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Ad-Hoc Query on 2023.44 Income threshold for a residence permit for employment

Requested by Finland on 6 October 2023

Compilation produced on 10 November 2023

Responses from Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Estonia, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Slovakia, Slovenia, Sweden plus Norway (24 in Total)

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1. BACKGROUND INFORMATION

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The Finnish Government is currently planning legislative amendments to add an EUR 1,600 per month income threshold for the residence permit for an employed person. Legislation will also be amended so that the income limits will be decided by government decree in future. The aim is to promote full-time work and to make sure that workers will be able to support themselves better. The amendments are prepared in the Ministry of Economic Affairs and Employment. As background the Ministry would like to know whether such amendments have been made or are planned in other Member States.

Seeing that the legislative proposal will be sent out for comments at the end of October 2023, the co-chair of the ad-hoc query working group has approved a deadline of three weeks.

We highly appreciate your collaboration in answering this question.

We would like to ask the following questions:

- 1. Is there a minimum salary threshold in use for residence permits for employment (regular permits, not including specialist permits) in your Member State? YES/NO**
- 2. If you answered YES to Q1, please provide the amount of this minimum salary threshold and please explain if is it linked to average salary?**
- 3. How is the salary threshold determined and made public? E.g. by law, decree or other policy.**
- 4. How often is the salary threshold updated?**


We would very much appreciate your responses by **27 October 2023**.

2. RESPONSES

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1

		Wider Dissemination²	
	EMN NCP Austria	Yes	<p>1. In Austria, the residence title "Red-White-Red Card", which is associated with a limited access to the labor market, can be issued. Depending on the specific qualifications of the applicant, this title can be considered for very highly qualified workers, skilled workers, key workers, regular employees, start-up founders or artists.</p> <p>2. A specific salary limit is only provided for the Red-White-Red Card for "other key workers". Pursuant to Art. 12b para 1 of the Act Governing the Employment of Foreign Nationals, the gross monthly salary for the intended employment must be at least 50% of the maximum monthly contribution base pursuant to Art. 108 para 3 General Social Insurance Act plus special payments. For the year 2023, the minimum remuneration is therefore € 2,925 gross per month plus special payments. The specific income also plays a role regarding the Red-White-Red Card for very highly qualified workers. In order for these people to be considered "very highly</p>

¹ If possible at time of making the request, the Requesting EMN NCP should add their response(s) to the query. Otherwise, this should be done at the time of making the compilation.

² A default "Yes" is given for your response to be circulated further (e.g. to other EMN NCPs and their national network members). A "No" should be added here if you do not wish your response to be disseminated beyond other EMN NCPs. In case of "No" and wider dissemination beyond other EMN NCPs, then for the Compilation for Wider Dissemination the response should be removed and the following statement should be added in the relevant response box: "This EMN NCP has provided a response to the requesting EMN NCP. However, they have requested that it is not disseminated further."


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		<p>qualified", they must achieve at least 70 points based on a catalog of criteria – the following applies:</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding-left: 20px;">Last year's gross annual salary, among others in a management position</td> <td style="text-align: right; padding-right: 20px;">Points</td> </tr> <tr> <td style="padding-left: 20px;">€ 50.000 to 60.000</td> <td style="text-align: right;">20</td> </tr> <tr> <td style="padding-left: 20px;">€ 60.000 to 70.000</td> <td style="text-align: right;">25</td> </tr> <tr> <td style="padding-left: 20px;">over € 70.000</td> <td style="text-align: right;">30</td> </tr> </table> <p>With regard to the Red-White-Red Card for skilled workers, key workers (university graduates), regular employees and artists, reference is made only to the "minimum remuneration due under the law, ordinance or collective agreement plus an overpayment customary in the company" (Art. 12a Act Governing the Employment of Foreign Nationals) or the "monthly minimum gross remuneration customary in the locality for domestic university graduates (young professionals)" (Art. 12b para 2 Act Governing the Employment of Foreign Nationals) or whether the "guarantee appears to be given that the employer complies with the wage and working conditions, including the social security regulations" (Art 12d in conjunction with Art. 4 para 1 subpara 2 or Art. 14 in conjunction with Art. 4 para 1 subpara 2 Act Governing the Employment of Foreign Nationals).</p> <p>3. The amendment of the maximum monthly contribution base pursuant to Art. 108 para 3 General Social Insurance Act is published in the Federal Law Gazette.</p> <p>4. Pursuant to Art. 108 para 1 of the General Social Insurance Act, the Federal Minister of Social Affairs, Health, Care and Consumer Protection must determine and publish the maximum contribution base for the following calendar year.</p>	Last year's gross annual salary, among others in a management position	Points	€ 50.000 to 60.000	20	€ 60.000 to 70.000	25	over € 70.000	30
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	EMN NCP Belgium	Yes	<p>1. No. In principle, for non-specialised permits, the minimum salary that applies is the average guaranteed monthly minimum income. This amount is determined country-wide and must be considered as the lowest limit of income that any worker can receive. If higher minimum wages are determined in a specific sector, then these apply.</p> <p>2. N/A</p> <p>3. The average guaranteed monthly minimum income is determined by the National Employment Council (Conseil National du Travail; Nationale Arbeidsraad). The updated amounts are made public on their website (https://cnt-nar.be/fr/documents/montants-des-cct). As of 01.12.2022, the average guaranteed monthly minimum income is 1.954,99 EUR (for workers aged 18 and above; a full-time job concluded for a full month minimum). In certain sectors, minimum wages are determined by “collective labour agreements” concluded within joint committees between workers’ unions and employees’ unions. These agreements contain provisions which determine the general basis for calculating wages according to the different levels of qualification and function. Minimum wages are centralised in a database (accessible here: https://salairesminimums.be/index.html?lang=fr). If these wages are higher than the average guaranteed monthly minimum income, then these apply.</p> <p>4. The database of minimum wages brings together wage data from 01/01/2008 and updates it as planned by the collective labour agreements. The average guaranteed monthly minimum income will be updated in 2024 and in 2026.</p>
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	EMN NCP Bulgaria	Yes	<p>1. No. There is no a minimum salary threshold in use specifically for residence permits. According to Art. 244 of the Labour Code, the Council of Ministers shall determine the national minimum salary on an annual basis for all workers and employees. The national minimum salary for the next calendar year shall be determined by 1st September of the current year by taking into account the amount of 50 percent of the gross average salary for a 12-month period that includes the last two quarters of the previous year and the first two quarters of the current year.</p> <p>2. N/A</p> <p>3. N/A</p> <p>4. N/A</p>
	EMN NCP Croatia	Yes	<p>1. Yes.</p> <p>2. The minimum wage in Croatia is a yearly gross amount and for 2023. values 700 euros. Croatia is in the process of determining minimum wage amount for 2024. Average salary is only one of the factors taken into account when determining minimum wage.</p> <p>According to the Minimum Wage Act, the definition of the minimum wage also includes minimum amounts contracted in a collective agreement, the application of which was extended by the decision of the minister responsible for labour. We have two collective agreements extended to the whole sector- one for construction sector and one in</p>


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			<p>hospitality. The amounts range from 700 euro to aprox. 2000 euro, depending on the complexity level.</p> <p>3. In the Republic of Croatia, the minimum wage is determined for each calendar year by a Government Decree after the consultations with social partners. The Decree is to be adopted until October 31, and the amount is valid for the next calendar year. The amount is determined taking into account the share of the minimum wage in the average gross wage paid in legal entities from January to July of the current year, inflation, wage trends, unemployment and employment trends, demographic trends and the overall state of the economy, paying special attention to activities with low wages and vulnerable groups of employees.</p> <p>4. Every year before October 31 for the next calendar year. The wages from the extended collective agreements can be updated at any time upon the consensus of both parties, but the Annex to the Collective Agreement have to be extended as well.</p>
	EMN NCP Cyprus	Yes	<p>1. Yes, there is a minimum salary threshold in use for residence and employment permits in categories where no market test is conducted, such as residence and employment permits for domestic workers and specialised employees employed by companies of foreign interests operating in Cyprus.</p> <p>2. The gross monthly salary for domestic work is set at €460, taking into consideration that housing and other expenses are covered by the employer. This is not linked to the average salary.</p>



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			<p>Another salary threshold that is in place is the one for specialised employees employed by companies of foreign interest operating in Cyprus. The threshold of gross monthly salary in such cases is set at €2500, based on a decision by the Council of Ministers in which the average salary was taken into account.</p> <p>3. Either through a decision of the Council of Ministers or a decision of the Ministerial Committee on the employment of third-country nationals in Cyprus</p> <p>4. Periodically. No specific timeframe is in place.</p>
	EMN NCP Czech Republic	Yes	<p>1. Yes.</p> <p>2. The minimum salary threshold equals the minimum wage, i.e. the lowest permissible amount of remuneration for work in labour relations, the current minimum wage is CZK 17,300 per month.</p> <p>3. The basic legal regulation of the minimum wage is based on the Labour Code, its amount and conditions of its provision are set by the Government of the Czech Republic by its decree, which is published as a binding legal regulation in the Collection of Laws of the Czech Republic.</p> <p>4. The minimum wage is adjusted in accordance with the development of the situation in the national economy, usually once a year.</p>

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	EMN NCP Estonia	Yes	<p>1. Yes.</p> <p>2. The amount of the remuneration to be paid to a person shall be in compliance with the data last published by Statistics Estonia, valid at the moment of commencement of proceedings of an application for a temporary residence permit, which is for period 06.03.2023- March 2024, 1685 EUR. Yes, amount is linked to average salary, as is should be at least equal to the annual average gross salary in Estonia.</p> <p>3. The salary threshold is determined by national legislation, Aliens Act § 178 (1), according to which an employer is required to pay to an alien a remuneration that is at least equal to the annual average gross salary in Estonia last published by Statistics Estonia regardless of the agreed working time. The exact amount of annual average gross salary may found in Statistics Estonia homepage (https://www.stat.ee/et/avasta-statistikat/valdkonnad/tooelu/palk-ja-toojoukulu/keskmine-brutokuupalk) and the Police and Border Guard Board homepage: https://www2.politsei.ee/en/teenused/residence-permit/tahtajaline-elamis...</p> <p>4. Once a year.</p>
	EMN NCP France	Yes	<p>1. YES Minimum salary thresholds are provided by the French code for entry and stay of foreign nationals and right to asylum (CESEDA) and the Labour code.</p>


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			<p>The granting of a temporary residence permit with the mention “employee” or “temporary worker” is subject to the possession of a work authorisation (article L.421-1 and L.421-3 of the CESEDA). With regard to these residence permits, the granting of a work permit is conditioned to a remuneration in line with the provisions of the Labour code on the minimum wage, or the minimum wage provided for under the collective agreement applicable to the employer (article R.5221-20 of the Labour Code).</p> <p>2. According to article D.5221-21-1 of the Labour code, the minimum salary threshold is the minimum wage, or the wage provided for in the collective agreements, but some categories may have an higher minimum salary threshold (ie. specialist residence permits). For instance, a residence permit “job research or business creation”, or a student with a degree at least equivalent to a master’s degree (article L.421-4 of the CESEDA) obtained during the year and holding an employment contract in relation to his/her training (2° and 3° of article R.5221-21 of the CESEDA) is set at one and a half times the amount of the monthly minimum wage.</p> <p>3. The salary threshold is determined by decree (article R.5221-21 of the Labour code).</p> <p>4. The salary threshold follows the evolutions of the minimum wage, which is upgraded annually. An upgrade during the year is also possible if the consumer price index increases of at least 2% in comparison to the index recorded at the last change of the amount of the minimum wage.</p>
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	EMN NCP Germany	Yes	<p>1. Yes.</p> <p>2. All residence titles for employment always require proof of sufficient income to secure one's livelihood. This is a general requirement for all residence permits, only some exceptions, e.g. for humanitarian residence titles etc. exist. There is however no fixed, federal threshold, rather the exact threshold that must be demonstrated depends on the regional situation, e.g. price level for renting an apartment.</p> <p>In addition, there is a condition for skilled workers who are 45 years of age or older and have been granted a residence title for the first time, they have to have a salary corresponding to at least 55 per cent of the earnings ceiling of the general pension scheme, unless the foreigner can prove that he or she possesses adequate provision for old age. The requirements may only be waived in justified exceptional cases where there is a public interest in employing the foreigner, in particular under regional, economic or labour market policy aspects.</p> <p>Other than that, minimum salaries only apply to the acquisition of a Blue Card. Also, a temporary residence permit to take up employment is granted subject to approval from the Federal Employment Agency, unless approval is not required by law, on the basis of the Ordinance on the Employment of Foreigners or an inter-governmental agreement. The Federal Employment Agency may give its approval to the employment of foreigners as skilled workers, if the skilled workers are not employed under less favourable terms than German nationals employed in an equivalent position.</p> <p>3. The Federal Ministry of the Interior, Building and Community announces the minimum salaries in the Federal Gazette annually by 31 December for the following calendar year.</p>
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			4. Once a year.
	EMN NCP Greece	Yes	<p>1. YES. According to national legislation, an employer who wishes to hire personnel for purposes of paid employment, based on the posts included in relevant ministerial decision, submits an application to the competent service, which is accompanied, among others, by a labour contract for at least one year in Greece, demonstrating that the remuneration of the person concerned is at least equal to the monthly remuneration payable to unskilled workers in the country.</p> <p>2. The minimum salary threshold is linked to the monthly remuneration payable to unskilled workers in Greece. From 1.4.2023, according to relevant legislation of the Ministry of Labour and Social Security, the legal minimum wage for employees is set at €780.00.</p> <p>3. It is determined, after a process of consultation, by a relevant decision of the Minister of Labour and Social Security (GG B'2003/2023) that is published in the Official Governmental Gazette and in the official site of the above Ministry.</p> <p>4. Every year.Bottom of Form</p>

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	EMN NCP Hungary	Yes	<p>1. There is no threshold set by Hungary. Applications are examined on a case-by-case basis.</p> <p>2. N/A</p> <p>3. N/A</p> <p>4. N/A</p>
	EMN NCP Ireland	Yes	<p>1. Yes.</p> <p>2. Critical Skills Employment Permits All occupations with a minimum annual remuneration of €64,000 are eligible for a Critical Skills Employment Permit if not otherwise on the Ineligible Occupations List. A restricted number of strategic occupations on the Critical Skills Occupations List are eligible for Critical Skills Employment Permits with a minimum annual remuneration of €32,000.</p> <p>General Employment Permits A minimum annual remuneration of €30,000 applies in general to General Employment Permits. Specific remuneration thresholds apply to specific occupations: - €27,000 in respect of an employment as a healthcare assistant; where an application is made in respect of a healthcare assistant who has previously been in employment in the State on an employment permit as a healthcare assistant for two years or more, a copy of the permit holder's relevant Level 5 Quality and Qualifications Ireland (QQI) qualification.</p>


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		<ul style="list-style-type: none"> - €27,000 in respect of a non-EEA student - who has graduated in the last 12 months, from an Irish third level institution, and has been offered a graduate position from the Critical Skills Occupation List; the minimum annual remuneration must be €30,000 at renewal stage; - €27,000 in respect of a non-EEA student - who has graduated in the last 12 months, from an overseas third level institution, and has been offered a graduate position as an ICT professional from the Critical Skills Occupations List; in such cases the minimum annual remuneration must be €30,000 at renewal stage; - €27,000 in respect of an employment permit which requires a person fluent in the official language of a state which is not a Member State of the EEA, where the employment is supported by an enterprise development agency and the employment is in: <ul style="list-style-type: none"> - a customer service and sales role with relevant product knowledge, - a specialist online digital marketing and sales role, or - a specialist language support and technical sales support role, and - €27,500 in respect of an employment as a boner (meat) and €22,000 in respect of employment as a horticulture or meat processing operative. <p>When calculating the remuneration threshold the following may be taken into account:</p> <ul style="list-style-type: none"> - Basic salary to achieve at least National Minimum Wage or a rate of pay fixed under or pursuant to any enactment as the first component of the remuneration package and, if provided - Health insurance payments made to a health insurer registered with the Health Insurance Authority on its Register of Health Benefits Undertakings under s14 Health Insurance Act 1994. <p>The Employment Permit Bill 2022 is currently going through the legislative process in the Irish Parliament. The Bill contains a provision for automatic indexation of minimum</p>
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			<p>remuneration thresholds to ensure the levels required for each permit keep pace with wage growth.</p> <p>3. The salary thresholds are set down in legislation via amendments to the Employment Permits Regulations.</p> <p>4. Salary thresholds have been adjusted for different occupations in line with labour and skills needs in the Irish economy at different times (see question 2). As an example, the remuneration threshold of €27,000 for healthcare assistants was introduced in 2021 via the Employment Permits Regulations 2021. A particular need was identified for healthcare assistants owing to the increase in the ageing population into the future with a consequent demand for services and the impact of Covid-19. The Regulations also included a common validated framework of minimum standards and qualifications for healthcare assistants. This was considered important due to the mix of public, private and voluntary provicers in the sector. Therefore, the framework included a requirement that healthcare assistants should attain a relevant Level 5 qualification after two years' employment. A minimum remuneration threshold of €27,000 was set for healthcare assistants to balance the need to recruit staff without disrupting the domestic labour market.</p>
	EMN NCP Italy	Yes	<p>1. Yes, there is.</p> <p>2. In Italy, in order to obtain a residence permit for subordinate work (fixed-term, open-ended, seasonal and self-employed), the monthly salary must not be lower than the minimum parameter for the social allowance (€503.27 per month for 2023). The social</p>



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			<p>allowance is an economic contribution of a welfare nature in favour of those who find themselves in disadvantaged economic conditions and with incomes below thresholds set annually by law.</p> <p>In other case, , it is incumbent on the employer, whether Italian or a non-national legally resident in Italy, to demonstrate sufficient income to be able to employ the foreign worker.</p> <p>The minimum income threshold depends on the category contracts stipulated for each individual worker required.</p> <p>For what concerns family reunification, a third-country worker must have 'a minimum annual income from lawful sources not less than the annual amount of the social allowance increased by half the amount of the social allowance for each family member to be reunited'.</p> <p>3. It is determined through Legislative Decree (Legislative Decree no. 286/98 - Consolidation Act on Immigration) that directly links the minimum income required to renew a residence permit for work to the social allowance.</p> <p>For what concerns family reunification purposes, the income threshold is indicated in ministerial circulars published on institutional websites.</p> <p>4. The amount of the social allowance is revalued annually by the INPS (National Institute for Social Security) to adjust it to inflation, while the income threshold for employers must take into account the national collective agreement that is renewed every three years.</p>
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	EMN NCP Latvia	Yes	<ol style="list-style-type: none"> 1. Yes. 2. Currently, the minimum monthly salary threshold for foreigners with a residence permit in relation to employment is set at 1373 EUR, and it is revised every year. The minimum salary threshold is determined in accordance with the average salary for working persons in Latvia in the previous year. 3. According to the regulation set in place by the Cabinet of Ministers the minimum salary threshold for foreigners with a residence permit in relation to employment corresponds to the average gross monthly work remuneration of working persons for the previous year, which is in accordance with the last information published by the Central Statistical Bureau. 4. Once a year, after the Central Statistical Bureau has calculated and published the average gross monthly salary for the previous year (in April).
	EMN NCP Lithuania	Yes	<ol style="list-style-type: none"> 1. Yes 2. The required amount of salary differs in various scenarios. In some scenarios, it is linked to the minimum monthly wage and in others - to the gross average monthly wage. According to Article 44.1.2 of the Law on the Legal Status of Foreigners, <ol style="list-style-type: none"> 1. A foreigner is hired under a "regular" employment contract for at least 6 months. In this case, the company that commits to hire the foreigner must provide an intermediation letter, indicating the salary, among other things. If the indicated


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			<p>salary is less than the minimum monthly wage, then the foreigner has to provide proof of sufficient funds for living (at least 1 minimum monthly wage). The company must also provide information regarding the foreigner's relevant work experience or the foreigner's qualifications relevant to the job the foreigner is being hired; if this information is not provided, then the company must commit to pay a salary that is equal to, or more than the latest gross average monthly wage announced by the State Data Agency.</p> <p>2. A foreigner is hired under a temporary employment contract. Temporary employment contracts can be made not with all employers, but only with companies that carry out temporary employment activities and have declared this to the State Labor Inspectorate. Temporary employment companies deploy their workers to work for other users. In this case, the temporary work company must commit to hiring the foreigner full-time and pay at least <u>a minimum monthly wage in between deployments</u> and at least the last published <u>gross average monthly wage</u> in the national economy (including data on wages in individual companies) <u>during deployments</u>.</p> <p>The minimum wage was €840 in 2023 (it will be €924 in 2024). As of 2017, the Labor Code stipulates that the MMA can only be paid for unskilled work, which is defined as work for which there are no specific qualification or occupational skill requirements. The gross average monthly wage in the national economy (including data on wages in individual companies) was € 1 987,8 in the 2nd quarter of 2023. The requirements for foreigners who intend to work in a highly skilled occupation are different – at least 1.5 gross average monthly wage or 1.2 gross average monthly wage if their occupation is listed on the list of high-value-added occupations for which there is a shortage of workers in the Republic of Lithuania.</p> <p>3.</p>
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			<p>The salary requirements for issuing temporary residence permits on the grounds of employment are specified in the Law on the Legal Status of Foreigners. The minimum wage is set by government resolution. The average monthly gross wage is calculated and published by the State Data Agency.</p> <p>4. The minimum wage is adjusted annually. The gross average monthly wage is calculated quarterly.</p>
	EMN NCP Luxembourg	Yes	<p>1. YES.</p> <p>2. The amount of the minimum social salary is fixed by the law and it amounts to 2.570,93€ for non-qualified workers and 3.085,11€ for qualified workers from 1st September 2023.</p> <p>NO. The minimum social salary is not linked to the average salary but to the changes in the cost of living (article L. 223-1 of the Labour Code).</p> <p>3. The minimum social salary applies is the minimum wage to which any salaried person of normal physical and intellectual aptitude is entitled regardless of sex (article L.-222-1 of the Labour Code). It is fixed by law (Article 222-2 (1) of the Labour Code). The minimum social salary is adapted to the weighted index of consumer prices (article L. 222-3 of the Labour Code).</p>


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			<p>4. Normally, the law foresees that the adaptation has to be done every two years according to the evolution of the average wage level (article L. 222-2 (2) of the Labour Code). It is also adjusted in line with the evolution of the cost of living (see answer to question 3).</p> <p>Seeing the changes of the cost of living it is generally adapted once a year. Exceptionally in 2023, the salaries have been indexed three times.</p>
	EMN NCP Malta	Yes	<p>1. The current law on the single permit does not set out any threshold, however, every person employed in Malta must have at least the minimum wage.</p> <p>2. Age 18 and over : €192.73 Age 17 years : €185.95 Under 17 years :€ 183.11</p> <p>3. N/A</p> <p>4. N/A</p>
	EMN NCP Netherlands	Yes	<p>1. Yes.</p> <p>2. Amount of minimum gross salary threshold for (married) couples (= 100% of minimum wage) determined for 1 July 2023 - 31 December 2023:[1]</p> <ul style="list-style-type: none"> Per month without holiday allowance: € 1995.00

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			<ul style="list-style-type: none"> Per month with holiday allowance € 2154.60 <p>Amount of minimum gross salary threshold for singles or single parents (= 70% of minimum wage) determined for 1 July 2023 - 31 December 2023:</p> <ul style="list-style-type: none"> Per month without holiday allowance: € 1396.50 Per month with holiday allowance € 1508.22 <p>This amount is what you must earn to come to the Netherlands or to bring a foreign national to the Netherlands. The amount is linked to the legal minimum wage.[2]</p> <p>[1] IND, 'IB 2023/45 Normbedragen per 1 juli 2023', https://puc.overheid.nl/doc/PUC_1308736_1/1, last accessed on 11 October 2023.</p> <p>[2] Article 8 of the Minimum Wage and Minimum Holiday Allowance Act (Wml) 2023.</p> <p>3. Under the Minimum Wage and Minimum Holiday Allowance Act (Wml), the salary thresholds are revised by the Minister of Social Affairs and Employment on 1 January and 1 July each year and published in the Government Gazette (Staatscourant). Moreover, the Immigration and Naturalisation Service (IND) publishes these amounts on its own website.</p> <p>4. Every six months.</p>
	EMN NCP Poland	Yes	<p>1. YES</p> <p>In accordance with the regulations in force in Poland, one of the conditions for granting a temporary residence and work permit is that the foreigner obtains a monthly salary that is not lower than the minimum wage, regardless of the working time and the type of</p>


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			<p>legal relationship constituting the basis for the work performed by the foreigner. The above requirement is also considered to be met when the foreigner works for more than one employer and the total salary is not lower than the minimum wage.</p> <p>2. Currently, the minimum wage is 3,600 PLN and the minimum hourly rate is 23.50 PLN.</p> <p>The minimum wage is the same for all employees regardless of their citizenship.</p> <p>When determining the lowest salary, the amount of the average salary in the first quarter of the year in which the negotiations take place is taken into account.</p> <p>3. The amount of the minimum wage is negotiated annually within the Social Dialogue Council, which consists of parties representing people performing paid work, employers and the government. The Council of Ministers, by June 15 of each year, presents to the Social Dialogue Council a proposal for the minimum wage in the following year, which is then agreed upon within the Social Dialogue Council. During the negotiations, the following are taken into account:</p> <ul style="list-style-type: none"> • information about the price index in the previous year; • information about forecasts for the next year: <p>price index and average wage index;</p> <ul style="list-style-type: none"> • the amount of the average salary in the first quarter of the year in which negotiations take place; • information on household expenses in the previous year;
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			<ul style="list-style-type: none"> • information on the share of income from hired work and the average number of people supported by an employed person in the previous year; • information on the amount of average monthly wages in the previous year by type of activity; • information about the standard of living of various social groups; • information about the economic conditions of the country, taking into account the situation of the state budget, economic development requirements, level of labor productivity and the need to maintain a high level of employment; • indicator of the projected real increase in gross domestic product. <p>The amount of the minimum wage, as well as the amount of the minimum hourly rate, are announced in the Official Journal of the Republic of Poland "Monitor Polski", by way of an announcement by the Prime Minister, by September 15 each year.</p> <p>4. The amount of the minimum wage is negotiated annually within the Social Dialogue Council.</p>
	EMN NCP Portugal	Yes	<p>1. YES.</p> <p>2. 760,00 euros Law No. 23/2007 Official Gazette No. 127/2007, Series I of 4 July 2007 approves the legal regime for the entry, stay, exit and removal of foreign nationals from national territory. https://files.dre.pt/StaticContent/Lei_23_2007_EN.pdf Applying for Residence in Portugal Working in Portugal Article 88, paragraph 2 – Residence Permit for employed workers without a residence visa The expression of</p>



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			<p>interest is preferably submitted through the electronic platform (SAPA Portal) and the application is submitted personally on a standard form signed by the applicant or his/her legal representative and may be submitted at any SEF's directorate or regional delegation, which, after proceedings and decision, will forward it to the directorate or regional delegation of the applicant's area of residence. Article 89, paragraph 2 – Residence Permit for self-employed workers without a residence visa</p> <p>The expression of interest is preferably submitted through the electronic platform (SAPA Portal) and the application is submitted personally on a standard form signed by the applicant or his/her legal representative and may be submitted at any SEF's directorate or regional delegation, which, after proceedings and decision, will forward it to the directorate or regional delegation of the applicant's area of residence</p> <p>Applying for Residence in Portugal</p> <p>Special Situations Pursuant to article 122, n.º1, subparagraph p) of the Aliens Act, a residence permit makes it possible for the student or investor to benefit from the maximum period of one year to find a job or to create a company in the national territory compatible with their qualifications, in which the residence permit is granted for such period.</p> <p>3. By decree</p> <p>4. Every time the national salary changes.</p>
	EMN NCP Slovakia	Yes	<p>1. No. There is only a minimum salary set for all persons employed in the Slovak Republic including nationals and also foreigners. It is set each year to 1 January by an announcement of the Ministry of Labour, Social Affairs and Family based on the Act on Minimum Salary. The minimum salary for 2023 is set to 700 eur/month and 4,023 eur/hour in case of a salary calculated on hourly basis.</p>

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			<p>2. NA</p> <p>3. NA</p> <p>4. NA</p>
	EMN NCP Slovenia	Yes	<p>1. Yes.</p> <p>2. The minimum salary for 2023 is 1.206,36 EUR. The amount of the average salary serves to calculate the minimum pension base for wages, which is set at 60% of the last known annual average salary in the Republic of Slovenia.</p> <p>3. The amount of the minimum salary is determined by the ministry responsible for labour, after prior consultation with the social partners, and published in the Official Gazette of the Republic of Slovenia no later than 31 January of the current year.</p> <p>4. The amount of the minimum salary shall be fixed in the range between 120 % and 140 % of the minimum cost of living, taking into account rising consumer prices, wage developments, economic conditions or economic growth and employment developments, in connection with tax rules enabling the gross amount of the minimum wage to be determined.</p>
	EMN NCP Sweden	Yes	<p>1. NO - Swedish legislation currently does not have a salary threshold that would be a requirement for the applicant to be able to obtain a work permit.</p>


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			<p>On November 1, a change to the legislation comes into force, requiring that a foreigner who applies for a work permit in Sweden must be able to earn a good living through his or her employment. Good income is considered 80% of the median salary that was published at the time of application. In addition to the requirement for a good livelihood, it is still required that the salary, insurance and other terms of employment must be at the level of collective agreements or practices within the profession or line of business. In practice, this means that those labour immigrants who have a salary that is less than 80% of the median salary must have their salary increased from 1 November to achieve this requirement, regardless of whether the salary is at the level of collective agreements or practice in the profession or line of business, if the salary is lower than the subsistence requirement . If according to collective agreement or practice in the profession or industry the wage should be higher than 80% of the median wage (good livelihood), the wage must follow the collective agreement levels.</p> <p>There is an ongoing public inquiry; "Behovsprövad arbetskraftsinvandring" ("Needs based labour immigration") that will present its proposals in the beginning of 2024. This inquiry has been tasked with analysing and presenting a proposal on how the regulation can be formed based on the assumption that work permits should only be granted if the foreigner is offered a certain salary level.</p> <p>2.</p> <p>3.</p> <p>4.</p>
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	<p>EMN NCP Norway</p>	<p>Yes</p>	<p>1. YES</p> <p>2. Section 23 (1) b of the Norwegian Immigration Act has the following condition for residence permits for work purposes: "Pay and working conditions are not inferior to those prescribed by the current collective agreement or pay scale for the industry concerned. If no such collective agreement or pay scale exists, pay and working conditions shall not be inferior to what is normal for the place and occupation concerned."</p> <p>It follows from this that the requirement is not linked to average salary, but to minimum salaries stipulated by collective agreements.. For further details see: UDI 2010-129 Sufficient pay for residence permits for employees and service providers.</p> <p>In som sectors the minimum salary will also follow from collective agreements that have been given general application: Minimum wage (arbeidstilsynet.no)</p> <p>3. The salary threshold follows the collective agreements, which are made public by the labour unions and the organisations for employers.</p> <p>4. The collective agreements are renegotiated yearly.</p>
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