

GMS Flash Alert

Immigration

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Switzerland – Immigration Updates for 2026

Swiss immigration measures confirmed at the end of 2025 are now in force or progressing through staged implementation, affecting workforce planning, compliance, and business travel in 2026. The key changes include updates to the Stellenmeldepflicht notification requirement, the Schengen Entry/Exit System (EES), permit quotas, and status changes for Croatian and Ukrainian nationals.

WHY THIS MATTERS

The 2026 changes are anticipated to have a direct impact on workforce planning, recruitment, and business travel for organizations operating in Switzerland. The expansion of the Stellenmeldepflicht means that a wider range of job vacancies could be subject to notification requirements, potentially affecting recruitment timelines and processes. The phased introduction of the Schengen EES brings new biometric requirements for non-EU/EFTA travelers, which may result in longer border crossing times and additional administrative steps for business visitors and assignees.

Employers and HR leaders should consider reviewing and updating their internal policies, recruitment procedures, and travel guidance to help maintain compliance with the new rules. The confirmation of permit quotas and the extension of full labor market access for Croatian nationals provide greater clarity and flexibility for workforce planning. At the same time, organizations engaging UK-based service providers can continue to benefit from the extended Services Mobility Agreement. Finally, the updated approach for persons seeking protection from Ukraine may require careful attention to notification processes and regional eligibility criteria.

Background

Several Swiss immigration measures confirmed at year end is expected to shape workforce planning, compliance and travel. Building on our updates published in late 2025, this summary brings together the key changes and practical considerations for HR, Global Mobility and compliance teams.

Key updates

Stellenmeldepflicht expansion¹

The notification requirement (“Stellenmeldepflicht”) now covers more occupations, including executives in sales and marketing, graphic and multimedia designers, event planners, and call center IT specialists, as well as cleaners, assistants, and cooks.

The coverage rises from 6.5 percent of the workforce in 2025 to 10.8 percent in 2026. Employers might wish to use the online check tool to determine if vacancies are subject to notification and adjust recruitment timelines accordingly.

Schengen Entry/Exit System (EES) rollout²

The EES is being progressively implemented at external border crossing points until 9 April 2026. Non-EU/EFTA short-stay travelers might consider registering biometric data on first entry, creating a digital record valid for three years. Passport stamping continues during the transition.

The partial pre-registration and the Travel to Europe app may facilitate travel, but biometric verification may still be required. EES is expected to operate alongside the European Travel Information and Authorization System (ETIAS), expected to launch in late 2026.

Permit quotas for 2026³

The Swiss Federal Council has confirmed unchanged quotas for non-EU/EFTA nationals, EU/EFTA service providers (over 120 days), and UK nationals, based on economic forecasts and quota usage.

Full freedom of movement for Croatian nationals⁴

As of January 2026, Croatian nationals have unrestricted access to the Swiss labor market, with no quotas or restrictions.

The Services Mobility Agreement with the UK⁵

Extended until 31 December 2029, enabling service providers in the UK to deliver services in Switzerland for up to 90 days per calendar year via the online notification procedure.

Status S for persons seeking protection from Ukraine⁶

Temporary protection status S is extended until 4 March 2027. Employment is managed via the online notification procedure. New applications from regions in Ukraine deemed safe may be refused, but current S permit holders remain unaffected.

KPMG INSIGHTS

Organizations may wish to:

- Update recruitment and internal notification processes to reflect the expanded Stellenmeldepflicht list.
- Inform travelling employees and contractors about EES biometric requirements, pre-registration options, and potential travel delays during the rollout.
- Review permit quota usage and eligibility for non-EU/EFTA and UK nationals.

- Leverage the full labor market access for Croatian nationals in workforce planning.
- Guide S permit holders through notification and employment processes to help comply with current requirements and track regional eligibility for new applicants.
- Brief HR, global mobility, and line managers on practical compliance steps.

Readers may wish to contact their usual immigration adviser, tax services or employment law professional, or a member of the KPMG team in Switzerland (see the Contacts section).

ENDNOTES

- 1 Work.Swiss website, "[Job registration requirement from 2026](#)."
- 2 European Union, "[Entry/Exit System \(EES\)](#)."
- 3 Swiss Federal Office of Communications (BAKOM) – Swiss Federal Administration, "[Federal Council leaves third-country quotas for 2026 unchanged](#)," published on 19 November 2025.
- 4 Swiss Federal Department of Defence, Civil Protection and Sport (VBS), "[Thresholds to restrict free movement with Croatia not reached](#)," published on 14 January 2026.
- 5 State Secretariat for Economic Affairs (SECO) – Swiss Federal Administration, "[Switzerland – United Kingdom: Extension of the agreement on the mobility of service suppliers](#)," published on 28 October 2025.
- 6 Swiss Federal Council, "[No lifting of protection status S](#)," published on 8 October 2025.

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RELATED RESOURCE

Update from KPMG in Switzerland, "Swiss immigration update 2026: What employers need to know," published on 10 February 2026 available on LinkedIn.

Contacts

For additional information or assistance, please contact your local GMS or People Services professional* or the following professional with the KPMG International member firm in Switzerland:



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