



## When you are employed to care for someone at home and help them in the household.

**Have you been employed to assist someone in their day-to-day life at home? You have the following rights and obligations if you work in a private household in Switzerland.**

The following principally applies: In Switzerland, this type of work is done<sup>1</sup> in an employment relationship; in contrast to the legal situation in other countries, it cannot be done on a freelance basis.

Consequently, you become an employee if you care for one or more persons in a private household.

Please note: This type of work does not involve medical care. Medical care may only be provided by suitably qualified and authorised personnel.

### What are the applicable working conditions in Switzerland?

- Protection of personality rights and personal privacy
- Four weeks' holiday per year
- 1 free day per week, during which you are free to do as you choose (unless it was agreed that these days would be combined at the end of the deployment)
- Health and safety: no overloading or excessive demands (e.g. ensuring that you do not work 24/7 and do not have to be on-call to the person requiring care at all times)
- Sufficient food and a lockable, clean, warm room with access to a bathroom
- Nursing and medical treatment in the event of illness or accident
- A reasonable, lawful notice period in the event of open-ended contracts
- Social security (family allowances, accident insurance, etc.)

An **employment contract** shall regulate all the above points. The cantonal **Standard Employment Contracts**

(NAV) contain further regulations, which shall apply unless otherwise agreed.

Overview of all cantonal NAV housekeeping:  
[www.seco.admin.ch/kantonale-nav-hauswirtschaft](http://www.seco.admin.ch/kantonale-nav-hauswirtschaft)

**Information on the NAV model to supplement the cantonal normal standard employment contracts for domestic service employees in accordance with Art. 359 Para. 2 Code of Obligations**

**The following points are regulated in the NAV model:**

- Weekly working time, weekly rest period
- Remuneration for attendance time
- Salary premiums for night work and overtime
- Dissolution of the employment relationship

[www.seco.admin.ch/24-stunden-betreuung](http://www.seco.admin.ch/24-stunden-betreuung)

### Salary for caregivers

The **minimum salaries** which are listed in the national **NAV housekeeping**<sup>2</sup> as a gross hourly wage shall principally apply:

- Unqualified CHF 18.90
- Unqualified with a minimum of 4 years of professional experience in housekeeping CHF 20.75
- Trained with Swiss federal vocational certificate EBA<sup>3</sup> CHF 20.75
- Swiss federal VET Diploma EFZ<sup>4</sup> CHF 22.85

The entire, required **attendance time in the household** is deemed on-call service and must be adequately remunerated.

If you work and eat at the home of the person to be cared for, the following maximum amounts can be deducted from your salary (in accordance with Art. 11 of the

Regulation on Old Age and Survivors' Insurance<sup>5</sup>):

- Board and lodgings of domestic service employees are estimated at CHF 33.– per day (which corresponds to CHF 990.– per month).
- If the employer does not guarantee full board and lodgings, the estimate shall be divided up as follows:
  - Breakfast: CHF 3.50
  - Lunch: CHF 10.–
  - Dinner: CHF 8.–
  - Accommodation: CHF 11.50

This must be considered in the contract with the private household and also deducted when determining the price as well.

The generally binding **collective bargaining contract GAV for temporary employment services** also comes into effect under certain circumstances for employment relationships arranged with large temporary recruitment companies<sup>6</sup>.

## Conditions of residence for foreign nationals

Personnel are often recruited from abroad. The employees only enter Switzerland for the duration of the caregiving work and live with the person requiring care.

Private households may only employ **Swiss citizens, persons with a C residency permit or EU/EFTA citizens**. A person who still lives abroad and only enters Switzerland for the caregiving work can also be employed (**cross-border commuter**<sup>7</sup>).

### Framework conditions:

- Full freedom of movement of persons applies for EU-27<sup>8</sup>.
- Transition provisions apply for Croatia.  
The employer must always obtain a work permit for anyone taking up gainful employment with them.
- If the assignment lasts a maximum of 3 months or 90 days in the calendar year, it is deemed sufficient for the **employer to report to the online counter** (<https://meweb.admin.ch/meldeverfahren>).
- If the assignment lasts longer than 3 months, you must register at the canton of residence of the person to be cared for (employer) within 14 days of arrival<sup>9</sup> and apply for a residency permit before taking up the position. You require your passport/ID and a written certificate of employment from the employer. The permit will be granted for the duration of the employment relationship. If the placement is via a temporary recruitment company, the deployment contract between the private household and leasing company shall be definitive.

### You will live abroad and only travel to undertake the caregiving work:

- You must register at the employer's municipality as a weekly resident.
- You must return to your residence abroad at least once a week.

Foreign nationals cannot be directly employed from non-EU/EFTA states. Third-country nationals who are already resident in Switzerland can work as caregivers without a permit if they are in possession of one of the following resident permits:

- C residency permit
- Residency permit within the scope of a family reunion of Swiss nationals as well as persons with a B residency permit or a C residency permit

Other categories of persons can be employed as caregivers if necessary: however, an employment permit must be obtained from the cantonal labour market authority or migration authority beforehand<sup>10</sup>.

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<sup>1</sup> Please note: This type of work does not involve medical care. Medical care may only be provided by suitably qualified and authorised personnel. You must be directly employed by a private household or temporary recruitment service.

<sup>2</sup> SR 221.215.329.4

<sup>3</sup> As a domestic services practitioner or a person who has concluded a two-year basic professional qualification which is suitable for the work to be performed.

<sup>4</sup> As a domestic services specialist or a person with a min. three-year completed basic professional qualification which is suitable for the domestic work to be performed.

<sup>5</sup> SR 831.101

<sup>6</sup> AVE GAV [Universally Applicable Collective Bargaining Agreement] temporary recruitment services: [www.seco.admin.ch/gav-personalverleih](http://www.seco.admin.ch/gav-personalverleih)

<sup>7</sup> In this case, the employer must ensure that the caregiver is registered as a weekly resident at the employer's municipality in Switzerland and returns to their place of residence abroad at least once a week.

<sup>8</sup> Since 1 June 2016, the Agreement on the Free Movement of Persons applies for EU-2 states (Romania and Bulgaria). On 10 May 2017, the Federal Council decided to temporarily set limits on the number of B permits once again (safeguard clause).

<sup>9</sup> The canton decides how exactly these processes are defined.

<sup>10</sup> Recognised refugees (Permit B), temporarily accepted persons (Permit F), temporarily accepted refugees (Permit F), persons with the hardship provision (B) if they are not yet permitted to take up employment.

## Further information

- [www.arbeit.swiss](http://www.arbeit.swiss)  
> Employment agencies > Private employment agencies and temporary recruitment services
- [www.careinfo.ch](http://www.careinfo.ch)  
> Information > Migrant care
- [www.bern.ch](http://www.bern.ch)  
> Topics > Health, age and social matters
- > Age and retirement > Assistance and nursing care at home
- [www.caritas.ch](http://www.caritas.ch)
- [www.prosenectute.ch](http://www.prosenectute.ch)
- Information sheet on domestic work AHV/IV: [www.ahv-iv.ch/p/2.06.d](http://www.ahv-iv.ch/p/2.06.d)
- Information sheet on simplified payment procedure: [www.ahv-iv.ch/p/2.07.d](http://www.ahv-iv.ch/p/2.07.d)
- Information brochures on the websites of the cantonal employment inspectorate: [www.iva-ch.ch/arbeitsgebende/arbeitsinspektorate-ch.html](http://www.iva-ch.ch/arbeitsgebende/arbeitsinspektorate-ch.html)

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## Contact

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