



Checklist Overview of work permit regulation in Switzerland

Principle: All foreign students wanting to work in Switzerland need to notify the competent authorities and/or to apply for a work permit (depending on their nationality), independently of whether the employment is paid or not (sanctions apply).

Nationality	Level	Part-time	Semester break	Short-term employment	Long-term employment
<b>EU 27/EFTA</b> Austria, Belgium, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Holland, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Poland, Portugal, Slovakia, Slovenia, Spain, Sweden, United Kingdom, Cyprus, Malta, Norway, Iceland, Liechtenstein;  Romania, Bulgaria (for these two nationalities the Swiss government in 2017 decided to invoke the security clause, thus per 01.06.2017 there is a quota on available B permits, until 31.05.2018)  Free Movement of Persons (Freizügigkeitsabkommen, FZA)	Bachelor, Master students	Possible (notification to the inhabitants' office)	Full-time work possible (notification to the inhabitants' office)	For less than 3 months/year no work permit is required, but <ul style="list-style-type: none"> <li>the employer has to notify the competent authorities before the start of the employment</li> </ul>	<b>A short-term (L) or long-term (B) permit is issued</b> once the registration at the inhabitants' office is made with the Swiss employment contract  <b>Job search:</b> After graduation from a Swiss university EU 27/EFTA nationals can apply for a six months residence permit with the purpose of job search.
	PhD students	Possible (notification to the inhabitants' office)	n/a	<b>Job search:</b> After graduation from a Swiss university EU 27/EFTA nationals can apply for a six months residence permit with the purpose of job search.	



Nationality	Level	Part-time	Semester break	Short-term employment	Long-term employment
<b>Croatia (until 2023, after that full access)</b>  Free Movement of Persons (Freizügigkeitsabkommen, FZA)	Bachelor, Master students	<b>Up to max. 15 hours/week</b> may be approved if <ul style="list-style-type: none"> <li>an official application is made by the employer</li> <li>the university confirms that the studies will not be delayed or disturbed</li> <li>the salary and working conditions are in line with country and industry standards</li> </ul>	<b>Full-time work</b> may be approved if <ul style="list-style-type: none"> <li>an official application is made by the employer</li> <li>the university provides its written agreement</li> <li>the salary and working conditions are in line with country and industry standards</li> <li>it is during official university semester break dates</li> </ul>	A work permit is needed before the start of employment for every work stay in Switzerland irrespective of the duration  <b>A mandatory internship</b> may be approved if <ul style="list-style-type: none"> <li>an official application is made by the employer</li> <li>the university confirms that it is a mandatory part of the study programme</li> <li>the period of the mandatory internship does not make up more than half of the study duration</li> <li>the salary and working conditions are in line with national and industry standards</li> <li>the student has adequate housing</li> </ul>	<b>a short term (L) or long term (B) permit</b> may be approved if <ul style="list-style-type: none"> <li>an official application is made by the employer</li> <li>there are not enough qualified persons available on the Swiss job market</li> <li>the salary and working conditions are in line with country and industry standards in Switzerland</li> <li>there is enough permit quota available (quotas are maintained per calendar year and distributed to the cantons according to economic necessity, no quota for less than 4 months, but employee has to be clearly qualified)</li> </ul>
	PhD students	<b>Up to max. 15 hours/week</b> may be approved if <ul style="list-style-type: none"> <li>an official application is made by the employer</li> <li>the salary and working conditions are in line with national and industry standards</li> </ul> <b>More than 15 hours/week</b> may be approved if <ul style="list-style-type: none"> <li>an official application is made by the employer</li> <li>there is a strong link between the job content and the doctoral studies (proof needed)</li> <li>it concerns doctoral studies (working at the university or outside)</li> <li>the university confirms that the studies will not be delayed or disturbed</li> <li>the salary and working conditions are in line with national and industry standards</li> </ul> <b>Up to max. 70%</b> if working for the University of St.Gallen or one of its institutes	n/a	<b>Job search:</b> After graduation from a Swiss university Croatian nationals can apply for a six months residence permit with the purpose of job search.	<b>Job search:</b> After graduation from a Swiss university Croatian nationals can apply for a six months residence permit with the purpose of job search.



Nationality	Level	Part-time	Semester break	Short-term employment	Long-term employment
<p><b>Non-EU/EFTA</b> All countries not listed above</p> <p>Ausländergesetz (AuG), Verordnung über Zulassung, Aufenthalt und Erwerbstätigkeit /VZAE)</p>	<p>Bachelor, Master students</p>	<p><b>Up to max. 15 hours/week (Art. 38VZAE)</b> may be approved <b>after 6 months*</b> if</p> <ul style="list-style-type: none"> <li>an official application is made by the employer</li> <li>the university confirms that the studies will not be delayed or disturbed</li> <li>the salary and working conditions are in line with country and industry standards</li> </ul> <p>* Exemption: Master students with a Bachelor degree from a university abroad working for their Swiss university/institute do not have to wait 6 months</p>	<p><b>Full-time work (Art. 38 VZAE)</b> may be approved if</p> <ul style="list-style-type: none"> <li>an official application is made by the employer</li> <li>the university confirms that the studies will not be delayed or disturbed</li> <li>the salary and working conditions are in line with country and industry standards</li> <li>it is during official university semester break dates</li> </ul>	<p>A work permit is needed before the start of employment for every work stay in Switzerland irrespective of the duration</p> <p><b>A mandatory internship (Art. 39 VZAE)</b> may be approved if</p> <ul style="list-style-type: none"> <li>an official application is made by the employer</li> <li>the university confirms that such is a mandatory part of the study programme</li> <li>the period of the mandatory internship does not make up more than half of the study duration</li> <li>the salary and working conditions are in line with national and industry standards</li> <li>the student has adequate housing</li> </ul> <p><b>Job search:</b> After graduation from a Swiss university Non-EU/EFTA nationals can apply for a six months residence permit with the purpose of job search. No recruitment effort needs to be shown in hiring graduates from Swiss universities who take a job of high scientific or economic value (Art. 21 Abs. 3 AuG).</p>	<p><b>A short-term (L) or long-term (B) permit (Art. 18 ff. AuG)</b> may be granted if</p> <ul style="list-style-type: none"> <li>an official application is made by the employer</li> <li>there are not enough qualified persons available on the Swiss job market (Swiss, EU 25/EFTA, EU 2, other B and C permit holders)</li> <li>the employee is clearly qualified/specialised</li> <li>the salary and working conditions are in line with national and industry standards</li> <li>there is enough permit quota available (quotas are maintained per calendar year and distributed to the cantons according to economic necessity)</li> <li>the employee has adequate housing</li> </ul> <p><b>Job search:</b> After graduation from a Swiss university Non-EU/EFTA nationals can apply for a six months residence permit with the purpose of job search. No recruitment effort needs to be shown in hiring graduates from Swiss universities who take a job of high scientific or economic value (Art. 21 Abs. 3 AuG).</p>



Nationality	Level	Part-time	Semester break	Short-term employment	Long-term employment
<p><b>Non-EU/EFTA</b> All countries not listed above</p> <p>Ausländergesetz (AuG), Verordnung über Zulassung, Aufenthalt und Erwerbstätigkeit /VZAE)</p>	<p>PhD students</p>	<p><b>Part-time work (Art. 38 VZAE)</b> may be approved after 6 months' educational duration if</p> <ul style="list-style-type: none"> <li>an official application is made by the employer</li> <li>there is no link between the job content and the doctoral studies</li> <li>the salary and working conditions are in line with country and industry standards</li> <li>the university confirms that the studies will not be delayed or disturbed</li> </ul> <p><b>More than 15 hours/week (Art. 40 VZAE)</b> may be approved if</p> <ul style="list-style-type: none"> <li>an official application is made by the employer</li> <li>a strong link between the job content and the doctoral studies is in place (proof needed)</li> <li>the salary and working conditions are in line with country and industry standards</li> <li>it concerns doctoral studies (working at the university or outside)</li> <li>the university confirms that the studies will not be delayed or disturbed</li> </ul> <p><b>Up to max. 70%</b> if working for the University of St.Gallen or one of its institutes</p>	<p>n/a</p>	<p>A work permit is needed before the start of employment for every work stay in Switzerland irrespective of the duration</p> <p><b>A mandatory internship (Art. 39 VZAE)</b> may be approved if</p> <ul style="list-style-type: none"> <li>an official application is made by the employer</li> <li>the university confirms that such is a mandatory part of the study programme</li> <li>the period of the mandatory internship does not make up more than half of the study duration</li> <li>the salary and working conditions are in line with national and industry standards</li> <li>the student has adequate housing</li> </ul> <p><b>Job search:</b> After graduation from a Swiss university Non-EU/EFTA nationals can apply for a six months residence permit with the purpose of job search. No recruitment effort needs to be shown in hiring graduates from Swiss universities who take a job of high scientific or economic value (Art. 21 Abs. 3 AuG).</p>	<p><b>A short-term (L) or long-term (B) permit (Art. 18 AuG)</b> may be granted if</p> <ul style="list-style-type: none"> <li>an official application is made by the employer</li> <li>there are not enough qualified persons available on the Swiss job market (Swiss, EU 25/EFTA EU 2, other B and C permit holders)</li> <li>the employee is clearly qualified/specialised</li> <li>the salary and working conditions are in line with national and industry standards</li> <li>there is enough permit quota available (quotas are maintained per calendar year and distributed to the cantons according to economic necessity)</li> <li>the employee has adequate housing</li> </ul> <p><b>Job search:</b> After graduation from a Swiss university Non-EU EFTA nationals can apply for a six months residence permit with the purpose of job search. No recruitment effort needs to be shown in hiring graduates from Swiss universities who take a job of high scientific or economic value (Art. 21 Abs. 3 AuG).</p>