



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 /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  Free Movement of Persons (Freizügigkeitsabkommen, FZA)	Bachelor; Master students	Possible (notification to the inhabitants' office)	<b>Full-time work</b> 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 /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 /EFTA nationals can apply for a six months residence permit with the purpose of job search.	



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<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>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>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> <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.
	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		



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<p><b>Non-EU/EFTA</b> All countries not listed above</p> <p>Ausländer- und Integrationsgesetz (AIG), Verordnung über Zulassung, Aufenthalt und Erwerbstätigkeit /VZAE)</p>	<p>Bachelor, Master students</p>	<p><b>Up to max. 15 hours/week (Art. 38 VZAE)</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>

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