

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	Employment during studies / Internship / Employment after graduation	Long-term employment after graduation
EU 27/EFTA Austria, Belgium, Bulgaria, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Holland, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, United Kingdom, Cyprus, Malta, Norway, Iceland, Liechtenstein Free Movement of Persons (Freizügigkeitsabkommen, FZA)	Bachelor Master students	Up to max. 15 hours/week Students who have been issued a residence permit for study purposes can work up to 15 hours a week. The student has to notify the employment to the competent authorities.	Full-time work The student has to notify the employment to the competent authorities.	For less than 3 months/year No residence permit is required, but the employment requires the electronic notification of short-term stays. An online notification form must be submitted by the employer no later than the day before starting work.	Employment for more than 3 months/year Gainful employment lasting longer than three months per calendar year is subject to issuance of a residence permit.
	PhD students	Up to max. 15 hours/week n/a More than 15 hours A residence permit is required. The students have to contact the competent migration authorities.	n/a	Job search After graduation from a Swiss university EU 27/EFTA nationals can apply for a six months residence permit with the purpose of job search.	Job search After graduation from a Swiss university EU 27/EFTA nationals can apply for a six months residence permit with the purpose of job search.
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Croatia Free Movement of Persons (Freizügigkeitsabkommen, FZA)	Bachelor Master students	Up to max. 15 hours/week May be approved if <ul style="list-style-type: none"> • An official application is made by the student; • The university confirms that the studies will not be delayed or disturbed; • The salary and working conditions are in line with country and industry standards. 	Full-time work May be approved if <ul style="list-style-type: none"> • An official application is made by the student; • The university provides its written agreement; • The salary and working conditions are in line with country and industry standards; • It is during official university semester break dates. 	A work permit is needed before the start of employment for every work stay in Switzerland irrespective of the duration. A mandatory internship may be approved if <ul style="list-style-type: none"> • An official application is made by the student; • The university confirms that it is a mandatory part of the study program; • The period of the mandatory internship does not make up more than half of the study duration; • The salary and working conditions are in line with national and industry standards; • The student has adequate housing. 	A short-term (L) or long-term (B) permit May be approved if <ul style="list-style-type: none"> • An official application is made by the employer; • There are not enough qualified persons available on the Swiss job market; • The salary and working conditions are in line with country and industry standards in Switzerland; • There is enough permit quotas available.
	PhD students	Up to max. 15 hours/week n/a More than 15 hours/week May be approved if <ul style="list-style-type: none"> • An official application is made by the employer; • There is a strong link between the Job content and the doctoral studies (proof needed); • It concerns doctoral studies (working at the university or outside); • The university confirms that the studies will not be delayed or disturbed; • The salary and working conditions are in line with national and industry standards. 	n/a	Job search After graduation from a Swiss university nationals from Croatia can apply for a six months residence permit with the purpose of a job search.	Job search n/a

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Non-EU/EFTA All countries not listed above Ausländergesetz (AuG); Verordnung über Zulassung, Aufenthalt und Erwerbstätigkeit (VZAE); Weisungen zum AuG (Kapitel 4).	Bachelor Master students	Up to max. 15 hours/week (Art. 38 VZAE) May be approved after 6 months* if <ul style="list-style-type: none"> • An official application is made by the employer; • The university confirms that the studies will not be delayed or disturbed; • The salary and working conditions are in line with country and industry standards. * Exemption in some cantons: Master students with a Bachelor degree from a university abroad who continue their studies in Switzerland in the same field do not have to wait 6 months. Please contact the cantonal labour authorities for more information.	Full-time work during semester break (Art. 38 VZAE) May be approved if <ul style="list-style-type: none"> • An official application is made by the employer; • The university confirms that the studies will not be delayed or disturbed; • The salary and working conditions are in line with country and industry standards; • It is during official university semester break dates. 	A mandatory internship during full time studies in Switzerland (Art. 39 VZAE) May be approved if <ul style="list-style-type: none"> • An official application is made by the employer; • The university confirms that such is a mandatory part of the study programme; • The period of the mandatory internship does not make up more than half of the study duration; • The salary and working conditions are in line with national and industry standards; • The student has adequate housing. 	A short-term (L) or long-term (B) permit (Art. 32 und 33 AuG) May be granted if <ul style="list-style-type: none"> • An official application is made by the employer; • There are not enough qualified persons available on the Swiss job market (Swiss, EU 28/EFTA, other B and C permit holders); see for exception Art. 21 Abs. 3 "Job Search"; • The employee is clearly qualified/ specialised; • The salary and working conditions are in line with national and industry standards; • There is enough permit quota available (quotas are maintained per calendar year and distributed to the cantons according to economic necessity); • The employee has adequate housing. Job search 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).
Nationality	Level	Part-time	Semester break	Employment during studies / Internship / Employment after graduation	Long-term employment after graduation
Non-EU/EFTA All countries not listed above Ausländergesetz (AuG); Verordnung über Zulassung, Aufenthalt und Erwerbstätigkeit (VZAE); Weisungen zum AuG, (Kapitel 4).	PhD students	Up to max. 15 hours/week (Art. 38 VZAE) May be approved if <ul style="list-style-type: none"> • An official application is made by the employer; • There is no link between the job content and the doctoral studies; • The salary and working conditions are in line with country and industry standards; • The university confirms that the studies will not be delayed or disturbed. More than 15 hours/week (Art. 40 VZAE) May be approved if <ul style="list-style-type: none"> • An official application is made by the employer; • A strong link between the job content and the doctoral studies is in place (proof needed); • The salary and working conditions are in line with country and industry standards; • It concerns doctoral studies (working at the university or outside); • The university confirms that the studies will not be delayed or disturbed. 	n/a	Employment (Art. 40 VZAE) May be approved if <ul style="list-style-type: none"> • An official application is made by the employer; • The salary and working conditions are in line with national and industry standards; • The university confirms that the studies will not be delayed or disturbed. 	A short-term (L) or long-term (B) permit (Art. 32 und 33 AuG) May be granted if <ul style="list-style-type: none"> • An official application is made by the employer; • There are not enough qualified persons available on the Swiss job market (Swiss, EU 28/EFTA, other B and C permit holders); see for exception Art. 21 Abs. 3 "Job Search"; • The employee is clearly qualified/ specialised; • The salary and working conditions are in line with national and industry standards; • There is enough permit quota available (quotas are maintained per calendar year and distributed to the cantons according to economic necessity); • The employee has adequate housing. Job search 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).

Note: This overview has no legal value and does not commit swissuniversities. It shall serve as an orientation for foreign students wanting to work in Switzerland. Binding are the legal documents mentioned in the overview.