



## **EMN Ad-Hoc Query on Minimum annual remuneration thresholds**

Requested by Anne SHERIDAN on 1st December 2016

### **Economic Migration**

Responses from Austria, Belgium, Croatia, Czech Republic, Estonia, Finland, France, Germany, Hungary, Ireland, Latvia, Lithuania, Luxembourg, Netherlands, Poland, Slovak Republic, Slovenia, Sweden, United Kingdom, Norway (20 in total)

#### Disclaimer:

*The following responses have been provided primarily for the purpose of information exchange among EMN NCPs in the framework of the EMN. The contributing EMN NCPs have provided, to the best of their knowledge, information that is up-to-date, objective and reliable. Note, however, that the information provided does not necessarily represent the official policy of an EMN NCPs' Member State.*

## **Background information:**

In Ireland, economic migration is managed through an employment permits system (permission granted to third country nationals to work) which is driven by the need to fill skills gaps. A number of criteria must be met before an employment permit can be granted to a third country national. Included in these criteria is the adherence to minimum annual remuneration thresholds, which vary according to the type of employment permit being applied for. Ireland does not participate in the "Blue Card" Directive (2009/50/EC) or the "Intra-Corporate Transferee" Directive (2014/66/EU).

The following are the Irish minimum annual remuneration thresholds applied in the employment permit system.

- \* Critical Skills Employment Permit: €30,000 (for occupations included on a Highly Skilled Eligible Occupations List); €60,000 for all other eligible occupations.
  - \* General Employment Permit: €30,000 (for any occupation except those included on an Ineligible Categories of Employment List).
  - \* Intra Company Transfer Employment Permit: €40,000 or €30,000 for a trainee
  - \* Contract for Services Employment Permit: €40,000
  - \* Dependent/Partner/Spouse Employment Permit: National Minimum Wage\* (for the family members of researchers and Critical Skills Employment Permit holders)
  - \* Reactivation Employment Permit: National Minimum Wage\* (to allow former permit holders whose circumstances forced them out of the permits system to re-enter legal employment)
  - \* Sports and Cultural Employment Permit: National Minimum Wage\*
  - \* Exchange Agreement Employment Permit: National Minimum Wage\* (for certain types of exchange agreements, mainly education/research driven)
  - \* Internship Employment Permit (for third country students): National Minimum Wage\*
- \* National Minimum Wage 2016 €18,556.20


Ireland is currently conducting a review of the minimum annual remuneration thresholds for our employment permit system and we would be very grateful for information on the following:

## **Questions**


1. Is a minimum annual remuneration threshold applied as a condition of the permission granted to third country nationals to work in your country? Please include EU legislation (e.g. Blue Card, ICT Directive) and national schemes in your answer.

2. If so, what is the threshold(s) in your country?
3. What is the policy rationale underpinning the threshold e.g. competitiveness considerations, labour market protections, living wage, annual average earnings?
4. What is the formula by which your minimum annual remuneration threshold is calculated?
5. What is the average gross annual salary in your country?
6. What are the factors that trigger a revision of the remuneration threshold? E.g. amendment of national minimum wage/living wage/annual average earnings; annually/biannually;
7. Have you noted an impact in terms of economic migration or the labour market, where such revisions have been undertaken?

### Responses


	Country	Wider Dissemination	Response
	Austria	Yes	<p><b>1.</b> A minimum remuneration threshold is defined by law as a condition for special management personnel wishing to obtain a Temporary Residence Permit – Special Case of Dependent Gainful Employment (Art. 1 para 2 (f) in conjunction with Art. 2 para 5a Act Governing the Employment of Foreign Nationals) or for obtaining a Blue Card, a Red-White-Red Card for other key workers or a Red-White-Red Card for graduates of an Austrian university or university of applied science (tertiary degree of Masters or Diplom-Ingenieur or higher). Additional conditions apply in this context, however, as outlined in the following. Any minimum level of remuneration stipulated in a collective agreement covering the particular professional activity, if exceeding the minimum remuneration threshold defined by law, must also be met. Where the customary level of remuneration in the sector or even in the region is higher than the minimum stipulated in the collective agreement, the employer is required to pay the third-country national the surplus amount as well. When issuing a Red-White-Red Card (RWR Card) for skilled workers in shortage occupations or a RWR Card for very highly qualified workers, the only threshold applied is the minimum remuneration stipulated in the collective agreement or, where applicable, any higher level of remuneration customary in the sector or region. Source: Federal Ministry of the Interior.</p>


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|  |  | <p><b>2.</b> Key workers age 30 and under are required to earn at least € 2,490 and those over 30 at least € 2,988. These figures represent gross monthly amounts not including additional special payments. Persons holding a Blue Card are required to be paid a gross amount of at least € 59,724 annually or about € 4,266 monthly as well as additional special payments. The minimum gross monthly amount required to be paid to University graduates is € 2,241 excluding special payments. Special management personnel must earn at least € 5,976 monthly excluding special payments. Source: Federal Ministry of the Interior.</p> <p><b>3.</b> Labour market management. Source: Federal Ministry of the Interior.</p> <p><b>4.</b> The minimum remuneration threshold for key workers age 30 and under is 50 per cent of the monthly maximum base for contributions to the social insurance scheme and 60 per cent of the maximum contribution base for key workers over 30 (Art. 12b Act Governing the Employment of Foreign Nationals). The minimum remuneration threshold for persons holding a Blue Card is 1.5 times the average gross annual salary of full-time employees as determined each year by Statistik Austria (Art. 12c Act Governing the Employment of Foreign Nationals). Special management personnel must earn 120 per cent of the monthly maximum base for contributions to the social insurance scheme (Art. 2 para 5a Act Governing the Employment of Foreign Nationals). Source: Federal Ministry of the Interior.</p> <p><b>5.</b> According to Statistik Austria, the average gross annual salary of persons pursuing dependent gainful employment in Austria in 2015 was € 26,678. However, this figure includes a large number of individuals who were employed part-time or not on a continuous basis. When calculated for comparison on the basis of full-time employees, the average gross annual salary was € 39,812 in 2015 (this is the basis used to calculate the minimum remuneration threshold applying to the Blue Card in Austria in 2017; the basis used is always the figure available from Statistik Austria for the most recent full year, i.e. the year before last). Source: Federal Ministry of the Interior.</p> <p><b>6.</b> The gross annual salary varies depending on the number of persons in employment and the degree to which they are employed. The more persons are employed and the more of them who are employed full-time, the higher this figure is. Source: Federal Ministry of the Interior.</p> <p><b>7.</b> No impact resulting from revisions is observed, since the annual increases of minimum remuneration thresholds are very modest. This is illustrated by the example of the minimum remuneration threshold for</p> |
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			persons holding a Blue Card, which was € 4,174 in 2016 compared with € 4,266 in 2017. Source: Federal Ministry of the Interior.
	Belgium	Yes	<p><b>1.</b> Yes, see below.</p> <p><b>2.</b> In order for a TCN to obtain a work permit in Belgium, certain rules regarding his/her remuneration apply. The working conditions of the foreign worker must comply with Belgian regulations. Regarding remuneration, the legal minimum thresholds determined by the Joint Committee competent for the sector of activity or any other competent body are applicable. Generally speaking, the remuneration cannot be inferior to the guaranteed average monthly minimum wage (guaranteed by the Collective Labour Agreement n°43 of the National Council on Work), regardless of the sector of activity. As of 1 June 2016, the guaranteed average monthly minimum wage is 1531.93 EUR. For economic migration, this level must absolutely be granted, for full time jobs or not, in order to allow the foreign worker to have a sufficient income to live in Belgium. Furthermore, certain categories of foreign workers need to meet a minimum annual remuneration threshold to obtain a work permit: Highly qualified TCNs: the minimum annual remuneration threshold is 39 824 EUR (gross salary) in 2016. This threshold is indexed annually. In 2017, the threshold will be 40 124 EUR. TCNs with a management position: the minimum annual remuneration threshold is 66 441 EUR (gross salary) in 2016. This threshold is indexed annually. In 2017, the threshold will be 66 942 EUR. European Blue Card: the minimum annual remuneration threshold is 51 494 EUR (gross salary) in 2016. This threshold is indexed annually. In 2017, the threshold will be 51 882 EUR. Performing artists: the minimum annual remuneration threshold is 33 221 EUR (gross salary) in 2016. This threshold is indexed annually. In 2017, the threshold will be 33 471 EUR. Professional sportsmen and sport coaches: the minimum annual remuneration threshold is 78 400 EUR (gross salary) for the period 1 July 2016 to 30 June 2017. This threshold is determined on an annual basis for the period from 1 July of the current year to 30 June of the next year.</p> <p><b>3.</b> Empirically, the remuneration threshold for highly qualified TCNs/TCNs with a management position/Blue Card holders shows that there are two different target groups for economic migration in Belgium. On the one hand, there is the group of highly qualified TCNs and managers (higher education graduates), who – for the most part – can obtain a wage meeting the remuneration threshold. The competition with local graduates appears to be limited. On the other hand, there is the group of TCNs who</p>


look for unskilled or lower-skilled jobs. They are in direct competition with local people looking for a job. There is a local labour reserve of unskilled workers in Belgium. Highly qualified TCNs have access to a “fast track” procedure to be allowed to work in Belgium (no labour market test needs to be carried out by the regional public employment agencies). Meeting the remuneration threshold is essential in the framework of this procedure. The great majority of work permits type B issued by the Belgian regions in 2016 were issued to highly qualified TCNs, Blue Cards and manager positions. For example, about 75% of all work permits type B issued by the Brussels Capital Region so far in 2016 were issued to the above mentioned categories. Access to the Belgian labour market for low-skilled TCNs is much more restrictive. Certain conditions have to be met, including a labour market test by the regional public employment agencies. Access can also be granted to TCNs for specific jobs designated as bottleneck jobs (lists of bottleneck jobs are established by the Regions and the German-speaking Community), but this is limited to TCNs who are long term residents in another EU Member State. The number of work permits issued by the regions on the basis of a labour market test or bottleneck occupation lists is limited. The other thresholds mentioned are only applicable to very specific functions or qualifications.

**4.** According to article 37 of the Royal Decree of 9 June 1999, the amounts of the threshold remunerations for highly qualified TCNs, TCNs with a management position, and performing artists are calculated and adjusted each year on 1st of January in line with the index of collectively agreed wages for employees (that is to say the index determined by the Federal Public Service Employment on the basis of calculating the average wage of adult employees in the private sector as agreed upon by collective labour agreements) of the third trimester (basis 2010 = 100) in accordance with the following formula : the new amount is equal to the basis amount multiplied by the new index and divided by the starting index. The result is rounded to the euro. According to article 37/1 of the Royal Decree of 9 June 1999, the amount of the remuneration for European Blue Card holders is calculated and adjusted each year on 1st of January in line with the index of collectively agreed wages for employees (that is to say the index determined by the Federal Public Service Employment on the basis of calculating the average wage of adult employees in the private sector as agreed upon by collective labour agreements) of the third trimester (basis 2010 = 100) in accordance with the following formula : the new amount is equal to the basis amount multiplied by the new index and divided by the starting index (multiplied by the conversion coefficient). The result is rounded to the euro. Regarding professional sportsmen, article 2 of the Law of 24 February 1978 stipulates that the minimum remuneration is determined on an annual basis by the King following an

			<p>advice from the National Joint Committee of Sport. This threshold applies for the period of 1 July of the current year until 30 June of the following year.</p> <p><b>5.</b> The average gross MONTHLY salary for full time employees in 2014 was: • 3,367 EUR (Flemish Region) • 3,177 EUR (Walloon Region) • 3,908 EUR (Brussels Capital Region) Source : Federal Public Service Economy (<a href="https://bestat.economie.fgov.be/bestat/crosstable.xhtml?view=563d857c-c9b3-43b2-8a00-1c0e40e8dffd">https://bestat.economie.fgov.be/bestat/crosstable.xhtml?view=563d857c-c9b3-43b2-8a00-1c0e40e8dffd</a>)</p> <p><b>6.</b> The thresholds now only evolve according to the regulation, and are supposed to be adapted to the evolution of the cost of living and wages. The thresholds are based on ratios of determined annual federal statistics (art. 37 and 37/1 of the Royal Decree of 9 June 1999). See question 4.</p> <p><b>7.</b> There have been no recent revisions of the remuneration threshold. Source: Flemish Region, Brussels-Capital Region and Walloon Region.</p>
	Croatia	Yes	<p><b>1.</b> 1. Minimum monthly income/means of supporting oneself is a general condition for granting temporary residence/residence and work permit/or permanent residence (except in few specific cases). It is set at cca 264 EUR net monthly for one person (2,000 HRK). In employment related cases, specific minimum monthly/annual remuneration threshold applies as a condition of the permission granted to third country nationals in following cases: - issuing a residence and work permit for foreigners holding key positions in companies, branch offices and representative offices, - issuing a residence and work permit for foreigners who are self-employed in his own company or in a company in which he holds a share exceeding 51% or in their own craft, - issuing a residence and work permit the “EU Blue Card. All employees working and employed under the Croatian territory have a right for the minimum wage reimbursement, as prescribed by Minimum Wage Act. The Minimum Wage Act (National Gazette 39/2013) came into force on April 11, 2013. Minimum wage, as prescribed by this Act, is defined as a minimum gross amount that covers total remuneration for full-time work.</p> <p><b>2.</b> 2. Minimum monthly remuneration threshold in cases: - issuing a residence and work permit for foreigners holding key positions in companies, branch offices and representative offices, or - issuing a residence and work permit for foreigners who are self-employed in his own company or in a company in which he holds a share exceeding 51% or in their own craft, is that his gross salary corresponds, at least,</p>

			<p>to the amount of an average gross salary paid in the Republic of Croatia in the previous year, following the official data of the competent statistical body. - cca 1064 EUR (8.055,00 HRK) gross salary for year 2015, applicable in 2016. Minimum monthly remuneration threshold in cases issuing a residence and work permit the “EU Blue Card is 1.5 of the average gross annual salary paid in the branch in which a third-country national is to be employed, following the official data published by the competent statistical body. Also, the minimum wage amounts 326, 59 EUR (net salary).</p> <p><b>3. 3. N/A</b></p> <p><b>4. 4.</b> For calculating minimum remuneration threshold for certain residence and work permits please see answer to q. 1. Minimum Wage Act (National Gazette 39/2013), among other, prescribes the method used for the calculation of minimum wage amount, deadlines for its determination and calculation. The basis for defining minimal wage are as follows: monthly risk of poverty threshold for the single-member households according to the Croatian Bureau of Statistics for 2011; the coefficient of the total population and the total number of households from the population census in 2011; the coefficient of the total population in the Croatia according to the census in 2011 and the number of active population in the Croatia, according to the Labor Force Survey from 2011 and data from the Croatian Bureau of Statistics; a consumer price index changes in 2012 compared to 2011 according to data from the Croatian Bureau of Statistics.</p> <p><b>5. 5.</b> Average monthly net wage in 2015 was cca 754 EUR (5.711 HRK) and average gross monthly wage in 2015 was cca 1064 EUR (8.055 HRK). Also, the amount of minimum wage is defined once a year, for the next calendar period. The amount of minimum wage for the year 2015 is prescribed by related government Directive (National Gazette 140/15) in total gross amount of 9.096,60 EUR (annual net salary).</p> <p><b>6. 6. N/A</b></p> <p><b>7. 7.No.</b></p>
	Czech Republic	Yes	<b>1. Yes.</b>




			<p><b>2.</b> → Blue Card holders: 1,5 times the average gross annual salary → Employee Cards (other employees): national minimum wage – currently CZK 9 900 (= approx. € 370); since January 1, 2017 – CZK 11 000 (= approx.. € 400) Employee Cards is a long-term residence permit for the purpose of employment which were introduced in 2014 due to the implementation of the Single Permit Directive (2011/98/EU) but it is also granted to third-country nationals who are required to obtain an additional national work permit or have a free access to the labour market. The Czech Republic has not implemented the Seasonal Workers Directive (2014/36/EU) and ICT Directive (2014/66/EU) yet. Remuneration threshold for seasonal workers will equal the national minimum wage. In the case of intra-corporate transferees, the law will set no threshold but require that the working and wage conditions during the entire transfer are not less favourable than those which are guaranteed by the Czech Labour Code.</p> <p><b>3.</b> Minimum wage is negotiated between the government, employers and unions (social partners) and has to be approved by the Parliament in the legislative procedure as an amendment to the Labour Code.</p> <p><b>4.</b> → National minimum wage is specified in the Labour Code. → According to the Act on Residence of Foreign Nationals in the Territory of the Czech Republic, the threshold for Blue Cards is annually announced by the Ministry of Labour and Social Affairs (on the basis of information provided by the Czech Statistical Office).</p> <p><b>5.</b> CZK 27 220 (= approx. € 1 000) in QIII 2016.</p> <p><b>6.</b> → Amendment of national minimum wage. → Blue Cards: statistical rise/fall of average salary.</p> <p><b>7.</b> No. The main pull-factor is the number of job vacancies which depends on economic growth. Salaries remain low in comparison with “old” Member States as Ireland.</p>
	Estonia	Yes	<p><b>1.</b> Yes. Generally, an employer shall pay a salary that is at least to the latest annual average wages in Estonia published by Statistics Estonia. There are some exceptions made for EU Blue Card holders and for top specialists. And also, there are some categories, to whom salary threshold does not apply (indicated in below). EU Blue Card holders have threshold at least 1,5 average salary. With regard to the Blue Card holders, according to the article 5(5) of the directive 2009/50/EU some exemptions are made and employer shall pay salary at least 1,24 average annual wage in following cases: · top specialist or a</p>


supervisor; · top specialist in natural or technical science; · top specialist in health service · specialist in pedagogics; · specialist in business or administration; · specialist in information or communication; · specialist in legal, cultural or social sphere. Top Specialist (national scheme) – at least 2 times of annual salary threshold) Salary threshold does not apply (mostly national schemes, at least national minimum wage 470 € should be paid): · Renewal of the residence permit; · Residence permits for family members; · EU citizens and their family members · Seasonal workers; · to an alien who is a minister of religion, nun or monk, who is invited to Estonia by a religious association and this invitation has been approved by the state of the Ministry of the Interior; · to an alien who is a journalist accredited by the Ministry of Foreign Affairs; · to an alien whose right to take employment in Estonia without a specific permit arises from a treaty; · an alien who works in a performing arts institution as a person engaged in creative activities for the purposes of the Performing Arts Institutions Act; · for employment as a teacher in Estonia in an educational institution which complies with requirements established by the legislation; · research activities if an alien has appropriate professional training or experience and the research and development institution has signed a hosting agreement with the alien, or employment as a lecturer in Estonia in an educational institution which complies with requirements established by the legislation; · for employment as a sportsman, coach, referee or sports official for professional activities on the basis of a summons from a respective sports federation; · for employment for the purposes of performing directing or supervisory functions of a legal person governed by public law registered in Estonia; · an alien is a posted worker for the purposes of the Working Conditions of Workers Posted in Estonia Act (Directive 96/71/EU); · an alien has been issued a long-term resident's residence permit of a member state of the European Union (directive 2003/109/EU); · an alien has acquired a higher education in Estonia in professional higher education or Bachelor's studies, in the studies based on integrated curricula of Bachelor's and Master's studies, in Master's or Doctoral studies; · to employment in a start-up company.


**2.** Salary threshold is 1,0 (1065 €) of the annual average gross monthly salary threshold.

**3.** Generally for the purpose of labour market.

**4.** The average salary indicates salary paid by employer during the reference period reduced to the full-time job (includes income taxes and employee's social security contributions). The average salary calculated: remuneration for the full time work + remuneration for time not worked (for instance vacation compensation, etc.) and divided by the average number of employees worked in full time. The average

			<p>number of employees worked in full time calculated: the number of full-time employees + the number of part-time employees, calculated in proportion to the time worked.</p> <p><b>5.</b> 1065 € (annual average gross monthly salary).</p> <p><b>6.</b> A rise of gross annual salary. Estonia reduced the requirement for minimum salary threshold (will enact on 18.01.2017) (before 18.01.2017 was at least 1,24 times average gross monthly salary, which was 1321 € per month).</p> <p><b>7.</b> N/A.</p>
	Finland	Yes	<p><b>1.</b> Yes, in all permit categories. Not annual threshold, but according to the collective agreement (see below). Exceptions for the EU Blue Card and employment as a specialist (separate category of residence permit for employment).</p> <p><b>2.</b> When applying for a residence permit in order to work full-time, the salary must at least correspond to the salary specified in the collective agreement that applies to your employment relationship. If there is no collective agreement for the sector, the salary must at least correspond to the salary that meets the condition regarding previous employment (työssäoloehto) under the Unemployment Security Act. You meet the employment condition and are entitled to the basic unemployment allowance if the gross salary for a full-time job is at least 1 184 euros per month in 2017. When applying for a residence permit to work as a specialist or applying for an EU Blue Card, the salary threshold is: higher than mentioned above. Specialist: approx. 3 000 €/month EU Blue Card: 4 578 €/month (in 2017)</p> <p><b>3.</b> The policy rationale is non-discrimination, not to support marginal labour market for immigrants or ethnic minority groups and living wage. Labour market protection issues may enter because the collective agreements are signed between trade and industry unions.</p> <p><b>4.</b> Hourly legal pay X working hours. Working hours must be sufficient enough to be at least 1,184 euros per month in 2017.</p>

			<p><b>5.</b> 3 052 €/month (2015 source: Statistics Finland), corresponding to approx. 39 500 euros/ average gross annual salary (including holiday pay). The 3 052 €/month is used to calculate the threshold for the EU Blue Card (<math>3\,052\text{€} \times 1,5 = 4\,578\text{€}</math>).</p> <p><b>6.</b> The remuneration thresholds are linked to the collective agreements. If there is a change in the collective agreements, it automatically has an effect on the remuneration thresholds. The remuneration threshold of the EU Blue Card are reviewed annually.</p> <p><b>7.</b> No</p>
	France	Yes	<p><b>1.</b> YES</p> <p><b>2.</b> see attached</p> <p><b>3.</b> Elements considered in calculating remuneration thresholds required to allow Third-country national to work in France are either the National Minimum Wage, or the average annual reference salary according to the categories and the qualification level/ skills specific to each categories. In addition to the remuneration thresholds, the criteria of the labour market test may also apply: administration reviews the job situation in line with the labour market situation and the accurate qualifications / profile of the Third-country national. Residence permit may be refused if the administration considers that the job situation (comparing demand and supply for the profession involved and the region) is unfavorable to the applicant. For the shortage professions mentioned in a list drawn up by the competent authorities at national level, when available workers are missing, residence permit cannot be refused to third-country nationals because of the labour market situation.</p> <p><b>4.</b> Depending on the categories concerned and the qualification level and/or experience required for accessing a certain category, the remuneration thresholds may vary between the National Minimum Wage (for seasonal workers or artist-performers with a generally low qualification level) and 1,5 times the National Minimum Wage (for young graduates) or 1,8 times the National Minimum Wage for employees on assignment. The threshold can reach 3 times the National Minimum Wage for Corporate officers or 1,5 times the average annual reference salary for holders of the EU Blue Card.</p>

			<p><b>5.</b> The National Minimum Wage corresponds to the minimum legal salary below which employee cannot be remunerated, it aims to protect the national labour market. The National Minimum Wage is usually reassessed once a year on 1st January. As of 01/01/2017: 17 763, 20 euros gross per year, 1480.27 euros gross per month The average annual reference salary corresponds to the smoothing of the monthly average gross salary earned over the past 12 months. It is reassessed once a year by the Ministry in charge of immigration. As of 28 October 2016, the average annual gross reference salary is 35 891 euros.</p> <p><b>6.</b> see Q5</p> <p><b>7.</b> These thresholds decided by the French government aim at: - Promoting the attractiveness of France with a level of salary adapted to the level of qualifications / experience - Protecting the social order with a minimum salary required for all workers (national or EU or third countries nationals) and the national labour market - Not depreciating the diplomas obtained in France and ensuring the same level of remuneration for all newly graduates.</p>
	Germany	Yes	<p><b>1.</b> Yes.</p> <p><b>2.</b> As a matter of principle, the general precondition for the issuance of any residence title is for a person to prove that they can support themselves without recourse to public funds. This is to be established by the immigration authority in each individual case. Additionally, a minimum wage is generally applied in Germany. Specific income thresholds are provided in the following cases: A foreigner is considered able to support himself for residence for the purposes of studying if he has sufficient funds per month corresponding to the requirement determined in accordance with the regulations for granting a federal training loan, section 2 subs. 3 sentence 5 of the Residence Act (Aufenthaltsgesetz – AufenthG). This maximum rate in accordance with the Federal Training Assistance Act (Bundesausbildungsförderungsgesetz – BaföG) is currently €735 per month. Researchers who are to be permitted to reside in transposition of Directive 2005/71/EC or 2016/801/EU are considered to be able to support themselves, as a requirement for the issuance of the residence permit, if the foreigner has monthly funds amounting to two-thirds of the reference value in social insurance within the meaning of section 18 of Book Four of the Social Code, section 2 subs. 3 sentence 6 of the Residence Act. According to the announcement of the Federal Ministry of the Interior of 9 December 2016, this entails a minimum monthly amount of €1987.33 for the old Federal Länder for 2017 and of €1773.33 for the new Länder</p>


(Federal Gazette [Bundesanzeiger] General Part 23 December 2016 B3). The minimum salary for the EU Blue Card is two-thirds of the annual contribution assessment ceiling for the general pensions insurance, this being reduced to 52% in the case of occupations where there is a shortage of applicants, section 2 subs. 1 No. 2 (a) and subs. 2 sentence 1 of the Employment Ordinance (Beschäftigungsverordnung). According to the announcement of the Federal Ministry of the Interior of 9 December 2016, this entails a minimum salary of €50,800 for EU Blue Card applicants in 2017, and a minimum salary of €39,624 for EU Blue Card applicants in the case of occupations where there is a shortage of applicants (Federal General Part 23 December 2016 B4). Occupations belonging to groups 21, 221 or 25 in accordance with the Commission Recommendation of 29 October 2009 on the use of the International Standard Classification of Occupations (Official Journal of the EU L 292 of 10 November 2009, page 31) are singled out in this way because there is a shortage of applicants across the board in these occupations; the Official Journal can be retrieved at <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32009H0824&from=de> .


**3.** The regulations are intended to make the conditions for acquiring a residence title as favourable as possible for highly-skilled individuals, thus making Germany more attractive as a destination country for this group of individuals; it is additionally intended that researchers should be able to support themselves.

**4.** See answer to Question 2.


**5.** The preliminary average gross remuneration of all persons insured in the statutory pensions insurance is presumed to be €36,267 for 2016 and €37,103 for 2017 (source: Statutory Pensions Insurance (Deutsche Rentenversicherung) at [http://www.deutsche-rentenversicherung.de/Allgemein/de/Inhalt/5\\_Services/01\\_kontakt\\_und\\_beratung/02\\_beratung/07\\_lexikon/CD/durchschnittseinkommen.html](http://www.deutsche-rentenversicherung.de/Allgemein/de/Inhalt/5_Services/01_kontakt_und_beratung/02_beratung/07_lexikon/CD/durchschnittseinkommen.html) retrieved on 3 January 2017).


**6.** The factors of social insurance listed in the answer to Question 2 (reference value and pension's insurance contribution assessment ceiling) are updated annually in line with the rate of change in gross wages and salaries. The continuous assessment of any need to adjust the rates in accordance with the Federal Training Assistance Act is carried out every two years.


			<p>7. No particular impact can be anticipated since the annual adjustment is only carried out in line with general income trends.</p>
	Hungary	Yes	<p>1. Yes, the Blue Card Directive (2009/50/EC). According to Article 3(1) of 44/2011. (XII. 16.) Decree of the Ministry of National Economy the salary of third-country nationals employed in Hungary with EU Blue Card cannot be less than 1,5 times the national economic average gross salary of the second year before the current year published by the Central Statistical Office. For employment in professions which are in particular need of third-country national workers and which belong to the major groups 1 and 2 of ISCO, the salary threshold may be at least 1,2 times the average gross annual salary in the Member State concerned. In this case, the Member State concerned shall communicate each year to the Commission the list of the professions for which a derogation has been decided.</p> <p>2. According to Article 3(1) of 44/2011. (XII. 16.) Decree of the Ministry of National Economy the salary of third-country nationals employed in Hungary with EU Blue Card cannot be less than 371 600 HUF in 2017. According to Article 3(2) of 44/2011. (XII. 16.) Decree of the Ministry of National Economy for employment in professions which are in particular need of third-country national workers with EU Blue Card and which belong to the major groups 1 and 2 of ISCO the salary cannot be less than 297 200 HUF in 2017.</p> <p>3. Employment in professions which are in particular need of third-country national workers.</p> <p>4. See answer to question 1.</p> <p>5. 346 500 HUF.</p> <p>6. The amendment of national annual average earnings annually.</p> <p>7. No. There are not many applications for EU Blue Card in Hungary since the transposition of 2009/50/EC.</p>

	Ireland	Yes	<p><b>1.</b> Yes.</p> <p><b>2.</b> Critical Skills Employment Permit: €30,000 (for occupations included on a Highly Skilled Eligible Occupations List); €60,000 for all other eligible occupations. General Employment Permit: €30,000 (for any occupation except those included on an Ineligible Categories of Employment List. Intra Company Transfer Employment Permit: €40,000 or €30,000 for a trainee. Contract for Services Employment Permit: €40,000 Dependent/Partner/Spouse Employment Permit: National Minimum Wage* (for the family members of researchers and Critical Skills Employment Permit holders). Reactivation Employment Permit: National Minimum Wage* (to allow former permit holders whose circumstances forced them out of the permits system to re-enter legal employment) Sports and Cultural Employment Permit: National Minimum Wage* Exchange Agreement Employment Permit: National Minimum Wage* (for certain types of exchange agreements, mainly education/research driven). Internship Employment Permit (for third country students): National Minimum Wage* *National Minimum Wage 2016 €18,556.20</p> <p><b>3.</b> The threshold applying was the Irish average industrial wage at the time the threshold was introduced in 2006. The threshold is used as a skills proxy, as well as a guarantor of adequate resources on the part of the employment permit holder, without negatively impacting competitiveness. One or two thresholds apply to the different permit types, for ease of application and administration.</p> <p><b>4.</b> The average industrial wage in the year of the threshold introduction, and multiples thereof, or in the ancillary, or non-economic permit types, the National Minimum Wage applies.</p> <p><b>5.</b> In 2015, Irish average annual earnings were €36,519.</p> <p><b>6.</b> Since the commencement of the Employment Permits (Amendment) Act 2014, a number of elements of the employment permits system in Ireland have been formally reviewed. The remuneration thresholds applying to the main permit types are now being examined for effectiveness, appropriateness and a model for future review and adjustment.</p>
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			<p>7. The use of thresholds has appeared to assist simple application, ease of use for stakeholders, and ability to cater for the different circumstances of the Employment Permits System. As noted above, Ireland is conducting the first formal review of our remuneration thresholds.</p>
	Latvia	Yes	<p>1. Minimum monthly remuneration threshold is applied in all employment-related cases.</p> <p>2. There are three different thresholds in cases of employment: a) general employment – threshold corresponds to the monthly average salary in Latvia (818 EUR); b) EC Blue card – 1.5 times the monthly average salary (1227 EUR); c) the work remuneration or income from commercial activities (e.g. board members of enterprises, self-employed persons) - double the average gross monthly work remuneration (1636 EUR).</p> <p>3. The policy rationale was to minimize the effects of shadow economy as majority of employers tend to indicate the national minimum wage in the work agreement and part of the remuneration is paid illegally – without paying any taxes. Moreover, the threshold that corresponds to the average salary prevents influx of low-qualified labour force in the country.</p> <p>4. The minimum threshold is set up according to the last official information published by the Central Statistics Bureau for the previous year. As the publication takes place in 1st quarter of a year, the new remuneration threshold is applied as from 1st April of every year.</p> <p>5. 10 149 EUR</p> <p>6. At the moment there are some amendments to this system under discussion. Many areas of economic activity have lower average income than it is calculated for all areas of economic activity in total therefore employers operating in the areas of economic activity with the lower income complain on the lower ability to be competitive in the market. In order to improve the situation the proposal has been sent to the Cabinet of Ministers in order to change the threshold of minimum income so that it corresponds to the monthly average salary in the respective area of economic activity.</p> <p>7. No (changes not in force yet).</p>

	Lithuania	Yes	<p><b>1.</b> Yes. Minimal remuneration threshold is set for third country nationals applying EU Blue Card. For other permits – the remuneration may not be less than that paid to a resident of the Republic of Lithuania for performing the same work with the same employer (Law on The Legal Status of Aliens art. Article 62).</p> <p><b>2.</b> The Blue Card (residence permit) is issued in the following 2 cases: • If person’s monthly salary in Lithuania comprises at least 2 average monthly gross salaries most recently announced by Statistics Lithuania – a decision on meeting the needs of the labour market (made by Lithuanian Labour Exchange) is needed. • If person’s monthly salary in Lithuania comprises at least 3 average monthly gross salaries most recently announced by Statistics Lithuania – regular procedure apply, no need for a decision on meeting the needs of the labour market.</p> <p><b>3.</b> The threshold is set to meet the Directive on conditions of entry and residence of third-country nationals for the purposes of highly qualified employment, as well as, to correspond to the average salary. The labour immigration should only be possible when labour migrants can fully support themselves. These thresholds should also help to attract more highly skilled employees.</p> <p><b>4.</b> Minimum remuneration (minimum monthly remuneration and minimum hourly remuneration) is set by The Government of the Republic of Lithuania by Tripartite Council’s (formed by the central trade unions, employers' organization and Government representatives) recommendation. Minimum monthly remuneration (MMR) and minimum hourly remuneration is applied in all employment-related cases. Minimum monthly remuneration and minimum hourly remuneration is published every month. Average (quarter, annual) minimum monthly remuneration is calculated by adding every month’s MMR and dividing by the number of months.</p> <p><b>5.</b> The average gross monthly salary in the III quarter of 2016 was 793,3 Eur. Annual: 793.3 Eur x 12 months = 9519,6 Eur (by III quarter of 2016 rate) The average gross monthly salary in Lithuania is calculated quarterly. A quarterly survey covers all economic activities and all hired employees and civil servants. More information on the methodology here:  <a href="http://osp.stat.gov.lt/documents/10180/130368/Methodika_2014_107.pdf">http://osp.stat.gov.lt/documents/10180/130368/Methodika_2014_107.pdf</a></p>
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			<p><b>6.</b> When the average gross monthly salary changes, the threshold applied as a condition of the permission granted to third country nationals to work in Lithuania changes accordingly. The Ministry of Economy of the Republic of Lithuania together with Foreign investment promotion agency “Invest Lithuania“ recommend to amend the Law on the Legal Status of Aliens and reduce the threshold for The Blue Card from 2 to 1.5 average monthly gross salaries. These amendments should help to attract more highly skilled employees.</p> <p><b>7.</b> No.</p>
	Luxembourg	Yes	<p><b>1.</b> Every employee who works in Luxembourg has to get at least the minimum monthly social wage, as fixed by article L.222-1 of the Labour Code. If a collective agreement exists, the applicable salary and pay adjustments are established by the salary scale set out in this agreement according to the position and required qualifications. However the salaries may not be below the social minimum wage under any circumstances. As for the third-country nationals, they are subject to the labour market test: in accordance with article L.622-4 of the Labour Code, the employer has to declare the vacant position to the National Employment Administration (Agence pour le développement de l'emploi – ADEM), so that it can check whether the vacant position can be filled by an individual available on the national or European labour market. Highly qualified employees will not be subject to the labour market test, but the employer must still declare the vacant position. In this context, highly qualified workers are, according to article 45 §1 of the amended law of 29 August 2008 on the free movement of persons and immigration, third-country nationals who: - present an employment contract for a highly qualified position with a term of a year or more; - present a document proving that they possess the high professional qualifications required for the activity or sector mentioned in the employment contract, or that they meet the requirements to carry out the regulated profession indicated in the employment contract; - receive a salary at least 1.5 times the average gross annual salary, or 1.2 times the average gross annual salary for some specific professions, for which the government has noticed a labour shortage (article 1 of the Grand-ducal regulation of 26 September 2008)</p> <p><b>2.</b> From the 1st January 2017 on, the minimum monthly social wage amounts to 1998,59 euros (index 794,54 on 1st January 2017) for unskilled workers, and for qualified workers the minimum monthly salary will be 2398,30 euros. For highly qualified workers the thresholds are: - at least equivalent to 1.5 times the</p>


Luxembourg average gross annual salary (48.864x1,5 =EUR 73.296 in 2016) for professions which fall under group 1 and 2 of ISCO or; - at least equivalent to 1.2 times the Luxembourg average gross annual salary (48.864x1,2 =EUR 58,636.80 in 2016) for one of the following professions (which fall under group 1 and group 2 of the ISCO) and for which the government has noticed a particular need to employ third-country nationals: • mathematicians, actuaries and statisticians; • systems analysts; • software developers; • web and multimedia developers; • applications programmers; • software and application developers and analysts, multimedia developers not listed elsewhere; • database designers and administrators; • systems administrators; • computer network professionals; • database and network professionals not elsewhere classified.

**3.** The minimum social salary is established by law (article L.222-2 §1 of the Labour Code) and it is reviewed every two years, taking into account the evolution of general economic conditions and incomes (article L. 222-2 §2 of the Labour Code). The minimum social salary is also adapted to the consumer price-weighted index (article L. 222-3).


**4.** The minimum social wage, pensions, accident pension and the RMG (guaranteed minimum income) may be adjusted every two years according to the evolution of the average wage level. When average wage levels rise in relation to the social minimum wage, the level of the social minimum wage may be adjusted to cover this difference either partially or totally. The laws amending the labour law with the aim of adjusting the social minimum wage are published in the Memorial A. The employer must, where applicable, increase the wages of employees receiving the social minimum wage up to the new rate. Salaries, wages and social contributions (including the social minimum wage) are adjusted in line with the evolution of the cost of living. When the consumer price index increases by 2.5 % during the previous semester, salaries are normally adjusted by the same proportion. The threshold for the highly qualified worker is calculated on the basis of the data provided by the General Inspectorate of Social Security under the following procedure: 1. For each month, the average gross salary results from the average of all the salaries from the employees who work full time during the whole month; 2. The average gross annual salary is the addition of each average gross salary for the 12 months.

**5.** Based on the calculation of the Central Service for Statistics and Economic Studies (STATEC) the average gross annual salary in Luxembourg amounts approximately to 48.864 euros.


			<p><b>6.</b> For the minimum social salary, the calculation is made in line with the evolution of the cost of living. For the highly qualified workers, article 1 paragraph 4 of the Grand-ducal regulation of 26 September 2008 establishes that the threshold for the highly qualified workers is reviewed yearly and published in the Memorial.</p> <p><b>7.</b> NO.</p>
	Netherlands	Yes	<p><b>1.</b> Yes. For highly skilled migrants, you can find this obligation in articles 1d, of the Decree on the Aliens Employment Act. For Blue Card holder, you can find this obligation in articles 1i, of the Decree on the Aliens Employment Act.</p> <p><b>2.</b> The monthly thresholds for 2016 are (excluding an 8% vacation allowance): - Highly Skilled migrants, 30 years or above: €4240 (2017: €4324) - Highly Skilled migrants, below 30 years: €3108 (2017: €3170) - Graduate students in the Netherlands: €2228 - EU Blue Card Holders: €4968 (2017: €5066) If the foreign national applies for a residence permit as a highly skilled migrant and he is a scientific researcher, a guest lecturer or a physician training to be a specialist, he does not have to comply with the full standard amount applicable to highly skilled migrants. He must earn at least 70% of the statutory minimum wage. The same applies to scientific researchers as defined in Directive 2005/71/EC.</p> <p><b>3.</b> Concerning the highly skilled migrant permit, paying the minimum remuneration threshold is a condition for obtaining the permit. The salary thresholds for highly skilled migrants are comparable to the average remuneration in the Netherlands of employees with a university degree. The level of the remuneration reflects the value of the employee for the Dutch economy. This also means that the remuneration of the certain job has to be in line with salaries in the market. For all other categories of migrants, not paying the national minimum wage or a wage that is in line with the market is a ground for rejection. The level of the remuneration in line with the market depends on the sector, the function, collective agreements, etc.</p> <p><b>4.</b> The national minimum wage (nmw) in the Netherlands is determined by the Ministry of Social Affairs and Employment. The nmw applies to all the employees working in the Netherlands. The nmw is set twice</p>


			<p>per year (Jan 1st and July 1st). Its development is tied to the development of the wages in the collective agreements for employees.</p> <p><b>5.</b> The average gross monthly salary for employees in 2015 in the Netherlands is €2373 per month (excluding paid overtime). The minimum wage per July 1st 2016 in the Netherlands is €1537,20 per month. This makes a total of €18.446,40 annually.</p> <p><b>6.</b> We are still waiting for answers on this question from our colleagues at the Ministry of Social Affairs and Employment. We will provide the answer as soon as possible.</p> <p><b>7.</b> We are still waiting for answers on this question from our colleagues at the Ministry of Social Affairs and Employment. We will provide the answer as soon as possible.</p>
	Poland	Yes	<p><b>1.</b> Minimum remuneration threshold is not a condition for granting a work permit or single permit, but there is a ‘comparable wage’ principle instead. According to provisions of the Act of Promotion of Employment and Labour Market Institutions and the Act on Foreigners, work permit and single permit are granted provided that the remuneration specified in the contract is not lower than the remuneration offered to employees performing similar work in the comparable position. However, in case of posted workers from the third countries, the amount of remuneration of the foreigner must not be less than 70% of an average monthly remuneration in a given province, announced by the Head of the Central Statistical Office. According to the Act on Foreigners, minimum wage required to grant a temporary residence permit in order to work in highly qualified employment (Blue Card) is set by a regulation of the minister responsible for home affairs and may be at least 150% of the average salary in the country, as announced annually by the Head of the Central Statistical Office. Currently the minimum amounts annually to PLN 61 191.00 (approx. 13 907 EUR) According to draft legislation, residence permit for ICT may be granted if the remuneration is ‘comparable’ with local employees and not lower than 70% of average monthly remuneration in a given province, and sufficient to maintain ICT and their family members without having recourse to the Member States’ social assistance systems. All employees in Poland (regardless nationality) performing work on the basis of employment contract are entitled to at least minimum wage (which is at present 1 850 PLN; approx. 420 EUR)</p>

			<p>2. see above</p> <p>3. see above</p> <p>4. See information on the Blue Card above.</p> <p>5. The average gross annual salary is 46 797,36 PLN (approx. 10 636 EUR)</p> <p>6. Rise of average remuneration, as announced by the Head of the Central Statistical Office, may trigger a revision of minimum wage required to grant a Blue Card.</p> <p>7. No.</p>
	Slovak Republic	Yes	<p>1. Slovakia does not apply minimum annual remuneration threshold. However, the minimal monthly wage of the migrant working in Slovakia needs to be in compliance with the legal regulations on minimum wage. The minimum monthly wage in Slovakia in 2016 is 405 eur and as of January 2017, it will be 435 eur. At the same time, when applying for temporary residence for the purpose of an employment, the third country national needs to submit the proof of financial security in the sum of minimum living wage for each month of his/her residence, which currently represents the sum of 198,09 eur (n case the residence shall be issued for more than one year, the proof of financial security needs to be submitted in the sum of 12x sum of minimum monthly wage). The monthly wage of Blue Card holder needs to represent minimum of 1,5x sum of average monthly wage in the corresponding economic sector valid in the preceding calendar year.</p> <p>2. Please see reply to question no. 1.</p> <p>3. The compliance with the Slovak legal system (minimum monthly wage, minimum living wage and for Blue Card holders average monthly wage).</p>

			<p><b>4.</b> The monthly minimum wage is determined by the overall economic and social situation in the Slovak Republic (consumer prices, employment, the average monthly wage in the Slovak economy, the minimum living wage, etc.).</p> <p><b>5.</b> In 2015, the average monthly salary was 883 € and in the first three quadrants of 2016 it was 886 €.</p> <p><b>6.</b> The decisive factor is the minimum monthly wage, the remuneration of the migrant cannot be lower than this sum.</p> <p><b>7.</b> N/A</p>
	Slovenia	Yes	<p><b>1.</b> This act stipulates that worker, regardless of his nationality; employed full time by an employer in the Republic of Slovenia shall have the right to be paid at least the minimum wage. Minimum monthly wage in 2017 is set in the amount of 804 €. We have introduced also the salary threshold in the case of EU Blue cardholders. The salary threshold for this scheme is set in the amount of at least 1.5 times the average gross salary in the Republic of Slovenia calculated on the basis of the average gross monthly salary in the Republic of Slovenia - approx. 2.000 €.</p> <p><b>2.</b> See above.</p> <p><b>3.</b> By setting the minimum wage Slovenia pursues the objective of protecting the social and material security of workers. Namely, workers have the right to a fair payments for their work in order to have a decent life.</p> <p><b>4.</b> The following is used in determining the minimum wage: – a rise in consumer prices – wage trends – economic conditions or economic growth – employment trends.</p> <p><b>5.</b> The average gross monthly salary for 2016 was 1.584,66 €.</p> <p><b>6.</b> /</p>



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	Sweden	Yes	<p><b>1.</b> Yes</p> <p><b>2.</b> Third country nationals who want to be granted a work permit in Sweden under the general Swedish system for labour immigration must have been offered a position that will enable them to support themselves. In order to satisfy this support requirement, they need to work to an extent that will result in a salary of at least SEK 13,000 per month before taxes. However, work permit holders must also have been offered terms of employment that are on par with those set by Swedish collective agreements or which are customary within the occupation or industry at hand, which means that the minimum salary of SEK 13,000 per month before taxes is not always sufficient. For example, when the minimum salary for a specific profession is SEK 20,000 per month according to a collective agreement, the third-country national must earn at least this salary. To obtain an EU Blue Card, the minimum salary threshold is considerably higher. Blue Card holders must earn no less than one and a half times the average gross salary in Sweden, before taxes. For 2016, this salary threshold was SEK 48,000 per month. For third country nationals to obtain a permit for self-employed activities in Sweden, there is no salary threshold, but they have to show that they have sufficient funds to support themselves and, if applicable, their family during the first two years in Sweden (equivalent to SEK 200,000 for the self-employed person, SEK 100,000 for any spouse or partner, and SEK 50,000 for each accompanying child).</p> <p><b>3.</b> The underlying rationale, according to the Swedish Aliens Act, is that labour immigration should only be possible when labour migrants can indeed support themselves. Another rationale is that collective agreements should be respected, and wage-dumping and exploitation thus avoided.</p> <p><b>4.</b> The general salary threshold of SEK 13,000 per month before taxes is based on the national standard for the calculation of minimum social security, with several lump sums added to this standard, such as a lump sum for rent (accommodation), home electricity, travel from home to work (and back), home insurance and contributions to trade unions and unemployment insurance. The salary threshold for Blue Card holders is one and a half times the average gross salary in Sweden. This amount is calculated in cooperation with the Swedish National Mediation Office, the authority in charge of Sweden's official salary statistics.</p>

			<p><b>5.</b> According to the Swedish National Mediation Office, the average monthly gross salary in Sweden was SEK 32,000 in 2015. On this basis, the annual gross salary would be SEK 384,000, for 2015.</p> <p><b>6.</b> The general minimum remuneration threshold is not automatically revised. It has been unchanged for several years. When the basis of its calculation, as described under point 4) above, is changed, this may motivate a revision, however. As far as the salary threshold for Blue Card holders is concerned, the salary threshold is revised automatically each year, in accordance with the evolution of the average salaries in Sweden, as calculated by the Swedish National Mediation Office.</p> <p><b>7.</b> No. The general minimum salary has not changed for several years. It is not always relevant, either, as collective agreements sometimes foresee higher salaries, which need to be respected. However, there have indeed been concerns about wage-dumping and exploitation of foreign workers in Sweden, and efforts are made to better enforce minimum requirements as regards salaries, respect for collective agreements and other conditions of employment. As for the EU Blue Card, very few people have so far applied for it. Hence, no impact of revisions of the salary threshold can be identified. Most labour immigrants come to Sweden under the general national scheme for labour immigration.</p>
	United Kingdom	Yes	<p><b>1.</b> Yes, in most circumstances. For Tier 2 (General) which is the main skilled worker route into the UK and the Tier 2 (Intra-company Transfer) routes, people must be earning minimum salaries. For Tier 2 religious worker and Tier 2 sportsperson there is no minimum income requirement. For the various categories of Tier 5 (Temporary worker) there is no minimum income requirement, providing sponsoring employers comply with National Minimum Wage legislation (currently £7.20 per hour for workers age 25 or over). The UK does not participate in the Blue Card or ICT Directives.</p> <p><b>2.</b> Under the Tier 2 (General) provisions for skilled workers, which is the main employment route for non EEA national to the UK, a worker must be receiving a salary of at least £25,000 or the ‘appropriate rate’ for their job, whichever is higher. The ‘appropriate rates’ are taken from national salary data and are usually set at:</p> <ul style="list-style-type: none"> <li>• The 10th percentile of earnings for UK workers in the occupation, for ‘new entrant’ workers (graduate recruits and those under the age of 26)</li> <li>• The 25th percentile of earnings for UK workers in the occupation, for all other workers</li> </ul> <p>There are some exceptions – for example, for certain public sector jobs the ‘appropriate rates’ are taken from national pay scales. The £25,000 threshold was introduced on 24 November 2016 and will increase to £30,000 from April 2017, following a review by the</p>

independent Migration Advisory Committee. The increases do not apply to workers in the route before that date, or to 'new entrant' workers (as defined above). These groups remain subject to the previous £20,800 threshold. A temporary exemption from the increases also applies to the following occupations until 1 July 2019:  Medical radiographers  Nurses  Secondary education teaching professionals – subject teachers in maths, physics, chemistry, computer science and Mandarin only  Paramedics UK Visas and Minimum salaries Tier 2 (General) £25,000 or the 'appropriate rate' for the role (rising to £30,000 in April 2017) Tier 2 (ICT: long term staff) £41,500 or the 'appropriate rate' for the role (whichever is higher) Tier 2 (ICT: Short-term Staff) £30,000 or the 'appropriate rate' (whichever is higher) Tier 2 (ICT: Graduate Trainee) £23,000 From April 2017, we will close the short term ICT category so that all ICT workers (except graduate trainees) will need to qualify under a single route with a salary threshold of £41,500.


**3.** The overall thresholds are designed as a measure of the skill level of the job on offer. They provide an assurance that Tier 2 migrants are genuinely being engaged in skilled work. They also ensure they are making a minimum economic contribution to the UK. The 'appropriate rate' requirement is designed to prevent undercutting of UK workers and the exploitation of migrant workers as a source of cheap labour.

**4.** The £30,000 threshold is set at the 25th percentile of the salary distribution for workers across all occupations which qualify under Tier 2. Only occupations skilled to graduate level (National Qualifications Framework level 6) are eligible. See answer to question 2 above for details of how the 'appropriate rates' are determined.

**5.** The average median salary in the UK in year ending April 2016 was £27,545 (EURO 32,503 at 1.18 exchange rate for December 2016). Source: Income tax calculator <https://www.incometaxcalculator.org.uk/average-salary-uk.php>

**6.** Salary thresholds are normally updated annually in line with wage inflation. The Government may also commission the Migration Advisory Committee to review the thresholds from time to time.

**7.** The Government will publish an impact assessment on the recent changes to salary thresholds shortly. Historically, changes to salary thresholds have had a relatively small impact on Tier 2 application

			numbers, when compared with other policy changes (such as changes to skill thresholds or language requirements).
	Norway	Yes	<p><b>1. NO:</b> As there is no general minimum wage in Norway, the relevant requirement for a work permit is that the wages to be paid have to be in accordance with the prevailing rates in the relevant, local labour market, as determined by the collective agreement between the trade union and employers' organisation, or as agreed between the employer and the employee as part of the written employment contract. Although there is no general minimum wage in Norway, minimum rates of pay, corresponding to those specified in the collective agreements for these sectors, have been introduced between 2007 and 2011 for:</p> <p><input type="checkbox"/> Construction sites (for construction workers) <input type="checkbox"/> The maritime construction industry <input type="checkbox"/> The agriculture and horticulture sectors <input type="checkbox"/> Cleaning workers <input type="checkbox"/> Fish processing enterprises <input type="checkbox"/> Electricians <input type="checkbox"/> Freight transport by road <input type="checkbox"/> Passenger transport by tour bus</p> <p>These provisions have been introduced and are being review regularly by a commission with representatives for relevant trade unions and employers' organisations.</p> <p><b>2.</b> na (see above)</p> <p><b>3.</b> The general wage well as the minimum pay requirements have been introduced to prevent social dumping.</p> <p><b>4.</b> See above</p> <p><b>5.</b> na (see above)</p> <p><b>6.</b> na (see above)</p> <p><b>7.</b> A 2015 report (in Norwegian) on the effects of the making the minimum wage provisions in some collective agreements (see above) mandatory for the relevant activities, did not consider the effects on the employment and working conditions for third workers in Norway, but concluded that these provisions only to a limited extent had limited the effects of the high influx of EU Member States citizens (mainly from Poland and the Baltic States) on the relevant wages and prices, the functioning of the relevant labour markets and on productivity, see :</p>

			<p><a href="http://static1.squarespace.com/static/576280dd6b8f5b9b197512ef/t/57bbed4115d5dbc1c5338eac/1471933773511/SFL+R2-2015+Virkninger+av+allmenngj%C3%B8ring.pdf">http://static1.squarespace.com/static/576280dd6b8f5b9b197512ef/t/57bbed4115d5dbc1c5338eac/1471933773511/SFL+R2-2015+Virkninger+av+allmenngj%C3%B8ring.pdf</a> Representatives of the social partners (i.e. trade unions, employers' organisations and the government) do seem to agree that these measures have been largely effective in combatting social dumping.</p>
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