



Global Immigration alert

January 2025

Finland

Salary requirements increased for certain work-based residence permit applicants

Executive summary

Effective 1 January 2025, third-country nationals who apply for certain categories of work-based residence permits are subject to increased salary requirements.

Key developments

Individuals who submit the following categories of applications on or after 1 January 2025 must meet the minimum salary thresholds below:

- ▶ Residence permits for a specialist: EUR 3,827 per month (up from EUR 3,638 per month).
- ▶ Residence permit for an employed person: EUR 1,600 per month (up from EUR 1,399) if they are working part time. Individuals working full time must earn at least EUR 1,600 per month (up from EUR 1,399) or the minimum amount defined in their collective bargaining agreement (if applicable). Employers may pay up to 50% of these employees' salary through [fringe benefits](#) (e.g., accommodation). The value of fringe benefits considered in the salary is based on the taxable value of these benefits.

The revised salary requirement for a residence permit for an employed person impacts first-time applications submitted on or after 1 January 2025 and extension applications submitted on or after 1 April 2025. The revised salary requirement for a residence permit for a specialist impacts both first-time and extension applications submitted on or after 1 January 2025.

Impact on employers

Employers may consider the new salary thresholds when hiring impacted individuals and adopt their recruitment and hiring policies as required to ensure compliance.

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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