

AUPAIR CONNECT — CHARTER

Au pair task charter

What is allowed and what is not: a clear framework to sign.

CHARTER

ENGLISH

V1.0.0

An au pair is not a house employee. The law sets clear limits on allowed tasks and hours. Asking for more, or paying cash undeclared, exposes the family to reclassification and illegal-work charges.

The legal frame

Au pair placements rest on a written agreement and light family or household tasks, with time to attend language courses. Where a country caps hours (for example 5 hours a day and 25 hours a week in France), that cap is a hard limit, not a target.

- Family or household tasks: childcare, light housework.
- Respect the country cap (e.g. France: 5 h/day, 25 h/week).
- The au pair receives lodging, board and pocket money.
- Declare the placement through the official channel (e.g. Urssaf in France).

FRAMEWORK CHOSEN FOR OUR FAMILY

Allowed tasks

- Caring for children: play, homework, meals, bath, bedtime.
- Taking children to school and activities.
- Light housework linked to family life.
- Joining family life and improving the host language.

Not allowed / signs of illegal work

Going beyond the frame becomes illegal work. That is a legal and social-security risk, and a common reason placements break down.

- Regularly exceeding the legal daily or weekly hours.
- Assigning non-family work (heavy labour, security, a business activity).
- Making the au pair work for third parties (neighbours, friends) for pay.
- Paying part of the money undeclared, on top of the official declaration.
- Replacing a qualified employee with an au pair in a full-time role.

Best practice

- Write the tasks and hours into the signed agreement.
- Keep a simple, verifiable weekly schedule.
- Pay pocket money and contributions through declared channels.
- Read and sign the agreement together.

To complete together

AGREED TASKS (LIST)

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AGREED WEEKLY HOURS

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FAMILY SIGNATURE

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AU PAIR SIGNATURE

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