

**Bundesamt für Migration  
Office fédéral des migrations  
Ufficio federale della migrazione  
Federal Office for Migration**



**Information for Cabaret Dancers in  
Switzerland**

If you need help in any of the areas mentioned in this leaflet, contact the organisations listed at the end

## I. Residential Status

- You must be at least 20 years old.
- Your short-term residence permit L will only be issued to work as a cabaret dancer for a maximum duration of 8 months within a 12-month time period.
- On entering Switzerland, you must be in possession of work contracts for a total of at least 4 months. These contracts may not be terminated either by the employer or by yourself unless there are strong reasons for doing so.

## II. Employment

### Work contract

- Your work contract defines your rights and obligations towards your employer. It is therefore important that you carefully study all the clauses of the contract. If the contract is written in a language that you do not understand, ask for a translation into a language that you understand well.
- You can find sample work contracts in 13 languages under the title "Artists' Contracts" on the following website:  
[http://www.bfm.admin.ch/bfm/de/home/themen/arbeit/nicht-eu\\_efta-angehoerige.html](http://www.bfm.admin.ch/bfm/de/home/themen/arbeit/nicht-eu_efta-angehoerige.html). The work contract must be signed by you, your employer and the agency.
- If the employer does not honour the contract, you can seek the help of the cantonal labour court or of one of the institutions listed at the end of this leaflet.

### Activity

- Your work as a cabaret dancer consists of removing some or all of your clothes on stage to musical accompaniment and repeating this performance several times each evening.
- Encouraging customers to consume alcohol and engage in prostitution is not part of your job. You are neither permitted, nor do you

have to perform work or provide services that are not contained in your contract. If you are pressurized to do so, seek help. If you are involved in prostitution, you risk being expelled from Switzerland if you are caught by the police.

### **Protection**

- You have the right to expect your employer to protect and respect your personal integrity and your health. This means that your employer cannot, for example, force you to consume alcohol with customers because excessive alcohol consumption can damage your health. Neither may your employer require you to have sexual relations with customers or with any other persons.
- The cabaret establishment or agency is not allowed to publish advertising material about you (photos, etc.) on the Internet or in other media without your written permission.

### **Working hours (details contained in work contract)**

- Your work contract must state your working hours.
- You are entitled to at least one day off per week.
- You are not allowed to work more than 23 days per month.
- If your employer requires you to work more hours than stated in the work contract, he must give you the same number of hours off or pay you higher wages. Do not hesitate to remind your employer of your right to be paid overtime.
- Your employer is not allowed to make you work more than 50 hours per week.

### **Wages**

- You are entitled to receive a written and detailed pay slip at the end of every month without you having to ask for it. Check that the pay slip is correct before you sign for it.
- Your employer must transfer your wages each month into your Swiss postal or bank account that you open in your name on arriving in Switzerland. You should be the only person that has access to this account.
- Check regularly that your wages have been paid into your account.

- Your employer is only allowed to make deductions from your wages stated in the work contract.
- You will find a sample pay slip under [www.asco-nightclubs.ch/artistenvertrag/de.html](http://www.asco-nightclubs.ch/artistenvertrag/de.html).

### **Medical examination**

- Because you work nights, you are required to undergo a medical examination within 5 days after entering Switzerland. After this initial examination, you are only required to repeat the examination every 2 years.
- Your employer will reimburse you CHF 25 per month for the costs of the examination.

### **Travel expenses**

- Your travel expenses must be refunded by your employer. These must be paid in monthly instalments of one-eighth of the total amount.
- You will find a list of the amounts for the various regions under: [http://www.bfm.admin.ch/etc/medialib/data/migration/rechtsgrundlagen/weisungen\\_und\\_kreisschreiben/weisungen\\_auslaenderbereich/aufenthalt\\_mit\\_erwerbstaetigkeit.Par.0007.File.tmp/Reisekostenpauschale-d\\_f.pdf](http://www.bfm.admin.ch/etc/medialib/data/migration/rechtsgrundlagen/weisungen_und_kreisschreiben/weisungen_auslaenderbereich/aufenthalt_mit_erwerbstaetigkeit.Par.0007.File.tmp/Reisekostenpauschale-d_f.pdf)

### **Fees for employment permits**

The only fee you are required to pay is that of your L permit. Apart from this, you are not required to pay any other charges in connection with your permit.

### **Agent's commission**

The agency commission, which is deducted from your wages, must not be more than 8% of your gross pay, even if several agencies are involved. In addition, Value Added Tax (VAT) of approximately 0.6% will be deducted. Apart from this, you are not required to make any other payments with regard to your stay in Switzerland.

## **Insurance**

- Like all employees in Switzerland, you have to pay contributions to the unemployment insurance scheme and to the old age and disability insurance scheme. These contributions are deducted from your wages.
- If you have paid contributions to the old age insurance scheme for at least 12 months, you are entitled to a refund when you leave Switzerland (Caisse Suisse de compensation, 18, avenue Edmond Vaucher, 1211 Geneva 28, Tel: 022 / 795 91 11). Keep your pay slips as proof as these will be needed to apply for a refund.
- Your employer is required to take out medical and accident insurance for you even if you are only employed for a short time. The contributions will be deducted from your wages. Check with the insurance company whether your employer has insured you. Insurance covers the costs for visits to the doctor and hospitalisation.
- You are only required to pay the excess (cost-sharing valid for the duration of 90 days) of CHF 250 if you want to have the cost of your medical treatment refunded by the medical insurance company. If this is the case, your employer will pay a lump sum of CHF 250 on your first doctor's appointment. He will then deduct this amount from your wages. If, after the 90 days, the medical costs in total amount to less than CHF 250, you are entitled to a refund of the difference, payable by the medical insurance company. If you do not need to consult a doctor or if you do not wish the medical insurance company to pay the costs of the examination, you do NOT have to pay your employer the CHF 250.
- Sickness: Your employer must give you a daily payment of CHF 50, starting from the 4<sup>th</sup> day of your illness. In order to claim this payment, you must submit a doctor's note to your employer.
- Accident: If you have an accident and are therefore not able to work, you will receive 80% of your wages, starting from the 3rd day after the accident.
- During the time you stay in Switzerland without working (maximum 1 month), you must take out your own health and accident insurance.

## **Income tax**

All cabaret dancers have to pay tax. This will be deducted from your wages.

### **Accommodation**

- If your employer provides you with accommodation, he will deduct the price of the rent from your wages. You do not have to pay more for the accommodation than is defined in your work contract. Extra charges should be included or explicitly mentioned.
- You are entitled to your own room which should conform to Swiss standards with regard to size, furnishing and rent. For example, it should have hot and cold running water, daylight and it should be clean and be able to be locked. If the accommodation has deficiencies, inform the landlord or agency immediately.
- You are not required to pay a deposit for the keys.
- As the tenant, you have the exclusive right to decide who is allowed to enter the accommodation. You may receive visitors but you are not allowed to carry out gainful employment in your room.

### **Binding nature and termination of contract**

You have concluded a work contract for a certain period of time.

- During this time, your employer may not dismiss you, not even in the first days of your contract. The only exception is a serious breach of contract. Minor misdemeanours such as arriving a few minutes late to work are not sufficient reason to terminate your contract. Neither is your employer allowed to terminate your contract if you stand up for your rights or obligations, such as refusing to drink alcohol or having sexual relations with customers.

You, too, must keep to the contract. However, if you are forced to work under conditions that damage your health or violate your personal integrity, this is a sufficient reason for you to terminate the contract immediately. In the event of legal proceedings you will be called on to prove the reasons that you claim. Make sure you have witnesses. If you are subject to violence, it is important that you contact the police and/or a doctor.

### III. Protection for victims of crime

- You are entitled to be protected by the Swiss authorities. If you become the victim of a crime such as bodily injury, rape or theft, go to the police immediately.

- If you are exploited as a cabaret dancer and are left penniless, you may be able to claim assistance if you return to your home country (return assistance). Contact the cantonal return advisory centre. The address is available under:

[http://www.bfm.admin.ch/etc/medialib/data/migration/rechtsgrundlagen/weisungen\\_und\\_kreisschreiben/weisungen\\_asyl/rueckkehr-\\_und\\_wiedereingliederungshilfe/pilotprojekt\\_rueckkehrhilfe.Par.0004.Fil e.tmp/Flyer\\_Pilotprojekt\\_AuG-d.pdf](http://www.bfm.admin.ch/etc/medialib/data/migration/rechtsgrundlagen/weisungen_und_kreisschreiben/weisungen_asyl/rueckkehr-_und_wiedereingliederungshilfe/pilotprojekt_rueckkehrhilfe.Par.0004.Fil e.tmp/Flyer_Pilotprojekt_AuG-d.pdf)

- If you are the victim of trafficking in women, there are special measures to protect such victims. The FIZ Makasi centre (<http://www.fiz-info.ch/makasi/> Tel: 044 / 240 44 22) offers advice, care, safe accommodation, access to medical attention and the essentials for survival to victims of coercion, threat and extreme violence under the pretext of debts for travel and agents expenses.

## If you have questions or in cases of emergency:

**Aliena:** Webergasse 15, 4058 Basel, tel. 061 / 681 24 14,  
e-mail: [aliena@compagna-bs.ch](mailto:aliena@compagna-bs.ch)

**Aspasie:** Rue de Monthoux 36, 1201 Geneva, tel. 022 / 732 68 28,  
e-mail: [aspasie@aspasie.ch](mailto:aspasie@aspasie.ch)

**FIZ:** Badenerstrasse 134, 8004 Zurich, tel. 044 / 240 44 22  
e-mail: [contact@fiz-info.ch](mailto:contact@fiz-info.ch)

**Isla Victoria:** Schöneeggstrasse 27, 8026 Zurich, tel: 044 / 291 66 00  
e-mail: [isla.victoria@stadtmission.ch](mailto:isla.victoria@stadtmission.ch)

**Maria Magdalena:** Sternackerstrasse 10, 9000 St. Gallen, tel. 071 /  
229 21 67 or 079 / 413 06 86, e-mail: [info.mariamagdalena@sg.ch](mailto:info.mariamagdalena@sg.ch)

**Mayday:** Via Zurigo 17, 6900 Lugano, tel. 091 / 923 18 64  
e-mail: [may.day@sunrise.ch](mailto:may.day@sunrise.ch)

**Xenia:** Langmauerweg 1, 3011 Bern, tel. 031 / 311 97 20/40/60 (Thai)  
e-mail: [info@xeniabern.ch](mailto:info@xeniabern.ch), [www.verrein-xenia.ch](http://www.verrein-xenia.ch)

### Emergency numbers:

POLICE: 117      -      AMBULANCE: 144      -      FIRE: 118

**Ombudsbureau ASCO (cabaret representative):** Kirchplatz 1 /  
Postfach 533; 8853 Lachen (SZ), in emergencies: ASCO-Fax: 044 / 371 89 11,  
Mobile: 076 / 315 32 72 (workdays from 15.00 to 18.00)