



**BUSINESS SWEDEN**

# **WORK AND RESIDENCE PERMITS AND BUSINESS ENTRY VISAS**

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## ESTABLISHMENT GUIDE

**This document guides foreign individuals and companies through the necessary permit procedures in Sweden.**

### EU/EEA CITIZENS

#### VISITS OF UP TO 90 DAYS

Sweden is a member of the European Union (EU) and a signatory to the European Economic Area (EEA) agreement. Therefore, citizens of EU/EEA countries only need a valid passport or a national identity card to enter Sweden for time periods up to 90 days.

#### STAYS OF MORE THAN 90 DAYS

EU/EEA citizens do not need a residence permit to stay in Sweden over 90 days if they have a right of residence according to the rules for freedom of movement within the EU which involves employment, running a business, studying or the possession of sufficient means. In practice, this means that an EU/EEA citizen and his/her family members are permitted to stay in Sweden for more than 90 days without a residence permit. Family members who are not EU/EEA citizens must apply to the Swedish Migration Agency (Migrationsverket) for residence cards.

- Any person intending to live in Sweden over one year will be registered in the Swedish Population Register (the Swedish Tax Agency / Skatteverket).
- EU/EEA citizens that will be employed in Sweden must enclose a certificate of employment from the employer stating the duration and type of employment when registering in the Population Register. Any person intending to

live in Sweden over one year will be registered in the Swedish Population Register (the Swedish Tax Agency / Skatteverket).

- EU/EEA citizens providing services (e.g. consultancy, freelance) need a confirmation (certificate, agreement or similar documentation) when registering in the Population Register. The document must be written and signed by the person receiving the service.

### NON-EU/EEA CITIZENS

#### VISAS REQUIRED FOR TEMPORARY VISITS OF UP TO 90 DAYS

Citizens of non-EU/EEA countries need a “Schengen visa” in order to enter Sweden. However, visas are not required for citizens of certain countries (USA, Japan, Canada, among other countries). A complete list of countries for which visas are required is available on the website of the Government Offices of Sweden (Regeringskansliet).

#### IN BRIEF

- Sweden is part of the Schengen zone
- No work permit needed for citizens of EU/EEA countries
- Work permits for non-EU/EEA citizens require a written offer of employment

Foreign citizens can apply for a visa at most Swedish Embassies or Consulates or online. In countries where Sweden does not have an embassy, applications can be done at an embassy of another Schengen country representing Sweden. The applicant must be able to show:

- that the visit will be temporary
- that the applicant has sufficient financial support during their stay
- an invitation from the Swedish employer/ company or resident
- provide medical travel insurance
- tickets or funds to return home

### RESIDENCE PERMIT REQUIRED FOR STAYS OF MORE THAN 90 DAYS

Non-EU/EEA citizens need a residence permit to stay in Sweden longer than 90 days. Applications for residence permits are submitted simultaneously when applying for a work permit. The Residence Permit Card must be obtained before the arrival to Sweden. Applicants are encouraged to apply online on the website of the [Swedish Migration Agency/Migrationsverket](#).

Applicants can also apply for residence permits at a Swedish Embassy or a Consulate General in the applicant's country of origin or residence. Family members of a person holding a residence permit and/or work permit in Sweden (e.g. a spouse or cohabitant and children under 21 years of age) may also be granted residence permits for the same time period. Family members may also be granted work permits. A person that has worked and held a residence permit in Sweden for four years may be granted permanent residence.

### NON-EU/EEA CITIZENS WHO ARE LONG-TERM EU/EEA RESIDENTS

Non-EU/EEA citizens holding a residence permit in an EU/EEA country over five years may acquire long-term resident status in that country. Long-term residents in an EU country hold certain rights similar to those of EU citizens. These entail greater freedom of movement to work within the EU. Family members are entitled to accompany the individual holding the long-term resident status.

A person with a long-term resident status in an EU member state intending to spend more over 90 days in Sweden needs to apply for a residence per-

## SCHENGEN COUNTRIES

### Members of Schengen

Austria, Belgium, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Slovakia, Slovenia, Spain and Sweden.

### Members of Schengen by cooperation agreement

Iceland, Norway, Liechtenstein and Switzerland.

## EU/EEA COUNTRIES

### EU member states

Austria, Belgium, Bulgaria, Cyprus, Croatia, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden and United Kingdom.

### EEA countries

The EEA consists of the EU member states and Iceland, Norway and Liechtenstein.

mit. Applications are either posted to the Swedish Migration Agency or handed in to a Swedish Embassy or Consulate General. The application can also be handed in to a local migration board office in Sweden after arrival to Sweden.

When moving to Sweden from another EU/EEA country, the applicant must provide additional information with the residence permit application.

Long-term EU/EEA residents being employed in Sweden must enclose a certificate of employment from their employer stating the type and duration of employment.

Individuals providing a service, e.g. consultancy services or freelance work in Sweden, need to con-



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firm this fact in a document written and signed by the person receiving the service through e.g. a certificate, agreement or similar documentation.

## WORK PERMIT - OVERVIEW AND PROCEDURES

Non-EU/EEA citizens being employed in Sweden require a work permit before entering the country. Applicants are encouraged to apply online on the website of the Swedish Migration Agency/Migrationsverket. Work permits can also be applied for at a Swedish Embassy or Consulate General in the applicant's country of origin or residence.

The application must include a written offer

of employment in Sweden issued by the Swedish employer (form available on the [Migrationsverket website](#)).

The offer must include:

- Information regarding salary, insurance and other employment conditions in Sweden. The salary and other employment conditions must be at least equal to Swedish collective agreements or customary with the market levels in Sweden for the specific profession.
- The relevant labour union in Sweden must be given the opportunity to express an opinion

on the terms of the employment. The union's opinion must be included in the offer of employment and attached to the application for work permit.

Companies in Sweden having operated for less than a year and employing non-EU/EEA citizens also need to enclose documentation in the work permit application showing that the prospective employee has:

- his/her salary guaranteed for at least three months, for example through a guarantee from a bank or financial partner, bank statement or contract
- received a document about key terms and conditions, such as salary, working hours, nature of work and length of employment. The document needs to be signed by the prospective employee.

Companies operating in certain industries, including hotels, restaurants and construction, and that employ non-EU/EEA citizens need to meet additional requirements. More information can be found on the [Swedish Migration Agency/Migrationsverket website](#).

An approved work permit is restricted to the specific employer and the profession and it is linked to the length of the contract the first two years. For employment contracts longer than two years, the employee must apply for a new work permit before the expiration of the initial permit.

In the case of new recruitments, the employment offer must show that the employer in Sweden has advertised the job in Sweden and the EU for at least 10 days. The employer in Sweden has full discretion when choosing whom to employ. In case of intra-corporate transfers there is no need to advertise the job.

### **INTRA-CORPORATE TRANSFER**

An Intra-Corporate Transfer (ICT) permit is an alternative to the regular work permit process. It entitles citizens of a country outside the EU/EEA and Switzerland to enter and remain in Sweden to work as a manager, specialist or trainee for a company that is established in Sweden within the same corporate group as the host company.

- The maximum permit period for managers and specialists is 3 years, whereas the permit period for trainees is 1 year.
- A decision will be made within 90 days of



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applying. Applicants already being granted an ICT permit in another EU state but intend to work in Sweden, may receive an extended-stay mobility ICT permit in Sweden.

For more information regarding extended-stay mobility ICT permit, please visit the [Swedish Migration Agency/Migrationsverket website](#).



## EXEMPTION FROM WORK PERMIT

### SPECIALISTS WORKING TEMPORARILY IN SWEDEN

Non-EU/EEA specialists employed by an international company or group and traveling to and from Sweden for periods of temporary work do not require a work permit. This exemption applies if the total stay in Sweden does not exceed 12 months. However, for stays shorter than 90 days, citizens in certain countries must have an entry visa granted prior to arrival. If the stay is longer than 90 days at a time, a residence permit will be required and must have been granted prior to arrival.

### VISITING RESEARCHERS

A visiting researcher is a person who has undergone higher education which gives access to doctoral studies and the purpose of the stay is to take part in research work.

A person planning to work longer than 90 days as a visiting researcher does not need a work permit but must have a residence permit. Visiting

researchers planning to work for a period shorter than 90 days in Sweden do not need a residence permit. For work that is shorter than 90 days, citizens in certain countries must have an entry visa. An employer wishing to employ a visiting researcher must be approved as a research organization by the Swedish Research Council (Vetenskapsrådet). The research organization must also prepare a hosting agreement with the visiting researcher. The hosting agreement must show that the visiting researcher has undertaken to conduct a research assignment and that the research organization hosts the visiting researcher. It must be signed by both parties.

The hosting agreement can be found on the [Swedish Migration Agency/Migrationsverket website](#).

Further exemptions from work permits apply and are listed on the website of the [Swedish Migration Agency](#).

# USEFUL CONTACTS

## GOVERNMENT AGENCIES

### Swedish Migration Agency

(Migrationsverket)  
SE-601 70 Norrköping  
+46 771 235 235  
[www.migrationsverket.se](http://www.migrationsverket.se)

The Migration Agency is responsible for permits for people visiting and settling in Sweden, citizenship affairs, repatriation, international work and other collaborative bodies.

### Working in Sweden

[www.workinginsweden.se](http://www.workinginsweden.se)

A website describing the practicalities of living and working in Sweden.

### Swedish embassies and consulates

[www.swedenabroad.se](http://www.swedenabroad.se)

The website for Swedish Diplomatic Missions abroad.

### Swedish Research Council

(Vetenskapsrådet)  
[www.vr.se](http://www.vr.se)

The Swedish Research Council is the public agency that approves research institutions and issues regulations on salary levels for researchers.



We help Swedish companies grow global sales and international companies invest and expand in Sweden.

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