

POTENTIAL REFUGEE LABOUR PATHWAYS TO SWEDEN

MULTIPLE PATHWAYS TO COMPLEMENTARY LABOUR PATHWAYS

Complementary labour pathways can take a **variety of forms**, meaning that they can be designed in line with Member State contexts and priorities, can engage a variety of actors, and can reach refugees with a range of profiles. Approaches to facilitating refugee labour mobility include those that make **current labour pathways more accessible** to refugees generally as well as **targeted initiatives for displaced talent** in certain sectors or geographies.



Selected labour migration channels for third-country nationals that might be considered in a complementary labour pathway scheme.

📍 *With flexibility or adaptations, these could be used by displaced talent.*



Other labour migration initiatives that, while not currently targeting displaced persons, could be expanded or taken as inspiration to reach those in particular countries or occupations.

📍 *Targeted initiatives offer an opportunity to proactively reach displaced talent.*

EU Blue Card

- Combined work and residence permit allowing for the highly qualified employment of third-country nationals who have a job offer; valid for **2 years** and it can be renewed for another 2
- Applicants must demonstrate **180 university credits or 5 years of professional experience**, in addition to a **minimum annual salary**

Work permit

- Third-country nationals can obtain a work permit if they have a concrete job offer and an employment contract; permit is valid for up to **2 years**, and can be extended multiple times for 2 years each
- Terms of employment and salary must be on par with those set by Swedish collective agreements or customary conditions within the particular occupation or industry

Residence permit for researchers

- Third-country researchers are exempt from the work permit requirement, but need to apply for a residence permit if they stay for more than 3 months
- Once their research is completed, there is a **possibility to obtain a residence permit** to seek employment or start a business

EU Talent Partnerships

- Aim to facilitate **job matching** and **labour market mobility** that is beneficial for migrants, sending countries, and receiving countries, and could be used to reach refugees in addition to migrants
- Mobility for study, **work**, and **training** purposes
- Focus on **North African countries, Bangladesh, Nigeria, Pakistan, and Senegal**



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