

Mobility: Immigration alert

January 2024



Switzerland

Additional professions to benefit from simplified immigration requirements

Executive summary

As of 1 January 2024, Switzerland added new roles to its list of professions that benefit from simplified immigration requirements when undertaken by highly skilled nationals from outside the EU and European Free Trade Association (i.e., non-EU/EFTA nationals).

Background

When filling vacancies in professions experiencing a high shortage of skilled workers, Swiss employers are not required to submit proof that they interviewed candidates in the EU and EFTA (i.e., they are exempt from the requirement to submit proof of a labor market test).

Key developments

Effective 1 January 2024, employers hiring for the following professions are exempt from the requirement to submit proof of a labor market test (in addition to the existing professions already included in this list):

- ▶ Executives in management positions in the research and development, healthcare and education sectors
- ▶ Business management specialists working in management and organizational analysis (e.g., operation planners, business consultants, management consultants, project consultants, operational analysts, concept analysts, controllers, organizational developers, experts in strategic management, business administrators, trade business managers)
- ▶ Engineers in the process and production, civil, electrical, electronics and telecommunications sectors and certain specialists in the information and communication technology sector (i.e., computer engineers, systems analysts,

software developers, application programmers, and database and network professionals)

- ▶ Physiotherapists
- ▶ University lecturers

The list of professions that benefit from simplified immigration requirements is periodically reviewed by the State Secretariat for Migration (SEM) in consultation with the State Secretariat for Economic Affairs (SECO).

Impact on employers

Swiss employers are expected to gain greater access to talent from outside the EU and EFTA.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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