

THE 2024 EMEA IMMIGRATION TRENDS REPORT

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In Envoy Global's first EMEA Immigration Trends Report, we surveyed over 1,000 HR professionals specializing in corporate immigration or global mobility across Europe, Africa and the Middle East. The report covers employer sentiments on country immigration systems, global immigration trends, corporate best practices and more.

The report is broken down into sections on general EMEA trends, Africa with a focus on South Africa, the Middle East with a focus on Saudi Arabia and the UAE, France, Ireland and the UK. Leveraging the knowledge of our EMEA-located colleagues, we crafted questions to provide you with insider insights on:

- The impact of macroeconomic factors on employer demand to hire foreign talent
- Policy changes affecting immigration systems
- Structural aspects of corporate immigration programs
- Challenges and positive developments in corporate immigration
- Remote work and other employee benefits
- Budgeting changes and policy planning

The EMEA region was chosen for its diverse and dynamic immigration landscape, presenting unique challenges and opportunities for employers. Key reasons for this focus include:

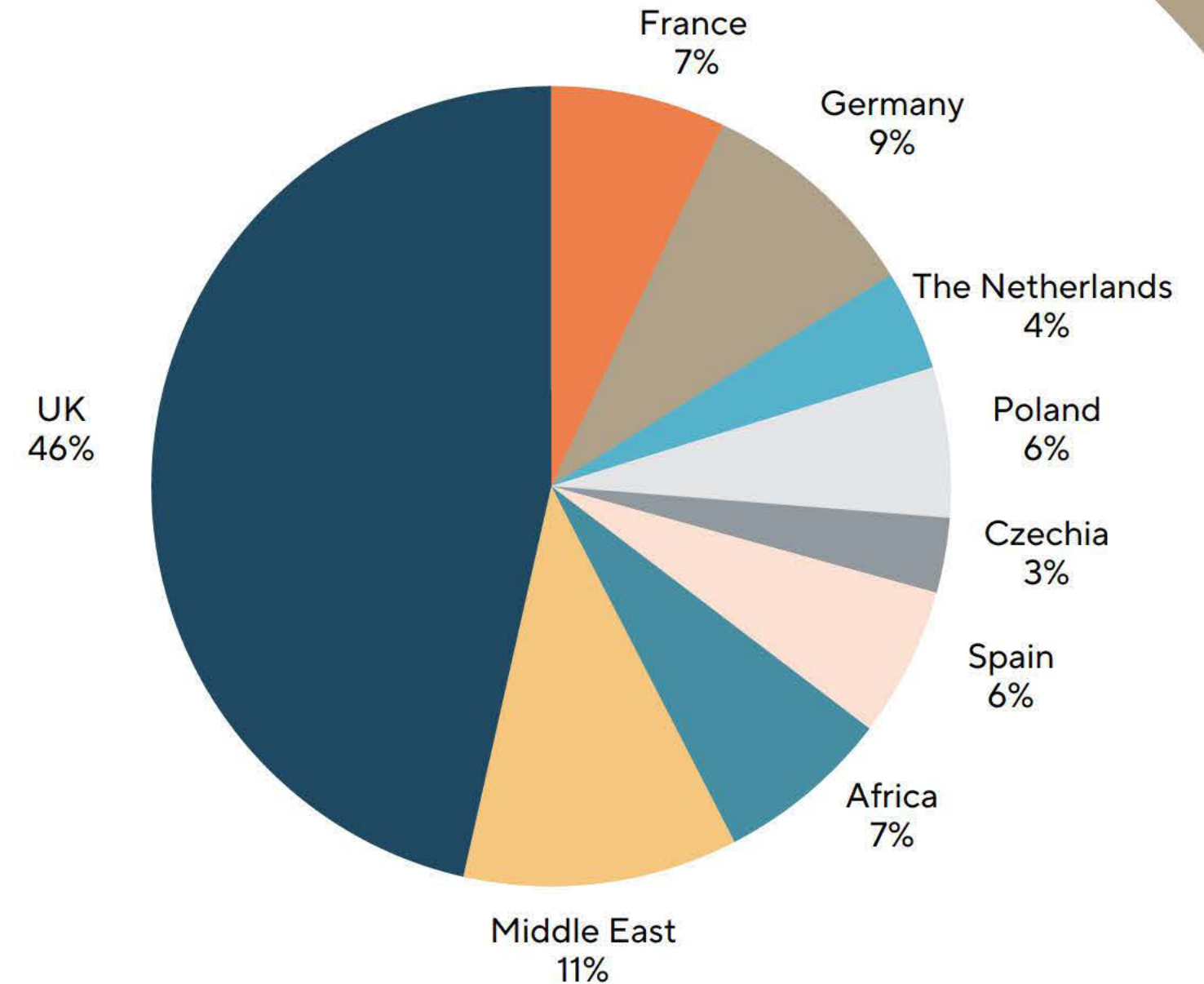
- **Diverse Environments:** EMEA includes a wide range of economic and political environments with distinct immigration policies.
- **Market Presence:** Many multinational companies have a significant presence in EMEA, making knowledge of regional immigration trends essential for managing global mobility.
- **Talent Hubs:** EMEA countries are key talent hubs that attract international professionals.
- **Regulatory Changes:** The region is experiencing numerous regulatory changes and new labor policies, impacting corporate immigration strategies.
- **Emerging Markets:** Many countries in Africa and the Middle East have growing economies with increasing demand for skilled labor, offering new opportunities for employers.

ABOUT THE SURVEY

Survey Respondents & Methodology

The global survey was conducted online in partnership with Cint from May 1 to June 5, 2024, with 1001 HR professionals participating from various industries and company sizes. Each respondent is a resident of the EMEA region, 21+ in age, holds a full-time HR or global mobility position and is directly involved in the immigration or global mobility functions at their organization. Q1 through Q18 appeared for all qualified respondents. Questions after Q18 were shown in sections to respondents who indicated that their organization operated within a certain region. These sections included the United Kingdom (UK), France, South Africa and Africa, the United Arab Emirates (UAE), Saudi Arabia and Ireland.

Place of Residence



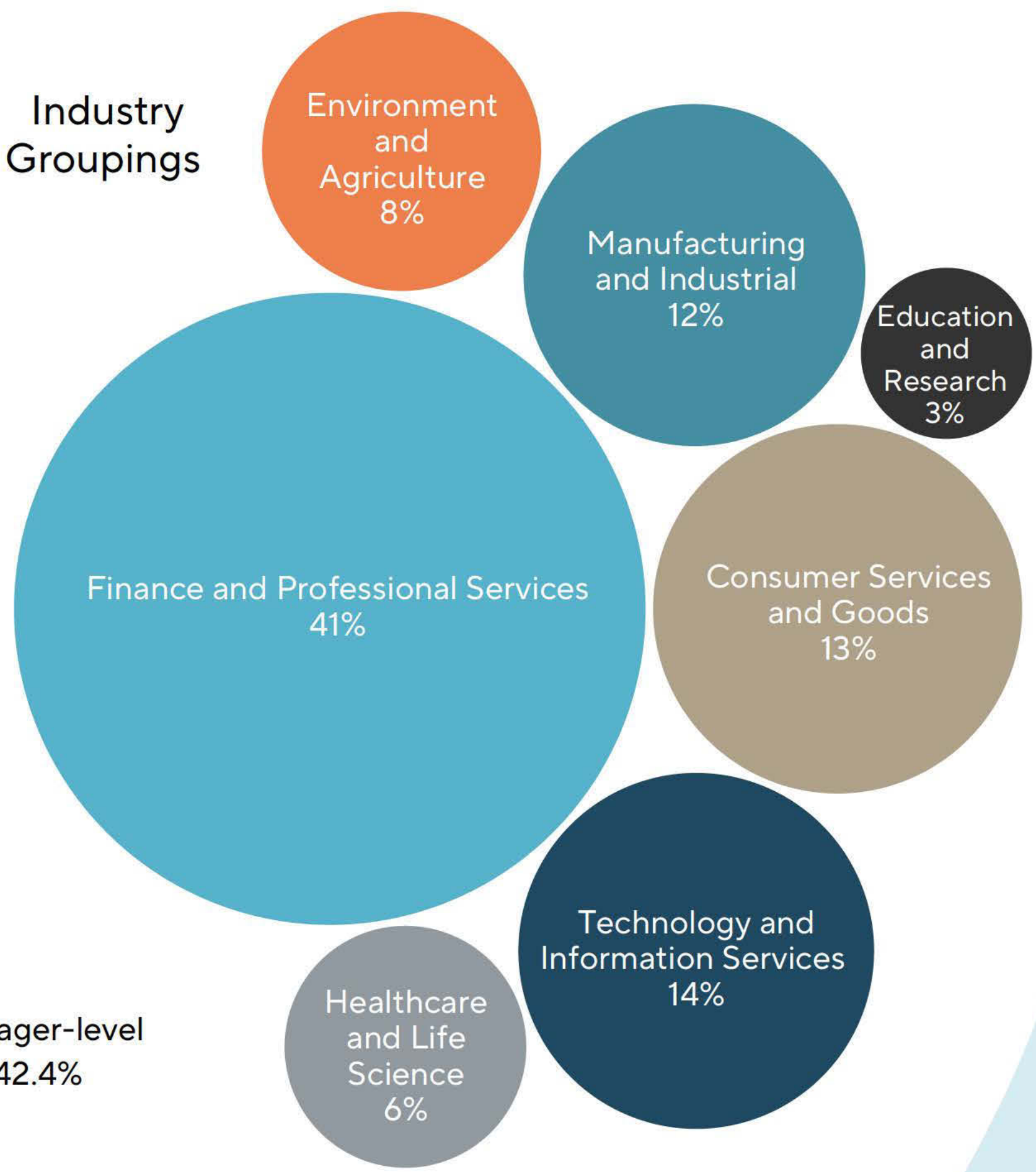
Source: Envoy Global's 2024 EMEA Immigration Trends Survey. q2: Which countries in the EMEA region are key to your immigration program's strategy? Please select all that apply. Data is % of respondents that selected "The UK", "Germany", "France", "Ireland", "the UAE", "Saudi Arabia", "South Africa" and "other".

Please note that the percentages presented in this report have been rounded up for simplicity. As a result of rounding, there may be slight discrepancies in the precise values.

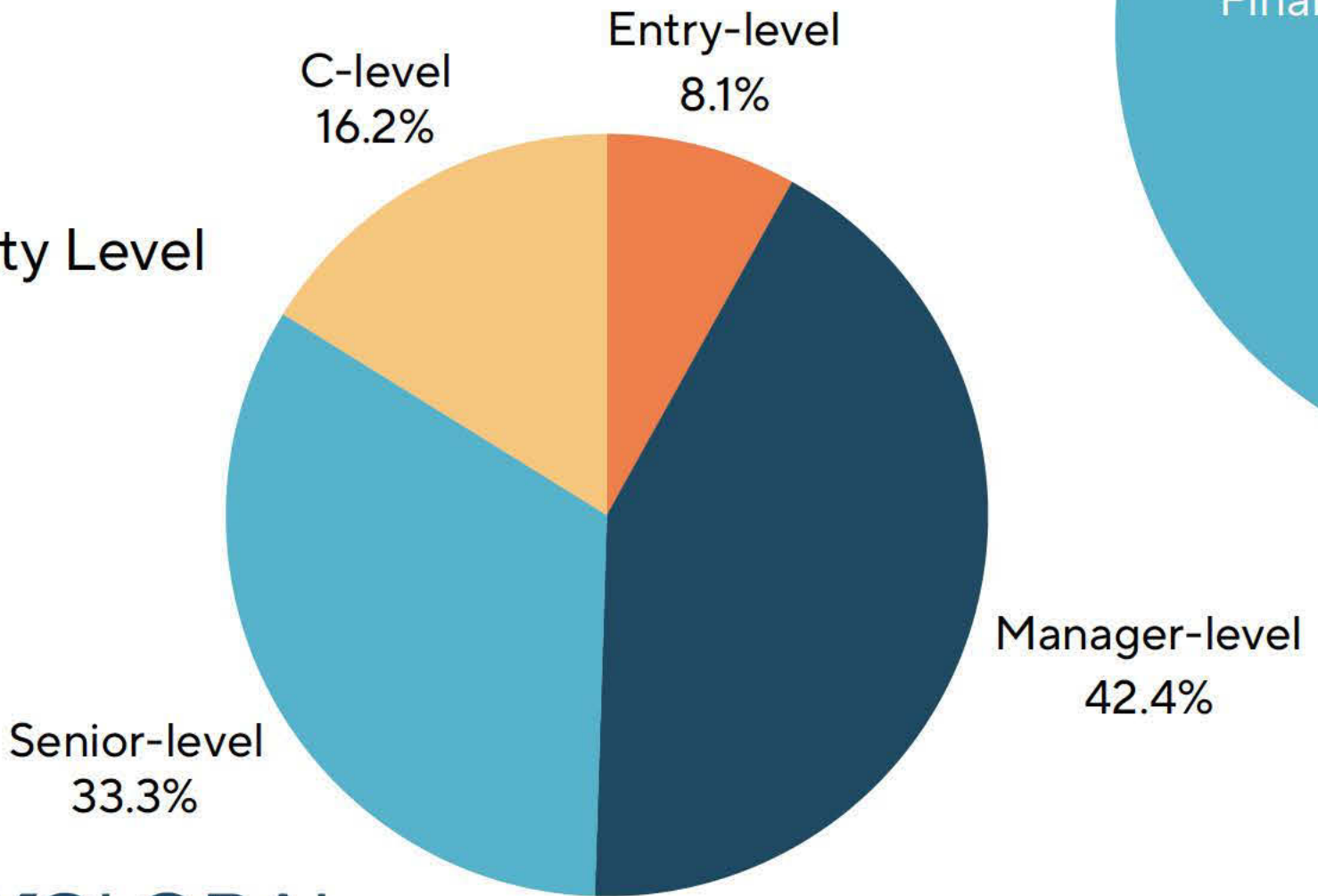
Size of Foreign National Employee Population

1-49	11%
50-249	35%
250-999	31%
1,000+	23%

Industry Groupings



Seniority Level



Please note that specific industries have been clustered together. Refer to the appendix for the breakdown by cluster.

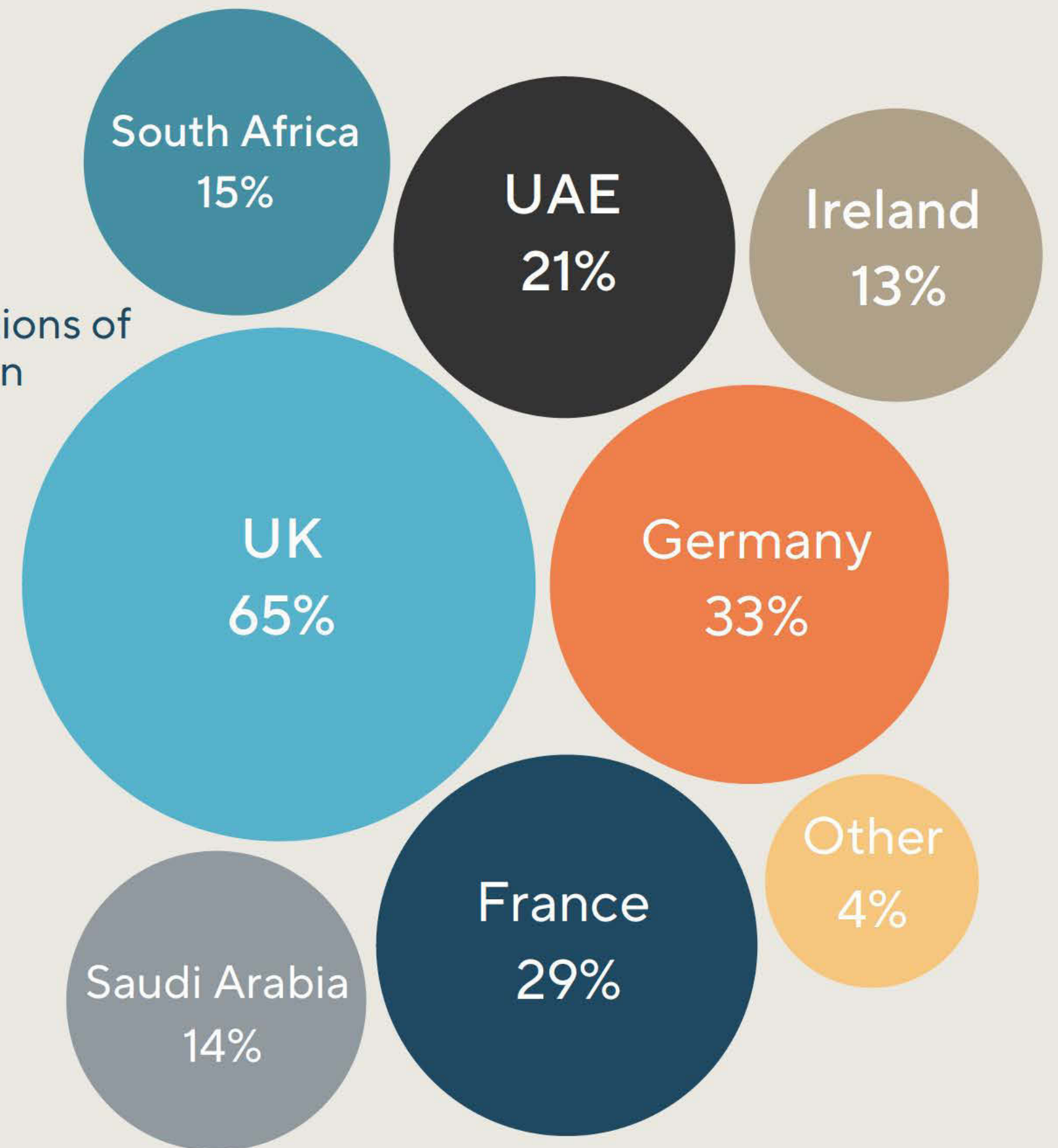
OFFICES DATA

Number of Countries with Office Locations

0	2%
1 to 5	31%
6 to 10	19%
11 to 15	12%
16 to 20	7%
21 to 25	7%
26 to 30	5%
31 to 35	3%
36 to 40	4%
41 to 45	2%
46 to 50	2%
51 or more	5%

Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qD2: Outside of your company's or organization's headquarters, how many countries does your company or organization have offices in? If you are not sure, please provide your best estimate. Data displays % who chose the listed responses totaling 100%.

Jurisdictions of operation



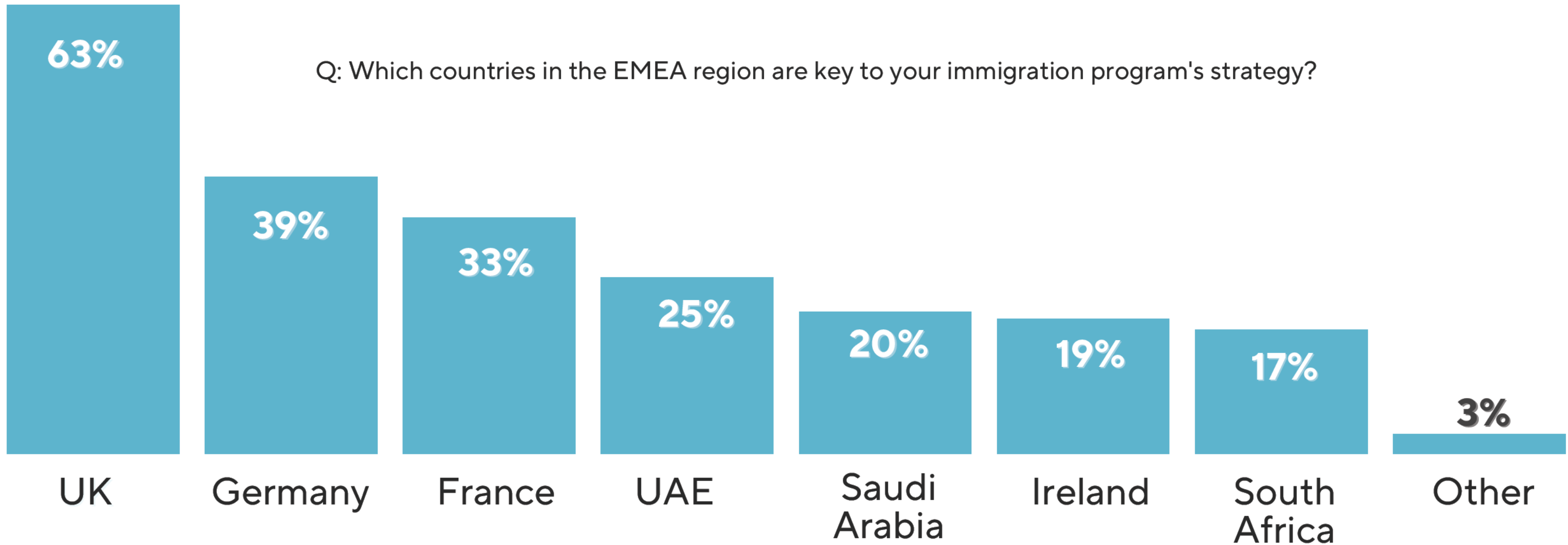
Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qS6: Do you have an office operating in any of the following jurisdictions/countries? Data displays % who chose the listed responses totaling 100%.

Our survey found that overwhelmingly, EMEA-based employers:

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- 1** Prioritize proactive policy planning in their immigration and global mobility strategies, emphasizing the need for forward-thinking approaches to navigate the complex regulatory landscape effectively.
- 2** Approach many policy changes optimistically, recognizing their potential impact and remaining adaptable within evolving frameworks.
- 3** Actively track policy changes across a wide range of countries in order to remain compliant and competitive in retaining and attracting foreign talent.

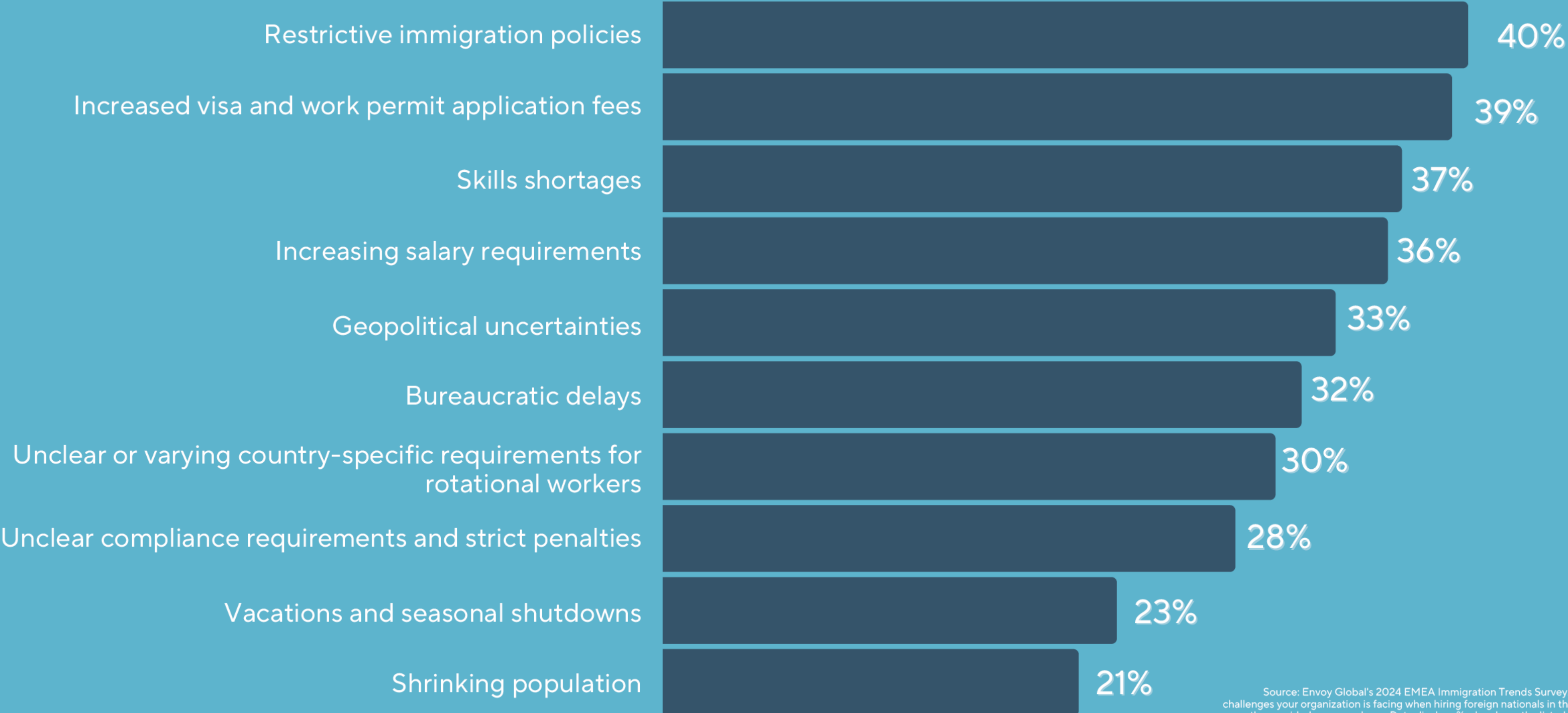
EMEA-based employers consider a range of locations key to their company's immigration strategy.



Source: Envoy Global's 2024 EMEA Immigration Trends Survey. q2: Which countries in the EMEA region are key to your immigration program's strategy? Please select all that apply. Data displays % who chose the listed responses totaling 100%.

Employment challenges vary across the EMEA region, with restrictive immigration policies, increasing costs and skills shortages being the top concerns.

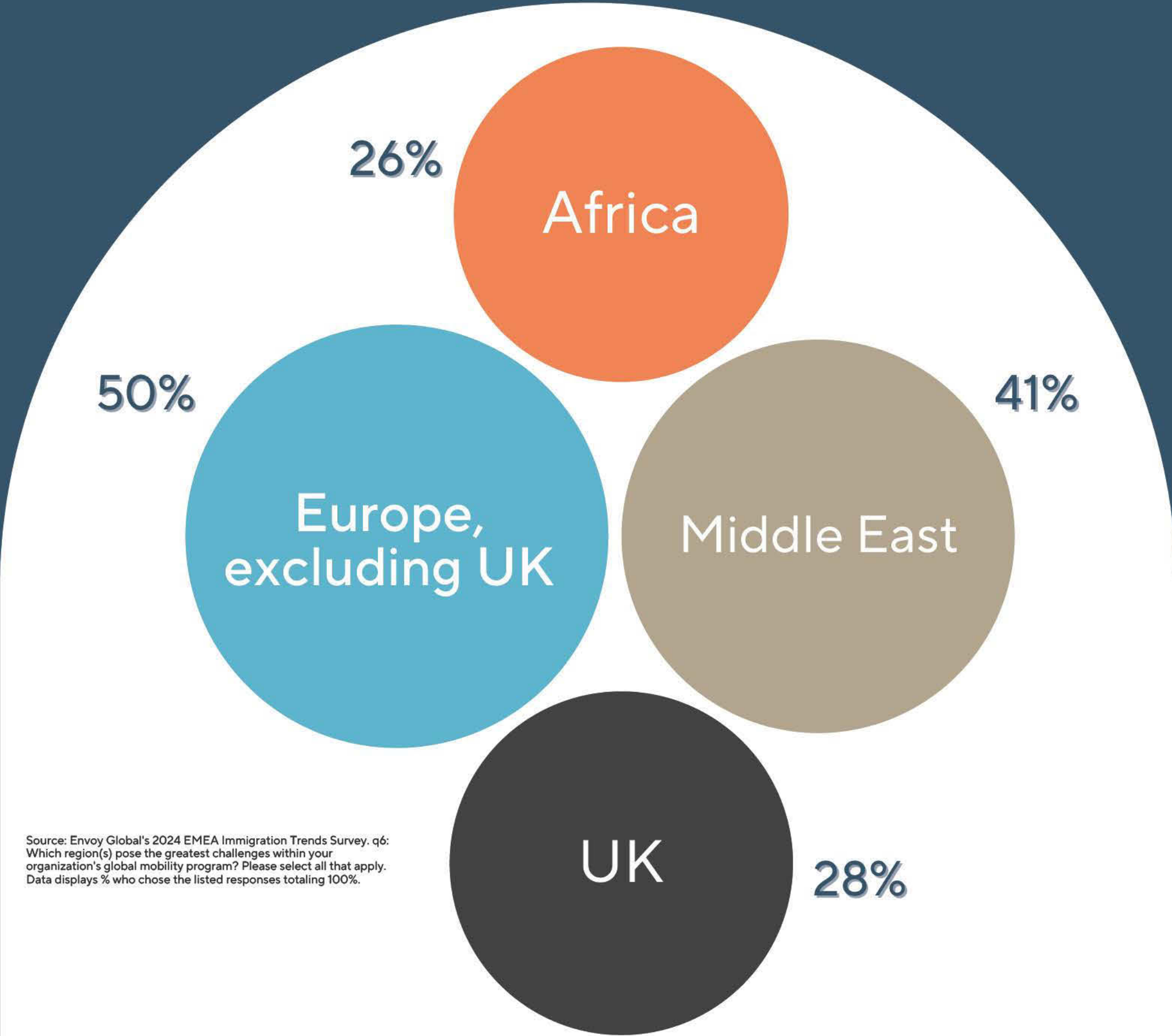
Q: What are the biggest challenges your organization is facing when hiring foreign nationals in the EMEA region, including:



Source: Envoy Global's 2024 EMEA Immigration Trends Survey. q7: What are the biggest challenges your organization is facing when hiring foreign nationals in the EMEA region, including the provided answers above. Data displays % who chose the listed responses totaling 100%.

In addition, Europe poses the greatest challenge for employers in the EMEA region.

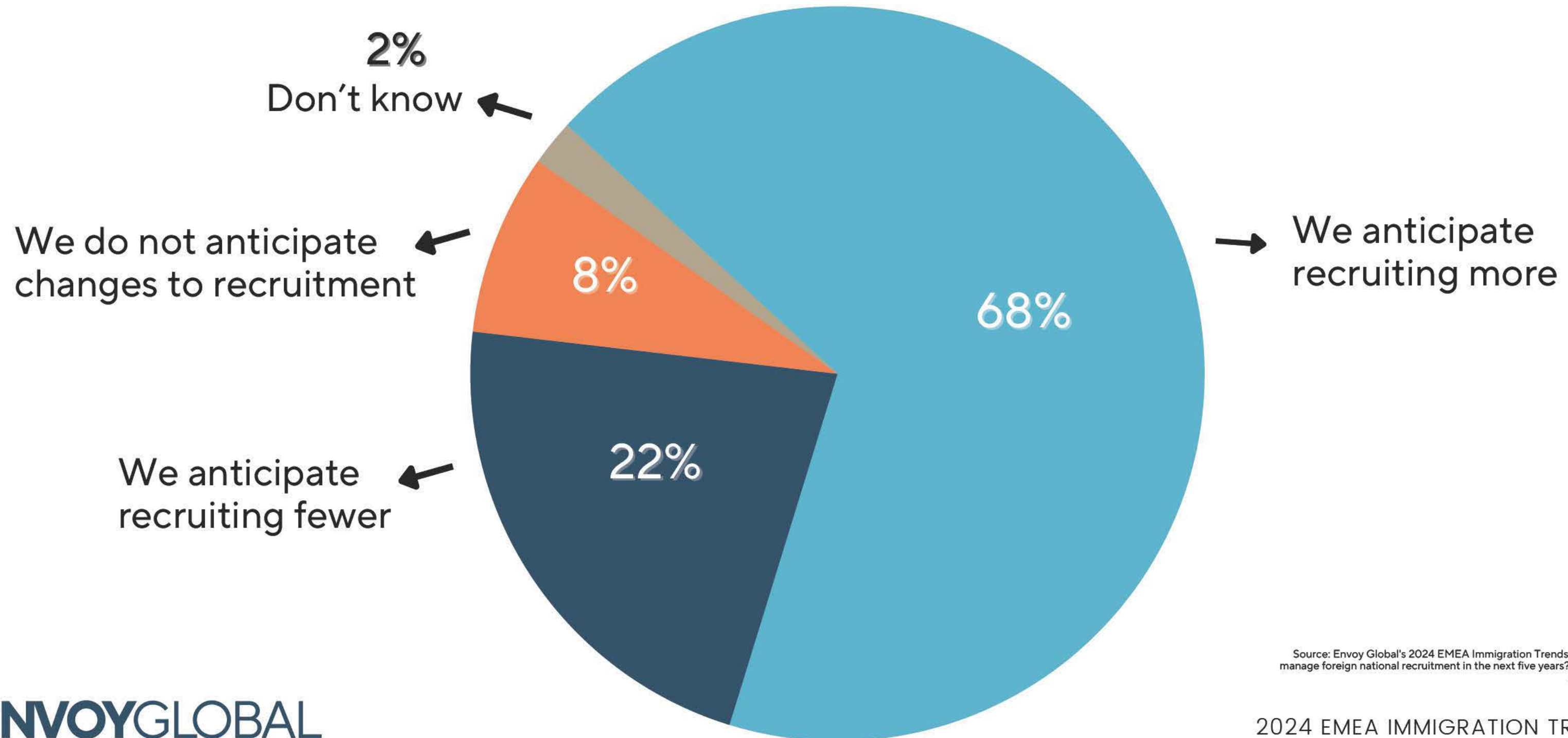
Q: Which region(s) pose the greatest challenges within your organization's global mobility program?



Source: Envoy Global's 2024 EMEA Immigration Trends Survey. q6: Which region(s) pose the greatest challenges within your organization's global mobility program? Please select all that apply. Data displays % who chose the listed responses totaling 100%.

Despite these concerns, employers plan to recruit more foreign nationals in the next five years.

Q: How do you plan to manage foreign national recruitment in the next five years?



Source: Envoy Global's 2024 EMEA Immigration Trends Survey. q8: How do you plan to manage foreign national recruitment in the next five years? Data displays % who chose the listed responses totaling 100%.

EMEA employers prioritize contingency planning as a crucial aspect of their immigration program.

96%

VIEW EMERGENCY POLICY PLANNING TO BE AN IMPORTANT PART OF AN IMMIGRATION PROGRAM

Q: How important is having an emergency policy plan to your organization's immigration program?

60%

an emergency policy plan is "very important"

36%

an emergency policy plan is "somewhat important"

4%

an emergency policy plan is "not important"

Employers most frequently opt to outsource business visa procedures to third-party service providers or entrust their employees to file independently.

Q: How does your organization typically handle the filing of business visas for employees?

49%

use a business visa agency or third-party service provider

35%

require their employees to complete their own business visa filing

16%

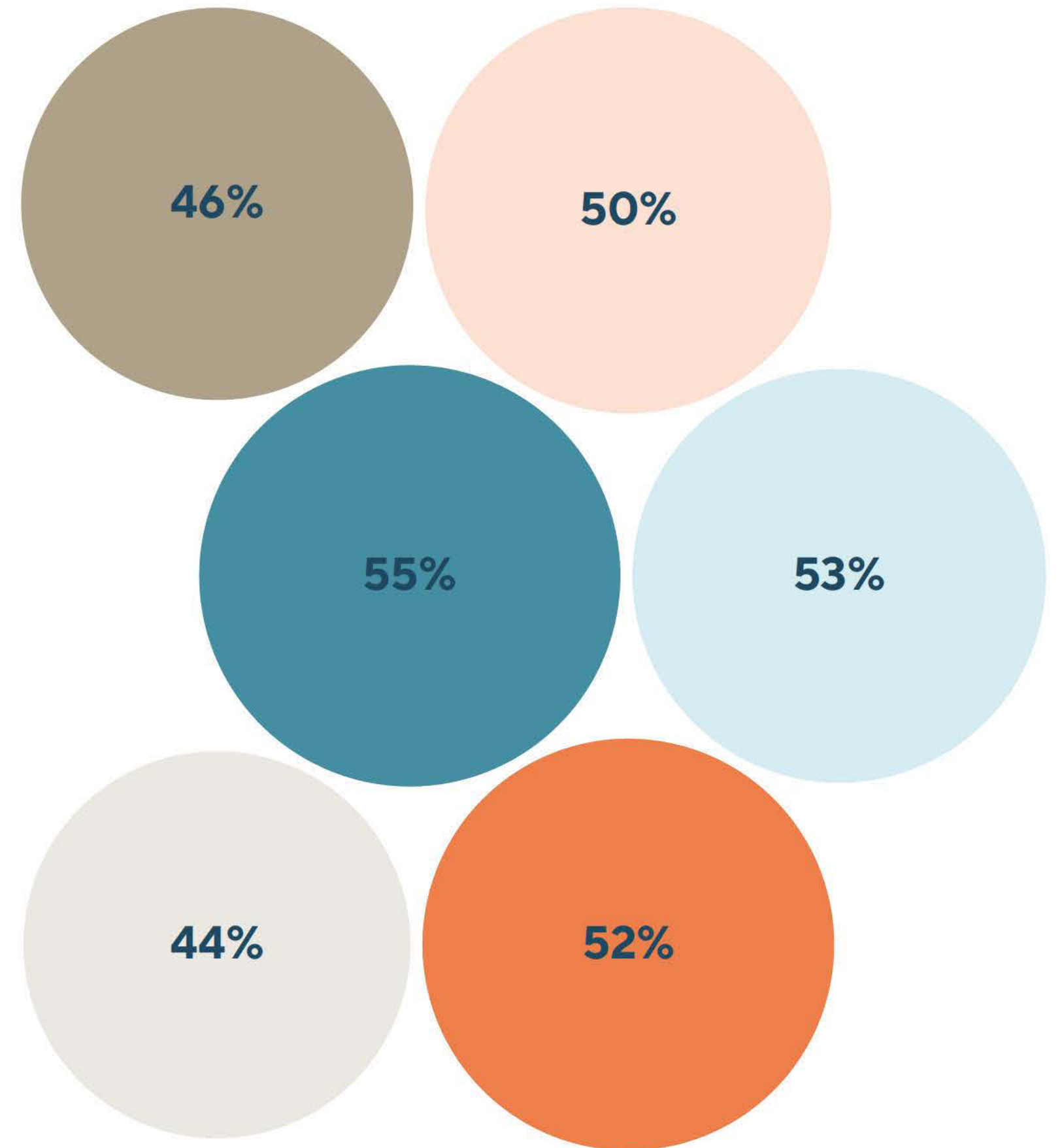
manage the filing process in-house

Source: Envoy Global's 2024 EMEA Immigration Trends Survey, q12: How does your organization typically handle the filing of business visas for employees? Data displays % who chose the listed responses totaling 100%.

Business visa procedures present several challenges for employers throughout the EMEA region.

Q: What challenges has your organization encountered regarding the consistency and predictability of the business visa application process in countries across the EMEA region?

- 46% Delayed business travel or canceled business trips due to visa processing issues
- 50% Changes in visa policies or requirements without prior notice affect business travel
- 55% Challenges in obtaining necessary documentation from different stakeholders for visa applications
- 53% Varying processing timelines conditional on which consular or visa office to which the application is submitted/difficulty in predicting processing times based on consular/visa offices
- 44% Inconsistency with application requirements for business travelers resulting in a time-consuming process
- 52% Complexities in coordinating multiple visa applications for employees traveling to various EMEA countries



Source: Envoy Global's 2024 EMEA Immigration Trends Survey. q11: What challenges has your organization encountered regarding the consistency and predictability of the business visa application process in countries across the EMEA region? Data displays % who chose the listed responses.

EMEA employers are increasingly adopting a range of benefits for talent recruitment and retention.

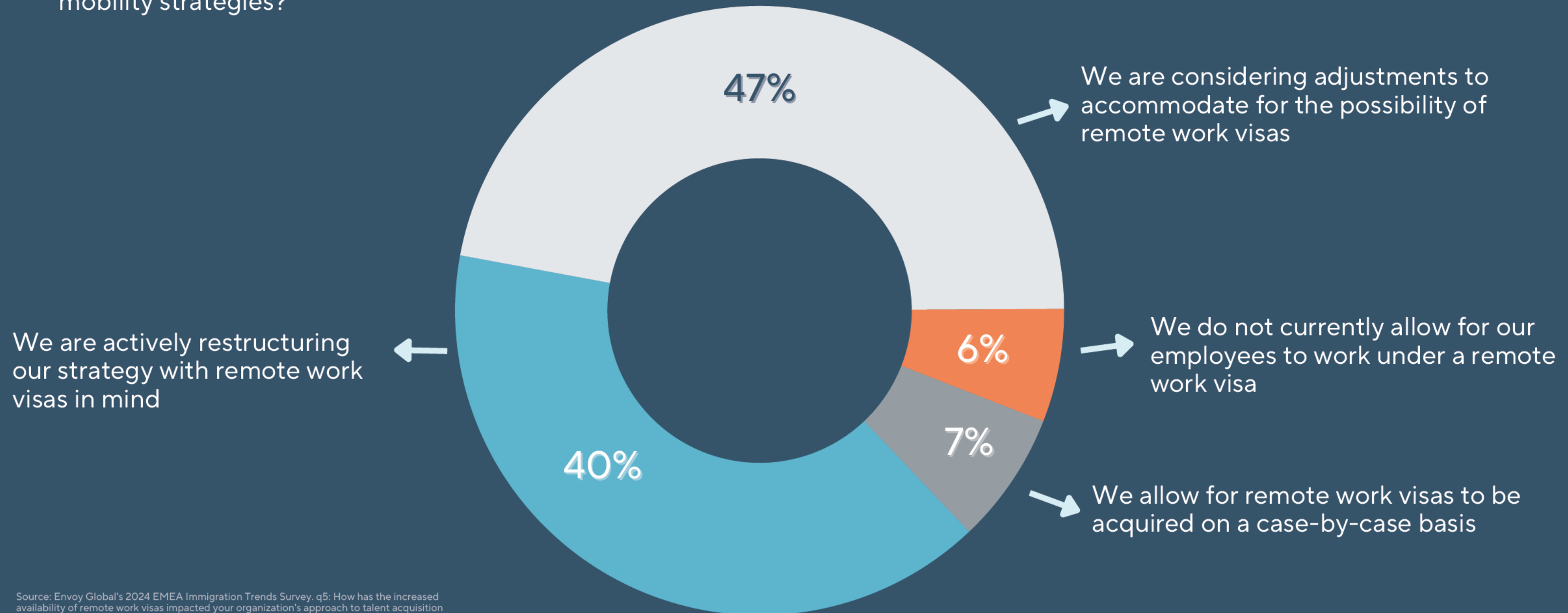
Q: What strategies does your organization employ to attract and retain top international talent amidst increasing competition for skilled professionals in the EMEA region?



Source: Envoy Global's 2024 EMEA Immigration Trends Survey. q4: What strategies does your organization employ to attract and retain top international talent amidst increasing competition for skilled professionals in the EMEA region? Data displays % who chose the listed responses.

EMEA employers are embracing remote work visas as a key employment benefit for their foreign national population.

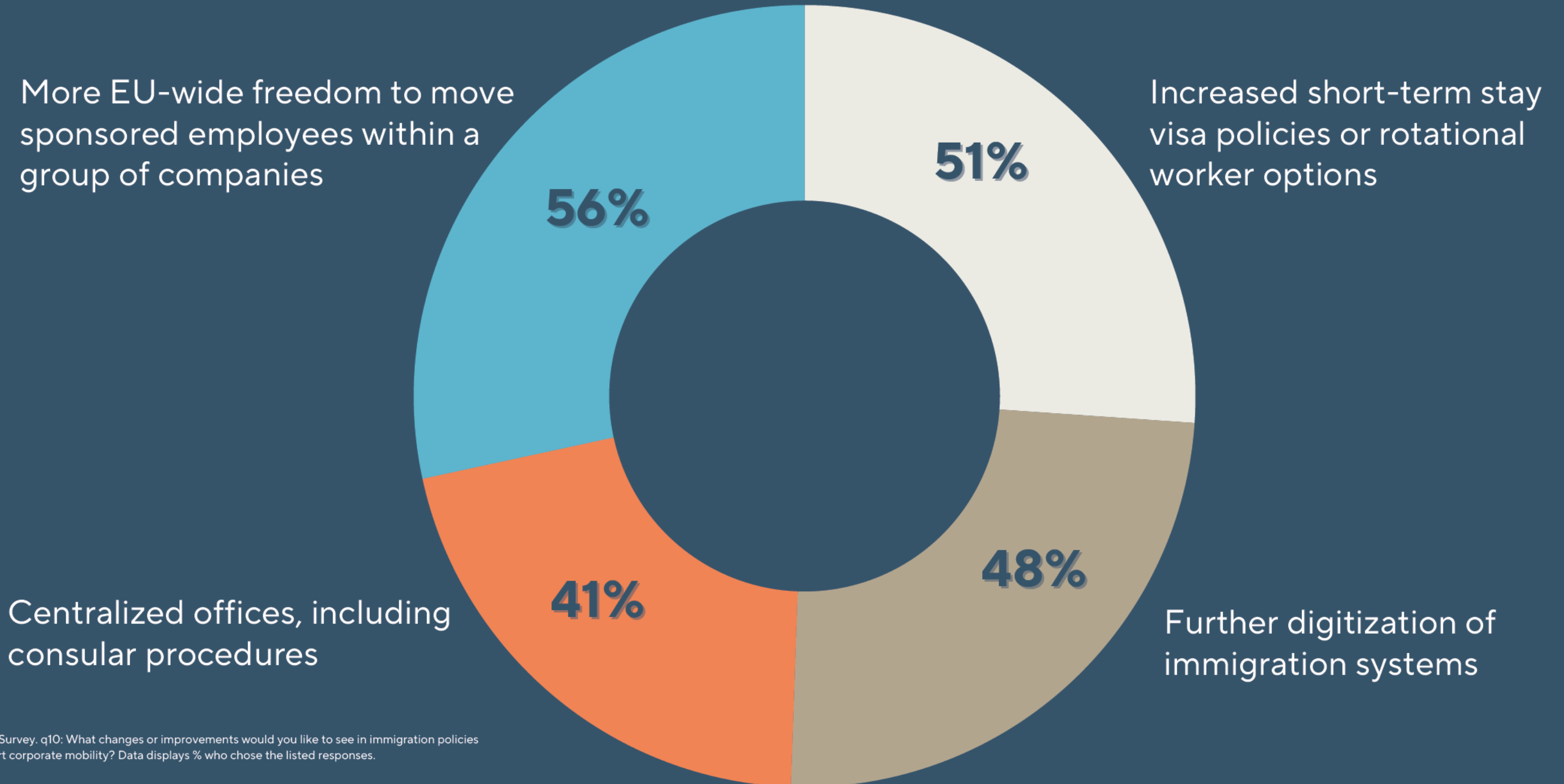
Q: How has the increased availability of remote work visas impacted your organization's approach to talent acquisition and mobility strategies?



Source: Envoy Global's 2024 EMEA Immigration Trends Survey, q5: How has the increased availability of remote work visas impacted your organization's approach to talent acquisition and mobility strategies? Data displays % who chose the listed responses totaling 100%. As of March 2024, more than 42 countries have introduced remote work visas.

Employers want more rotational and short-term work programs for moving employees across the EMEA region.

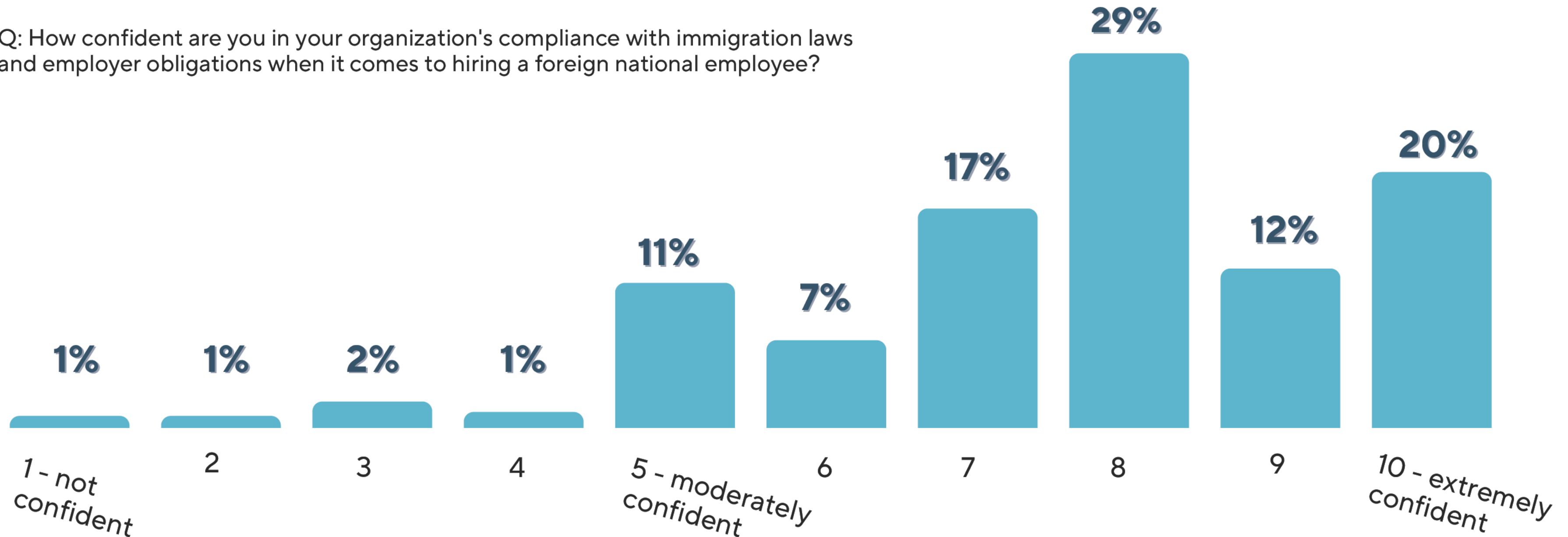
Q: What changes or improvements would you like to see in immigration policies and procedures within the EMEA region to better support corporate mobility?



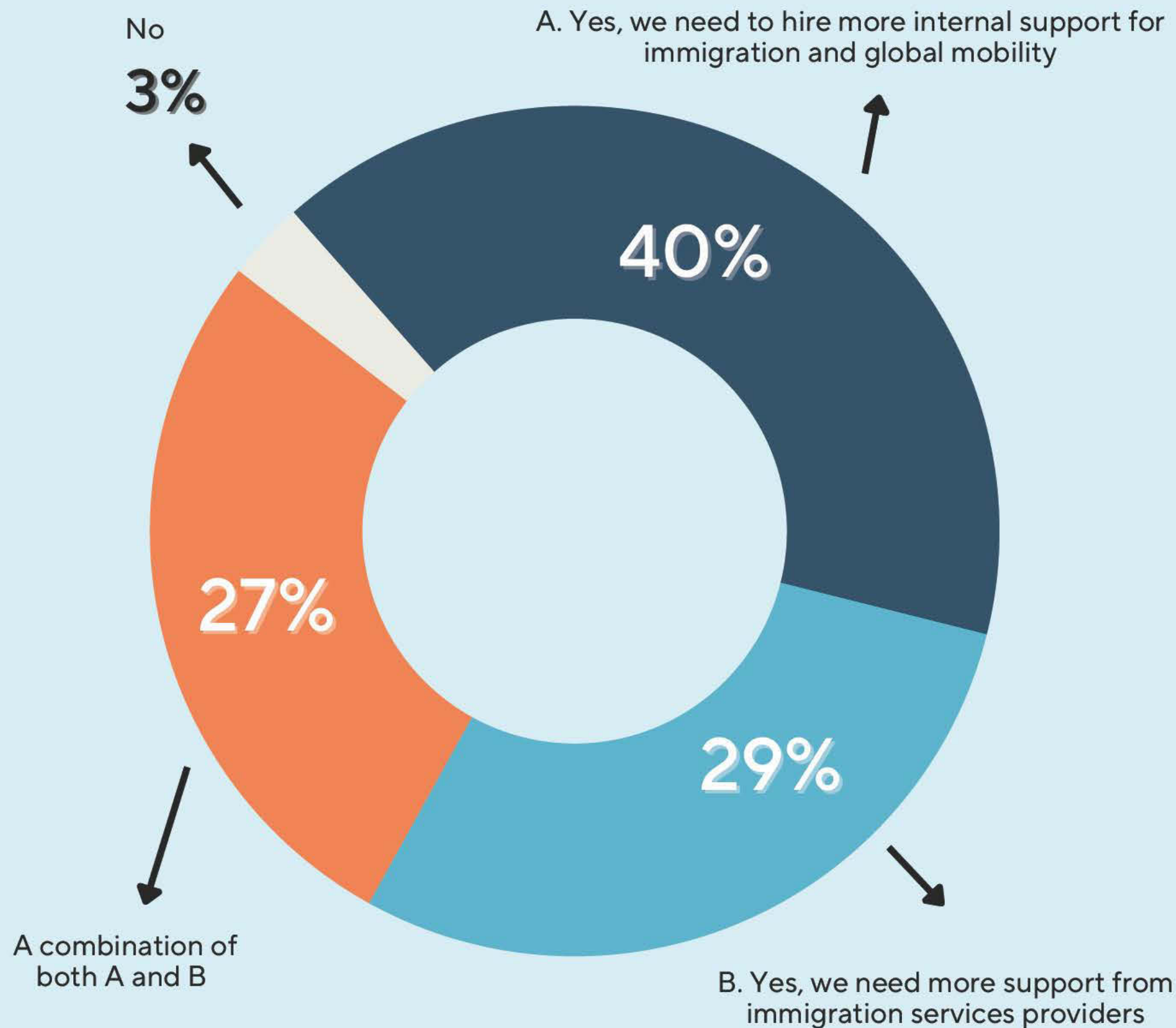
Source: Envoy Global's 2024 EMEA Immigration Trends Survey, q10: What changes or improvements would you like to see in immigration policies and procedures within the EMEA region to better support corporate mobility? Data displays % who chose the listed responses.

For employers in 2024, compliance and employment obligations are central considerations in immigration matters.

Q: How confident are you in your organization's compliance with immigration laws and employer obligations when it comes to hiring a foreign national employee?



Source: Envoy Global's 2024 EMEA Immigration Trends Survey. q13: How confident are you in your organization's compliance with immigration laws and employer obligations when it comes to hiring a foreign national employee? Data displays % who chose the listed responses totaling 100%.



Employers desire personalized support from immigration service providers to meet their team's needs and challenges.

Q: In 2024, do you feel your company needs more support to manage immigration and global mobility functions?

Source: Envoy Global's 2024 EMEA Immigration Trends Survey. q18: In 2024, do you feel your company needs more support to manage immigration and global mobility functions? Data displays % who chose the listed responses totaling 100%.

The majority of employers look for service providers that provide a combination of services for global mobility.

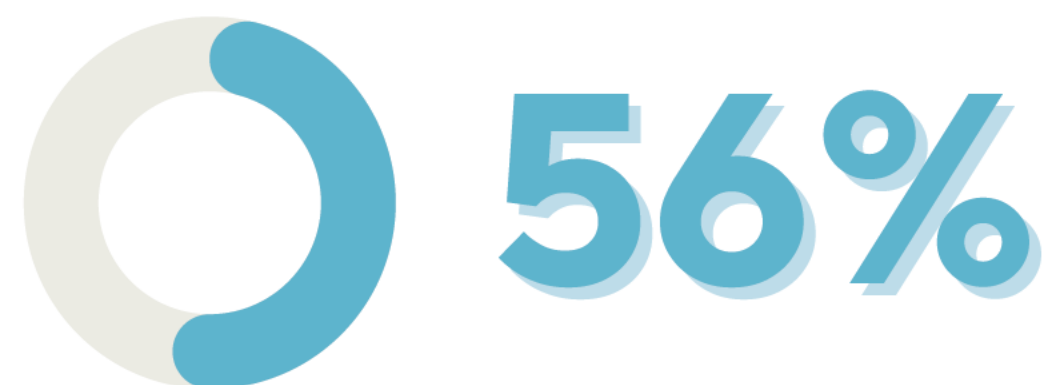
Q: If you could work with a single global mobility provider, what services would you want to see combined in an integrated service offering?



Immigration and business visas



Immigration and mobility tax services



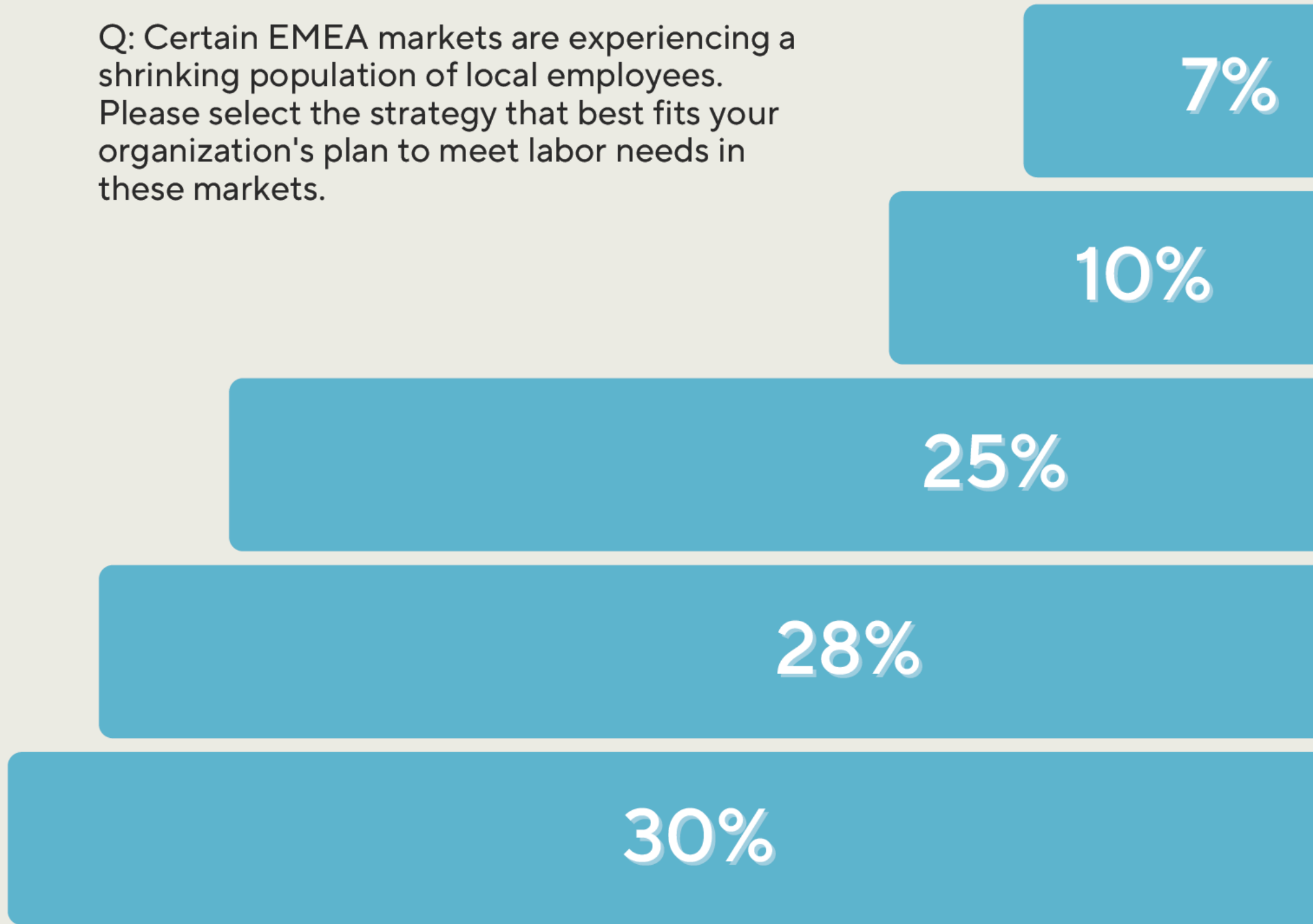
All three together (immigration + businesses visas + mobility tax services)



I am not interested in an integrated services offering

The majority of employers are actively implementing strategies to tackle the shrinking talent pool of employees in local markets.

Q: Certain EMEA markets are experiencing a shrinking population of local employees. Please select the strategy that best fits your organization's plan to meet labor needs in these markets.



We are actively monitoring demographic trends and are prepared to adapt our talent acquisition strategy accordingly but have not finalized plans

We have not yet considered the potential impact of the shrinking population of EMEA countries on our talent acquisition strategy

We anticipate collaborating with educational institutions and government agencies to foster local talent pipelines and reduce dependence on immigration for skilled labor

We foresee adjusting our talent acquisition strategy to focus more on attracting skilled immigrants from other regions to address workforce gaps

We may be prompted to explore alternative talent pools or invest more in talent development and retention programs

Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qq16: Certain EMEA markets are experiencing a shrinking population of local employees. Please select the strategy that best fits your organization's plan to meet labour needs in these markets. Data displays % who chose the listed responses totaling 100%.

Ninety percent of respondents believe that digitizing immigration systems across the EU has streamlined the immigration process, making it either simpler or faster.

Q: Has the digitization of immigration systems in countries throughout the EU helped create a more efficient and streamlined immigration process?



Yes, it has made our process simpler



Yes, but it continues to be cumbersome



Yes, it has made our process faster



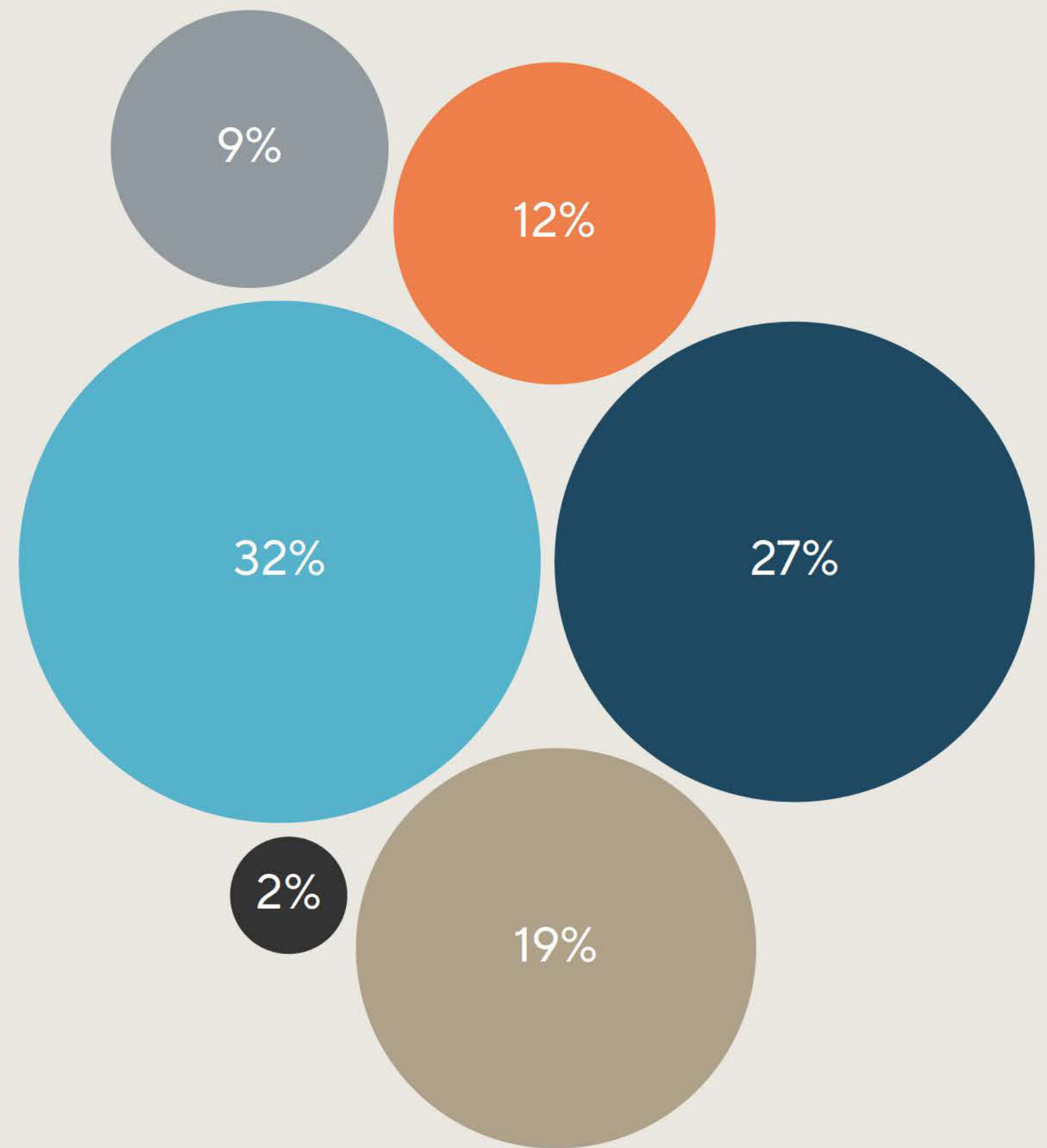
No, I've seen no impact on our process

Source: Envoy Global's 2024 EMEA Immigration Trends Survey. q3: Has the digitization of immigration systems in countries throughout the EU helped create a more efficient and streamlined immigration process? Data displays % who chose the listed responses totaling 100%.

Employers are seeking and implementing strategies to prepare for EU and Schengen legislative changes.

Q: How does your organization anticipate changes in immigration policies throughout the EU and Schengen Zone affecting your mobility program and workforce planning?

-  We are closely monitoring developments and actively adjusting our mobility program in response to changing immigration policies
-  We have not yet considered the implications of changes in immigration policies on our mobility program and workforce planning
-  We do not operate within the EU or Schengen zone, so these changes have not impacted on our business
-  We are collaborating with legal experts to ensure compliance and strategize for potential changes in immigration policies
-  We are conducting thorough assessments to understand potential impacts and is preparing contingency plans accordingly
-  We have already implemented measures to streamline our mobility program and mitigate potential disruptions caused by changes in immigration policies

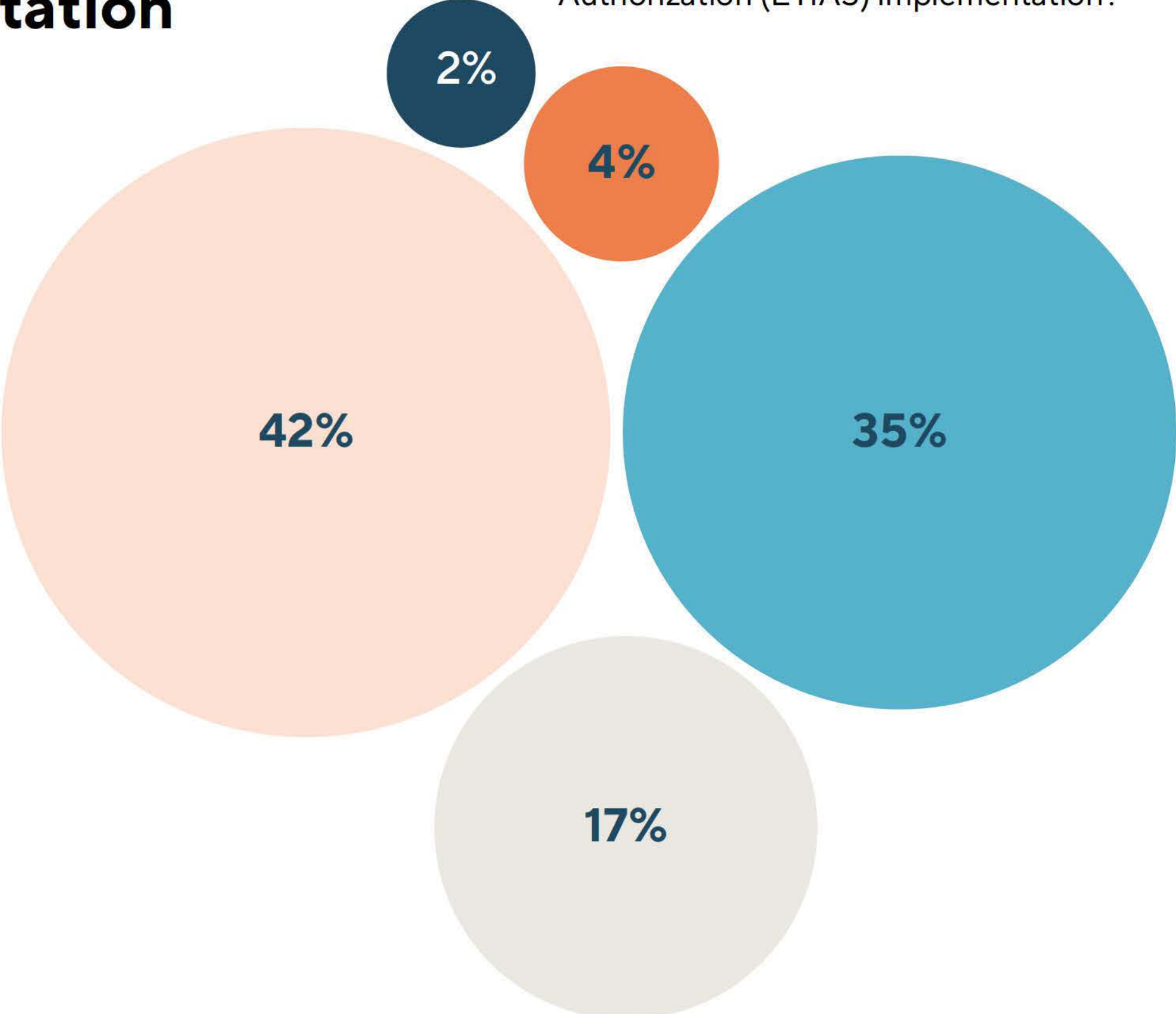


Source: Envoy Global's 2024 EMEA Immigration Trends Survey. q17: q15: With Croatia and other countries recently joining the Schengen Zone, the landscape of the Schengen Area and potentially the EU is evolving. How does your organization anticipate changes in immigration policies affecting your mobility program and workforce planning? Data displays % who chose the listed responses totaling 100%.

Most EMEA employers are also preparing for the implementation of ETIAS within the EU.

Q: How is your mobility program preparing for the European Union's Electronic Travel Authorization (ETIAS) implementation?

-  We are actively developing strategies and protocols for ETIAS implementation
-  We are beginning to explore implications and potential adjustments for ETIAS
-  We have limited awareness of ETIAS and its implications
-  We are not preparing at all for ETIAS implementation
-  We do not send employees to the EU/operate within the EU's jurisdiction, so we have not considered ETIAS in our mobility planning



Source: Envoy Global's 2024 EMEA Immigration Trends Survey. q14: How is your mobility program preparing for the European Union's Electronic Travel Authorization (ETIAS) implementation? Data displays % who chose the listed responses totaling 100%.

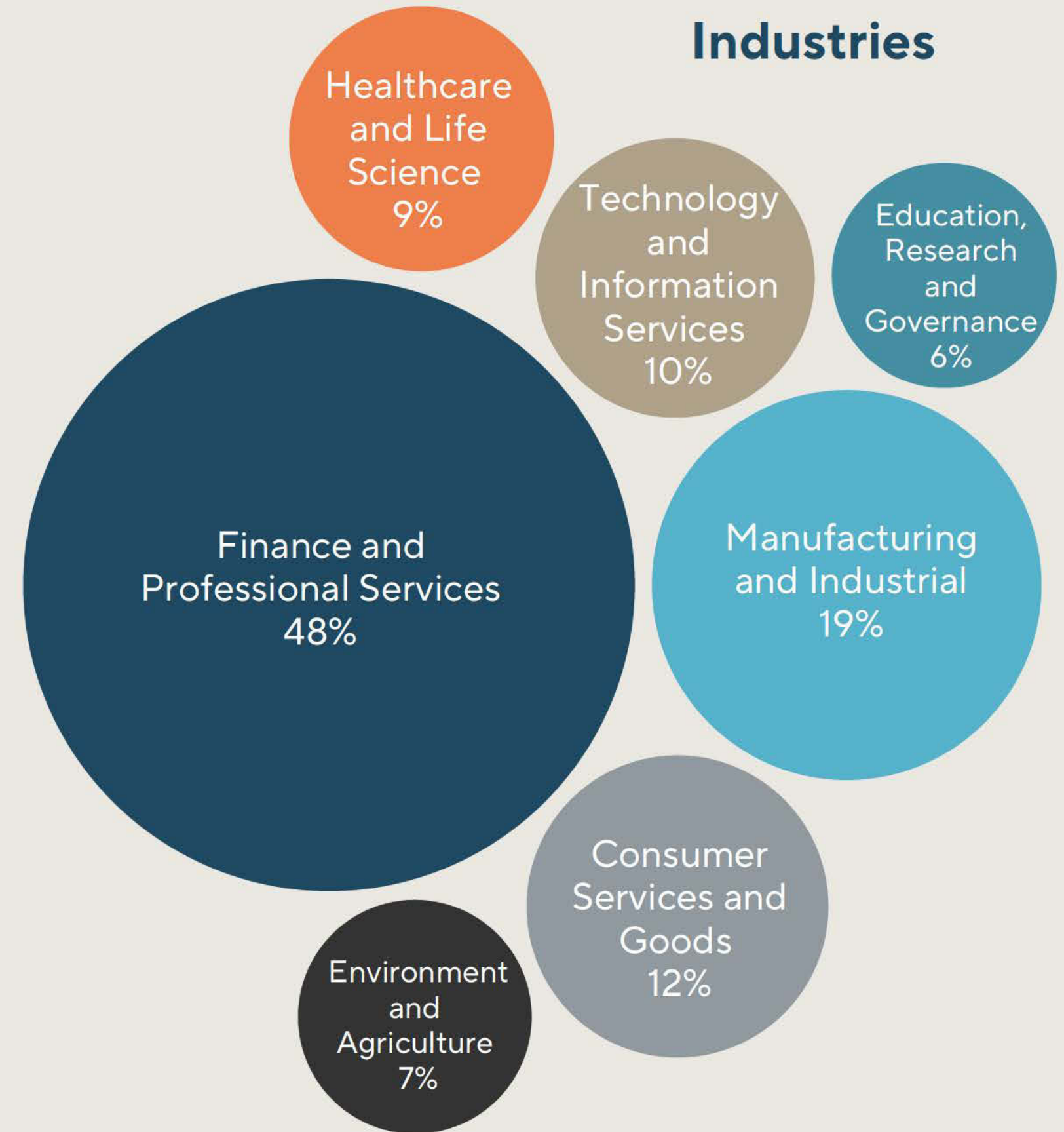
AFRICA

Survey Respondents & Methodology

The global survey was conducted online in partnership with Cint, from May 1 to June 5, 2024, with 1001 HR professionals participating from various industries and company sizes. This specific section covers responses from 154 HR and mobility professionals working in companies across Africa.

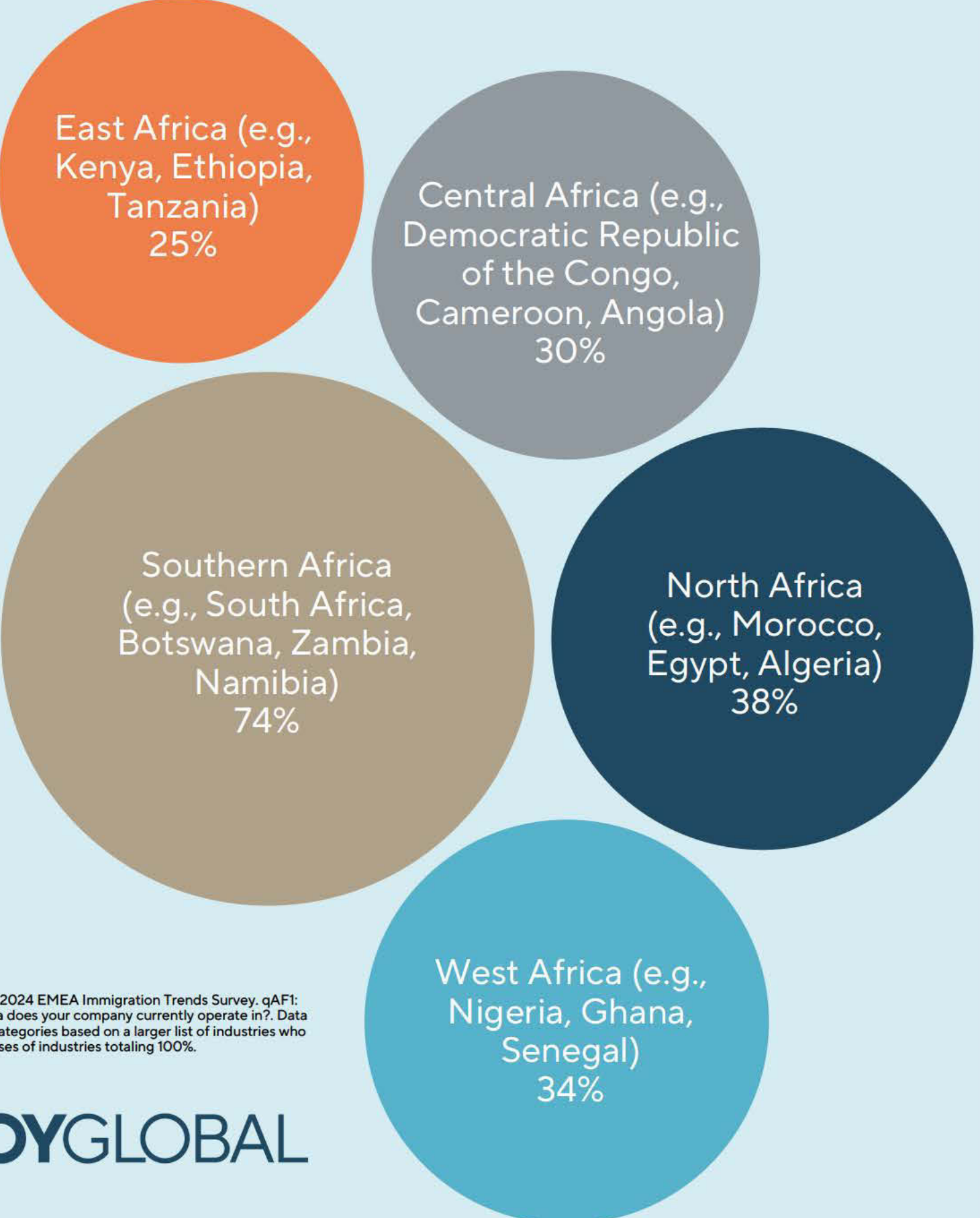
Size of Foreign National Employee Population

1-49	8%
50-249	27%
250-999	37%
1,000 +	27%



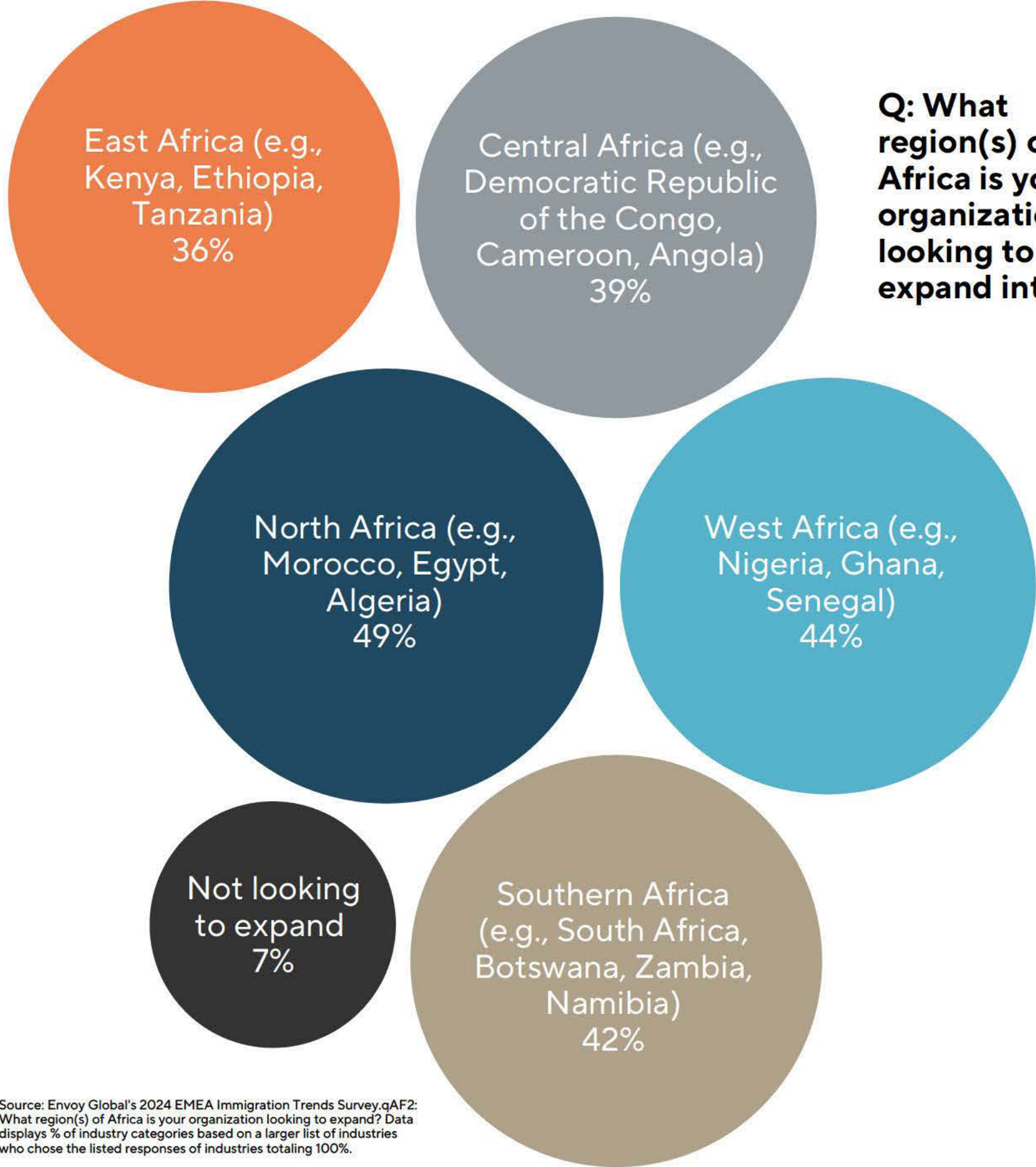
Employers are looking to diversify the markets in Africa where they operate.

Q: What region(s) of Africa does your company currently operate in?



Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qAF1: What region(s) of Africa does your company currently operate in?. Data displays % of industry categories based on a larger list of industries who chose the listed responses of industries totaling 100%.

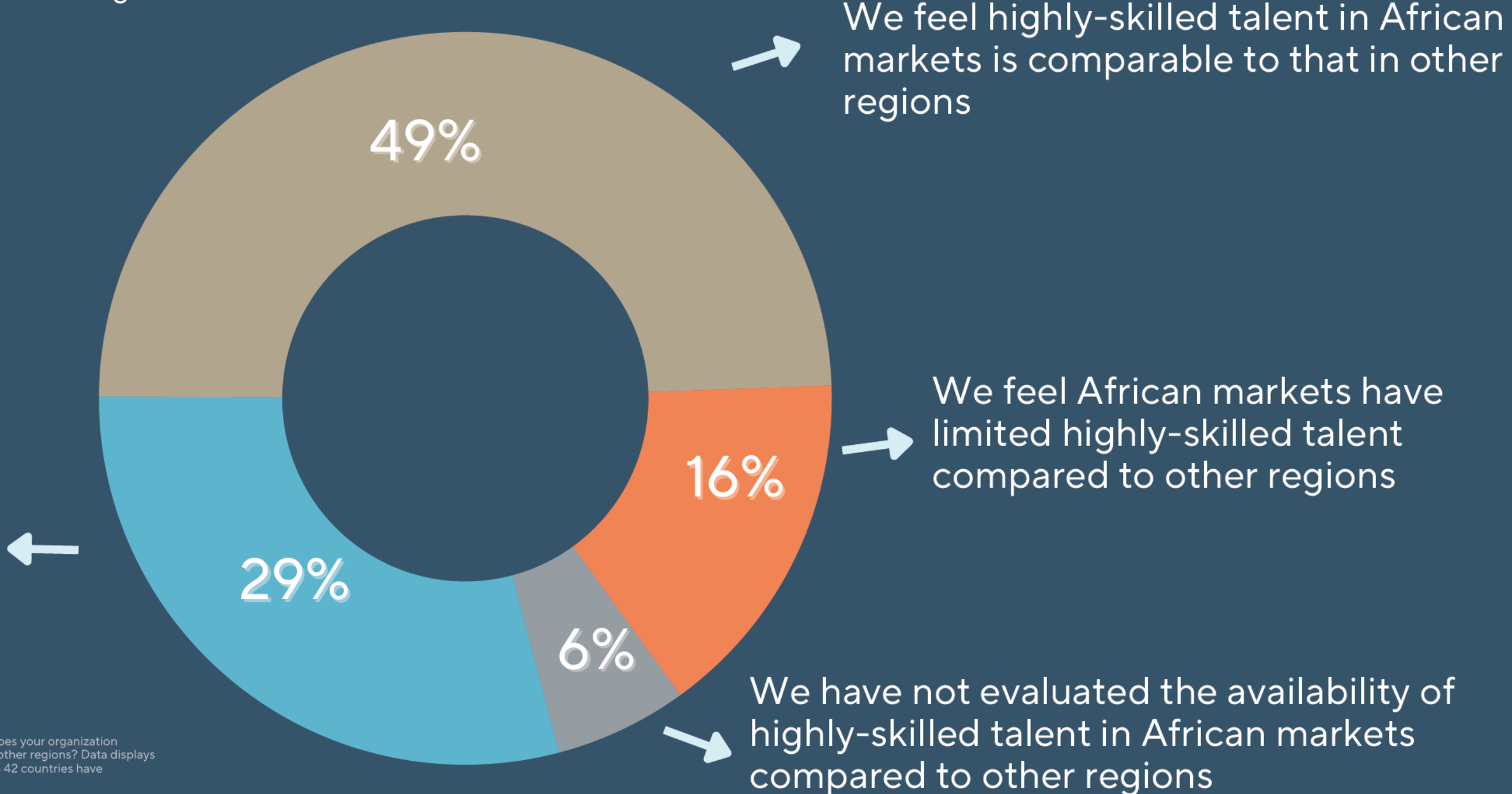
Q: What region(s) of Africa is your organization looking to expand into?



Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qAF2: What region(s) of Africa is your organization looking to expand? Data displays % of industry categories based on a larger list of industries who chose the listed responses of industries totaling 100%.

Most employers perceive African markets as comparable to other regions of the world in terms of the availability of highly-skilled talent.

Q: How does your organization perceive the availability of highly-skilled talent in African markets compared to other regions?



Source: Envoy Global's 2024 EMEA Immigration Trends Survey, qAF3: How does your organization perceive the availability of high-skilled talent in African markets compared to other regions? Data displays % who chose the listed responses totaling 100%. As of March 2024, more than 42 countries have introduced remote work visas.

However, stricter compliance and government charges impact the landscape of global mobility strategies in Africa.

88%

OF EMPLOYERS HAVE BEEN IMPACTED BY STRICTER COMPLIANCE AND FEE REQUIREMENTS IN AFRICA

Q: Have stricter compliance requirements and fee requirements impacted your mobility strategy in Africa?

41%

Yes, significantly impacted

47%

Yes, somewhat impacted

12%

No, we have not been impacted

Source: Envoy Global's 2024 EMEA Immigration Trends Survey.qAF7: Have stricter compliance requirements and fee requirements impacted your mobility strategy in Africa? Data displays % who chose the listed responses totaling 100%.

Political instability and security concerns also pose an obstacle for employers navigating operations in Africa.

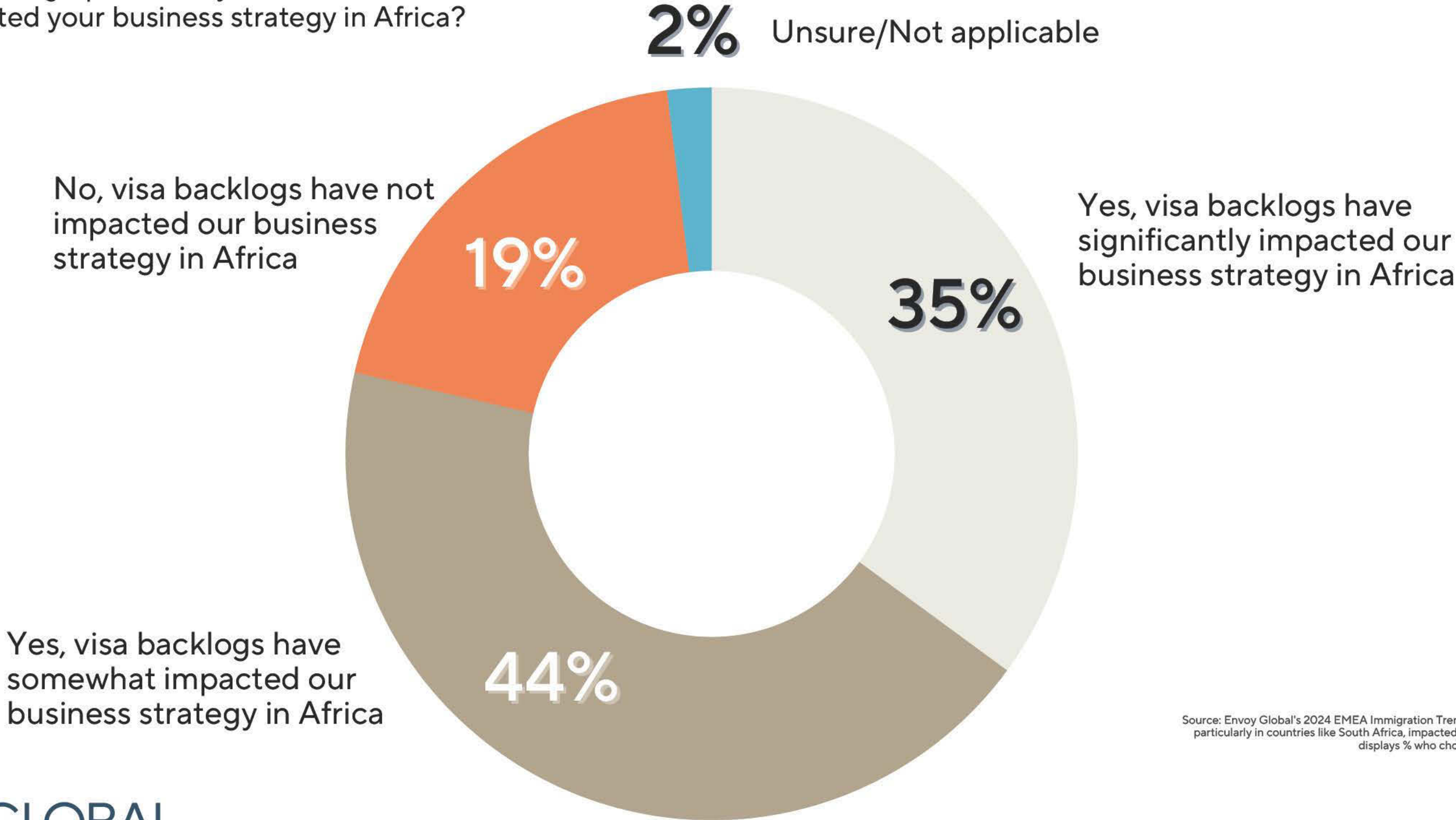
Q: What is the biggest challenge for attracting and maintaining foreign talent in Africa?



Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qAF5: What is the biggest challenge for attracting and maintaining foreign talent in Africa? Data displays % who chose the listed responses totaling 100%.

Additionally, visa backlogs increasingly affect workforce mobility for employers in Africa.

Q: Have visa backlogs, particularly in countries like South Africa, impacted your business strategy in Africa?

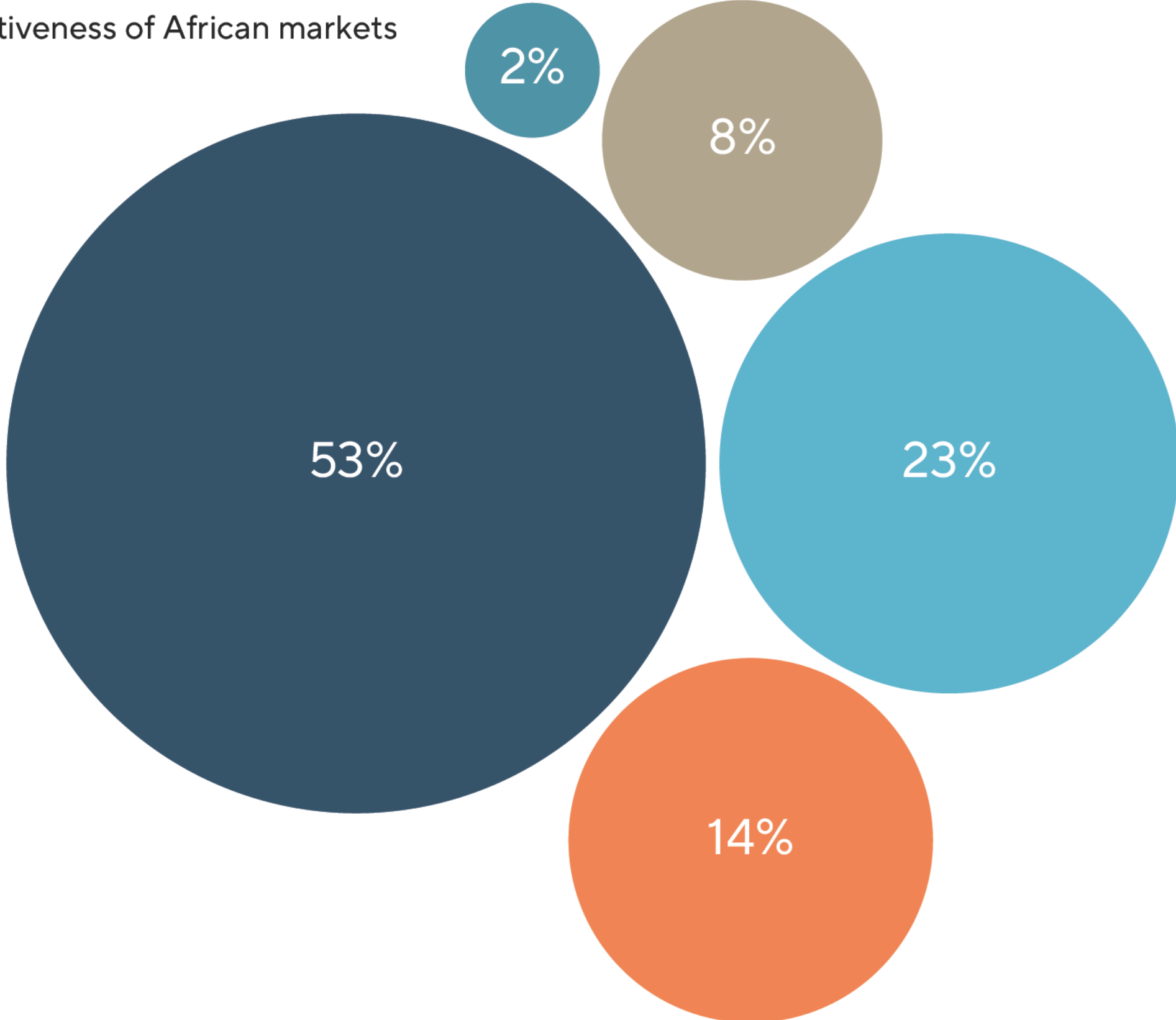


Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qAF10: Have visa backlogs, particularly in countries like South Africa, impacted your business strategy in Africa? Data displays % who chose the listed responses totaling 100%.

Despite challenges, foreign investment has bolstered Africa's attractiveness as a destination for employers seeking new business prospects.

Q: Have investment plans from China and the EU increased the attractiveness of African markets for your organization?

- Increased investment plans have heightened our interest in African markets, particularly regarding talent acquisition and immigration strategies
- We are cautious about the influence of external investment on immigration policies and talent availability in African markets, and we are closely monitoring developments in this area
- Investment plans have not significantly influenced our organization's perception of African markets in terms of talent acquisition and immigration
- We are exploring potential opportunities in African markets due to increased investment, but immigration considerations have not been a primary factor
- Our organization has not yet considered the impact of investment plans on talent acquisition and immigration strategies in African markets



Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qAF6: Have investment plans from China and the EU increased the attractiveness of African markets for your organization? Data displays % who chose the listed responses totaling 100%.

Relaxed visa rules and increasing visa exception policies will continue to enhance Africa's appeal to employers.

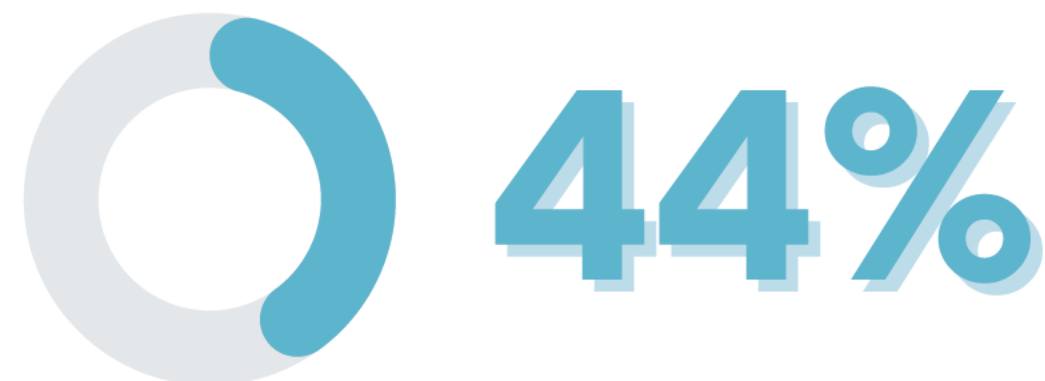
Q: Has the relaxation of visa rules and exemptions in various African countries impacted your organization's mobility programs and talent acquisition strategies?



Yes, we have relocated or opened new offices in African countries with relaxed visa rules



No, the countries we send foreign talent to have not implemented any visa exemption or visa relaxation policies



Yes, we have increased business travel to the region



Our strategy has stayed the same

Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qqAF9: Has the relaxation of visa rules and exemptions in various African countries impacted your organization's mobility programs and talent acquisition strategies? Data displays % who chose the listed responses totaling 100%.

In key markets like South Africa, employers utilize strategic policy frameworks, such as the Critical Skills List, to recruit foreign talent.

Q: Does your company recruit individuals listed under South Africa's Critical Skills List?

64%

Yes, we actively recruit individuals listed under South Africa's Critical Skills List

19%

We are considering recruiting individuals listed under South Africa's Critical Skills List

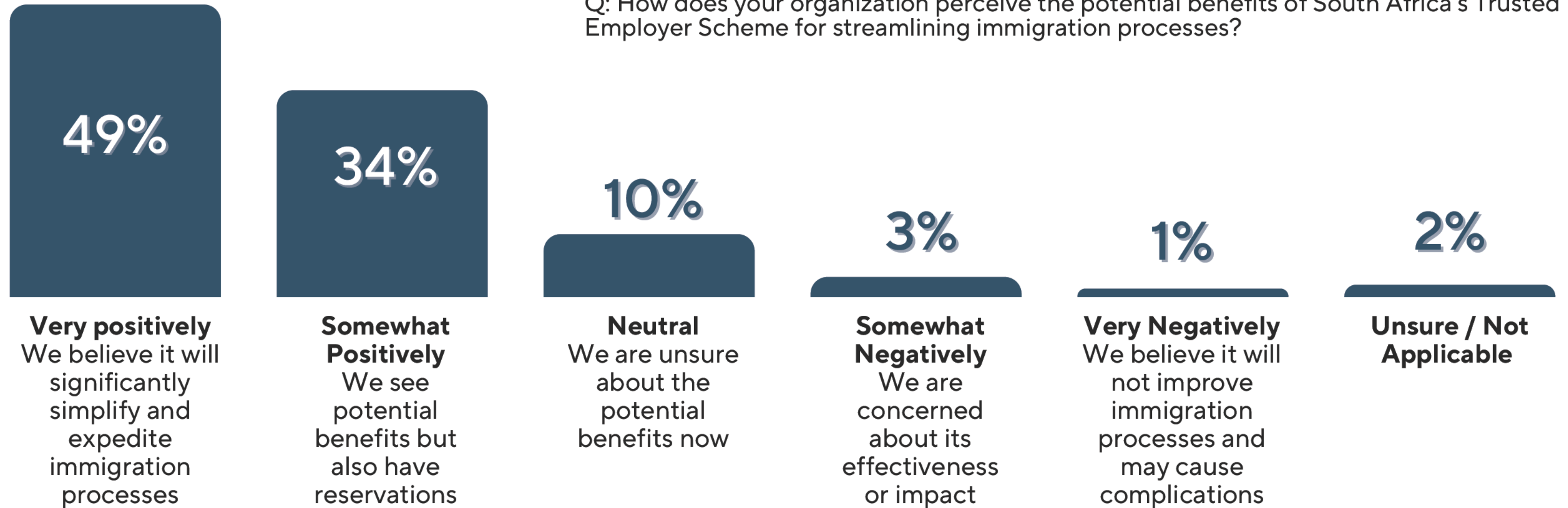
12%

No, we do not recruit individuals listed under South Africa's Critical Skills List

Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qAF8: Does your company recruit individuals listed under South Africa's Critical Skills List? Data displays % who chose the listed responses totaling 100%.

Employers generally view new government policies, such as South Africa's Trusted Employer Scheme, as a benefit to the country's immigration process.

Q: How does your organization perceive the potential benefits of South Africa's Trusted Employer Scheme for streamlining immigration processes?



Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qAF4: How does your organization perceive the potential benefits of South Africa's Trusted Employer Scheme for streamlining immigration processes? Data displays % who chose the listed responses totaling 100%.

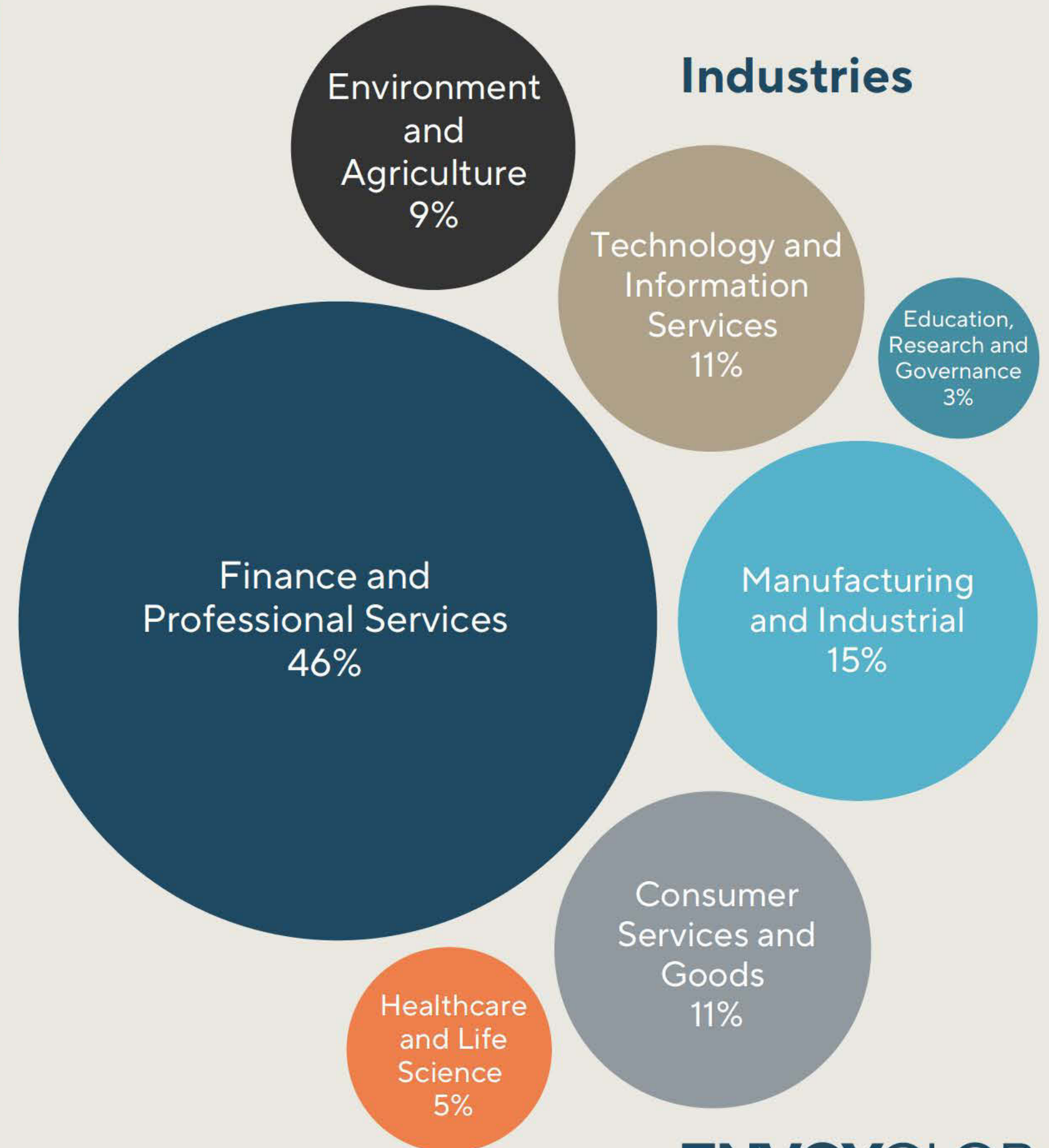
MIDDLE EAST

Survey Respondents & Methodology

The global survey was conducted online in partnership with Cint, from May 1 to June 5, 2024, with 1001 HR professionals participating from various industries and company sizes. This specific section covers responses from 272 HR and mobility professionals working in companies in the UAE and Saudi Arabia.

Size of Foreign National Employee Population

1-49	6%
50-249	24%
250-999	36%
1,000 +	34%



Many employers are considering sending employees to the Middle East to study the market with the potential of establishing an office.

Q: As an organization, have you thought of sending employees to the Middle East to study the market for the possibility of establishing an office there?

89%

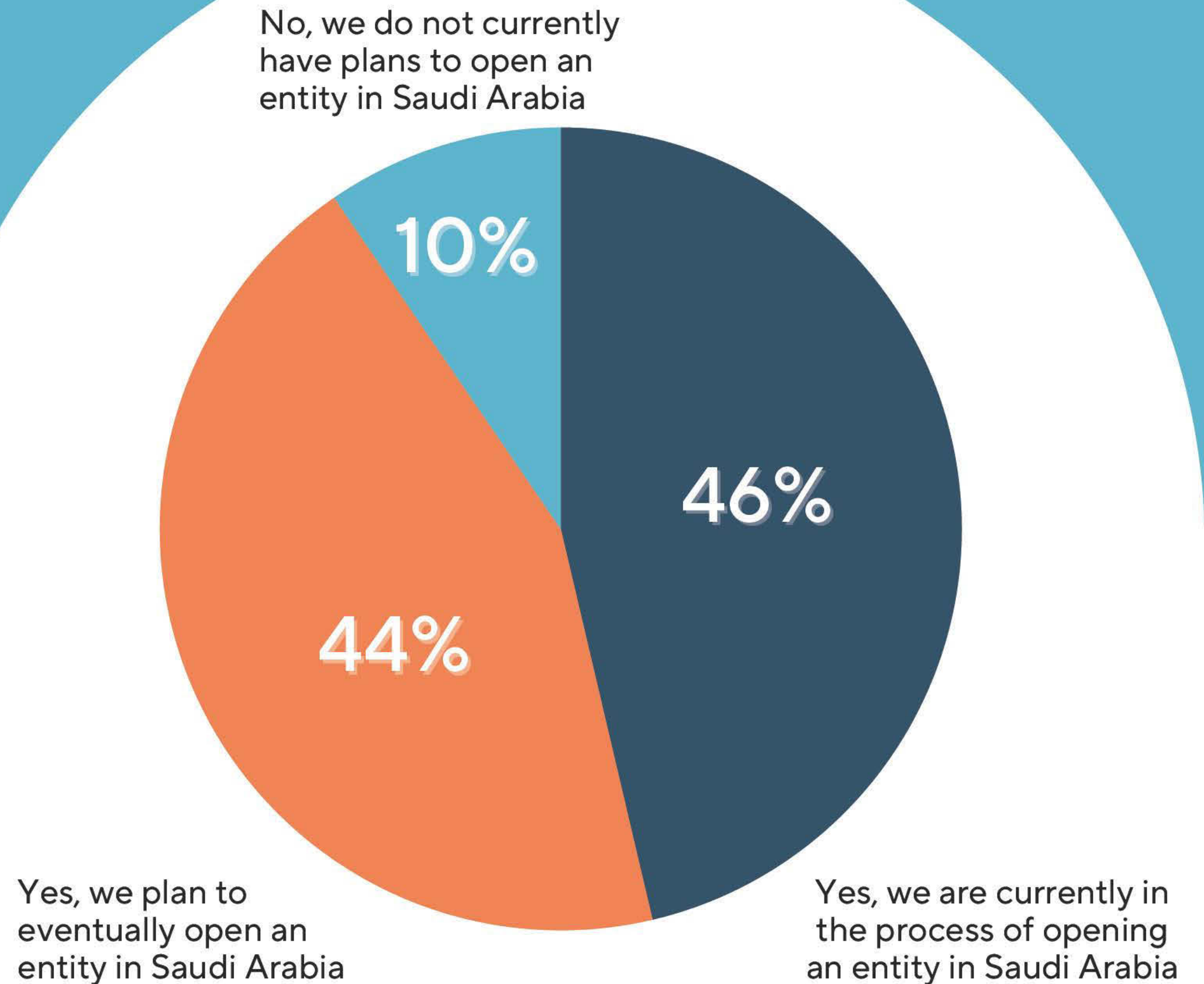
CONSIDERED SENDING
AN EMPLOYEE TO THE
MIDDLE EAST TO STUDY
THE MARKET

Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qME2: As an organization, have you thought of sending employees to the Middle East to study the market for the possibility of establishing an office there? Data displays % who chose 'yes'.

Saudi Arabia will play a key role in the expansion into the Middle East.

Q: Has your organization considered opening an entity in Saudi Arabia?

Source: Envoy Global's 2024 EMEA Immigration Trends Survey.qME9: Has your organization considered opening an entity in Saudi Arabia? Data displays % who chose the listed responses totaling 100%.



Employer of Record (EOR) companies will play an essential role for employers seeking employee sponsorship in Saudi Arabia.

Q: Given that registering a company in Saudi Arabia demands considerable time, some opt for sponsorship by an Employer of Record (EOR) company to expedite the process. Are you comfortable with sending employees to Saudi Arabia under EOR sponsorship?

48%

Yes, I am comfortable with sending employees to Saudi Arabia under EOR sponsorship

43%

It depends on the specific employee being sent to Saudi Arabia

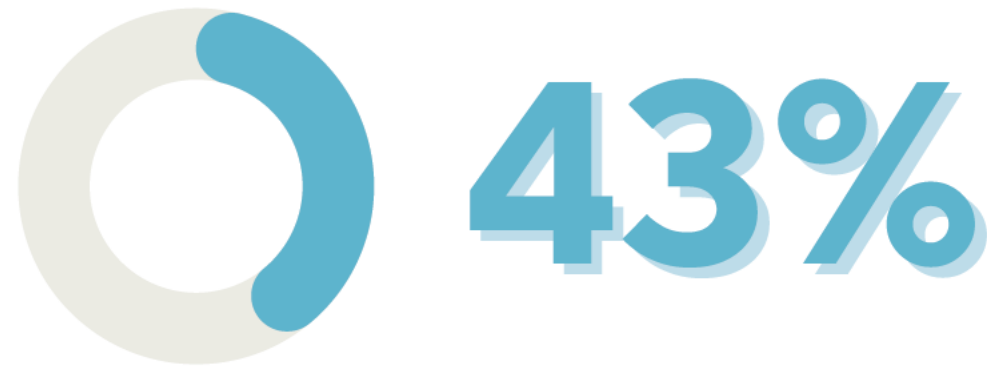
9%

No, I prefer to avoid EOR sponsorship for sending employees to Saudi Arabia

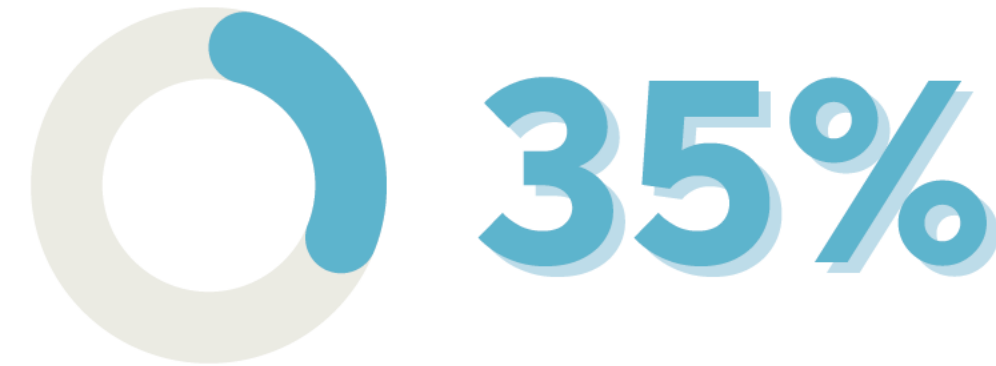
Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qME8: Given that registering a company in Saudi Arabia demands considerable time, some opt for sponsorship by an EOR company to expedite the process. Are you comfortable with sending employees to Saudi Arabia under EOR sponsorship? Data displays % who chose the listed responses totaling 100%.

Additionally, most employers are considering or have switched to a regional headquarters in Saudi Arabia to benefit from government incentives and bridging proposals.

Q: Saudi Arabia is encouraging companies to switch to regional headquarters offices so that they can submit bidding/ project proposals to government authorities. Would you consider changing the formation of your company to benefit from this?



Yes, we are considering changing the formation of our company



Yes, we are currently in the process of changing the formation of our company



Yes, we have already changed the formation of our company to benefit from this



No, this is not something we are considering

Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qME7: Saudi Arabia is encouraging companies to switch into Regional Headquarter offices to be able to submit bidding/ project proposals to government authorities. Would you consider changing the formation of your company to benefit from this? Data displays % who chose the listed responses totaling 100%.

However, Saudization significantly impacts how employers recruit foreign nationals in Saudi Arabia.

Q: How does the Saudization percentage impact your organization's ability to hire foreign nationals in Saudi Arabia?

40%

Saudization percentage imposes substantial constraints on hiring foreign nationals, limiting our recruitment options in Saudi Arabia

47%

Saudization percentage moderately influences our organization's hiring practices by imposing some restrictions on employing foreign nationals in Saudi Arabia

13%

Saudization percentage has minimal impact on our organization's ability to recruit foreign nationals in Saudi Arabia, allowing for relatively flexible hiring practices

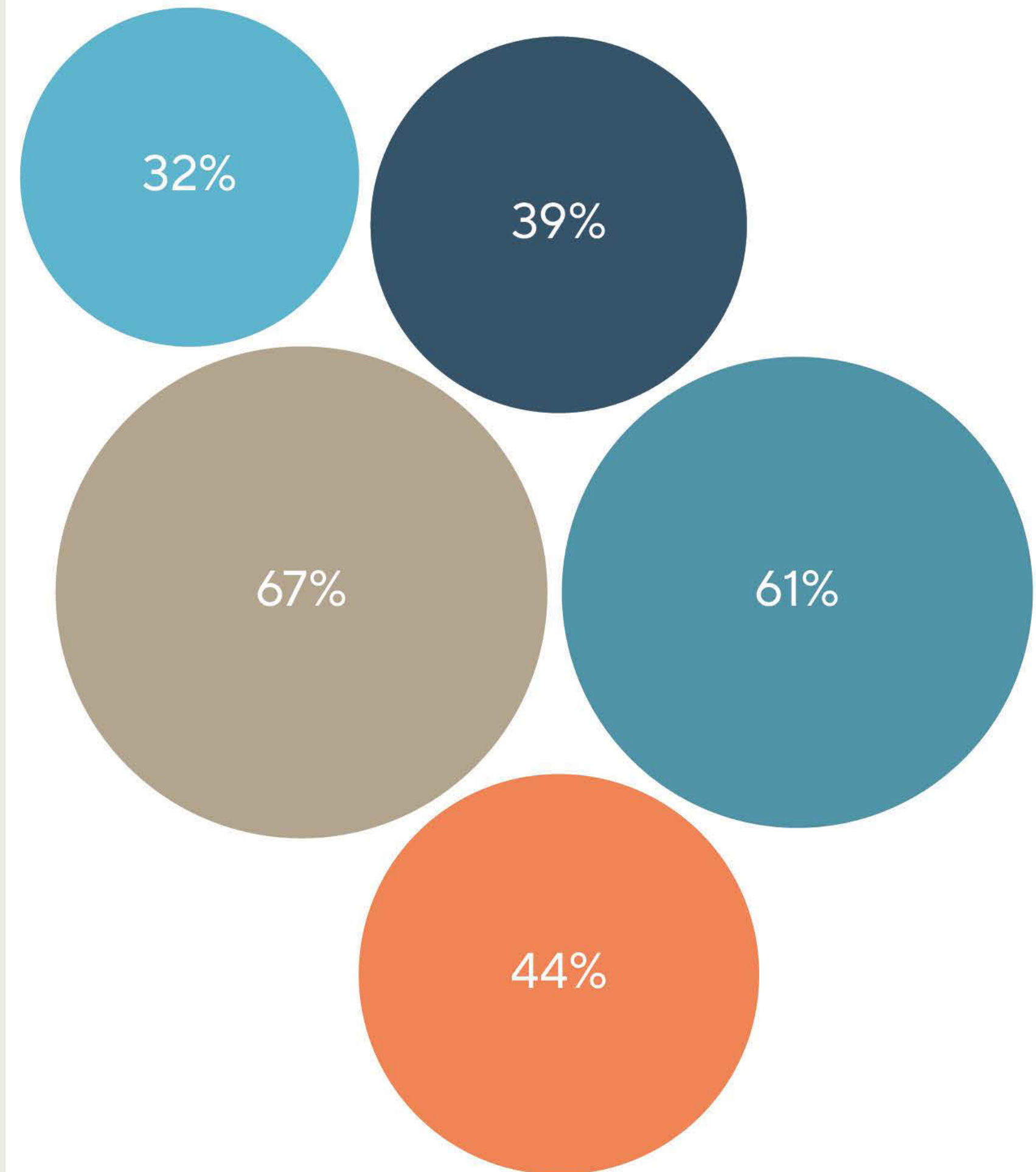
Source: Envoy Global's 2024 EMEA Immigration Trends Survey, qME5: How does the Saudization percentage impact your organization's ability to hire foreign nationals in Saudi Arabia? Data displays % who chose the listed responses totaling 100%.

Within the Middle East, employers also encounter challenges related to salary competition and employee-to-foreign national employment ratios.

Q: What are the common challenges you encounter when hiring foreign nationals in the Middle East?

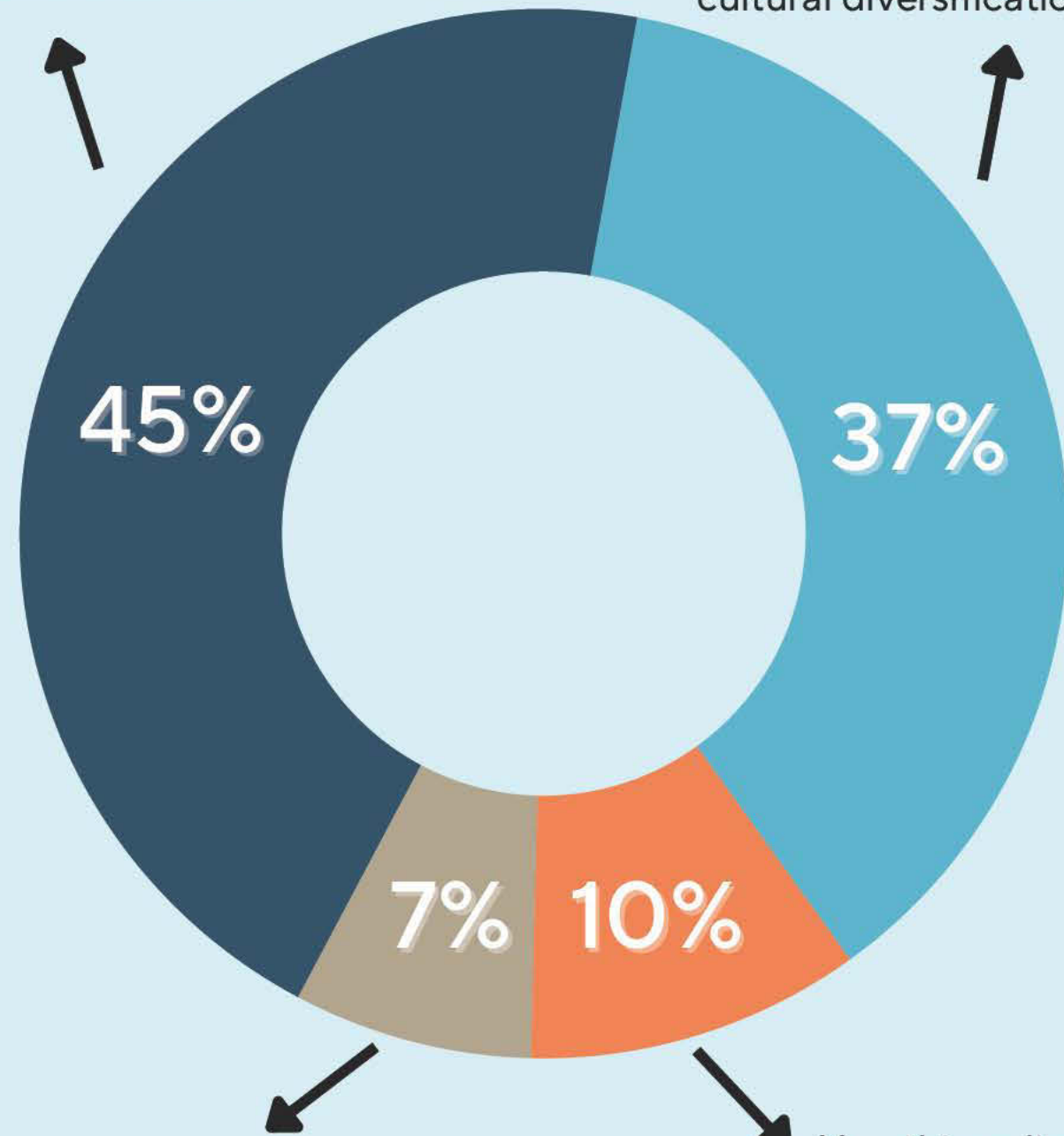
- Nationality
- Salary complications/competition with other markets
- Gender preference
- Labour market testing
- Quota requirements/foreign national to local employee ratios (e.g., Saudization)

Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qME4: What are the common challenges you encounter when hiring foreign nationals in the Middle East? Data displays % who chose the listed responses totaling 100%.



Yes, this policy would significantly impact our company's recruitment process of foreign nationals, necessitating adjustments to meet the cultural diversification requirement

Yes, this policy would moderately impact our company's recruitment process of foreign nationals, requiring some adaptations to adhere to the cultural diversification mandate



No, this policy would not impact our company's recruitment process for foreign nationals, as we already comply with or exceed cultural diversification guidelines

Yes, this policy would have minimal impact on our company's recruitment process of foreign nationals, as we already prioritize cultural diversity in our hiring practices

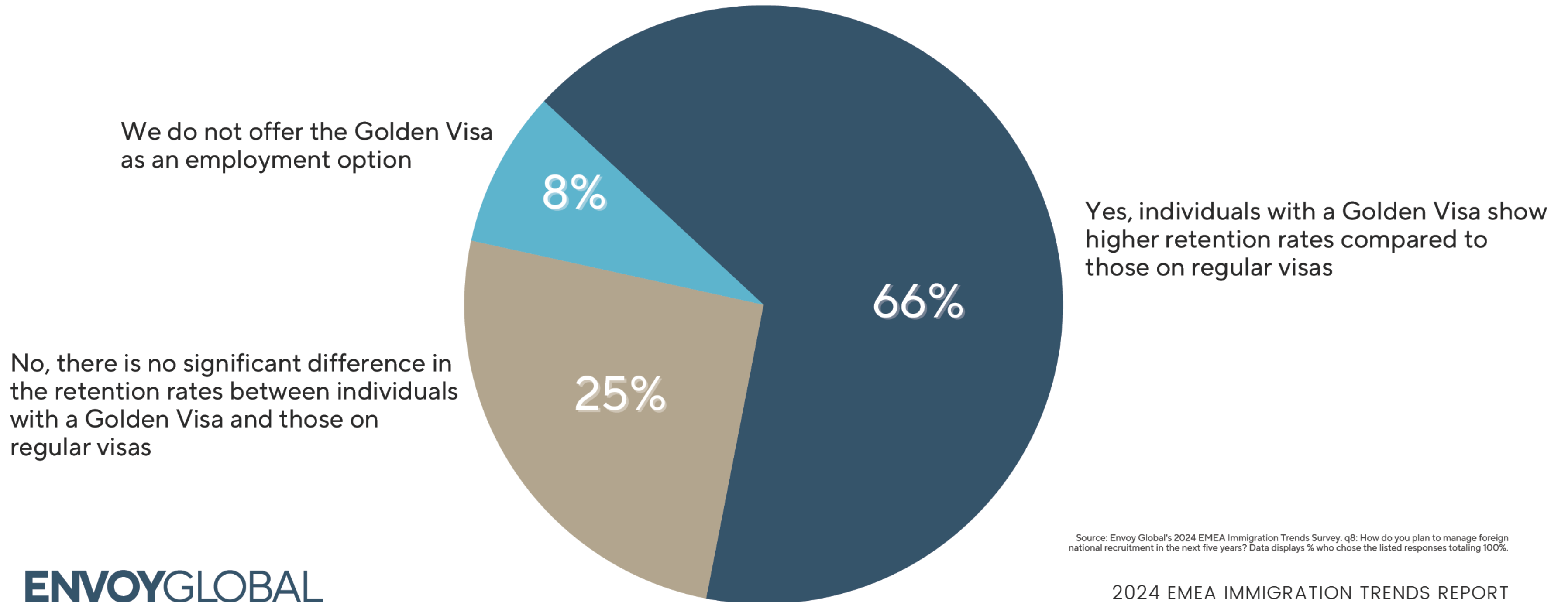
Most employers would also face challenges if stricter policies of diversification were introduced.

Q: In the Middle East, specifically in the UAE, governments are encouraging cultural diversification in business, where each nationality in the organization should not exceed 20%. Would this affect your company's recruitment process?

Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qME6: In the Middle East, especially in the UAE, governments are pushing for a policy of cultural diversification, where each nationality in the organization should not exceed 20%. Would this affect your company's recruitment process? Data displays % who chose the listed responses totaling 100%.

But when it comes to retaining foreign talent, employers observe that long-term visa categories, such as the UAE's Golden Visa, have a much higher retention rate.

Q: Do you see a difference in the retention rate of employment between individuals holding a Golden Visa versus those on regular visas?

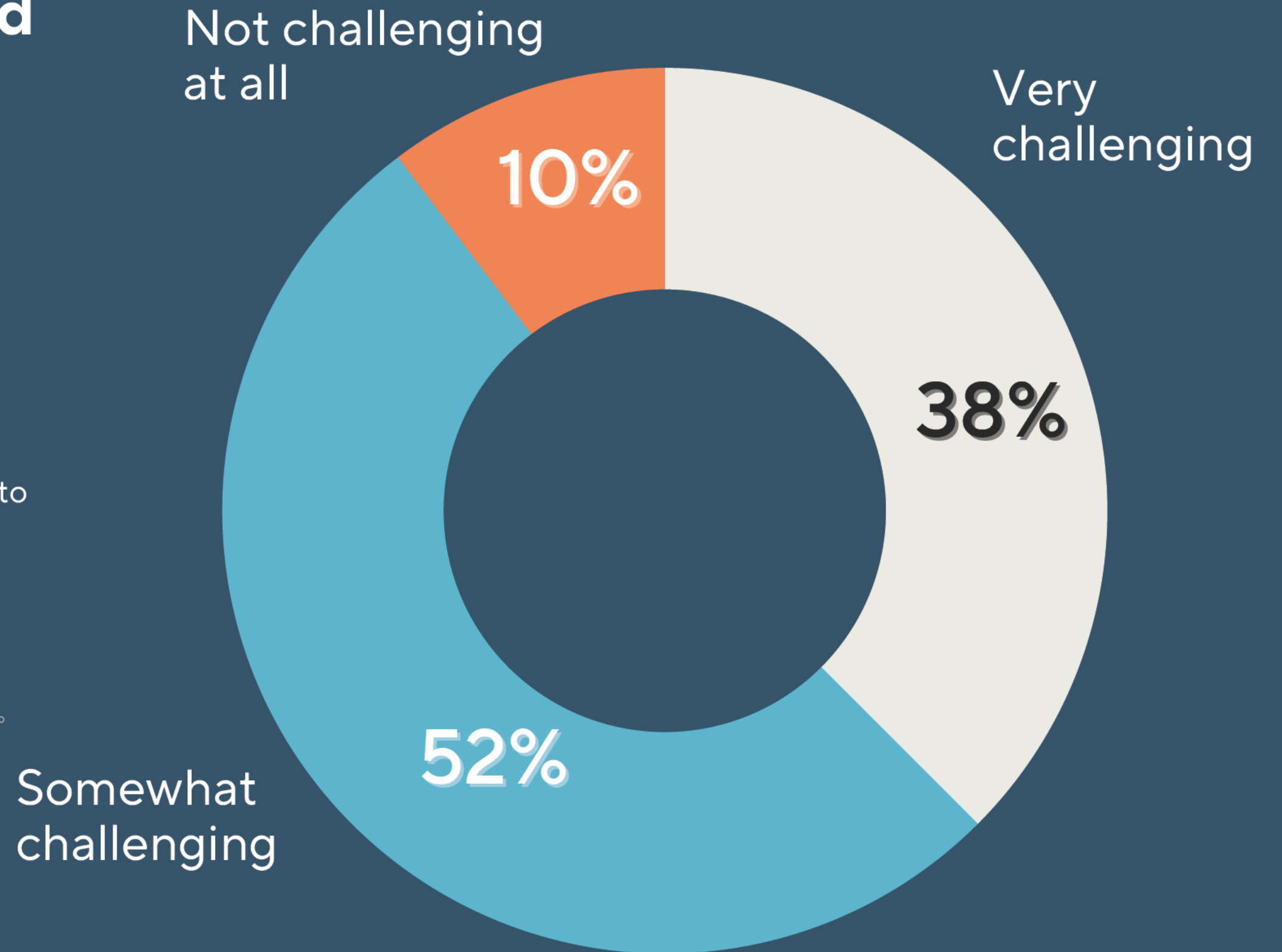


Source: Envoy Global's 2024 EMEA Immigration Trends Survey. q8: How do you plan to manage foreign national recruitment in the next five years? Data displays % who chose the listed responses totaling 100%.

Dependent requirements and cultural differences are also significant considerations when maintaining a foreign national population in the Middle East.

Q: Considering dependent requirements and cultural differences, how challenging is it for your organization to recruit foreign nationals to countries like the UAE and Saudi Arabia in the Middle East?

Source: Envoy Global's 2024 EMEA Immigration Trends Survey.qME10: Considering dependent requirements and cultural differences, how challenging is it for your organization to recruit foreign nationals to countries like the UAE and Saudi Arabia in the Middle East? Data displays % who chose the listed responses totaling 100%.



Employers in the UAE also utilize the country's remote work visa to support their foreign national workforce.

Q: In 2022, the UAE introduced the remote work visa, allowing foreign nationals to live and work in the UAE while maintaining employment overseas. Have you received requests for this visa category from your employees?

51%

Yes, we have received more than 15 requests

40%

Yes, we have received 1-15 requests

8%

No, we have received no requests

Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qME1: In 2022, the UAE introduced the Remote Work visa, allowing foreign nationals to live and work in the UAE while maintaining employment overseas. Have you received a request for this visa category from one of your employees? Data displays % who chose the listed responses totaling 100%.

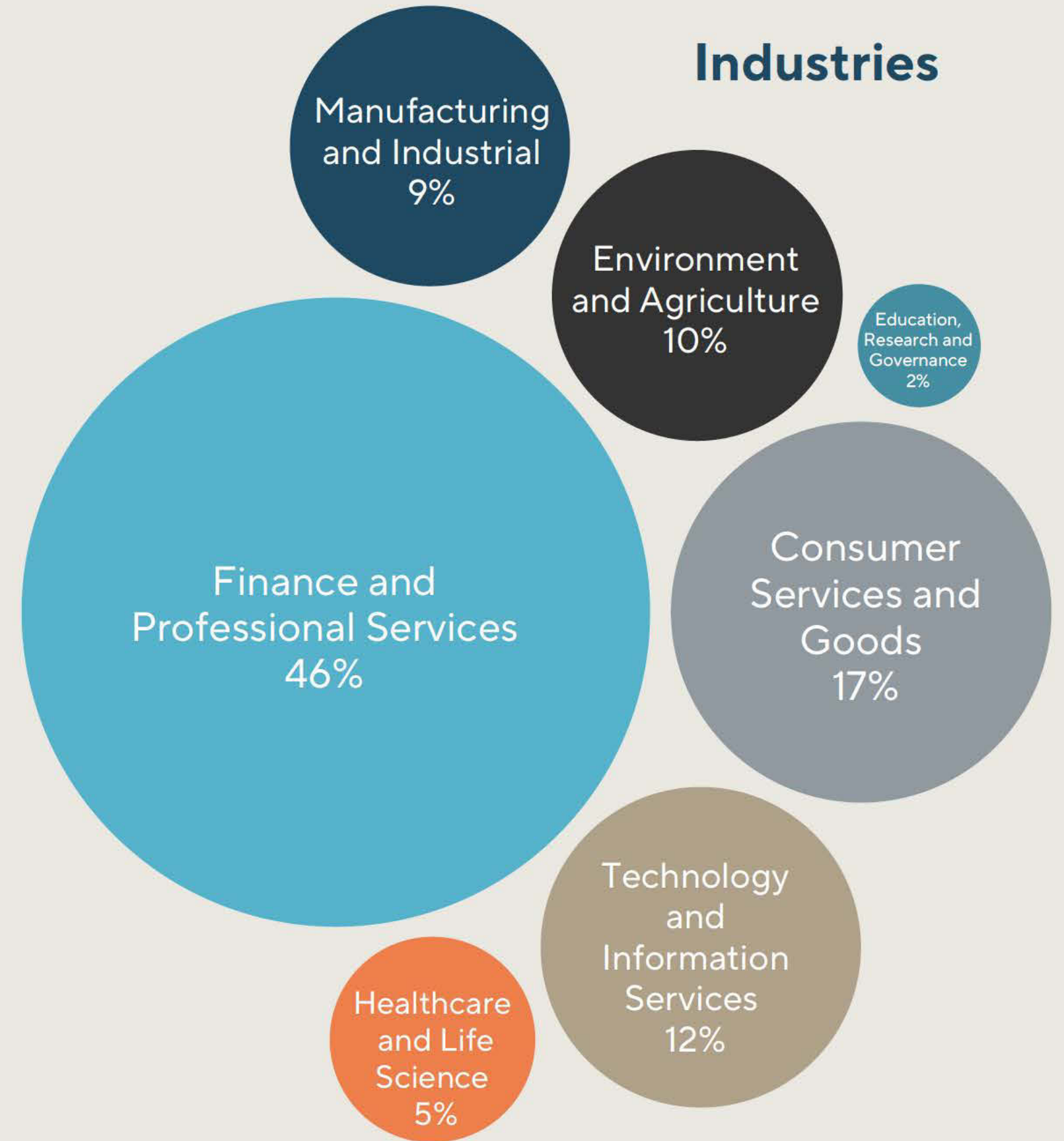
FRANCE

Survey Respondents & Methodology

The global survey was conducted online in partnership with Cint, from May 1 to June 5, 2024, with 1001 HR professionals participating from various industries and company sizes. This specific section covers responses from 286 HR and mobility professionals working in companies across France.

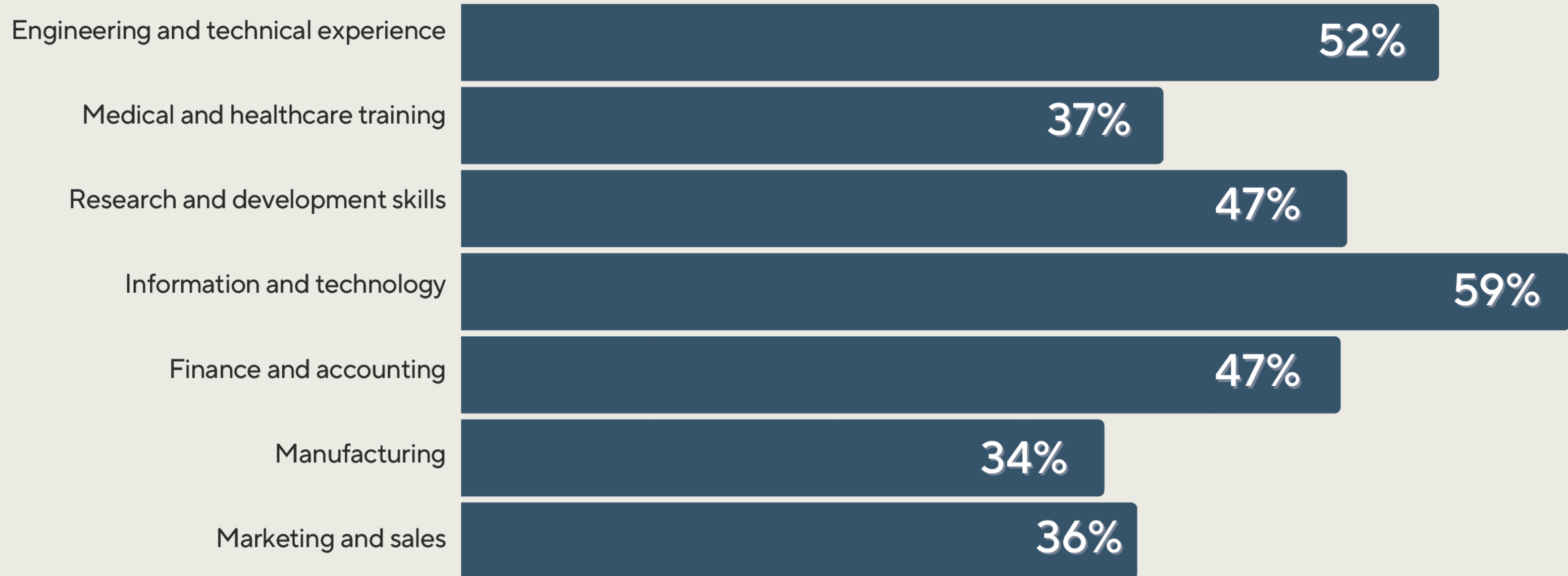
Size of Foreign National Employee Population

1-49	4%
50-249	28%
250-999	35%
1,000 +	33%



Currently, employers in France face the most competition for foreign national workers with IT experience.

Q: What skills or background is your organization currently seeking during the recruitment process of foreign nationals?



Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qFR5: What skills or background is your organization currently seeking during the recruitment process of foreign nationals? Data displays % who chose the listed responses totaling 100%.

Employers also prioritize recruiting foreign graduates within their talent acquisition strategy in France.

Q: Is hiring foreign graduate students in France part of your company's recruitment strategy?

72%

Yes, recruiting recent foreign graduates is part of our talent strategy

21%

No, we do not specifically seek to recruit recent foreign graduates

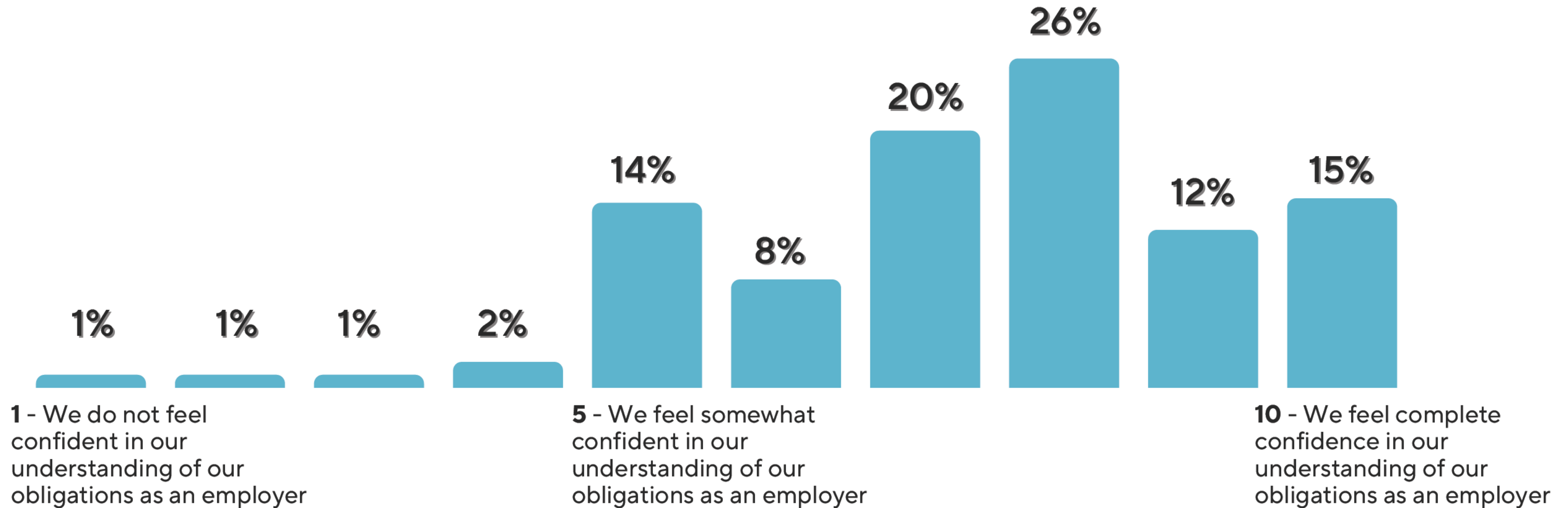
6%

Unsure

Source: Envoy Global's 2024 EMEA Immigration Trends Survey.qAF7: Have stricter compliance requirements and fee requirements impacted your mobility strategy in Africa? Data displays % who chose the listed responses totaling 100%.

Generally, employers feel confident in their ability to adhere to legal requirements when hiring foreign national employees.

Q: On a scale of 1 to 10, how confident do you feel about understanding the obligations as an employer when hiring a foreign national employee?



Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qFR8: Employers in France must meet different obligations when hiring a foreign national employee. For example, hiring obligations differ if a foreign national is an EEA citizen, a citizen from a country outside the EEA or a citizen of Switzerland, Monaco, Andorra or San Marino. On a scale of 1 to 10, how confident do you feel about your understanding of the obligations as an employer when hiring a foreign national employee? Data is % of respondents who selected a response totaling 100 on a scale of 1 - 10.



80%

FEEL THAT CURRENT WORK
AND RESIDENCE PERMIT
PROCESSING TIMES ARE
REASONABLE

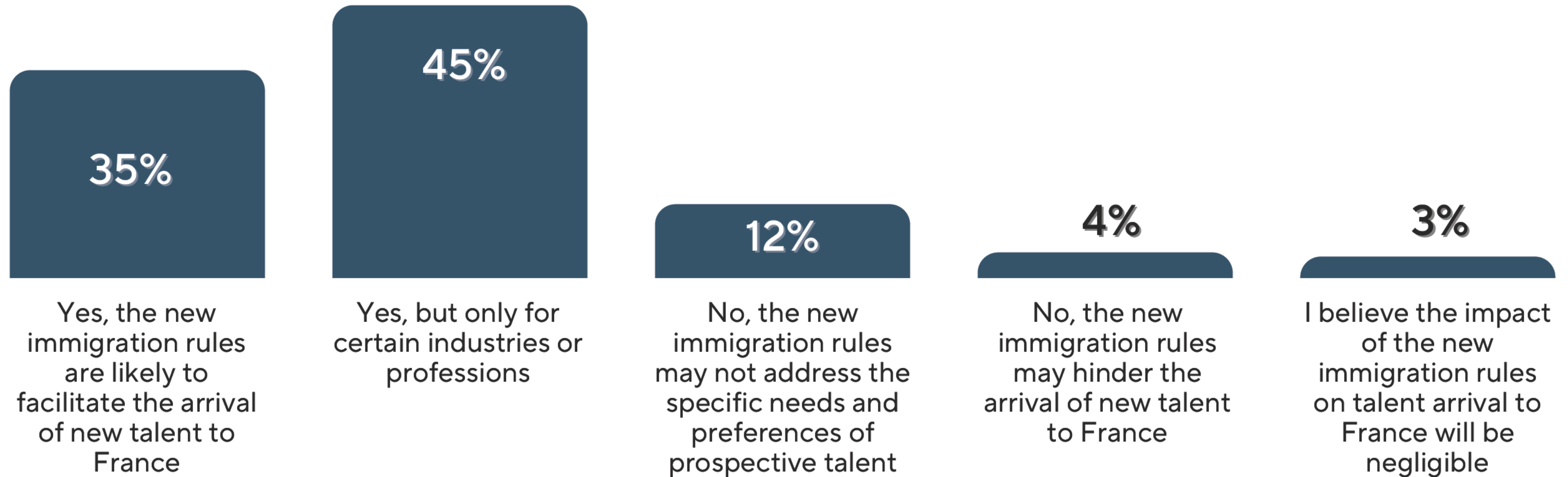
When it comes to hiring foreign talent, most French employers approve of current work and residence permit processing times.

Q: Do you believe that the current processing times to get a work or resident permit are reasonable?

Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qFR6: Do you believe that the current processing times to get a work or resident permit are reasonable? Data displays % who chose "yes".

French employers also positively view recent immigration policy changes and believe they will have a positive impact on the arrival of foreign talent.

Q: Do you think that France's new immigration rules will facilitate the arrival of new talent?



Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qFRI: Recent immigration rules in France have focused on enhancing border security, streamlining visa processes, and implementing measures to manage migrant flows effectively. These rules include stricter controls on illegal immigration, simplification of visa procedures for certain categories of travelers, and efforts to attract skilled workers through specific visa programs. Do you think that the new immigration rules will facilitate the arrival of new talents in France? Data displays % who chose the listed responses totaling 100%.

For example, 75% of French employers have hired a Ukrainian national under the Temporary Protection Directive.

Q: Since the implementation of the Temporary Protection Directive (TPD), have you hired a Ukrainian national, and if so, did you find the process easy to understand?

36%

Yes, we have hired a Ukrainian national under the TPD, and the hiring process was easy to understand

39%

Yes, we have hired a Ukrainian national under the TPD, but the hiring process was difficult to understand

24%

No, we have not hired a Ukrainian national since the implementation of the TPD

Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qFR7: Since the introduction of the Temporary Protection Directive (TPD), have you hired a Ukrainian national, and if so, did you find the process easy to understand? Data displays % who chose the listed responses totaling 100%.

French employers view the new shortage employment list as a positive approach to addressing labor shortages.

Q: Do you believe France's new shortage employment list will answer the needs of some specific fields?

Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qFR4: France recently introduced a shortage employment list identifying occupations lacking skilled workers in high-demand fields. Qualified foreign nationals under the list have a higher chance of obtaining a work visa in France. Do you believe that the new shortage employment list will answer the needs of some specific fields? Data displays % who chose "yes".

86%

OF RESPONDENTS BELIEVE THE
NEW SHORTAGE EMPLOYMENT
LIST WILL ADDRESS LABOR
SHORTAGES IN SPECIFIC
INDUSTRIES

In the healthcare sector, employers feel that changes to the integration of medical professionals will reduce ongoing labor shortages.

Q: Do you believe France's new status for medical professionals will help improve the medical professional shortage in France?

92%

OF RESPONDENTS FEEL THAT RECENT IMMIGRATION CHANGES WILL IMPROVE MEDICAL PROFESSIONAL SHORTAGES

Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qFR2: France has implemented new measures to expedite the recognition and integration of foreign medical professionals into the French healthcare system. Do you believe that the new status for medical professionals will help improve the medical professional shortage in France? Data displays % who chose "yes".



82%

OF EMPLOYERS BELIEVE
STRICTER LANGUAGE AND
INTEGRATION REQUIREMENTS
WILL REDUCE NATIONALITY
APPLICATIONS.

Conversely, many employers believe stricter language and integration requirements will reduce the submission of French nationality applications.

Q: Do you believe France's new language and integration conditions for obtaining citizenship in France will reduce nationality applications?

Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qFR3: France has introduced stricter language requirements for citizenship, including mandating a B1 level proficiency in French and A2 level proficiency in understanding French society and culture. The new rules also impose conditions of integration for citizenship requirements. Do you believe that the new language and integration conditions for obtaining citizenship in France will reduce the nationality applications? Data displays % who chose "yes".

IRELAND

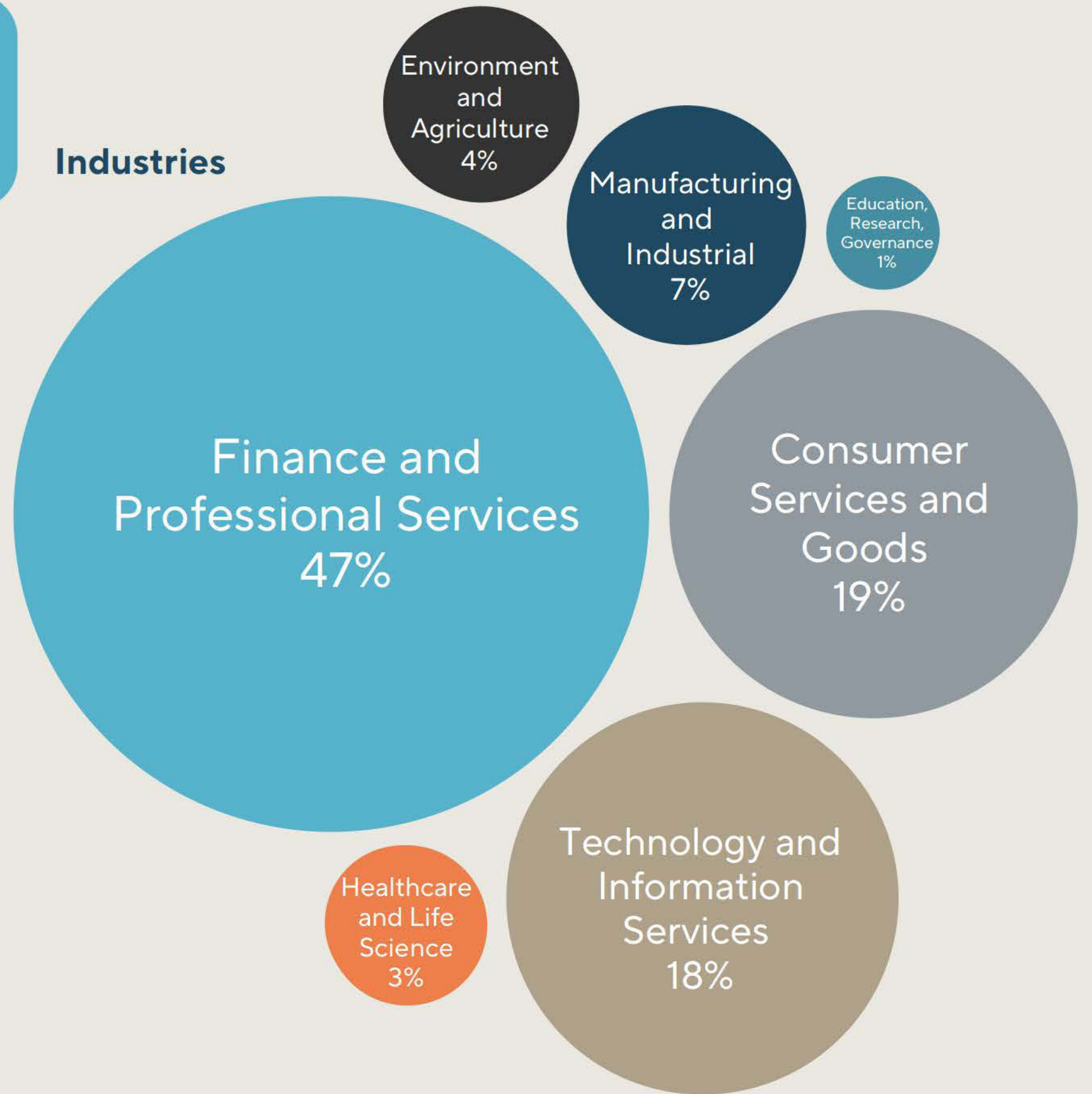
Survey Respondents & Methodology

The global survey was conducted online in partnership with Cint, from May 1 to June 5, 2024, with 1001 HR professionals participating from various industries and company sizes. This specific section covers responses from 134 HR and mobility professionals working in companies across Ireland.

Size of Foreign National Employee Population

1-49	2%
50-249	27%
250-999	25%
1,000 +	46%

Industries



Irish employers primarily view current employment permit and visa processing times positively.

Q: Do you think the processing times for employment permit or employment visas in Ireland are reasonable?

Source: Envoy Global's 2024 EMEA Immigration Trends Survey, q1R4: Do you think the processing times for employment permit or employment visas in Ireland are reasonable? Data displays % who chose "yes".





81%

EXPECT TO HIRE MORE
FOREIGN NATIONALS IN
THE COMING 2-3 YEARS

Most employers expect to hire more foreign nationals to fill roles at their organizations in the coming two to three years.

Q: Do you think Ireland will need further immigration to fill job roles over the next 2-3 years?

Source: Envoy Global's 2024 EMEA Immigration Trends Survey. q1R9: Do you think Ireland will need further immigration to fill job roles over the next 2-3 years? Data displays % who chose "yes".

However, employers in Ireland anticipate that their recruitment strategy will need to change due to increased salary threshold requirements.

Q: Do you believe the new salary thresholds will cause your company to review its strategy for the recruitment of sponsored employees?

66%

Yes, we anticipate reviewing our strategy due to the new salary thresholds

22%

No, we do not anticipate any changes to our strategy considering the new salary thresholds

13%

The work permission routes that we use will not be impacted by the salary thresholds

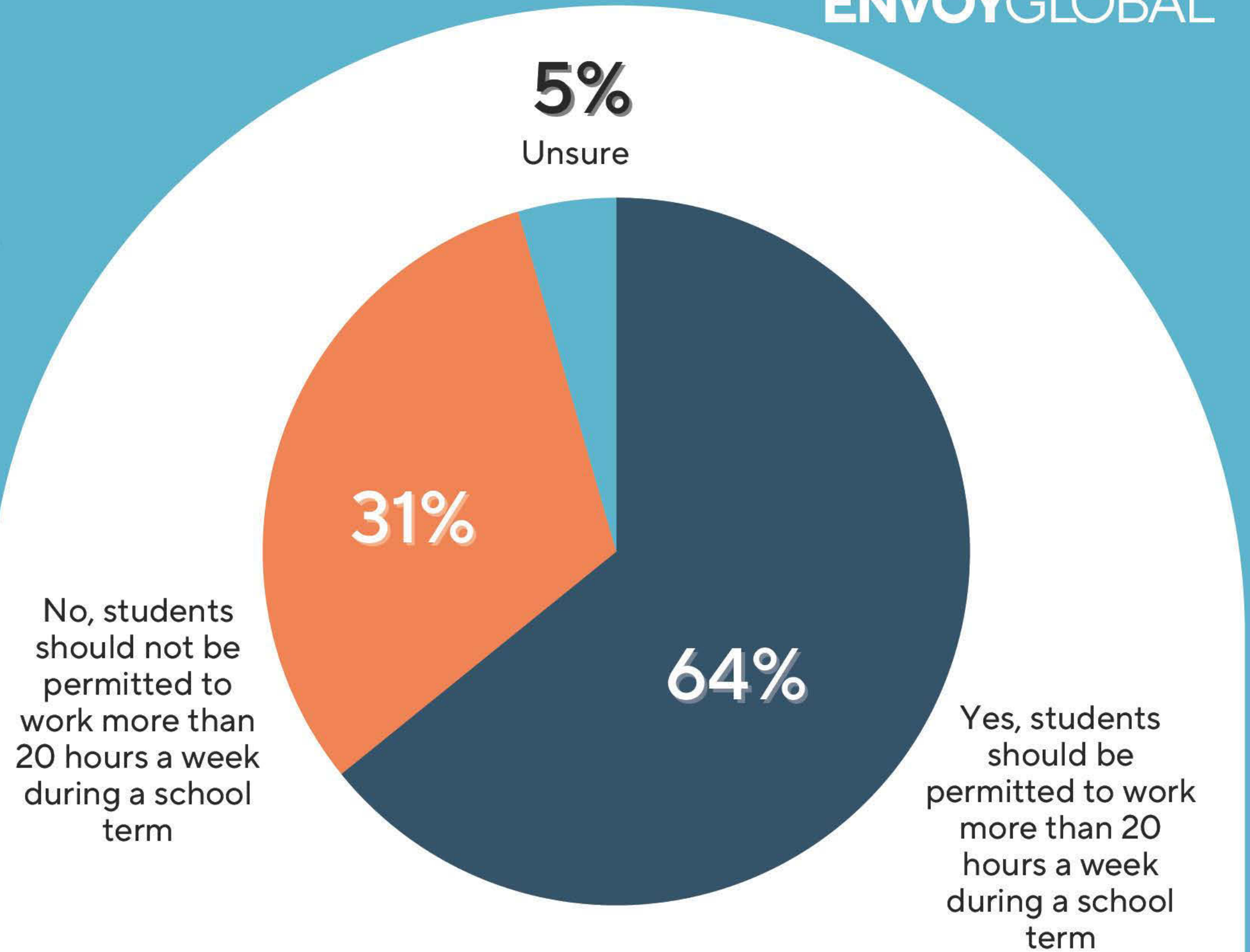
Source: Envoy Global's 2024 EMEA Immigration Trends Survey. q1R3: In November 2023, Ireland transitioned the submission process for Stamp 4 support letters from the Department of Enterprise, Trade and Employment (DETE) to the Department of Justice (Immigration Service Delivery). Do you believe the new Stamp 4 Process for Critical Skills Employment Permit holders is a positive change? Data displays % who chose the listed responses totaling 100%. Note the third response text box has been lightly edited. The original response stated: "The work permission routes that we use will not be impacted by the salary thresholds (e.g., Access to Labour Market for International Protection Applicants, Holders of Temporary Protection and/or Holders of Leave to Remain)".

For instance, Irish employers want to see expanded work hours for foreign national student workers under Stamp 2 permissions.

Q: Under Irish employment law, foreign national students with Stamp 2 permissions are permitted to work up to 20 hours a week during their school term.

Do you believe international students (on Stamp 2) should be permitted to work longer hours than currently permitted (20 hours during term time) during their studies?

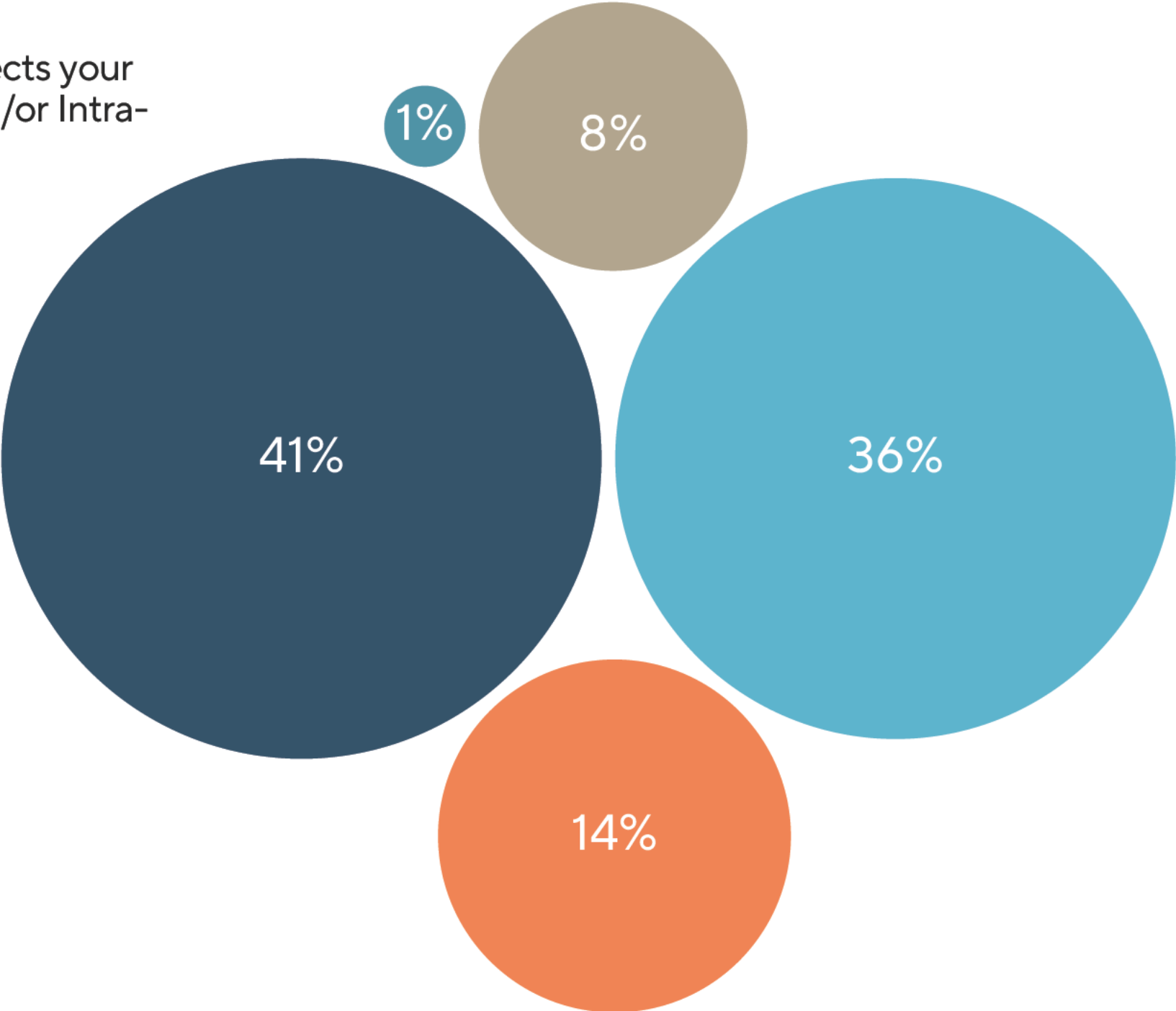
Source: Envoy Global's 2024 EMEA Immigration Trends Survey. q1R8: Under Irish employment law, foreign national students with Stamp 2 permissions are permitted to work up to 20 hours a week during their school term. Do you believe international students (on Stamp 2) should be permitted to work longer hours than currently permitted (20 hours during term time) during their studies? Data displays % who chose the listed responses totaling 100%.



We asked employers for their thoughts, and many supported Ireland's introduction of the right to work for spouses and dependents of Intra-Corporate Transfer permit holders. Ultimately, this change went into effect May 16, 2024.

Q: Given the answer options provided, please select the one that most closely reflects your sentiment toward the right to work for the spouses of General Employment and/or Intra-company Transfer permits.

- Believe a right to work for spouses of General Employment and/or Intra-company Transfer Permits should be introduced, but only in select cases
- Do not believe a right to work for spouses of General Employment and/or Intra-company Transfer Permits should be introduced
- Believe alternative solutions should be explored
- Believe a right to work for spouses of General Employment and/or Intra-company Transfer Permits should be introduced
- Believe a right to work should be introduced for spouses of General Employment and/or Intra-company Transfer Permit, but with limitations or conditions



Source: Envoy Global's 2024 EMEA Immigration Trends Survey. q1R5: Given the answer options provided, please select the one that most closely reflects your sentiment toward the right to work for the spouses of General Employment and/or Intra-company Transfer permits. Data displays % who chose the listed responses totaling 100%.

Many employers have also hired Ukrainian nationals under the Temporary Protection Directive.

Q: Since the implementation of the Temporary Protection Directive (TPD), have you hired a Ukrainian national, and if so, did you find the process easy to understand?

40%

Yes, we have hired a Ukrainian national under the TPD, and the hiring process was easy to understand

31%

Yes, we have hired a Ukrainian national under the TPD, but the hiring process was difficult to understand

30%

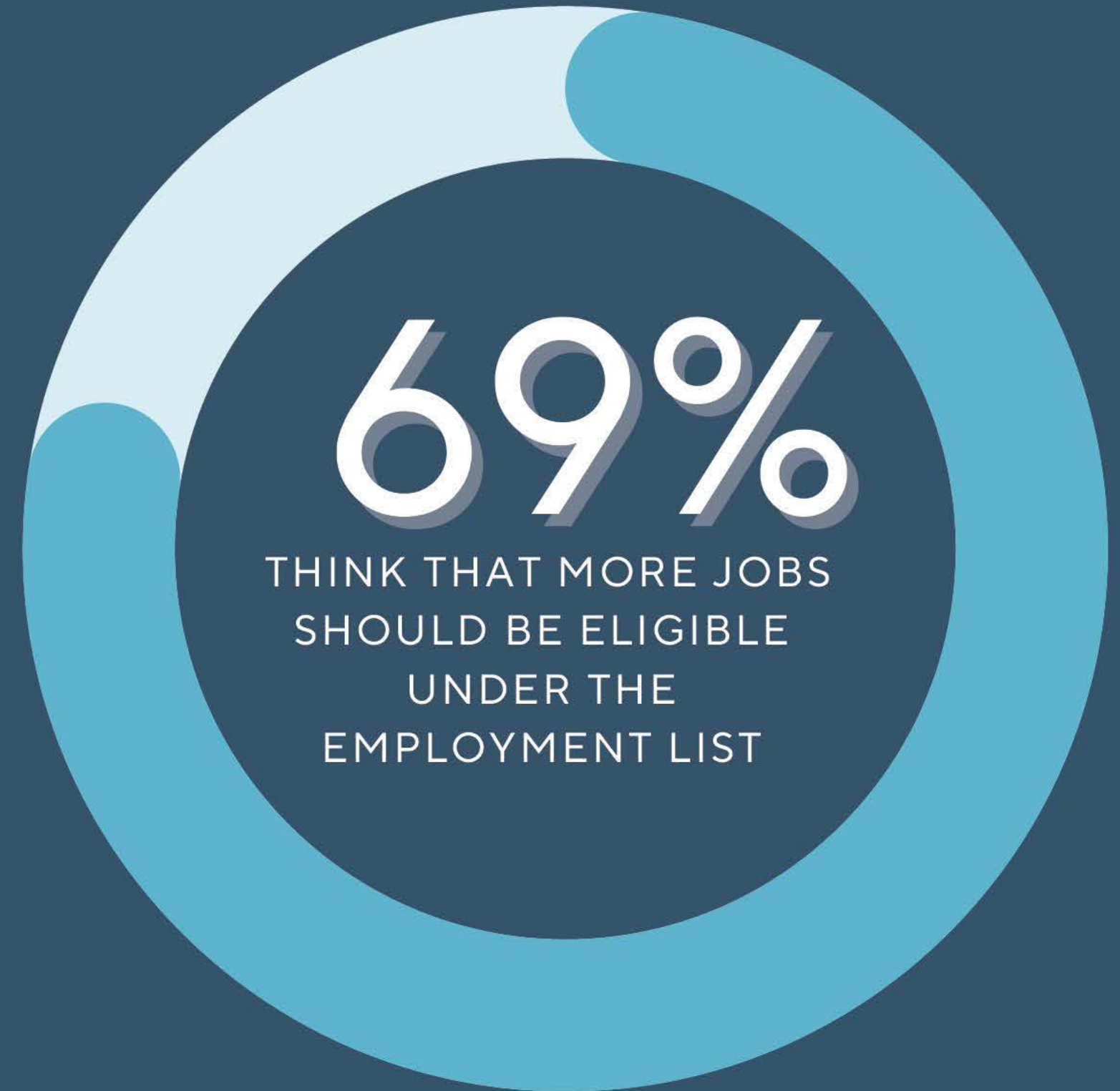
No, we have not hired a Ukrainian national since the implementation of the TPD

Source: Envoy Global's 2024 EMEA Immigration Trends Survey. q1R6: Since the introduction of the Temporary Protection Directive (TPD), have you hired a Ukrainian national, and if so, did you find the process easy to understand? Data displays % who chose the listed responses totaling 100%.

Regarding Irish immigration policy, employers support expanding the eligible job list to include more sectors.

Q: Do you think there are jobs ineligible for employment permits that should be eligible?

Source: Envoy Global's 2024 EMEA Immigration Trends Survey. q1R7: Do you think there are jobs ineligible for employment permits that should be eligible? Data displays % who chose "yes".



Employers also view last year's changes to the Stamp 4 process as a positive change for the Critical Skills Employment Permit.

Q: In November 2023, Ireland transitioned the submission process for Stamp 4 support letters from the Department of Enterprise, Trade and Employment (DETE), to the Department of Justice (Immigration Service Delivery). Do you believe the new Stamp 4 Process for Critical Skills Employment Permit holders is a positive change?

67%

Yes, we believe the new Stamp 4 process is a positive change

12%

No, we do not believe the new Stamp 4 process is a positive change

21%

Unsure

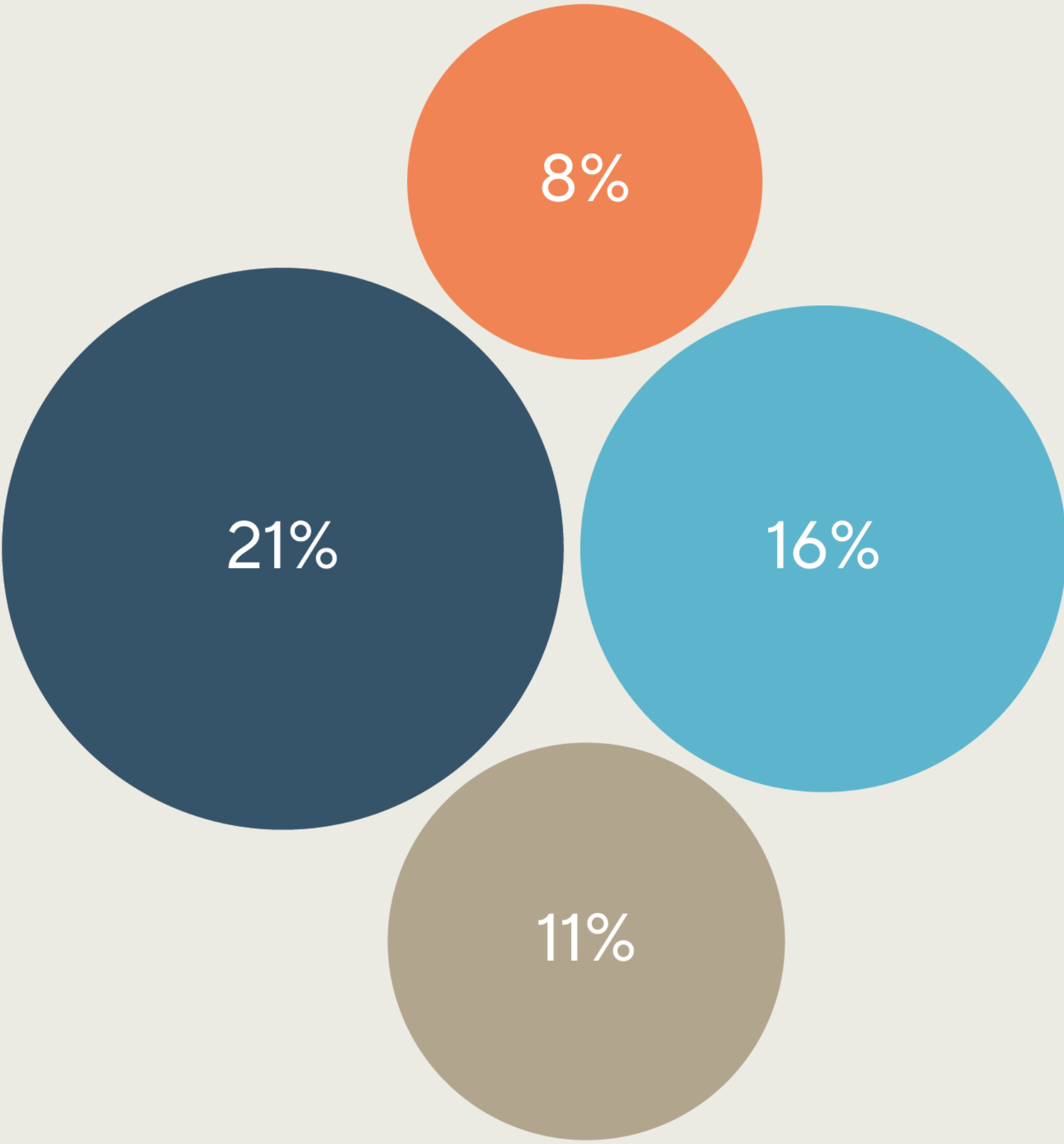
Source: Envoy Global's 2024 EMEA Immigration Trends Survey.qAF7: Have stricter compliance requirements and fee requirements impacted your mobility strategy in Africa? Data displays % who chose the listed responses totaling 100%.

Eighty percent of employers feel that the new salary threshold for the critical skills employment permit is a necessary requirement, with employers supporting the increase for four key reasons:

Q: Explain why you feel the new salary threshold for the critical skills employment permit is a necessary requirement.

- 8% Responses discussing how competitive salaries create advantages through strategic hiring
- 21% Responses related to the importance of maintaining competitive salaries and benefits for attracting employees
- 16% Responses emphasizing the need for ensuring that highly skilled and knowledgeable employees are hired
- 11% Responses highlighted the importance of adhering to regulations and standards

Source: Envoy Global's 2024 EMEA Immigration Trends Survey. q1R1: Do you feel the new salary threshold increases for the Critical Skills Employment Permit, General Employment and Intra-company Transfer Permits are needed requirements? Data displays % who chose "yes". q1R1a: Please state why you feel the salary threshold increases for the Critical Skills Employment Permit, General Employment and Intra-company Transfer Permits should be requirements. Data is summary of open ended responses submitted by respondents who select "yes" in q1R1.



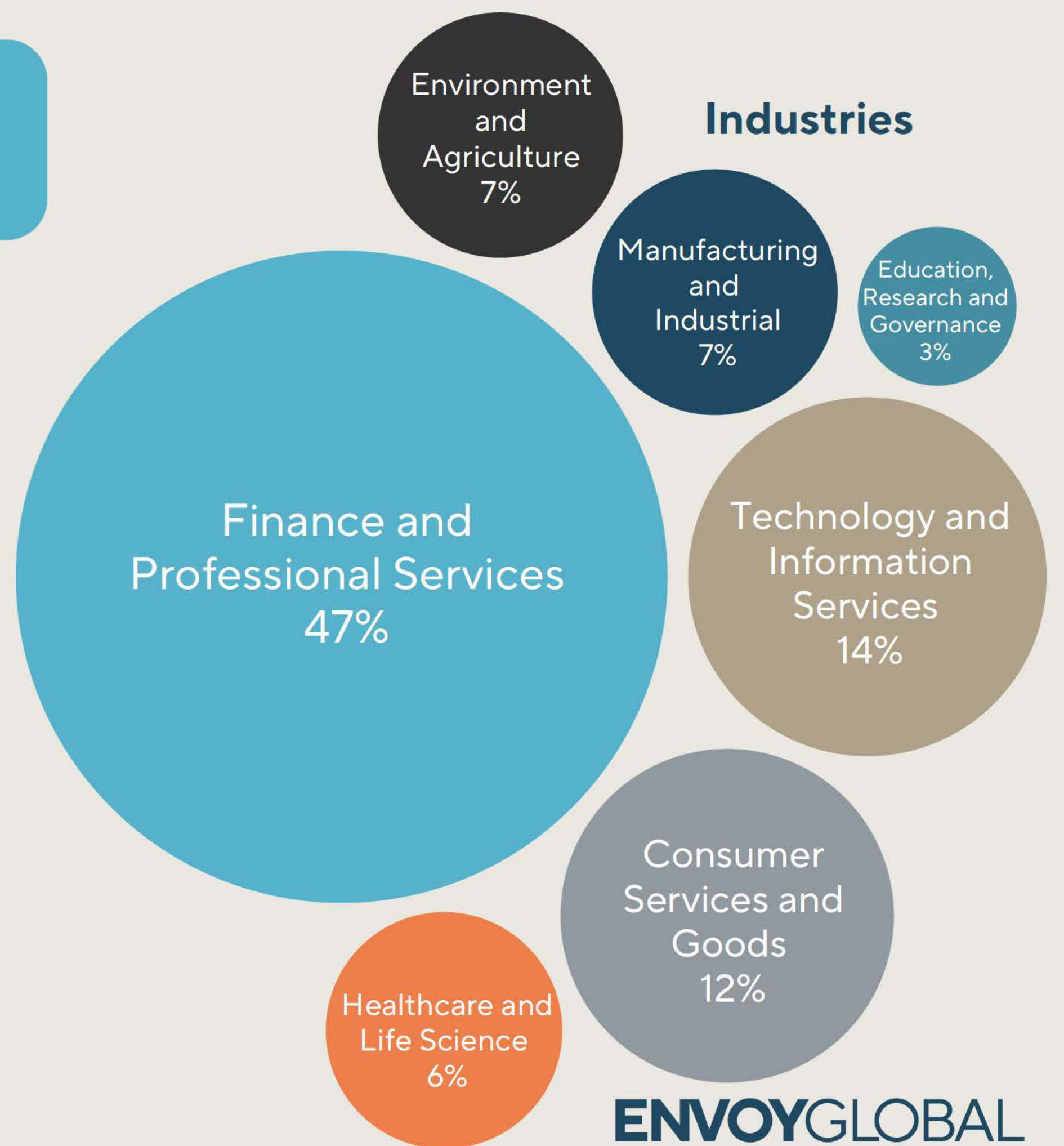
THE UNITED KINGDOM

Survey Respondents & Methodology

The global survey was conducted online in partnership with Cint, from May 1 to June 5, 2024, with 1001 HR professionals participating from various industries and company sizes. This specific section covers responses from 647 HR and mobility professionals working in companies across the UK.

Size of Foreign National Employee Population

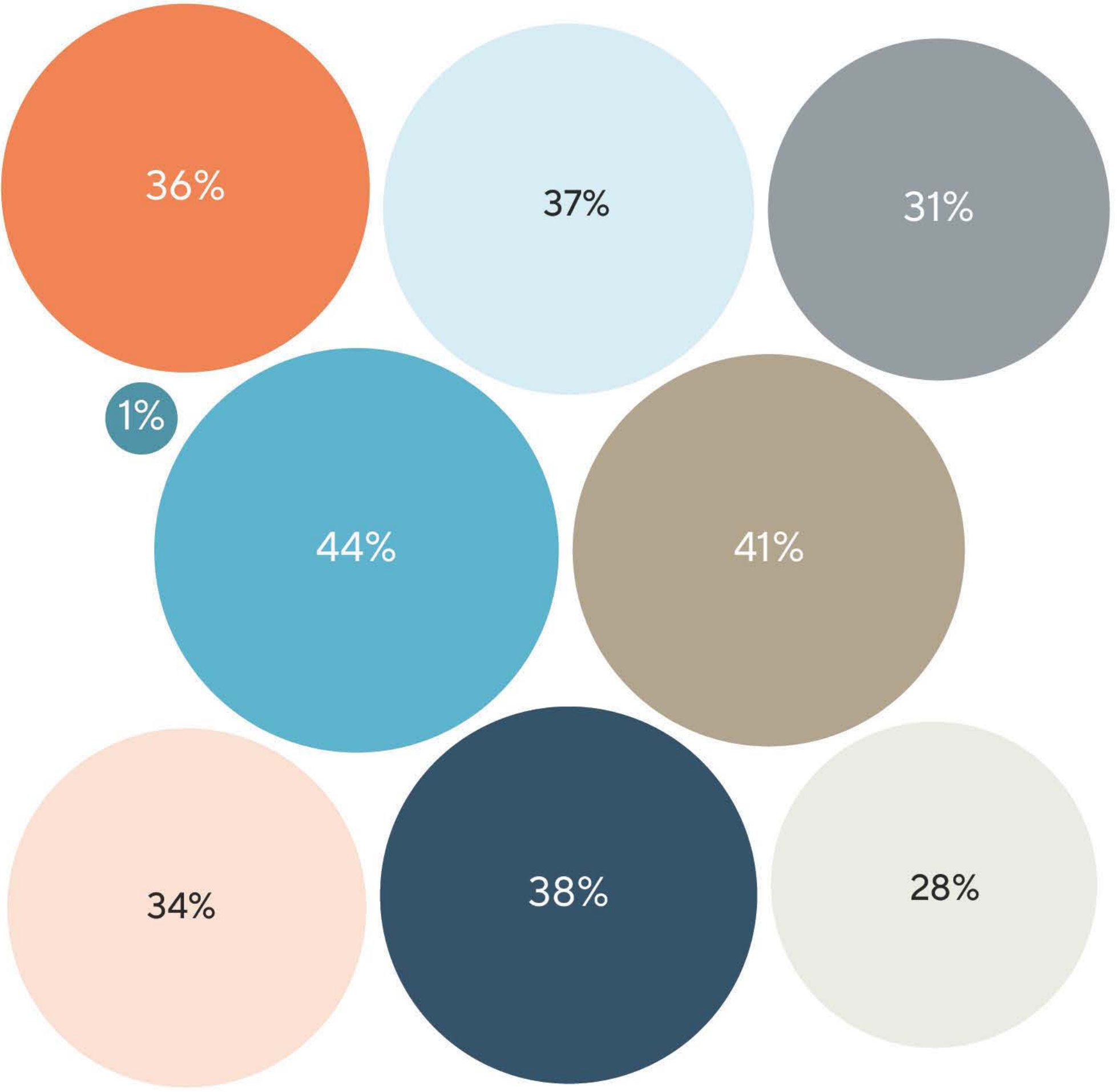
1-49	10%
50-249	33%
250-999	32%
1,000 +	26%



UK employers are primarily seeking foreign nationals with backgrounds in IT.

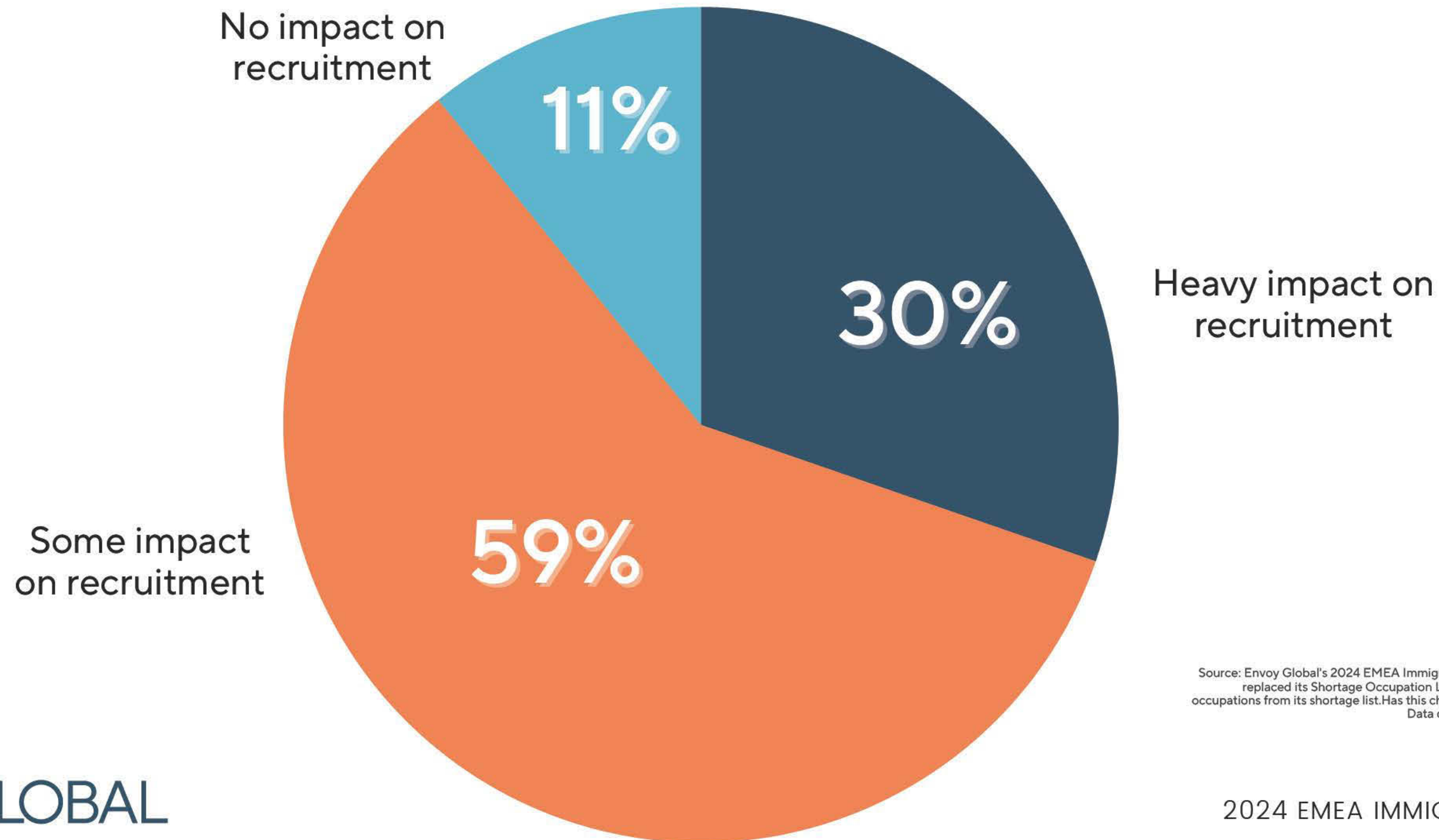
Q: What roles does your organization currently sponsor foreign national employees for?

- Finance and accounting
- Research and development skills
- Healthcare and medical
- Information and technology
- Human resources and talent aquisition
- Sales and marketing
- Engineering and technical experience
- Legal and compliance
- Other



Since the transition from the Shortage Occupation List to the Immigration Salary List, employers have experienced an impact on their ability to recruit foreign nationals.

Q: The UK government recently replaced its Shortage Occupation List with the Immigration Salary List, which removed many occupations from its shortage list. Has this change impacted your organization's recruitment strategy?



Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qUK6: The UK government recently replaced its Shortage Occupation List with the Immigration Salary List, which removed many occupations from its shortage list. Has this change impacted your organization's recruitment strategy? Data displays % who chose the listed responses totaling 100%.

However, employers still view the Immigration Salary List as essential to their recruitment strategy.

Q: Do you prioritize recruiting candidates in occupations categorized under the Immigration Salary List criteria?



Yes, consistently



Occasionally, based on specific needs



Rarely, if ever



No, the positions we hire for are not categorized under the Immigration Salary List

Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qUK9: Do you prioritize recruiting candidates in occupations categorized under the Immigration Salary List criteria? Data displays % who chose the listed responses totaling 100%.

Employers are hopeful that the new Immigration Salary List will continue to address recruitment needs in select industries.

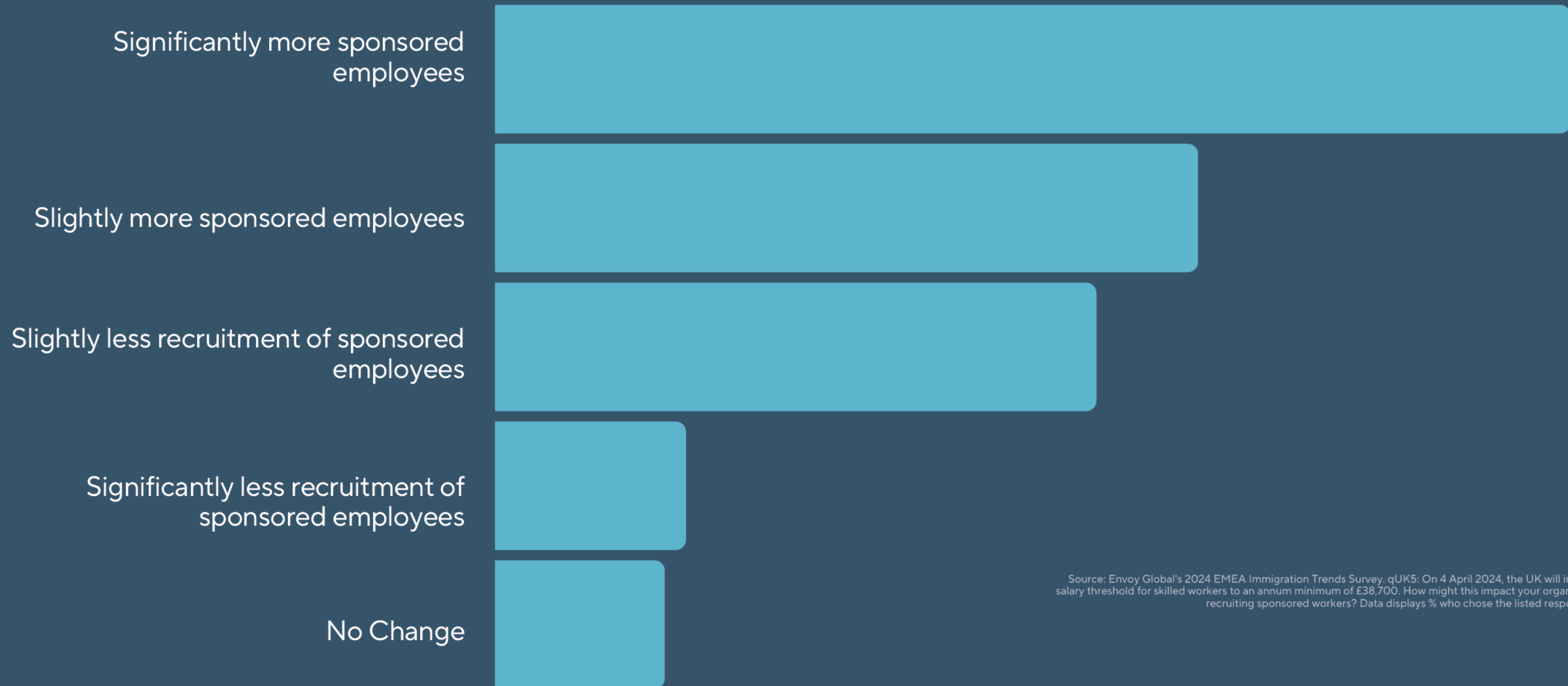
Q: Do you believe the new Immigration Salary List will answer the needs of some specific fields?



Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qUK7: Do you believe the new Immigration Salary List will answer the needs of some specific fields? Data displays % who chose "yes".

In 2024, employers expect minimum salary threshold increases will result in companies sponsoring significantly more foreign nationals.

Q: On April 4, 2024, the UK will increase the minimum salary threshold for skilled workers to an annual minimum of £38,700. How might this impact your organization's appetite for recruiting sponsored workers?



Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qUK5: On 4 April 2024, the UK will increase the minimum salary threshold for skilled workers to an annual minimum of £38,700. How might this impact your organization's appetite for recruiting sponsored workers? Data displays % who chose the listed responses totaling 100%.

UK employers anticipate fewer foreign nationals will submit applications due to more difficult spouse visa income requirements.

Q: Spouse/partner visa minimum requirements increased on April 11, 2024, to £29,000, and further increases are expected in late 2024 and early 2025. How will these increases impact immigration patterns for your organization?

54%

We anticipate fewer eligible applicants due to higher spouse income requirements

37%

We anticipate more eligible applicants due to higher spouse income requirements

9%

We do not anticipate any changes in eligible applicants due to higher spouse income requirements

Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qUK4: Spouse/partner visa minimum requirements increased on 11 April 2024 to £29,000, and further increases are expected in late 2024 and early 2025. How will these increases impact immigration patterns for your organization? Data displays % who chose the listed responses totaling 100%.

Despite recent policy changes, employers in the UK are confident in their ability to manage sponsorship license compliance duties.

Q: How confident are you in managing your sponsorship license compliance duties (where your business holds a Sponsor License)?



Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qUK2: How confident are you in managing your sponsorship license compliance duties (where your business holds a Sponsor License)? Data displays % who chose the listed responses totaling 100%.

UK employers also primarily manage their sponsorship licenses internally.

Q: Does your team internally manage the sponsorship license's compliance (i.e. reporting to the Home Office) or do you instruct an agent/legal representative to assist?

31%

External agent/legal representative

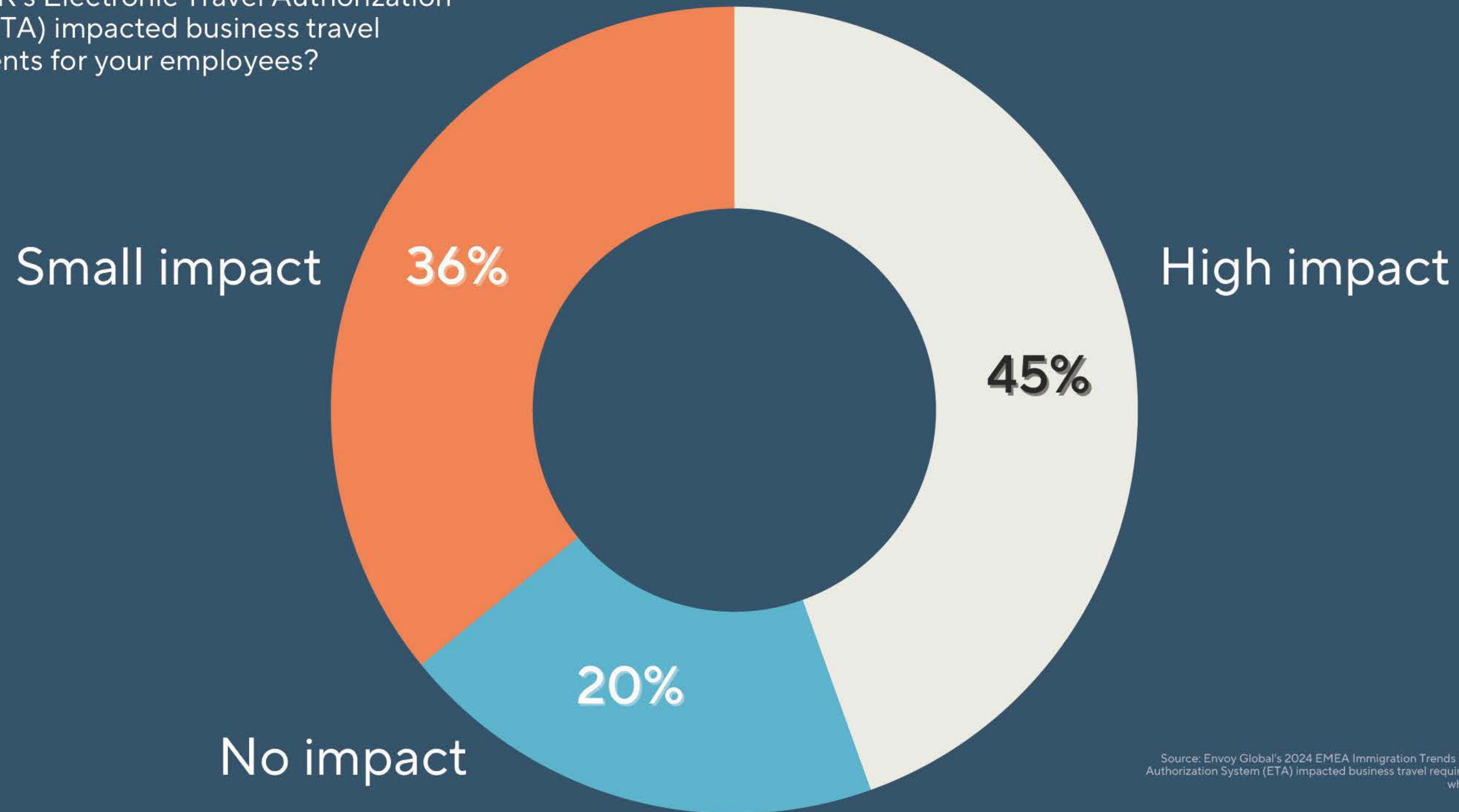
69%

Internally manage sponsorship license

Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qUK1: Does your team internally manage the sponsorship license's compliance (i.e. reporting to the Home Office) or do you instruct an agent/legal representative to assist? Data displays % who chose the listed responses totaling 100%.

UK employers expect the country's Electronic Travel Authorization System, known as ETA, to impact business travel.

Q: Has the UK's Electronic Travel Authorization System (ETA) impacted business travel requirements for your employees?



Source: Envoy Global's 2024 EMEA Immigration Trends Survey. qUK3: Has the UK's Electronic Travel Authorization System (ETA) impacted business travel requirements for your employees? Data displays % who chose the listed responses totaling 100%.

EMEA-based employers prioritize proactive policy planning in their immigration and mobility strategies, adopting forward-thinking approaches to navigate complex regulations. Optimistic about policy changes, they remain adaptable and track changes across multiple countries to stay compliant and competitive with foreign national employees.

Expansion into African markets is a key focus, with employers recognizing the talent in these regions as comparable to other EMEA areas. However, they face challenges in managing fee changes and policy differences. South Africa is a critical player in this expansion thanks to its new growth-supportive policies.

In the Middle East, employers are targeting markets in Saudi Arabia and the UAE. They utilize innovative strategies like golden visas, remote work visas and government policies to capitalize on these opportunities. The main challenges involve regulatory requirements and employee ratios.

In France, recent policy changes have been well-received by employers, although labor shortages continue to be a significant challenge.

In Ireland, there is an expectation of increased hiring of foreign nationals in the coming years, necessitating continuous adaptation of recruitment strategies to keep up with regulatory changes.

UK employers have experienced the impact of recent law changes on their immigration programs and strategies. However, many remain hopeful for continued improvements in the system.

Glossary - EMEA

The definitions on this page are intended to help readers familiarize themselves with the common terms used throughout the report.

Emergency Policy Plan	A strategic framework outlining procedures and protocols to ensure the safety and well-being of individuals engaged in international travel, work or relocation during crisis situations such as natural disasters, political unrest or health emergencies.
European Union's Electronic Travel Authorization (ETIAS)	A system that will require travelers from visa-exempt countries to obtain electronic authorization to enter EU member states prior to entry.
Foreign National Employee	A person who is not a national/citizen of the host country in which they are residing/intending to reside/to which they are intending to travel.
Global Business Travel / Business Visa	Travel being undertaken for business purposes (in some instances, business travel may not require immigration support).
Immigration Services Provider	A firm providing immigration program support and oversight, including regulatory and policy strategy, visa processing, and compliance guidance to organizations with global mobility needs.
Posted Worker	Individuals temporarily assigned by their employer to work in another jurisdiction or country for a defined period and subject to the various EU Posted Worker Directives. This may include service providers and/or assigned employees.

Glossary - EMEA

The definitions on this page are intended to help readers familiarize themselves with the common terms used throughout the report.

Remote Work Visa/Digital Nomad	A permit or visa that enables an individual to reside and perform their job in a country where they have no employer, and of which they are not a national/citizen, usually or for a limited period.
Right to Work	The legal entitlement of an individual to seek employment or engage in work within a particular country or jurisdiction.
Rotational Worker	A worker who is employed in industries requiring alternating periods of work and time off in remote locations or projects. They typically spend extended periods away from their primary residence or work site, returning home during scheduled breaks.
Schengen Zone	An area comprising 27 European countries that abolished border control measures at their mutual borders.
Sponsored Employee	An employee whose employer has obtained the necessary work authorization permit or visa for them to work in a particular country or jurisdiction; the permit or visa is tied to the employer and the employment.
Temporary Protection Directive (TPD)	A European Union directive designed to achieve solidarity amongst EU Member States in providing temporary protection for those fleeing countries from outside the EU zone. The TPD was introduced in 2001, after the Yugoslav Wars, but was not enacted until March 2022, in response to Russia's invasion of Ukraine.

Glossary - Africa

The definitions on this page are intended to help readers familiarize themselves with the common terms used throughout the report.

South Africa's Critical Skills List

A list containing professions that are experiencing occupation shortages in high-demand industries or industries facing skills shortages.

South Africa's Trusted Employer Scheme

A government-initiated program designed to expedite the process of obtaining a work visa for skilled foreign nationals. Under the program, employers receive accreditation by demonstrating a commitment to complying with immigration laws and providing favorable work conditions to foreign national employees.

Glossary - The Middle East

The definitions on this page are intended to help readers familiarize themselves with the common terms used throughout the report.

- Employer of Record (EOR)** In Saudi Arabia, Employer of Record (EOR) refers to a service where a third-party entity takes legal responsibility for employees' employment-related matters on behalf of a company operating in the country. This allows businesses to operate and hire staff without the need for establishing a legal entity or going through the complex process of company registration in Saudi Arabia.
- Golden Visa** The UAE has introduced the Golden Visa in the Middle East, offering foreign nationals a self-sponsored visa valid for either five years or ten years.
- Saudization** An initiative aimed at increasing the employment of local Saudi nationals in the private sector by introducing incentives for businesses to hire and train Saudi citizens, including local to foreign national employment ratios.

Glossary - Ireland

The definitions on this page are intended to help readers familiarize themselves with the common terms used throughout the report.

Critical Skills Employment Permit

The Critical Skills Employment Permit is designed to attract highly skilled people into the labor market with the aim of encouraging them to take up permanent residence in Ireland. Eligible occupations are largely determined in line with the regular analyses of the Expert Group on Future Skills Needs regarding the labor market requirements in respect of strategically important skills.

Critical Skills Occupation List

Employments in respect to which there is a shortage of qualifications, experience, or skills or skills required for the proper functioning of the economy of Ireland. This list is reviewed periodically. The list is organized using the Standard Occupational Classification system (SOC 2010), which classifies workers into occupational categories for collecting, calculating, or disseminating data. Specific capabilities or skills that are eligible within a broader occupation category are listed under "Employments with Specific Skills" – applicants with these skills may apply for a Critical Skills Employment Permit.

Ineligible List of Occupations

A list of professions and occupations for which an employment permit shall not be granted (*with some exceptions). Ireland's general policy is to promote the sourcing of labor and skills needs from within the workforce of Ireland, the European Union and other EEA states. Ineligible occupations are those with evidence that there are more than enough Irish/EEA workers to fill such vacancies.

Glossary - UK

The definitions on this page are intended to help readers familiarize themselves with the common terms used throughout the report.

Electronic Travel Authorization System (ETA)

An automated system that allows eligible travelers from visa-exempt countries to obtain authorization to travel to the UK electronically prior to departure.

Immigration Salary List

This list will replace the Shortage Occupation List in April 2024. The list sets minimum income requirements for skilled workers applying for visas like the Tier 2 (General) work visa. It outlines the minimum salaries employers must offer sponsored employees for visa eligibility, varying by job type, location, and visa category.

New Entrant Rate

A 30% discount on the occupation-specific threshold and a 20% discount on the general salary threshold.

Sponsorship License

Permission granted by the UK Home Office to organizations to sponsor skilled workers, students or other non-European Economic Area (EEA) individuals to come to the UK for various purposes, subject to compliance with immigration regulations.

Common Industries

Healthcare and Life Science

Biotechnology Research	1%
Hospitals and Healthcare	4%
Pharmaceutical Manufacturing	1%
Wellness and Fitness Services	0%
	6%

Education, Research and Governance

Education Services and Research	3%
Higher Education	0%
Think Tanks	0%
Non-profit Organizations	0%
	3%

Technology and Information Services

Computer and Network Security	3%
Information Services	1%
IT Consulting	2%
IT Services	4%
Software Development	1%
Technology and Information Services and Internet	2%
Telecommunications	1%
Semiconductor Manufacturing	0%
	13%

Environment and Agriculture

Agriculture, Forestry, Fishing and Hunting	2%
Administrative and Support and Waste Management and Remediation Services	6%
	8%

Common Industries

Finance and Professional Services

Accounting	4%
Banking	4%
Business Consulting and Services	7%
Finance Services	3%
Investment Banking	0%
Insurance	1%
Management of Companies and Enterprises	1%
Real Estate	1%
Venture Capital and Private Equity	0%
Human Resources Services	18%
Professional, Scientific and Technical Services	2%
Staffing Services	0%
	41%

Manufacturing and Industrial

Construction	4%
Manufacturing	6%
Motor Vehicle Manufacutring	1%
Oil and Gas	1%
Mining, Quarrying, Oil and Gas Extraction	0%
	12%

Consumer Services and Goods

Retail	3%
Hospitality	2%
Arts, Entertainment and Recreation	2%
Airlines and Aviation	3%
Transportation, Logistics, Supply Chain	3%
Truck Transporation	0%
Wellness and Fitness Services	0%
	13%



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ENVOYGLOBAL

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