

Global Immigration alert

March 2025

Sweden

Migration Agency to identify professions that will be exempt from upcoming salary requirement increases

Executive summary

In an effort to address workforce shortages, the Swedish government has tasked the Swedish Migration Agency with proposing a list of professions that should be exempt from an upcoming increase in salary requirements. The aim of this assignment, announced on 13 February 2025, is to streamline labor migration to fill critical skills gaps in the Swedish market.

Background

The assignment allocated to the Migration Agency is based on recommendations in the [report](#) titled "New regulations on labor immigration etc." (Nya regler för arbetskraftsinvandring m.m. SOU 2024:15), which was released in February 2024. This report contained proposals from a government-appointed committee regarding reformation of the current work permit regulations. One of the proposals was to increase the minimum salary threshold for work permit applicants to 100% of the median salary in Sweden. Currently, these individuals must earn at least 80% of the national median salary.

Key developments

The Swedish Public Employment Service will support the Migration Agency in identifying and proposing occupations that should be exempt from the proposed increase in salary requirements. These two bodies have been asked to present their findings to the Ministry of Justice by 1 August 2025.

The Swedish Minister for Migration, Johan Forsell, emphasized the government's priority of streamlining labor migration to focus on highly skilled and internationally renowned experts, while ensuring that Swedish companies can access the necessary talent to boost the country's competitiveness.

recommended the implementation of the proposed changes in June 2025. However, the list of professions that will be exempt from increased salary requirements is a key aspect of the new work permit regulations, and it is unlikely that the new changes will go into effect before the exemptions are identified and approved. Consequently, the new work permit regulations are expected to be implemented at the end of 2025 at the earliest.

Impact on employers

Until the new work permit regulations are adopted, employers can continue to hire foreign employees based on the current salary requirements. Companies can expect updates in this area by the end of 2025.

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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