



EU Blue Card News: Latest Updates

The EU Blue Card—the EU’s flagship work-and-residence permit for highly skilled non-EU nationals—underwent major reforms in 2025, marking one of the most substantial updates since its launch. Building on the revised 2021 Blue Card Directive, now implemented across Member States, the changes aim to attract global talent and address labour shortages in key sectors such as IT, engineering, healthcare, and AI. The new framework lowers eligibility thresholds, speeds up processing, and strengthens intra-EU mobility, making it easier for employers to hire and for professionals to relocate and develop their careers across Europe. In addition, the Directive requires Member States to submit, by 18 November 2025 and annually thereafter, detailed statistics on Blue Cards issued, refused, and withdrawn, including the reasons for those decisions.

Key 2025 EU Blue Card Reforms

- 1. Lower Salary Thresholds**
Eligibility now requires a salary between 1.0 and 1.6 times the national average (previously 1.5–2.0), broadening access to mid-level professionals. Shortage occupations may qualify at the lower range.
- 2. Flexible Qualification Requirements**
Applicants may qualify with either a master’s degree or 3–5 years of relevant professional experience. In-demand fields such as IT and cybersecurity no longer require a formal degree.
- 3. Shorter Employment Contract Requirement**
A binding job offer of just 6 months now meets eligibility criteria (previously 12 months).

4. **Enhanced Intra-EU Mobility**
Blue Card holders can move to another EU country after 12 months (previously 18) without the need for additional labour market tests.
5. **Greater Employment Flexibility**
Easier employer changes after 12 months, plus a 3-month grace period in cases of unemployment during the first three years.
6. **Improved Family and Travel Rights**
Immediate family reunification and permission to stay up to 12 consecutive months outside the EU without losing Blue Card status.
7. **Faster Route to Permanent Residence**
Blue Card holders may obtain permanent residence after 33 months, or 21 months if they demonstrate B1-level language proficiency.

These reforms significantly enhance the EU Blue Card's competitiveness on the global stage, with countries such as Germany, France, Poland, and Luxembourg already reporting faster application processing and increased employer participation.

Country-Specific Updates and 2025 Salary Thresholds

To align with the new Directive and address national labour market needs, several EU member states have revised their Blue Card salary thresholds and procedures in 2025.

Country	Minimum Gross Annual Salary (EUR)	Key 2025 Developments	Source / Relevant Website
Austria	€51,500	New Teleworking Act effective 1 Jan 2025 provides a clearer framework for remote work; new minimum gross salary threshold introduced.	migration.gv.at
Belgium	Flanders: €63,586 Wallonia: €66,738 Brussels: €4,748/month (~€56,976/year) Junior (<3 yrs): €53,390	Slight tightening of regional eligibility criteria; regional differences remain.	Regional employment offices (Flanders, Wallonia, Brussels)
Bulgaria	€16,030 (approx.)	No official 2025 Blue Card update published; existing thresholds continue to apply.	mfa.bg ; mlsp.government.bg
Cyprus	€43,632	No change reported; threshold maintained for 2025 under new Blue Card regime.	gov.cy

Country	Minimum Gross Annual Salary (EUR)	Key 2025 Developments	Source / Relevant Website
Czech Republic	≥1.5× national average gross salary	No change; 2025 threshold updated automatically with national average wage.	ipc.gov.cz
Estonia	€35,664	No structural changes; salary updated per national average.	politsei.ee
Finland	€3,827/month (~€45,924/year)	Salary threshold revised for 2025; clarified methodology for monthly average.	migri.fi
France	€59,373/year	France implemented EU Blue Card Recast Directive (2021/1883) via Law No. 2025-391, effective May 2025.	welcometofrance.com
Germany	€48,300 (general); €43,760 (shortage occupations)	2025 salary thresholds confirmed; continued simplified path for IT specialists.	digital.diplo.de
Greece	€32,000	2025 threshold aligned with 1.5× national average; government improving transparency in salary calculation.	Eurostat
Hungary	HUF 883,671/month (~€27,000/year)	Updated minimum threshold from 1 Jan 2025; clarification for sectoral salary exemptions.	oif.gov.hu
Italy	€35,500	2025 adjustment based on ISTAT data; alignment with EU	istat.it

Country	Minimum Gross Annual Salary (EUR)	Key 2025 Developments	Source / Relevant Website
		Blue Card Directive confirmed.	
Latvia	€2,528/month (~€30,336/year)	Threshold tied to 1.5× national average; confirmed for 2025.	pmlp.gov.lv
Lithuania	€3,334.50/month; €2,667.60/month for shortage occupations	Updated salary multiplier confirmed; shortage list expanded for 2025.	micenter.lt
Luxembourg	€63,408	Revised threshold effective 18 Mar 2025; inflation adjustment.	guichet.public.lu
Malta	€37,134	New 2025 threshold published; government considering further reduction for specific shortage sectors.	legislation.mt
Netherlands	€5,688/month (€68,256/year); €4,551/month for graduates	2025 income criteria updated 1 Jan 2025; graduate concessions maintained.	ind.nl
Poland	PLN 12,272.58/month (~€33,000/year)	2025 threshold set at 150% of average salary; effective from 11 Feb 2025.	gov.pl
Portugal	€2,308 × 14 payments (~€32,312/year)	Recast Directive implemented; clarified 14-payment system in 2025 guidance.	gov.pt
Romania	RON 7,567/month (~€18,200/year)	Threshold increased; alignment with EU Blue Card Directive confirmed.	igi.mai.gov.ro
Slovenia	≥1.5× average annual gross salary	New rule from Jul 2025 temporarily lowers threshold to	gov.si

Country	Minimum Gross Annual Salary (EUR)	Key 2025 Developments	Source / Relevant Website
		1.0× average for transition period.	
Slovakia	≥1.2× national average wage	New multiplier effective 2025; previous 1.5× requirement reduced.	mic.iom.sk
Spain	€55,000/year (general); €41,000/year (shortage occupations)	2025 updates harmonised with EU Blue Card Directive; lower thresholds apply to shortage roles.	inclusion.gob.es
Sweden	SEK 49,875/month (~€53,500/year)	New salary calculation methodology introduced Jul 2025 (1.25× average).	migrationsverket.se

Why These Changes Matter

The 2025 EU Blue Card reforms make Europe a more accessible and competitive destination for skilled professionals from around the world. By easing qualification rules, reducing salary thresholds, and improving mobility rights, the EU is taking decisive steps to fill talent gaps and boost innovation in an increasingly global labour market.

Employers across Europe now benefit from simplified recruitment procedures, while non-EU professionals gain faster and more flexible access to long-term residence and career opportunities within the EU.

The 2025 reforms mark a transformative step towards a modern, unified, and talent-friendly migration system in the European Union. With simpler entry rules, faster decisions, and stronger mobility rights, the EU Blue Card is now positioned as a world-leading work visa for skilled non-EU nationals.

For tailored guidance on Blue Card eligibility, salary requirements, or application support in specific countries, contact our immigration experts for professional advice.

Contact and Disclaimer

Should you have any questions regarding the above information, or require assistance with your immigration or global mobility matters, please don't hesitate to contact our legal team at [Hudson McKenzie](https://www.hudsonmckenzie.com). You can reach us by email at londoninfo@hudsonmckenzie.com or by telephone at +44 (0) 20 3318 5794.

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