



Global Immigration alert

December 2024

Sweden

Swedish parliament approves new EU Blue Card regulations

Executive summary

On 28 November 2024, the Swedish parliament adopted a bill that will introduce amendments to Sweden's Blue Card regulations to align them with the [new EU Blue Card Directive](#). The amendments will go into effect on 1 January 2025.

Key developments

The changes that the bill will introduce include the following:

- ▶ The minimum salary requirement would be reduced from 1.5 times the average monthly salary for the calendar year preceding the year in which the application is submitted, to 1.25 times this amount.
- ▶ Applicants would be required to have an employment contract with a duration of at least six months to be eligible for EU Blue Cards, down from one year currently.
- ▶ EU Blue Card holders whose employment details change (e.g., change of position within the same company, change of employer within Sweden) would no longer be required to apply for a new Card if they continue to meet the eligibility criteria for Blue Cards. These individuals will simply need to notify the Swedish Migration Agency of the relevant change.
- ▶ Blue Cards will be available to additional categories of applicants, including family members of Swiss and EEA nationals, holders of ICT Permits, seasonal workers, asylum seekers and individuals seeking humanitarian protection.

- ▶ Holders of Blue Cards issued by other EU Member States will be able to travel to Sweden and perform business activities for up to 90 days within a 180-day period.
- ▶ Additional categories of residence permit holders in Sweden will be able to apply for Blue Cards from within Sweden without having to leave the country or provide a justification for why they should be issued a Blue Card after entering the country.

Impact on employers

These changes will benefit employers by simplifying Blue Card application requirements. However, organizations may face application processing delays in the first few months after the new rules go into effect, as application volumes are expected to increase. Employers may plan as needed to mitigate 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.

Andreas Bråthe

Partner - People Advisory Services, Global Immigration

Tel: +46 73 3972433

Email: andreas.brathe@se.ey.com

Elsa Tirén

Manager - People Advisory Services, Global Immigration

Tel: +46 76 853 19 79

Email: elsa.tiren@se.ey.com

Josef Gyрмаi

Manager - People Advisory Services, Global Immigration

Tel: +46 70 9139626

Email: josef.gyрмаi@se.ey.com

Karin Falkman Lundberg

Assistant Manager - People Advisory Services, Global Immigration

Tel: +46 72 1861165

Email: karin.falkman.lundberg@se.ey.com

Thao Vu

Senior Consultant - People Advisory Services, Global Immigration

Tel: +46 72 1602530

Email: thao.vu@se.ey.com

Ben Willis

Partner - People Advisory Services, EMEA Immigration Leader

Tel: +44 20 7951 9589

Email: ben.willis@uk.ey.com

EY | Shape the future with confidence

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. EY member firms do not practice law where prohibited by local laws. For more information about our organization, please visit ey.com.

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

© 2024 Ernst & Young LLP.

All Rights Reserved.

EYG no. 010547-24Gbl

2101-3682263

ED None

ey.com