

Temporary Workers

Thanks to the CBA, there is a minimum wage.

Temporary workers are also protected in case of accident or illness, and retirement is provided for: as contributions to the occupational pension fund can be made from day one. A particular advantage is that temporary workers can benefit from subsidized further training. www.temptraining.ch

Recruitment Agencies

The CBA ensures fair competition.

Thanks to the CBA, a uniform implementation contribution applies to all temporary workers regardless of the industry they are working in, which helps to relieve the administrative burden. The same rules apply for all recruitment agencies.

Contracting Companies

The CBA offers stability in flexibility.

With the CBA, contracting companies have a cleverly devised set of rules at their disposal that ensure a balance between providing social security for temporary workers and providing flexibility for companies.

The social partners



Die Gewerkschaft.
Le Syndicat.
Il Sindacato.



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verband
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Collective Bargaining Agreement Staff Leasing 2024–2027



What are the facts

	Business with a binding CBA	Business with a non-binding CBA as listed in Annex 1 of the CBA Staff Leasing	Region with a standard work contract as per the Swiss Code of Obligations Article 360a	Business without a CBA or with a non-binding CBA not listed in Annex 1	
Minimum wage	As per the binding CBA	As per the non-binding CBA	As per the standard work contract	As per the CBA Staff Leasing	
Work time			Work time as per the CBA Staff Leasing		
Paid vacations			10.6 % (25 working days)		Temporary workers younger than 20 years or older than 50 years
			8.33 % (20 working days)		All other temporary workers
Public holidays			No compensation		During the first 13 weeks of an assignment (exception: August 1 st)
			3.2 %		From the 14th week
Contribution for continuing training and implementation Valid as of 1.3.2024	0.8 %, of which 0.4 % is contributed by the employer and 0.4 % by the worker				
Occupational pension Premium contribution: 50 % employer 50 % worker	No obligation				Maximum assignment of 13 weeks
	Temporary worker must contribute to the occupational pension plan (from the first day)				<ul style="list-style-type: none"> Open-ended assignment or fixed-term assignment of more than 13 weeks or temporary worker with child-care responsibilities
Sick leave insurance Premium contribution: 50 % employer 50 % worker	720 days	60 days			Maximum assignment of 13 weeks
		720 days			<ul style="list-style-type: none"> Open-ended assignment or fixed-term assignment of more than 13 weeks or temporary worker with child-care responsibilities

Hourly base wages * (CHF)		Normal wage regions	High-wage regions **	Ticino	Geneva
Skilled	2024	25.03	26.73	23.27	26.73
	2025	***	***	***	***
Semi-skilled	2024	22.02	23.52	20.47	23.52
	2025	***	***	***	***
Unskilled	2024	20.55	21.68	18.46	22.45
	2025	***	***	***	***
Workers in first year of post-apprenticeship employment	2024	22.53	24.06	20.94	24.06
	2025	***	***	***	***

* Plus 13th month salary, vacations and holidays as per the CBA Staff Leasing (valid as of 1.3.2024)

** High-wage regions include the agglomeration of Berne, the Arc Lémanique as well as the Cantons of BS, BL, GE and ZH

*** Wages for 2025 not yet known, will be announced in September 2024

	Number of hours	Supplement
Normal working hours	42 hours / week	
Extra hours	from 43 rd (after 42nd) to 45 th hour / week	either no supplement or 1:1 time-off compensation
Overtime	from 46 th (after the 45th) to 50 th hour / week or from 9.5 th (after 9h 30min) to 12 th hour / day	25 % salary supplement

Note:
Several assignments within 12 months with the same staff leasing agency are counted together.