

# Mobility: Immigration alert

November 2023

## Switzerland

### Switzerland to retain quotas for Croatian nationals in 2024

#### Executive summary

On 22 November 2023, the Swiss Federal Council announced that it will continue to implement quotas in 2024 for Croatian nationals who seek to obtain Swiss work or residence permits. The quota for 2024 will be the same as that for 2023.

#### Background

In November 2022, the Swiss Federal Council upheld the safeguard clause in the [Agreement on the Free Movement of Persons](#) ("the Agreement"). Pursuant to this clause, 1,204 B Permits (for residence authorization) and 1,053 L Permits (for work authorization) were available to Croatian nationals in 2023. Between January and October 2023, the entire quota for B Permits and 76% of the quota for L Permits was met.

#### Key developments

The Federal Council has now decided to extend the safeguard clause into 2024 due to the high demand for B and L Permits for Croatian nationals. The number of available B and L Permits for Croatian nationals will remain fixed at 1,204 and 1,053 for calendar year 2024. Croatian nationals who apply to obtain these permits will not be subject to a labor market test.

Croatian nationals who apply for cross-border commuter permits (G Permits), dependent permits, residence permits that do not confer employment rights and the notification procedure for short-term employment are not affected by the safeguard clause.

The Swiss Federal Council will review the number of B and L Permits issued to Croatian nationals closer to the end of 2024 and decide whether to re-introduce the safeguard clause in 2025. According to the Agreement, the Council can keep the safeguard clause in place until the end of 2026. As of 2027, it will be required to reinstate unrestricted access to the Swiss labor market for Croatian nationals.

#### Impact on employers

Swiss employers that intend to hire Croatian nationals on or after 1 January 2024 may consider obtaining advance approvals from the relevant cantonal authorities to streamline employee relocations and minimize business disruptions.

#### Key steps

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

## EY | Building a better working world

EY exists to build a better working world, helping create long-term value for clients, people and society and build trust in the capital markets.

Enabled by data and technology, diverse EY teams in over 150 countries provide trust through assurance and help clients grow, transform and operate.

Working across assurance, consulting, law, strategy, tax and transactions, EY teams ask better questions to find new answers for the complex issues facing our world today.

EY refers to the global organization, and may refer to one or more, of the member firms of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young Global Limited, a UK company limited by guarantee, does not provide services to clients. Information about how EY collects and uses personal data and a description of the rights individuals have under data protection legislation are available via [ey.com/privacy](https://ey.com/privacy). EY member firms do not practice law where prohibited by local laws. For more information about our organization, please visit [ey.com](https://ey.com).

Ernst & Young LLP is a client-serving member firm of Ernst & Young Global Limited operating in the US.

© 2023 Ernst & Young LLP.  
All Rights Reserved.

EYG no. 011055-23Gbl

2101-3682263  
ED None

**[ey.com](https://ey.com)**

### Jan Wong

Director - People Advisory Services, Global Immigration  
Tel: +41 58 286 30 80  
Email: [jan.wong@ch.ey.com](mailto:jan.wong@ch.ey.com)

### Lea Iseli

Senior Manager - People Advisory Services, Global Immigration  
Tel: +41 58 286 31 42  
Email: [lea.iseli@ch.ey.com](mailto:lea.iseli@ch.ey.com)