

Hiring from outside the EU

You have found the right person. The question is whether the application will go through. New rules apply from 1 June, and the Migration Agency can also refuse because of something on your side as the employer. I will tell you straight away whether this holds.

Extensions filed before 1 December 2026 are still assessed against the old 80% threshold

THE RULES

What changed on 1 June

The salary must be at least 90% of the median wage. After Statistics Sweden's update in June, that means SEK 34,470 a month. Some occupations are exempt and qualify at 75%.

The Migration Agency can refuse an application because of circumstances at the employer. In certain sectors — cleaning, hotels and restaurants, construction, retail, agriculture, workshops, staffing — you must also be able to show that the salary is covered three months ahead.

New obligations have been added after the decision too: you must report if the employment has not started within four months, or the permit may be revoked. In selected sectors, any worsening of employment terms must be reported in writing within a month.

If you already have staff on permits, there is a date to keep track of. Extensions filed before 1 December are assessed against the old requirement, 80%. After that, 90% applies to everyone.

HOW IT WORKS

The whole path, not just the permit

Most companies get in touch once the candidate has been found. By then the most important question has already been asked, but nobody has answered it: will this go through?

1

A review, free of charge

Bring the role and the salary. I check the role against the threshold, the sector, and whether there is anything on your side that will sink the application. I say yes or no, not maybe.

2

Advertising in Platsbanken

The position must be posted for the required ten days before the offer of employment can be made.

3

Union statement

The trade union must be given the opportunity to comment on the terms.

4

The offer of employment

The offer is filed in the Migration Agency's e-service, and the four required insurances are taken out.

5

Contract and registration

An employment contract in line with the collective agreement, and registration with the Swedish Tax Agency.

6

The list of what comes next

Reporting if the employment has not started within four months, the extension, and changes to the terms — with dates, so nothing slips.

PRACTICALITIES

What you get and where the line is

What you get

- ◆ An answer before filing on whether the role and salary hold up
- ◆ The whole process handled, from advert to registration
- ◆ An employment contract in line with the collective agreement
- ◆ A dated list of what has to be done after the decision
- ◆ A work environment induction and first conversation with the new hire in their own language

Where the line is

- ◆ I am not a lawyer and I do not represent you in court
- ◆ If the application is refused and you want to appeal, you need a lawyer
- ◆ I work on what comes before — on there being no refusal in the first place
- ◆ If the salary does not meet the threshold I say so, and I do not charge you to file anyway

Price

From SEK 20,000

One employee, the whole path. Several people or a recurring need: we build the routine at your end once, from SEK 2,000/hr. The first conversation is free.

Book a review

8 years in HR and Swedish labour law, on the ground in Sweden · working in Swedish, Polish, English and Italian

AGATA CEGLECKA · HR KONSULT

kontakt@agatahrkonsult.com · agatahrkonsult.com · +46 73 568 13 83 · linkedin.com/in/agata-ceglecka