

Eawag
Swiss Federal Institute of Aquatic
Science and Technology

Working at Eawag

Employment conditions and social security



Eawag

Human Resources
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eawag
aquatic research 000

Working Hours

42 hours (41 plus 1) per week; holiday between Christmas and New Year or extra days off during the year compensate for extra hours

Holidays

6 weeks for employees of up to 20 years of age

+ around 6 extra days for the 42-hour working week

5 weeks for employees of 21–49 years of age

+ around 6 extra days for the 42-hour working week

6 weeks for employees of 50 years of age or older

+ around 6 extra days for the 42-hour working week

Probationary Period

3 months – this can be extended to 6 months.

Notice Period

During probationary period:

1 week in 1st and 2nd month of employment

1 month as of 3rd month of employment

After probationary period:

1 month in first year of service

3 months as of the second year of service

There is no notice period for time-limited (contract) employment: the contract ends after the period stipulated.

Salary

Your salary depends on your role, relevant experience and performance, in accordance with the ETH domain salary system, and is based on your annual performance review or internal directions regarding flat-rate salaries.

Family Allowances (monthly)

for your first child entitled to allowance **CHF 374.75**

for each additional child entitled to allowance **CHF 242.00**

education allowance for children of 16 years of age or older in training or education **CHF 273.50**

These allowances are for employment levels of 50 % or higher

Social Security Contributions

• Paid leave in the event of accident or illness:

salary paid in full for up to 730 days, all costs borne by employer

• Maternity leave:

100% for 120 days

Compulsory (UVG)

accident insurance with SUVA (Swiss Accident Insurance Fund)

- Employee premium percentage for non-work-related accidents: 0.51%
- Work related accident insurance premium borne entirely by employer
- Optional conclusion of additional group insurance over and above compulsory accident insurance
- Part-time employees who work up to 8 hours per week are insured only for accidents at work and on the way to work

Business Travel Insurance

Eawag employees are insured through a Business Travel Insurance while being on business trips.

Pension Fund Scheme

In case of an employment of more than three months and a yearly income over the entry threshold of CHF 21'330.– every employee is insured by PUBLICA, the Swiss Federal Pension Fund (the employee benefits unit for the ETH domain). Premiums are listed as percentages of the insured salary (yearly salary minus coordination deduction; pro-rata for part time employees). (Coordination deduction = 30% of yearly salary, max. CHF 24'885.–).

Standard Plan (up to FS9)

Savings contributions	Premiums	
Age	Employee:	Employer:
	36%	64%
22–34	4.80%	8.45%
35–44	6.05%	10.70%
45–54	9.45%	16.75%
55–65	12.15%	21.60%

Risk premium for employee: 0.55%
Risk premium for employer: 0.95%
PUBLICA can require a health assessment and it can make a proviso for insurance cover in the event of death and disability. This lasts for up to five years.

Executive plan 1 (FS10 to FS 12)

Savings contributions	Premiums	
Age	Employee:	Employer:
	36%	64%
22–34	4.80%	8.45%
35–44	6.05%	10.70%
45–54	10.50%	18.60%
55–65	13.15%	23.45%

Additional Benefits

- **Training and continuing education**
are encouraged and supported
- **Language courses** are provided
- **Public transport**
ZVV- /Z- BonusPass (ZH) or **Public transport KB** (LU); participation*
Half-fare travelcard; free*
GA Travelcard: reduced price (for min. 12 months employment, mind 50% activity rate)
- **Meals**
aQa-Restaurant in the Forum Chriesbach (Dübendorf) offers a wide variety of food and drinks
- **Parking spaces (pro rata employment level)**
CHF 60.00 per month
CHF 600.00 per year
- **Library**
The Lib4RI Library has comprehensive IT facilities and a wide range of reference works
- **Bicycles**
Free day and long-term rental. Separate storeroom at Stettbach railway station
- **Rental car / Mobility**
Rental and shared cars are available at favourable rates
- **Sport**
Various internal and external sports activities
- **Childcare**
Employees can use the Eawag-Empa Creche in Dübendorf

* for min. 12 months' employment, min. 15% activity rate