

Information about non-local students/graduates taking up internship, part-time or full-time employment in Hong Kong

1. Internship and part-time employment

Under Regulation 2 of the Immigration Regulations, Cap. 115A, permission given to a person to land in Hong Kong as a student shall be subject to the conditions of stay that, inter alia, he/she shall not take any employment, whether paid or unpaid. The restriction in respect of internships and part-time employment for non-local students was relaxed from 17 March 2014 onwards. Non-local students of full-time locally-accredited local or non-local programmes at undergraduate level or above whose study period is not less than one academic year may take up internship with **“No Objection Letter” (NOL)** issued by the Immigration Department, HKSAR Government subject to the following conditions:

- a. the internship must be study/curriculum-related and be arranged or endorsed by the institution they are studying in [Note 1](#); and
- b. the duration of the internship is up to one academic year, or one-third of the normal duration of the relevant full-time academic programme, whichever is the shorter [Note 2](#).

There is no restriction on the nature of work, level of salary, location, number of work hours and employers **for the internship arrangements**.

Moreover, non-local students (excluding exchange students) of full-time locally-accredited local programmes at undergraduate level or above whose study period is not less than one academic year may, during the currency of their limit of stay, take up:

- a. part-time **on-campus** employment [Note 3](#) for not more than 20 hours per week [Note 4](#) **throughout the year**; and
- b. employment during the **summer months from 1 June to 31 August** (both dates inclusive) **without** any limit in relation to work hours and location.

Note 1: The study/curriculum-related internship must be endorsed by designated officers of the relevant institution, not by individual offices, schools, faculties or faculty members.

Note 2: The internship cannot take place before a non-local student is officially registered with the institution and begins attending any scheduled classes of his/her registered programme in Hong Kong, or when the student concerned has fulfilled all the course/credit requirements for graduation (e.g. a student who has just finished his/her final year of study).

Note 3: The employment must take place within the campus of the institution (including only the campus of the institution which the non-local student is enrolled in, and excluding the campus of any subsidiary and associated bodies of the relevant institution proper or its self-financing arms) where the non-local student is studying or, if the work location is outside the campus of the institution, the employer is the institution itself.

Note 4: Students are not allowed to roll over unused hours from one week to another.

For details, please refer to **“Study” (Item 43)** of the [Immigration Guidelines for Entry to the Hong Kong Special Administrative Region of the People's Republic of China](#) as stated on the web page of the Immigration Department.

No Objection Letter (NOL)

Non-local students **must** obtain a valid NOL **before** they start any internship. Please check carefully and ensure that the length of your internship period does not exceed what is permitted on your NOL. *

Regarding the details of application for NOL, please refer to the below key points, which are excerpted from the aforementioned [Immigration Policy on Study](#) web page.

Q24: Should I make separate applications before taking up internship, part-time on-campus employment and summer employment?

Before taking up any internship, part-time on-campus employment or summer job, non-local students must obtain prior permission from the Director of Immigration.

For non-local students studying in full-time locally-accredited programmes at undergraduate level or above, eligible students will be notified of the relaxation individually by a “No Objection Letter” (NOL) upon approval of entry applications. These students are in general not required to make separate applications in respect of part-time on-campus employment and summer jobs, while the education institution should inform the Immigration Department in writing of the student’s need for taking up study/curriculum-related internship. The NOL for taking up part-time on-campus employment and summer jobs will remain valid throughout the currency of the student’s limit of stay at the same institution for studying the same approved programme. However, the NOL for taking up study/curriculum-related internship will normally be valid for one academic year and while the student still remains studying the same programme in the same institution in Hong Kong. In case of need, the student is required to apply for a new NOL for taking up internship in the subsequent academic years through the educational institution.

Q25: The NOL for non-local students studying locally-accredited local or non-local programmes at undergraduate level or above to take up internship is valid for one year only. Do I need to submit the application for NOL every year?

In case of need, the student is required to apply for a new NOL for taking up internship in subsequent academic years through the educational institution, subject to the fulfilment of the relevant requirements i.e. (i) the internship must be study/curriculum-related and be arranged or endorsed by the institutions they are studying in; and (ii) the duration of the internship is up to one academic year, or one-third of the normal duration of the relevant full-time academic programme, whichever is the shorter.

Q32: Is the NOL valid for my whole academic programme?

The validity of the NOL for taking up part-time on-campus employment and summer jobs will be in line with the limit of stay granted to the students concerned and will normally cover the whole academic programme. For study/curriculum-related internship for non-local students at undergraduate level or above, the NOL will normally be valid for one year. After the expiry of the existing ones, the students can apply, if required, through their respective institutions for a fresh NOL. As for mandatory and study/curriculum-related internship for non-local students at sub-degree level, the validity of the NOL will depend on individual cases.

For further details, please refer to **FAQs (Q20 – 39) on “[Employment during the Study Programme](#)”**

**For example, if your NOL states that: “The duration of the internship is up to one year or one-third of the normal duration of (your degree program), whichever is the shorter”, and your degree programme lasts for four years, you are only allowed to work as an intern for a maximum period of one year according to what is stated in the NOL.*

2. Immigration Arrangement for Non-local Graduates (IANG)

Please refer to the “Immigration Arrangements for Non-local Graduates” in the [Immigration Guidelines for Entry to the Hong Kong Special Administrative Region of the People's Republic of China](#) as stated on the web page of the Immigration Department. The key points below are excerpted from the Immigration Guidelines.

18. Non-local students [Note 5](#) who have obtained an undergraduate or higher qualification in a full-time and locally-accredited programme [Note 6](#) in the HKSAR (non-local graduates) may apply to stay/return and work in HKSAR under the Immigration Arrangements for Non-local Graduates (IANG).

19. Non-local graduates who submit applications to the Immigration Department **within six months after the date of their graduation** (i.e. the date shown on their graduation certificates) are classified as non-local fresh graduates. Non-local fresh graduates who wish to apply to stay and work in the HKSAR are not required to secure an offer of employment upon application. They may be **granted an initial stay of 12 months' stay on time limitation only** without any other conditions of stay provided that normal immigration requirements are met.

20. Non-local graduates who submit applications **after six months of the date of their graduation** are classified as returning non-local graduates. Returning non-local graduates who wish to return to work in the HKSAR are required to secure an offer of employment upon application. Their applications will be favorably considered so long as the job is at a level commonly taken up by degree holders and the remuneration package is set at market level. They may be granted an initial stay of 12 months on time limitation only without any other conditions of stay provided that normal immigration requirements are met.

21. Persons admitted under the IANG are free to take up and change employment during their permitted stay in Hong Kong without the need to seek prior approval from the Director of Immigration.

22. This entry arrangement does not apply to nationals of Afghanistan, Cuba, Laos, Korea (Democratic People's Republic of), Nepal and Vietnam.

23. Persons admitted under the IANG may bring in their spouse or the other party to a same-sex civil partnership, same-sex civil union, “same-sex marriage”, opposite-sex civil partnership or opposite-sex civil union entered into by him/her in accordance with the local law in force of the place of celebration and with such status being legally and officially recognized by the local authorities of the place of celebration [Note 7](#), and unmarried dependent children under the age of

18. Please see **paragraphs 62 - 67** of the [Immigration Guidelines for Entry to the Hong Kong Special Administrative Region of the People's Republic of China](#).

Note 5: “Non-local students” refer to persons entering the HKSAR for the purpose of education with a student visa/entry permit issued by the Director of Immigration.

Note 6: Local programmes refer to those programmes leading to degrees awarded by local degree-awarding institutions, whereas non-local programmes refer to those programs leading to degrees awarded solely by non-local institutions, irrespective of whether the programmes are jointly run by local and non-local institutions.

Note 7: For the avoidance of doubt, the terms “civil partnership” and “civil union” above mean a legal institution of a nature which is akin to spousal relationship in a marriage. The same-sex civil partnership, same-sex civil union, “same-sex marriage”, opposite-sex civil partnership and opposite-sex civil union entered into in accordance with laws outside Hong Kong are limited to only relationships which are legally and officially recognized in the places of celebration. For details please refer to page 5 of Immigration Guidelines for Entry to the Hong Kong Special Administrative Region of the People's Republic of China.

Please refer to [Arrangement for Entry to Hong Kong from Mainland China](#) as stated on the web page of the HKSAR Immigration Department. The following paragraph is excerpted from the web page.

21. Mainland residents who are/were non-local students ^{Note 8} and have obtained an undergraduate or higher qualification in a full-time and locally-accredited programme in Hong Kong may apply to stay/return and work in Hong Kong under the Immigration Arrangements for Non-local Graduates. Applicants who submit applications within six months after the date of their graduation (i.e. the date shown on their graduation certificates) are classified as non-local fresh graduates and those who submit applications after six months of the date of their graduation are classified as returning non-local graduates. All applicants should complete application form [ID 990A](#). The employers of those returning non-local graduates should complete application form [ID 990B](#). For detailed information on the arrangement, please refer to the “Guidebook for Entry for Employment as Professionals in Hong Kong” [\[ID\(C\) 991](#) (Chinese version) or [ID \(E\) 991](#) (English version)].

For further details, please refer to FAQs on [Immigration Arrangements for Non-local Graduates](#).

Note 8: Non-local students refer to persons entering the HKSAR for the purpose of education with a student visa/entry permit issued by the Director of Immigration.

3. Statutory minimum wage compliance

The Minimum Wage Ordinance (Cap. 608) does not apply to certain employees. Please refer to the [exemption criteria](#) listed by the Labour Department, HKSAR Government.

Students are advised to check the exemption criteria and make proper declarations accordingly by completing the appropriate confirmation documents (for [student intern](#) and [work experience student](#)) prepared by the Labour Department **before the start of the internship**, and keep proper records of them to safeguard the rights and benefits of themselves as well as their employers.

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