

Global Immigration alert

July 2025

Cyprus

Blue Card launch and increased immigration enforcement for BCS companies

Executive summary

Effective 7 July 2025, Cyprus will begin accepting applications for EU Blue Cards from qualifying third-country nationals. Separately, the Cypriot authorities have increased enforcement efforts related to holders of BCS Temporary Residence Permits.

Background

The EU Blue Card was developed to facilitate the admission and mobility of highly qualified third-country national workers and their family members to EU Member States, and address skills shortages within the EU labor market. Cyprus' decision to issue Blue Cards is designed to attract third-country nationals to address gaps in its domestic labor market.

BCS Temporary Residence Permits are available to third-country nationals who work for entities registered as BCS companies. BCS companies are foreign companies that have a physical presence in Cyprus, invest at least EUR 200,000 in the Cypriot economy through their business and meet other criteria. Qualifying highly skilled third country nationals whose applications are sponsored by BCS companies enjoy fast-track immigration processing.

Blue Cards

The Blue Card is intended for highly qualified third-country nationals who currently reside legally in Cyprus or plan to relocate, earn a minimum annual gross salary of at least €43,632, and work in the following industry sectors: information and communication technology, pharmaceuticals and shipping. It is valid for an initial period of up to three years and may be renewed indefinitely. Blue Card holders enjoy the following benefits:

- **Mobility.** Freedom to enter all EU Member States (excluding Denmark and Ireland) and EEA Member States for business, without obtaining additional visas.

- **Family Reunification.** Immediate eligibility for family members to join the Blue Card holder in Cyprus with enhanced rights (e.g., access to self-employment for spouses).
- **Long-Term Residence.** A streamlined pathway to long-term residence status, even when relocating from another EU Member State.
- **Unemployment benefits.** Access to temporary unemployment benefits while maintaining legal residence status.

BCS Temporary Residence Permits

The Cyprus immigration authorities have recently increased enforcement efforts relating to holders of BCS Temporary Residence Permits. Specifically, the authorities have recently ramped up investigations into the source of local income for holders of this permit type. BCS permit holders are only permitted to simultaneously serve as employees of a Cypriot company and shareholders or directors of another Cypriot company if both companies are part of the same corporate group. Failure to comply with this requirement may result in forfeiture of the BCS permit and/or possible removal from the country.

The Cyprus Migration Department, Registrar of Companies, and other relevant authorities are collaborating closely to identify instances of non-compliance with the immigration law provisions. It is anticipated that the Cypriot authorities may start to increase enforcement activities relating to other immigration categories in the future.

Impact on employers

Employers are expected to benefit from the issuance of EU Blue Cards by gaining access to a wider pool of international talent which may help address skills gaps within their organizations.



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Employers that sponsor BCS Temporary Residence Permits, and employees of BCS companies who are shareholders or directors of other companies registered in Cyprus, may review their personal and workforce arrangements and take steps to ensure compliance with applicable requirements where required.

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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