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Increase in immigration verification visits by the INM Preventive recommendations for employers

Impact - high

Background

The National Immigration Institute (INM) has intensified verification visits to companies employing foreign nationals in Mexico. These inspections may be conducted without prior notice and are intended to verify compliance with applicable immigration regulations, as well as confirm that foreign individuals performing services in Mexico possess the appropriate immigration documentation and authorization to engage in remunerated activities.

Given this increased enforcement activity, organizations should proactively review their immigration processes and support documentation to ensure they are well prepared to respond to potential inquiries and mitigate compliance risks.

The INM has increased verification visits to companies employing foreign nationals in Mexico. These inspections are intentionally unannounced to assess whether organizations are operating in compliance with immigration regulations and whether foreign employees hold valid authorization to work in the country.

Impact

A verification visit may result in immediate requests for information and supporting documentation, as well as the need to demonstrate compliance with various immigration obligations during the inspection.

Where inconsistencies, incomplete documentation, or regulatory non-compliance are identified, an organization may be exposed to observations by the authorities, administrative proceedings, and, in certain circumstances, sanctions under applicable law.

In addition, insufficient preparation may hinder the organization's ability to effectively manage the inspection process and increase operational and compliance risks.

Who is affected?

Human Resources, Global Mobility, Legal Compliance, and teams responsible for maintaining employment and immigration records may be involved in these inspections.

Foreign employees may also be directly impacted, as immigration authorities may request confirmation of their presence at the workplace and evidence of a valid immigration status and, where applicable, authorization to perform remunerated activities in Mexico.

Scope of the review

During a verification visit, authorities may request and review, among other items:

- Corporate documentation related to immigration compliance obligations.

- Employment and immigration files of foreign nationals.

- Evidence supporting the location or assignment of foreign employees at the declared worksite.

- Valid immigration documentation evidencing lawful stay and, where applicable, authorization to work in Mexico.
- Information regarding the activities effectively performed by foreign personnel

Recommended next steps

• Conduct a preventive review of corporate documentation and immigration files for foreign personnel.

• Verify that immigration authorizations and immigration status documents remain valid and are properly maintained.

• Confirm that information previously provided to immigration authorities remains accurate and consistent with the current circumstances of the company and its foreign employees.

• Designate internal contacts responsible for coordinating and responding to immigration verification visits and authority requests.

• Implement response protocols and procedures that enable an efficient and timely response during an inspection.

Given the increase in immigration verification activities, organizations should proactively assess their level of compliance and preparedness for a potential inspection. To strengthen internal management, it is possible to coordinate efforts in process diagnosis, file verification, and staff training. Likewise, the creation of clear protocols will facilitate risk mitigation and ensure alignment with current immigration regulations.

When will the implementation take effect?

Immediately

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