
Requirements, Services and Costs

Hiring an Au-Pair from Europe

Why hire an Au-Pair?

We simply want the Best for your family!

Parents and kids are at the very core of our approach. Our goal is to make your family's life easier by helping you find the right Au-Pair for your family. We aim to provide a high quality service, so you do not have to worry about anything. Our aim is that you can also fully benefit from this fantastic experience of having a young person from abroad at home, through harmonious relationships and positive intercultural exchanges.

What an Au-Pair can bring to your family

- Great help in your daily life: aside of taking care of your kids, an Au-Pair will also be able to help you in your household duties.
- High level of flexibility - you can organize the Au-Pair working time around your needs and can change the schedule every week, if necessary.
- Au-Pairs selected through our agency already have at least a first experience with children
- Enriching cultural exchange with another European country

What are the legal requirements for hiring an Au-Pair?

There are various regulations defining the Au-Pair program in Switzerland¹. Here are the main guidelines:

An Au-Pair comes to Switzerland to help the host family take care of their children and assist with the household chores. In exchange the Au-Pair will have the opportunity to expand her general education and culture by acquiring a better knowledge of Switzerland, as well as develop her linguistic skills in one of the official Swiss languages (depending on the place of residence of the host family: German in the German speaking part of Switzerland for example). The host family commits to have the Au-Pair take part in their family life, while the Au-Pair will also respect the family's private sphere.

Conditions:

- The host family has at least one child
- At least one of the parents should have very good knowledge in the country language (i.e. German in the German part of Switzerland) and one of the languages spoken in the house should be German.
- The Au-Pair working time is limited to 30 hours a week, 5 to 6 hours a day. The tidying up of the own room and eating time (if no work is implied) doesn't count as working time.
- For 50% of the Au-Pair working time, one of the parents must be present in the household (home office possible!)
- 1 day per week has to be off. At least 1 or 2 Sundays must be off in a month
- The Au-Pair is provided with her own lockable, well heated room with window, 3 meals per day (in general shared with the family) and free access to the family home

¹ Guidelines can vary slightly from canton to canton.

- The Au-Pair stay is limited by law to 1 year for Au-Pairs from Europe. In most of the cantons it's possible to renew the stay permit for 1 more year.
- The Au-Pair will attend a German course for at least 120 hours a year, paid by the family (a proof has in general to be given to the authorities)
- The Au-Pair is entitled to 4 weeks paid holiday
- Au-Pairs from Europe can be from 18 to 29 years old.

While hiring an Au-Pair, the host family becomes an employer, so that the usual employers' responsibilities and duties with regards to paid holidays (4 weeks), as well as social insurances (AHV/IV/EO/FAK/ALV/BVG), withholding taxes, accident insurance (UVG) have to be taken care of. On request and signing of an agreement, the agency can assist you with the employer's paperwork. Please also note that the Au-Pair is obliged to be insured with a health insurance fund recognized under Swiss law. At least half of the costs go on behalf of the host family. Families generally pay for it in full.

How much does it cost to hire an Au-Pair?

Monthly costs:

The monthly costs for an Au-Pair from Europe amount to a **minimum of approx. CHF 1'300.-**. This amount comprises all cost items listed below and a net/pocket salary (after social security deductions) of CHF 700.- a month; this is the MINIMUM net salary for Au-Pairs. Indeed, the salary is subject to negotiation and can be higher. But please bear in mind that a Swiss nanny would be much more expensive for the same number of working hours.