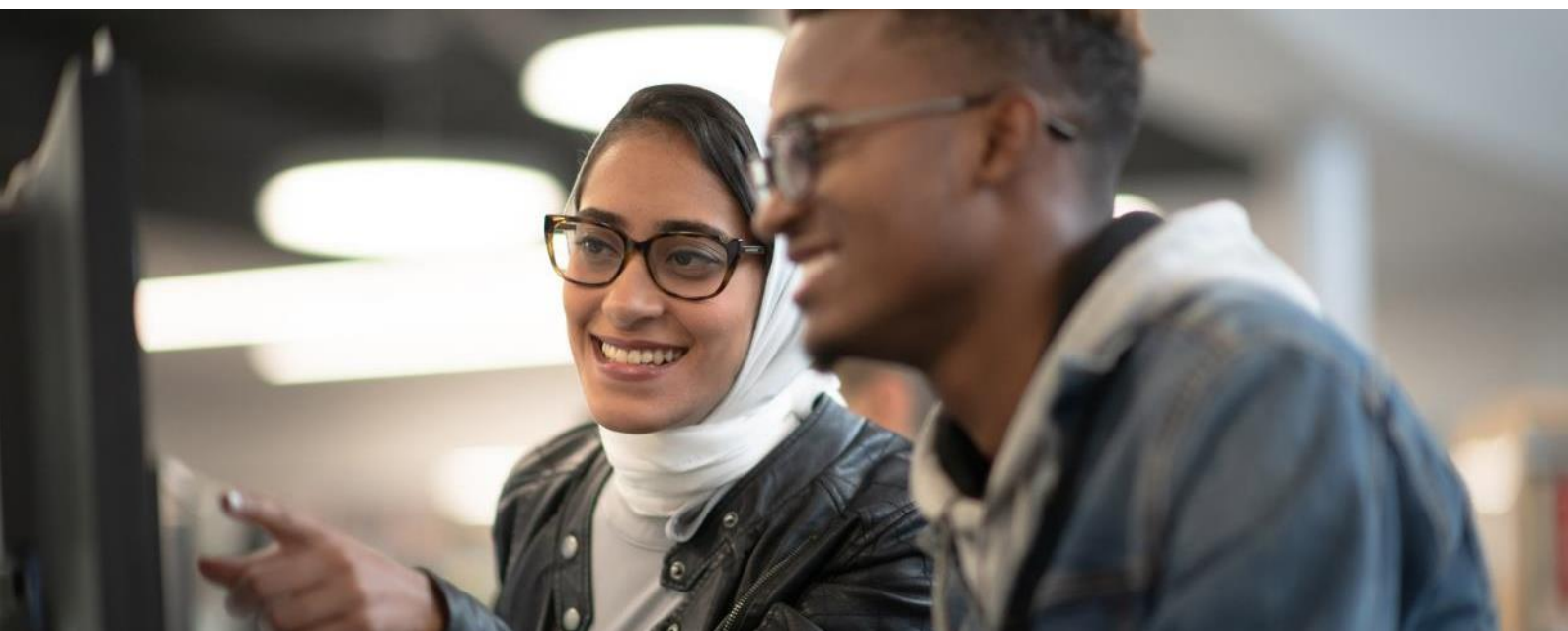
- [Kuwait](#) announced changes to the residency transfer process for foreign nationals moving from public to private sector jobs. The new regulations simplify the process and remove the requirement for job roles to align with individuals' educational qualifications, enabling employers in the private sector to access a wider talent pool.
- [Saudi Arabia](#)'s Ministry of Human Resources and Social Development (MHRSD), in collaboration with the Ministry of Tourism, announced the localization of 41 professions in the tourism sector to create more job opportunities for citizens. Additionally, the MHRSD and the Ministry of Health initiated the first phase of Saudization rate increases for four healthcare professions.

Individual obligations/benefits

- [India](#) suspended the South Asian Association for Regional Cooperation Visa Exemption Scheme for Pakistani nationals and announced several measures, following the terror attack in Pahalgam. [India](#) then suspended all visa services and revoked all existing

visas issued to Pakistani nationals, reflecting intensifying tensions and security challenges in the region.

- [Kenya](#) began accepting applications for its Class N: Digital Nomad permit in April 2025 from foreign nationals who seek to work remotely from within Kenya for a company located abroad.
- [Kuwait](#) announced that, effective 1 July 2025, all foreign nationals employed in the private sector must obtain an exit permit prior to departing Kuwait.
- [Mozambique](#) announced that all foreign nationals who are visa-exempt and traveling to the country for business or tourism purposes must complete an electronic pre-travel registration at least 48 hours prior to their planned departure.
- [Nigeria](#) introduced several reforms impacting foreign nationals, including the discontinuation of the Visa on Arrival program and the launch of a new e-Visa. Further changes for foreign nationals are expected to be implemented in the coming months.
- [Saudi Arabia](#) temporarily suspended the issuance of short-term visas to nationals of 14 countries to manage travel ahead of the Hajj season, with plans to resume issuance after Dhul Hijjah in mid-June 2025. [Saudi Arabia](#) also temporarily suspended the issuance of block visa quotas for nationals of 15 countries, including those currently being processed.
- [Saudi Arabia](#) then lifted the suspensions, thereby enabling impacted individuals to apply for short-term visas at the relevant consular post. The issuance of temporary work visas remains suspended as of the time of this writing.



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