REDUCTION OF WORKING HOURS (RWH/RHT)

What is it?
It is a financial compensation that can be requested during a temporary reduction of working hours that is imposed by the employer but in agreement with its employees. The compensation is paid by the State’s authorities and helps to prevent layoffs within companies. The main goal is to preserve jobs until the company goes back to normal.

CONDITIONS
Who is concerned and therefore can submit a request?
The measure is designed for capital companies such as limited liability companies (Sarl) and joint-stock limited companies (SA) as well as companies registered under sole proprietorship (RI), independently from their sector or field of activities. All are expected to demonstrate a loss in productivity leading to potential layoffs. There should be a direct connection between the two and an obvious risk to it.

Who are the employees that can benefit from it?
The ones who pay contributions to the unemployment insurance (ALV/AC) or who haven’t yet reached the minimum age to be exempted from the old-age and survivor’s insurance (OASI/AVS), and whose regular amount of working hours has been reduced or suspended. This measure is available to contractual wage-earning employees that have been hired under a fixed-/temporary-term contract (CDD/CDI) or through ad interim. This measure is also opened to apprentices/trainees, on-demand employees, people working within their spouse’s company as well as Heads and their associates.

What are the other specific conditions to it?
- Contracts shouldn’t have been terminated
- The reduction of working hours should be temporary and is expected to represent at least 10% of the overall regular working time during the concerned period of time
- The compensation is expected to secure jobs
- Workings hours can and should be verified

How much is the financial compensation and for how long can I benefit from it?
The amount of the compensation is up to 80% of the contractual wage and for a period of time of 6 months with a possible extension to 12 months. It starts on the very first day of the first period of account (one civil month – 30/31 days) covered by the compensation.

PROCESS
How to submit a request and what are the main steps?
Through the online form (FR). The Office for Employment (SDE) will be in touch and notify the official admission. Then, the company will have to download the official request and compensation account form (FR), which will have to be forwarded to the affiliated Compensation Office with the supporting documents for monthly payroll (accounting books/bank account copies).

When can the company expect the compensation payment?
Within 4 weeks following the request

MORE INFORMATION
Detailed conditions from the Swiss Confederation (FR)
State’s recap (FR)
Questions?