

Study Permit, Working & Internship: What are the options?

(also see <https://iwcn.nl/businesses/employers/non-eu-staff-students-interns/>)

If you have a **Non-EU nationality and are living in the Netherlands on a Study residence permit while enrolled in a Dutch university**, it is important to know the rules for whether or not you are allowed to work while studying. Some of the following information is excerpted from the IND website: <https://ind.nl/en/study/Pages/study-at-university.aspx>

On the back of your Study residence permit it says in Dutch '*Tewerkstellingsvergunning (TWV) vereist voor arbeid van bijkomende aard, andere arbeid in loondienst niet toegestaan*'.

This means the following:

Work in paid employment (not as an intern as a required part of your study)

You may only work in paid employment **if your employer has obtained a TWV (work permit)** for you. You are then allowed to work:

- for a maximum of 16 hours a week; **or**
- full time during the summer months June, July and August.

Please note! If you work for more hours than allowed or if your employer was not issued a TWV for you, then you are (unintentionally) working illegally. This is being monitored by the SZW Inspectorate. In case of an infringement, the IND will contact the educational institute where you are studying. The Inspectorate will then fine the employer for illegal employment.

What are the conditions for a TWV?

Luckily, as a Non-EU student studying in a Dutch university, the employer does **not** have to prove that they have searched in the NL and in the EU first before offering the job to you, as they would normally have to do (see <https://www.studyinholland.nl/study-options/internship/internship-as-part-of-a-programme-in-holland>, and in Dutch: <https://www.werk.nl/werkgevers/wervingsadvies/werkvergunning/voorwaarden>).

Therefore, employers can apply directly for a TWV. However, the legal decision time for a TWV is five weeks so take this into consideration when making your work plans. You may not begin working until the TWV is issued.

Work on a self-employed basis

Next to your study at a Dutch university, you are allowed to work in the Netherlands as a self-employed person (without a TWV). It is important that you continue to meet the requirements for your residence permit for study. You can read more about how to set up

your business as a self-employed person at this link:
<https://www.kvk.nl/english/registration/>

Internship (also called Trainee)

Non-EU student studying at a *Dutch university*

If you are going to do an internship in the Netherlands as a required part of your study, you do **not** need a TWV. You and your educational institution must have signed an internship agreement with the company where you will do your internship (see <https://www.studyinholland.nl/dutch-education/doing-an-internship>, and in Dutch:

<https://www.werk.nl/werkgevers/wervingsadvies/werkvergunning/voorwaarden>).

If you have a paid internship as a part of your study where you will work as an employee and earn at least the minimum wage for your age, then you will have tax and social security contributions deducted from your salary AND you will have to take out **Dutch public health insurance**. If you will only be compensated for travel expenses, or be paid an allowance which is far less than the minimum wage, then neither of the preceding is required.

Non-EU student enrolled in a *non-Dutch university*

If you wish to do an internship in the Netherlands, there are different conditions than for students studying at a Dutch university (see <https://www.studyinholland.nl/dutch-education/doing-an-internship>).

If your internship will be shorter than 90 days, your employer **will** need to apply to the UWV for a TWV for you (see, in Dutch:

<https://www.werk.nl/werkgevers/wervingsadvies/werkvergunning/aanvragen/gvva/>

If your internship will be longer than 90 days, then your employer **will also** need to apply for a residence permit for you. This can be done using one application to the IND (GVVA) for a combination residence permit and work permit (see https://ind.nl/en/work/working_in_the_Netherlands/Pages/Work-experience-as-trainee-or-apprentice.aspx). The IND will ask for advice on the work permit portion from the UWV directly. The decision time for the GVVA is 90 days.

One **exception to requiring a TWV** is if the student is working within the framework of a European Union action program (for example, ErasmusPlus). In this case, if the internship is longer than 90 days, the employer should submit a different residence permit application form to the IND (see https://ind.nl/en/work/working_in_the_Netherlands/Pages/Action-programme-EU.aspx). The income requirement (see following paragraph) can be composed of the internship salary plus scholarship from the EU action program.

No matter how long you will be in the Netherlands for your internship, your salary will need to be at least 50% of the minimum wage for a 22 year old person. You will have tax and

social security contributions deducted from your salary and you will have to take out Dutch health insurance (see conditions described in Dutch at <https://www.werk.nl/werkgevers/wervingsadvies/werkvergunning/speciale-voorwaarden-per-groep/>) and Article 8, paragraph 30 <http://wetten.overheid.nl/BWBR0034945/2017-04-05#Bijlage1>)