Your rights as a household employee in Geneva

This document summarises what your social insurance declaration covers, and what happens, step by step, when your employer works with us.

What happens, step by step

1. You provide your ID and your AVS (old-age insurance) card. If you don't have one, we request it on your behalf.
2. You sign your employment contract with your employer.
3. You receive your payslips and are covered by social insurance from day one.

The insurance that covers you

- AVS/AI/APG — old age, disability and loss-of-earnings insurance
- Unemployment insurance (AC)
- Family allowances, if you have dependent children
- Cantonal maternity insurance (AMat)
- Accident insurance (LAA) — always mandatory; non-occupational accident cover (AANP) is mandatory from 8 hours per week with the same employer
- Occupational pension (LPP, 2nd pillar), from CHF 22,680.- of annual salary

Minimum wage and holidays

The minimum wage is set by Geneva's standard employment contract for domestic work (CTT-EDom): roughly CHF 24.59 to 24.85 per hour depending on your experience.

You are entitled to at least 4 weeks of paid holiday per year (5 weeks if you are under 20, or over 50 with sufficient seniority).

If you are sick or have an accident

Your salary continues to be paid according to the applicable coverage scale (APGM / Bernese scale). In case of an accident, the insurance pays daily allowances.

Ending the contract

Notice periods are: 7 days during the trial month, 1 month in the 1st year, 2 months from the 2nd to the 9th year, 3 months from the 10th year onwards.

Withholding tax

If you hold a B, G, F, L or N permit, withholding tax is deducted directly from your salary and paid by our service — you have nothing to do yourself.

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