

Introduction:

In September 2020, the parliamentary Migration Committee proposed a new migration legislation (SOU 2020:54)¹ that imposes stricter eligibility requirements for permanent residence in Sweden. After consultation with stakeholders and review by the council of legislation, the bill was sent to the Swedish Parliament at the end of April 2021. On the 22nd of June 2021, the bill was approved, and it will be effective as of July 20, 2021.

The new legislation replaces the temporary legislation passed in 2016, designed to reduce the number of applicants that can apply for asylum in Sweden. However, the changes introduced by this new legislation will also affect other non-EU/EEA internationals living in Sweden who hold temporary permits for studying or working. The main changes affecting non-EU/EEA citizens applying for permanent residence are the introduction of Swedish language level and civic knowledge requirements, as well as proof of minimal financial support for the individual and any accompanying family members. If an applicant is unemployed, receiving unemployment benefits, or paid through scholarship funding, this proof of minimal financial support may not be fulfilled. Although the legislation proposes the introduction of these new requirements, there are not yet practical details on their implementation.

One of the Swedish industrial sectors with a large population of internationals is research and innovation, particularly the academic sector which both houses current research talent and trains future researchers. According to Universitetskanslersämbetet (UKÄ)², around 40% of students admitted to doctoral programs in Sweden in 2019 are internationals, while it is estimated that around 73% of researchers in temporary positions, postdoctoral positions, or associated lecturers have an international background³. Implementation of the new migration bill without a grace period and without consideration of the current insecure working conditions and the Swedish level attained by foreign researchers, may impose additional pressure and obstacles for non-EU/EEA researchers in the Swedish academic system in qualifying for permanent residency, an issue that has been highlighted by Sveriges universitetslärare och forskare (SULF)⁴, the union for university teachers and researchers.

To assess the impact of this reform on non-EU/EEA researchers working in Sweden, The Doctoral Students Committee of the Swedish National Union of Students (SFS-DK), the Swedish Network of Postdoc Associations (SNPA) and National Junior Faculty of Sweden (NJF) surveyed the current residence status, Swedish proficiency level, and employment conditions of doctoral students, postdoctoral researchers, junior faculty members, and senior researchers within academia.

Ultimately, we wish to provide policy makers, higher education institutions, and researchers with data and perspectives, particularly focused on the current state of early career researchers in academia, to ensure that implementation of the new legislation considers the practical implications for non-EU/EEA researchers and the future academic landscape in Sweden.

¹ "En Långsiktigt Hållbar Migrationspolitik - Regeringen.Se," accessed June 4, 2021, <https://www.regeringen.se/rattsliga-dokument/statens-offentliga-utredningar/2020/09/sou-202054/>.

² "Årsrapport 2020 | UKÄ - granskar, analyserar och utvecklar högskolor och universitet," text, Universitetskanslersämbetet, accessed June 16, 2021, <https://www.uka.se/statistik--analys/arsrapport-om-universitet-och-hogskolor/arsrapport-2020.html>.

³ "Statiskt Meddelande Från Statistiska Centralbyrån Och Universitetskanslersämbetet, UF 23 SM 2001," June 15, 2020, https://www.scb.se/contentassets/0a9d33648fcc46e687972e241eaff5c6/uf0202_2019a01_sm_uf23sm2001.pdf.

⁴ "En långsiktigt hållbar migrationspolitik, SOU 2020:54," *SULF* (blog), December 7, 2020, <https://sulf.se/remissvar/en-langiktigt-hallbar-migrationspolitik-sou-202054/>.

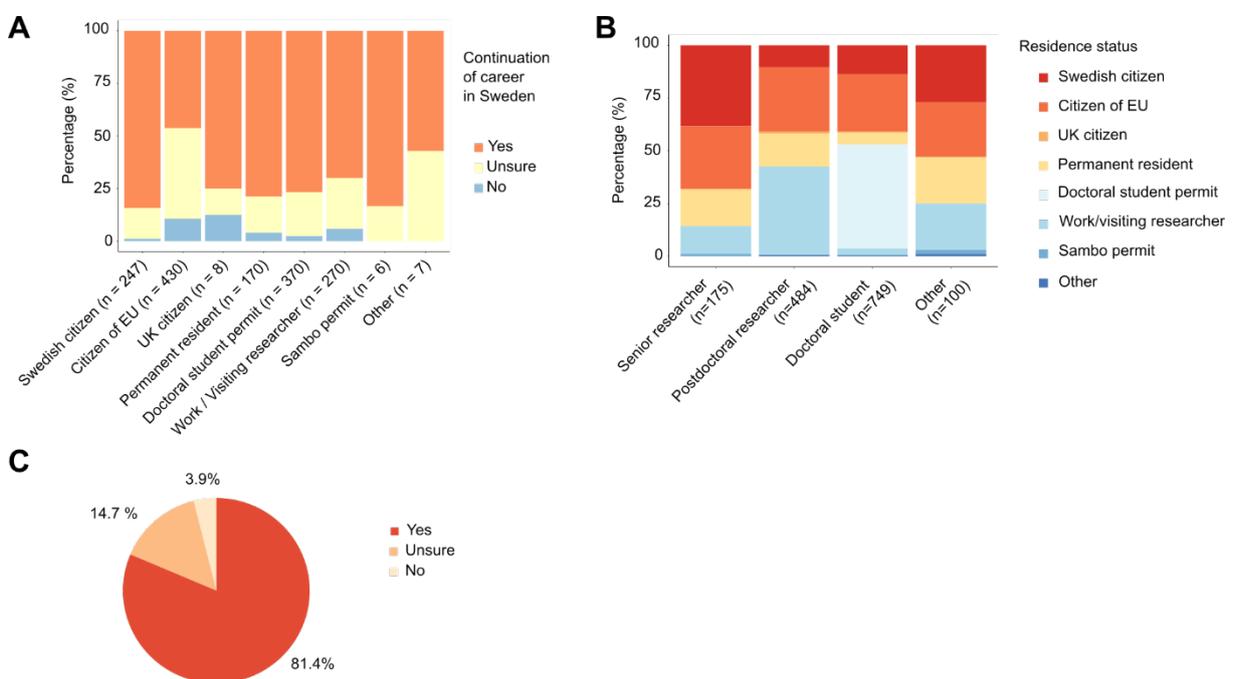
Results:

In total, 1508 researchers in different stages of their careers, from doctoral students to senior professors, answered the presented survey. The respondents are currently working in 29 different higher education institutions in Sweden with more than 50% of respondents working in the Stockholm and Uppsala regions.

Sweden is an attractive country to do research.

Researchers in various stages of their careers, and from different global regions are attracted to Sweden as a place to live, conduct research, and advance their careers. In addition to being the ‘home’ of the Nobel Prize awards, Sweden is renowned for research in various disciplines conducted at universities throughout the country. Even though academia is generally characterized by long hours of work, Sweden has a good reputation for its work-life balance, and for offering an optimal environment to raise a family.

Researchers responding to the survey overwhelmingly wished to continue their careers in Sweden, regardless of their country of origin (Fig. 1A). International researchers were represented at every career stage in the survey results, with non-EU/EEA researchers accounting for about 50% of early career research positions and 32% of senior researchers (Fig. 1B). The non-EU/EEA international researchers who do not already hold permanent residency in Sweden are those who will be directly impacted by the new migration law (we considered these to include Doctoral student permit holders, Work/visiting researchers, UK citizens, Sambo permit holders, and Other). Of this surveyed population of non-EU/EEA respondents currently holding a temporary permit, 81% indicated that they are aiming to apply for a permanent residence permit in the future (Fig. 1C).



▲ Figure 1. Sweden is an attractive country for foreign researchers. (A) Percentage of respondents who wish to continue their career in Sweden across residence permit categories. All respondents included (n = 1508 respondents). (B) Distribution of residence permit types across academic positions. Senior researcher category pools positions above postdoc (e.g., senior researcher, associate/assistant professor, professor, lecturer, lab manager, and research coordinator). All respondents included (n = 1508 respondents). (C) Expression of interest in applying for permanent residency in the future among respondents on temporal permits (n = 661 respondents).

The new criteria for permanent residency will impact the eligibility of non-EU/EEA researchers holding temporary permits.

Traditional eligibility requirements for permanent residency vary depending on the migratory status of the applicant, but generally require four years of continuous residence in Sweden and proof of financial support. In general, researchers enrolled in doctoral programs, or employed by higher academic institutions for four years, fulfill these traditional requirements for permanent residency. However, the new migration law introduces additional requirements regarding means of financial support, as well as some level of proficiency in Swedish language and civics knowledge. To date, the practicalities on how these requirements will be implemented are undefined. Of particular concern to the international researcher community is whether scholarship-funded positions will suffice as proof of financial support under these new requirements, since scholarship holders are not employed by their academic institutions.

The new requirements under the new migration law may imply that many non-EU/EEA researchers could lose their current eligibility to apply for permanent residency. If the new Swedish level requirement comes into effect without a transition period, up to 86.2% of currently eligible temporary permit holding respondents would become ineligible if the minimum requirement becomes level B2, 67.8% would be impacted if the requirement becomes level B1, and 50.0% would be impacted if the requirement becomes level A2 (Fig 2A). The distributions for higher levels of Swedish were not dissimilar to those reported by the permanent resident holders who participated in the survey (80.6% were below level B2), but a larger percentage of permanent residents had accomplished lower thresholds (only 54.7% were below level B1, and 32.9% were below level A2, n = 85 respondents). Admittedly, these distributions may shift as researchers become aware of the new language requirements earlier on in their time in Sweden.

Furthermore, many academic positions in Sweden are financed by external funding, promoting the predominance of temporary positions⁵ and resulting in scholarships commonly being used to finance researchers in the doctoral and postdoctoral phases. Based on the responses collected in our survey, if the new migration policy disqualifies individuals who currently hold full or partial scholarships, 16.6% of currently eligible non-EU/EEA researchers would be disqualified. This number is consistent with the 20% of postdocs on scholarship previously reported by Universitetsläraresnämnden⁶. The proportion of ineligible researchers increases to 43.7% if scholarship positions within the past four years are not considered means of financial support under the new migration law (Fig 2B).

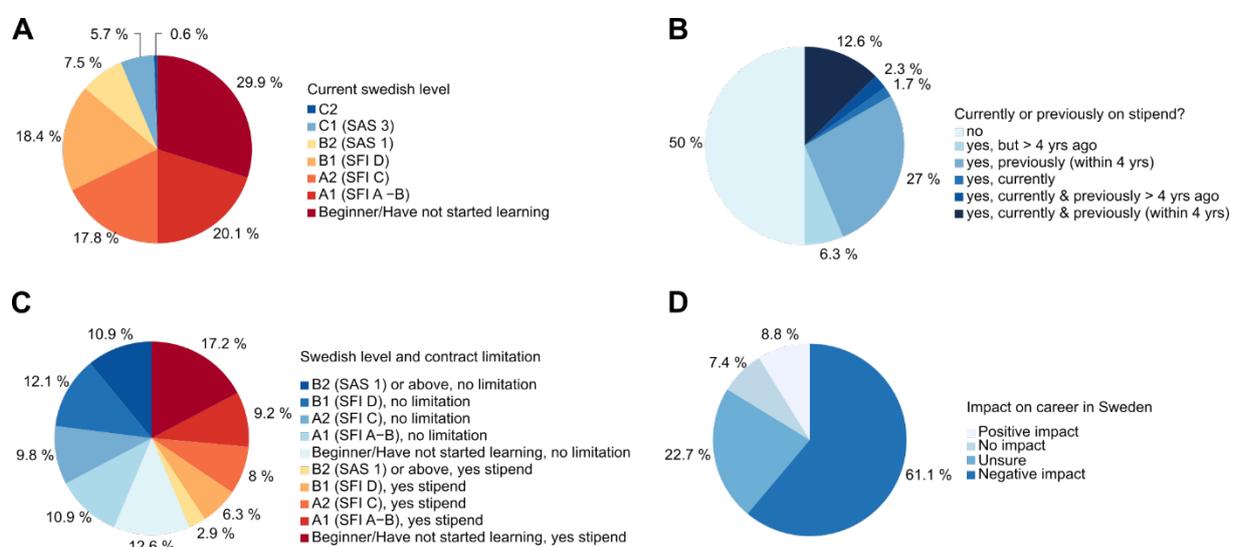
When considering the combination of language proficiency requirements and contract limitations together, an even larger proportion of non-EU/EEA international researchers may lose eligibility for permanent residency than for either requirement alone. Assuming an upper bound, where holding a scholarship at any point in an applicant's four years of habitual residence in Sweden may invalidate their eligibility for permanent residency, combined with a minimum language requirement set at the B2, B1, or A2 levels would result in a total of 89.1%, 77.0%, or 67.2% of the non-EU/EEA international respondents to this survey becoming ineligible, respectively (Fig 2C). If only researchers that are currently funded through scholarships are impacted by the new legislation, the populations of researchers affected would only be slightly larger than those already impacted by the language requirements (86.8% of eligible respondents would become ineligible for permanent residency if B2 is

⁵ "Rapport: Vart tar pengarna vägen?," *SULF* (blog), May 6, 2021, <https://sulf.se/nyhet/rapport-vart-tar-pengarna-vagen/>.

⁶ "Every fifth postdoc is excluded from the statistics | Universitetsläraresnämnden," accessed June 16, 2021, <https://universitetslararen.se/2020/05/29/every-fifth-postdoc-is-excluded-from-the-statistics/>.

set as the minimum proficiency level required, 70.7% would be impacted if the level is set to B1, and 54.6% would be impacted if the level is set to A2).

When respondents were asked about the impact the new legislation would have in the continuation of their careers in Sweden, 66.1% of currently eligible, temporary permit holding non-EU/EEA researchers who have been in Sweden for at least 4 years believe that the new legislation would decrease the likelihood that they continue their careers in Sweden (n = 174 respondents). This percentage was consistent even when expanding to include all temporary permit holding non-EU/EEA researchers, even those in Sweden less than 4 years, where 61.1% reported the legislation would decrease the likelihood that they continue their careers in Sweden (Fig 2D). This is a significant portion of a highly skilled labor force with higher academic degrees who may choose to leave Sweden and will no longer contribute to Sweden's undergraduate/higher degree education, research output, or industry.



▲ **Figure 2.** The proposed requirements will negatively affect many non-EU/EEA researchers' permanent residency eligibility and reduce their interest in building a career in Sweden. Unless noted, all responses displayed include only non-EU/EEA researchers currently holding temporary residence permits, who have lived in Sweden for four or more years, and who have expressed willingness or ambivalence to continuing their career in Sweden (n = 174 respondents). (A) Distribution of current Swedish level among temporarily eligible respondents. (B) Distribution of foreign temporarily eligible researchers' contract status. Full and at least 50% partial scholarship holders were grouped together in this analysis (partial scholarships n = 13 respondents; 7.5%). (C) Distribution of language level and scholarship positions held in the last 4 years of temporarily eligible respondents. (D) Perceived effect of the new migration law on career continuation in Sweden. All researchers on a temporal permit (n = 635 respondents).

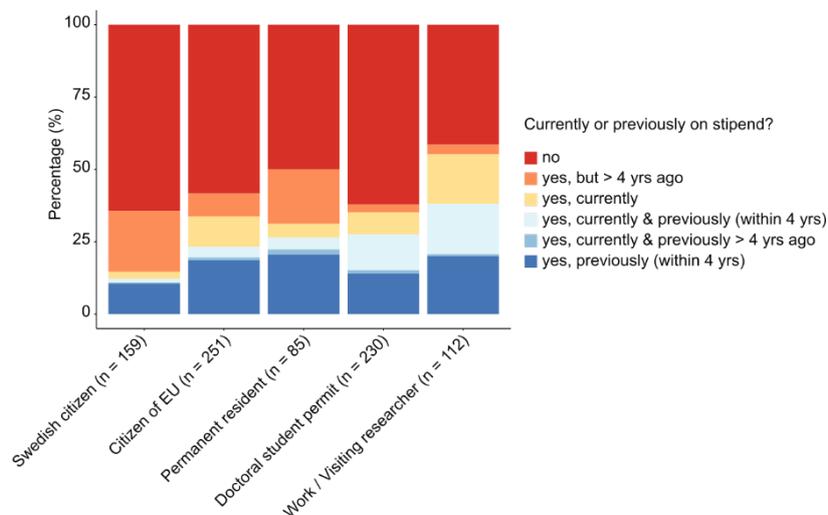
In addition to unclear legislation around scholarships, this type of compensation is untaxed. Therefore, researchers in these types of positions do not receive social benefits and are ineligible for unemployment benefits if their, often short-term, contracts are not renewed. Researchers unable to renew their contract or that cannot seamlessly transition into a new position covered by their existing temporary permit, are ineligible for permanent residency under the new system, as they would have breaks in their employment or discontinuity in their permit status.

Barriers for non-EU/EAA researchers: Scholarships and Swedish proficiency.

Contract conditions

It is common for foreign researchers to start their academic careers in Sweden financed through scholarship funding. Scholarship holders are not employed and, therefore, this type of position might not count toward the required four years of continuous residence necessary for the permanent residence application. The survey results confirmed that researchers with work/visiting residence permits are more frequently financed through scholarship funding than their peers holding other types of residence permits. Among respondents, 55.2% of non-EU/EEA researchers on a work/visiting researcher permit have held a scholarship funded position in the last four years, which far outnumber the proportions of Swedish citizens (14.6%) and EU citizens (33.7%) with this kind of position (Fig. 3). Coincidentally, the researchers who would need to secure permanent residency to habitually remain and work in Sweden without needing to continuously renew their visa, appear to be the group that is most likely to have previously held a scholarship and, under the new migration law, more likely to be ineligible for permanent residency.

Traditionally, Swedish universities have been successful in attracting international talent with scholarships, which has been beneficial for academic institutions. Tightening the contract criteria in the permanent residency application process without introducing appropriate accommodations for or completely replacing the scholarship system, may result in a reduced influx of international researchers to Sweden, reducing the diversity of the Swedish research community and potentially negatively affecting Sweden's research sector.



◀ *Figure 3. Proportion of researchers that have held a scholarship according to current residence permit status. Only categories with a representative number of responses are depicted.*

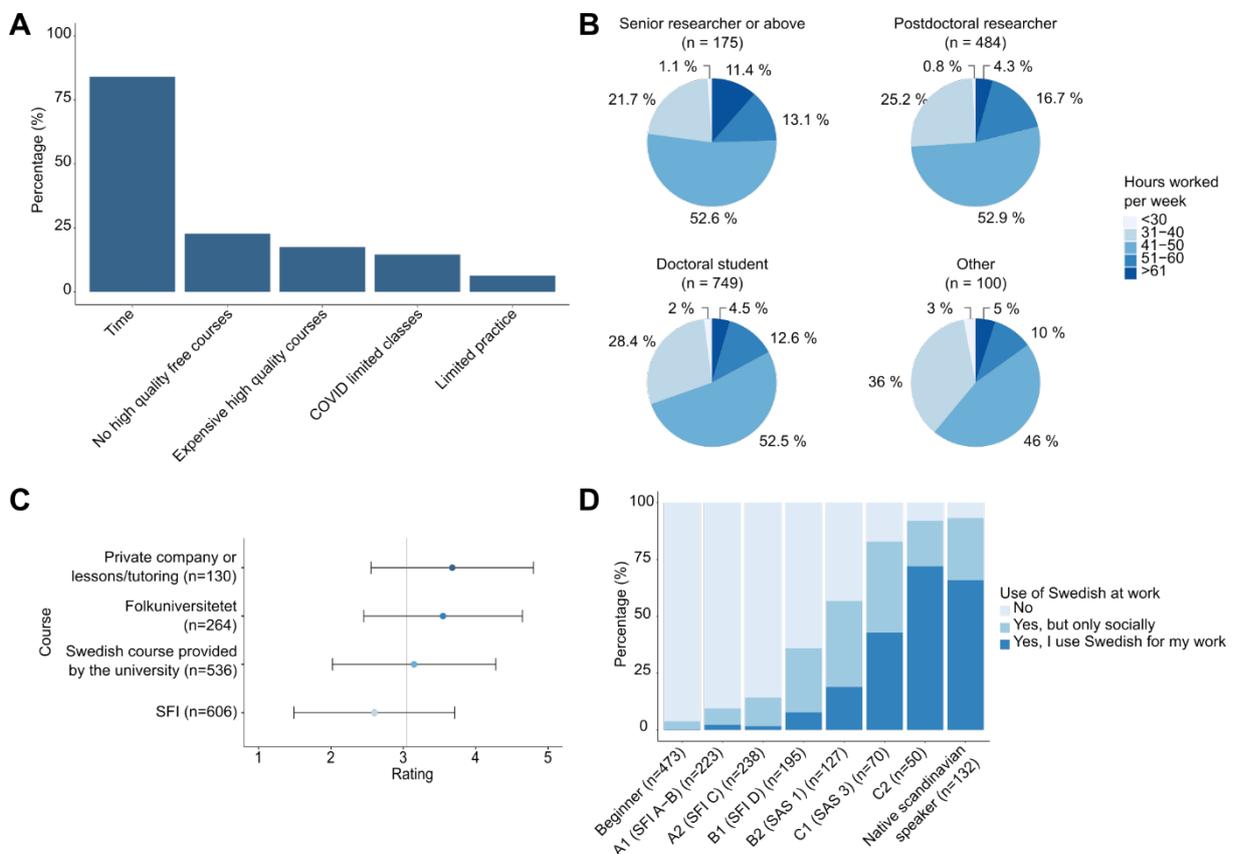
Lack of resources for learning Swedish

84% of international respondents who have lived in Sweden for at least a year reported a lack of time as a major obstacle to learning Swedish (Fig 4A). Doctoral and postdoctoral positions are time-limited positions and there is immense pressure on these early career researchers to deliver high impact research within a short time frame. The results from our survey show that the average number of reported work hours per week tends to increase as researchers advance through their career from doctoral student to more senior positions (Fig 4B). Consequently, researchers may have more schedule constraints and less time available to learn Swedish as they progress through their scientific career.

In addition to the lack of time, a small percentage of respondents (<25%) indicated that their ability to learn Swedish is also impacted by the lack of high-quality courses or the need to pay high fees to attend them. We observed that the state-offered courses (Svenska för invandrare - SFI) had a lower quality

rating in comparison to other courses (Fig 4C). In fact, the two best rated options were paid courses at independent institutions (Folkuniversitetet and private companies or tutors; Fig 4C). Some researchers have access to Swedish courses through their universities; however, these are not provided by all academic institutions around Sweden. Furthermore, these courses are sometimes only offered to employees, therefore sometimes excluding researchers on scholarship from these language learning opportunities.

Learning Swedish as an international researcher is likely further complicated by the fact that English is the working language in academia and only about 30% of respondents reported using Swedish for their work or in social contexts at work. However, we observed that larger proportions of foreign researchers report using Swedish in their workplace when they have a higher level of proficiency, an indication that increasing the opportunities for doctoral students and early career researchers to learn Swedish would be useful for international researchers (Fig 4D).



▲ **Figure 4. Major barriers for researchers learning Swedish.** (A) The top 5 most commonly cited barriers to learning Swedish among respondents. Only foreign researchers coming from non-Scandinavian countries and who have lived at least a year in Sweden were considered (n = 1095 respondents). (B) Distribution of hours worked per week declared by respondents according to career stage. Senior researcher category pools positions above postdoc (e.g: senior researcher, associate/assistant researcher, assistant professor, professor, lecturer, lab manager, and research coordinator). All respondents included (n = 1508 respondents). (C) Self-reported quality assessment of the four most common Swedish courses taken by foreign researchers (n = 1039 respondents). The vertical line indicates the average rating of all courses. (D) Proportion of respondents who use Swedish at work according to their level of Swedish. All responses included (n = 1508 respondents).

In summary, international researchers, possibly like internationalists in other industries, face schedule constraints that may create obstacles to learning Swedish and they may have less time to dedicate to language study as they progress through their career. However, international researchers also appear

more likely to make use of their gained language skills as their Swedish level improves. Thus, we encourage consideration of these time constraints in the selection of the minimum Swedish level to be implemented by the new migration law. Future efforts to support international researchers in meeting the eventual Swedish level requirements should focus on creating and facilitating more language-learning resources, such as increasing the availability of high-quality courses at academic institutions.

Personal perspectives:

Most respondents indicated that the new migration law would negatively impact their decision to remain in Sweden in the future (Fig 2D). The biggest concerns expressed in the open comments in the survey were related to lack of time to learn Swedish due to a high workload, and the stress that these new requirements will impose on people with contracts and temporary residence permits ending in the coming months and who may lose eligibility for permanent residency under the new migration law. Since working/temporary residence permits tend to be bound to the length of the researcher's current contract, researchers within academia may face a dilemma between prioritizing producing outstanding results, which increases their chances of having a renewed contract, and learning Swedish. Investing time learning Swedish could ultimately provide more personal security through securing a permanent residence permit that is no longer linked with an employment contract. Additionally, several respondents expressed concerns about the impact this legislation will have on the research and innovation sector and other industrial sectors in Sweden, as well as whether the recruitment of new international talent will become more difficult.

Here, we would like to share some of the opinions expressed in the survey:

- *“If this law had taken effect and applied to me, I would have struggled to have the same research output and teaching/academic representative responsibilities while attaining a high enough Swedish-speaking level to stay here.”*
- *“I have had opportunities to practice (... I already had completed SFI before joining this research group), but it has been a huge extra stress dealing with the PhD and a new language simultaneously.”*
- *“I would love to study Swedish as much as possible (I am currently doing a faculty course), as long as this is actually taken into consideration time-wise during the PhD. Moreover, and actually more importantly, it is impossible to learn Swedish with the current system (80% research, 20% teaching) by only using extra-time to do this. To properly learn a language, it cannot be expected that with one ~1.5 hour class every week we will learn or advance as we should, but the alternative of increasing this time is mutually exclusive with our research/teaching percentages and other relevant tasks.”*
- *“Unfortunately, unless a solution be that universities and faculties acknowledge this and plan to ‘invest’ in the Swedish development of their faculty by offering a [good] long-term possibility for us to develop and study Swedish at the expense of teaching/research time, I see any other solution too hard to cope with, at least during the PhD.”*
- *“There are many challenges that come with moving to a foreign country, so it's very difficult to hit the ground running when it comes to learning the local language. However, I think expecting higher than A2 or B1 Swedish might be a bit exclusionary. SFI estimates that, to become fluent in Swedish, the average is 600 course hours. That is more than 10 hours per week which is just not feasible for most doctoral students and post-docs.*
- *“...It's quite difficult to balance both work and concentrating on Swedish language, especially after long working hours.”*

- *“...it is already very stressful to do research. If they make things even more difficult, I think Sweden is going to lose a lot of highly educated people. Also, I never heard about this law before.”*

Summary and recommendations:

Sweden is an attractive country for international researchers to train and develop their skills. It is concerning that, with the implementation of the new migration law, potentially a large majority of non-EU/EEA researchers on temporary residence permits would quickly become ineligible for permanent residency and would be less likely to continue their careers in Sweden. This may introduce recruitment and retention challenges for Sweden that may negatively impact its reputation as an international knowledge nation (sv. kunskapsnation). In the long term, efforts should be made to improve the Swedish language proficiency of international researchers and replace the insecure hiring methods that are common within the Swedish academic system. We hope that the results summarized here will be carefully considered in the implementation of the new migration law. We hope that the universities, institutions, and other parties impacted by these changes will take an active role in mitigating any potentially negative consequences for international researchers who contribute to the academic excellence of Swedish universities and institutions, and to Sweden’s research and innovation landscape.

Recommendations:

For doctoral students and early research careers:

- Learn the language to feel more integrated. This will also help you in the long-term to build your career in Sweden, since knowledge of Swedish would increase your opportunities of employment, regardless of career path.
- Get informed about the employment conditions of the different types of contracts available to perform research at academic institutions in Sweden and check the effect each could have on your current and future residence status and eligibility for permanent residency.
- Search for official information on the migration office webpage (migrationsverket.se), approach the international office at your institution, and consult your trade union (for doctoral students, you can contact your student union as well).

For Senior researchers:

- Motivate the members of your group to learn the language and offer them the support they need.

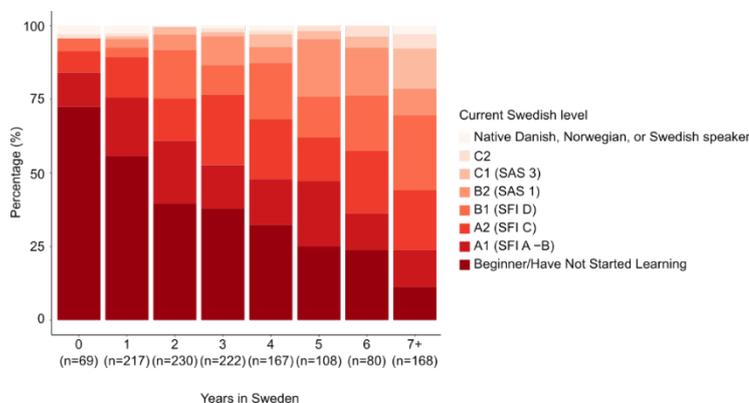
For institutions:

- If not available already, provide Swedish courses at your university.
- Create spaces at work to practice the language (e.g. courses on campus or language cafés).
- Allow non-Scandinavian doctoral students to take Swedish as a part of their departmental duties or as a part of their course work.
- Promote different resources for learning Swedish.
- Inform new researchers at your institution about the requirements for permanent residence permits, so that they have enough time to plan accordingly.
- Add more employment contracts instead of scholarships for research positions.
- Ensure that researchers are aware that gaps in employment or switching to a new permit may restart their eligibility clock for permanent residency.

- If some scholarship positions are difficult to replace, ensure researchers are aware of the implications these positions may have on their access to social welfare and that those years of work in a scholarship position in Sweden may potentially be excluded from an application for permanent residency.
- Inform researchers about the importance of learning Swedish for their future career, e.g. for additional teaching opportunities, to participate in committee meetings and work groups, and to gain future employment in Sweden.

For policy makers:

- Make the new requirements visible and provide translations in English and other languages. This would ensure that people immigrating into the country are informed well in advance and have time to study and plan ahead.
- Access to SFI courses regardless of date of arrival to Sweden (>3 years) and inclusion of courses offering more flexible schedules.
- Review the conditions for temporary work, study permits, and job-seeking visas. Academics have high job insecurity, and it is common to have gaps in their employment record. Having a residence status allowing for flexibility in this regard should be implemented.
- Accept scholarship time toward the residency years required for permanent residency application or introduce incentives for the scholarship system to be removed or replaced by academic institutions.
- Establish the new requirements around Swedish level with feasible goals for researchers that take into consideration the amount of time it currently takes foreigners to learn Swedish (Fig 5).



◀ *Figure 5. Distribution of Swedish level of foreign researchers, including European respondents, over the number of years spent in Sweden.*

Methodology:

This is an initiative of Doctoral Students Committee of the Swedish National Union of Students (SFS-DK), Swedish Network of Postdoc Associations (SNPA) and National Junior Faculty of Sweden (NJF) and the survey was designed by volunteers of all three organizations.

The survey consisted of 19 questions related to current residence permit status, current position, contract, and language level (Appendix A). Submissions were accepted for 1 month, from April 13th to May 10th, 2021. Dissemination of the survey was carried out in a top-down manner, national associations disseminated the survey through email and social media. Researchers from every nationality were encouraged to participate in the survey. Nonetheless, since the new law will only affect foreign researchers, most of the respondents were non-Swedish, and therefore, the statistics presented here mostly represent the international community of early career researchers.

After closing the survey, the data were checked for consistency and any new answers in open questions were categorized to facilitate their analysis. In total, the survey had 1508 respondents.

All analysis was carried out in RStudio Version 1.3.1093 with R version 4.0.3.

The data set and the code used for the analysis are available upon request.

Endorsement:

This survey and its report have been endorsed by:



Acknowledgements:

We thank all the volunteers of the three organizations that helped during the drafting of the questionnaire and all respondents.

This document has been prepared by the following members of the national associations:

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This initiative has been headed by Laura M. Palma Medina and Alessondra T. Speidel co-led the analysis and editing of the report.

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Appendix A. Questionnaire

1- How many years have you lived in Sweden (nearest number)?

Options 0 to 7+ (one per year)

2- What is your residence status in Sweden?

- Swedish citizen
- Permanent resident
- Citizen of EU
- Work / Visiting researcher
- Doctoral student permit
- Other (comment)

3- Do you aim to apply for permanent residence in the future?

- Yes
- No
- Not sure

4- Current working position

- Doctoral student
- Postdoctoral Researcher
- Assistant/associate Researcher
- Senior Researcher
- Assistant Professor
- Holder of a PhD degree working outside academia, e.g. Senior Scientist
- Other (comment)

5-Which institution is your primary place of work?

Dropdown of 48 Higher institutions and Institutes. Additional options: "Other", "Working outside academia" and "Add option".

6- When does your current position end?

- between January 1st and June 30th 2021
- between July 1st and December 31st 2021
- between January 1st and June 30th 2022
- between July 1st and December 31st 2022
- in 2023
- in 2024
- In 2025
- Permanent position
- Other (Comment)

7- Are you planning to build your career in Sweden?

- Yes
- No
- Unsure

8- How many hours do you work per week?

- <30
- 31-40
- 41-50
- 51-60
- >61

9- Are you currently on stipend/scholarship (not taxed)?

- yes, 100% on stipend/scholarship
- yes, > 70% on stipend/scholarship
- yes, 50%-70% on stipend/scholarship
- yes, < 50% on stipend/scholarship
- no, my income is 100% taxed

10- Were you previously on a stipendium/scholarship (not taxed)?

- yes, 1-2 years ago
- yes, 3-4 years ago
- yes, > 4 years ago
- no, I have never been on a stipend/scholarship

11. What is your net salary (after taxes) / stipend per month? (SEK)

- < 10 000 SEK
- 10 001-15 000 SEK
- 15 001 - 20 000 SEK
- 20 001 - 25 000 SEK
- 25 001 - 30 000 SEK
- 30 001 - 40 000 SEK
- >40 000 SEK

12- Do you use Swedish at your work?

- Yes, I use Swedish for my work
- Yes, but only socially
- No

12- Have you ever taken Swedish classes in the following schools? If yes, rate the quality of the course(s) from Poor(1) to Outstanding(5)

- SFI
- Folkuniversitetet
- Private company or lessons/tutoring
- Swedish course provided by the university

13- Have you taken other courses not mentioned in the previous question? (rate its quality)

Open answer

14- What is your level of Swedish? (Please mark the level of the last level achieved according to the [CEFR](#))

- Beginner/Have Not Started Learning
- A1 (SFI A -B)
- A2 (SFI C)
- B1 (SFI D)
- B2 (SAS 1)
- C1 (SAS 3)
- C2
- Native Danish, Norwegian, or Swedish speaker

15- How feasible is/was it for you to learn Swedish in your spare time, given your professional and personal commitments?

Indicate easy[1] - hard[5])

16- What is your major difficulty for learning Swedish?

- Lack of time
- Cannot find free courses with high quality
- Cannot afford paid courses with high quality
- Cannot attend the course due to covid-19 (Comment)
- other difficulties (Comment)

17- Which of the following proposals would help you learning Swedish

- Courses offered by my academic institution (at a different location)
- Courses offered by my academic institution (on site)
- Longer duration of the courses offered by my academic institution
- More courses at later hours or on weekends
- More high quality online courses
- Other initiatives at my institution (i.e. tandem programs, språkcafés)
- Other (Comment)

18- If the new requirements for permanent permit come into force this summer, would it affect your likelihood to continue your career in Sweden after your current visa expires?

- yes, it will increase the likelihood
- yes, it will decrease the likelihood
- no, it won't affect
- Unsure

19- Please let us know if you have any comments

By submitting your answers, you accept the terms and conditions (ec.europa.eu/info/law/law-topic/data-protection_en) and that the information provided can be stored and used by the organizers. Thank you for your time.