



Global Immigration alert

November 2024

Switzerland

Switzerland to retain work permit quotas for EEA, UK and third-country nationals in 2025

Executive summary

On 27 November 2024, the Swiss government announced that the annual quotas for nationals of the UK, European Economic Area (EEA) Member States and countries outside the EEA ("third-country nationals"), who seek to obtain short-term and long-term work permits (i.e., L and B Permits) in 2025, will be the same as those for 2024.

Background

EEA nationals and third-country nationals who are assigned to work in Switzerland are required to apply for work authorization and are subject to annual quotas. Third-country nationals who seek to work in Switzerland on a local contract also require work authorization, are subject to annual quotas and must be highly specialized or qualified professionals who possess skills that are not easily found in the Swiss labor market. UK nationals are subject to the same requirements as third-country nationals, but are subject to different quotas.

In recent years, including in 2024, quotas have not been fully utilized due to several factors, including long-term effects of the COVID-19 pandemic, current economic conditions and potential changes in companies' mobility strategies. As of the end of October 2024, only 67% (for B Permits) and 59% (for L Permits) of the quotas for third-country nationals had been used. The quota utilization rates for EEA nationals as of October 2024 were 32% (for B Permits) and 46% (for L Permits), and those for UK nationals were only 20% (for B Permits) and 16% (for L Permits).

Key developments

The government has now announced that the quotas for these three categories of individuals will remain unchanged in 2025, and the following quotas will continue to apply:

- ▶ EEA nationals who are assigned to work in Switzerland for up to two years and require L Permits will be subject to a quota of 3,000. Those who are assigned to work in Switzerland for longer durations (e.g., two to six years) and require B Permits will be subject to a quota of 500.
- ▶ Non-EEA nationals who require L Permits will be subject to a quota of 4,000, while those who require B Permits will be subject to a quota of 4,500. Applications to renew B Permits are not subject to quotas.
- ▶ UK nationals who require L Permits will be subject to a quota of 1,400, while those who require B Permits will be subject to a quota of 2,100.

Earlier this month, EY notified that Switzerland will fully open its labor market to [Croatian nationals](#), and Croatian nationals will no longer be subject to work permit quotas.

Impact on employers

While the 2024 work permit quotas for EEA, UK and third-country nationals will not be exhausted, this may change in 2025 as travel volumes might increase. Employers may consider the quotas for 2025 for strategic planning purposes.

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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