

# Global Immigration alert

June 2025

## Finland

Finland confirms the implementation date for heightened requirements for employers and third-country nationals

### Executive summary

The Finnish government confirmed that the [proposal](#) to introduce heightened requirements for employers and third-country nationals will go into effect on 11 June 2025.

### Key developments

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

### Impact on employers

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

### Key steps

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



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