

Global Immigration alert

June 2025

Norway

Increased salary thresholds for several types of residence permits

Executive summary

On 10 June 2025, Norway announced increased salary requirements for individuals applying for certain types of residence permits. The revised compensation thresholds will take effect on 1 September 2025.

Background

The authorities are increasing the salary requirements significantly because the annual adjustments made to date have not kept pace with wage growth in Norway.

Key developments

Effective 1 September 2025, in order to qualify for a residence permit to work in Norway, applicants will be required to meet the following minimum salary levels:

- Applicants for positions requiring a master's degree will be required to earn at least NOK 599,200 per year before tax (up from NOK 513 100).
- Applicants for positions requiring a bachelor's degree will be required to earn at least NOK 522,600 per year before tax (up from NOK 469 366).
- For sectors covered by a collective agreement, the applicable collective wage rate will continue to apply.

In exceptional cases, a lower salary may be accepted if it is in line with local norms for the specific occupation, though this will require substantial documentation.

Impact on employers

Employers may take into account the revised requirements and adapt their internal policies as required to ensure compliance 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.



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