

Mobility: Immigration alert

September 2023



Sweden

New salary requirement expected to go into effect on 1 November 2023

Executive summary

On 18 September 2023, the Swedish Migration Agency announced that individuals who apply to obtain new work permits or renew their existing work permits will be required to earn at least SEK 27,360 per month. This amount is based on the latest median salary published by Statistics Sweden. The new salary threshold is expected to go into effect on 1 November 2023.

Background

Currently, work permit applicants are required to earn a minimum salary of SEK 13,000 per month. This threshold is based on the national standard for subsistence allowance and data from Statistics Sweden, among other things, and is not tied to the median salary in Sweden. On 30 November 2022, the Swedish Parliament announced that there would be a change in the salary threshold for work permit applicants. In [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

The Swedish Parliament has now confirmed that the new salary requirement will be SEK 27,360 per month (i.e., 80% of the latest median salary published by Statistics Sweden), and it is expected to go into effect on 1 November 2023. The salary must also be on par with relevant collective bargaining agreements (if any) or the market salary in the applicant's industry. The minimum salary threshold will be revised each year based on yearly data released by Statistics Sweden. The

Migration Agency will adjudicate work permit applications based on the latest statistics at the time of application submission.

Individuals whose work permit applications (new and renewal) are pending a decision as of the date when the new salary requirement goes into effect will be subject to this new threshold, regardless of the nature of their employment (i.e., part-time or full-time). The revised salary threshold will not impact individuals who seek to apply for ICT Permits or EU Blue Cards or those who have the right to free movement within the EU or EEA.

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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EYG no. 008794-23Gbl

2101-3682263
ED None

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