

KPMG

GMS Flash Alert

Immigration

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Sweden – Government Proposes Simplified Work Permit Process

On 8 July 2026, the Swedish Government (the "Government") presented a legislative proposal aimed at simplifying the process for work permit holders who change employers or occupations in Sweden.[1]

WHY THIS MATTERS

The proposed changes could give work permit holders greater flexibility to change employers or occupations without applying for a new work permit. They could also reduce the associated administrative burden for employers and individuals. If enacted, the changes would require employers to notify the Swedish Migration Agency of employment changes and may require continued monitoring of applicable salary, employment-condition, and insurance requirements.

Key Highlights

Under the current regulations, a work permit is tied to both a specific employer and profession during the first two years. During the following two years, the permit remains linked to the occupation. Consequently, individuals who wish to change employers or occupations are expected to apply for a new work permit before starting their new positions.

The Government's proposal would remove the requirement for work permits to be tied to a specific employer or occupation. Instead, individuals would be required to notify the Swedish Migration Agency when their existing employment ends and new employment begins.

The proposal also includes changes to the rules concerning unemployment. Currently, work permit holders generally have three months to find new employment to retain their permits. The Government proposes extending this so-called transition period to six months for individuals who have held a valid work permit for more than two years.

Furthermore, the proposal includes a new provision under which an employer that pays the application fee for a work permit or an extension would not be permitted to seek reimbursement from the employee. Any contractual term requiring such reimbursement would be null and void.

If enacted, the proposed legislative changes would enter into force on 1 February 2027.

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KPMG INSIGHTS

Under the proposed changes, it could become easier for employers to recruit individuals who are already in Sweden and to reallocate resources within corporate groups. Greater mobility could also make it easier for individuals to change employers. This may place greater emphasis on employers' ability to attract and retain talent through competitive terms and development opportunities.

Even though the administrative burden associated with changing employment could be reduced, employers may need to continue monitoring compliance with applicable salary levels, employment conditions, and insurance requirements. Updated internal procedures and documentation may therefore remain important.

Extending the transition period to six months for individuals who have held valid work permits for more than two years could allow qualified workers to remain in Sweden for longer periods between jobs. This appears to be in line with the Government's overall objective of retaining highly skilled labour in Sweden.

Employers and affected individuals might wish to consider:

- identifying work permit holders who may benefit from greater flexibility to change roles or employers;
- reviewing their procedures for notifying the Swedish Migration Agency when employment ends or new employment begins;
- assessing whether their internal procedures appropriately monitor applicable salary, employment-condition, and insurance requirements; and
- whether the proposed six-month transition period may apply to affected individuals' circumstances.

If program managers have any questions or concerns about the scope of the update, its application and potential impacts, and appropriate next steps, they should consult with their qualified professional or a member of the GMS team with KPMG in Sweden (see the Contacts section).

ENDNOTE:

1 Regeringskansliet (in Swedish), "Nya regler om ansökningsförfarandet för vissa uppehålls- och arbetstillstånd," published on 8 July 2026.

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RELATED RESOURCES

See article, "Simplified work permit process," in TaxNews, a publication of the KPMG International member firm in Sweden, published on 10 July 2026.

See article (in Swedish), "Förenklad process för arbetskraftsinvandring," in TaxNews, a publication of the KPMG International member firm in Sweden, published on 10 July 2026.

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Contacts

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