

Babysitters

Babysitters take care of children on an ad hoc hourly basis generally in the evenings or at weekends and usually in the family home. They are paid by the hour.

How are babysitters hired?

Babysitting is treated as a private arrangement between parents and babysitter. Young persons (minors) require permission from their parents to work as babysitters. The parents hiring the babysitter must agree directly with the babysitter which duties are to be performed during their absence. They are responsible for ensuring that the babysitter, especially if still a minor, is given careful and step-by-step instructions on their duties, and that not too much is expected from them at the start.

Payment

There are no official guidelines with regard to paying for babysitting services. The Swiss Red Cross recommends the following hourly rates (July 2013):

During the day until midnight:

- Young persons between 13 and 16 years: CHF 8.- without babysitter course / CHF 10.- with babysitter course
- Young persons between 16 and 18 years: CHF 10.- without babysitter course / CHF 12.- with babysitter course
- Young adults from 18 years: to be agreed
- From midnight onwards: flat night rate of CHF 20.-

There are no official recommendations for older babysitters. Prices in this case vary according to age, qualifications and experience as well as supply and demand. The rates charged by service agencies are – in particular for babysitting on demand – accordingly higher.

Travel costs are generally also reimbursed. If the babysitting work - especially during the week - extends beyond 10.00 pm, provision must be made for the young person to sleep. In addition, the parents hiring the babysitter are responsible for ensuring that young babysitters get home safely.

Insurance

Compulsory accident insurance

Accident insurance must cover all accidents that can happen to babysitters while they are working within a family or taking care of the children. All employed persons in Switzerland must be insured for accidents occurring at work. This insurance must also cover accidents occurring on the way to work. Age is not relevant. Since we only assign the babysitters, it is the parents hiring the babysitter who count as the employer and must therefore take out accident insurance for their employees. Most insurance companies offer reasonably priced insurance policies for all domestic staff.

Liability insurance and professional liability insurance

As a rule, babysitting is - from a legal perspective - a contractual agreement. Within the context of this contract, babysitters are responsible for conscientiously carrying out the tasks assigned to them. Although minors are not old enough to sign contracts, they – or their parents – can nevertheless be held liable. This applies in particular to damages resulting from unauthorised actions or negligence. For this reason, parents of under-age babysitters should – before the babysitting work starts - check with their insurance company the terms of their liability insurance for minors and have

this protection confirmed in writing. Many insurance companies differentiate between babysitting for money (full- or part-time employment) and voluntary babysitting.

Obligation to register adult babysitters under social security law

Adult babysitters must be registered under social security law. Babysitters born between 1997 and 1990 must only be registered for social security contributions when their salary exceeds CHF 750 per year. Salaries under this limit are exempt from contributions: however, the employee can ask for the contributions to be made.

Further information at: www.ahv-iv.info > Dienstleistungen > Merkblätter > Beiträge AHV/IV/EO/ALV > Merkblätter 2.04 und 2.06

Reference:

„Kinderbetreuung- Alternativen zu Kita“ Anleitungen zum Engagement für Eltern und Interessierte, Stadt Zürich Sozialdepartement 2009

https://www.stadt-zuerich.ch/sd/de/index/kinderbetreuung/publikationen/alternativen_zur_kita.html