

Amendment to the General Guidelines for the Issuance of Visas

We would like to inform you that on May 15, 2026, the Ministry of Internal Affairs, together with the Ministry of Foreign Affairs, amended the General Guidelines for the Issuance of Visas, which affect residence visas, including the Temporary Residence Visa for Remunerated Activities category.

The most relevant new requirements are the following:

- Employers must provide expanded information in employment offer letters submitted in support of Temporary Residence Visa for Remunerated Activities applications. Required details now include the work modality (on-site, remote, or hybrid), precise work location details with full addresses, confirmation of salary amount, and salary payment frequency.
- Immigration authorities may now request, on a discretionary basis, evidence of a foreign national's technical or professional qualifications, including diplomas, certifications, and other professional credentials, even in cases involving senior executives and managerial personnel.
- For roles considered part of a "strategic project" involving highly specialized expertise, immigration authorities may request that employers include a detailed knowledge transfer and training program for Mexican nationals directly within the employment offer letter.

Although Mexican Immigration Law has historically referenced knowledge transfer obligations, these provisions were rarely enforced in practice and were generally not required in standard immigration filings.

Additional guidance and implementation criteria are expected in the coming months as immigration authorities further operationalize the reforms. Future clarification may address the definition of "strategic projects", the scope of credential-verification requirements, acceptable supporting-documentation formats, and the circumstances under which knowledge-transfer programs may apply.

These new provisions and requirements may affect the preparation and adjudication timelines of immigration filings, while also increasing the documentation requirements associated with the hiring and international mobility of foreign nationals.

We remain at your entire disposal to resolve any questions or to discuss how these changes will impact your hiring processes and international mobility.

For more information, we share with you the link to the publication in the Official Gazette of the Federation: https://www.dof.gob.mx/nota_detalle.php?codigo=5787660&fecha=15/05/2026#gsc.tab=0

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The information contained in this note does not constitute, nor is it intended to constitute, nor shall be construed as legal advice on the topic or subject matter covered herein. This note is intended for general informational purposes only. To obtain legal advice on a particular matter in connection with this topic, please contact one of our attorneys referred to herein.



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