

Global Immigration alert

December 2025

Austria

New Frontier Worker Permit for third-country nationals

Executive summary

On 1 December 2025, Austria introduced a new Frontier Worker Permit for third-country nationals who work in Austria, reside in a neighboring country and commute to work.

Key developments

The new permit aligns with evolving EU labor mobility standards and establishes a clear legal basis for cross-border employment. It allows nationals of countries outside the EU, European Economic Area (EEA) and Switzerland to work in Austria while residing permanently in a neighboring country. The permit is initially valid for two years and may be renewed if frontier-work conditions continue to be met. These conditions include residence outside Austria, regular cross-border commuting, continuous proof of frontier-worker status, a valid Austrian employment contract, no long-term stays in Austria, valid health insurance and a clean criminal record.

Eligible individuals may apply [online](#) once the official portal becomes available or submit their application at an Austrian consulate. Processing times are expected to range from four to eight weeks. The Austrian authorities may collect biometrics from nationals of certain visa-exempt countries, including Australia, Canada, Israel, Japan, New Zealand, Singapore, the Republic of Korea, the United Kingdom and the United States.

To apply, applicants are required to submit the following:

- Proof of residence outside Austria
- A valid Austrian employment contract
- Proof of regular travel to Austria
- Valid health insurance for the entire employment period (covering treatment, emergencies and hospitalization)
- A recent criminal record certificate (confirming they do not have a criminal record) issued by competent authorities in their country of residence (it must be legalized or apostilled, and translated if required)

Individuals who previously held a Frontier Worker Permit are required to apply for the updated permit without delay.

Impact on employers

Employers may review their cross-border workforce, update their internal processes and inform impacted employees about the new permit requirement to mitigate delays and 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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