



# Is a work permit needed?

1. Does the employee have the American nationality or is the employee a Dutch European citizen or a Dutch citizen who resides in Curaçao, Aruba or St. Maarten?



**Yes** This employee is allowed to work for you without a work permit (TWW).

No

2. Does your foreign employee fit in one of these groups?



\*Installing or repairing machinery or equipment on a temporary basis, provided that the employer is located outside of the Caribbean Netherlands



\*Installing and customizing software on a temporary basis



\*One-time performing artist



\*Occasional work of:  
• Accountant  
• Oil inspector  
• Lawyer  
• Banker



Residence permit with the annotation "Arbeid vrij toegestaan" (Work freely permitted)

**Yes** This employee is allowed to work for you without a work permit (TWW).

\*Temporary means up to 4 consecutive weeks in a period of 13 weeks.

No

3. Do you and your employee meet the requirements?



Did you search for the candidates yourself



You have informed the Public Entity about the vacancy



You will pay a competitive salary



You will arrange housing



Your employee has a residence permit



Your employee is between 18 and 45 years

**No** You will not receive a work permit (TWW) for this employee.

Yes



Start the procedure for the work permit on time. If you want to be certain that you have a permit, then start 3-4 months before the work starts or a work permit expires.

The foreign employee may only work if the permit is granted. During the application, he may not work.