



Mobility: Immigration alert

May 2023

Sweden

Minimum salary threshold increased for work permit applicants

Executive summary

On 4 May 2023, the Swedish government announced that, effective 1 October 2023, work permit applicants will be required to earn at least 80% of the median annual salary in Sweden.

Key developments

Effective 1 October 2023, third-country nationals (i.e., nationals of countries outside the EU and EEA) will be required to earn at least 80% of the median annual salary to be eligible to apply for a Swedish work permit. While final details have not yet been released, based on the latest data from Statistics Sweden released in 2021, the minimum salary per month for work permit applications processed starting on 1 October 2023 will be at least SEK 26,560. The Migration Agency generally adds 3% annually to the salary data released by Statistics Sweden to determine the current year's salary level. As such, the minimum salary threshold for work permit applications processed beginning on 1 October 2023 may increase to SEK 28,200 for 2023. The salary must also be at par with relevant collective bargaining agreements (if any) or with the market salary in the applicant's industry. The Migration Agency is expected to release further details in the near future.

This change will impact work permit applications filed on or after 1 October 2023 as well as those pending adjudication as of that date. It will not impact individuals who seek to apply for ICT Permits, EU Blue Cards or Swedish residence permits.

Currently, individuals who seek to obtain Swedish work permits must earn a salary that equals or exceeds SEK 13,000 per month and is at par with collective bargaining agreements or the average salary in their industry. The minimum salary threshold is currently not tied to the median salary.

Impact on employers

Employers may consider the new requirement to ensure compliance relating to their recruitment and hiring policies.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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