



Private Household Employees Ordinance (PHEO)

Information Sheet No. 5

FAMILY ALLOWANCE (AFam)

The Federal law on family allowances (AFam) provides the payment of family allowances and education allowances for the children who live, in principle, in Switzerland.

In Switzerland, each employer, who hires a person subjected to the Swiss social insurance scheme AVS/AI/APG/AC (see information sheet No. 1), must contribute to family allowances, even if his/her employee is not entitled to receive benefits.

Compulsory registration:

The affiliation is made automatically throughout the affiliation at the Swiss social insurance scheme.

If the private household employee is exempted from compulsory Swiss insurance scheme due to his/her affiliation to a social security insurance scheme in another State, the employer doesn't have to provide any exemption to the family allowances.

Contributions:

The contributions to the family allowances are entirely paid by the employer. He/she cannot make any deduction from the monthly net salary of his/her private household employee. The contributions are calculated on the total salary of the private household employee. The total salary comprises:

- the amount of salary in cash and
- the value of the salary in kind (CHF 345.— for the accommodation and at CHF 645.— for the food) or, depending the case, the amount of the rent of his/her private household employee that the employer pays when the private household employee is living in an accommodation which is not within the employer's home or the amount of the allowance that the employer pays for the accommodation and/or for the food.

The rate of the contribution for the family allowances differs from one canton to another:

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| • Canton of Basel-Land | 1.25% of total salary |
| • Canton of Basel-Stadt | 1.65% of total salary |
| • Canton of Bern | 1.50% of total salary |
| • Canton of Fribourg | 2.48% of total salary |
| • Canton of Geneva | 2.25% of total salary |
| • Canton of Vaud | 2.62% of total salary |
| • Canton of Zurich | 1.02% of total salary |

Allowances (general):

The conditions for granting and the amount of family allowances can differ from canton to canton. The employer should contact the Cantonal Office for Family Allowance of his/her canton of residence to know the granting conditions, the amount of the different allowances and to know whether allowances are paid if the children live abroad.

Usually, the allowances are paid for the biological or adopted children, it doesn't matter if the parents are married or not. The parent who is benefiting the allowances must have the parental authority. The family allowance can only be paid to one of the two parents. In principle, the allowances are only paid for the children who are living in Switzerland.

In principle, the family allowance amounts to at least CHF 200.— per month and is paid from the date of birth of the child until the month of his/her 16th anniversary. The education allowance amounts to at least CHF 250.— per month and is paid from the 16th anniversary of the child and until the end of his/her formation, but no later than his/her 25th anniversary.

Payment of family allowance:

The employer has to apply for family allowances for the private household employee, in writing, to the Cantonal Office for Family Allowance to which the private household employee is registered, and is required to submit the necessary documents (as evidence of entitlement) on behalf of his/her private household employee.