

2024 EMEA Immigration Trends Report Summary

Envoy Global's 2024 EMEA Immigration Trends Report surveys over 1,000 HR professionals in Europe, Africa and the Middle East. It covers employer sentiments on immigration systems, recent trends and corporate best practices. 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.

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ABOUT THE SURVEY RESPONDENTS

92%

hold manager-level positions or higher

41%

work in the financial and professional sector

65%

work at a company that has a UK-based office

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WITH OVER 100 COUNTRIES IN THE EMEA REGION,

keeping on top of changing immigration policy can be daunting. This report makes for very interesting reading, with most of our respondents anticipating increased needs for hiring foreign nationals and feeling upbeat about their ability to remain in compliance with changing immigration rules.”

SOPHY KING

President, Global Immigration, Envoy Global

HIGHLIGHTS

RECRUITMENT TRENDS

68% of employers plan to recruit more foreign nationals in the next five years, with the UK (63%), Germany (39%) and France (33%) being the most important markets.

IN-DEMAND SKILLS

The competitive landscape for talent acquisition is particularly pronounced in France and the UK:

UK:

- IT backgrounds: 44%
- Human resources and talent acquisition: 41%
- Engineering and technical experience: 38%

France:

- IT backgrounds: 59%
- Engineering and technical skills: 52%
- Finance and accounting expertise: 47%

VISA CHALLENGES

For companies looking to utilize business visas, visa procedures present several obstacles, including:

- Obtaining necessary documentation (55%)
- Managing varying processing timelines (53%)
- Coordinating multiple visa applications (52%)

POLICY CHANGE

Despite changing immigration policies, employers remain optimistic. For instance:

- 65% of UK employers believe the increased minimum salary threshold for skilled workers will lead to more sponsored employees
- 80% of UK employers expect the new immigration salary list to address specific field needs

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Download the entire **EMEA Trends Report** and gain valuable insights to stay ahead in the ever-evolving landscape of global mobility.

