

Shaping a Global Standard for Digital Nomad Visas

Unlocking the future
of global mobility.

Plumia

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Executive Summary

The world is changing, and global mobility is changing with it. As remote work unlocks new possibilities and freedoms, millions of professionals are choosing a lifestyle that spans multiple countries—working online while travelling the world as digital nomads. This is no longer a fringe trend but a structural shift in how people live, work, and move.

Governments have a rare opportunity to attract highly-skilled remote workers from overseas by leading in this transformation. More than 60 countries have already introduced digital nomad visa programmes, aiming to:

- **Enhance destination marketing**, showcasing themselves as modern, future-ready places to live, work, and invest.
- **Drive economic growth and investment** by attracting high-earning, globally connected professionals.
- **Fuel local economies** through demand for accommodation, hospitality, coworking, and other convenience services.
- **Position themselves as innovation hubs** by welcoming talent in future-facing fields like software development, AI and blockchain.

But the nomad visa landscape remains fragmented so far. Inconsistent processes and a lack of international coordination have reduced visa uptake, created enforcement challenges, and created barriers to economic resilience.

The Nomad Visa Standard

This policy paper offers a bold yet practical solution: a multilaterally agreed global standard for nomad visas, designed to:

- **Simplify visa processes** while respecting national sovereignty.
- **Increase visa uptake** by reducing friction in applications and renewals.
- **Maximise economic impact** by aligning migration policies with the patterns of nomadic work and life.

At the heart of this approach is a **Single Application Portal (SAP)**—a user-friendly technology platform, provided at no cost to participating countries, that enables a scalable, efficient visa system by:

- Streamlining applications across multiple countries, removing duplicate paperwork and freeing up government resources.
- Improving data collection and analysis, helping policymakers identify trends and refine their talent and migration strategies accordingly.
- Boosting visa uptake and economic contributions through a frictionless user experience.

A Structured Path Forward

This paper proposes a four-stage process, guided by Plumia, to implement the nomad visa standard:

- 1. Gather partners:** Collaboration between policymakers, migration experts, and private sector stakeholders to develop the standard, with a State Champion partner leading early adoption.
- 2. Refine and finalise the standard:** Foster alignment between participating governments on legal frameworks, sovereignty concerns, and finalising the standard for broader adoption.
- 3. Pilot and test the system:** An 18-month pilot with 10 governments to trial both the visa standard and SAP.
- 4. Scale and optimise:** Expansion to new countries, with diplomatic meetings every two years to improve policies, share knowledge, and drive global participation.

Plumia will act as a neutral facilitator, helping governments develop and implement the nomad visa standard, while ensuring national adaptation and flexibility remain central to each country's participation.

In today's tense geopolitical climate, cross-border collaboration and forward-thinking migration policies can strengthen economic resilience and enhance a country's strategic position in the evolving world of work. What lies ahead is a once-in-a-generation opportunity to shape the future of global mobility.

Interested in discussing this proposal or participating in the pilot?
Contact Plumia Executive Director Lauren Razavi at lauren@plumia.org



About Plumia

Plumia is a nonprofit think tank on a mission to shape the future of global mobility and citizenship through policy, research, and media. Our team of former politicians, diplomats, journalists, and policymakers develops solutions and partnerships for a world where people can live, work, innovate, and invest seamlessly across borders.

Each week, Plumia reaches 80,000 readers through Borderless, our newsletter covering the nomad lifestyle and emerging migration trends. We also conduct regular surveys and polling, gathering data to inform policies and support governments and institutions worldwide.

To subscribe to Borderless, visit borderless.substack.com. For more information about Plumia, visit plumia.org.

Introduction

The Nomad Opportunity

Advancements in digital tools now enable millions of people to work remotely while travelling the world. Digital nomadism has surged over the past five years and is set to grow further as rising living costs and political polarisation push more tech workers to seek options beyond their country's borders.

Governments are recognising this shift and seeking to attract digital nomads as part of their economic development, destination marketing and innovation strategies. More than 60 countries have launched or announced nomad visa programmes,¹ aiming to:

- Attract global talent to safeguard long-term competitiveness in an increasingly digital economy.
- Strengthen their international reputation as forward-thinking, modern places to live, work, build companies, and invest.
- Boost local economies, particularly in the hospitality, tourism, and accommodation sectors.
- Revitalise rural areas by repopulating them with highly skilled, mobile workers from overseas.
- Foster growth through innovation by welcoming talent in emerging industries like software development, AI and blockchain.

Yet nomad visas remain inconsistent, confusing and overly complex for their intended users. The global mobility tools aiming to support this shift are creating barriers for both nomads and host countries. Fresh thinking is needed to chart a path forward.

A Fragmented Visa System

The lack of international coordination on nomad visas discourages uptake among potential users and reduces economic, social and innovation benefits for countries seeking to leverage the nomad opportunity.

Key challenges include:

- **Policy gaps and reputational risks:** Without effective visa frameworks, governments miss opportunities to attract highly-skilled workers, integrate nomads into economic development plans, and guard against unintended policy consequences.
- **Complexity and uncertainty:** Nomads face inconsistent visa rules, complicated application processes, and unclear eligibility criteria, making long-term planning difficult.
- **Limited participation and economic impact:** High costs, bureaucratic hurdles, and lack of clarity deter qualified applicants, reducing the number of nomads who legally enter and contribute to host economies.

¹ Condé Nast Traveler. (Nov 6, 2024). Countries with digital nomad visas: <https://www.cntraveler.com/gallery/countries-with-digital-nomad-visas>

Visa standardisation achieves efficiency, while allowing countries to focus on policies tailored for the local context—such as tax regulations and social integration—that have the greatest impact. Governments can learn from successful models tried elsewhere, adapting proven strategies to their own priorities while streamlining and sharing processes to improve outcomes.

A Coordinated Framework

This paper proposes a voluntary, multilaterally agreed global standard to harmonise nomad visa policies across borders.

Key Features:

- **A Common Visa Standard:** A shared framework that simplifies visa conditions and processing while facilitating national flexibility and adaptation.
- **A Single Application Portal (SAP):**
 - Enables nomads to apply for multiple visas in one streamlined process, leading to higher visa uptake.
 - Collects valuable data and case studies to inform future policymaking.
 - Simplifies the process for applicants while reducing technological and administrative burdens on governments.
 - Developed by private sector partners and funded through applicant fees, with no cost to governments.

This approach preserves national sovereignty while making it easier for countries to unlock the full economic potential of digital nomadism.

How We Can Get There

This policy paper sets out:

- A clear definition of digital nomads, distinguishing them from other types of worker and traveller.
- The economic, social, and technological benefits nomads bring to host countries.
- Key policy challenges including tax, security, and integration and possible strategies to address them.
- A roadmap for harmonising visa frameworks and implementing the SAP to streamline processes and boost visa uptake.

Who Digital Nomads Are – And Why It Matters

As governments shape new nomad policies, they must understand who digital nomads are, how they work, and the impact of their mobility patterns. Unlike domestic remote workers, nomads frequently cross borders, take up temporary residence in multiple countries, and earn income from jurisdictions where they do not reside. These characteristics make digital nomads unique compared with other types of worker and traveller.

Defining Digital Nomads

A digital nomad is an individual who:²

- Works remotely using digital technologies and is not tied to a fixed office location.
- Earns income from jurisdictions outside the countries they travel to.
- Stays temporarily in each country (usually under six months) without seeking permanent residence.
- Does not participate in or benefit from host country social security programmes.
- Demonstrates financial self-sufficiency through savings or overseas income.
- Moves frequently, crossing international borders multiple times per year.

Types of Digital Nomads

Though digital nomads share common traits, their varied work structures and lifestyles present distinct challenges and opportunities. An effective nomad visa standard serves all these groups, with tailored follow-up policies that address the needs, risks, and contributions of each:

- **Freelancers** – Independent workers serving multiple clients remotely, often with variable income streams. They require flexible proof-of-income standards for visa applications.
- **Entrepreneurs** – Individuals operating remote or overseas businesses who bring added value through business investment, local hiring, or establishing partnerships in host countries.
- **Remote employees** – Professionals working for companies with hybrid or fully remote policies, usually with stable, verifiable income streams that make them lower-risk applicants.
- **Retirees** – Individuals leveraging flexibility and mobility to travel in later life, supported by savings or pension incomes, and who often access local healthcare and invest in property.

² Cook, D. (2023). What is a digital nomad? Definition and taxonomy in the era of mainstream remote work. *World Leisure Journal*, 65(2), 256–275. <https://doi.org/10.1080/16078055.2023.2190608>

While all nomads share a mobile lifestyle, their varied economic behaviours require nuanced policymaking. Nomads often outspend typical tourists—in accommodation, hospitality, coworking spaces, leisure activities and local services—due to longer stays and daily work routines. Understanding these distinctions helps governments design targeted policies beyond the visa itself, maximising economic benefits while protecting national interests.

Despite the rise of nomad visas, most digital nomads still exist in a policy grey area, meeting neither the conventional tourist nor expat criteria. Inconsistent international regulations complicate visa access, tax obligations, and legal oversight, leading to confusion for applicants and missed economic opportunities for host countries. A standardised approach can resolve these issues—bringing clarity, streamlining processes, and unlocking the full economic, social and technological potential of digital nomadism.

The Economic Power of Digital Nomads

“Digital nomads invest their time and money in the local economy, without taking local jobs, and build bridges with local knowledge workers — a win-win for both remote workers and local communities.”

— Harvard Business Review³

The nomad lifestyle blends the spending power of long-term residents with the flexibility of short-term stays, resulting in a unique and scalable economic impact. In Madeira, home of the world’s first dedicated digital nomad village, government officials estimate the average nomad spends €1,800 (\$2,100) per month.⁴

Beyond Tourism and Expat Relocations

- **Longer stays, steady spending:** Nomads often stay for up to six months, providing a stable and sustained revenue stream for local economies—unlike short-term tourists.
- **Dispersed economic contribution:** Unlike expats, nomads often spread their time and spending across multiple locations, reducing pressure on single destinations and promoting balanced economic growth.
- **Seasonal stability:** Well-designed nomad visas can help smooth out seasonal tourism fluctuations by attracting skilled visitors year-round, including to areas beyond major urban centres.

³ Choudhury, P. (27 May 2022). How digital nomad visas can boost local economies. Harvard Business Review. <https://hbr.org/2022/05/how-digital-nomad-visas-can-boost-local-economies>

⁴ The Economist. (2 October 2021). Why Europe is a great place for digital nomads. <https://www.economist.com/europe/2021/10/02/why-europe-is-a-great-place-for-digital-nomads>

Local and National Benefits

- **Accommodation markets:** Nomads boost demand for medium-term rentals, apartment hotels, and coliving spaces, encouraging innovative housing solutions without straining local housing stock.
- **Local services:** Nomads provide a steady customer base for coworking spaces, cafes and restaurants, gyms, and arts venues—generating consistent business and revenue for local businesses.
- **Infrastructure development:** Demand for high-speed internet and remote workspaces incentivises broadband expansion and infrastructure upgrades, benefitting both nomads and locals.
- **Regional revitalisation:** Underutilised or rural areas can become hubs for knowledge workers and emerging industries, diversifying economic activity beyond crowded tourist hotspots.

Talent, Innovation, and the Future of Work

Digital nomads are reshaping the future of work, particularly in the technology, innovation, and creative industries, with the potential to enhance global knowledge exchange and economic diversification.



Research Insight

Zhou et al.⁵ found that digital nomads boost local entrepreneurship, particularly in coworking, hospitality, and tech services. Sequera⁶, however, warns that achieving positive outcomes depends on designing effective policies.

Digital Nomads Driving Innovation

Nomads work in the roles and sectors most suited to flexible, location-independent environments, such as:

- Emerging technologies (AI, blockchain, fintech)
- Software development, IT, and eCommerce
- Marketing, digital media, and content creation
- Graphic, product, and UX/UI design

⁵ Zhou, L. et al (2024). Attracting digital nomads: Smart destination strategies, innovation and competitiveness. *Journal of Destination Marketing and Management*, 31. <https://doi.org/10.1016/j.jdmm.2023.100850>

⁶ Sequera, J. (2025), STRUGGLING WITH THE DIGITAL NOMAD: Transnational teleworkers as the new 'creative class' in the urban marketplace?. *Int. J. Urban Reg. Res.*, 49: 204-213. <https://doi.org/10.1111/1468-2427.13293>

Nomads seek destinations with strong remote work infrastructure, vibrant communities, and collaboration opportunities—fuelling growth through innovation, entrepreneurship, and startup ecosystems.⁷

Self-Reinforcing Cycles of Talent Concentration

- **Attracting more talent:** Nomad and innovation clusters draw more highly-skilled professionals, boosting a destination's global competitiveness.
- **Decentralising innovation:** Economic activity spreads beyond traditional tech capitals, fostering regional growth and diversifying local economies.
- **Spurring new business creation:** A high concentration of digital talent creates the conditions for both local and global entrepreneurs to establish new tech startups.

Local Opportunities and Global Integration

- **Pop-up innovation clusters:** Events like coworking residencies, tech company retreats, and nomad villages promote collaboration and rapid knowledge exchange.
- **Local job creation:** Nomads hire freelancers, consultants, and other service providers—linking local talent to global opportunities and increasing national tax revenues for host countries.

Unlocking the Potential of Digital Nomadism

The Visa Challenge: Barriers to Mobility

Nomad visas are now available in many countries, but the procedures to access them are fragmented and confusing.

- **Cumbersome applications:** Varying forms, fees, and verification standards across countries create friction and uncertainty that deters applicants.
- **In-country requirements:** Visas sometimes require in-person applications or passport submission, limiting nomads' travel flexibility.
- **Lack of rolling visa provisions:** Nomads visiting multiple countries face repetitive, disjointed application processes that disrupt work and travel plans.

As a result: Many nomads bypass legal visa pathways—causing countries to miss out on both economic opportunities and valuable data that could inform smarter policies.

⁷ Ji, Y.; Kim, S.-M.; Kim, Y. A Way to Attract Digital Nomads to Tourist Destinations in the New Normal Era. Sustainability 2024, 16, 2336. <https://doi.org/10.3390/su16062336>

Table: Variance in nomad visa requirements

Country	Cost	Duration	Income	Processing time	Documents needed
Argentina	\$200	6 months	\$30,000	60 days	8
Colombia	\$222	24 months	\$8,208	30 days	4
Croatia	\$205	12 months	\$37,732	45 days	6
Estonia	\$100	12 months	\$48,600	30 days	7
Indonesia	\$645	6 months	\$60,000	14 days	9
Japan	\$20	6 months	\$68,806	90 days	6
Spain	\$515	12 months	\$31,000	180 days	5
Thailand	\$272	60 months	\$14,100	20 days	6

The Case for a Global Standard

A global standard for nomad visas can help:

- 1. Lower entry barriers:** Streamlined visa processes will let nomads explore more destinations with fewer bureaucratic hurdles.
- 2. Foster innovation ecosystems:** Cities and regions that welcome nomads have the opportunity to become global hubs for startups, freelancers, and tech talent.
- 3. Empower smaller cities and rural areas:** Investing in infrastructure and placemaking strengthens regional economies beyond tourism and traditional industries.

Strategic Opportunities for Governments

“The shift from enterprise attraction to talent attraction makes it possible for smaller cities to thrive in a post-pandemic world, using data as a source of competitiveness in the digital innovation environment.”

— Deloitte⁸

⁸ Deloitte (2021): Digital innovation ecosystems: Urban future with a purpose. <https://www.deloitte.com/ug/en/Industries/government-public/perspectives/urban-future-with-a-purpose/digital-innovation-ecosystems.html>

Governments can future-proof their economies by adapting their visa policies to the realities of how nomads work and travel:

- **Shift focus from enterprises to talent:** Attracting highly-skilled nomads offers a direct, scalable route to global talent acquisition without having to compete for corporate headquarters.
- **Boost innovation and resilience:** Flexible visa policies can help decentralise innovation, diversify economies, and enhance workforce competitiveness.
- **Leverage data-driven strategies:** Governments can use data insights and case studies to offer targeted incentives according to their national priorities.

Digital nomadism is a long-term opportunity to reshape economies, attract talent and investment, and drive global innovation. Governments that act now can position themselves as leaders in the future of work.

Policy Considerations for Nomad Visas

Governments designing digital nomad visas must balance accessibility with regulatory integrity to ensure strong uptake and maximise economic benefits.



Research Insight

Koskela and Beckers (2024) found that fragmented communication and opaque administrative guidelines create bureaucratic hurdles. Their comparative study of digital nomad visas in Croatia, Thailand, and Spain shows how these design flaws complicate applications and undermine socio-economic benefits.⁹

Designing for Accessibility and Control

Visa Uptake and Economic Impact:

Many nomad visas see low uptake because they do not reflect how nomads live and work. Complex procedures and rigid stay requirements discourage applicants, limiting potential economic and social impact.

A well-structured nomad visa:

- Allows stays under six months without triggering tax complications.
- Simplifies application processes to reduce administrative friction.
- Facilitates economic contribution without negatively impacting local job markets.

⁹ Kaisu Koskela and Pascal Beckers (2024) Typologizing Digital Nomad. Visas: Comparing Policy Rationales from Tourism to Wealth Accumulation to Immigration, *Journal of Comparative Policy Analysis: Research and Practice*, 26:5, 407-425, DOI: 10.1080/13876988.2024.2343696

Income and Financial Requirements:

Income thresholds are common in nomad visas, but varying minimums and different verification standards create barriers. Rigid income criteria can disadvantage freelancers and entrepreneurs with variable cash flow, but who may have significant savings or investments.

To balance accessibility with security, host countries should:

- Offer flexible proof-of-income options such as bank statements, tax returns, and client contracts.
- Provide clear guidelines on acceptable documentation to reduce delays.
- Calibrate income thresholds based on cost-of-living realities to protect against competition with local communities.

Taxation, Residence and Social Security

- **Tax status:** Most nomads retain tax residence in their home country. Visa programmes should clearly state if additional obligations apply, such as local taxation or filing requirements.
- **Tax avoidance:** Include measures to safeguard against the exploitation of global tax loopholes, while preserving an overall tax-neutral approach.
- **Residence pathways:** Specify if the visa can be converted or lead to long-term residence, encouraging engagement in existing residence routes and long-term stay options.
- **Proof of coverage:** Require private health insurance for local medical costs.
- **Social benefits exclusion:** Clearly state that nomads are not eligible for in-country social benefits or liable to pay into local social security systems.
- **Safeguards for unforeseen circumstances:** Consider measures for situations like disability or sudden income loss to minimise unexpected problems.

National Security and Legal Safeguards

- **Crime prevention:** Embed integrated vetting protocols at the application stage.
- **Security concerns:** Create exemptions for sensitive cases.
- **Risk notifications:** An intergovernmental notification system to facilitate information-sharing, in alignment with existing international security frameworks.

- **Employment restrictions:** Prohibit nomads from seeking local jobs.
- **Local market protections:** Restrict freelance work to clients based outside the host country.
- **Knowledge-sharing incentives:** Promote collaboration between nomads and locals to encourage skill-sharing and innovation.

Cultural and Social Integration

- **Educational resources:** Share materials on cultural heritage and norms.
- **Social cohesion:** Encourage respectful interaction with local customs.
- **Community engagement:** Support events and mentorship programmes to encourage collaboration.
- **Anti-discrimination policies:** Promote equitable treatment and inclusivity for nomads and locals.
- **Legal guidance:** Offer resources on rights, responsibilities, and social expectations.

Sovereignty and Global Alignment

- **National sovereignty:** Governments retain full control over visa policies, eligibility criteria, and implementation.
- **Voluntary participation:** The standard creates no binding international legal obligations.
- **Simplified access:** Streamlines visa processes with provisions for national adaptation and flexibility.
- **Global best practices:** Harmonises standards across countries without enforcing uniformity.
- **Improved compliance:** Enhances policy clarity, compliance, and accessibility for nomad applicants.

By adopting a comprehensive and coordinated approach, governments can unlock the potential of digital nomadism, fostering economic growth while safeguarding national interests.

A Common Approach: Expanding the Nomad Market

Global standards in trade, security, and infrastructure promote best practices and knowledge-sharing across borders without undermining state control. The UN highlights how well-managed temporary migration supports national interests—meeting labour needs, protecting migrant rights, and fostering economic growth.¹⁰

The Benefits of Standardisation

A global standard for nomad visas establishes a common framework that balances national priorities with nomad mobility. It offers flexibility and control for governments, while also ensuring efficiency, clarity, and accessibility for applicants.

A dedicated visa category allows:

- **Meaningful residence without tax complications:** Allows substantial stays while avoiding unintended tax consequences or overlap with existing residence routes.
- **Driving benefits while safeguarding local interests:** Nomads earn income and contribute to local economies without entering job markets or burdening social security systems.
- **Self-sufficiency requirements:** Applicants must show proof of income or savings, and private health insurance.

A global standard streamlines visa policies while allowing countries to tailor eligibility criteria and incentives. This approach:

- **Streamlines applications:** Reduces administrative burdens for both governments and applicants.
- **Boosts participation:** Makes nomad visas more attractive by cutting red tape, improving uptake and compliance.
- **Encourages local innovation:** Enables governments to focus on enhancing on-the-ground experiences and converting nomads to business creation or long-term residence.
- **Strengthens cross-border collaboration:** Facilitates better data collection and policy coordination, leading to improved outcomes and a more robust nomad market.
- **Balances control and efficiency:** Countries retain authority over migration policies while benefitting from a cohesive, streamlined system.

This unified yet flexible framework enables countries to compete on quality of experience and integration pathways, rather than bureaucratic complexity.

¹⁰ Abella, M. (2006). Policies and best practices for management of temporary migration. United Nations. https://www.un.org/development/desa/pd/sites/www.un.org.development.desa.pd/files/unpd_om_200606_p03_abella.pdf

Single Application Portal (SAP)

The SAP simplifies visa processes for governments and applicants through:

- **Streamlined applications:** Reduces bureaucracy and offers a seamless user experience.
- **Higher visa uptake:** Simplifies processes to boost participation and economic impact.
- **Centralised data:** Provides insights to help governments track nomad impact and refine policies accordingly.

Key Features:

- **User-friendly platform:** Developed and maintained by the private sector, providing a simple, intuitive interface for applicants.
- **Multi-country applications:** Nomads can apply for multiple visas using the same information, documents, and platform.
- **Collaborative vetting:** Streamlines background checks on applicants, reducing duplicate work across participating countries.
- **National flexibility:** Countries can customise eligibility criteria within a robust, standardised framework.
- **Data governance:** Operates under national data protection laws, with each government retaining control over applicant data.

The SAP operates under national data protection laws, with each government retaining control over applicant data while enjoying shared security and verification mechanisms.

Role of the State Champion

The State Champion is the lead government driving the initial phase of the framework's development and adoption.

Policy Leadership

- **Refine legal frameworks:** Collaborate with experts to shape legal and administrative policies.
- **Pilot implementation:** Lead the framework rollout and provide a model for future adopters.

Diplomatic Engagement and Outreach

- **Engage governments:** Promote participation in the pilot programme.

- **Showcase benefits:** Highlight advantages of early adoption to encourage broader involvement.
- **Host diplomatic meeting:** Coordinate the first summit to align on strategies and implementation.

SAP and Infrastructure Support

- **SAP testing:** Work closely with SAP provider to test and refine the system.
- **Define best practices:** Guide integration of digital infrastructure into visa processes for other countries.

Through this leadership role, the State Champion establishes itself as a pioneer in migration policy, gaining first-mover advantages in attracting nomads and strengthening its economy.

Feedback and Monitoring

To ensure the system remains efficient, scalable, and aligned with both government priorities and nomad needs, a dedicated monitoring and analysis authority will oversee:

- **Data collection:** Monitor visa applications, processing times, and economic impact across jurisdictions.
- **Performance reviews:** Data analysis to optimise policies, streamline processes and improve user experience for applicants.
- **Impact assessments:** Evaluate the programme's economic, social and technological benefits for host countries and local communities.

Trust and Security Alignment

Maintaining the integrity of national borders while facilitating seamless nomad movement requires high levels of trust between participating countries. Through confidence-building exercises, governments will:

- Validate each other's vetting and security processes.
- Align on protocols for applicant screening and data-sharing.
- Establish trusted Ports of First Entry (PFE), where applicants undergo initial verification.

Neutral Dispute Resolution

A non-adversarial dispute resolution forum will provide an impartial

platform to handle conflicts, ensuring smooth operation and trust in the system. It will address:

- Disputes between participating governments.
- Conflicts between governments and SAP providers.
- Applicant appeals or issues related to visa processing.

Ports of First Entry (PFE)

The PFE system balances border integrity with seamless nomad mobility. Once verified at a PFE, nomads can travel between participating countries without repeated checks.

Key Features:

- **Centralised screening:** PFEs conduct initial security vetting, identity confirmation, and documentation checks.
- **Mutual recognition:** Once approved, nomads can travel more easily between participating countries.

Confidence-Building Framework:

- Participating governments will align on shared protocols for nomad screening, security vetting, and data-sharing to ensure trust and consistency.
- PFEs will be designated in countries with proven screening capabilities and strong border infrastructure.
- A phased approach will allow additional PFEs to be added over time as trust and capacity between countries grow.


Trial and Review Process:

- The PFE system will launch with a pilot phase, enabling participating countries to test and refine protocols before broader rollout.
- Regular reviews and diplomatic coordination will ensure the system adapts to emerging challenges, continuously improving efficiency and security.


Balancing Security and Mobility:

- While the PFE system eases movement for verified applicants, it upholds national security by ensuring that comprehensive vetting occurs at the first point of entry.
- Countries retain full control over their borders, with the flexibility to request additional screening or deny entry based on national security concerns.

Implementation Action Plan



Plumia will serve as a neutral facilitator, coordinating between governments, private sector partners, and policy experts to ensure smooth implementation and continuous improvement of the nomad visa standard and SAP arrangements.



1 Pilot Programme

A coalition of 10 governments will join the standard and participate in an 18-month trial to refine the nomad visa standard.

GOALS

Validate the standard: Test the visa framework, refine policies, and ensure smooth implementation across diverse jurisdictions.

Foster diplomatic consensus: Build alignment among participating countries while respecting national sovereignty.

KEY COMPONENTS

SAP provider trial: Participating governments will access the SAP at no initial cost, with more providers introduced post-pilot to expand options and foster competition.

PFE arrangements: Designate initial PFEs for applicant screening and verification, ensuring security while facilitating smoother movement.

Confidence-building exercises: Align vetting and security processes across participating countries to build mutual trust and streamline border transitions.

First diplomatic meeting: Participating countries will convene at the start of the programme to align legal frameworks, address sovereignty concerns, and establish data-sharing protocols.

2

Full Implementation

After the 18-month pilot programme, the standard will transition to full implementation, allowing more countries worldwide to adopt and integrate the framework into their legal systems.

KEY ELEMENTS

Legal integration: Governments will integrate the nomad visa standard into national frameworks while retaining control over eligibility criteria and incentives.

Scalable participation: Additional countries can join the framework post-pilot, expanding the network and increasing cross-border access.

Digital infrastructure growth: Introduce more SAP providers as the network expands to foster competition and offer choice to applicants.

3

Ongoing Diplomatic Meetings

To maintain cohesion, adaptability, and engagement, participating governments and stakeholders will meet every two years to refine policies, enhance efficiency, and expand global participation.

MEETING OBJECTIVES

- **Policy refinement:** Analyse visa data, feedback and economic impact to improve policy alignment and operational efficiency.
- **Knowledge sharing:** Present case studies, highlight best practices, and discuss challenges and lessons learned.
- **Dispute resolution:** A neutral, non-adversarial forum will resolve conflicts between governments, SAP providers, and applicants, ensuring fairness and transparency.
- **Framework expansion:** Promote new country participation and alignment with the evolving standard.

Security, Compliance, and Oversight

A robust security and compliance framework ensures the integrity, fairness, and transparency of the standard while safeguarding user data and national interests.

- **Data protection:** SAP providers must meet strict security standards, including identity verification and fraud prevention measures.
- **External audits:** Independent audits ensure transparency and data integrity.
- **Diplomatic oversight:** Regular meetings refine policies and address emerging challenges.
- **Confidence-building:** Initial vetting focuses on countries with strong screening capabilities, supported by transparent appeals processes.

Flexible Exit Mechanisms

To maintain national sovereignty while promoting international collaboration, governments retain control over participation:

- **Security exemptions:** Countries can deny visas on national security grounds without affecting the broader framework.
- **Withdrawal rights:** Governments can leave the framework with six months' notice, without impacting existing visas.
- **Targeted vetting:** Countries may request extra screening for specific applicants when needed.

Conclusion

A Government-Led, Collaborative Standard

This paper outlines a phased roadmap that balances policy ambition with practical implementation. Through collaborative, multilateral efforts, governments can:

- Retain policy control while adopting global best practices.
- Reduce administrative burdens by aligning visa processes with nomad applicants' real-world needs.
- Ensure long-term success by refining the framework using real-world data and case studies.

A global standard for nomad visas harmonises migration processes, fosters cross-border collaboration, and strengthens economic resilience. Participating governments gain access to a no-cost SAP while retaining full control over national migration policies.

By simplifying processes and increasing visa uptake, this framework unlocks new opportunities for governments, local communities, and nomads. The future of migration will belong to governments that embrace cross-border living, working, and innovation—those that engage will lead the global digital economy and shape its next chapter.

Interested in discussing this proposal or participating in the pilot?
Contact Plumia Executive Director Lauren Razavi at lauren@plumia.org



Credits

Lead Author

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Lauren is a writer, political scientist, and expert on global mobility and governance. With a decade of experience at the intersection of technology, policy, and talent, she has advised governments, startups, and international organisations on the future of work and citizenship. She is the author of the book *Global Natives* and a leading voice on borderless living.

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