Employment contract for a domestic helper / cleaner

Private household as employer, hourly wage, open-ended

Fill in the fields in square brackets.

Employment contract for household staff

between

Employer: [first name, last name, street, postcode, town]

and

Employee: [first name, last name, street, postcode, town, date of birth, AHV number]

1. Start and duration

Employment begins on [date] and is open-ended. The probation period is [1] month.

2. Place of work and duties

Place of work: [address of the household]. Duties: [e.g. cleaning, laundry, ironing, shopping].

3. Working hours

[Number] hours a week, usually on [day(s)] from [time] to [time].

4. Wage

Gross hourly wage: CHF [amount], category: [unskilled / four years' experience or EBA / EFZ].

Minimum wages 2026 (federal standard contract for domestic work, from an average of 5 hours a week): CHF 20.35 unskilled · CHF 22.30 with four years of household experience or an EBA certificate · CHF 24.55 with an EFZ diploma. Canton of Geneva: its own standard contract from the first hour (from CHF 24.59). Neuchâtel (CHF 21.35) and the City of Lucerne (CHF 22.75): minimum wage from the first hour. Ticino under 5 hours: CHF 20.00. The higher amount always applies.

5. Holidays

[4 / 5] weeks of paid holiday a year (at least 5 weeks up to the age of 20, Art. 329a CO). With an hourly wage, holiday pay is paid as a supplement of 8.33% (4 weeks) or 10.64% (5 weeks) and shown separately on every payslip. In Ticino a further 3.6% is added for public holidays.

6. Social insurance and deductions

AHV/IV/EO 5.3% and ALV 1.1% each for employer and employee, from the first franc. Settled through the compensation office [name] under the [ordinary / simplified] procedure. Under the simplified procedure, 5% withholding tax is deducted.

7. Accident insurance

Insured under the Accident Insurance Act (UVG) with [insurer, policy no.]. The employer pays the premium for occupational accidents. From 8 hours a week the employee is also insured against non-occupational accidents; this premium may be deducted from the wage.

8. Pay during illness

Continued pay under Art. 324a CO: 3 weeks in the first year of service, then for an appropriately longer period. Daily sickness allowance insurance: [yes, with / no].

9. Pregnancy and maternity

If unable to work during pregnancy, continued pay under Art. 324a CO; after the birth, maternity allowance under the Income Compensation Act (EO).

10. Termination

During the probation period: 7 days. After that: 1 month in the 1st year of service, 2 months from the 2nd to the 9th year, 3 months from the 10th year, always to the end of a month (Art. 335b and 335c CO). Notice is given in writing.

11. Supplementary provisions

The standard contract for household staff of the canton of [canton], the federal standard contract for domestic work (minimum wages) and the Code of Obligations also apply.

12. Signatures

Place, date: [place, date]

Employer: _____

Employee: _____

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