



## Immigration inspections at companies employing foreign nationals

### Impact – High

**Context:** Based on recent experiences, we have identified that immigration authorities in Mexico have begun conducting thorough inspections at industrial plants, particularly those involving Asian companies. These actions appear to be aligned with similar operations carried out in the United States, where cases were found of foreign nationals entering as visitors (tourists or under another category)

and working without the proper immigration permits.

**What has changed?** Mexican authorities have started conducting similar inspections, focusing on identifying foreign nationals working at company facilities without the appropriate immigration documentation, such as work permits or legal status for remunerated activities.

**What does this change represent?**

An increase in immigration verification visits in Mexico, especially in industrial sectors with foreign company presence, which could lead to administrative and operational sanctions for the companies involved and its employees.

**What are the implications of this change?** Companies must immediately review the immigration status of their foreign employees, ensure they hold the proper permits, and be prepared for potential

inspections. Failure to comply may result in fines for non-compliant residents or reputational impacts for both companies and their employees.

**Who should consider this change?**

Companies employing foreign nationals.

**When will this be implemented?**

Preventive measures are recommended immediately, as we have identified these actions being taken by immigration authorities.

Please, if you are aware of any situation that may fall under this scenario, contact one of our Deloitte points of contact so we can provide guidance and take the necessary actions.

**Contact  
Legal Services****Erika Rodríguez**[errodriguez@deloittemx.com](mailto:errodriguez@deloittemx.com)**Bernardo Martínez**[cmartinezrivas@deloittemx.com](mailto:cmartinezrivas@deloittemx.com)**Mauricio Oropeza**[morepeza@deloittemx.com](mailto:morepeza@deloittemx.com)**Mauricio Martínez**[maumartinez@deloittemx.com](mailto:maumartinez@deloittemx.com)**Ramón Bravo**[rambravo@deloittemx.com](mailto:rambravo@deloittemx.com)**Diego Valdes**[dvaldes@deloittemx.com](mailto:dvaldes@deloittemx.com)**tax@hand**

Check tax news from Mexico and from different countries:

[www.taxathand.com](http://www.taxathand.com)

**Aguascalientes**

Blvd a Zacatecas No. 845 Piso 4 int 410  
Trojes de Alonso  
20116, Aguascalientes, Ags.  
Tel: (449) 910 8600  
Fax: 449) 910 8601

**Cancún**

Avenida Bonampak SM 6, M 1, lote 1,  
piso 10, 77500 Cancún, Q. Roo  
Tel: (998) 872 9230  
Fax: 998) 892 3677

**Chihuahua**

Av. Valle Escondido 5500  
Fracc. Des. El Saucito E-2, piso 1,  
31125, Chihuahua, Chih.  
Tel: (614) 180 1100  
Fax: 614) 180 1110

**Ciudad Juárez**

Baudelio Pelayo No. 8450  
Parque Industrial Antonio J. Bermúdez  
32400, Ciudad Juárez, Chih.  
Tel: (656) 688 6500  
Fax: (656) 688 6536

**Culiacán**

Insurgentes 847 Sur, Local 103  
Colonia Centro Sinaloa  
80128, Culiacán, Sin.  
Tel: (33) 1454 2000

**Guadalajara**

Avenida López Mateos Norte 2405  
piso 29, Colonia Italia Providencia  
44648, Guadalajara, Jalisco.  
Tel: (33) 3669 0404  
Fax: (33) 3669 0469

**Hermosillo**

Blvd. Eusebio Francisco Kino No. 315  
Piso 8, Suite 804, Colonia Lomas del  
Pitic  
83010, Hermosillo, Son.  
Tel: (662) 109 1400  
Fax: (662) 109 1414

**León**

Blvd. José Maria Morelos No. 1555 Piso  
5 Colonia Granjas del Rosario 37130  
León, Gto.  
Tel: (477) 214 1400  
Fax: (477) 214 1405 y 1407

**Mérida**

Calle 56 B 485 Prol. Montejo Piso 2  
Colonia Itzimna  
97100, Mérida, Yuc.  
Tel: (999) 913 4032  
Fax: (999) 913 4052

**Mexicali**

Calzada Francisco López Montejano  
1342, Piso 7 Torre Sur  
Fracc. Esteban Cantú  
21320, Mexicali, B.C.  
Tel: (686) 905 5200  
Fax: (686) 905 5231 y 5232

**Ciudad de México**

Paseo de la Reforma 505, piso 28  
Colonia Cuauhtémoc  
06500, México, D.F.  
Tel: (55) 5080 6000

**Monterrey**

Av. Juárez 1102, piso 40  
Centro  
64000, Monterrey, N.L.  
Tel: (81) 8133 7300

**Puebla**

Edificio Deloitte, Vía Atlixcayotl 5506,  
piso 4 Zona Angelópolis  
72190, Puebla, Pue.  
Tel: (222) 303 1000  
Fax: (222) 303 1001

**Querétaro**

Avenida Antea, No. 1090, piso 7  
Colonia Jurica  
76100, Querétaro, Qro.  
Tel: (442) 238 2900  
Fax: (442) 238 2975 y 2968

**Reynosa**

Carr. Monterrey-Reynosa 210-B, PA  
Fracc. Portal San Miguel  
88730, Reynosa, Tamps.  
Tel: (899) 921 2460  
Fax: (899) 921 2462

**San Luis Potosí**

Av. Salvador Nava Martínez 3125, 3-A  
Fracc. Colinas del Parque  
78294, San Luis Potosí, S.L.P.  
Tel: (444) 102 5300  
Fax: (444) 102 5301

**Tijuana**

Misión de San Javier 10643, Piso 8  
Zona Urbana Río Tijuana.  
22010, Tijuana B.C.  
Tel: (664) 622 7878  
Fax: (664) 681 7813

**Torreón**

Independencia 1819-B Oriente  
Colonia San Isidro  
27100, Torreón, Coah.  
Tel: (871) 747 4400  
Fax: (871) 747 4409



Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited ("DTTL"), its global network of member firms, and their societies affiliated to a member firm (hereinafter "Related Entities") (collectively, the "Deloitte organization"). DTTL (also referred to as "Deloitte Global") and each of its member firms and Related Entities are legally separate and independent entities, which cannot obligate or bind each other in respect of third parties. DTTL and each DTTL member firm and Related Entity is liable only for its own acts and omissions, and not those of each other. DTTL does not provide services to clients. Please see [www.deloitte.com/mx/conozcanos](http://www.deloitte.com/mx/conozcanos) to learn more.

Deloitte provides industry-leading audit and assurance, tax and legal, consulting, financial advisory, and risk advisory services to nearly 90% of the Fortune Global 500® and thousands of private companies. Our people deliver measurable and lasting results that help reinforce public trust in capital markets, enable clients to transform and thrive, and lead the way toward a stronger economy, a more equitable society, and a sustainable world. Building on its 175-plus year history, Deloitte spans more than 150 countries and territories. Learn how Deloitte's approximately 457,000 people worldwide make an impact that matters at [www.deloitte.com](http://www.deloitte.com).

As used in this document, Galaz, Yamazaki, Ruiz Urquiza, S.C., has the exclusive legal right to engage in, and limit its business to, providing auditing and other professional services, under the name "Deloitte". Deloitte Impuestos y Servicios Legales, S.C., has the exclusive legal right to engage in, and limit its business to, providing tax consultancy, legal advisory and other professional services, under the name "Deloitte". Deloitte Audit Delivery Center, S.C., (formerly, Deloitte Auditoría, S.C.) has the exclusive legal right to engage in, and limit its business to, providing auditing and other professional services, under the name "Deloitte". Deloitte Asesoría en Riesgos, S.C., has the exclusive legal right to engage in, and limit its business to, providing risk advisory and other professional services, under the name "Deloitte". Deloitte Asesoría Financiera, S.C., has the exclusive legal right to engage in, and limit its business to, providing financial advisory and other professional services, under the name "Deloitte". And Deloitte Consulting Group, S.C., has the exclusive legal right to engage in, and limit its business to, providing consulting and other professional services, under the name "Deloitte".

This communication contains general information only, and none of Deloitte Touche Tohmatsu Limited ("DTTL"), its global network of member firms or their Related Entities (collectively, the "Deloitte organization") is, by means of this communication, rendering professional advice or services. Before making any decision or taking any action that may affect your finances or your business, you should consult a qualified professional adviser.

No representations, warranties or undertakings (express or implied) are given as to the accuracy or completeness of the information in this communication, and none of DTTL, its member firms, Related Entities, employees or agents shall be liable or responsible for any loss or damage whatsoever arising directly or indirectly in connection with any person relying on this communication. DTTL and each of its member firms, and their Related Entities, are legally separate and independent entities.