



Residence and work permit for employees

Procedure	EU/EFTA	Non-EU/EFTA
Authorities	Canton of Lucerne, Office for Migration, Fruttstrasse 15, CH-6002 Luzern	Canton of Lucerne, Office for Migration, Fruttstrasse 15, CH-6002 Luzern. Following cantonal approval forwarding for approval to the State Secretariat for Migration, Quellenweg 6, CH-3003 Bern-Wabern.
Conditions	Complete free movement of people applies to citizens of the EU-27/EFTA states. Citizens from Croatia are subject to established quotas, priority for Swiss nationals as well as a review of salary and working conditions until 31 December 2023.	Citizens of non-EU/EFTA states are subject to quotas, priority for Swiss nationals and a review of wage and working conditions. Only executives, specialists and other well qualified persons can be admitted. Overall economic interest is a prerequisite.
Procedure	In accordance with full freedom of movement it is essentially the foreign person's responsibility (EU-27/EFTA) to initiate the necessary steps for obtaining the applicable residence permit. The residence permit is based on the employment contract. For citizens of Croatia, the employer must submit the application documents to the Cantonal Department for Migration. The Office for Migration, Lucerne, issues the permit after checking the application. Change of job and/or moving to a different canton does not require an application any more. EU/EFTA citizens with a valid permit have occupational and geographical mobility. It is sufficient just to register or deregister at the respective residents' registration authority.	The employer must submit the application documents to the Office for Migration of the Canton of Lucerne. If approved, the Office for Migration will forward the application for approval to the State Secretariat for Migration. The employee must await the outcome of the application abroad.
Documents	<ul style="list-style-type: none"> Completed application form 1 (EU-27/EFTA) Completed application form 1a (EU-1) Employment contract or written confirmation from the employer Job registration requirement, if notifiable 1 passport photo Copy of passport / ID Job advertisement efforts (EU-1) Job advertisement RAV (EU-1) CV incl. diplomas (EU-1) 	<ul style="list-style-type: none"> Completed application form 2 Letter setting out the reasons for the application, together with job description/specifications of the position which is to be filled, as well as information about the company Contract of employment (subject to residence permit) Tabular curriculum vitae detailing qualifications (diplomas, employment references, etc.) Proof of fruitless recruitment endeavours (RAV and EU-RES system, copies of advertisements, etc.) Confirmation of suitable accommodation in Lucerne Copy of passport Extract from the police record Justification by the employer for the requirement of a foreign employee
Residence in Switzerland	The employee must register with the respective residents' registration authority within 14 days after entering the country at the latest. He will then be invited to a welcome meeting at the Office for Migration of the Canton of Lucerne.	The employee must register with the respective residents' registration authority within 14 days after entering the country at the latest. He will then be invited to biometric data collection and a welcome meeting at the Office for Migration of the Canton of Lucerne.

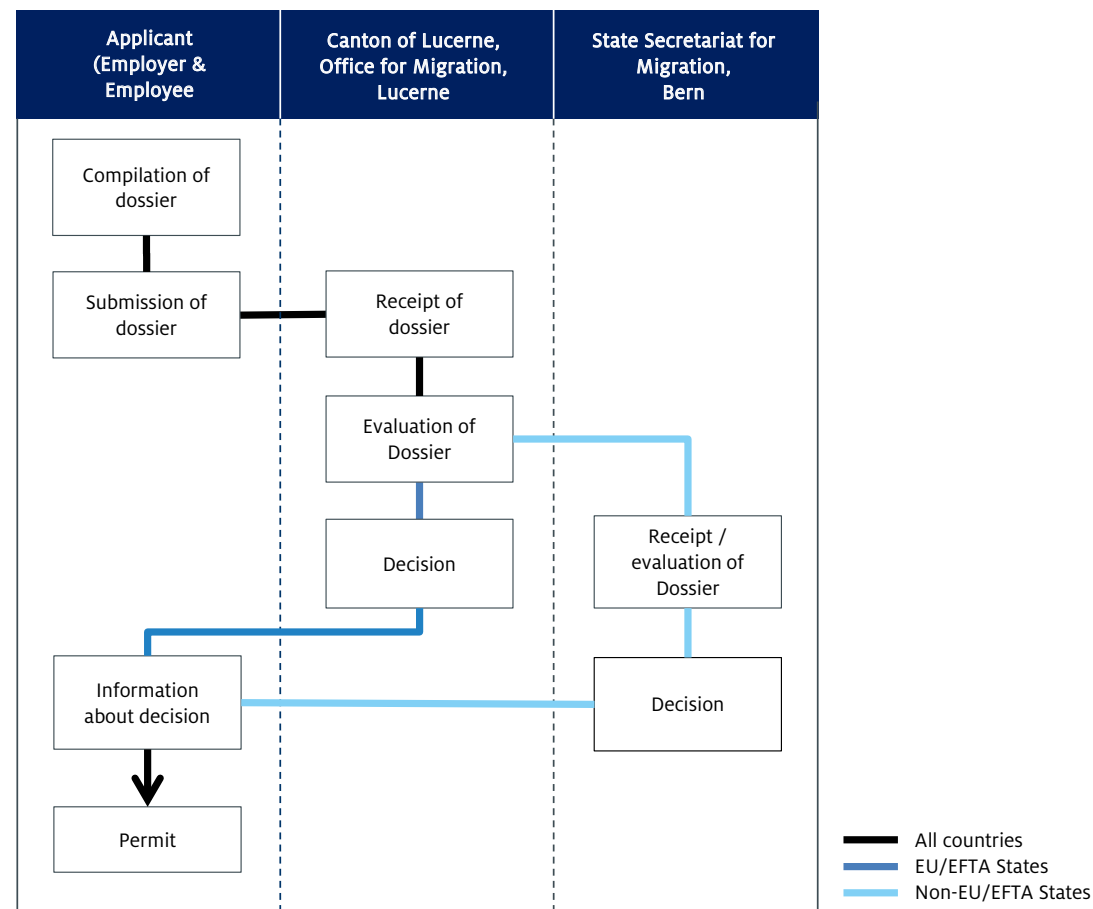
Residence and work permit for start-ups

Procedure	All countries
Authorities	Canton of Lucerne, Office for Migration, Fruttstrasse 15, CH-6002 Lucerne. Approval by the State Secretariat for Migration, Quellenweg 6, CH-3003 Bern-Wabern is required following cantonal approval for non-EU/EFTA citizens.
Conditions	For the relocation of self-employed persons or owners of companies the above regulations apply mutatis mutandis. The permit categories remain the same, although additional information is required in the application.
Documents	The following documents need to be sent to the Office for Migration to support the application: <ul style="list-style-type: none"> EU/EFTA completed application form 1 or 2 Letter setting out the detailed reasons for the application Tabular curriculum vitae Details about the personal financial situation: assets and future remuneration Business plan with: vision/strategy, products/services/potential customers, competition, production/suppliers/procurement, organisation, number of employees (incl. recruitment), budget – income statement for the first 3 years Details regarding wage payment Commercial register extract for the new company (can be submitted at a later date) Copy of passport Power of attorney, if this individual is overseeing the application procedure
Remarks	Due to the complexity of the procedure it is worth contacting the Business Development Lucerne Team and possibly also the Office for Migration of the Canton of Lucerne to ensure careful processing of the documents.

> [Online Forms \(www.migration.lu.ch/formulare.htm\)](http://www.migration.lu.ch/formulare.htm)



Approval procedure



Residence and work permit

EU/EFTA states

Residence and employment in Switzerland

Pursuant to the bilateral agreements between Switzerland and the EU, it is possible for all citizens of EU-27/EFTA states to work and live in Switzerland. Citizens of Croatia will remain subject to admission restrictions until 31 December 2023. These include maximum figures and labour market regulations (priority of domestic workers and control of salary and working conditions).

Residence without employment in Switzerland

All citizens of EU-28/EFTA are entitled to residence permit if they can prove that they have sufficient financial means to live in Switzerland and also to pay for the mandatory health insurance. There are no special quotas. Expenditure-based taxation (lump-sum taxation) is possible.

Non-EU/EFTA states

Residence and employment in Switzerland

For citizens of non-EU/EFTA states only limited numbers of executives, specialists and well qualified persons are admitted subject to quotas. Furthermore, the employer must prove by means of extensive search efforts that he could not find any persons prioritised for recruitment (nationals and persons from EU/EFTA states). Salary and working conditions customary in the place and industry are assumed.

Residence without employment in Switzerland

Residency in Switzerland can be granted to citizens of non-EU/EFTA states who have reached the age of 55, have particular personal ties with Switzerland and possess the requisite financial means. They may not have any form of employment in Switzerland or abroad (apart from the management of their own assets). Their former residence in their country of origin must be given up (dual residence not permitted by Swiss law). Their vital interests (domicile, insurance, tax) must be moved to Switzerland and the Canton of Lucerne. Pensioners are subject to the normal statutory taxation provisions (the possibility of lump-sum taxation can be explored).

EU Member States (as of 10/19):

Complete free movement of people (EU-27/EFTA): Austria, Belgium, Bulgaria, Denmark, Estonia, Finland, France, Germany, Greece, Cyprus, Czech Republic, Hungary, Iceland, Ireland, Italy, Latvia, Lichtenstein, Lithuania, Luxembourg, Malta, Netherlands, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Sweden, Switzerland, Spain, United Kingdom

Qualified movement of people (EU-1): Croatia