

Mobility: Immigration alert

February 2023



Switzerland

Relaxed rules for hiring highly skilled non-EEA nationals

Executive summary

Effective 1 February 2023, the Swiss government implemented new measures to simplify the hiring and admission of highly skilled non-EEA nationals.

Labor market test exemption

Swiss employers that seek to fill vacancies in the following positions or professions are now exempt from the requirement to conduct labor market tests prior to sponsoring highly skilled non-EEA nationals on local employment contracts for work permits:

- ▶ Executives in management positions in the following industries: information and communication technology (ICT); management consulting; finance and insurance; machine, electrical and metal; chemical and pharmaceutical; and food production
- ▶ Engineers, scientists and researchers in mathematical, scientific and technical fields as well as specialized professionals in the ICT sector
- ▶ Healthcare professionals (e.g., specialists, assistant doctors, specialized nursing staff and radiology assistants)
- ▶ University teachers

Relaxation of sponsorship requirements

Swiss employers that seek to fill vacancies in certain sectors experiencing a shortage of skilled workers may now sponsor highly skilled non-EEA nationals who do not have higher education diplomas (e.g., university degrees, technical course certificates), provided that the applicant:

- ▶ Has completed a relevant vocational training course, or
- ▶ Possesses at least five years of relevant professional experience

This change applies to employers that seek to fill vacancies in healthcare professions (e.g., surgical, acute and emergency care) and technical or specialized jobs in the ICT sector (e.g., specialized database and network professionals, computer network and systems technicians).

Impact on employers

Swiss employers that seek to hire third-country nationals now benefit from simplified hiring procedures and are expected to gain greater access to talent from outside the EU and EEA.

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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EYG no. 001024-23Gbl

2101-3682263
ED None

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