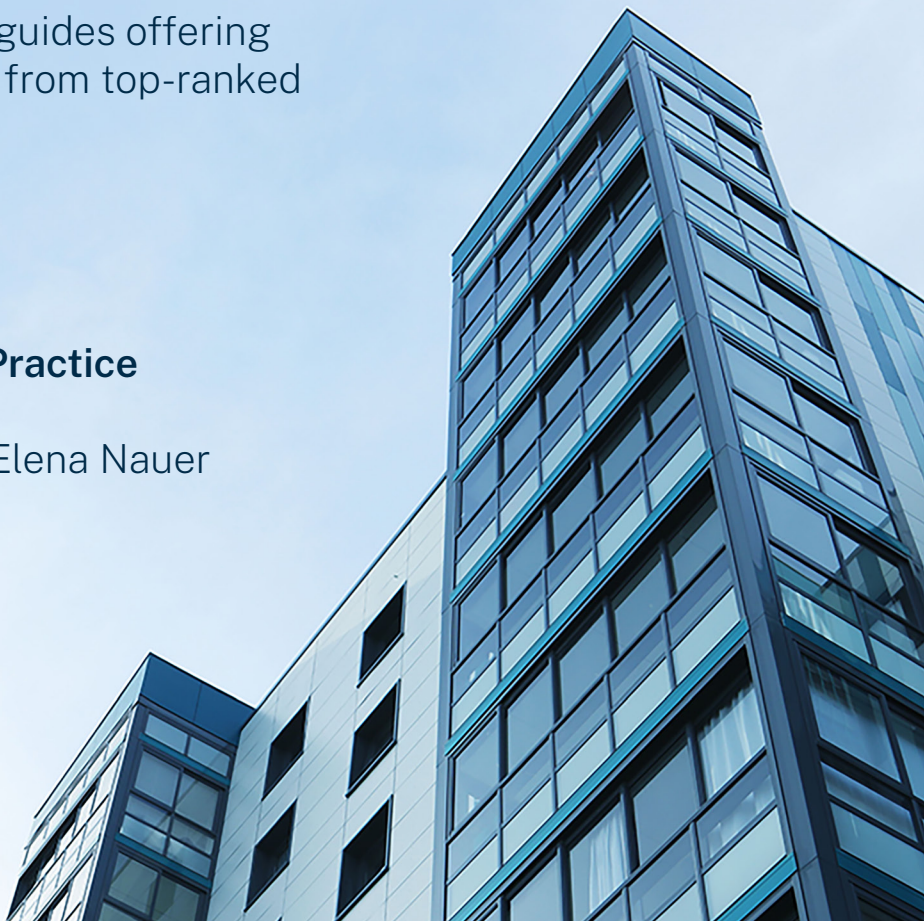

CHAMBERS GLOBAL PRACTICE GUIDES

Corporate Immigration 2025

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Switzerland: Law & Practice

Anja Affolter Marino,
Laure Baumann and Elena Nauer
Lenz & Staehelin



SWITZERLAND



Law and Practice

Contributed by:

Anja Affolter Marino, Laure Baumann and Elena Nauer
Lenz & Staehelin

Contents

1. Policy p.5

- 1.1 Immigration Policy p.5
- 1.2 Upcoming Policy Changes p.6

2. Visa Options p.6

- 2.1 Sponsor-Based Employment Visas p.6
- 2.2 Pathways to Permanent Residence p.7
- 2.3 Un-sponsored Work and Investment Visas p.8
- 2.4 Business Visitors p.8
- 2.5 Pre-Travel Authorisation p.8
- 2.6 Remote Working p.8

3. Visa Requirements p.9

- 3.1 Prerequisite Language Requirements p.9
- 3.2 Medical Certificates or Vaccinations p.9
- 3.3 Sponsor Requirements p.9
- 3.4 Employment-Based Visa Limitations p.10
- 3.5 Criminal Background Checks p.10
- 3.6 Financial Resources p.10

4. Immigration Process p.11

- 4.1 Method of Submission p.11
- 4.2 Country of Application p.11
- 4.3 Visa Processing Times p.11
- 4.4 Travel Restrictions Once Application Filed p.11
- 4.5 Expedited Visa Processes p.12
- 4.6 Post-Visa Requirements p.12

5. Immigration Costs p.12

- 5.1 Typical Cost of a Sponsored Employment p.12
- 5.2 Payment of Visa Costs p.12

6. Enforcement p.13

6.1 Enforcement Action p.13

6.2 Employer Obligations p.13

6.3 Right to Work Check Requirements p.14

7. Accompanying Family Members/Dependants p.14

7.1 Recognised Family Relationships p.14

7.2 Dependant Visas p.15

Lenz & Staehelin is one of the largest law firms in Switzerland, with over 200 lawyers and offices in three major economic centres. Known for its high professional standards, the firm pro-

vides its domestic and international clients with a full range of services in the main areas of law. The firm is ranked among the leading practitioners in business law.

Authors



Anja Affolter Marino is a partner based in the Zurich office of Lenz & Staehelin and advises national and multinational companies on employment, pensions and immigration

matters. She regularly assists and represents clients in proceedings before the Swiss courts and administrative authorities. Anja also has extensive experience in domestic and cross-border insolvency and restructuring cases. She is a member of the Zürich Bar Association (ZAV) and the Swiss Bar Association (FSA).



Elena Nauer is an associate based in Lenz & Staehelin's Zurich office where, as a member of the Employment, Pensions and Immigration group, she specialises in

employment and immigration law. Elena advises both individuals and companies in the area of Swiss work and/or residence permit applications, with a focus on executive transfers and secondments, first employment, internships, studies and family reunification. She also represents clients in contentious employment and immigration law proceedings and advises individuals on their applications for settlement permits and naturalisation. Elena is a member of the Zürich Bar Association (ZAV) and the Swiss Bar Association (FSA).



Laure Baumann is a counsel based at Lenz & Staehelin's Geneva office where, as a member of the Employment, Pensions and Immigration group, she specialises in

immigration law. Laure advises both individuals and companies in the areas of Swiss work and/or residence permit applications, focusing on the transfer or secondment of executives, first employment, internships, studies and family reunification. She also represents clients in contentious immigration law proceedings and advises individuals over their applications for settlement permits and naturalisation. Laure is a member of the Geneva Bar Association (OdA), the Swiss Bar Association (FSA) and the European Immigration Lawyers Network (EILN).

Lenz & Staehelin

Lenz & Staehelin
Route de Chêne 30
CH-1211 Genève 6
Lenz & Staehelin
Brandschenkestrasse 24
8027 Zürich

Tel: +41 58 450 70 00
Fax: +41 58 450 70 01
Email: laure.baumann@lenzstaehelin.com
Web: www.lenzstaehelin.com



1. Policy

1.1 Immigration Policy

Immigration policy in Switzerland follows a dual approach, and is governed by two main sets of rules, one for EU/EFTA nationals and one that applies to so-called third-country nationals (ie, non- EU/EFTA nationals).

In particular, EU/EFTA nationals generally directly benefit from the Agreement on the Free Movement of Persons between the European Union and Switzerland of 1 June 2022 (AFMP), as amended, and the related ordinance. On this basis, they have the right to set up residence in Switzerland in order to work, either as employees or on a self-employed basis. EU/EFTA nationals also have the right to set up residence without working in Switzerland. This requires proof of sufficient financial means to ensure that applicants are not dependent on social assistance. In addition, their family members (mainly their spouse and children up to the age of 21) have the right to set up their residence with them in Switzerland (see **7.1 Recognised Family Relationships**).

Third-country nationals, as a general rule, do not benefit from the free-movement-of-persons regime. Rather, they are subject to the Federal Act on Foreign Nationals and Integration of 16 December 2005 (FNIA), as amended, and the related ordinance. In principle, they do not have the right to take up residence in Switzerland, be it with employment or without. If third-country nationals are allowed to establish their residence in Switzerland, their family members (spouse and children up to the age of 18) can also be permitted to set up their residence with them in Switzerland, provided that they meet specific conditions (in particular, that they have a suitable accommodation and do not depend on social assistance; see **7.1 Recognised Family Relationships**).

Swiss immigration policy appears to be fairly well received by Swiss nationals. There are, however, regular political motions asking for stricter rules in terms of immigration, notably by challenging the rights granted to the EU/EFTA nationals under the AFMP.

1.2 Upcoming Policy Changes

As mentioned, the Swiss political arena is regularly active on issues of immigration, particularly in view of the significant increase in the number of Swiss residents over the last decade. That said, no major specific changes are being discussed currently, although such discussions are likely in the next few years.

There are, however, regular policy updates on minor technical matters (eg, costs, procedural aspects).

A revision of Swiss law was under consideration by the Swiss Parliament with a view to exempting third-country nationals who have completed studies in Switzerland from applicable yearly quotas if they start work in Switzerland after their studies. This exception would apply only to third-country nationals with a diploma from a Swiss high school and for whom working in Switzerland would confer an overriding scientific or economic benefit. As of now, the proposal has been referred back to the Federal Council.

In addition, the Swiss Federal Council has signed a new bilateral agreement with the US government on the reciprocal exchange of interns and trainees. Pursuant to this new agreement, Swiss and American interns and trainees aged 18 to 35 may be eligible to participate in exchange programmes lasting between four and 18 months. Candidates may include: (i) graduates of an apprenticeship or post-secondary institution in the US, and (ii) students enrolled in an apprenticeship programme of at least two years' duration or a post-secondary institution in the US.

2. Visa Options

2.1 Sponsor-Based Employment Visas

For EU/EFTA nationals hired by employers in Switzerland, the following work permits are available, depending on the duration of the employment relationship.

- Online notification procedure – for employment of up to three months per year. Under this procedure, Swiss employers are only required to submit a notification form online (no permit needed).
- Employment of less than one year:
 - (a) *L Permit* when EU/EFTA nationals take up residence in Switzerland. The L permit is a short-term work (and residence) permit valid for the duration of the employment; or
 - (b) *G Permit* when EU/EFTA nationals set up/keep residence in an EU/EFTA country. The G permit is a cross-border commuter work permit valid for the duration of the employment.
- Employment relationship of one year or more:
 - (a) *B Permit* when EU/EFTA nationals set up residence in Switzerland. The B permit is a long-term work permit valid for five years; or
 - (b) *G Permit* when EU/EFTA nationals set up/keep residence in an EU/EFTA country. The G permit is a cross-border commuter work permit valid for five years.

Swiss employers hiring third-country nationals in Switzerland (local hire) can apply for the following work permits, depending on the duration of the employment (see 3.3 **Minimum Thresholds: Sponsor-Based Employment Visas** for the minimum requirements to be met):

- *L Permit* employment of up to two years. The L permit is a short-term work permit valid for the duration of the employment or for a maximum of 12 months, renewable for up to 12 additional months; or
- *B Permit* employment of more than two years. The B permit is a long-term work permit valid for 12 months, renewable (although the Swiss authorities remain free to issue an L permit first).

Swiss employers who wish to hire third-country nationals who do not reside in Switzerland can apply for a G permit, which is a cross-border commuter work permit, under strict conditions only (see **3.3 Minimum Thresholds: Sponsor-Based Employment Visas** for minimum required thresholds to be met).

Employers seconding employees in Switzerland can mainly apply for the following work permits, depending on the duration of the secondment (see **3.3 Minimum Thresholds: Sponsor-Based Employment Visas** for minimum requirements to be met):

- *Online notification procedure* for secondment of employees for up to 90 days per year (only available for EU/EFTA and UK employers). Under this procedure, employers have to submit a notification form online (no later than eight days prior to commencement of work, except in case of emergencies).
- *120-day permit* for secondment of up to 120 days per 12-month period; the 120-day permit is a work permit valid for 120 days within a 12-month period;
- *L Permit* for secondment of up to two years; the L permit issued in this scenario is a short-term work permit valid for the duration of the secondment or for a maximum of 12 months,

renewable for 12 additional months (or more for EU/EFTA nationals); or

- *B Permit* secondment of more than two years; the B permit issued in this context is a long-term work permit, initially typically valid for 12 months (or more for EU/EFTA nationals) and renewable in principle for up to a maximum of five years (although the Swiss authorities remain free to issue an L permit first).

Note that seconded employees are not hired by a Swiss employer but remain employed by their original employer in their home country. Also, seconded employees can, depending on the circumstances, remain affiliated to the social security system in their home country.

There are no sector-specific sponsor-based work visas, but certain requirements may be relaxed based on the sector and specialisation of the employee.

2.2 Pathways to Permanent Residence

Generally, a Swiss permanent residence permit (C Permit) can be issued to foreigners who have lived in Switzerland for 10 years and have held a B Permit for the last five years without interruption.

B Permits issued under a sponsor-based work visa generally lead to a C Permit, provided that the holder is employed locally (ie, not seconded to a Swiss entity) – see, also, **2.1 Sponsor-Based Employment Visas**).

Due to the fact that Switzerland has signed agreements with some countries (eg, Germany, France, Italy, Portugal, Spain, etc) concerning right of settlement, certain foreigners are entitled to a C Permit after five years of residence. The same is true for spouses of Swiss nationals or of C Permit holders.

In all cases, to be eligible for a C permit, foreigners must demonstrate integration, which includes, for example, speaking the language of their place of residence at a minimum oral level of A2 and a minimum written level of A1.

In some cases, a C Permit can be issued after an uninterrupted stay of five years under a B Permit, provided that the applicant meets stricter integration criteria, including a demonstrated language proficiency level of at least B1 in speaking and A1 level in writing.

2.3 Un-sponsored Work and Investment Visas

Foreigners who are not employed by a Swiss employer or seconded to Switzerland can apply for a work permit if they engage in a self-employed activity in Switzerland.

EU/EFTA nationals must only demonstrate that they are engaged in a self-employed activity to receive a work permit without being sponsored by a Swiss employer.

Third-country nationals, by contrast, must demonstrate that they meet all applicable requirements to receive a work permit. In particular, they must show that the self-employed activity to be performed is in the interests of the Swiss and local economy as a whole (eg, creation and maintenance of jobs on the local market, diversification in the regional economy, substantial investment, new mandates for the Swiss economy).

Generally speaking, Switzerland does not issue work and residence permits based on investments made in a particular sector.

2.4 Business Visitors

Business visitors (ie, foreigners who do not hold a Swiss work or residence permit) must have a valid passport or ID, as applicable, and in certain cases also a valid Schengen area visa to enter Switzerland. In addition, visitors must not stay in the Schengen area (which includes Switzerland) for more than 90 days in any 180-day period.

If business visitors wish to stay for more than 90 days in a 180-day period in Switzerland, they generally require a visa (D-Visa, also referred to as “*National Visa*”), which implies establishing their residence in Switzerland.

Business visitors are, as a rule, not permitted to work in Switzerland. This said, they can (with only a few exceptions) work in Switzerland for a maximum of eight calendar days per year without having to obtain a work permit in advance.

2.5 Pre-Travel Authorisation

Currently, no pre-travel authorisation exists apart from visa requirements.

However, a new European travel authorisation system (“*ETIAS*”) is expected to be introduced within the Schengen area by the end of 2026. As soon as this system is operational, third-country nationals allowed to enter the Schengen area as (business) visitors without a Schengen visa will have to apply online for an ETIAS travel authorisation before travelling to the area.

2.6 Remote Working

Generally, remote work can only be performed if an official Swiss work permit is held. Foreigners who work remotely from Switzerland could be viewed as performing a gainful activity in Switzerland, in particular if the activity carried out has an impact on the Swiss labour market (and/or,

depending on the case, if the clients are located in Switzerland).

Even if foreigners who work remotely from Switzerland are not viewed as performing a gainful activity on Swiss soil, they could still be required to obtain a Swiss residence permit in case they exceed the duration they can spend in Switzerland as visitors (see **2.3 Restrictions on Business Visitors**).

Finally, working remotely from Switzerland can have consequences from a social security and tax standpoint. It therefore remains advisable to assess these aspects on a case-by-case basis.

3. Visa Requirements

3.1 Prerequisite Language Requirements

With only a few exceptions, there are no language requirements for obtaining a Swiss work (and residence) permit.

However, language requirements can apply in specific sectors at the time of the first renewal of a Swiss work (and residence) permit (eg, in the catering sector for specialised chefs). Language requirements also apply to third-country family members (usually a spouse) at the time of the first renewal of their Swiss work/residence permit.

In addition, language requirements apply to obtain a C permit (Swiss permanent residence permit, see **2.2 Pathways to Permanent Residence**), as well as to obtain Swiss citizenship.

3.2 Medical Certificates or Vaccinations

Currently, there are no requirements for medical vaccination certificates in order to obtain a permit in Switzerland.

3.3 Sponsor Requirements

There are generally no minimum thresholds for Swiss work (and residence) permits applicable to EU/EFTA nationals hired by employers in Switzerland.

When it comes to Swiss work (and residence) permits applied for by Swiss employers hiring third-country nationals, the main following minimum thresholds apply.

- *Quotas* quotas must be available; only a limited number of Swiss work (and residence) permits can be issued to third-country nationals per calendar year for work permits exceeding a duration of four months.
- *Local priority* the Swiss employer must prove that no other candidate matching the job vacancy has been found on the local labour market and European labour market (this is so-called “*domestic precedence*” or *Inländer-vorrang*); to this effect, a job advertisement must be placed on the relevant hiring platforms for at least one month.
- *Salary* the salary offered to third-country nationals must be in line with that which a Swiss national would receive (with the same background and with a similar position in the same region).
- *Personal qualification* the third-country national to be hired must be a senior executive, a manager or a highly qualified worker.
- *Benefit to Switzerland* the hiring of the third-country national must be in the interests of the Swiss and local economy as a whole.

The above requirements (except for the local priority requirement and, depending on the permit type, the quota requirement) apply *mutatis mutandis* when it comes to employers seconding employees (EU/EFTA nationals or third-country nationals) to Switzerland. In this case,

in addition to the regular salary payment (at least for the first 12 months of the secondment), the employer must also cover expenses linked to travel, board and lodging in Switzerland.

The above thresholds (except for the first and third) also apply mutatis mutandis when it comes to Swiss employers hiring third-country nationals who do not reside in Switzerland. In addition, in this case, the third-country national must have been residing close to the Swiss border in an EU country (having a permanent right of residence) for at least six months, and must work within the Swiss border zone.

There are, in principle, no formal requirements regarding the size, structure, or turnover of the employer in Switzerland.

In practice, cantonal authorities appear to be more cautious when dealing with newly established Swiss entities or those that have not been in operation for a significant period. In such cases, the authorities may be more reluctant to grant a work permit or may request additional supporting documentation to verify the employer's financial stability and/or operational activity.

3.4 Employment-Based Visa Limitations

G permits (cross-border commuter work permits) are generally tied to an employer. Otherwise, Swiss work permits for EU/EFTA nationals hired by a Swiss employer are not limited to a specific employer.

Swiss work permits applied for by Swiss employers for third-country nationals can be limited to an employer, depending on the circumstances.

Finally, Swiss work permits issued in a secondment context for both EU/EFTA as well as third-

country nationals are always limited to a certain project or local secondee entity.

3.5 Criminal Background Checks

As a general rule, the authorities regularly ask third-country nationals applying for a Swiss residence permit whether they have been convicted of a crime in Switzerland or abroad. Additionally, they remain free to request a criminal-record certificate as part of the residence permit process. However, depending on the circumstances, such certificates may not be required. For instance, this can be the case for university lecturers, (PhD) students and similar persons, as well as those planning to reside in Switzerland for less than one year.

For EU/EFTA nationals, an extract from the criminal record can only be requested in justified individual cases. The authorities in Switzerland must have serious grounds for believing that a person poses a threat to public order and safety to justify obtaining a criminal-record extract.

In all cases, a permit application may be denied if the Swiss authorities consider that the applicant poses a serious or repeated threat to public safety and order in Switzerland or abroad, or represents a risk to Swiss internal or external security, regardless of whether the applicant has a criminal record.

3.6 Financial Resources

Applicants to a sponsor-based employment visa are not required to demonstrate that they have sufficient funds available (see also **3.3 Minimum Thresholds: Sponsor-Based Employment Visas**).

Applicants to other visas are typically required to demonstrate that they have sufficient funds available. In certain circumstances, this require-

ment can be met by a sponsor in Switzerland through the signing of a declaration of sponsorship. Additionally, depending on the canton, applicants may also be required to provide an extract from the Debt Collection Register and a declaration regarding any outstanding debts.

4. Immigration Process

4.1 Method of Submission

The method for submitting a permit application depends on the canton in which the application must be filed and the applicant's nationality. Most cantons require a paper-based application process, while some offer the possibility to submit applications online.

4.2 Country of Application

Applicants should typically submit their visa applications to the Swiss embassy or consulate responsible for their country of residence.

However, in some cases, it is also possible to submit their application to the Swiss embassy or the consulate of another country, particularly in situations where the Swiss embassies or consulates are closed due to conflict or instability. In such cases, Switzerland may designate alternative representations in neighbouring countries to process visa applications. For example, since the closure of the Swiss Embassy in Kyiv due to the war in Ukraine, visa applications are processed by the Swiss Embassy in Bucharest.

4.3 Visa Processing Times

There are two levels of immigration authorities in Switzerland, cantonal and federal. As Switzerland is a federation consisting of 26 cantons, there are numerous cantonal immigration offices, for which both processing times as well as specific practical technicalities may differ. This

said, the substantive requirements are formally the same throughout Switzerland, and the Swiss State Secretariat for Migration (SEM) regularly publishes written guidelines on certain topics.

Generally speaking, permit processing times depend on the type of permit to be issued. For EU/EFTA nationals taken on by a Swiss employer, the process is fairly rapid. EU/EFTA nationals are allowed to start working and take up residence in Switzerland as soon as they have submitted their complete application to the competent authorities. No formal approval is required and, typically, the EU/EFTA nationals are able to initiate their employment on the day following their registration in Switzerland. In all cases, they have to register with the competent Swiss authorities within 14 days of their arrival in the country.

The permit-processing time for third-country nationals hired by a Swiss employer or for foreigners seconded to Switzerland is usually longer, and may require dual approval (both from the competent cantonal as well as the federal authorities). However, it rarely exceeds four months. In such cases, foreigners are not permitted to start working or take up residence in Switzerland during the permit application process. This is because, unlike EU/EFTA nationals taking up a local employment in Switzerland, they have no legal entitlement to work there, and therefore formal prior approval is required.

4.4 Travel Restrictions Once Application Filed

EU/EFTA nationals recruited by a Swiss employer can freely travel to and in Switzerland while their permit application is being processed.

Third-country nationals recruited by a Swiss employer or foreigners seconded to Switzer-

land remain free to travel to Switzerland while their permit application is being processed, but only as a tourist. Further, they must ensure that they hold a valid Schengen area visa to do so (if applicable) and not stay in the Schengen area (including Switzerland) for more than 90 days in any 180-day period. They also are not permitted to formally set up their residence and/or start working in Switzerland. In this scenario, it is often advisable that the relevant individual does not travel to Switzerland while the permit request is still pending.

4.5 Expedited Visa Processes

It is generally not possible to expedite permit processing times in Switzerland as there is no “fast track” provided for by law. However, in practice, the competent Swiss authorities might agree to take on an application as a priority in an emergency or a situation of proven urgency. Given their significant discretion, with sufficient evidence, the authorities can also agree to waive a certain requirements, although this is rare.

4.6 Post-Visa Requirements

Once a foreigner has arrived in Switzerland in compliance with their permit terms, they must announce their arrival to the competent authorities as well as their place of residence. They are also required to take out Swiss health insurance within three months of their arrival (unless the option to be exempt from this rule is available and used).

Foreigners holding a Swiss work and residence permit should avoid prolonged periods of absence from Switzerland (three or six consecutive months, depending on the type of permit held), and should not depend on social assistance and/or constitute a threat to the security of Switzerland.

5. Immigration Costs

5.1 Typical Cost of a Sponsored Employment

Costs in relation to the issuance of a Swiss work (and residence) permit may vary depending on the canton of work and/or residence, as well as on the type of permit issued.

As a guideline, estimated administrative costs in relation to Swiss work permits issued to EU/EFTA nationals amount to approximatively CHF110–CHF500, while the cost of Swiss work (and residence) permits issued in favour of a third-country is approximatively CHF500–CHF1,000. This does not include any fees applicants may incur for seeking legal advice and assistance with required procedures.

Additional costs may also apply in case of extraordinary or particular complex matters.

Costs in relation to visa applications have increased slightly compared to 2024 as a result of a change to the Visa Code (*Visakodex*). Although it is not anticipated that the recent increase in visa application fees will significantly affect the number of applications, the actual impact will become clear over time.

5.2 Payment of Visa Costs

According to Swiss immigration law, employers are not required to cover the financial costs associated with obtaining work permits for their employees. However, depending on the applicable laws and contractual regime, coverage of such costs may be required under employment law rules.

6. Enforcement

6.1 Enforcement Action

The Swiss authorities may implement enforcement actions against individuals and/or employers with respect to immigration under various circumstances, including but not limited to the following.

- *Violation of immigration laws* an individual or employer can be subject to enforcement actions if they are found to violate entry regulations, such as overstaying a visa, working without the proper permit or providing false or incorrect information or documents to the competent authorities.
- *Failure to meet permit conditions* the individual or the employer might be required to fulfil certain obligations (eg, market standard salary or proof of language skills). If these obligations are not met, the authorities might initiate enforcement actions. More likely, they will refuse to issue a permit at all.
- *Employers' violations* employers who violate Swiss law might face enforcement actions from the authorities. Companies exploiting foreign workers by paying salaries below the applicable minimum wage, failing to comply with notification requirements (*Meldeverfahren*) or failing to comply with the mandatory provisions of Swiss labour law, employment law or the Posted Worker Act (*Entsendegesetz*), might be liable to criminal or administrative sanctions and sanctions set out in the generally applicable collective bargaining agreement.
- *Criminal offences* Non-Swiss nationals convicted of serious crimes such as murder, theft in connection with illegal entry into Switzerland, or tax fraud may face revocation of their permit or expulsion for up to fifteen years. For less serious offences, the authorities will con-

sider various factors, including public interest, personal circumstances, and integration into Switzerland, which may result a permit being revoked or a ban on entering Swiss territory.

6.2 Employer Obligations

Employers sponsoring employment-based visas in Switzerland have different obligations, which include the following.

- *Work permit application* the work permit application must be initiated by the employer. In this situation, the employer has to comply with Swiss immigration regulations (see **3.3 Minimum Thresholds: Sponsor-Based Employment Visas**) and provide documents and information as requested by the authorities.
- *Employment contracts* employers are required to provide employees with written employment contracts outlining terms such as salary, working hours, benefits and termination clauses.
- *Compliance* employers must comply with Swiss law (in particular with employment law, labour laws and the Posted Worker Act) and ensure minimum wages comply with working hour regulations and maintain a safe working environment.
- *Reporting requirements* employers may be required to report relevant changes in employment status or significant changes in an employment relationship (eg, a dismissal) to the Swiss authorities. In addition, employers are required to provide truthful information to the authorities at all times.

Failure to comply with these obligations may result in penalties and consequences for the employer, including:

- legal proceedings (administrative and criminal);
- fines;
- revocation of work permits;
- prohibition of non-Swiss employees from entering Switzerland; and
- loss of the ability to take on employees from abroad (eg, failure to comply with the reporting procedure).

6.3 Right to Work Check Requirements

Employers must comply with Swiss immigration laws and regulations, in particular by ensuring that any non-Swiss national with whom an employment relationship is to be established holds a valid Swiss work permit. Employment contracts with non-Swiss nationals are thus typically subject to the employee's right to work in Switzerland and to the competent authorities issuing and renewing the relevant work permit.

With regard to the verification of the work permit, a distinction should be made between the initial check and the periodic check.

- *Initial check* when intending to hire a foreign national, employers must: (i) for EU/EFTA nationals, ensure that the employee is registered or their employment has been notified to the authorities; or (ii) for third-country nationals, submit a work permit application. If an employee is already working in Switzerland, their work permit must be reviewed to assess whether any special conditions apply, eg, restrictions on changing employers.
- *Periodic checks* when an employee is hired, HR will typically request a copy of the employee's work permit if they are not a Swiss citizen. Before expiry of the permit, the employer will usually: (i) enquire whether the employee has initiated the renewal process for EU/EFTA nationals (of which the employer

should in any event learn from the employee, as renewal requires employer confirmation); or (ii) apply for renewal (for third-country nationals).

It is therefore important for employers in Switzerland to ensure that they are hiring and employing individuals who are legally authorised to work in the country.

7. Accompanying Family Members/Dependants

7.1 Recognised Family Relationships

In principle, Swiss nationals and foreign nationals legally residing in Switzerland can apply for a Swiss residence permit for their family members for the purposes of family reunification (*Familiennachzug*).

In particular, Swiss nationals may apply for a Swiss work and/or residence permit for:

- their spouse – ie, their legal marriage partner;
- their children under the age of 18 (or above, depending on the circumstances); and
- their parents (depending on the circumstances).

The right to family reunification is subject to the condition of cohabitation.

EU/EFTA nationals holding a Swiss work and/or residence permit may apply for a Swiss residence permit for:

- their spouse, ie, their legal marriage partner;
- their children and grandchildren under the age of 21; and
- their parents, also including parents-in-law (independent of their nationality).

Apart from a spouse, children and grandchildren under the age of 21, the EU/EFTA applicant must demonstrate that they have been supporting the family member prior to their arrival in Switzerland and will continue to do so once in the country.

Additional requirements, such as adequate housing, must be fulfilled in order to obtain a Swiss work/residence permit through the family reunification process.

For students, the right of subsequent immigration is limited to spouses and dependent children.

Third-country nationals holding a Swiss work and/or residence permit may apply for a Swiss residence permit for:

- their spouse, ie, their legal marriage partner; and
- their children under the age of 18.

Further conditions, such as cohabitation, basic knowledge of the language spoken at the place where the permit is requested (or where they are registering for a language course), and adequate housing must also be met.

The right to family reunification by Swiss nationals or third-country nationals must be exercised within five years or within 12 months for children over the age of 12, starting as of: (i) the granting of the Swiss work/residence permit; or (ii) establishment of the family relationship (eg, marriage or birth).

7.2 Dependant Visas

Family members of Swiss nationals admitted under the family reunification provisions may engage in self-employment or employment anywhere in Switzerland without requiring an additional permit.

The spouse (and children) of an EU/EFTA national have the right to work in Switzerland regardless of their nationality, even if the EU/EFTA national only has a residence permit (without authorisation to work). By contrast, relatives in the ascending line do not have the right to work without a proper work permit.

The spouse (and children) of a third-country national do not always have the right to work in Switzerland. In this situation, the following scenarios may occur:

- The third-country national holds an L permit. In this case, the spouse has no right to work in Switzerland, and can be authorised to work under the following conditions:
 - (a) there is a job offer from an employer;
 - (b) the salary offered is similar to that which a Swiss national with a similar background and position would receive;
 - (c) personal qualification requirements are met (see **3.3 Minimum Thresholds: Sponsor-Based Employment Visas**).
- The third-country national holds a B permit or a C permit. In this case, the spouse has the right to work without additional authorisation.

The validity of a spouse's (work) or child's permit is linked to the validity of the permit of the principal holder, ie, the EU/EFTA national or third-country national who brought their family to Switzerland.

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