

# Social Security Programs Throughout the World: Europe, 2018



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## Preface

This first issue in the current four-volume series of *Social Security Programs Throughout the World* reports on the countries of Europe. The combined findings of this series, which also includes volumes on Asia and the Pacific, Africa, and the Americas, are published at six-month intervals over a two-year period. Each volume highlights features of social security programs in the particular region.

The information contained in these volumes is crucial to our efforts, and those of researchers in other countries, to review different ways of approaching social security challenges that will enable us to adapt our social security systems to the evolving needs of individuals, households, and families. These efforts are particularly important as each nation faces major demographic changes, especially the increasing number of aged persons, as well as economic and fiscal issues.

*Social Security Programs Throughout the World* is the product of a cooperative effort between the Social Security Administration (SSA) and the International Social Security Association (ISSA). The ISSA is the principal international institution bringing together social security agencies and organizations around the world. Founded in 1927, the ISSA is located at the International Labour Office in Geneva.

Previous editions of this report, which date back to 1937, were issued as one volume and were prepared by SSA staff. ISSA has researched and written the publication since the introduction of the four-volume format in 2002, and beginning with the volume on the Americas 2015, the publication is co-financed by both institutions. The ISSA has conducted the research largely through its numerous country-based correspondents, as well as its social security databases and other types of data that are drawn together to update this report. *Social Security Programs Throughout the World* is based on legislation in effect in January 2018, or the last date for which information has been received by SSA or ISSA.

Megan Gerecke and Harald Braumann managed the data collection and analysis for the ISSA, and John Jankowski and Ben Danforth performed a technical review of the report for SSA. Staff of the Office of Information Resources at SSA edited the report and prepared it for publication.

Your suggestions and comments on this report are welcome. Any suggestions, comments, or questions about the report should be e-mailed to [ssptw@ssa.gov](mailto:ssptw@ssa.gov). Corrections, updated information, and copies of relevant documentation and legislation are also welcome and may be sent to:

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This report and other publications are available at <https://www.ssa.gov/policy>. The information reported in the country summaries is also available on the ISSA website at <https://www.issa.int/country-profiles>.

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September 2018

***Errata Policy***

If there are any additions or corrections to the data published herein, they will be posted as errata on the web at <https://www.ssa.gov/policy/docs/progdsc/ssptw/2018-2019/europe/index.html>.

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## Guide to Reading the Country Summaries

This first issue in the current four-volume series of *Social Security Programs Throughout the World* reports on the countries of Europe.<sup>1</sup> The combined findings of this series, which also includes volumes on Asia and the Pacific, Africa, and the Americas, are published at six-month intervals over a two-year period. Each volume highlights features of social security programs in the particular region.

This guide serves as an overview of programs in all regions. A few political jurisdictions have been excluded because they have no social security system or insufficient information was available regarding their social security legislation. In the absence of recent information, national programs reported in previous volumes may also be excluded.

In this volume on Europe, the data reported are based on laws and regulations in force in January 2018 or on the last date for which information has been received. Information for each country on types of social security programs, types of mandatory systems for retirement income, contribution rates, and demographic and other statistics related to social security is shown in Tables 1–4 beginning on page 17.

The country summaries show each system's major features including mandatory occupational pensions and in some cases, private insurance. Separate programs in the public sector and specialized funds for such groups as agricultural workers, collective farmers, or the self-employed have not been described in any detail.

The country summaries also do not refer to international social security agreements that may be in force between two or more countries. Those agreements may modify coverage, contributions, and benefit provisions of national laws summarized in the country write-ups. Since the summary format requires brevity, technical terms have been developed that are concise as well as comparable and are applied to all programs wherever possible. The terminology may therefore differ from national concepts or usage.

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<sup>1</sup> The names of the countries in this report are those used by the U.S. Department of State. The names of the countries, as reproduced on the ISSA website, reflect those used by the United Nations. The term *country* has been used throughout the volume even though in some instances the term *jurisdiction* may be more appropriate.

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### Information Sources

Most of the information in this report was collated from the Social Security Programs Throughout the World survey conducted by the International Social Security Association (ISSA) in partnership with the U.S. Social Security Administration (SSA). This information was supplemented by data collected by the ISSA. Empirical data were provided by numerous social security institutions throughout the world. (For a listing of countries and jurisdictions that responded to the survey, see page 2.) During the compilation process, international analysts at both SSA and the ISSA examined the material for factual errors, ambiguous statements, and contradictions in material from different sources.

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### Types of Programs

The term social security in this report refers to programs established by statute that insure individuals against interruption or loss of earning power and for certain special expenditures arising from marriage, birth, or death. This definition also includes allowances to families for the support of children.

Protection of the insured person and dependents usually is extended through cash payments to replace at least a portion of the income lost as the result of old age, disability, or death; sickness and maternity; work injury; unemployment; or through services, primarily hospitalization, medical care, and rehabilitation. Measures providing cash benefits to replace lost income are usually referred to as income maintenance programs; measures that finance or provide direct services are referred to as benefits in kind.

Three broad approaches to coverage provide cash benefits under income-maintenance programs; namely, employment-related, universal, and means-tested systems. Under both the employment-related and the universal approaches, the insured, dependents, and survivors can claim benefits as a matter of right. Under means-tested approaches, benefits are based on a comparison of a person's income or resources against a standard measure. Some countries also provide other types of coverage.

## Employment-Related

Employment-related systems, commonly referred to as social insurance systems, generally base eligibility for pensions and other periodic payments on length of employment or self-employment or, in the case of family allowances and work injuries, on the existence of the employment relationship itself. The amount of pensions (long-term payments, primarily) and of other periodic (short-term) payments in the event of unemployment, sickness, maternity, or work injury is usually related to the level of earnings before any of these contingencies caused earnings to cease. Such programs are financed entirely or largely from contributions (usually a percentage of earnings) made by employers, workers, or both, and are in most instances compulsory for defined categories of workers and their employers.

The creation of notional defined contributions (NDC) is a relatively new method of calculating benefits. NDC schemes are a variant of contributory social insurance that seek to tie benefit entitlements more closely to contributions. A hypothetical account is created for each insured person that is made up of all contributions during his or her working life and, in some cases, credit for unpaid activity such as caregiving. A pension is calculated by dividing that amount by the average life expectancy at the time of retirement and indexing it to various economic factors. When benefits are due, the individual's notional account balance is converted into a periodic pension payment.

Some social insurance systems permit voluntary affiliation of workers, especially the self-employed. In some instances, the government subsidizes such programs to encourage voluntary participation.

The government is, pro forma, the ultimate guarantor of many benefits. In many countries, the national government participates in the financing of employment-related as well as other social security programs. The government may contribute through an appropriation from general revenues based on a percentage of total wages paid to insured workers, finance part or all of the cost of a program, or pay a subsidy to make up any deficit of an insurance fund. In some cases, the government pays the contributions for low-paid workers. These arrangements are separate from obligations the government may have as an employer under systems that cover government employees. Social security contributions and other earmarked income are kept in a dedicated fund and are shown as a separate item in government accounts. (For further details on the government's role in financing social security, see source of funds under Old Age, Disability, and Survivors.)

## Universal

Universal programs provide flat-rate cash benefits to residents or citizens, without consideration of income, employment, or means. Typically financed from general revenues, these benefits may apply to all persons with the required length of residency. Universal

### Countries in Europe that Responded to the Social Security Programs Throughout the World Survey

Albania	France	Liechtenstein	Russia
Andorra	Germany	Lithuania	San Marino
Austria	Greece	Luxembourg	Serbia
Belgium	Guernsey	Malta	Slovakia
Bulgaria	Hungary	Moldova	Slovenia
Croatia	Iceland	Monaco	Spain
Cyprus	Ireland	Netherlands	Sweden
Czech Republic	Isle of Man	Norway	Switzerland
Denmark	Italy	Poland	Turkey
Estonia	Jersey	Portugal	United Kingdom
Finland	Latvia	Romania	



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programs may include old-age pensions for persons over a certain age; pensions for workers with disabilities, widow(er)s, and orphans; and family allowances. Most social security systems incorporating a universal program also have a second-tier earnings-related program. Some universal programs, although receiving substantial support from income taxes, are also financed in part by contributions from workers and employers.

### **Means-Tested**

Means-tested programs establish eligibility for benefits by measuring individual or family resources against a calculated standard usually based on subsistence needs. Benefits are limited to applicants who satisfy a means test. The size and type of benefits awarded are determined in each case by administrative decision within the framework of the law.

The specific character of means, needs, or income tests, as well as the weight given to family resources, differ considerably from country to country. Such programs, commonly referred to as social pensions or equalization payments, traditionally are financed primarily from general revenues.

Means-tested systems constitute the sole or principal form of social security in only a few jurisdictions. In other jurisdictions, contributory programs operate in tandem with income-related benefits. In such instances, means- or income-tested programs may be administered by social insurance agencies. Means-tested programs apply to persons who are not in covered employment or whose benefits under employment-related programs, together with other individual or family resources, are inadequate to meet subsistence or special needs. Although means-tested programs can be administered at the national level, they are often administered locally.

### **Other Types of Programs**

Three other types of programs are those delivered mainly through financial services providers (individual accounts, mandatory occupational pensions, and mandatory private insurance), publicly operated provident funds, and employer-liability systems.

#### **Programs Delivered by Financial Services Providers**

*Individual account.* Applies to a program where covered persons and/or employers contribute a certain percentage of earnings to the covered person's individual account managed by a contracted public or private

fund manager. Participation may be mandatory or voluntary. The responsibility to establish membership in a scheme and the option to choose a fund manager lie with the individual. The accumulated capital in the individual account is normally intended as a source of income replacement for the contingencies of retirement, disability, ill health, or unemployment. It may also be possible for eligible survivors to access the accumulated capital in the case of the insured's death.

Contributions are assigned to an employee's individual account. The employee, and sometimes the employer, must pay administrative fees for the management of the individual account and usually purchase a separate policy for disability and survivors insurance.

*Mandatory occupational pension.* Applies to a program where employers are mandated by law to provide occupational pension schemes financed by employer, and, in some cases, employee contributions. Benefits may be paid as a lump sum, annuity, or pension.

*Mandatory private insurance.* Applies to a program where individuals are mandated by law to purchase insurance directly from a private insurance company.

**Provident Funds.** These funds, which exist primarily in developing countries, are essentially compulsory savings programs in which regular contributions withheld from employees' wages are enhanced, and often matched, by employers' contributions. The contributions are set aside and invested for each employee in a single, publicly managed fund for later repayment to the worker when defined contingencies occur. Typically, benefits are paid in a lump sum with accrued interest, although in certain circumstances drawdown provisions enable partial access to savings prior to retirement or other defined contingencies. On retirement, some provident funds also permit beneficiaries to purchase an annuity or opt for a pension. Some provident funds provide pensions for survivors.

**Employer-Liability Systems.** Under these systems, workers are usually protected through labor codes that require employers, when liable, to provide specified payments or services directly to their employees. Specified payments or services can include the payment of lump-sum gratuities to the aged or disabled; the provision of medical care, paid sick leave, or both; the payment of maternity benefits or family allowances; the provision of temporary or long-term cash benefits and medical care in the case of a work injury; or the payment of severance indemnities in the case of dismissal. Employer-liability systems do not involve

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any direct pooling of risk, since the liability for payment is placed directly on each employer. Employers may insure themselves against liability, and in some jurisdictions such insurance is compulsory.

### **Format of Country Summaries**

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Each country summary presents information available on five branches of social security:

- Old age, disability, and survivors;
- Sickness and maternity;
- Work injury;
- Unemployment; and
- Family allowances.

### **Old Age, Disability, and Survivors**

Benefits under old age, disability, and survivor programs usually cover long-term risks, as distinct from short-term risks such as temporary incapacity resulting from sickness and maternity, work injury, or unemployment. The benefits are normally pensions payable for life or for a considerable number of years. Such benefits are usually provided as part of a single system with common financing and administration as well as interrelated qualifying conditions and benefit formulas.

The laws summarized under Old Age, Disability, and Survivors focus first on benefits providing pensions or lump-sum payments to compensate for loss of work-related income resulting from old age or permanent retirement. Such benefits are usually payable after attaining a specified statutory age. Some countries require complete or substantial retirement to become eligible for a pension; other countries pay a retirement pension at a certain age regardless of whether workers retire or not.

The second type of long-term risk for which pensions are provided is disability (referred to in some countries as invalidity). Disability may be generally defined as long-term and more or less total work impairment resulting from a nonoccupational injury or disease. (Disability caused by a work injury or occupational disease is usually compensated under a separate program; see Work Injury.)

The third type of pension is payable to dependents of insured workers or pensioners who die. (Pensions for survivors of workers injured while working are usually provided under a separate Work Injury program.)

**Coverage.** The extent of social security coverage in any given country is determined by a number of diverse factors, including the kind of system, sometimes the age of the system, and the degree of economic development. A program may provide coverage for the entire country or some portion of the workforce.

In principle, universal systems cover the entire population for the contingencies of old age, disability, and survivorship. A person may have to meet certain conditions, such as long-term residence or citizenship. Many countries exclude noncitizens from benefits unless there is a reciprocal agreement with the country of which they are nationals.

The extent of employment-related benefits is usually determined by the age of the system. Historically, social security coverage was provided first to government employees and military personnel, then to workers in industry and commerce, and eventually extended to the vast majority of wage earners and salaried employees through a general system. As a result, public employees (including military personnel and civil servants), teachers, and employees of public utilities, corporations, or monopolies are still covered by occupation-specific separate systems in many countries.

In many countries, special occupational systems have been set up for certain private-sector employees, such as miners, railway workers, and seamen. Qualifying conditions and benefits are often more liberal than under the general system. The risk involved in an occupation, its strategic importance for economic growth, and the economic and political strength of trade unions may have had a role in shaping the type and size of benefits offered by the particular program.

Groups that might be considered difficult to administer—family workers, household workers, day workers, agricultural workers, and the self-employed—were often initially excluded from coverage. The trend has been to extend coverage to these groups under separate programs or to bring them gradually under the general system. In some countries, noncovered workers become eligible for the right to an eventual pension if they make voluntary contributions at a specified level. Some systems also provide voluntary coverage for women who leave the labor force temporarily to have children or to raise a family, or for self-employed persons not covered by a mandatory program. Some developed countries with younger programs have constructed a unified national program, thus largely bypassing the need for developing separate industrial or agricultural funds.

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Most developing countries have extended coverage gradually. Their first steps toward creating a social security system have commonly been to cover wage and salary workers against loss of income due to work injury, and then old age and, increasingly, disability.

In a number of developing countries, particularly in those that were once British colonies, this initial step has come via provident funds. Most provident funds provide coverage for wage and salary workers in the public and private sector. A few funds have exclusions based on the worker's earnings or the size of the firm. Funds that exclude employees with earnings above a certain level from compulsory coverage may in some cases give them the option to affiliate or continue to participate voluntarily.

**Source of Funds.** The financing of benefits for old-age, disability, and survivor programs can come from three possible sources:

- A percentage of covered wages or salaries paid by the worker,
- A percentage of covered payroll paid by the employer, and
- A government contribution.

Almost all pension programs under social insurance (as distinct from provident funds or universal systems) are financed at least in part by employer and employee contributions. Many derive their funds from all three sources. Contributions are determined by applying a percentage to salaries or wages up to a certain maximum. In many cases the employer pays a larger share.

The government's contribution may be derived from general revenues or, less commonly, from special earmarked or excise taxes (for example, a tax on tobacco, gasoline, or alcoholic beverages). Government contributions may be used in different ways to defray a portion of all expenditures (such as the cost of administration), to make up deficits, or even to finance the total cost of a program. Subsidies may be provided as a lump sum or an amount to make up the difference between employer/employee contributions and the total cost of the system. A number of countries reduce or, in some cases, eliminate contributions for the lowest-paid wage earners, financing their benefits entirely from general revenues or by the employer's contribution.

The contribution rate apportioned between the sources of financing may be identical or progressive, increasing with the size of the wage or changing based

on wage class. Where universal and earnings-related systems exist side by side, and the universal benefit is not financed entirely by the government, separate rates may exist for each program. In other instances, flat-rate weekly contributions may finance basic pension programs. These amounts are uniform for all workers of the same age and sex, regardless of earnings level. However, the self-employed may have to contribute at a higher rate than wage and salary workers, thereby making up for the employer's share.

For administrative purposes, a number of countries assess a single overall social security contribution covering several contingencies. Benefits for sickness, work injury, unemployment, and family allowances as well as pensions may be financed from this single contribution. General revenue financing is the sole source of income in some universal systems. The contribution of the resident or citizen may be a percentage of taxable income under a national tax program. General revenues finance all or part of the means-tested supplementary benefits in many countries.

Contribution rates, as a rule, are applied to wages or salaries only up to a statutory ceiling. A portion of the wage of highly paid workers will escape taxation but will also not count in determining the benefit. In a few cases, an earnings ceiling applies for the determination of benefits but not for contribution purposes. In some countries, contribution rates are applied not to actual earnings but to a fixed amount that is set for all earnings falling within a specified range or wage class.

**Qualifying Conditions.** Qualifying to receive an old-age benefit is usually conditional on two requirements: attainment of a specified pensionable age and completion of a specified period of contributions or covered employment. Another common requirement is total or substantial withdrawal from the labor force. In some instances, eligibility is determined by resident status or citizenship.

Old-age benefits generally become payable between ages 60 and 65. In some countries, length-of-service benefits are payable at any age after a certain period of employment, most commonly between 30 and 40 years. In recent years, several countries have increased the age limit for entitlement, in part because of budgetary constraints arising as a consequence of demographic aging.

Many programs require the same pensionable age for women as for men. Others permit women to draw a full pension at an earlier age, even though women generally have a longer life expectancy. Although

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the norm has been for the differential to be about five years, there is now an emerging international trend toward equalizing the statutory retirement age.

Many programs offer optional retirement before the statutory retirement age is reached. A reduced pension, in some instances, may be claimed up to five years before the statutory retirement age. Some countries pay a full pension before the regular retirement age if the applicant meets one or more of the following conditions: work in an especially arduous, unhealthy, or hazardous occupation (for example, underground mining); involuntary unemployment for a period near retirement age; physical or mental exhaustion (as distinct from disability) near retirement age; or, occasionally, an especially long period of coverage. Some programs award old-age pensions to workers who are older than the statutory retirement age but who cannot satisfy the regular length-of-coverage requirement. Other programs provide increments to workers who have continued in employment beyond the normal retirement age.

Universal old-age pension systems usually do not require a minimum period of covered employment or contributions. However, most prescribe a minimum period of prior residence.

Some old-age pension systems credit periods during which persons, for reasons beyond their control, were not in covered employment. Credits can be awarded for reasons such as disability, involuntary unemployment, military service, education, child raising, or training. Other systems disregard these periods and may proportionately reduce benefits for each year below the required minimum. Persons with only a few years of coverage may receive a refund of contributions or a settlement in which a proportion of the full benefit or earnings is paid for each year of contribution.

The majority of old-age pensions financed through social insurance systems require total or substantial withdrawal from covered employment. Under a retirement test, the benefit may be withheld or reduced for those who continue working, depending on the amount of earnings or, less often, the number of hours worked. Universal systems usually do not require retirement from work for receipt of a pension. Provident funds pay the benefit only when the worker leaves covered employment or emigrates.

Some countries provide a number of exemptions that act to eliminate the retirement condition for specified categories of pensioners. For instance, the retirement test may be eliminated for workers who reached a specified age above the minimum pensionable age or

for pensioners with long working careers in covered employment. Occupations with manpower shortages may also be exempted from the retirement test.

The principal requirements for receiving a disability benefit are loss of productive capacity after completing a minimum period of work or having met the minimum contribution requirements. Many programs grant the full disability benefit for a two-thirds loss of working capacity in the worker's customary occupation, but this requirement may vary from one-third to 100 percent.

The qualifying period for a disability benefit is usually shorter than for an old-age benefit. Periods of three to five years of contributions or covered employment are most common. A few countries provide disability benefits in the form of an unlimited extension of ordinary cash sickness benefits.

Entitlement to disability benefits may have age limitations. The lower limit in most systems is in the teens, but it may be related to the lowest age for social insurance or employment or to the maximum age for a family allowance benefit. The upper age limit is frequently the statutory retirement age, when disability benefits may be converted to old-age benefits.

For survivors to be eligible for benefits, most programs require that the deceased worker was a pensioner, completed a minimum period of covered employment, or satisfied the minimum contribution conditions. The qualifying contribution period is often the same as that for the disability benefit. The surviving spouse and orphans may also have to meet certain conditions, such as age requirements.

**Old-Age Benefits.** The old-age benefit in most countries is a wage-related, periodic payment. However, some countries pay a universal fixed amount that bears no relationship to any prior earnings; others supplement their universal pension with an earnings-related pension.

Provident fund systems make a lump-sum payment, usually a refund of employer and employee contributions plus accrued interest. In programs that have individual accounts, options for retirement include purchasing an annuity, making withdrawals from an account regulated to guarantee income for an expected lifespan (programmed withdrawals), or a combination of the two (deferred annuity).

Benefits that are related to income are almost always based on average earnings. Some countries compute the average from gross earnings, including various fringe benefits; other countries compute the average from net earnings. Alternatively, some coun-

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tries have opted to use wage classes rather than actual earnings. The wage classes may be based on occupations or, for administrative convenience, on earnings arranged by size using the midpoint in each step to compute the benefit.

Several methods are used to compensate for averages that may be reduced by low earnings early in a worker's career or by periods without any credited earnings due, for example, to unemployment or military service, and for the effects of price and wage increases due to inflation. One method is to exclude from consideration a number of periods with the lowest (including zero) earnings. In many systems the period over which earnings are averaged may be shortened to the last few years of coverage, or the average may be based on years when the worker had his or her highest earnings. Other systems revalue past earnings by applying an index that usually reflects changes in national average wages or the cost of living. Some assign hypothetical wages before a certain date. Alternatively, others have developed mechanisms for automatic adjustment of workers' wage records based on wage or price changes.

A variety of formulas are used in determining the benefit amount. Instead of a statutory minimum, some systems pay a percentage of average earnings—for instance, 35 percent or 50 percent—that is unchanged by length of coverage once the qualifying period is met. A more common practice is to provide a basic rate—for example, 30 percent of average earnings—plus an increment of 1 percent or 2 percent of earnings either for each year of coverage or for each year in excess of a minimum number of years. Several countries have a weighted benefit formula that returns a larger percentage of earnings to lower-paid workers than to higher-paid workers.

Most systems limit the size of the benefit. Many do so by establishing a ceiling on the earnings taken into account in the computation. Others establish a maximum cash amount or a maximum percentage of average earnings set, for example, at 80 percent. Some systems combine these and other, similar methods.

Most systems supplement the benefit for a wife or child. The wife's supplement may be 50 percent or more of the basic benefit, although in some countries the supplement is payable only for a wife who has reached a specified age, has children in her care, or has a disability. It may also be payable for a dependent husband.

Minimum benefits are intended to maintain a minimum standard of living in many countries, although that objective is not always achieved. A maximum that

reduces the effect large families have on benefits is commonly used to limit total benefits, including those of survivors, in the interest of the financial stability of the program.

In some countries, benefits are automatically adjusted to reflect price or wage changes. In other countries, the process is semiautomatic—the adequacy of pensions is reviewed periodically by an advisory board or other administrative body that recommends a benefit adjustment to the government, usually requiring legislative approval.

**Disability Benefits.** Under most programs, provisions for disability benefits for persons who are permanently disabled as the result of nonoccupational causes are very similar to those for the aged. The same basic formula usually applies for total disability as for old age—a cash amount usually expressed as a percentage of average earnings. Increments and dependents' supplements are generally identical under the total disability and old-age programs. For persons with total disabilities, a constant-attendance supplement, for instance, 50 percent of the benefit, may be paid to those who need help on a daily basis. Partial disability benefits, if payable, are usually reduced, based on a fixed scale. The system may also provide rehabilitation and training. Some countries provide higher benefits for workers in arduous or dangerous employment.

**Survivor Benefits.** Most systems provide periodic benefits for survivors of covered persons or pensioners, although some pay only lump-sum benefits. Survivor benefits are generally a percentage of either the benefit paid to the deceased at death or the benefit to which the insured would have been entitled if he or she had attained pensionable age or become disabled at that time.

Survivor benefits are paid to some categories of widows under nearly all programs. The amount of a widow's benefit usually ranges from 50 percent to 75 percent of the deceased worker's benefit or, in some cases, 100 percent. In some countries, lifetime benefits are payable to every widow whose husband fulfills the necessary qualifying period. More commonly, the provision of widows' benefits is confined to widows who are caring for young children, are above a specified age, or have a disability.

Lifetime benefits are ordinarily payable to aged and disabled widows. Those awarded to younger mothers, however, are usually terminated when all children have passed a certain age, unless the widow has reached a specified age or has a disability. Most widows' benefits also terminate on remarriage,

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although a final lump-sum grant may be payable under this circumstance. Special provisions govern the rights of the divorced. Age limits for orphan's benefits are in many cases the same as for children's allowances. Many countries fix a somewhat higher age limit for orphans attending school or undergoing an apprenticeship or for those who are disabled. The age limit is usually removed for orphans with disabilities as long as their incapacity continues. Most survivor programs distinguish between half orphans (who have lost one parent) and full orphans (who have lost both parents), with the latter receiving benefits that are 50 percent to 100 percent larger than those for half orphans. Special payments are also made to orphans under the family allowance programs of some countries.

Benefits are payable under a number of programs to widowers of insured workers or pensioners. In many instances, a widower must have been financially dependent on his wife and either disabled or old enough to receive an old-age benefit at her death. A widower's benefit is usually computed in the same way as a widow's benefit.

Many systems also pay benefits to other surviving close relatives, such as parents and grandparents, but only in the absence of qualifying widows, widowers, or children. The maximum total benefit to be split among survivors is usually between 80 percent and 100 percent of the benefit of the deceased.

**Administrative Organization.** Responsibility for administration often rests with semiautonomous institutions or funds. These agencies are usually subject to general supervision by a ministry or government department but otherwise are largely self-governing, headed by a tripartite board that includes representatives of workers, employers, and the government. Some boards are bipartite with representatives of workers and employers only or of workers and the government. Where coverage is organized separately for different occupations, or for wage earners and salaried employees or self-employed workers, each program usually has a separate institution or fund. In other cases, the administration of benefits is placed directly in the hands of a government ministry or department.

### **Sickness and Maternity**

Sickness benefit programs are generally of two types: cash sickness benefits, which are paid when short-term illnesses prevent work, and health care benefits, which are provided in the form of medical, hospital, and pharmaceutical benefits. Some countries maintain a separate program for cash maternity benefits,

which are paid to working mothers before and after childbirth. In most countries, however, maternity benefits are administered as part of the cash sickness program. (Benefits provided as a result of work injury or occupational disease are provided either under work injury or sickness programs. Details of the benefits are discussed under Work Injury.)

Historically, cash sickness and maternity benefits as well as health care were often administered under the same branch of social security. For this reason, these programs are grouped together in the country summaries.

Another important reason for grouping these numerous benefits together is that each deals with the risk of temporary incapacity. Sometimes, such benefits are furnished as part of a single system with common financing and administration. Many countries provide medical care services for sickness and maternity as an integral part of the health insurance system and some link those services directly with the provision of cash benefits. In other instances, however, maternity cash grants are covered under family allowance programs. In many cases, medical care services are provided under a public health program, independent of the social insurance system. Where this dual approach is followed, it has been indicated in the summaries.

Where health care is dispensed directly by the government or its agencies and the principal source of funds is general revenue, the cash benefit program usually continues to be administered on an insurance basis, funded by payroll contributions, and merged in some instances with other aspects of the social insurance system such as old age and disability. However, countries that deliver health care primarily through private facilities and private funding are also likely to have developed separate programs. Where the social security program operates its own medical facilities, both types of benefits are usually administered jointly.

Benefits designed to assist in the provision of long-term care, often at home, are generally supported by a special tax. Benefit levels are normally set to the level of care required. These benefits may be payable in cash, as care services, or as a combination of the two.

**Coverage.** The proportion of the population covered by sickness programs varies considerably from country to country, in part because of the degree of economic development. Coverage for medical care and cash benefits is generally identical in countries where both types of benefits are provided through the same branch of social insurance. In a number of systems, particularly in developing countries, health care insur-

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ance extends only to employees in certain geographic areas. A common procedure is to start the program in major urban centers, then extend coverage gradually to other areas. Both cash sickness and health care programs may exclude agricultural workers, who, in some countries, account for a major proportion of the working population. Where a health insurance system (as distinguished from a national health service program) exists, most workers earning below a certain ceiling participate on a compulsory basis. Others, such as the self-employed, may be permitted to affiliate on a voluntary basis. In several countries, higher-paid employees are specifically excluded from one or both forms of sickness insurance, although some voluntary participation is usually permitted.

Many countries include pensioners as well as other social security beneficiaries under the medical care programs, in some cases without cost to the pensioner. Elsewhere, pensioners pay a percentage of their pension or a fixed premium for all or part of the medical care coverage. Special sickness insurance systems may be maintained for certain workers, such as railway employees, seamen, and public employees.

Where medical care coverage is provided through a national health service rather than social insurance, the program is usually open in principle to virtually all residents. However, restrictions on services to aliens may apply.

**Source of Funds.** Many countries have merged the financing of sickness programs with that of other social insurance benefits and collect only a single contribution from employees and employers. More commonly, however, employees and employers contribute directly to a separate program that includes both health care and cash benefits for sickness and maternity. Some countries also provide a government contribution. Where medical care is available to residents, generally through some type of national health service, the government usually bears at least the major part of the cost from general revenues.

**Qualifying Conditions.** Generally, a person becoming ill must be gainfully employed, incapacitated for work, and not receiving regular wages or sick-leave payments from the employer to be eligible for cash sickness benefits. Most programs require claimants to meet a minimum period of contribution or to have some history of work attachment prior to the onset of illness to qualify. Some countries, however, have eliminated the qualifying period.

The length of the qualifying period for cash sickness benefits may range from less than one month

to six months or more and is ordinarily somewhat longer for cash maternity benefits. Usually the period must be fairly recent, such as during the last six or 12 months. In the case of medical benefits, a qualifying period is usually not required. In instances where such a requirement does exist, it is generally of a short duration. Most programs providing medical services to dependents of workers, as well as to the workers themselves, do not distinguish in their qualifying conditions between the two types of beneficiaries. A few programs require a longer period of covered employment before medical services are provided to dependents.

**Cash Benefits.** The cash sickness benefit is usually 50 percent to 75 percent of current average earnings, frequently with supplements for dependents. Most programs, however, fix a maximum benefit amount or do so implicitly through a general earnings ceiling for contributions and benefits. Benefits may be reduced when beneficiaries are hospitalized at the expense of the social insurance system.

A waiting period of two to seven days is imposed under most cash sickness programs. As a result, benefits may not be payable if an illness or injury lasts for only a few days. Similarly, in the case of a prolonged inability to work, benefits may not be payable for the first few days. Under some programs, however, benefits are retroactively paid for the waiting period when the disability continues beyond a specified time, commonly two to three weeks. A waiting period reduces administrative and benefit costs by excluding many claims for short illnesses or injuries during which relatively little income is lost and can also help reduce the potential for the inappropriate use of the system by workers. In other programs, employers are required to pay benefits for a certain number of days before social insurance payments begin.

The period during which a worker may receive benefits for a single illness or injury, or in a given 12-month period, is ordinarily limited to 26 weeks. In some instances, however, benefits may be drawn for considerably longer and even for an unlimited duration. A number of countries permit the agency to extend the maximum entitlement period to 39 or 52 weeks in specific cases. In most countries, when cash sickness benefits are exhausted, the recipient is paid a disability benefit if the incapacity continues.

Cash maternity benefits are usually payable for a specified period, both before and after childbirth. A woman is almost always required to stop working while receiving maternity benefits, and usually she

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must use the prenatal and postnatal medical services provided by the system. In some countries, cash maternity benefits are also payable to working men who stay home to care for a newborn child while the mother returns to work. Cash payments may also be available for a parent, usually the mother, who is absent from work to care for a sick child under a specified age.

The proportion of earnings payable as a cash maternity benefit differs considerably from country to country but, like cash sickness benefits, is usually between 50 percent and 75 percent of current earnings. However, in a number of countries, maternity benefits are set at 100 percent of wages. Benefit payments usually start approximately six weeks before the expected date of childbirth and end six to eight weeks afterward.

A nursing allowance—usually 20 percent or 25 percent of the regular maternity benefit and payable for up to six months or longer—may be provided in addition to the basic cash maternity benefit. A grant for the purchase of a layette—clothes and other essentials for the newborn baby—or the provision of a layette itself is furnished under some programs. Finally, a lump-sum maternity grant may be paid on the birth of each child. The wives of insured men may be eligible for this grant. Similar benefits may be provided under the family allowance program.

**Medical Benefits.** Medical services usually include at least general practitioner care, some hospitalization, and essential drugs. Services of specialists, surgery, maternity care, some dental care, a wider range of medicine, and certain appliances are commonly added. Transportation of patients and home-nursing services may be included.

There are three principal methods of meeting the cost of health care: direct payment to providers by the public system or its agents, reimbursement of patients, and direct provision of medical care. These methods may be used in different combinations and may be varied for different kinds of services.

Under direct payment, the social security or public medical care system pays providers directly for services. Patients usually have little or no direct financial dealings with the care provider. Payments for care are commonly made based on contracts with service providers or the professional groups representing them, such as practitioner or hospital associations. Remuneration may take the form of a specified fee for each service, a capitation payment in return for providing

all necessary services to a given group of persons, or a salary.

Under the reimbursement method, the patient makes the initial payment and is reimbursed by social security for at least part of the cost. A maximum is sometimes placed on the refund, expressed as a percentage of the bill or a flat amount that can vary with the nature of the service as stipulated in a schedule of fees. The ceiling on medical bills can be placed on the provider when presenting the bill or on the patient when applying for reimbursement. In the latter case, the patient may be reimbursed for only a small portion of the bill.

Under the direct-provision method, the social security system or the government owns and operates its own medical facilities, largely manned by salaried staff. Countries using this method may contract for services of public or private providers. The patient normally pays no fee for most of these services, except insofar as part of the social security contribution may be allotted toward health care funding.

Regardless of the funding method used, all national health care programs provide for at least a small degree of cost-sharing by patients, usually on the assumption that such charges discourage overuse. Thus, the patient either pays part of the cost to the provider or social security agency or receives less than full reimbursement. Even under the direct-provision method, with its emphasis on basically free medical services to the whole population, patients are generally required to pay a small fixed fee per medical treatment or prescription or for each day of hospitalization.

Some health care systems have no limit on how long medical care may be provided. Other systems fix a maximum, such as 26 weeks, for services provided for any given illness. Some set limits only on the duration of hospitalization paid for by social security. Where time limits are imposed, they may be extended.

**Maternity Care.** Prenatal, obstetric, and postnatal care for working women is provided in most countries under the medical services program. Obstetric care is sometimes limited to the services of a midwife, although a doctor is usually available in case of complications. Care in a maternity home or hospital, as well as essential drugs, are ordinarily furnished where necessary.

**Medical Care for Dependents.** When medical benefits for insured workers are provided through social insurance, similar services are typically furnished to their spouses and young children (and, in some cases, other adults or young relatives living with and



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dependent on the insured). Maternity care is generally provided to the wife of an insured man.

In some countries, however, medical services available to dependents are more limited than those provided to insured workers or heads of families. Dependents may be subject to a shorter maximum duration for hospital stays, for example, and may have to pay a larger percentage of the cost of certain services such as medicine.

**Administrative Organization.** The administrative organization for the sickness and maternity program is similar to that of the old-age, disability, and survivor program in many countries. Most commonly, such programs are administered by some form of national social security institution. Under some systems, social security agencies own and operate their own medical facilities, furnishing at least part of the services available under their programs.

In most countries with a national health insurance program, responsibility for detailed administration lies with semiautonomous, nongovernment health funds or associations. All workers covered by the program must join one of these funds.

Each health fund usually requires government approval and must satisfy certain requirements. Workers and, in some countries, employers participate in the election of governing bodies. The funds normally collect contributions within minimum and maximum limits. Funds may also receive government subsidies related to their expenditures or to the number of affiliated members.

National law usually prescribes the minimum (and, in some cases, the maximum) cash benefits and medical services the health funds may provide. In a few countries, individual funds may determine what specific health care benefits and services to provide and arrange to furnish medical care to their members. This arrangement can involve delivery through contracts with care and service providers in the region.

Less commonly, government departments are responsible for the actual provision of medical services, usually through a national health service program. The administrative responsibility for delivering medical services in some countries is often separated from the administration of cash benefit programs, which tend to be linked with other types of social security benefits.

### **Work Injury**

The oldest type of social security—the work injury program—provides compensation for work-connected

injuries and occupational illnesses. Such programs usually furnish short- and long-term benefits, depending on both the duration of the incapacity and the age of survivors. Work injury benefits nearly always include cash benefits and medical services. Most countries attempt to maintain separate work injury programs that are not linked directly with other social security measures. In some countries, however, work injury benefits are paid under special provisions of the general social security programs. Both types of programs are dealt with under Work Injury.

**Types of Systems.** There are two basic types of work injury systems: social insurance systems that use a public fund, and various forms of private or semiprivate arrangements required by law. In most countries, work injury programs operate through a central public fund, which may or may not be part of the general social insurance system. All employers subject to the program must pay contributions to the public carrier, which in turn pays the benefits.

Countries that rely primarily on private arrangements require employers to insure their employees against the risk of employment injury. However, in some of these countries, only private insurance is available. In the remainder, a public fund does exist, but employers are allowed the option of insuring with either a private carrier or the public fund.

The premiums charged by private or mutual insurance companies for work injury protection usually vary depending on the experience of work accidents in different undertakings or industries, and the cost of protection may vary widely. In some countries, however, experience rating has been eliminated, and all employers contribute to the program at one rate.

In other instances, workers' compensation laws simply impose on employers a liability to pay direct compensation to injured workers or their survivors. Employers covered under such laws may simply pay benefits from their own funds as injuries occur or may voluntarily purchase a private or mutual insurance contract to protect themselves against risk.

**Coverage.** Work injury programs commonly cover wage and salary workers and exclude the self-employed. The programs of some of the more highly industrialized nations cover practically all employees. However, many countries either exclude all agricultural employees or cover only those who operate power-driven machinery. Some programs also exclude employees of small enterprises.

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**Source of Funds.** Work injury benefits are financed primarily by employer contributions, reflecting the traditional assumption that employers should be liable when their employees suffer work injuries. Where certain elements of the work injury program are meshed with one or more of the other branches of the social insurance system, however, financing usually involves contributions from employees, employers, and the government. Another exception occurs in countries that provide medical treatment for work-connected illnesses under their ordinary public medical care programs.

**Work Injury Benefits.** Work injury programs provide cash benefits and medical benefits. Cash benefits under work injury programs may be subdivided into three types: benefits for temporary disability, those for permanent total disability, and those for permanent partial disability. No qualifying period of coverage or employment is ordinarily required for entitlement to work injury benefits. The concept of work-connected injury has gradually been liberalized in a number of countries to cover injuries occurring while commuting to and from work.

Temporary disability benefits are usually payable from the start of an incapacity caused by a work injury, though some programs require a waiting period of one to three days. Benefits normally continue for a limited period, such as 26 to 52 weeks, depending on the duration of incapacity. If incapacity lasts longer, the temporary disability benefit may be replaced by a permanent disability benefit. In some systems, temporary benefits may continue for an extended period, particularly if the temporary and permanent benefit amounts are identical.

The temporary benefit is nearly always a fraction of the worker's average earnings during a period immediately before injury, usually at least one-third to one-half. A ceiling may be placed on the earnings considered in computing a benefit. Temporary benefits under work injury programs may be significantly higher than in the case of ordinary sickness. Benefits are reduced under some programs when a worker is hospitalized.

The second type of cash work injury benefit is provided in cases of permanent total disability. Generally, it becomes payable immediately after the temporary disability benefit ceases, based on a medical evaluation that the worker's incapacity is both permanent and total. The permanent total disability benefit is usually payable for life, unless the worker's condition changes. A minority of programs, however, pay only a single lump-sum grant of several years of wages.

The permanent total disability benefit usually amounts to two-thirds to three-fourths of the worker's average earnings before injury, somewhat higher than for ordinary disability benefits. In addition, unlike ordinary disability benefits, the rate usually does not vary based on the length of employment before the injury. Supplements may be added for dependents and for pensioners requiring the constant attendance of another person, in which case benefits may exceed former earnings. In some countries, the benefits of apprentices or new labor force entrants who become permanently disabled as a result of work-connected injury or disease are based on hypothetical lifetime wages or on the wage of an average worker in the particular industry. This mechanism overcomes the problem of establishing a lifetime benefit based on a very low starting wage.

The third type of cash work injury benefit is provided when permanent partial disability results in a worker's loss of partial working or earning capacity. It is usually a portion of the full benefit corresponding to the percentage loss of capacity. Alternatively, permanent partial disability benefits may be paid in the form of a lump-sum grant. Partial disability payments are generally smaller and are usually stipulated in a schedule of payments for particular types of injuries. Some systems pay the benefit as a lump sum when the extent of disability is below a stated percentage, such as 20 percent.

Medical and hospital care and rehabilitation services are also provided to injured workers. Nearly always free, they may include a somewhat wider range of services than the general sickness program. Ordinarily, they are available until the worker recovers or the condition stabilizes. In some countries, however, free care is limited, the amount being based on the duration of services or their total cost.

**Survivor Benefits.** Most work injury programs also provide benefits to survivors. These benefits are customarily payable to a widow, regardless of her age, until her death or remarriage; to a widower with a disability; and to orphans below specified age limits. If the benefit is not exhausted by the immediate survivors' claims, dependent parents or other relatives may be eligible for small benefits. No minimum period of coverage is required.

Survivor benefits are computed as a percentage of either the worker's average earnings immediately before death or the benefit payable (or potentially payable) at death. These percentages are typically larger than those for survivor benefits under the general

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program and do not normally vary with the length of covered employment. They are usually about one-third to one-half of the worker's average earnings for a widow, about half as much for each half orphan, and about two-thirds as much for each full orphan. A limit is commonly placed on the combined total of survivor benefits.

Not all countries, however, provide work injury benefits to survivors, and some do not differentiate between survivors in this category and survivors entitled to benefits under other social insurance programs. Some schemes pay only a lump sum equal to the worker's earnings over a specified number of years. Most systems also pay a funeral grant equivalent to a fixed sum or a percentage of the worker's earnings.

**Administrative Organization.** The functions involved in administering work injury programs differ widely between countries in which employers are not required to insure or can insure with private carriers and those in which a public agency or fund has sole responsibility for both collecting contributions and paying benefits.

### **Unemployment**

Benefits in this category provide compensation for the loss of income resulting from involuntary unemployment. In some countries, these programs are independent of other social security measures and may be closely linked with employment services. In other countries, the unemployment programs are included with social security measures covering other short-term risks, although employment services may continue to verify unemployment and assist in a job search.

Unemployment programs, which exist mainly in industrialized countries, are compulsory and fairly broad in scope in many countries. Some countries restrict benefits to those who satisfy a means or income test. In addition to the programs offering scheduled payments, a number of countries provide lump-sum grants, payable by either a government agency or the employer; other countries provide individual severance accounts, providing total benefits equal to the value of accumulated capital in the individual account. In addition, employers in many instances are required to pay lump-sum severance indemnities to discharged workers.

**Coverage.** About half of the compulsory unemployment programs cover the majority of employed persons, regardless of the type of industry. Coverage under the remaining programs is limited to workers in industry and commerce. A few exclude salaried

employees earning more than a specified amount. Some have special provisions covering temporary and seasonal employees. Several countries have special occupational unemployment programs, most typically for workers in the building trades, dockworkers, railway employees, and seafarers.

Voluntary insurance systems are limited to industries in which labor unions have established unemployment funds. Membership in these funds is usually compulsory for union members in a covered industry and may be open on a voluntary basis to nonunion employees. Uninsured workers, such as recent school graduates or the self-employed, for example, may be eligible for a government-subsidized assistance benefit when they become unemployed.

**Source of Funds.** The methods used to finance unemployment insurance are usually based on the same contributory principles as for other branches of social insurance—contributions amounting to a fixed percentage of covered wages are paid on a scheduled basis. In many cases, the government also grants a subsidy, particularly for extended benefits.

Unemployment insurance contributions are shared equally between employees and employers in many countries. Alternatively, the entire contribution may be made by the employer. However, government subsidies may be quite large, amounting to as much as two-thirds of the program's expenditures. Means-tested unemployment assistance programs are financed entirely by governments, with no employer or employee contribution.

**Qualifying Conditions.** To be entitled to unemployment benefits, a worker must be involuntarily unemployed and have completed a minimum period of contributions or covered employment. The most common qualifying period is six months of coverage within the year before employment ceased. In a number of industrialized countries, however, students recently out of school who are unable to find jobs may be eligible for unemployment benefits, even without a work record. This benefit provides a transition from school to work, particularly in periods of recession.

Nearly all unemployment insurance programs, as well as those providing unemployment assistance, require that applicants be capable of, and available for, work. An unemployed worker, therefore, is usually ineligible for unemployment benefits when incapacitated or otherwise unable to accept a job offer. Usually, the unemployed worker must register for work at an employment office and report regularly for as long as payments continue. This close linkage between

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unemployment benefits and placement services ensures that benefits will be paid only after the person has been informed of any current job opportunities and been found unsuitable.

An unemployed worker who refuses an offer of a suitable job without good cause usually will have benefits temporarily or permanently suspended. Most programs stipulate that the job offered must have been suitable for the worker. The definitions of suitable employment vary considerably. Generally, the criteria include the rate of pay for the job being offered in relation to previous earnings; distance from the worker's home; relationship to the worker's previous occupation, capabilities, and training; and the extent to which the job may involve dangerous or unhealthy work. In some countries, long-term unemployed workers may also be obliged to undertake employment retraining programs. Some countries also provide the unemployed with access to educational placements. If an unemployed worker refuses a place on a retraining program or fails, without good cause, to attend an educational placement, benefits can be temporarily or permanently suspended.

An unemployed worker may satisfy all of the qualifying conditions for a benefit but still be temporarily or permanently disqualified. Nearly all unemployment systems disqualify a worker who left voluntarily without good cause, was dismissed because of misconduct, or participated in a labor dispute leading to a work stoppage that caused the unemployment. The period of disqualification varies considerably, from a few weeks to permanent disqualification.

**Unemployment Benefits.** Weekly benefits are usually a percentage of average wages during a recent period. A system of wage classes rather than a single fixed percentage is used in some countries. The basic rate of unemployment benefits is usually between 40 percent and 75 percent of average earnings. However, a ceiling on the wages used for benefit computations or maximum benefit provisions may considerably narrow the range within which the basic percentage of wages applies.

Flat-rate amounts are sometimes payable instead of graduated benefits that vary with past wages and customarily differ only based on the family status or, occasionally, the age of the worker. Supplements for a spouse and children are usually added to the basic benefit of unemployed workers who are heads of families. These supplements are either flat-rate amounts or an additional percentage of average earnings.

Most countries have a waiting period of several days before unemployment benefits become payable to reduce the administrative burden of dealing with a very large number of small claims. Most waiting periods are between three and seven days. Some programs have a waiting period for each incident of unemployment, and others limit eligibility to once a year. Longer waiting periods may be prescribed for certain workers, such as the seasonally employed.

Most countries place a limit on the period during which unemployment benefits may be continuously drawn. Typically, this limit varies from eight to 36 weeks but may be longer in certain cases.

Duration of benefits may also depend on the length of the preceding period of contribution or coverage under the program. That criterion may reduce the maximum duration of unemployment benefits for workers with brief work histories. However, workers with a long history of coverage may, under some programs, have their benefit period extended well beyond the ordinary maximum.

Many unemployed workers who exhaust the right to ordinary benefits continue to receive some assistance, provided their means or incomes are below specified levels. Recipients are usually required to continue registering and reporting at an employment exchange. Some countries that have unemployment assistance but no insurance program do not place any limit on the duration of payments. A number of countries require that insured workers approaching retirement age who have been out of work for a specified period be removed from the unemployment rolls and granted a regular old-age benefit.

**Administrative Organization.** Unemployment insurance systems may be administered by government departments or self-governing institutions that are usually managed by representatives of insured persons, employers, and the government.

Unemployment insurance and placement service programs usually maintain a close administrative relationship that ensures that benefits are paid only to workers who are registered for employment. At the same time, this liaison increases the effectiveness of the placement services by providing an incentive, through payment of benefits, for unemployed persons to register and report regularly.

Some countries have merged the administration of unemployment insurance and employment service programs, especially at the lower administrative levels where claims are received and benefits are paid by the local employment office. Other countries require per-

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sons to register with a local employment office, but the receipt of claims and payment of benefits are handled by a separate insurance office.

In addition to providing an income for the unemployed, many governments have elaborate measures to prevent or counteract unemployment. The typical procedure is for government employment services to work with industry to promote occupational and geographic mobility of labor and to minimize unemployment caused by economic or technological developments; they do that by subsidizing the retraining and relocation of workers in industries that are declining or being restructured. Governments may grant tax and other incentives to industry to locate in areas of high unemployment, or they may allocate funds to create jobs in anticipation of periods of seasonal unemployment.

### **Family Allowances**

The general purpose of family allowance programs is to provide additional income for families with young children to meet at least part of the added costs of their support. These programs may either be integrated with other social security measures or kept entirely separate. In this report, family allowances primarily include regular cash payments to families with children. In some countries, they also include school grants, birth grants, maternal and child health services, minimum income guarantees, and allowances for adult dependents.

Most industrialized countries have family allowance programs that originated in Europe in the 19th century when some large companies began paying premiums to workers with large families. The idea spread gradually, and several European countries enacted programs during the 1920s and 1930s. Most programs in operation today, however, have been in place since 1945.

A relatively new trend in many developing countries has been the emergence of cash transfers as an instrument to alleviate poverty and invest in human capital. In this report, these benefits are classified as family allowances since they are generally paid to families with children. Usually financed from taxation, cash transfers are almost always means tested, and the receipt of benefits may be tied to a given set of behavioral conditions, such as school attendance or meeting basic health and nutritional requirements.

**Types of Systems and Coverage.** Family allowance programs are generally of three types: universal, employment-related, and social assistance. The first

category, in principle, provides allowances to all resident families with a specified number of children. The second category provides allowances to all wage and salary workers and, in some cases, to self-employed and nonemployed persons. Most employment-related programs continue to pay family allowances to insured persons with dependent children in their care when they retire or are temporarily off the job and receiving sickness, unemployment, work injury, disability, or other benefits. Employment-related family programs also pay allowances to widows of social security beneficiaries. The third category provides allowances to persons or households whose resources fall below a calculated standard, usually based on subsistence needs.

**Source of Funds.** The differences in family allowance programs are reflected in the methods used for financing. In universal and social assistance systems, the entire cost is usually covered by general revenue, although some programs may be financed with earmarked taxes or solidarity transfers from contributory programs. By contrast, countries linking eligibility with employment meet the cost of allowances entirely or in considerable part from employer contributions, usually at a uniform percentage-of-payroll rate. If employer contributions do not cover the entire cost, the remainder is usually met from a government subsidy. Few countries require an employee contribution toward family allowances, although some require self-employed persons to contribute.

**Eligibility.** Eligibility is commonly related to the size of the family and, in some cases, to family income. Many countries pay allowances beginning with the first child. In addition, some countries pay an allowance for a nonemployed wife or other adult dependent, even if there are no children.

In some countries, families with only one child are ineligible. Age requirements vary but are usually tied to the last year of school or the minimum working age, which are often the same and fall somewhere between ages 14 and 18. Under most programs, the continuation of schooling, apprenticeship, or vocational training qualifies a child for an extension of the age limit. In the case of children with disabilities, many countries extend the age limit beyond that for continued education or pay allowances indefinitely.

**Benefits.** Whether a program pays a uniform rate for all children or an increasing or decreasing amount for each additional child may reflect the history or the intent of the program. The allowance structure may

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vary, for example, depending on whether the primary intent is to provide assistance, stimulate population growth, or promote human capital. The allowance is often a uniform amount for every child, regardless of the number of children in a family. In other countries, the allowance in most of the other countries increases for each additional child; the payment for a fifth child, for example, may be considerably larger than that for the first or second child. In a few countries, the allowance for each child diminishes or ceases with the addition of children beyond a certain number. In some countries, family allowances (and tax exemptions for dependent family members) have been replaced or supplemented by credits or other forms of a negative income tax.

**Administrative Organization.** In countries where family allowances are universal or targeted to the poorest households, the program is usually administered by a government ministry, department, or semi-

autonomous agency. Where allowances are payable mainly to families of employed persons and financed primarily from employer contributions, the administration may be by a semiautonomous agency under public supervision. Equalization funds may handle the program's financial operations. Each employer pays family allowances to its employees with their wages. The firm then settles with the local fund only the surplus or deficit of contributions due, after deducting allowances the firm has paid. A similar procedure of settling only surpluses or deficits is followed by the local funds in relation to the regional equalization funds under whose supervision they operate. The equalization process makes it possible to fix a uniform contribution rate for all employers, regardless of the number of children in their employees' families. It also eliminates any effect allowances might have on inducing employers to discriminate in hiring workers with children.

**Table 1.**  
**Social security programs, by country and type**

Country	Old age, disability, and survivors	Sickness and maternity				Unemployment	Family allowances
		Cash sickness benefits	Cash maternity benefits	Medical benefits	Work injury		
Albania	X	X	X	X	X	X	X
Andorra	X	X	X	X	X	X	X
Austria	X	X	X	X	X	X	X
Belarus	X	X	X	X	X	X	X
Belgium	X	X	X	X	X	X	X
Bulgaria	X	X	X	X	X	X	X
Croatia	X	X	X	X	X	X	X
Cyprus	X	X	X	X	X	X	X
Czech Republic	X	X	X	X	X	X	X
Denmark	X	X	X	X	<sup>a</sup> X	X	X
Estonia	X	X	X	X	<sup>a</sup> X	X	X
Finland	X	X	X	X	X	X	X
France	X	X	X	X	X	X	X
Germany	X	X	X	X	X	X	X
Greece	X	X	X	X	X	X	X
Guernsey	X	X	X	X	<sup>a</sup> X	X	X
Hungary	X	X	X	X	<sup>a</sup> X	X	X
Iceland	X	X	X	X	X	X	X
Ireland	X	X	X	X	X	X	X
Isle of Man	X	X	X	X	X	X	X
Italy	X	X	X	X	X	X	X
Jersey	X	X	X	X	X	X	X
Latvia	X	X	X	X	X	X	X
Liechtenstein	X	X	X	X	X	X	X
Lithuania	X	X	X	X	X	X	X
Luxembourg	X	X	X	X	X	X	X
Malta	X	X	X	X	X	X	X
Moldova	X	X	X	X	X	X	X
Monaco	X	X	X	X	X	<sup>b</sup> X	X
Netherlands	X	X	X	X	<sup>a</sup> X	X	X
Norway	X	X	X	X	X	X	X

(Continued)

**Table 1.**  
**Social security programs, by country and type—Continued**

Country	Old age, disability, and survivors	Sickness and maternity				Work injury	Unemploy- ment	Family allowances
		Cash sickness benefits	Cash maternity benefits	Medical benefits				
Poland	X	X	X	X	X	X	X	
Portugal	X	X	X	X	X	X	X	
Romania	X	X	X	X	X	X	X	
Russia	X	X	X	X	<sup>a</sup> X	X	X	
San Marino	X	X	X	X	X	X	X	
Serbia	X	X	X	X	X	X	X	
Slovakia	X	X	X	X	<sup>a</sup> X	X	X	
Slovenia	X	X	X	X	X	X	X	
Spain	X	X	X	X	X	X	X	
Sweden	X	X	X	X	X	X	X	
Switzerland	X	X	X	X	X	X	X	
Turkey	X	X	X	X	X	X		
Ukraine	X	X	X	X	X	X	X	
United Kingdom	X	X	X	X	X	X	X	

SOURCE: The country summaries in this volume.

a. Coverage is provided under other programs.

b. Coverage is provided under France's program.



**Table 2.**  
**Mandatory old-age income security programs, by country and type**

Country	Contributory		Non-contributory		Provident funds <sup>a</sup>	Occupational pensions	Individual accounts
	Flat-rate	Earnings-related	Means-tested	Universal			
Albania		X	X				
Andorra		X	X				
Austria		X	X				
Belarus	<sup>b</sup> X	<sup>b</sup> X	X				
Belgium		X	X				
Bulgaria		X	X				X
Croatia		X					X
Cyprus		X	X				
Czech Republic	<sup>b</sup> X	<sup>b</sup> X					
Denmark		X		<sup>c</sup> X			
Estonia	<sup>b</sup> X	<sup>b</sup> X	X				X
Finland		X	X	<sup>c</sup> X			
France		X	X			X	
Germany		X	X				
Greece		X	X	X			
Guernsey	X						
Hungary		X					
Iceland			X	<sup>c</sup> X		X	
Ireland	X		X				
Isle of Man	X	X	X				
Italy		<sup>d</sup> X	X				
Jersey	X						
Latvia		X	X				X
Liechtenstein		X				X	
Lithuania	<sup>b</sup> X	<sup>b</sup> X	X				
Luxembourg	<sup>b, d</sup> X	<sup>b, d</sup> X					
Malta	X	X	X	X			
Moldova		X	X				
Monaco		X	X				
Netherlands	X		X				
Norway		X		<sup>c</sup> X		X	
Poland	<sup>b</sup> X	<sup>b, d</sup> X					<sup>c</sup> X

(Continued)

**Table 2.**  
**Mandatory old-age income security programs, by country and type—Continued**

Country	Contributory		Non-contributory		Provident funds <sup>a</sup>	Occupational pensions	Individual accounts
	Flat-rate	Earnings-related	Means-tested	Universal			
Portugal		X	X				
Romania		X					X
Russia	<sup>b</sup> X	<sup>b</sup> X	X				X
San Marino	<sup>b</sup> X	<sup>b</sup> X					X
Serbia		X					
Slovakia		<sup>d</sup> X					X
Slovenia		X					
Spain		X	X				
Sweden		X		<sup>c</sup> X			X
Switzerland	<sup>b</sup> X	<sup>b</sup> X				X	
Turkey		X					
Ukraine		X	X				
United Kingdom	X	X	X				

SOURCE: The country summaries in this volume.

NOTES: The types of mandatory old-age income programs are defined as follows:

**Contributory flat-rate pension:** A pension amount that is independent of earnings, but can vary according to length of service, residency, or other factors. It is financed by payroll tax contributions from employees, employers, or both.

**Contributory earnings-related pension:** A pension that is based on earnings. It is financed by payroll tax contributions from employees, employers, or both.

**Non-contributory means-tested pension:** A pension paid to eligible persons whose own or family income, assets, or both fall below certain limits. It is generally financed through government contributions, with no contributions from employers or employees.

**Non-contributory universal pension:** A pension paid to eligible persons based primarily on residency and not earnings or financial means. It is generally financed through government contributions, with no contributions from employers or employees.

**Provident funds:** Employee and employer contributions are set aside for each employee in publicly managed special funds. Benefits are generally paid as a lump sum with accrued interest.

**Occupational pensions:** Employers are required by law to provide private occupational retirement schemes financed by employer and, in some cases, employee contributions. Benefits are paid as a lump sum, annuity, or pension.

**Individual accounts:** Employees and, in some cases, employers must contribute a certain percentage of earnings to an individual account managed by a public or private fund manager chosen by the employee. The accumulated capital in the individual account is used to purchase an annuity, make programmed withdrawals, or a combination of the two and may be paid as a lump sum.

- No country in Europe has a provident fund. The column in this table is to facilitate comparisons with countries in other regions.
- The pension formula contains a flat-rate component and an earnings-related element.
- A universal pension is paid regardless of earnings or contributions, but the amount may vary. In certain countries, the universal pension may be reduced or eliminated if income from employment or other pensions exceed certain limits.
- The government provides a guaranteed minimum pension.

**Table 3.**  
**Demographic and other social security-related statistics, by country, 2016–2018**

Country	Total population (millions)	Percentage 65 or older	Dependency ratio (percentage) <sup>a</sup>	Life expectancy at birth (years)		Statutory pensionable age		Early pensionable age <sup>b</sup>		GDP per capita (PPP)
				Men	Women	Men	Women	Men	Women	
Albania	2.87	13.2	44.1	76.4	80.5	65	60.66	62	57.66	12,021
Andorra	0.077	15.6	42.9	80.7	85.2	65	65	61	61	<sup>c</sup> 49,900
Austria	8.81	19.2	49.9	78.5	83.4	65	60	62	58	52,557
Belarus	9.51	14.8	46.1	68.9	79.0	61	56	d	d	18,848
Belgium	11.37	18.6	55.4	78.7	83.4	65	65	63	63	47,561
Bulgaria	7.08	20.8	53.9	71.2	78.2	64.08	61.17	63.08	60.17	20,329
Croatia	4.13	19.7	52.5	74.9	81.3	65	62	60	57	25,264
Cyprus	1.18	13.4	43.4	78.3	82.7	65	65	63	63	34,503
Czech Republic	10.59	19.0	52.4	75.6	81.2	63.17	62.67	60.17	59.67	36,916
Denmark	5.77	19.7	56.6	78.9	82.6	65	65	d	d	50,541
Estonia	1.32	19.5	55.8	73.2	82.5	63.5	63.5	60.5	60.5	31,638
Finland	5.51	21.2	60.3	79.0	84.7	65	65	63	63	45,192
France	67.12	19.7	60.8	79.2	85.5	62	62	d	d	42,779
Germany	82.70	21.5	52.7	78.3	83.1	65.58	65.58	63	63	50,716
Greece	10.76	20.4	52.9	78.5	83.7	67	67	62	62	27,809
Guernsey	0.067	19.6	51.7	79.9	85.4	65	65	d	d	<sup>e</sup> 52,500
Hungary	9.78	18.6	49.0	72.3	79.0	63.5	63.5	d	d	28,375
Iceland	0.341	14.4	52.7	81.2	83.8	67	67	65	65	53,518
Ireland	4.81	13.9	55.2	79.9	83.4	66	66	d	d	76,305
Isle of Man	0.084	20.4	57.8	79.6	83.2	65	63	d	d	<sup>e</sup> 84,600
Italy	60.55	23.0	57.6	80.3	84.9	66.58	66.58	d	d	39,817
Jersey	0.099	16.3	48.3	79.5	84.6	65	65	63	63	56,600
Latvia	1.94	19.8	54.2	69.7	79.6	63.25	63.25	61.25	61.25	27,598
Liechtenstein	0.038	17.4	48.5	80.9	84.5	65	65	60	60	<sup>f</sup> 139,100
Lithuania	2.83	19.0	51.1	69.2	79.7	63.67	62.33	58.67	57.33	32,092
Luxembourg	0.599	14.3	44.4	80.0	84.7	65	65	60	60	103,662
Malta	0.465	19.4	51.2	79.7	84.0	62	62	61	61	39,535
Moldova	3.55	10.9	36.2	67.3	75.9	62.33	57.5	d	d	5,698
Monaco	0.039	32.2	75.1	85.6	93.5	65	65	60	60	<sup>c</sup> 115,700
Netherlands	17.13	18.8	54.3	79.9	83.2	66	66	d	d	52,941

(Continued)

**Table 3.**  
**Demographic and other social security-related statistics, by country, 2016–2018—Continued**

Country	Total population (millions)	Percentage 65 or older	Dependency ratio (percentage) <sup>a</sup>	Life expectancy at birth (years)		Statutory pensionable age		Early pensionable age <sup>b</sup>		GDP per capita (PPP)
				Men	Women	Men	Women	Men	Women	
Norway	5.28	16.8	52.9	80.9	84.2	67	67	62	62	60,978
Poland	37.98	16.8	46.2	73.5	81.6	65	60	60	55	29,291
Portugal	10.29	21.5	54.2	78.2	84.2	66.33	66.33	60	60	32,199
Romania	19.59	17.9	49.5	71.5	78.7	65	60.75	60	55.75	25,841
Russia	144.50	14.2	46.6	66.5	76.9	60	55	d	d	25,533
San Marino	0.033	19.6	53.3	80.8	86.1	65	65	57	57	62,426
Serbia	7.02	17.4	51.1	72.8	77.8	65	62	60	56	15,090
Slovakia	5.44	15.1	43.8	73.1	80.2	62.38	62.38	60.38	60.38	32,110
Slovenia	2.07	19.1	51.6	77.8	83.9	65	64	60	59.67	34,802
Spain	46.57	19.4	51.8	80.1	85.7	65.5	65.5	61.5	61.5	38,091
Sweden	10.07	20.0	60.1	80.4	84.1	g	g	g	g	50,070
Switzerland	8.47	18.4	49.9	80.8	85.1	65	64	63	62	65,007
Turkey	80.75	8.2	49.5	72.5	79.0	60	58	d	d	27,916
Ukraine	44.83	16.5	47.0	66.7	76.5	60	58.0	d	d	8,667
United Kingdom	66.02	18.5	56.8	79.2	82.8	65	63	d	d	43,877

SOURCES: Information on statutory and early pensionable ages is based on information in the country summaries in this volume. Other indicators are sourced from the World Bank, *World Development Indicators*, available at <http://data.worldbank.org/data-catalog/worlddevelopment-indicators>; and where information was not available, the U.S. Central Intelligence Agency, *The World Factbook* (Washington D.C.: Central Intelligence Agency), available at <https://www.cia.gov/library/publications/resources/the-world-factbook/index.html>. The figures in the table reflect the latest data available from each source as of the publication of this volume.

NOTES: GDP = gross domestic product; PPP = purchasing power parity. GDP estimates are converted into international dollars using PPP rates. The statutory and early pensionable age shown in the table is the general pensionable age or the age that applies to the largest covered population.

- a. Population aged 14 or younger plus population aged 65 or older, divided by population aged 15–64.
- b. General early pensionable age only; excludes early pensionable ages for specific groups of employees.
- c. 2015 GDP.
- d. The country has no early pensionable age, has one only for specific groups, information is not available, or the pension is awarded at any age if certain qualifying conditions are met.
- e. 2014 GDP.
- f. 2009 GDP.
- g. The retirement age is flexible.

**Table 4.**  
**Insured and employer contribution rates, by country and program type, 2018 (in percent)**

Country and contributor	Old-age, disability, and survivors	Sickness and maternity	Work injury	Unemployment	Family allowances	Total, all programs
<b>Albania</b>						
Insured person	8.8	0.69	0	0	0	9.49
Employer	12.8	1.01	0.3	0.9	0	15.01
Total	21.6	1.70	0.3	0.9	0	24.50
<b>Andorra</b>						
Insured person	6.5	a	a	0	0	6.5
Employer	15.5	a	a	0	0	15.5
Total	22.0	a	a	0	0	22.0
<b>Austria</b>						
Insured person	10.25	3.78	0	3	0	17.03
Employer	12.55	3.87	1.3	3	3.9	24.62
Total	22.80	7.65	1.3	6	3.9	41.65
<b>Belarus</b>						
Insured person	1	0	0	0	0	1.0
Employer	28	6	0.3	a	a	34.3
Total	29	6	0.3	<sup>a</sup> 0	<sup>a</sup> 0	35.3
<b>Belgium</b>						
Insured person	<sup>a</sup> 7.50	1.15	0	0.87	0	9.52
Employer	<sup>a</sup> 8.86	2.35	1.33	1.46	0	14.00
Total	<sup>a</sup> 16.36	3.50	1.33	2.33	0	23.52
<b>Bulgaria</b>						
Insured person	8.78	1.4	0	0.4	0	10.58
Employer	11.02	2.1	0.4	0.6	0	14.12
Total	19.80	3.5	0.4	1.0	0	24.70
<b>Croatia</b>						
Insured person	20	0	0	0	0	20.0
Employer	0	15	<sup>a</sup> 0.5	1.7	0	17.2
Total	20	15	<sup>a</sup> 0.5	1.7	0	37.2
<b>Cyprus</b>						
Insured person	7.8	a	a	a	0	7.8
Employer	7.8	a	a	a	0	7.8
Total	15.6	a	a	a	0	15.6

(Continued)

**Table 4.**  
**Insured and employer contribution rates, by country and program type, 2018**  
**(in percent)—Continued**

Country and contributor	Old-age, disability, and survivors	Sickness and maternity	Work injury	Unemployment	Family allowances	Total, all programs
<b>Czech Republic</b>						
Insured person	6.5	0	<sup>a</sup> 0	0	0	6.50
Employer	21.5	2.3	<sup>a</sup> 0.28	1.2	0	25.28
Total	28.0	2.3	<sup>a</sup> 0.28	1.2	0	31.78
<b>Denmark</b>						
Insured person	<sup>b</sup> 0	0	0	<sup>b</sup> 8	0	<sup>b</sup> 8
Employer	<sup>b</sup> 0	<sup>c</sup>	<sup>a, c</sup>	<sup>b</sup> 8	0	<sup>b, c</sup> 0
Total	<sup>b</sup> 0	<sup>c</sup> 0	<sup>a, c</sup> 0	<sup>b</sup> 8	0	<sup>b, c</sup> 8
<b>Estonia</b>						
Insured person	2	0	0	1.6	0	3.6
Employer	20	13	<sup>a</sup>	0.8	0	33.8
Total	22	13	<sup>a</sup> 0	2.4	0	37.4
<b>Finland</b>						
Insured person	6.35	1.53	0	<sup>b</sup>	0	<sup>b</sup> 7.88
Employer	17.75	0.86	0.1	0.65	0	19.36
Total	24.10	2.39	0.1	<sup>b</sup> 0.65	0	<sup>b</sup> 27.24
<b>France</b>						
Insured person	10.4	0	0	0.95	0	11.35
Employer	15.1	13.3	<sup>c</sup>	4.20	3.45	<sup>c</sup> 36.05
Total	25.5	13.3	<sup>c</sup> 0	5.15	3.45	<sup>c</sup> 47.40
<b>Germany</b>						
Insured person	9.3	8.575	0	1.5	0	19.375
Employer	9.3	8.575	1.18	1.5	0	20.555
Total	18.6	17.150	1.18	3.0	0	39.930
<b>Greece</b>						
Insured person	6.67	0.40	<sup>a</sup>	0	0	7.07
Employer	13.33	4.55	<sup>a, b</sup>	3.17	0	<sup>b</sup> 21.05
Total	20.00	4.95	<sup>a, b</sup>	3.17	0	<sup>b</sup> 28.12
<b>Guernsey</b>						
Insured person	6.6	<sup>a</sup>	<sup>a</sup>	<sup>a</sup>	0	6.6
Employer	6.6	<sup>a</sup>	<sup>a</sup>	<sup>a</sup>	0	6.6
Total	13.2	<sup>a</sup>	<sup>a</sup>	<sup>a</sup>	0	13.2

(Continued)

**Table 4.**  
**Insured and employer contribution rates, by country and program type, 2018**  
**(in percent)—Continued**

Country and contributor	Old-age, disability, and survivors	Sickness and maternity	Work injury	Unemployment	Family allowances	Total, all programs
<b>Hungary</b>						
Insured person	10.0	3	a	1.5	0	14.5
Employer	19.5	a	a	a	0	19.5
Total	29.5	<sup>a</sup> 3	a	<sup>a</sup> 1.5	0	34.0
<b>Iceland</b>						
Insured person	4.00	<sup>a</sup> 0	a	0	0	4.00
Employer	15.35	<sup>a</sup> 0	a	a	0	15.35
Total	19.35	<sup>a</sup> 0	a	<sup>a</sup> 0	0	19.35
<b>Ireland</b>						
Insured person	4.0	<sup>a</sup> 0	a	a	0	4.0
Employer	8.6	<sup>a</sup> 0	a	a	0	8.6
Total	12.6	<sup>a</sup> 0	a	a	0	12.6
<b>Isle of Man</b>						
Insured person	11.0	a	a	a	0	11.0
Employer	12.8	a	a	a	0	12.8
Total	23.8	a	a	a	0	23.8
<b>Italy</b>						
Insured person	9.19	<sup>b</sup> 0	0	0	0	<sup>b</sup> 9.19
Employer	23.81	2.68	0.04	2.26	0.68	29.47
Total	33.00	<sup>b</sup> 2.68	0.04	2.26	0.68	<sup>b</sup> 38.66
<b>Jersey</b>						
Insured person	6.0	a	a	0	0	6.0
Employer	6.5	a	a	0	0	6.5
Total	12.5	a	a	0	0	12.5
<b>Latvia</b>						
Insured person	11.00	a	0	a	0	11.00
Employer	24.09	a	a	a	0	24.09
Total	35.09	a	<sup>a</sup> 0	a	0	35.09
<b>Liechtenstein</b>						
Insured person	12.7	1.50	0	0.5	0	14.7
Employer	12.9	b	c	0.5	1.9	<sup>b, c</sup> 15.3
Total	25.6	<sup>b</sup> 1.50	<sup>c</sup> 0	1.0	1.9	<sup>b, c</sup> 30.0

(Continued)

**Table 4.**  
**Insured and employer contribution rates, by country and program type, 2018**  
**(in percent)—Continued**

Country and contributor	Old-age, disability, and survivors	Sickness and maternity	Work injury	Unemployment	Family allowances	Total, all programs
<b>Lithuania</b>						
Insured person	3.0	0	0	0	0	3.00
Employer	22.3	3.60	0.18	1.4	0	27.48
Total	25.3	3.60	0.18	1.4	0	30.48
<b>Luxembourg</b>						
Insured person	8	0.25	0	b	0	<sup>b</sup> 8.25
Employer	8	0.25	0.90	0	0	9.15
Total	16	0.50	0.90	<sup>b</sup> 0	0	<sup>b</sup> 17.40
<b>Malta</b>						
Insured person	10	a	a	a	a	10
Employer	10	a	a	a	a	10
Total	20	a	a	a	a	20
<b>Moldova</b>						
Insured person	6	a	0	a	<sup>a</sup> 0	6
Employer	23	a	a	a	<sup>a</sup> 0	23
Total	29	a	<sup>a</sup> 0	a	<sup>a</sup> 0	29
<b>Monaco</b>						
Insured person	<sup>a</sup> 6.55	0	0	a	0	6.55
Employer	<sup>a</sup> 8.07	15.1	c	a	a	<sup>c</sup> 23.17
Total	<sup>a</sup> 14.62	15.1	<sup>c</sup> 0	a	<sup>a</sup> 0	<sup>c</sup> 29.72
<b>Netherlands</b>						
Insured person	18.00	<sup>a</sup> 9.65	a	0	0	27.65
Employer	6.27	a	a	4.22	0	10.49
Total	24.27	<sup>a</sup> 9.65	a	4.22	0	38.14
<b>Norway</b>						
Insured person	8.2	<sup>a</sup> 0	0	a	0	8.2
Employer	16.1	<sup>a</sup> 0	a, c	a	0	<sup>c</sup> 16.1
Total	24.3	<sup>a</sup> 0	<sup>a, c</sup> 0	a	0	<sup>c</sup> 24.3
<b>Poland</b>						
Insured person	11.26	2.45	0	0	0	13.71
Employer	16.26	0	0.4	2.45	0	19.11
Total	27.52	2.45	0.4	2.45	0	32.82

(Continued)



**Table 4.**  
**Insured and employer contribution rates, by country and program type, 2018**  
**(in percent)—Continued**

Country and contributor	Old-age, disability, and survivors	Sickness and maternity	Work injury	Unemployment	Family allowances	Total, all programs
<b>Portugal</b>						
Insured person	11.00	a	0	a	0	11.00
Employer	23.75	a	a, c	a	0	<sup>c</sup> 23.75
Total	34.75	a	<sup>a, c</sup> 0	a	0	<sup>c</sup> 34.75
<b>Romania</b>						
Insured person	25	0	0	0	0	25.00
Employer	0	2.25	a	a	0	2.25
Total	25	2.25	<sup>a</sup> 0	<sup>a</sup> 0	0	27.25
<b>Russia</b>						
Insured person	0	0	0	0	0	0
Employer	22	2.9	0.2	0	a	25.1
Total	22	2.9	0.2	0	<sup>a</sup> 0	25.1
<b>San Marino</b>						
Insured person	7.4	0	a	0.5	0	7.9
Employer	18.1	5	a	8.9	2.8	34.8
Total	25.5	5	a	9.4	2.8	42.7
<b>Serbia</b>						
Insured person	14	5.15	a	0.75	0	19.9
Employer	12	5.15	a	0.75	0	17.9
Total	26	10.30	a	1.50	0	37.8
<b>Slovakia</b>						
Insured person	7	1.4	0	1	0	9.4
Employer	17	1.4	0.8	1	0	20.2
Total	24	2.8	0.8	2	0	29.6
<b>Slovenia</b>						
Insured person	15.50	6.46	a	0.14	0	22.1
Employer	8.85	7.19	a	0.06	0	16.1
Total	24.35	13.65	a	0.20	0	38.2
<b>Spain</b>						
Insured person	4.7	a	0	1.55	0	6.25
Employer	23.6	a	1.98	5.50	0	31.08
Total	28.3	a	1.98	7.05	0	37.33

(Continued)

**Table 4.**  
**Insured and employer contribution rates, by country and program type, 2018**  
**(in percent)—Continued**

Country and contributor	Old-age, disability, and survivors	Sickness and maternity	Work injury	Unemployment	Family allowances	Total, all programs
<b>Sweden</b>						
Insured person	7.00	0	0	0	0	7.00
Employer	<sup>a</sup> 10.91	6.95	0.2	2.91	0	20.97
Total	<sup>a</sup> 17.91	6.95	0.2	2.91	0	27.97
<b>Switzerland</b>						
Insured person	8.4	<sup>b</sup> 0.225	<sup>c</sup> 0	1.1	0	<sup>b, c</sup> 9.72
Employer	8.4	<sup>b</sup> 0.225	<sup>c</sup> 0	1.1	0.1	<sup>b, c</sup> 9.82
Total	16.8	<sup>b</sup> 0.450	<sup>c</sup> 0	2.2	0.1	<sup>b, c</sup> 19.55
<b>Turkey</b>						
Insured person	9	0	0	1	...	10
Employer	11	2	<sup>a</sup>	2	...	15
Total	20	2	<sup>a</sup> 0	3	...	25
<b>Ukraine</b>						
Insured person	0	0	<sup>a</sup>	<sup>a</sup>	0	0
Employer	22	<sup>a</sup>	<sup>a</sup>	<sup>a</sup>	0	22
Total	22	<sup>a</sup> 0	<sup>a</sup>	<sup>a</sup>	0	22
<b>United Kingdom</b>						
Insured person	12.0	<sup>a</sup> 0	<sup>a</sup>	<sup>a</sup>	0	14.05
Employer	13.8	<sup>b</sup>	<sup>a</sup>	<sup>a</sup>	0	<sup>b</sup> 15.70
Total	25.8	<sup>a, b</sup>	<sup>a</sup>	<sup>a</sup>	0	<sup>b</sup> 29.75

SOURCE: The country summaries in this volume.

NOTES: This table provides an overview. Contribution rates are not directly comparable across programs and countries. The definition of earnings used to calculate contributions can vary and some rates are subject to contribution floors and ceilings. Contribution rates for self-employed persons and government funding are not represented. In some countries, only certain groups of employed persons, such as wage earners, are represented. When the contribution rate varies, either the average or the lowest rate in the range is used. In most cases, contribution rates for individual accounts do not include administrative fees. In most cases, contributions for medical benefits have been excluded. They are only included in Sickness and Maternity in countries where cash benefits and medical benefits are financed from the same contributions. Where two programs are financed in different ways or with different rates, either the aggregate rate is used or one rate for one program and a footnote for the other, if relevant. If an individual can choose whether to participate in two (or more) programs, the social insurance rate is shown.

... = not applicable.

- a. All or certain benefits are financed under another program.
- b. Nonstandard financing. See country profile for specific information.
- c. Employers pay the total cost or provide benefits directly to the insured.



# Country Summaries



## Albania

Exchange rate: US\$1.00 = 110.60 leks.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1947.

**Current laws:** 1993 (social insurance) and 2016 (social assistance for persons with disabilities).

**Type of program:** Social insurance and social assistance system.

#### Coverage

**Social insurance:** Employed and self-employed persons, including those in agriculture.

Voluntary coverage is available.

**Social assistance:** Citizens of Albania.

#### Source of Funds

##### Insured person

**Social insurance:** 8.8% of gross monthly covered earnings.

The minimum monthly earnings used to calculate contributions are the legal monthly minimum wage.

The legal monthly minimum wage is 24,000 leks.

The maximum monthly earnings used to calculate contributions are 105,850 leks.

**Social assistance:** None.

##### Self-employed person

**Social insurance:** 21.6% of the legal monthly minimum wage; a flat-rate contribution of 29,400 leks a year (highlands) or 38,400 leks a year (lowlands) if working in agriculture.

The legal monthly minimum wage is 24,000 leks.

The contributions of self-employed persons working in agriculture also finance maternity benefits.

**Social assistance:** None.

##### Employer

**Social insurance:** 12.8% of monthly covered gross payroll.

The minimum monthly earnings used to calculate contributions are the legal monthly minimum wage.

The legal monthly minimum wage is 24,000 leks.

The maximum monthly earnings used to calculate contributions are 105,850 leks.

**Social assistance:** None.

#### Government

**Social insurance:** Finances any deficit; pays contributions for persons receiving unemployment benefits, certain military staff, miners, retired women, and persons receiving certain other benefits; contributes as an employer.

**Social assistance:** The total cost.

#### Qualifying Conditions

**Old-age pension (social insurance):** Age 65 (men, gradually rising by one month a year from 2033 until reaching age 67 in 2056) or age 60 and eight months (women, gradually rising by two months a year until reaching age 67 in 2056) with at least 15 years of coverage; age 55 with at least 30 years of coverage for a mother with six or more children older than age 8.

**Early pension:** A reduced pension may be paid up to three years before the normal retirement age with at least 36 years and four months (gradually rising by four months a year until reaching 40 years in 2029) of coverage.

Employment must cease up to the normal retirement age.

**Deferred pension:** The pension may be deferred. There is no age limit.

**Old-age social pension (social assistance, income tested):** Age 70, a resident of Albania for at least the last five years, and ineligible for any social insurance pension.

**Disability pension (social insurance):** Must be assessed with a total disability (blind, severely disabled, or incapable of any work) or partial disability (incapable of usual work but capable of work under certain conditions), and have coverage in at least 75% of the years since age 20, including at least one year in the five years before the disability began.

**Partial disability pension:** Must be assessed with a 33% to 67% loss of work capacity.

**Supplements for full or partial disabilities:** Paid to persons receiving the disability pension (or the old-age pension if disabled before reaching the normal retirement age).

**Constant-attendance supplement:** Paid if the insured requires the constant attendance of others to perform daily functions.

**Child's supplement:** Paid for each dependent child up to age 18 (age 25 if a university student or disabled).

The disability pension may be replaced by the old-age pension at the normal retirement age if the amount of the old-age pension is greater; beneficiaries may only receive one pension.

The Medical Commission assesses the degree of disability.

**Disability social pension (social assistance):** Must be assessed with a physical, sensory, mental, or psychological disability resulting from birth, an accident, or illness but

does not meet the contribution requirements for the social insurance disability pension.

Caregiver payment: Paid if the insured requires the constant attendance of others to perform daily functions.

**Survivor pension (social insurance):** The deceased received or was entitled to receive a social insurance old-age or disability pension.

Eligible survivors include a widow(er) caring for a dependent child younger than age 8; a widow(er) with a disability; a widow aged 55 or older or a widower aged 60 or older; dependent children younger than age 18 (age 25 if a university student; no limit if disabled from childhood); dependent parents and grandparents aged 65 or older who lived with the deceased for the last 12 months; and dependent grandchildren.

The widow(er)'s pension ceases upon remarriage.

**Funeral grant (social insurance):** Paid to cover funeral expenses when an insured person, pensioner, or one of his or her dependents dies. The insured must have at least 26 weeks of coverage.

### Old-Age Benefits

**Old-age pension (social insurance):** The monthly pension is the ratio of the insured's coverage period to the coverage period required by law (36 years and four months in 2018; gradually rising by four months a year until reaching 40 years in 2029) multiplied by the amount of the old-age social pension, plus 1% of the insured's average covered earnings for each year of coverage.

The minimum monthly old-age pension is the monthly old-age social pension.

The monthly old-age social pension is 7,064 leks.

Early pension: The pension is reduced by 0.6% for each month it is claimed before the normal retirement age.

Deferred pension: The pension is increased by 0.5% for each month of deferral after the normal retirement age.

Benefit adjustment: Benefits are adjusted annually.

**Old-age social pension (social assistance, income tested):** 7,064 leks a month is paid.

Persons with income from other sources receive the difference between their income from other sources and the old-age social pension.

### Permanent Disability Benefits

**Disability pension (social insurance):** The monthly pension is the ratio of the insured's coverage period to the coverage period required by law (36 years and four months in 2018; gradually rising by four months a year until reaching 40 years in 2029) multiplied by the amount of the old-age social pension, plus 1% of the insured's average covered earnings for each year of coverage.

The monthly old-age social pension is 7,064 leks.

The minimum monthly disability pension is 75% of the legal monthly minimum wage.

The legal monthly minimum wage is 24,000 leks.

Partial disability pension: 50% of the full disability pension is paid.

Supplement for full disability: 3,300 leks a month is paid.

Supplement for partial disability: 2,200 leks a month is paid.

Constant-attendance supplement: 15% the insured's average covered earnings is paid.

Child's supplement: 5% of the flat-rate pension amount is paid.

Benefit adjustment: Benefits are adjusted annually.

**Disability social pension (social assistance):** 10,850 leks a month is paid for non-work related disabilities; 10,330 leks a month if paraplegic or tetraplegic (due to work-related or non-work-related causes); 11,730 leks a month if blind.

Caregiver payment: 10,850 leks a month is paid for non-work related disabilities and if paraplegic or tetraplegic (due to work-related or non-work-related causes); 11,730 leks a month if blind.

Benefit adjustment: Benefits are adjusted annually based on the Council of Ministers Decisions (CMD).

### Survivor Benefits

#### Survivor pension (social insurance)

*Spouse's pension:* 50% of the social insurance old-age or disability pension the deceased received or was entitled to receive is paid to an eligible spouse.

*Orphan's pension:* 25% of the social insurance old-age or disability pension the deceased received or was entitled to receive is paid to each eligible child; 50% for a full orphan if there are no other eligible dependents.

*Other eligible survivor's pension:* 25% of the social insurance old-age or disability pension the deceased received or was entitled to receive is paid to each dependent.

The maximum combined survivor benefit is 100% of the social insurance old-age or disability pension the deceased received or was entitled to receive; 50% if the surviving spouse is working or receiving a pension in his or her own right.

Benefit adjustment: Benefits are adjusted annually based on the Council of Ministers Decisions (CMD).

**Funeral grant (social insurance):** A lump sum of one month of the basic monthly old-age social insurance pension is paid.

The basic monthly old-age social insurance pension is the ratio of the insured's coverage period to the coverage period required by law (36 years and four months in

2018; gradually rising by four months a year until reaching 40 years in 2029) multiplied by the amount of the monthly old-age social pension.

The monthly old-age social pension is 7,064 leks.

### Administrative Organization

Ministry of Finance and Economics (<http://www.financa.gov.al/>) and a tripartite Administrative Council provide general supervision.

Social Insurance Institute (<http://www.issn.gov.al/>) administers the program and collects contributions for self-employed persons in agriculture.

General Directorate of Taxes (<https://www.tatime.gov.al/>) collects contributions for employed and self-employed persons not in agriculture.

### Sickness and Maternity

#### Regulatory Framework

**First law:** 1947.

**Current laws:** 1993 (social insurance) and 2011 (health insurance).

**Type of program:** Universal (medical benefits) and social insurance (cash benefits) system.

#### Coverage

**Universal (medical benefits):** Residents of Albania.

**Social insurance (cash sickness benefit):** Employed persons.

**Social insurance (cash maternity benefit):** Employed and self-employed persons, including those in agriculture.

#### Source of Funds

##### Insured person

*Universal (medical benefits):* 1.7% of covered gross earnings.

The minimum monthly earnings used to calculate contributions are the legal monthly minimum wage.

The legal monthly minimum wage is 24,000 leks.

The maximum monthly earnings used to calculate contributions are 105,850 leks.

*Social insurance (cash benefits):* 0.12% of covered gross earnings (sickness) and 0.57% of covered gross earnings (maternity).

##### Self-employed person

*Universal (medical benefits):* 6.8% of the legal monthly minimum wage.

The legal monthly minimum wage is 24,000 leks.

The minimum monthly earnings used to calculate contributions are the legal monthly minimum wage.

The maximum monthly earnings used to calculate contributions are 105,850 leks.

*Social insurance (cash benefits):* 1.4% of the legal monthly minimum wage (cash maternity benefits only); see source of funds for Old Age, Disability, and Survivors for self-employed persons working in agriculture.

##### Employer

*Universal (medical benefits):* 1.7% of monthly covered gross payroll.

The minimum monthly earnings used to calculate contributions are the legal monthly minimum wage.

The legal monthly minimum wage is 24,000 leks.

The maximum monthly earnings used to calculate contributions are 105,850 leks.

*Social insurance (cash benefits):* 0.18% of gross payroll (sickness) and 0.83% of gross payroll (maternity).

##### Government

*Universal (medical benefits):* The total cost for persons not currently in the labor force.

*Social insurance (cash benefits):* Finances any deficit; pays contributions for persons receiving unemployment benefits and certain other benefits; contributes as an employer.

#### Qualifying Conditions

**Cash sickness benefit (social insurance):** Must be currently insured (there is no minimum qualifying period). Paid for a sickness or for a loss of income from a change of employment due to health reasons.

**Cash maternity and adoption benefit (social insurance):** Must have at least 12 months of contributions. Paid to a pregnant woman during maternity leave, a woman who must change employment because she is pregnant, or an adoptive parent.

**Paternity benefit:** Must have at least 12 months of contributions. Paid to the father (including an adoptive father) of a newborn if the mother does not qualify for maternity benefits or if the mother chooses not to take the maternity leave entitlement.

**Cash birth grant (social insurance):** Must have at least 12 months of contributions. Paid to the mother or father (if the mother does not meet the contribution requirement but the father does) of a newborn.

**Medical benefits (universal):** There is no minimum qualifying period.

## **Sickness and Maternity Benefits**

**Sickness benefit (social insurance):** 70% of the insured's average daily wage in the last six months is paid with less than 10 years of contributions; 80% with at least 10 years; 50% during hospitalization if there are no dependents. The benefit is paid from the 15th day of medical certification (the employer pays the first 14 days) for up to six months; may be extended up to three months if the Medical Commission certifies the likelihood of recovery in that period.

**Maternity and adoption benefit (social insurance):** 365 days of maternity leave is paid for at least 35 days before and 63 days after the expected date of childbirth (for multiple births, up to 390 days for at least 60 days before and 63 days after). The monthly benefit is 80% of the insured's average daily wage in the last 12 months for the period of leave before childbirth and for 150 days after; 50% for the remaining period.

For an adoption, the benefit is paid from the date of adoption, but not earlier than the first 63 days after the child's birth, for up to 330 days after the child's birth. At least 28 days are reserved for the adoptive mother.

Paternity benefit: The mother may transfer the maternity leave entitlement to the father from the 64th day if she chooses not to take or does not qualify for the maternity benefit.

**Birth grant (social insurance):** A lump sum of 50% of the legal monthly minimum wage is paid.

The legal monthly minimum wage is 24,000 leks.

## **Workers' Medical Benefits**

**Medical benefits (universal):** All general medical services are free.

Benefits are provided for social insurance and social assistance beneficiaries, unemployed persons, asylum seekers, children younger than age 18 (age 25 if a university student) with no income from business activities, victims of trafficking, and certain other persons according to law.

Cost sharing: The insured is reimbursed from 35% to 100% of the cost of various essential medications.

There is no limit to duration.

## **Dependents' Medical Benefits**

No benefits are provided.

## **Administrative Organization**

Ministry of Finance and Economics (<http://www.financa.gov.al/>) and a tripartite Administrative Council provide general supervision of the cash benefits.

Social Insurance Institute (<http://www.iss.gov.al/>) administers the cash benefits.

Ministry of Health and Social Protection (<http://www.shendetesia.gov.al/>) provides general supervision of the medical benefits.

Compulsory Health Insurance Institute (<http://www.fsdksh.com.al/>) administers the medical benefits.

General Directorate of Taxes (<https://www.tatime.gov.al/>) collects the contributions.

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## **Work Injury**

### **Regulatory Framework**

**First law:** 1947.

**Current law:** 1993 (social insurance).

**Type of program:** Social insurance system.

### **Coverage**

Employed persons, apprentices, and vocational training students.

Exclusions: Self-employed persons.

### **Source of Funds**

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** 0.3% of gross payroll.

The maximum monthly earnings used to calculate contributions are the legal monthly minimum wage.

The legal monthly minimum wage is 24,000 leks.

The maximum monthly earnings used to calculate contributions are 105,850 leks.

**Government:** None; contributes as an employer.

### **Qualifying Conditions**

Must be assessed with a work injury or occupational disease. Occupational diseases are defined by the Council of Ministers.

### **Temporary Disability Benefits**

100% of the insured's average daily wage in the six months before the accident occurred or disability began is paid for up to 12 months.

### **Permanent Disability Benefits**

For an assessed loss working capacity of at least 67%, 80% of the insured's average daily net earnings in the month before the accident occurred or disability began is paid.

The minimum benefit is 80% of the legal monthly minimum wage.

The legal monthly minimum wage is 24,000 leks.

Supplement for full disability: 4,000 leks a month is paid.



Partial permanent disability: For an assessed loss of working capacity of at least 33% but less than 67%, 50% to 80% of the insured's average daily net earnings in the month before the accident occurred or disability began is paid, depending on the assessed loss of working capacity.

Supplement for partial disability: 2,700 leks a month is paid.

Minor permanent disability: For an assessed loss of working capacity of at least 10% but less than 33%, a lump sum is paid according to a schedule in law. The cost of repairing or replacing property damaged during an accident is paid.

### **Workers' Medical Benefits**

Benefits include medical care and the cost of rehabilitation.

### **Survivor Benefits**

#### **Survivor pension**

*Spouse's pension:* 50% of the permanent disability pension the deceased received or was entitled to receive is paid to an eligible spouse.

Eligible survivors include a widow(er) caring for a dependent child younger than age 8, a widow(er) with a disability, or a widow aged 50 or older or widower aged 60 or older.

*Orphan's pension:* 25% of the permanent disability pension the deceased received or was entitled to receive is paid for each dependent child younger than age 18 (age 25 if a university student; no limit if disabled from childhood); 50% for a full orphan if there are no other eligible dependents.

*Other eligible survivor's pension:* 25% of the permanent disability pension the deceased received or was entitled to receive is paid for each dependent parent, grandparent aged 65 or older who lived with the deceased for the last 12 months, and dependent grandchildren.

The maximum combined survivor benefit is 100% of the permanent disability pension the deceased received or was entitled to receive.

### **Administrative Organization**

Ministry of Finance and Economics (<http://www.financa.gov.al/>) and a tripartite Administrative Council provide general supervision.

Social Insurance Institute (<http://www.iss.gov.al/>) administers the program.

General Directorate of Taxes (<https://www.tatime.gov.al/>) collects contributions.

### **Unemployment**

#### **Regulatory Framework**

**First law:** 1947.

**Current law:** 1993 (social insurance).

**Type of program:** Social insurance system.

#### **Coverage**

Employed persons.

Voluntary coverage for self-employed persons.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** None.

**Employer:** 0.9% of gross payroll.

**Government:** None; contributes as an employer.

#### **Qualifying Conditions**

Must be involuntarily unemployed, have at least one year of contributions, not be receiving any other benefits (except for partial disability), be registered at an unemployment office, and be willing to undergo training.

#### **Unemployment Benefits**

A flat-rate benefit of 11,000 leks a month is paid for three to 12 months, depending on the insured's duration of coverage, or for up to a total of 365 calendar days if the insured has temporary periods of employment. The benefit is paid for up to three months with one to four years of coverage; for up to nine months with five to nine years of coverage; or for up to 12 months with at least 10 years of coverage.

The unemployment benefit must provide for a minimum standard of living according to law.

Benefit adjustment: Benefits are adjusted annually.

#### **Administrative Organization**

Ministry of Finance and Economics (<http://www.financa.gov.al/>) and a tripartite Administrative Council provide general supervision.

Social Insurance Institute (<http://www.iss.gov.al/>) administers the program.

National Employment Service (<http://www.kerkojpune.gov.al/>) pays benefits.

General Directorate of Taxes (<https://www.tatime.gov.al/>) collects contributions.

### **Family Allowances**

#### **Regulatory Framework**

**First law:** 1947 and 1993.

**Current law:** 2005 (financial aid and social services).

**Type of program:** Social assistance system.

**Coverage**

Residents of Albania.

**Source of Funds**

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

**Qualifying Conditions**

Must have low or inadequate income or a family member with a disability.

**Family Allowance Benefits**

Financial aid is provided.

**Administrative Organization**

Ministry of Finance and Economics (<http://www.financa.gov.al/>) and a tripartite Administrative Council provide general supervision.

State Social Service (<http://www.sherbimisocial.gov.al/>) administers the program at district and local levels.

## Andorra

Exchange rate: US\$1.00 = 0.83 euro (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1966 (social security), implemented in 1968.

**Current law:** 2008, implemented in 2009.

**Type of program:** Social insurance and social assistance system.

#### Coverage

**Social insurance:** Employed and self-employed persons.

**Social assistance:** Residents of Andorra.

#### Source of Funds

##### Insured person

**Social insurance:** 3.5% of gross earnings (old age) plus 3% of gross earnings (disability, survivors, sickness, maternity, medical, and work injury benefits).

There are no minimum or maximum earnings used to calculate contributions.

**Social assistance:** None.

##### Self-employed person

**Social insurance:** 12% of the average monthly earnings of all insured persons covered by the National Social Security Fund in the previous year (old age) plus 10% of gross earnings (disability, survivors, sickness, maternity, medical, and work injury benefits).

The maximum monthly earnings used to calculate contributions are the average monthly earnings of all insured persons covered by the Andorra Social Security Fund in the previous year.

The average monthly earnings of all insured persons covered by the Andorra Social Security Fund are €2,062.16 (2018).

**Social assistance:** None.

##### Employer

**Social insurance:** 8.5% of gross earnings (old age) plus 7% of gross earnings (disability, survivors, sickness, maternity, medical, and work injury benefits).

There are no minimum or maximum earnings used to calculate contributions.

**Social assistance:** None.

#### Government

**Social insurance:** Finances any deficit; contributes as an employer.

**Social assistance:** The total cost.

#### Qualifying Conditions

##### Old-age pension (*pensió de jubilació, social insurance*):

Age 65 with at least 180 months of contributions.

Employment may continue.

Early pension: Age 61 with at least 480 months of contributions.

Employment must cease.

Deferred pension: The pension may be deferred. There is no age limit.

Insured persons who qualify for the old-age pension can choose to receive the old-age settlement instead.

The old-age pension is payable abroad.

##### Old-age settlement (*capital de jubilació, social insurance*):

Must be aged 65 to 68 with at least 60 months of contributions (12 months of contributions if born before March 1, 1955). Insured persons who qualify for the old-age pension can choose to receive the old-age settlement instead.

##### Old-age solidarity pension (*pensió de solidaritat per a la gent gran, social assistance, means tested*):

Age 65 (age 60 if receiving a survivor pension) and has resided in Andorra for at least 10 years immediately before the claim is made.

Means test: Monthly household income must be less than the social cohesion threshold. An asset test is also applied.

The social cohesion threshold (LECS) is 100% of the legal monthly minimum wage for a person living alone (120% for a single-parent family or 170% for a couple) plus 50% for each dependent child younger than age 14 (70% if aged 14 or older).

The legal monthly minimum wage is €1,005 (€1,017.47 as of February 1, 2018).

##### Disability pension (*social insurance*):

Must be younger than the normal retirement age, have an assessed loss of earning capacity of at least 60%, and have at least 12 months of contributions if younger than age 21; at least three times the insured's age minus 51 if aged 21 to 57; at least 120 months of contributions if aged 58 to 64. A total disability pension is paid if the insured has lost all working capacity; a partial disability pension is paid if the insured can work.

Noncontributory supplement: Paid if the insured is a resident of Andorra and the disability pension is less than 40% of the legal monthly minimum wage (partial disability) or less than 80% of the legal monthly minimum wage (total disability).

The legal monthly minimum wage is €1,005 (€1,017.47 as of February 1, 2018).

The assessed loss of earning capacity may be reviewed on the request of the insured or the Andorra Social Security Fund.

The disability pension ceases at the normal retirement age and is replaced by the old-age pension.

The disability pension is payable abroad.

**Disability solidarity pension (pensió de solidaritat per a persones amb discapacitat, social assistance, means tested):** Must be aged 18 or older but younger than the normal retirement age (younger than age 60 if receiving a survivor pension), assessed with a disability of at least 60%, and have resided in Andorra for at least seven years before the claim is made.

Means test: Monthly household income must be less than the social cohesion threshold. An asset test is also applied.

The social cohesion threshold (LECS) is 100% of the legal monthly minimum wage for a person living alone (120% for a single-parent family or 170% for a couple) plus 50% for each dependent child younger than age 14 (70% if aged 14 or older).

The legal monthly minimum wage is €1,005 (€1,017.47 as of February 1, 2018).

**Spouse's pension and allowance (social insurance):**

The deceased must have had at least 36 months of contributions in the last 48 months before death if younger than age 30, or 60 months of contributions in the last 72 months before death if aged 30 or older.

Eligible survivors include the spouse or cohabiting partner who had children with the deceased or if the marriage or partnership lasted at least two years.

Noncontributory supplement: Paid if the surviving spouse or partner is a resident of Andorra and the spouse's pension is less than 50% of the legal monthly minimum wage (or the spouse's allowance is less than 60% of the legal monthly minimum wage).

The legal monthly minimum wage is €1,005 (€1,017.47 as of February 1, 2018).

The survivor pension ceases upon remarriage or new cohabitation.

The spouse's pension and allowance are payable abroad.

**Orphan's pension (social insurance):** The deceased must have had at least 12 months of contributions in the last 18 months before death. There is no minimum qualifying period if the insured's death was the result of a work injury or occupational disease.

Eligible survivors include children younger than age 18 (age 25 if disabled and not receiving a disability pension or a student with earnings up to 12 times the legal monthly minimum wage).

The legal monthly minimum wage is €1,005 (€1,017.47 as of February 1, 2018).

The orphan's pension is payable abroad.

**Death grant (social insurance):** The grant is paid to the person who paid for the funeral. The deceased must have had at least 25 days of contributions in the last month before the claim is made. If the deceased has more than a lifetime total of 25 days but less than one year of contributions, the insured must have at least 15 days of contributions in the last month before the claim is made; with one to three years of total contributions, at least 10 days in the last two months; with four to five years of total contributions, at least five days in the last three months; and with more than five years of total contributions, there are no other qualifying conditions. There is no minimum qualifying period if the insured's death was the result of a work injury or occupational disease.

### Old-Age Benefits

**Old-age pension (pensió de jubilació, social insurance):** The annual pension is calculated by multiplying the insured's total lifetime pension points by the value of the pension point.

Pension points are calculated based on the insured's months of contributions. For pension points acquired since March 1, 2015, the value of a point is reduced for higher incomes.

There is no minimum or maximum old-age pension.

Early pension: The pension is permanently reduced by 7% for each year it is claimed before the normal retirement age.

Deferred pension: Calculated in the same way as the old-age pension.

Benefit adjustment: Benefits are adjusted annually based on the value of the pension point. The pension point is adjusted annually based on changes in the consumer price index.

**Old-age settlement (capital de jubilació, social insurance):** A lump sum of the insured's contributions, adjusted for inflation, is paid. The last 24 months of contributions are not adjusted for inflation.

**Old-age solidarity pension (pensió de solidaritat per a la gent gran, social assistance, means tested):** The difference between the insured's monthly household income and the social cohesion threshold, is paid. Benefits may be reduced or withdrawn if assets exceed a certain threshold.

The social cohesion threshold (LECS) is 100% of the legal monthly minimum wage for a person living alone (120% for a single-parent family or 170% for a couple) plus 50% for each dependent child younger than age 14 (70% if aged 14 or older).

## Permanent Disability Benefits

**Disability pension (social insurance):** The annual pension is calculated by multiplying the insured's total lifetime pension points by the value of the pension point.

Pension points are calculated based on the insured's months of contributions. For pension points acquired since March 1, 2015, the value of a point is reduced for higher incomes.

The insured is credited with contributions for each month after the disability began until the normal retirement age.

Partial disability: If the insured is able to work, 50% of the full disability pension is paid.

Noncontributory supplement: The difference between the disability pension and 40% (partial disability) or 80% (total disability) of the legal monthly minimum wage is paid.

The legal monthly minimum wage is €1,005 (€1,017.47 as of February 1, 2018).

The maximum monthly disability pension (including the noncontributory supplement) are the insured's average monthly earnings, up to 2.5 times the legal monthly minimum wage.

Average monthly earnings are based on the insured's earnings in the last 12 months worked (or the total period worked if less than 12 months) of the 24-month period before the disability began; if the insured had no earnings in the last 24 months, the legal monthly minimum wage.

Benefit adjustment: Benefits are adjusted annually based on the Budget Law.

**Disability solidarity pension (pensió de solidaritat per a persones amb discapacitat, social assistance, means tested):** The difference between the insured's monthly household income and the social cohesion threshold, is paid. Benefits may be reduced or withdrawn if assets exceed a certain threshold.

The social cohesion threshold (LECS) is 100% of the legal monthly minimum wage for a person living alone (120% for a single-parent family or 170% for a couple) plus 50% for each dependent child younger than age 14 (70% if aged 14 or older).

## Survivor Benefits

**Spouse's pension (social insurance):** 50% of the old-age pension the deceased received or was entitled to receive is paid to a widow(er) aged 55 or older, or aged 50 or older if the marriage or partnership lasted at least 10 years.

Noncontributory supplement: The difference between the spouse's pension and 50% of the legal monthly minimum wage is paid.

The legal monthly minimum wage is €1,005 (€1,017.47 as of February 1, 2018).

**Spouse's allowance (social insurance):** 50% of the deceased's average monthly earnings or the old-age pension the deceased received is paid for up to 30 months to a widow(er) younger than age 30; for up to 54 months if aged 30 to 44; or for up to 60 months if aged 45 to 54.

Average monthly earnings are based on the deceased earnings in the last 12 months worked (or the total period worked if less than 12 months) of the 24-month period before the death; if the insured had no earnings in the last 24 months, the legal monthly minimum wage.

Noncontributory supplement: The difference between the spouse's allowance and 60% of the legal monthly minimum wage is paid.

The maximum spouse's allowance is 120% of the legal monthly minimum wage.

The legal monthly minimum wage is €1,005 (€1,017.47 as of February 1, 2018).

**Orphan's pension (social insurance):** 30% of the legal monthly minimum wage is paid to each eligible child; 60% for full orphans.

The legal monthly minimum wage is €1,005 (€1,017.47 as of February 1, 2018).

**Death grant (social insurance):** A lump sum of up to three times the legal monthly minimum wage is paid.

The legal monthly minimum wage is €1,005 (€1,017.47 as of February 1, 2018).

## Administrative Organization

Andorra Social Security Fund (<https://www.cass.ad/>), managed by an Administrative Council and Director, administers the programs.

## Sickness and Maternity

### Regulatory Framework

**First law:** 1966 (social security), implemented in 1968.

**Current law:** 2008, implemented in 2009.

**Type of program:** Social insurance system.

### Coverage

Employed and self-employed persons.

### Source of Funds

**Insured person:** See Old Age, Disability, and Survivors.

**Self-employed person:** See Old Age, Disability, and Survivors.

**Employer:** See Old Age, Disability, and Survivors.

**Government:** See Old Age, Disability, and Survivors.

## **Qualifying Conditions**

**Cash sickness benefit:** Must have a total of at least 25 days of contributions for the first claim. For subsequent claims, with less than one year of contributions, the insured must have at least 15 days of contributions in the last month before the claim is made; with one to three years of contributions, at least 10 days in the last two months; with four to five years of contributions, at least five days in the last three months; or with more than five years of contributions, there are no other qualifying conditions.

**Cash maternity and paternity benefits:** Must have at least six months of coverage before the expected date of childbirth or adoption and three months of employment in the previous six months. A self-employed person must have at least six months of coverage and six months of contributions in the last six months before the expected date of childbirth or adoption.

**Medical benefits:** Must be a social insurance pensioner or have at least 25 days of contributions for the first claim. For subsequent claims, with less than one year of contributions, the insured must have at least 15 days of contributions in the last month before the claim is made; with one to three years of contributions, at least 10 days in the last two months; with four to five years of contributions, at least five days in the last three months; or with more than five years of contributions, there are no other qualifying conditions.

Eligible dependents include the spouse or a partner, children (including grandchildren, adopted children and guardians) younger than age 18 (age 25 if living with the parents and a student, or unemployed and registered at the employment services), and disabled guardians. Dependents must legally reside in Andorra, and not be gainfully employed or own or run a business.

## **Sickness and Maternity Benefits**

**Sickness benefit:** 53% of the insured's average daily earnings is paid for the first 30 days of sick leave; 66% of the insured's average daily earnings is paid from the 31st day; 60% of the insured's average daily earnings is paid from the 540th day. The benefit is paid from the 4th day of medical certification for up to 12 months; may be extended for six-month periods, for up to a total of three years.

Average daily earnings are based on the insured's earnings in the last 12 months worked (or the total period worked if less than 12 months) of the 24-month period before the sickness began; if the insured had no earnings in the last 24 months, the legal monthly minimum wage.

**Maternity and paternity benefits:** 100% of the insured's average daily earnings is paid to the mother for 16 weeks; two additional weeks are paid for each child for multiple births or multiple adoptions. (The father can receive the benefit from the sixth week after childbirth instead of the mother); 100% of the insured's average daily earnings is

paid to the father for 14 days after childbirth or 14 days after the mother returns to work.

Average daily earnings are based on the insured's earnings in the last 12 months worked (or the total period worked if less than 12 months) of the 24-month period before the maternity or paternity leave began; if the insured had no earnings in the last 24 months, the legal monthly minimum wage.

## **Workers' Medical Benefits**

Benefits include general, specialist, and maternity care; hospitalization; and transportation under certain conditions.

Cost sharing: Andorra Social Security Fund reimburses medical expenses, up to 75% of the scheduled fees (100% for maternity care; 90% for hospitalization; 65% for functional rehabilitation, speech therapy, and orthopedics). If the health care provider is not a signatory of the Andorra Social Security Fund, reimbursements are based on 33% of the scheduled fees.

There is no limit to duration.

## **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

## **Administrative Organization**

Andorra Social Security Fund (<https://www.cass.ad/>), managed by an Administrative Council and Director, administers the program.

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## **Work Injury**

### **Regulatory Framework**

**First law:** 1966 (social security), implemented in 1968.

**Current law:** 2008, implemented in 2009.

**Type of program:** Social insurance system.

### **Coverage**

Employed and self-employed persons.

### **Source of Funds**

**Insured person:** See Old Age, Disability, and Survivors.

**Self-employed person:** See Old Age, Disability, and Survivors.

**Employer:** See Old Age, Disability, and Survivors.

**Government:** See Old Age, Disability, and Survivors.

### **Qualifying Conditions**

Must be assessed with a work injury or occupational disease.

### Temporary Disability Benefits

66% of the insured's average daily earnings from the first day of disability for the first 30 days; 70% from the 31st to the 539th day; 60% from the 540th day.

Average daily earnings are based on the insured's earnings in the last 12 months worked (or the total period worked if less than 12 months) of the 24-month period before the disability began; if the insured had no earnings in the last 24 months, the legal monthly minimum wage.

### Permanent Disability Benefits

**Permanent disability pension:** For an assessed disability of greater than 65%, the pension is 100% of the insured's average monthly earnings multiplied by the assessed degree of disability.

Average monthly earnings are based on the insured's earnings in the last 12 months worked (or the total period worked if less than 12 months) of the 24-month period before the disability began; if the insured had no earnings in the last 24 months, the legal monthly minimum wage.

The legal monthly minimum wage is €1,005 (€1,017.47 as of February 1, 2018).

Partial disability: For an assessed disability of greater than 50% and up to 65%, the pension is the insured's average monthly earnings multiplied by 75% of the assessed degree of disability. If the assessed disability is greater than 20% and up to 50%, the pension is the insured's average monthly earnings multiplied by 50% of the assessed degree of disability.

For an assessed degree of disability of greater than 10% and up to 20%, a lump sum of 2.5 to 7 times the insured's average monthly earnings is paid.

For an assessed degree of disability of up to 10%, a lump sum of two times the insured's average monthly earnings is paid.

The permanent disability pension is replaced by the old-age pension at the normal retirement age if the old-age pension amount is greater than the disability pension.

The assessed degree of disability may be reviewed at the request of the insured or the Andorra Social Security Fund.

The permanent disability pension is payable abroad.

Benefit adjustment: Benefits are adjusted annually based on the Budget Law.

### Workers' Medical Benefits

Benefits include general and specialist treatment, transportation, and hospitalization.

Scheduled fees are reimbursed based on conventional rates.

### Survivor Benefits

**Spouse's pension:** A choice between 50% of the old-age pension the deceased received or was entitled to receive paid for life, or the spouse's allowance paid for up to 60 months.

Eligible survivors include a widow(er) or cohabiting partner aged 55 or older.

Noncontributory supplement: The difference between the spouse's pension and 50% of the legal monthly minimum wage is paid.

The legal monthly minimum wage is €1,005 (€1,017.47 as of February 1, 2018).

**Spouse's allowance:** 50% of the deceased's average monthly earnings or the deceased's old-age pension is paid for up to 30 months for a widow(er) or cohabiting partner younger age 30; for up to 54 month if aged 30 to 44; or for up to 60 months if aged 45 to 54.

Average monthly earnings are based on the deceased's earnings in the last 12 months worked (or the total period worked if less than 12 months) of the 24-month period before the death; if the insured had no earnings in the last 24 months, the legal monthly minimum wage.

Noncontributory supplement: The difference between the spouse's allowance and 60% of the legal monthly minimum wage is paid.

The maximum spouse's allowance is 120% of the legal monthly minimum wage.

The legal monthly minimum wage is €1,005 (€1,017.47 as of February 1, 2018).

**Orphan's pension:** See Old Age, Disability, and Survivors.

**Death grant:** See Old Age, Disability, and Survivors.

### Administrative Organization

Andorra Social Security Fund (<https://www.cass.ad/>), managed by an Administrative Council and Director, administers the program.

### Unemployment

#### Regulatory Framework

**First and current law:** 2013 (social assistance for unemployment).

**Type of program:** Social assistance system.

#### Coverage

Employed persons.

Exclusions: Self-employed persons.

#### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

### Qualifying Conditions

**Unemployment benefits (prestació econòmica per desocupació involuntària, income tested):** Must be involuntarily unemployed with at least 36 months of contributions in the last 60 months if aged 26 or older (18 months if aged 25 or younger), be registered as a job seeker at the public employment service for at least 45 days before the claim is made, be available and looking for work, and accept suitable employment. Must not qualify for the old-age pension or early old-age pension.

The benefit is terminated for refusing more than one suitable job offer or training offered by the Employment Service.

Means test: Monthly household income must be less than the social cohesion threshold. An asset test is also applied.

The social cohesion threshold (LECS) is 100% of the legal monthly minimum wage for a person living alone (120% for a single-parent family or 170% for a couple) plus 50% for each dependent child younger than age 14 (70% if aged 14 or older).

The legal monthly minimum wage is €1,005 (€1,017.47 as of February 1, 2018).

### Unemployment Benefits

**Unemployment benefits (prestació econòmica per desocupació involuntària, income tested):** The difference between the insured's monthly household income and the social cohesion threshold is paid for up to six months. Benefits may be reduced or withdrawn if the beneficiary's assets exceed a certain threshold.

The social cohesion threshold (LECS) is 100% of the legal monthly minimum wage for a person living alone (120% for a single parent family or 170% for a couple) plus 50% for each dependent child younger than age 14 (70% if aged 14 or older).

### Administrative Organization

Ministry of Social Affairs (<https://www.aferssocials.ad/>) administers the program.

### Family Allowances

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#### Regulatory Framework

**First law:** 2008, implemented in 2009.

**Current law:** 2014 (social services).

**Type of program:** Social assistance system.

### Coverage

Residents of Andorra.

### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

### Qualifying Conditions

**Child allowance (prestacions familiars per fill a carrec, income tested):** Paid to families with one or more children up to age 18 (age 25 if a student) who have been residents in Andorra for the last seven years before the claim is made.

Means test: Monthly household income must be less than the social cohesion threshold. An asset test is also applied.

The social cohesion threshold (LECS) is 120% of the legal monthly minimum wage for a single-parent family (170% for a couple) plus 50% for each dependent child younger than age 14 (70% if aged 14 or older).

The legal monthly minimum wage is €1,005 (€1,017.47 as of February 1, 2018).

### Family Allowance Benefits

**Child allowance (prestacions familiars per fill a carrec, income tested):** 10% of the social cohesion threshold is paid for each eligible child; an additional 20% of the social cohesion threshold is paid if the child is disabled.

The social cohesion threshold (LECS) is 120% of the legal monthly minimum wage for a single-parent family (170% for a couple) plus 50% for each dependent child younger than age 14 (70% if aged 14 or older).

The legal monthly minimum wage is €1,005 (€1,017.47 as of February 1, 2018).

### Administrative Organization

Ministry of Social Affairs (<https://www.aferssocials.ad/>) administers the program.



## Austria

Exchange rate: US\$1.00 = 0.83 euro (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First laws:** 1906 (pensions), implemented in 1909; and 1938 (insurance), implemented in 1939.

**Current laws:** 1955 (social insurance), implemented in 1956; 1978 (self-employed), implemented in 1979; 1978 (farmers); 1978 (professional persons); and 2004 (pension harmonization), implemented in 2005.

Note: The 1955 law applies to insured persons aged 50 or older on January 1, 2005. The 2004 law, which harmonized various special systems, applies to insured persons younger than age 50 on January 1, 2005.

**Type of program:** Social insurance system.

#### Coverage

Wage earners and salaried employees earning at least €438.05 a month and apprentices.

Special systems for miners; notaries; public-sector employees; and self-employed persons, including those in industry and trade, and agriculture.

#### Source of Funds

**Insured person:** 10.25% of monthly covered earnings.

The minimum monthly earnings used to calculate contributions are €438.05.

The maximum monthly earnings used to calculate contributions are €5,130.

**Self-employed person:** Not applicable.

**Employer:** 12.55% of monthly covered payroll.

The minimum monthly earnings used to calculate contributions are €438.05.

The maximum monthly earnings used to calculate contributions are €5,130.

**Government:** Provides a subsidy; finances the cost of the care benefit and income-tested allowance.

#### Qualifying Conditions

**Old-age pension (Alterspension):** Age 65 (men) or age 60 (women, gradually rising to age 65 from 2024 to 2033). Insured persons born before 1955 must have at least 180 months of paid or credited contributions in the last 30 years; a total of at least 300 months of paid or credited

contributions; or a total of at least 180 months of paid contributions. Insured persons born since 1955 without any paid or credited contributions before 2005 must have at least 180 months of paid or credited contributions, including at least 84 months of paid contributions. For insured persons born since 1955 with at least one month of paid or credited contributions before 2005, the more favorable conditions apply.

Contributions may be credited under certain conditions, such as for periods spent caregiving, in military service, or receiving sickness, maternity, or unemployment benefits.

Contributions may be paid retroactively under certain conditions for periods of education or training the insured completed after age 15.

Early pension (Vorzeitige Alterspension–Langzeitversicherungspension): Age 62 (men) with at least 540 months of paid or credited contributions, or age 58 (women, gradually rising to age 62 by 2027) with at least 516 months (gradually rising to 540 months by 2022) of paid or credited contributions.

Deferred pension (Pensionsaufschub): The pension may be deferred. There is no age limit.

Arduous work pension (Schwerarbeitspension): Age 60 with at least 540 months of paid or credited contributions, including at least 120 months of arduous work in the last 240 months. (The arduous work pension for women is effective in 2028. Until then, women can claim the old-age pension at age 60 or the early pension.)

Corridor pension (Korridorpension): Age 62 with at least 480 months of paid or credited contributions and with gross monthly earnings up to €438.05. (The corridor pension for women is effective in 2028. Until then, women can claim the old-age pension at age 60 or the early pension.)

Child's supplement (Kinderzuschuss): Paid for children younger than age 18 (age 27 if a student or in training; no limit if disabled).

Long-term care allowance (Pflegegeld): Paid if the insured requires long-term personal care, based on seven levels of care.

Compensatory supplement (Ausgleichszulage, income tested): Paid if the insured's total monthly income (including pensions, other benefits, and a spouse's income) is less than the monthly minimum amount.

The monthly minimum amount is €909.42 for a single person with less than 360 months of paid contributions; €1,022 for a single person with at least 360 months of paid contributions, or €1,363.52 for a married couple; plus €140.52 for each child younger than age 18 (age 27 if a student or in training; no limit if disabled).

The old-age pension is payable abroad.

**Disability pension (Invaliditätspension, earnings tested):** Must have an assessed loss of earning capacity greater than 50% and have at least 60 months of paid or

credited contributions (plus one month for each month since age 50) in the last 10 years (plus two months for each month since age 50), at least 300 months of paid or credited contributions, or a total of 180 months of paid contributions. The contribution requirements are reduced for persons aged 60 or older.

Contributions may be credited under certain conditions, such as for periods spent caregiving, in military service, or receiving sickness, maternity, or unemployment benefits.

Contributions may be paid retroactively under certain conditions for periods of education or training the insured completed after age 15.

Earnings test: The pension is subject to recovery if the insured's monthly earnings exceed €1,196.09.

Child's supplement (Kinderzuschuss): Paid for children younger than age 18 (age 27 if a student or in training; no limit if disabled).

Long-term care allowance (Pflegegeld): Paid if the insured requires long-term personal care, based on seven levels of care.

Compensatory supplement (Ausgleichszulage, income tested): Paid if the insured's total monthly income (including pensions, other benefits, and a spouse's income) is less than the monthly minimum amount.

The monthly minimum amount is €909.42 for a single person with less than 360 months of paid contributions; €1,022 for a single person with at least 360 months of paid contributions, or €1,363.52 for a married couple; plus €140.52 for each child younger than age 18 (age 27 if a student or in training; no limit if disabled).

The disability pension is payable abroad.

**Survivor pension (Hinterbliebenenpension):** The deceased received or was entitled to receive an old-age or disability pension at the time of death.

Eligible survivors: A widow(er) (or same-sex partner), certain divorced spouses, and children younger than age 18 (age 27 if a student or in training; no limit if disabled).

Compensatory supplement (Ausgleichszulage, income tested): Paid if the survivor's total monthly income (including pensions, other benefits, and a spouse's income) is less than the monthly minimum amount.

The monthly minimum amount is €909.42 for a widow(er), €334.49 for a child up to age 24 (€502.24 for a full orphan), or €594.40 for a child older than age 24 (€909.42 for a full orphan).

The survivor pension is payable abroad.

### **Old-Age Benefits**

**Old-age pension (Alterspension):** 1.78% of the assessment base for each year of coverage or contributions is paid.

The assessment base is the insured's adjusted average monthly earnings in the best 30 years (gradually rising by 12 months a year until reaching 40 years in 2028), up to €4,252.67.

For insured persons born after January 1, 1955, the pension is based on the sum of contributions for each calendar year plus the sum of the adjusted annual lifetime contributions divided by 14.

Early pension (Vorzeitige Alterspension–Langzeitversicherungspension): The pension is reduced by 4.2% for each year it is claimed before the normal retirement age.

Deferred pension (Pensionsaufschub): The pension is increased by 4.2% for each year of deferral after the normal retirement age.

Arduous work pension (Schwerarbeitspension): The pension is reduced by 4.2% for each year it is claimed before the normal retirement age (1.8% if the insured is born after 1954).

Corridor pension (Korridorpension): The pension is reduced by 0.425% for each month it is claimed before the normal retirement age.

Child's supplement (Kinderzuschuss): €29.07 a month is paid for each eligible child.

Long-term care allowance (Pflegegeld): €157.30 to €1,688.90 a month is paid, depending on the level of care required.

Compensatory supplement (Ausgleichszulage, income tested): The difference between the insured's total monthly income (including pensions, other benefits, and a spouse's income) and the monthly minimum amount is paid.

The monthly minimum amount is €909.42 for a single person with less than 360 months of paid contributions; €1,022 for a single person with at least 360 months of paid contributions, or €1,363.52 for a married couple; plus €140.52 for each child younger than age 18 (age 27 if a student or in training; no limit if disabled).

Schedule of payments: 14 payments a year.

Benefit adjustment: Benefits are adjusted annually.

### **Permanent Disability Benefits**

**Disability pension (Invaliditätspension):** 1.78% of the assessment base for each year of coverage or contributions is paid.

If the insured is younger than age 60, the coverage period is projected to age 60.

The assessment base is the insured's adjusted average earnings in the best 30 years (gradually rising by 12 months a year until reaching 40 years in 2028), up to €4,252.67.

The maximum disability pension is 60% of the assessment base.

For insured persons born after January 1, 1955, the pension is based on the sum of contributions for each calendar year plus the sum of the adjusted annual lifetime contributions divided by 14.

Earnings test: The pension is reduced by 30% of earnings for monthly earnings from €1,196.09 to €1,794.20, by 40% for monthly earnings from €1,794.21 to €2,392.17, and by 50% for monthly earnings above €2,392.17.

Child's supplement (Kinderzuschuss): €29.07 a month is paid for each eligible child.

Long-term care allowance (Pflegegeld): €157.30 to €1,688.90 a month is paid, depending on the level of care required.

Compensatory supplement (Ausgleichszulage, income tested): The difference between the insured's total monthly income (including pensions, other benefits, and a spouse's income) and the monthly minimum amount is paid.

The monthly minimum amount is €909.42 for a single person with less than 360 months of paid contributions; €1,022 for a single person with at least 360 months of paid contributions, or €1,363.52 for a married couple; plus €140.52 for each child younger than age 18 (age 27 if a student or in training; no limit if disabled).

Schedule of payments: 14 payments a year.

Benefit adjustment: Benefits are adjusted annually.

## Survivor Benefits

### Survivor pension (Hinterbliebenenrente)

*Spouse's pension (Witwen-/Witwerrente)*: Up to 60% of the deceased's old-age pension is paid to a widow(er), based on a ratio of the widow(er)'s income to the deceased's income.

Compensatory supplement (Ausgleichszulage, income tested): The difference between the widow(er)'s total monthly income (including pensions and other benefits) and the monthly minimum amount is paid.

The monthly minimum amount is €909.42 for a widow(er).

*Orphan's pension (Waisenrente)*: 40% of the spouse's pension is paid to each eligible child; 60% for a full orphan.

Compensatory supplement (Ausgleichszulage, income tested): The difference between the child's total monthly income (including pensions and other benefits) and the monthly minimum amount is paid.

The monthly minimum amount is €334.49 for a child up to age 24 (€502.24 for a full orphan); €594.40 for a child older than age 24 (€909.42 for a full orphan).

Schedule of payments: 14 payments a year.

Benefit adjustment: Benefits are adjusted annually.

## Administrative Organization

Federal Ministry for Labor, Social Affairs, and Consumer Protection (<https://www.sozialministerium.at/>) and the

Federal Ministry of Finance (<https://www.bmf.gv.at/>) provide general supervision.

Federation of Austrian Social Insurance Institutions (<https://www.sozialversicherung.at/>), composed of self-governing pension institutions with elected representatives of insured persons and employers, coordinates the program.

Pension Insurance Institution (<http://www.pensionsversicherung.at/>) administers 85% of all pensions.

Sickness funds collect contributions and transfer them to pension insurance institutions and maintain contribution records for individual workers.

## Sickness and Maternity

### Regulatory Framework

**First law:** 1888 (sickness insurance), implemented in 1889.

**Current laws:** 1955 (social insurance), implemented in 1956; 1974 (employees); 1978 (self-employed), implemented in 1979; 1978 (farmers); 1978 (professional persons); and 2004 (pensions harmonization).

**Type of program:** Social insurance system.

### Coverage

Wage earners and salaried employees earning at least €438.05 a month, apprentices, and pensioners (medical benefits only).

Special systems for public-sector employees; railway employees; and self-employed persons in industry and trade, and agriculture.

### Source of Funds

**Insured person:** 3.78% of monthly covered earnings (wage earners and salaried employees) or 5.10% of the pension (pensioners).

The minimum monthly earnings used to calculate contributions are €438.05.

The maximum monthly earnings used to calculate contributions are €5,130.

**Self-employed person:** Not applicable.

**Employer:** 3.87% of monthly covered payroll (wage earners and salaried employees).

The minimum monthly earnings used to calculate contributions are €438.05.

The maximum monthly earnings used to calculate contributions are €5,130.

**Government:** Finances 70% of the cost of cash maternity benefits.

### **Qualifying Conditions**

**Cash sickness benefit (Krankengeld):** Must be in covered employment.

**Rehabilitation benefit (Rehabilitationsgeld):** Must be assessed as needing rehabilitation.

The pension fund assesses the need for rehabilitation.

**Cash maternity benefit (Wochengeld):** Must be in covered employment.

**Cash paternity benefit (Familienzeitbonus):** Must have been in covered employment and not receiving unemployment benefits in the last 182 days before the paternity leave began.

**Medical benefits:** There is no minimum qualifying period.

### **Sickness and Maternity Benefits**

**Sickness benefit (Krankengeld):** 50% of the insured's assessment base is paid after a 16-week waiting period for six weeks; thereafter, 60%. (The employer pays up to 100% of the insured's earnings for the first 12 weeks, and 50% for the next four weeks.)

The assessment base is the average amount of daily earnings (25% to those receiving 50% of earnings from the employer) plus family supplements (according to the sickness fund regulations) for 26 to 52 weeks, depending on the length of the coverage period.

The maximum sickness benefit is 75% of the insured's covered earnings, depending on the number of dependents.

**Rehabilitation benefit (Rehabilitationsgeld):** 100% of the sickness benefit is paid under most conditions. The benefit is paid for the duration of the temporary incapacity until the insured returns to work.

**Maternity benefit (Wochengeld):** 100% of the insured's average monthly earnings is paid for eight weeks before and eight weeks (12 to 16 weeks in special cases) after the expected date of childbirth.

**Paternity benefit (Familienzeitbonus):** €22.60 a day is paid for 28 to 31 days, depending on the length of the paternity leave chosen.

### **Workers' Medical Benefits**

Benefits are ordinarily provided by doctors, hospitals, and pharmacists under contract with sickness funds; some funds operate their own clinics or hospitals. Benefits include medical, mental health, maternity, and dental care; hospitalization; medicine; appliances; home care; preventive examinations; and transportation.

Cost sharing: The insured pays €6 for each prescription, part of the cost of dental care, and at least €34.20 (€102.60 for visual aids), up to 10% of the cost of appliances or medicine.

There is no limit to duration.

### **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

### **Administrative Organization**

Federal Ministry for Labor, Social Affairs, and Consumer Protection (<https://www.sozialministerium.at/>) provides general supervision.

Nine district and five occupational sickness funds, managed by elected representatives of insured persons and employers, administer contributions and benefits.

### **Work Injury**

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#### **Regulatory Framework**

**First law:** 1887 (accident insurance), implemented in 1889.

**Current laws:** 1955 (social insurance), implemented in 1956; 1978 (professional persons); and 2004 (pension harmonization).

**Type of program:** Social insurance system.

#### **Coverage**

Employed persons, apprentices, and students.

Special systems for miners; notaries; public-sector employees; and self-employed persons, including those in trade and industry, and agriculture.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** 1.3% of monthly covered payroll.

The maximum monthly earnings used to calculate contributions are €5,130.

**Government:** None.

#### **Qualifying Conditions**

Must be assessed with a work injury or occupational disease.

#### **Temporary Disability Benefits**

The benefit is the same as the cash sickness benefit (see Sickness and Maternity) and is paid until the insured is assessed with a permanent disability.

#### **Permanent Disability Benefits**

**Permanent disability pension (Rente bei Dauerinvalidität):** For a 100% assessed loss of earning capacity, 66.6% of the assessment base is paid.

The assessment base is the insured's average covered earnings in the year before the disability began.

**Partial disability (Teilrente):** For an assessed loss of earning capacity of at least 20% but less than 100%, a percentage of the full permanent disability pension is paid depending on the assessed loss of earning capacity.

**Supplemental pension (Schwerversehrtenrente):** 20% of the permanent disability pension is paid for a loss of earning capacity from 50% to 70%; 50% if the loss of earning capacity is greater than 70%.

**Child's supplement (Kinderzuschuss):** If the insured has at least a 50% assessed loss of earning capacity, 10% of the permanent disability pension is paid for each child younger than age 18 (age 27 if a student or in training; no limit if disabled).

The total combined permanent disability pension, supplemental pension, and supplements for children must not exceed 100% of the assessment base.

Schedule of payments: 14 payments a year.

Benefit adjustment: Benefits are adjusted annually based on the rules of the accident insurance institution.

**Long-term care allowance (Pflegegeld):** €157.30 to €1,688.90 a month is paid if the insured requires long-term personal care, depending on the level of care required.

### Workers' Medical Benefits

Comprehensive care, including rehabilitation (the first four weeks are provided under Sickness and Maternity) and allowances for training and relocation.

### Survivor Benefits

#### Survivor pension (Hinterbliebenenrente)

**Spouse's pension (Witwen-/Witwerrente):** 40% of the assessment base is paid to a widow aged 60 or older or a widower aged 65 or older; other widow(er)s receive 20% of the assessment base.

The assessment base is the deceased's average earnings in the year before death.

**Orphan's pension (Waisenrente):** 20% of the assessment base is paid to each child younger than age 18 (age 27 if a student or in training; no limit if disabled); 30% for a full orphan.

The assessment base is the deceased's average earnings in the year before death.

**Other dependent's pension (Rente anderer Abhängiger):** Up to 20% of the assessment base is paid for all other dependents, including parents, grandparents, and brothers and sisters younger than age 18 (age 27 if a student or in training; no limit if disabled).

The assessment base is the deceased's average earnings in the year before death.

The maximum combined survivor benefit is 80% of the assessment base.

**Spouse's allowance (Witwen-/Witwerbeihilfe):** A flat-rate payment of 40% of the assessment base is paid to a widow(er) who is ineligible to receive the spouse's pension.

The assessment base is the deceased's average earnings in the year before death.

Schedule of payments: 14 payments a year.

Benefit adjustment: Benefits are adjusted annually based on the rules of the accident insurance institution.

**Funeral grant (Bestattungsbeihilfe):** Up to 6.7% of the assessment base is paid for funeral and transportation costs.

The assessment base is the deceased's average earnings in the year before death.

### Administrative Organization

Federal Ministry for Labor, Social Affairs, and Consumer Protection (<https://www.sozialministerium.at/>) provides general supervision.

General Accident Insurance Institution (<https://www.auva.at/>) administers long-term benefits.

Sickness funds collect contributions and transfer them to accident insurance institutions.

Accident insurance institutions provide benefits.

### Unemployment

#### Regulatory Framework

**First law:** 1920 (unemployment insurance).

**Current laws:** 1977 (unemployment insurance) and 1994 (labor market).

**Type of program:** Social insurance system.

#### Coverage

Employed persons earning at least €438.05 a month and apprentices.

Voluntary coverage is possible for self-employed persons.

Exclusions: Public-sector employees.

#### Source of Funds

**Insured person:** 3% of monthly covered earnings. The contribution rate is reduced for low-income persons.

The minimum monthly earnings used to calculate contributions are €438.05.

The maximum monthly earnings used to calculate contributions are €5,130.

**Self-employed person:** The voluntarily insured can choose between a monthly flat-rate contribution of €89.78, €179.55, or €269.33.

**Employer:** 3% of monthly covered payroll.

The minimum monthly earnings used to calculate contributions are €438.05.

The maximum monthly earnings used to calculate contributions are €5,130.

**Government:** Finances any deficit.

### Qualifying Conditions

**Unemployment benefit (Arbeitslosengeld):** Must have at least 52 weeks of paid contributions in the last 24 months for a first-time claim made from age 25 or later (at least 26 weeks of paid contributions in the last 12 months if made before age 25); and at least 28 weeks in the last 12 months for subsequent claims. The insured must be registered at an employment office and be capable of and willing to work.

If unemployment is due to voluntary leaving without good reason, misconduct, or work stoppage, a four-week waiting period is applied; six weeks for refusal of a suitable job offer (eight weeks for recurrence).

Family supplement: Paid for each child.

Supplemental benefit (Ergänzungsbetrag, income tested): Paid for an unemployed person with low income.

**Vocational retraining allowance (Umschulungsgeld):** Must be assessed with a temporary disability that will last for at least six months and requires vocational training to reintegrate into working life. The insurance provider assesses the disability.

**Emergency assistance (Notstandshilfe, income tested):** Must be unemployed, capable of and willing to work, and assessed as requiring emergency assistance. The benefit is paid after the right to the unemployment benefits ceases.

### Unemployment Benefits

**Unemployment benefit (Arbeitslosengeld):** 55% of the insured's net earnings in the last year (or the previous calendar year, depending on the month in which the claim is filed) is paid for up to 20 weeks; may be extended to 30 weeks with at least 156 weeks of coverage, 39 weeks if aged 40 or older with at least 312 weeks of coverage in the last 10 years, or 52 weeks if aged 50 or older with at least 468 weeks of coverage in the last 15 years. The duration of payment is extended by periods of participation in training provided by the Labor Market Service. Recipients that have completed a rehabilitation program receive benefits for up to 78 weeks.

The maximum monthly earnings used to calculate benefits are €4,650.

Family supplement: €0.97 a day is paid for each eligible dependent.

Supplemental benefit (Ergänzungsbetrag, income tested): The supplemental benefit raises the unemployment benefit to €909.42 a month.

The maximum unemployment benefit, including all supplemental benefits, is 60% of the insured's net earnings (80% if the family supplement is paid).

**Vocational retraining allowance (Umschulungsgeld):** 100% of the unemployment benefit is paid until the first day of rehabilitation and then increased by 22%. The retraining allowance is paid until the end of the month with the last retraining measure.

The minimum daily vocational training allowance is €35.33.

**Emergency assistance (Notstandshilfe, income tested):** 95% of the unemployment benefit is paid if the unemployment benefit is €909.42 a month or less; 92% up to 95% if the benefit is greater than €909.42 a month. Emergency assistance benefits vary depending on the number of dependents and income of the unemployed person, and his or her spouse or cohabiting partner. As of July 2018, the income of the spouse or partner will no longer be taken into consideration.

There is no limit to duration.

Family supplements are also paid for eligible dependents.

### Administrative Organization

Federal Ministry of Labor, Social Affairs, and Consumer Protection (<https://www.sozialministerium.at/>) provides general supervision.

Regional offices of the Labor Market Service (<http://www.ams.at/>) administer benefits and offer job seeking services.

Sickness funds collect contributions from employers.

### Family Allowances

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#### Regulatory Framework

**First law:** 1948.

**Current laws:** 1967 (family allowances) and 2001 (child care).

**Type of program:** Universal system.

#### Coverage

Permanent resident citizens of Austria and noncitizen residents with one or more children.

## Source of Funds

**Insured person:** None.

**Self-employed:** None.

**Employer:** 3.9% of payroll.

**Government:** Contributes a certain percentage from tax revenues.

## Qualifying Conditions

**Family allowance (Familienbeihilfe):** Paid for children younger than age 18 (age 24 if a student, in training, or severely disabled).

Severely disabled child supplement: Paid for a child who has an assessed degree of disability of at least 50% or is permanently unable to support her/himself.

Large family supplement (Mehrkindzuschlag, income tested): Paid for a family with three or more children.

Income test: Annual family income in the previous year must not exceed €55,000.

### Child care allowance (Kinderbetreuungsgeld)

**Flat-rate child care allowance (Pauschales Kinderbetreuungsgeld, income tested):** Paid for a parent receiving a family allowance who lives in the same household with the child. The flat-rate child care allowance cannot be combined with an earnings-related child care allowance.

Partner bonus (Partnerschaftsbonus): Paid if the parents share the child care duties more or less equally (50:50 to 60:40) and they have each received the child care allowance for at least 124 days.

**Earnings-related child care allowance:** Paid for a parent receiving a family allowance who lives in the same household with the child and is in gainful employment. The earnings-related child care allowance cannot be combined with a flat-rate child care allowance.

Partner bonus (Partnerschaftsbonus): Paid if the parents share the child care duties more or less equally (50:50 to 60:40) and they have each received the child care allowance for at least 124 days.

## Family Allowance Benefits

**Family allowance (Familienbeihilfe):** €114 a month is paid for each eligible child younger than age 3; €121.90 for a child aged 3 to 9; €141.50 for a child aged 10 to 18; and €165.10 for a child from age 19.

The total family allowance is increased by €7.10 a month for each child for households with up to two eligible children; €17.40 a month for each child for households with three children; €26.50 for each child for households with four children; €32 a month for each child for households with five children; €35.70 a month for households with six children; or €52 a month for each child for households with at least seven children.

Severely disabled child supplement: €152.90 a month is paid for each eligible child.

Large family supplement (Mehrkindzuschlag, income tested): €20 a month is paid for the third child and each subsequent child.

### Child care allowance (Kinderbetreuungsgeld)

**Flat-rate child care allowance (Pauschales Kinderbetreuungsgeld, income tested):** €14.53 to €33.88 a day is paid to the parent caring for a child for up to 851 days, depending on the benefit duration chosen; for 456 to 1,063 days if the parents take turns in providing child care over certain periods. The daily allowance is increased by 50% for each additional child in the case of multiple births.

Income test: The flat-rate child care allowance is reduced by the amount that exceeds 60% of the beneficiary's income in the year before childbirth or before the year of last receipt of a child care allowance (€16,200 if this figure is not available).

Partner bonus (Partnerschaftsbonus): A lump sum of €500 is paid.

**Earnings-related child care allowance:** 80% of the last earnings is paid to the parent caring for a child for up to 365 days after child birth; up to 426 days if the parents take turns in providing child care over certain periods.

The maximum daily earnings-related child care allowance is €66.

Earnings test: The earnings-related child-care allowance is reduced by the amount by which the annual earnings of the person caring for the child exceeds €16,800.

Partner bonus (Partnerschaftsbonus): A lump sum of €500 is paid.

## Administrative Organization

Federal Chancellery (<https://www.bundeskanzleramt.gv.at/>) administers the program and the family benefits fund.

## Belarus

Exchange rate: US\$1.00 =  
1.97 new Belarusian rubles.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1956.

**Current laws:** 1992 (pensions); 1996 (contributions); 2001 (funeral grant); 2003 (public service); 2008 (occupational pensions), implemented in 2009; and 2016 (pension improvement).

**Type of program:** Social insurance and social assistance system.

#### Coverage

**Social insurance:** Employed and self-employed persons residing permanently in Belarus, including priests and employees of religious organizations; members of cooperatives; and farmers.

Special systems for persons working under certain hazardous conditions, certain categories of persons in professional activities, government employees, military personnel, and persons injured in the Chernobyl disaster.

**Social assistance:** Residents of Belarus.

#### Source of Funds

##### Insured person

**Social insurance:** 1% of earnings.

The maximum monthly earnings used to calculate contributions are five times the national average wage in the month before the contribution is paid.

The national average wage is 859 Belarusian rubles (943.90 Belarusian rubles as of May 2018).

**Social assistance:** None.

##### Self-employed person

**Social insurance:** 29% of declared income.

The minimum monthly earnings used to calculate contributions are the legal monthly minimum wage.

The legal monthly minimum wage is 305 Belarusian rubles.

The self-employed person's contributions to Sickness and Maternity finance the funeral grant (see source of funds for Sickness and Maternity).

**Social assistance:** None.

#### Employer

**Social insurance:** The contribution varies depending on industry and business. Most employers contribute 28% of gross payroll.

The maximum monthly earnings used to calculate contributions are five times the national average wage in the month before the contribution is paid.

The national average wage is 859 Belarusian rubles (943.90 Belarusian rubles as of May 2018).

The employer's contributions to Sickness and Maternity finance the funeral grant (see source of funds for Sickness and Maternity).

**Social assistance:** None.

#### Government

**Social insurance:** Finances pensions for military personnel and provides subsidies as needed.

**Social assistance:** The total cost.

#### Qualifying Conditions

**Old-age pension (social insurance):** Age 61 (gradually rising by six months a year until reaching age 63 by 2022) with at least 25 years of coverage, including 16 years and six months (gradually rising by six months a year until reaching 20 years by 2025) of paid contributions (men); or age 56 (gradually rising by six months a year until reaching age 58 by 2022) with at least 20 years of coverage, including 16 years and six months (gradually rising by six months a year until reaching 20 years by 2025) of paid contributions (women).

Qualifying conditions are reduced for persons working under certain hazardous conditions, war veterans, parents of children with disabilities, persons with disabilities since childhood, mothers of five or more children, and mothers of soldiers killed in action.

**Partial pension:** A reduced pension is paid if the insured does not meet the coverage requirements for a full pension.

**Deferred pension:** The pension may be deferred.

The old-age pension is payable abroad under reciprocal agreement.

**Old-age social pension (social assistance):** Paid to non-working citizens age 65 (men) or age 60 (women) who are not entitled to receive a social insurance old-age pension.

**Disability pension (social insurance):** Must be assessed with a Group I (total disability requiring constant attendance), a Group II (total disability), or a Group III (partial disability) disability, and have at least one year of coverage (if younger than age 23 when the disability began) to 15 years of coverage (if aged 61 or older when the disability began).



Partial pension: The insured has a Group I or Group II disability but does not meet the coverage requirement for a full disability pension. There is no partial pension for a Group III disability.

Constant-attendance supplement: Paid if the insured requires the constant attendance of others to perform daily functions.

Expert medical rehabilitation commissions assess the degree of disability.

**Disability social pension (social assistance):** Paid to nonworking citizens who are not entitled to receive a social insurance disability pension and were younger than age 18 when the disability began.

Expert medical rehabilitation commissions assess the degree of disability.

**Survivor pension (social insurance):** The deceased was the head of the household and received or was entitled to receive a social insurance disability pension.

Eligible survivors include a dependent spouse; children, siblings, and grandchildren younger than age 18 (age 23 if a student; no limit if disabled before age 18); the insured's parents if they have reached the normal retirement age, are disabled, or care for a child younger than age 8 and do not work; and dependent grandparents.

Partial pension: A reduced pension is paid if the deceased has less than the number of years of coverage required for a full survivor pension.

**Orphan's social pension (social assistance):** Paid to children younger than age 18 (age 23 if a student; no limit if disabled before age 18).

**Funeral grant (social insurance):** Paid to the person who pays for the funeral. The claim must be made within six months of the date of death (or under certain circumstances, the date of the burial).

### **Old-Age Benefits**

**Old-age pension (social insurance):** The monthly pension is 55% of the insured's average monthly earnings plus 1% of average monthly earnings for each year of coverage exceeding 25 years (men) or 20 years (women). An additional 1% of the insured's average monthly earnings is paid for each year of coverage exceeding 10 years (men) or seven and a half years (women) in hazardous work, up to 20%.

The minimum monthly earnings used to calculate the pension are 1% of the minimum monthly old-age pension.

The minimum monthly old-age pension is 25% of the national average subsistence level in the last two quarters.

The national average subsistence level is 199.32 Belarusian rubles (February 2018; 206.58 Belarusian rubles as of May 2018).

The maximum monthly old-age pension is 972.92 Belarusian rubles.

Partial pension: The pension is proportionally reduced for each year of coverage less than the years required for a full pension.

The minimum monthly partial pension is 50% of the minimum monthly old-age pension; 100% of the minimum monthly old-age pension for mothers of at least five children.

Deferred pension: The pension is increased by 6% for the first complete year of deferral after the normal retirement age, plus 8% for the second, 10% for the third; 12% for the fourth; and 14% for the fifth. For incomplete years, the pension is increased by 1% for every two months.

Benefit adjustment: Benefits are adjusted monthly based on increases in the national average wage. The minimum pension is adjusted quarterly based on changes in the national average subsistence level.

**Old-age social pension (social assistance):** 50% of the national average subsistence level in the last six months is paid.

The national average subsistence level is 199.32 Belarusian rubles (February 2018).

Benefit adjustment: Benefits are adjusted quarterly based on changes in the national average subsistence level.

### **Permanent Disability Benefits**

**Disability pension (social insurance):** 75% of the insured's average monthly earnings is paid for a Group I disability; 65% for a Group II disability; 40% for a Group III disability.

The minimum monthly disability pension is 100% of the minimum monthly old-age pension for a Group I or Group II disability; 50% for a Group III disability.

The minimum monthly old-age pension is 25% of the national average subsistence level in the last two quarters.

The national average subsistence level is 199.32 Belarusian rubles (February 2018; 206.58 Belarusian rubles as of May 2018).

Partial pension: The pension is proportionally reduced for each year of coverage less than the years required for a full pension.

The minimum monthly partial pension is 100% of the minimum monthly old-age pension for a Group I disability and for mothers with at least five children regardless of her disability group; 50% of the minimum monthly old-age pension for a Group II disability.

Constant-attendance supplement: 100% of the minimum monthly old-age pension is paid for persons with a Group I disability; 50% for persons aged 80 or older, disabled children younger than age 18, persons with a Group II

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disability that began before age 18, and single persons with a Group II disability.

**Disability social pension (social assistance):** 110% of the national average subsistence level in the last six months is paid for a Group I disability, 95% for a Group II disability that began before age 18; 85% for a Group II disability that began at age 18 or older; and 75% for a Group III disability.

For children younger than age 18 with a disability, the pension is 80% to 110% of the national average subsistence level, depending on the assessed degree of disability.

The national average subsistence level is 199.32 Belarusian rubles (February 2018; 206.58 Belarusian rubles as of May 2018).

Benefit adjustment: Benefits are adjusted quarterly based on changes in the national average subsistence level.

### Survivor Benefits

**Survivor pension (social insurance):** 40% of the deceased head of the household's last covered earnings before the date of death is paid for each eligible survivor; 50% for orphans.

The minimum monthly survivor pension is 100% of the minimum monthly old-age pension; 200% for the loss of both parents or the death of a single mother.

Partial pension: The pension is proportionally reduced for each year of coverage less than the years required for a full pension.

The minimum monthly partial pension is 50% of the minimum monthly old-age pension, 100% for mothers with at least five children, and 200% for orphans.

The minimum monthly old-age pension is 25% of the national average subsistence level in the last two quarters.

The national average subsistence level is 199.32 Belarusian rubles (February 2018; 206.58 Belarusian rubles as of May 2018).

**Orphan's social pension (social assistance):** 85% of the national average subsistence level is paid to each eligible child.

The national average subsistence level is 199.32 Belarusian rubles (February 2018; 206.58 Belarusian rubles as of May 2018).

Benefit adjustment: Benefits are adjusted quarterly based on changes in the national average subsistence level.

**Funeral grant (social insurance):** A lump sum of the national average wage in the month before the date of the death is paid.

The national average wage is 859 Belarusian rubles (943.90 Belarusian rubles as of May 2018).

Benefit adjustment: Benefits are adjusted monthly based on increases in the national average wage.

### Administrative Organization

Ministry of Labor and Social Protection (<http://mintrud.gov.by/>) and its local offices administer the programs.

Social Protection Fund of the Population (<http://www.ssf.gov.by/>) of the Ministry of Labor and Social Protection collects contributions and administers the programs.

### Sickness and Maternity

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#### Regulatory Framework

**First law:** 1955.

**Current laws:** 1993 (health), 1995 (social insurance), and 2012 (family benefits).

**Type of program:** Universal (medical benefits and prenatal care grant) and social insurance (cash benefits) system.

#### Coverage

**Universal (medical benefits and prenatal care grant):** Residents of Belarus.

**Social insurance (cash sickness benefits):** Employed and self-employed persons.

**Social insurance (cash maternity benefits):** Employed and self-employed persons, military personnel, students, and registered unemployed women.

#### Source of Funds

##### Insured person

*Universal:* None.

*Social insurance:* None.

##### Self-employed person

*Universal:* None.

*Social insurance:* 6% of declared income.

The minimum monthly earnings used to calculate contributions are the legal monthly minimum wage.

The legal monthly minimum wage is 305 Belarusian rubles.

The self-employed person's contributions also finance the funeral grant, unemployment benefits, and family allowances.

##### Employer

*Universal:* None.

*Social insurance:* 6% of covered payroll.

The maximum monthly earnings used to calculate contributions are five times the national average wage in the month before the contribution is paid.

The national average wage is 859 Belarusian rubles (943.90 Belarusian rubles as of May 2018).

The employer's contributions also finance the funeral grant, unemployment benefits, and family allowances.

### Government

**Universal:** The total cost.

**Social insurance:** The cost of maternity benefits for military personnel, civil servants, students, and unemployed women; contributes as an employer (cash sickness benefits).

### Qualifying Conditions

**Cash sickness benefit (social insurance):** There is no minimum qualifying period.

**Cash maternity or adoption grant (social insurance):** Paid to a mother or an adoptive parent for a child younger than three months. There is no minimum qualifying period.

**Prenatal care grant (universal):** Paid to pregnant women who registered with the state health care system before the 12th week of pregnancy.

**Birth grant (universal):** See Family Allowances.

**Medical benefits (universal):** There is no minimum qualifying period.

### Sickness and Maternity Benefits

**Sickness benefit (social insurance):** 80% of the insured's average daily earnings is paid for the first 12 days of incapacity; thereafter, 100%.

100% of the insured's average daily earnings is paid to care for a sick child younger than age 14 (age 18 if disabled) for up to 14 days or for periods of hospitalization as recommended by a doctor.

The maximum monthly sickness benefit is 300% of the national average wage in the month before the incapacity began.

The national average wage is 859 Belarusian rubles (943.90 Belarusian rubles as of May 2018).

**Maternity or adoption grant social insurance:** 100% of average monthly earnings is paid to employed women; 100% of the education grant to students on leave from employment; 100% of the unemployment benefit to unemployed women. The benefit is paid for 126 calendar days (140 calendar days if there are complications or multiple births; 70 days for the adoption of an eligible child) as a lump sum. The benefit may be paid from the 30th week of pregnancy or from the date of the adoption.

The minimum monthly benefit is 50% of the national average subsistence level.

The maximum monthly benefit is three times the national average wage in the month before the expected date of childbirth and maternity leave.

The national average subsistence level is 199.32 Belarusian rubles (February 2018; 206.58 Belarusian rubles as of May 2018).

The national average wage is 859 Belarusian rubles (943.90 Belarusian rubles as of May 2018).

**Prenatal care grant (universal):** A lump sum of the national average subsistence level is paid before the date of the birth.

The national average subsistence level is 199.32 Belarusian rubles (February 2018; 206.58 Belarusian rubles as of May 2018).

**Birth grant (universal):** See Family Allowances.

### Workers' Medical Benefits

Government health providers offer medical services directly to the insured, including general and specialist care, hospitalization, prostheses, medication, and other medical care services.

### Dependents' Medical Benefits

Medical benefits for dependents are the same as those for the insured.

### Administrative Organization

Ministry of Labor and Social Protection (<http://mintrud.gov.by/>) provides general supervision.

Social Protection Fund of the Population (<http://www.ssf.gov.by/>) of the Ministry of Labor and Social Protection collects contributions and administers the cash benefits.

Ministry of Health (<http://minzdrav.gov.by/>) and local health departments provide general supervision and coordinate medical care.

Government clinics, hospitals, maternity homes, and other facilities provide medical services; the Ministry of Health and local health departments administer medical services.

### Work Injury

#### Regulatory Framework

**First law:** 1939.

**Current law:** 2006 (insurance activity).

**Type of program:** Social insurance system.

#### Coverage

Employed persons and students in vocational training.

Exclusions: Self-employed persons.

#### Source of Funds

**Insured person:** None.

**Self-employed person:** Not applicable.

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**Employer:** Contributions vary from 0.3% to 0.9% of pay-roll depending on the assessed professional risk.

**Government:** The cost of work injury benefits for students; contributes as an employer.

### **Qualifying Conditions**

Must be assessed with a work injury or occupational disease. Work injury benefits are reduced by up to 50% if the work injury is deemed to have been caused by gross negligence on the part of the insured.

### **Temporary Disability Benefits**

100% of the insured's average daily earnings before the work accident occurred or the occupational disease began is paid from the first day of incapacity until recovery, certification of permanent disability, or death.

### **Permanent Disability Benefits**

**Permanent disability pension:** The pension is the insured's adjusted monthly earnings before the disability began and is based on the assessed loss of working capacity.

The minimum adjusted monthly earnings used to calculate the pension are 60% of the national average monthly wage.

The national average monthly wage is 859 Belarusian rubles (943.90 Belarusian rubles as of May 2018).

The permanent disability pension can be combined with other pensions.

**Permanent disability grant:** A lump sum of six times the value of the permanent disability pension is paid.

### **Workers' Medical Benefits**

Government health providers offer medical services directly to the insured, including general and specialist care, hospitalization, prostheses, medication, and other medical care services. Supplementary compensation is provided for food, transportation, and other necessary special services in case of serious injury.

### **Survivor Benefits**

**Survivor pension:** A monthly pension is paid.

Eligible survivors include the widow(er), children younger than age 18 (age 23 if a student), old-age pensioners, persons with disabilities, one of the insured's parents, and other nonworking relatives with dependents younger than age 14 or disabled.

**Survivor grant:** A lump sum of 12 times the national average monthly wage is paid.

The national average monthly wage is 859 Belarusian rubles (943.90 Belarusian rubles as of May 2018).

Eligible survivors include the widow(er), regardless of working capacity, children younger than age 18 (age 23 if a student), old-age pensioners, persons with disabilities, one of the insured's parents, and other nonworking relatives with dependents younger than age 14 or disabled.

The benefit is split equally among all eligible survivors.

### **Administrative Organization**

Belarusian Republican Unitary Insurance Company Belgostrakh (<http://bgs.by/>) administers the program.

Employers and local social protection offices pay temporary disability benefits.

Ministry of Labor and Social Protection (<http://mintrud.gov.by/>) and its local offices administer the permanent disability and survivor pensions.

Ministry of Health and local health departments provide general supervision and coordinate medical benefits.

Government clinics, hospitals, maternity homes, and other facilities provide medical services.

## **Unemployment**

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### **Regulatory Framework**

**First law:** 1921.

**Current law:** 2006 (employment).

**Type of program:** Social insurance system.

### **Coverage**

Permanent resident citizens of Belarus.

### **Source of Funds**

**Insured person:** None.

**Self-employed person:** See source of funds under Sickness and Maternity.

**Employer:** See source of funds under Sickness and Maternity.

**Government:** Provides subsidies as needed from state and local governments.

### **Qualifying Conditions**

Must be unemployed and aged 16 or older, but younger than the normal retirement age. The insured must register at the state employment office as unemployed (must not be enrolled in a day-program at an educational institute, enlisted in military or government service, or engaged in a business pursuit) and be able and willing to work. Unemployment must be involuntary.

## Unemployment Benefits

70% of the average earnings of all employees at the last place of employment is paid for the first 13 weeks and 50% for the next 13 weeks for those who were employed full-time (or employed for at least 12 weeks in the last 12-month period).

100% of the base value is paid for the first 13 weeks and 75% for the next 13 weeks for an unemployed person who had more than 12 months of covered employment (but less than 12 weeks of paid work in the last 12 months), for a worker returning to work after a period of interruption longer than 12 months but with at least 12 months of covered employment, or for an unemployed person who is ineligible for regular unemployment benefits, but was gainfully employed in public works for at least 22 days.

85% of the base value is paid for 13 weeks and 70% for the next 13 weeks for an unemployed person who is a first-time job seeker or for a long-term unemployed person who has worked for less than a year in total.

The maximum monthly unemployment benefit is twice the monthly base value.

The monthly base value is 24.50 Belarusian rubles.

The base value is determined by the Council of Ministers.

## Administrative Organization

Ministry of Labor and Social Protection (<http://mintrud.gov.by/>) and its structures administer the program.

## Family Allowances

### Regulatory Framework

**First law:** 1944.

**Current law:** 2012 (family benefits).

**Type of program:** Universal system.

### Coverage

Permanent residents of Belarus.

### Source of Funds

**Insured person:** None.

**Self-employed person:** See source of funds under Sickness and Maternity for the birth grant, the child allowance, and the sick child care allowance; none for other benefits.

**Employer:** See source of funds under Sickness and Maternity for the birth grant, the child allowance and the sick child care allowance; none for other benefits.

**Government:** The total cost of the birth grant, the child allowance, and the sick child care allowance for uninsured parents; none for these benefits for insured parents; the total

cost of all other benefits; subsidies as needed from state and local governments.

## Qualifying Conditions

**Child allowance:** Paid to a mother, father, adoptive parent, or guardian caring for a child younger than age 3.

Supplement for older children: Paid to families also caring for a child aged 3 to 18.

**Child allowance for certain families:** Paid to certain families caring for a child aged 3 to 18.

Eligible families include families with two parents assessed with a Group I or II disability (one parent if a single-parent family or if the other parent receives an allowance for caring for his or her disabled spouse) and families with a father (including a stepfather or adoptive father) in urgent military service.

**Child allowance for disabled children:** Paid to families caring for a child younger than 18 who is assessed with a Group I (mild or moderate), II (partial), III (total), or IV (total and irreversible) loss of health.

**Child allowance for children with HIV:** Paid to families caring for a child younger than age 18 who is diagnosed with HIV.

**Sick child care allowance:** Paid to families caring for a child younger than age 14 (age 18 if disabled) in outpatient care, a child younger than age 5 if hospitalized, or a child aged 5 to 14 (age 18 if disabled) if hospitalized and receiving additional specialist medical care.

**Sanatorium treatment allowance:** Paid for a disabled child younger than age 18.

**Birth grant:** Paid to the child's mother, father, or guardian, or to parents who adopted a child younger than six months.

## Family Allowance Benefits

**Child allowance:** 35% of the national average wage from the relevant quarter is paid for the first eligible child; 40% for the second and subsequent eligible child; 45% for an eligible disabled child.

The national average wage in the fourth quarter of 2017 is 891.51 Belarusian rubles.

Supplement for older children: 50% of the national average subsistence level is paid.

The national average subsistence level is 199.32 Belarusian rubles (February 2018; 206.58 Belarusian rubles as of May 2018).

**Child allowance for certain families:** 50% of the national average subsistence level is paid (70% if disabled).

The national average subsistence level is 199.32 Belarusian rubles (February 2018; 206.58 Belarusian rubles as of May 2018).

## Belarus

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**Child allowance for disabled children:** 100% of the national average subsistence level is paid for a child younger than age 18 with a Group I (mild or moderate) or II (partial) loss of health or for a child younger than age 3 with a Group III (total) or IV (total and irreversible) loss of health; 120% for a child aged 3 to 18 with a Group III or IV loss of health.

The national average subsistence level is 199.32 Belarusian rubles (February 2018; 206.58 Belarusian rubles as of May 2018).

**Child allowance for children with HIV:** 70% of the national average subsistence level is paid.

The national average subsistence level is 199.32 Belarusian rubles (February 2018; 206.58 Belarusian rubles as of May 2018).

**Sick child care allowance:** 100% of the insured's average daily earnings is paid for the duration of the illness.

**Sanatorium treatment allowance:** 100% of the insured's average daily earnings is paid for the duration of the treatment.

**Birth grant:** 10 times the national average subsistence level before the birth is paid for the first child; 14 times for the second and subsequent child.

The national average subsistence level is 199.32 Belarusian rubles (February 2018; 206.58 Belarusian rubles as of May 2018).

Additional grants are paid for multiple births and for families with several children.

### **Administrative Organization**

Ministry of Labor and Social Protection (<http://mintrud.gov.by/>) provides general oversight of the program.

Social Protection Fund of the Population (<http://www.ssf.gov.by/>) collects contributions and administers the program.

Enterprises and employers pay benefits to employees.

Local offices of the Ministry of Labor and Social Protection (<http://mintrud.gov.by/>) administer benefits for nonworking mothers.

## Belgium

Exchange rate: US\$1.00 = 0.83 euro (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First laws:** 1900 (old age) and 1944 (disability).

**Current laws:** 1967 (old age and survivors), 1994, and 2001 (guaranteed income).

**Type of program:** Social insurance system.

#### Coverage

Employed persons.

Special systems for self-employed persons and civil servants.

#### Source of Funds

**Insured person:** 7.5% of reference earnings (old age and survivors). Pensioners and prepensioners contribute from 0.5% to 2% of the pension or employment with a company supplement (formerly prepension, see Unemployment).

Reference earnings are 100% of the insured person's gross earnings for white-collar workers and 108% of the insured person's gross earnings for blue-collar workers.

See Sickness and Maternity for disability pensions and funeral grants.

**Self-employed person:** Not applicable.

**Employer:** 8.86% of reference earnings (old age and survivors).

Reference earnings are 100% of the insured person's gross earnings for white-collar workers and 108% of the insured person's gross earnings for blue-collar workers.

See Sickness and Maternity for disability pensions and funeral grants.

**Government:** Provides annual subsidies.

#### Qualifying Conditions

**Old-age pension:** Age 65 (rising to age 66 in 2025 and to age 67 in 2030) with at least 45 years of coverage; certain workers, such as miners, seafarers, and civil aviation flight crews, can retire earlier under certain conditions.

**Guaranteed minimum pension:** Paid with at least 66.7% of a full career (based on the equivalent of 208 days a year of full-time work).

**Partial pension:** Meets the age requirement for the old-age pension but has less than 45 years of coverage.

**Early pension:** Age 63 with at least 41 years (rising to 42 years in 2019) of coverage. The age requirement is reduced for certain workers with longer careers.

**Pension bonus:** Paid if the insured continues to work after reaching the early retirement age or has at least 44 years of coverage. The pension bonus is gradually being phased out and is only paid to persons with accrued rights as of December 1, 2014.

**Holiday allowance:** An allowance is paid.

**Divorced spouse's pension:** Age 60 and the divorced spouse of a pensioner.

The divorced spouse's pension ceases upon remarriage and resumes if the insured divorces or is widowed.

**Guaranteed income for the elderly (means tested):** Age 65.

**Means test:** Monthly income (excluding family allowances, alimony, and certain other benefits) must not exceed €1,083.28 if the insured lives alone; €722.18 if cohabiting.

**Disability pension:** Must have at least a 66.7% assessed loss of earning capacity in the usual occupation, have completed at least 180 days of actual or credited work (or 800 hours for part-time workers) in the 12 months before the disability began, and have met the legal requirements for a regular worker in the 30 days before the disability began.

Regular workers generally work 38 hours a week; certain periods of inactivity may count toward meeting the requirement.

**Spouse's pension and transition allowance:** There is no minimum qualifying period.

Eligible survivors include a widow(er) (same sex or opposite sex) who was married to the deceased for at least one year (periods of legal cohabitation immediately preceding the marriage are taken into account); conditions are waived if a child was born during the marriage (or within 300 days following the insured's death) or if the insured's death was the result of an accident that occurred or an occupational disease that began after the date of marriage.

**Guaranteed minimum pension:** Paid if the deceased had at least 66.7% of a full career (based on the equivalent of 208 days a year of full-time work).

**Holiday allowance:** An allowance is paid.

The widow(er)'s pension ceases upon remarriage or cohabitation.

#### Old-Age Benefits

**Old-age pension:** 60% of the insured's lifetime average earnings is paid (75% for a married couple if the spouse has no income). Past earnings are adjusted to reflect wage and price changes.

For each year of the insured's career, the minimum adjusted earnings used to calculate benefits are €24,247.04.

For each year of the insured's career, the maximum adjusted earnings used to calculate benefits are €55,657.47 (2017).

**Guaranteed minimum pension:** The difference between the old-age pension and €14,548.22 (for a single person) or €18,179.54 (for a couple) a year is paid with a full career. If the insured contributed for at least 66.7% but less than 100% of a full career, the guaranteed minimum pension is proportionally reduced depending on the number of years of contributions.

**Partial pension:** A reduced pension is paid based on the number of years of coverage less than that required for a full career record. The guaranteed minimum pension may be paid if the amount of the partial pension is less than the guaranteed minimum pension.

**Early pension:** Calculated in the same way as the old-age pension.

**Pension bonus:** A monthly bonus of €2,252.4 multiplied by the number of days of work performed from January 1 in the year in which the insured reaches age 62 (or the year in which the insured starts his or her 44th year of work) to the last day of the month preceding retirement, or the final day of the month in which the insured reaches age 65 (before 2014). The pension bonus is gradually being phased out and is only paid to those with accrued rights as of December 1, 2014.

**Holiday allowance:** €738.45 (for a single person) or €923.09 (for a couple) is paid annually in May from the second year that the insured receives a pension (unless the insured receives certain other benefits).

**Divorced spouse's pension:** Calculated in the same way as the old-age pension of the insured's ex-spouse (based on 62.5% of the ex-spouse's average lifetime earnings minus any pension income earned by the insured in his or her own right). Periods out of marriage are excluded.

**Guaranteed income for the elderly (means tested):** €1,083.28 a month is paid if the insured lives alone, resides with children receiving certain child benefits, or meets other specific conditions; €722.18 a month if cohabiting.

**Benefit adjustment:** Benefits are adjusted periodically based on changes in the retail price index.

### **Permanent Disability Benefits**

**Disability pension:** 65% of reference earnings is paid with dependents; 40% if the insured cohabits but has no dependents; 55% if the insured lives alone. The pension is paid after a one-year waiting period.

Reference earnings are the earnings the insured would have received on the date the disability began.

The maximum daily earnings used to calculate benefits depends on the date the disability began: from April 1, 2015 to December 31, 2017, €138.6297; on or after January 1, 2018, €139.7388.

The minimum daily disability pension for a regular worker is €58.68 with dependents; €39.98 if the insured cohabits but has no dependents; €46.96 if the insured lives alone. If the insured does not meet the legal requirements for a regular worker, the minimum daily disability pension is €45.78 with no dependents; €34.33 with dependents.

Regular workers generally work 38 hours a week; certain periods of inactivity may count toward meeting the requirement.

The maximum daily disability pension depends on the date the disability began.

### **Survivor Benefits**

**Spouse's pension and transition allowance:** 80% of the old-age pension the deceased received or was entitled to receive is paid for life if the widow(er) is aged 46 and six months (gradually rising by six months each year until reaching age 50 by 2025) or older (any age if at least 66% permanently disabled); for 12 months (24 months with a dependent child) if the widow(er) is younger than age 46 and six months (gradually rising to age 50 by 2025).

If the deceased had less than 45 years of coverage, the pension is calculated based on the ratio of the number of years worked to the number of years from age 20 and the year before the death.

**Guaranteed minimum pension:** The difference between the spouse's pension and €14,353.79 is paid if the deceased had a full career. If the deceased contributed for at least 66.7% but less than 100% of a full career, a proportionately reduced minimum pension is paid.

The maximum survivor pension plus the widow(er)'s own pension entitlement is 110% of the value of his or her own full pension entitlement.

**Holiday allowance:** €738.45 a year is paid in May.

**Benefit adjustment:** Benefits are adjusted periodically based on changes in the retail price index.

### **Administrative Organization**

Social Security Federal Public Service (<https://socialsecurity.belgium.be/>) provides general supervision.

National Social Security Office (<https://www.onss.be/>) collects contributions.

National Pensions Office (<http://www.sfpd.fgov.be/>) administers old-age and survivor pensions and is responsible for the financial management of the program.

National Sickness and Invalidity Insurance Institute (<http://www.inami.fgov.be/>) administers disability benefits.



## Sickness and Maternity

### Regulatory Framework

**First law:** 1894 (mutual benefit societies).

**Current law:** 1994 (mandatory health insurance and benefits).

**Type of program:** Social insurance system.

### Coverage

Employed persons who are members of a mutual benefit society or an auxiliary sickness and disability insurance fund.

Pensioners and other social security beneficiaries are covered for medical benefits.

Voluntary coverage is available.

Special systems for self-employed persons and seamen.

### Source of Funds

**Insured person:** 3.55% of reference earnings (medical benefits) and 1.15% of reference earnings (cash sickness benefits and disability pensions). Contributions are waived for pensioners with monthly pension income below €1,470.90; €1,743.22 with dependents.

Reference earnings are 100% of the insured person's gross earnings for white-collar workers and 108% of the insured person's gross earnings for blue-collar workers.

**Self-employed person:** Not applicable.

**Employer:** 3.8% of reference earnings (medical benefits), 2.2% of reference earnings (cash sickness benefits and disability pensions), and 0.15% of reference earnings (maternity benefits).

Reference earnings are 100% of the insured's gross earnings for white-collar workers and 108% of the insured's gross earnings for blue-collar workers.

**Government:** Provides subsidies and the proceeds from earmarked taxes and surcharges.

### Qualifying Conditions

**Cash sickness benefit:** Must have been covered for the 12 months before the incapacity began, completed at least 180 days of actual or credited work (800 hours for part-time workers) in the 12 months before the incapacity began, and met the legal requirements for a regular worker during the 30 days before the incapacity began.

Regular workers generally work 38 hours a week; certain periods of inactivity may count toward meeting the requirement.

**Cash maternity benefit:** Must have been covered for the six months before the maternity benefit began, completed at least 120 days of actual or credited work (400 hours for

part-time workers) in the six months before the maternity leave began, and met the legal requirements for a regular worker during the last 30 days before the incapacity began.

Regular workers generally work 38 hours a week; certain periods of inactivity may count toward meeting the requirement.

**Cash birth grant (employment-related and social assistance):** See Family Allowances.

**Cash adoption grant (employment-related and social assistance):** See Family Allowances.

**Medical benefits:** There is no minimum qualifying period (six months of coverage are required under certain conditions).

### Sickness and Maternity Benefits

**Sickness benefit:** 60% of the insured's earnings is paid after a 30-day waiting period for white-collar workers or a 15-day waiting period for blue-collar workers (during which the employer pays benefits).

The maximum daily earnings used to calculate benefits are €139.7388.

If the sickness lasts seven months or more, the minimum daily sickness benefit for a regular worker is €58.68 with dependents; €39.98 if the insured cohabits but has no dependents; €46.96 if the insured lives alone. If the insured does not meet the legal requirements for a regular worker, the minimum daily sickness benefit is €45.78 with no dependents; €34.33 with dependents.

**Maternity benefit:** 82% of the insured's total earnings is paid for the first 30 days; 75% (up to a maximum) from the 31st day up to 15 weeks (19 weeks for multiple births), including from one week to six weeks (eight weeks for multiple births) before the expected date of childbirth and at least nine weeks after childbirth.

The maximum daily earnings used to calculate benefits are €139.7388. (Not all earnings are subject to a maximum.)

**Birth grant (employment-related and social assistance):** See Family Allowances.

**Adoption grant (employment-related and social assistance):** See Family Allowances.

### Workers' Medical Benefits

General and specialist care, surgery, hospitalization, medicine, laboratory services, maternity care, dental care, nursing, rehabilitation, transportation, and appliances.

Copayments vary depending on the insured's income and status.

There is no limit to duration.

### **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

### **Administrative Organization**

Social Security Public Federal Service (<https://socialsecurity.belgium.be/>) provides general supervision.

National Social Security Office (<https://www.onss.be/>) collects contributions.

National Sickness and Invalidity Insurance Institute (<http://www.inami.fgov.be/>) and various management committees coordinate the cash and medical benefits program.

Local agencies (including about 65 approved mutual benefit societies represented by five national unions) and a separate fund for railway employees pay benefits. Public auxiliary fund district offices pay benefits for persons not belonging to a mutual society.

### **Work Injury**

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#### **Regulatory Framework**

**First laws:** 1903 (work accidents) and 1927 (occupational diseases).

**Current laws:** 1970 (occupational diseases) and 1971 (work accidents).

**Type of program:** Social insurance system.

#### **Coverage**

Employed persons, including casual labor.

Exclusions: Self-employed persons.

Special system for public-sector employees.

#### **Source of Funds**

##### **Insured person**

*Work injury:* None.

*Occupational disease:* None.

##### **Self-employed person**

*Work injury:* Not applicable.

*Occupational disease:* Not applicable.

##### **Employer**

*Work injury:* 0.32% of reference earnings plus an insurance premium that varies depending on the assessed degree of risk.

*Occupational disease:* 1% of reference earnings plus 0.01% for asbestos-related illnesses.

There are no minimum or maximum earnings used to calculate contributions.

Reference earnings are 100% of the insured person's gross earnings for white-collar workers and 108% of the insured person's gross earnings for blue-collar workers.

##### **Government**

*Work injury:* None.

*Occupational disease:* None.

#### **Qualifying Conditions**

Must be assessed with a work injury or occupational disease. Accidents that occur while commuting to and from work are covered.

#### **Temporary Disability Benefits**

90% of reference earnings is paid until recovery or certification of permanent disability.

Daily reference earnings are 1/365th of the insured's annual earnings for the year before the accident or the interruption of work because of an occupational disease. For a temporary disability benefit for an occupational disease, the disability must last at least 15 days.

The minimum annual earnings used to calculate benefits are €6,699.73.

The maximum annual earnings used to calculate benefits are €43,460.34.

Benefit adjustment: Benefits are adjusted periodically based on changes in the retail price index.

#### **Permanent Disability Benefits**

**Permanent disability pension:** For a total (100%) disability, 100% of reference earnings is paid.

Reference earnings are the insured's total earnings in the year before the accident or the cessation of work because of an occupational disease.

The minimum annual earnings used to calculate benefits are €6,699.73.

The maximum annual earnings used to calculate benefits are €43,460.34.

Partial disability: For an assessed degree of disability greater than 10% but less than 100%, a percentage of reference earnings is paid based on the assessed degree of disability. The percentage paid is reduced by half for an assessed degree of disability of less than 5% and by a quarter for an assessed degree of disability of 5% to 10%.

Constant-attendance supplement: Varies depending on the assessed degree of need for assistance, up to 12 times the average monthly guaranteed income for a full-time worker. The supplement ceases on the 91st day of hospitalization.

The average monthly guaranteed income for a full-time worker is €1,541.67.

The permanent disability pension is payable abroad.

Benefit adjustment: Benefits are adjusted periodically based on changes in the retail price index (except for benefits paid for an assessed degree of disability of less than 16%).

### Workers' Medical Benefits

Benefits include medical treatment, surgery, dental treatment, hospitalization, medicine, appliances, and transportation. Reimbursements are made according to a schedule in law.

### Survivor Benefits

#### Survivor pension

*Spouse's pension:* 30% of the deceased's covered earnings is paid to a same sex or opposite sex widow(er) or cohabiting civil partner.

The widow(er)'s pension does not cease upon remarriage or cohabitation.

The minimum annual earnings used to calculate benefits are €6,699.73.

The maximum annual earnings used to calculate benefits are €43,460.34.

The spouse's pension is payable abroad.

*Orphan's pension:* 15% of the deceased's covered earnings is paid to each child younger than age 18 (aged 18 or older if entitled to family allowances); 20% for a full orphan.

The maximum combined orphan's pension is 45% of the deceased's covered earnings; 60% for full orphans.

The orphan's pension is payable abroad.

*Other eligible survivor's pension:* If there are no eligible orphans, a pension is paid to parents, grandchildren, and brothers or sisters younger than age 18.

The maximum combined survivor benefit is 75% of the deceased's covered earnings.

The other eligible survivor's pension payable abroad.

Benefit adjustment: Benefits are adjusted periodically based on changes in the retail price index.

**Funeral grant:** A lump sum of 30 days of the deceased's earnings is paid. Transportation costs (including abroad) are also covered.

The minimum funeral grant is the same as the sickness benefit.

### Administrative Organization

Social Security Federal Public Service (<https://socialsecurity.belgium.be/>) provides general supervision.

Federal Agency for Occupational Risks (<http://fedris.be/>), managed by a board of representatives of employers and workers, administers the program and supervises the disbursement of benefits paid by private companies.

## Unemployment

### Regulatory Framework

**First law:** 1920.

**Current laws:** 1944 (social security) and 1991 (unemployment regulation).

**Type of program:** Social insurance system.

### Coverage

Employed persons, first-time job seekers, certain categories of students, and workers with disabilities.

Exclusions: Self-employed persons.

### Source of Funds

**Insured person:** 0.87% of reference earnings.

Reference earnings are 100% of the insured person's gross earnings for white-collar workers and 108% of the insured person's gross earnings for blue-collar workers.

**Self-employed person:** Not applicable.

**Employer:** 1.46% of reference earnings. In certain cases, an additional 1.6% of reference earnings is paid by employers with more than 10 employees.

Reference earnings are 100% of the insured person's gross earnings for white-collar workers and 108% of the insured person's gross earnings for blue-collar workers.

**Government:** Covers any deficit; contributes as an employer.

### Qualifying Conditions

**Unemployment benefit:** The minimum coverage period varies depending on age. If younger than age 36, at least 312 days of covered or deemed employment in the 21 months before the claim is made; if aged 36 to 50, 468 days in 33 months; if older than age 50, 624 days in the 42 months before the claim is made. The insured must register at an unemployment office and be capable of and available for work. Unemployment must be involuntary; if voluntary, the insured is either disqualified for four to 52 weeks or is ineligible for benefits.

**Job search benefit:** Must be younger than age 25 and not qualify for the unemployment benefit. The job seeker must have completed compulsory education, be enrolled in a 310-day training course, be registered at an unemployment office, and have received at least two positive evaluations.

**Employment with a company supplement (formerly prepension):** Aged 62 or older with at least 40 years (men) or 34 years (women, gradually rising by one year each year until reaching 40 years by 2024) of employment.

**Aged unemployed person's supplement:** Aged 55 or older with at least 20 years of employment, unemployed for

at least 12 months, and not entitled to the employment with a company supplement (formerly prepension). The benefit is gradually being phased out and is only paid to those with accrued rights of at least one day in 2014. No new supplements will be awarded starting in 2020.

### Unemployment Benefits

**Unemployment benefit:** The benefit varies depending on the insured's family status and the period of unemployment. For the first three months of unemployment, the benefit is 65% of the insured's average daily earnings; for the next nine months, 60% of average daily earnings. An additional two-month period based on each year of salaried employment is paid for up to 36 months. For the first 12 months of the additional period, the benefit is 60% of average daily earnings if the insured is cohabiting or has dependents (a spouse, partner, or a person with no individual income or for whom alimony is paid); 55% if the insured lives alone; or 40% if the insured is cohabiting with a person with individual income. For the rest of the additional period, the benefit is gradually reduced up to a flat-rate monthly benefit calculated based on the insured's family status.

Average daily earnings are based on the insured's last monthly earnings, up to €2,619.09 for the first six months of benefit; €2,441.04 for the next six months; and €2,281.09 after the first 12 months.

If the insured did not work at least four consecutive months with the same employer before applying for benefits or had monthly earnings below €1,562.59, the benefit is based on monthly earnings of €1,562.59.

**Job search benefit:** The benefit varies depending on the insured's age and family status. For a single person living alone, €340.08 a month is paid if younger than age 18; €534.30 a month if aged 18 to 20; €892.30 a month if aged 21 or older. If the insured is cohabiting or has dependents (a spouse, partner, or another person with no individual income or for whom alimony is paid), €1,214.20 a month is paid regardless of age. For an insured person cohabiting with a person with an income, €286.00 a month is paid if younger than age 18 (€309.92 a month with no or low income from certain social benefits); €456.04 a month is paid if aged 18 or older (€309.92 a month with no or low income from certain social benefits).

The benefit is paid for up to 36 months (may be extended for another six months under certain conditions).

**Employment with a company supplement (formerly prepension):** 50% of the difference between the monthly benefit (calculated as 60% of the insured's last gross earnings) and the insured's net earnings (gross earnings up to €3,953.88, reduced by social contributions and certain other deductions) is paid. The supplement may be paid until the insured reaches the normal retirement age.

**Aged unemployed person's supplement:** A monthly supplement is paid based on age and family status.

**Benefit adjustment:** Benefits are adjusted periodically based on changes in the retail price index.

### Administrative Organization

Employment, Labor, and Social Dialogue Federal Public Service (<http://www.emploi.belgique.be/>) provides general supervision.

National Social Security Office (<https://www.onss.be/>) collects contributions.

National Employment Office (<http://www.onem.be/>) adjudicates claims, supervises the agencies that pay benefits, and oversees employment policies through 30 regional offices.

Public Payment Office, or trade unions for their own members, pays benefits at the local level.

### Family Allowances

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#### Regulatory Framework

**First law:** 1930.

**Current laws:** 1939 (family allowances), 1965 (civil servants), and 1971 (guaranteed family allowances).

**Type of program:** Employment-related (family allowances) and social assistance (guaranteed family allowances) system.

#### Coverage

**Employment related:** Children of salaried workers (including unemployed, retired, sick, disabled, or deceased workers) and self-employed workers.

Special systems for civil servants.

**Social assistance:** Needy children who are not covered by any other family benefits under any statutory or bilateral system.

#### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost is financed through general revenues.

#### Qualifying Conditions

**Family allowances (employment-related):** Paid without conditions until the last day of August of the calendar year in which the child reaches age 18 (age 21 if disabled or no limit if disabled and aged 21 or older before July 1, 1987; age 25 if a student, an apprentice, or a job seeker registered for 360 days and not receiving earnings or social benefits of more than €541.09).

Eligible children include the insured's children, the children of the insured's partner, children adopted under certain conditions, brothers and sisters, and certain other children in the insured's household.

**Guaranteed family benefits (social assistance, means tested):** Paid to needy families with one or more children up to age 18 (age 25 if a student, an apprentice, or a job seeker registered for 360 days and not receiving earnings or social benefits of more than €541.09) with at least five years of continuous residence in Belgium (some exceptions apply). Must not receive any other family allowances (including from another country or international organization).

Means test: Annual income must be less than €2,452.41 for a single person or €2,531.55 for a couple.

### Family Allowance Benefits

**Basic family allowance (employment-related):** €93.93 (€92.09 in the Flemish Region) a month is paid for the first eligible child; €173.80 (€170.80 in the Flemish Region) a month for the second child; €259.49 (€254.40 in the Flemish Region) a month for the third child and each subsequent child. Each orphan receives €360.83 (€353.76 in the Flemish Region) a month.

**Social supplement (employment-related):** €47.81 (€46.88 in the Flemish Region) a month is paid for the first eligible child of a pensioner, a single parent, or a person unemployed for longer than six months, and €102.88 (€100.86 in the Flemish Region) a month is paid for the first eligible child of a worker with a disability; €29.64 (€29.06 in the Flemish Region) a month for the second child of a pensioner, a single parent, a person unemployed for longer than six months, or a worker with a disability; €5.20 (€5.10 in the Flemish Region) a month for the third child and each subsequent child of a pensioner, a person unemployed for longer than six months, or a worker with a disability (the third child in a single-parent family receives €23.90 (€23.43 in the Flemish Region) a month under certain conditions).

**Guaranteed family benefits and social supplement (social assistance, means tested):** €136.24 a month is paid for the first eligible child up to age 5, €167.60 a month if aged 6 to 11, €184.16 a month if aged 12 to 17, and €197.17 a month if aged 18 or older; €195.54 a month is paid for the second child up to age 5, €226.9 a month if aged 6 to 11, €243.46 a month if aged 12 to 17, and €256.47 a month if aged 18 or older; and €254.41 a month is paid for the third child and each subsequent child up to age 5 (€272.38 a month to single-parent families), €285.77 a month if aged 6 to 11 (€303.74 a month to single-parent families); €302.33 a month if aged 12 to 17 (€320.30 a month to single-parent

families), and €315.34 a month if aged 18 to 25 (€333.31 a month to single-parent families).

Lump-sum allowance: €60.58 is paid before the child is placed in an institution.

**Age supplement (employment-related):** For a healthy first child not entitled to the social supplement, the monthly benefit is €16.36 (€16.04 in the Flemish Region) if aged 6 to 11; €24.92 (€24.43 in the Flemish Region) if aged 12 to 17; €28.72 (€28.16 in the Flemish Region) if aged 18 to 24. For other children or for any sick child, the monthly benefit is €32.63 (€31.99 in the Flemish Region) if aged 6 to 11; €49.86 (€48.88 in the Flemish Region) if aged 12 to 17; €63.40 (€62.15 in the Flemish Region) if aged 18 to 24.

**Annual supplement (employment-related and social assistance):** An annual supplement of €20.81 (€20.40 in the Flemish Region) is paid in August for each child up to age 5; €44.74 (€43.86 in the Flemish Region) if aged 6 to 11; €62.42 (€61.20 in the Flemish Region) if aged 12 to 17; €83.23 (€81.60 in the Flemish Region) if aged 18 to 24. For children receiving the social supplement, the annual supplement is €28.72 (€28.16 in the Flemish Region) for each child up to age 5; €60.95 (€59.76 in the Flemish Region) if aged 6 to 11; €85.33 (€83.66 in the Flemish Region) if aged 12 to 17; €114.88 (€112.62 in the Flemish Region) if aged 18 to 24.

**Sick or disabled child supplement (employment-related):** Supplements are awarded depending on the effect of the illness on the physical and mental capacity of the child, and the implications for the child's next of kin. The monthly supplement varies from €80.57 to €549.12 (€80.75 to €538.36 in the Flemish Region).

**Birth grant (employment-related and social assistance):** A lump sum of €1,272.52 (€1,247.58 in the Flemish Region) is paid for the first birth (or each child for multiple births); €957.42 (€938.66 in the Flemish Region) for the second child and each subsequent birth.

**Adoption grant (employment-related and social assistance):** A lump sum of €1,272.52 (€1,247.58 in the Flemish Region) is paid for each adopted child.

Benefit adjustment: Benefits are adjusted periodically for wage and price changes and other economic factors.

### Administrative Organization

Federal Agency for Family Allowances (<http://www.famifed.be/>) monitors and disburses funds to private funds, and administers allowances to families not covered by a private fund.

Private family allowance funds pay benefits.

## Bulgaria

Exchange rate: US\$1.00 = 1.63 leva.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1924.

**Current laws:** 1999 (social insurance), implemented in 2000, and 2000 (pensions).

**Type of program:** Social insurance, individual account, and social assistance system.

Note: From August 1, 2015, workers born after 1959 may opt into and out of the second-pillar individual accounts multiple times until five years before retirement. New entrants to the labor force are automatically enrolled into the first-pillar pay-as-you-go social insurance program only, but may opt into the second-pillar program.

#### Coverage

**Social insurance:** Employed and self-employed persons, including farmers.

**Individual account:** Persons born after December 31, 1959, who are covered by social insurance and who entered the labor force before December 31, 2014. Persons who entered the labor force after December 31, 2014 can opt into the individual account program.

**Social assistance:** Residents of Bulgaria.

#### Source of Funds

##### Insured person

**Social insurance:** 8.78% of covered earnings for social insurance only; 6.58% of covered earnings for social insurance and individual account.

The minimum monthly earnings used to calculate contributions are 510 leva.

The maximum monthly earnings used to calculate contributions are 2,600 leva.

**Individual account:** 2.2% of covered earnings.

The minimum monthly earnings used to calculate contributions are 510 leva.

The maximum monthly earnings used to calculate contributions are 2,600 leva.

**Social assistance:** None.

##### Self-employed person

**Social insurance:** For persons born before January 1, 1960, 19.8% of covered declared earnings; for persons born after December 31, 1959, 14.8% of covered declared earnings.

The minimum monthly earnings used to calculate contributions are 510 leva.

The maximum monthly earnings used to calculate contributions are 2,600 leva.

**Individual account:** 5% of covered declared earnings.

The minimum monthly earnings used to calculate contributions are 510 leva.

The maximum monthly earnings used to calculate contributions are 2,600 leva.

**Social assistance:** None.

##### Employer

**Social insurance:** 11.02% of covered earnings for social insurance only; 8.22% of covered earnings for social insurance and individual account.

The minimum monthly earnings used to calculate contributions are 510 leva.

The maximum monthly earnings used to calculate contributions are 2,600 leva.

**Individual account:** 2.8% of covered earnings.

The minimum monthly earnings used to calculate contributions are 510 leva.

The maximum monthly earnings used to calculate contributions are 2,600 leva.

**Social assistance:** None.

##### Government

**Social insurance:** Finances any deficit; contributes as an employer.

**Individual account:** None; contributes as an employer.

**Social assistance:** The total cost.

#### Qualifying Conditions

**Old-age pension (social insurance):** Age 64 and one month (men, rising by one month a year until reaching age 65 in 2029) or age 61 and two months (women, rising by two months a year until 2029 and then by three months a year until reaching age 65 in 2037) with at least 38 years and six months (men, rising by two months a year until reaching 40 years in 2027) or 35 years and six months (women, rising by two months a year until reaching 37 years in 2027) of contributions.

Up to five missing years of contributions may be purchased.

Partial pension: Age 66 and two months (rising by two months a year until reaching age 57 in 2023) with at least 15 years of contributions.

Early pension: Must be up to one year younger than the normal retirement age and meet the contribution requirements for an old-age pension.

Deferred pension: The pension may be deferred. There is no age limit.

The social insurance old-age pension is payable abroad.

**Old-age pension (individual account):** Paid if the insured is entitled to a social insurance old-age pension.

Early pension: An early pension may be possible, depending on the insured's occupation.

The individual account old-age pension is payable abroad under reciprocal agreement.

**Old-age social pension (social assistance, income tested):** Age 70 (age 65 if living alone).

Income test: Family income in the last 12 months must not exceed 12 times the guaranteed monthly minimum income for each family member.

The guaranteed monthly minimum income is 75 leva.

**Disability pension (social insurance):** Must have at least a 50% assessed loss of working capacity and at least one year of contributions if aged 20 to 24; three years of contributions if aged 25 to 30; or five years of contributions if aged 31 or older. There is no contribution requirement if younger than age 20 or assessed as blind.

Ministry of Health Medical Expert Commissions assess the loss of working capacity.

The social insurance disability pension is payable abroad.

**Disability social pension (social assistance):** Must be aged 16 or older with at least a 71% assessed loss of working capacity.

Ministry of Health Medical Expert Commissions assess the loss of working capacity.

**Survivor pension (social insurance):** There is no minimum qualifying period.

Eligible survivors include a widow(er) within five years of the normal retirement age (earlier if disabled), children up to age 18 (age 26 if a student or in military service; no limit if disabled), and parents older than the normal retirement age (at any age if the insured died during military service) who do not receive a pension in their own right.

The social insurance survivor pension is payable abroad.

### **Old-Age Benefits**

**Old-age pension (social insurance):** 1.169% of the income basis for each year of contributions is paid.

The income basis is calculated by multiplying the ratio of the insured's average monthly earnings to the national average monthly earnings for the same period by the national average monthly contribution income over the 12 calendar months before the pension is awarded.

The minimum monthly old-age pension is 200 leva.

The maximum monthly old-age pension is 910 leva.

Partial pension: 85% of the minimum monthly old-age pension is paid.

Early pension: The pension is reduced by 0.4% for each month it is claimed before the normal retirement age.

Deferred pension: The pension is increased by 4% for each year it is deferred after the normal retirement age.

Benefit adjustment: The minimum old-age pension is set annually by law.

**Old-age pension (individual account):** An annuity is paid based on the insured's account balance and life expectancy at retirement.

Early pension: Calculated in the same way as the old-age pension.

**Old-age social pension (social assistance, income tested):** 120.98 leva a month is paid.

### **Permanent Disability Benefits**

**Disability pension (social insurance):** 1.169% of the income basis for each year of contributions multiplied by the assessed loss of working capacity is paid (for a loss of working capacity greater than 90%, 0.9; for a loss of working capacity of 71% to 90%, 0.7; for a loss of working capacity of at least 50% but less than 71%, 0.5). Years of coverage are proportionately adjusted for partial years of coverage.

The income basis is determined by multiplying the ratio of the insured's average monthly earnings to the national average monthly earnings for the same period by the national average monthly contribution income over the 12 calendar months before the pension is awarded.

The minimum disability pension varies from 85% to 125% of the minimum old-age pension, depending on the assessed loss of working capacity and cause of disability. A disability pension due to work injury or occupational disease must be at least equal to a disability pension for general sickness.

The minimum monthly disability pension is 230 leva.

The maximum monthly disability pension is 910 leva.

**Disability social pension (social assistance):** 120% of the old-age social pension is paid for an assessed loss of working capacity greater than 90%; 110% for an assessed loss of working capacity of 71% to 90%.

The monthly old-age social pension is 120.98 leva.

### **Survivor Benefits**

**Survivor pension (social insurance):** 50% of the old-age pension the deceased received or was entitled to receive is paid for one survivor; 75% for two survivors; 100% for three survivors or more. The pension is split equally among

all eligible survivors. Full orphans receive the sum of the pensions of both deceased parents.

The minimum monthly survivor pension for each survivor is 75% of the minimum monthly old-age pension.

The minimum monthly old-age pension is 200 leva.

### **Administrative Organization**

#### **Social insurance**

Ministry of Labor and Social Policy (<https://www.mlsp.government.bg/>) is responsible for national social insurance policy.

National Social Security Institute (<http://www.nssi.bg/>), managed by a tripartite supervisory board of representatives of the government, employers, and workers, administers the social insurance system.

National Revenue Agency (<http://www.nra.bg/>) collects social security contributions and transfers the contributions to the National Social Security Institute.

#### **Individual account**

Financial Supervision Commission (<http://www.fsc.bg/>) licenses and supervises pension insurance companies and oversees the system of mandatory individual accounts.

National Revenue Agency (<http://www.nra.bg/>) collects social security contributions and transfers allocated contributions to the mandatory individual accounts at the respective pension insurance companies.

Pension insurance companies manage the individual accounts and pay benefits directly to the insured.

#### **Social assistance**

Ministry of Labor and Social Policy (<https://www.mlsp.government.bg/>) is responsible for national social assistance policy.

### **Sickness and Maternity**

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#### **Regulatory Framework**

**First law:** 1918.

**Current laws:** 1998 (health insurance); and 1999 (social insurance), implemented in 2000.

**Type of program:** Social insurance system.

#### **Coverage**

**Cash benefits:** Employees working for more than five days or 40 hours a month, including civil servants, military personnel, members of cooperatives, and clergy.

Voluntary coverage for self-employed persons, business owners, farmers, and working pensioners.

**Medical benefits:** Residents of Bulgaria.

### **Source of Funds**

#### **Insured person**

**Cash benefits:** 1.4% of covered earnings.

The minimum monthly earnings used to calculate contributions vary depending on occupation and sector.

The maximum monthly earnings used to calculate contributions are 2,600 leva.

**Medical benefits:** 3.2% of covered earnings.

The minimum monthly earnings used to calculate contributions are 510 leva.

The maximum monthly earnings used to calculate contributions are 2,600 leva.

#### **Self-employed person**

**Cash benefits:** 3.5% of covered declared earnings.

The minimum monthly earnings used to calculate contributions are 510 leva.

The maximum monthly earnings used to calculate contributions are 2,600 leva.

**Medical benefits:** 8% of covered declared earnings.

The minimum monthly earnings used to calculate contributions are 510 leva.

The maximum monthly earnings used to calculate contributions are 2,600 leva.

#### **Employer**

**Cash benefits:** 2.1% of covered payroll.

The minimum monthly earnings used to calculate contributions vary depending on occupation and sector.

The maximum monthly earnings used to calculate contributions are 2,600 leva.

**Medical benefits:** 4.8% of covered earnings.

The minimum monthly earnings used to calculate contributions are 510 leva.

The maximum monthly earnings used to calculate contributions are 2,600 leva.

**Government:** Finances any deficit; contributes as an employer; the total cost of certain public health programs (emergency care, treatment of psychiatric diseases, HIV, tuberculosis, hemodialysis, methadone programs and health care for war veterans and children at risk).

#### **Qualifying Conditions**

**Cash sickness, maternity and paternity benefits:** Must have at least six months of coverage for sickness benefits and 12 months of coverage for maternity and paternity benefits.

There is no minimum qualifying period for an insured person younger than age 18.



**Child care benefit, assistance to students, and funeral grant:** Must be a resident of Bulgaria.

**Medical benefits:** There is no minimum qualifying period.

### **Sickness and Maternity Benefits**

**Sickness benefit:** 80% of the basic income is paid from the fourth day of sickness until full recovery or certification of permanent disability, whichever occurs earlier. (The employer pays 70% of the basic income for the first three days of sickness.)

Benefits are also paid for the entire period of a temporary incapacity if the insured is quarantined. Benefits may be paid for sanatorium treatment, according to the health authority.

Basic income is the insured's average daily gross wage or average daily covered earnings in the 18 calendar months before the incapacity began.

Benefits are paid for providing care to sick family members and accompanying them to medical treatment. The duration of the benefit varies depending on the age of the sick family member, the length of recovery or confinement, and certain other criteria.

**Maternity benefit:** 90% of the basic income is paid for 410 days, beginning 45 days before the expected date of childbirth.

Basic income is the insured's average daily gross wage or average daily covered earnings in the 24 calendar months before the maternity leave.

**Paternity benefit:** 90% of the insured's basic income is paid for 15 days after the childbirth.

Basic income is the insured's average daily gross wage or average daily covered earnings in the 24 calendar months before the paternity leave.

**Child care benefit:** 380 leva a month is paid until the child is age 2.

**Assistance to students:** Benefits include a lump sum paid during pregnancy, a lump sum paid after childbirth, a monthly allowance paid for each child until he or she leaves secondary education or up to age 20, and a monthly allowance paid for child care for each child up to age 1.

**Funeral grant:** A lump sum of 540 leva is split equally among the surviving spouse, children, and parents.

### **Workers' Medical Benefits**

Medical services are provided directly to patients according to a contract between medical institutions and the National Health Insurance Fund. Benefits include general and specialist care at health centers, outpatient departments of hospitals; hospitalization; prescribed medicine; dental care; and necessary appliances.

Public health care programs include hematology, treatment of mental illness, and transplants.

### **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

### **Administrative Organization**

National Social Security Institute (<http://www.nssi.bg/>), managed by a tripartite supervisory board of representatives of the government, employers, and workers, administers the social insurance system.

Ministry of Health (<http://www.mh.government.bg/>) administers public health programs and sets health care standards and controls.

National Health Insurance Fund (<http://www.en.nhif.bg/>) administers medical benefits for insured persons.

National Revenue Agency (<http://www.nra.bg/>) collects contributions.

### **Work Injury**

#### **Regulatory Framework**

**First law:** 1924.

**Current law:** 1999 (social insurance), implemented in 2000.

**Type of program:** Social insurance system.

#### **Coverage**

Employees working for more than five days or 40 hours a month, including civil servants, military personnel, members of cooperatives, and clergy.

Voluntary coverage for self-employed persons, business owners, farmers, and working pensioners.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** 0.4% to 1.1% of covered income, depending on the assessed degree of risk.

The maximum monthly earnings used to calculate contributions are 2,600 leva.

**Employer:** 0.4% to 1.1% of covered payroll, depending on the assessed degree of risk.

The maximum monthly earnings used to calculate contributions are 2,600 leva.

**Government:** None; contributes as an employer.

#### **Qualifying Conditions**

Must be assessed with a work injury or occupational disease.

### **Temporary Disability Benefits**

90% of the insured's earnings is paid from the first day of incapacity until recovery or certification of permanent disability.

Ministry of Health Medical Expert Commissions assesses the loss of working capacity.

### **Permanent Disability Benefits**

**Permanent disability pension:** 30% to 40% of the insured's earnings is paid, depending on the assessed loss of working capacity.

The minimum monthly disability pension varies from 100% to 125% of the minimum monthly old-age pension, depending on the assessed loss of working capacity.

The minimum monthly old-age pension is 200 leva.

Constant-attendance allowance: 75% of the old-age social pension is paid if the insured requires the constant attendance of others to perform daily functions (the assessed loss of working capacity is greater than 90%).

The monthly old-age social pension is 120.98 leva.

Ministry of Health Medical Expert Commissions assesses the loss of working capacity.

### **Survivor Benefits**

Survivor pensions are paid under Old Age, Disability, and Survivors.

### **Administrative Organization**

National Social Security Institute (<http://www.nssi.bg/>), managed by a tripartite supervisory board of representatives of the government, employers, and workers, administers the social insurance system.

National Revenue Agency (<http://www.nra.bg/>) collects contributions.

## **Unemployment**

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### **Regulatory Framework**

**First law:** 1925.

**Current law:** 1999 (social insurance), implemented in 2000.

**Type of program:** Social insurance system.

### **Coverage**

Employed persons.

Exclusions: Self-employed persons.

### **Source of Funds**

**Insured person:** 0.4% of covered earnings.

The minimum monthly earnings used to calculate contributions vary depending on occupation and sector.

The maximum monthly earnings used to calculate contributions are 2,600 leva.

**Self-employed person:** Not applicable.

**Employer:** 0.6% of covered payroll.

The minimum monthly earnings used to calculate contributions vary depending on occupation and sector.

The maximum monthly earnings used to calculate contributions are 2,600 leva.

**Government:** None.

### **Qualifying Conditions**

Must have at least 12 months of contributions in the 18 months before the termination of employment.

### **Unemployment Benefits**

60% of the insured's average earnings in the last 24 months is paid for four to 12 months, depending on the number of years of contributions.

The minimum daily unemployment benefit is 9 leva.

The maximum daily unemployment benefit is 74.29 leva.

The benefit is proportionately reduced for part-time workers.

If the insured becomes unemployed within three years of previous entitlement or is dismissed or voluntarily unemployed, the benefit is paid for up to four months.

The benefit may be combined with a disability pension, noncontributory pensions, and family benefits paid for a child younger than age 18.

### **Administrative Organization**

National Social Security Institute (<http://www.nssi.bg/>), managed by a tripartite supervisory board of representatives of the government, employers, and workers, administers the program.

National Employment Agency (<https://www.az.government.bg/>), an executive agency of the Minister of Labor and Social Policy, implements employment promotion policy.

National Revenue Agency (<http://www.nra.bg/>) collects contributions.

## **Family Allowances**

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### **Regulatory Framework**

**First law:** 1942.

**Current law:** 2002 (family benefits).

**Type of program:** Social assistance system.

### **Coverage**

Residents of Bulgaria.

## Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

## Qualifying Conditions

**Family allowance (income tested):** Paid for children attending school (from age 7 to age 20) who are not in a specialized child care institutions.

Income test: Monthly income for each family member must not exceed 450 leva (except if the child is permanently disabled).

Disability supplement: Paid for a child with a disability who is not in a specialized child care institution.

**Child-raising allowance (income tested):** Paid to a person caring for a child younger than age 1 (age 2 if disabled) who is not receiving maternity benefits. The child must not be in a specialized child care institution.

Income test: Monthly income for each family member must not exceed 450 leva (except if the child is disabled).

**Pregnancy grant (income tested):** Paid to non-insured women 45 days before the expected birth, provided the monthly income for each family member is not greater than 450 leva.

**Birth grant (not income tested):** Paid for each live birth regardless of family income.

**Guaranteed minimum income (income tested):** Paid to needy families.

Income test: Monthly per capita family net income must not exceed the differentiated minimum income.

The differentiated minimum income is a percentage of the guaranteed monthly minimum income, which varies depending on family situation, school attendance and age of children, and other household characteristics, such as the presence of elderly or disabled persons.

The guaranteed monthly minimum income is 75 leva.

## Family Allowance Benefits

**Family allowance (income tested):** 40 leva a month is paid for the first eligible child, 90 leva for the second, 135 leva for the third, 145 leva for the fourth, and 20 leva for each additional child; benefits are doubled for children with disabilities.

Disability supplement: 350 to 930 leva a month is paid for each eligible child, depending on the degree of disability.

**Child-raising allowance (income tested):** 100 leva a month is paid.

**Pregnancy grant (income tested):** A lump sum of 150 leva is paid.

**Birth grant (not income tested):** A lump sum of 250 leva is paid for the birth of the first child, 600 leva for the second, 300 leva for third, and 200 leva for the birth of each additional child. For the birth of a child with a disability, an additional 100 leva is paid.

**Guaranteed minimum income (income tested):** The difference between the differentiated minimum income and the actual family income is paid monthly. A heating allowance is also paid.

The differentiated minimum income is a percentage of the guaranteed monthly minimum income, which varies depending on family situation, school attendance and age of children, and other household characteristics, such as the presence of elderly or disabled persons.

The guaranteed monthly minimum income is 75 leva.

## Administrative Organization

Social Assistance Agency (<https://www.mlsp.government.bg/>) of the Ministry of Labor and Social Assistance administers the program.

## Croatia

Exchange rate: US\$1.00 = 6.23 kunas.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1922.

**Current laws:** 1998 (maximum pension), 1998 (occupational diseases), 1999 (insurance periods), 2007 (pension supplements), 2008 (contributions), 2010 (decrease of pensions), 2013 (pension insurance), 2013 (contribution collection), 2013 (occupational rehabilitation), 2014 (compulsory pensions), 2014 (mandatory pension funds), 2014 (voluntary pensions), 2014 (pension insurance companies), 2014 (medical assessment), and 2017 (compulsory contributions base).

**Type of program:** Social insurance and mandatory individual account system.

#### Coverage

**Social insurance:** Employed persons in industry, commerce, or services; volunteers and apprentices; certain caregivers, civil servants and public-sector employees; military and police personnel; judiciary officers; temporary contract workers; casual workers; and self-employed persons, including farmers.

**Mandatory individual account:** Persons younger than age 40 and covered by social insurance on January 1, 2002, and persons who entered the labor force after January 1, 2002. Those aged 40 to 50 and covered by social insurance on January 1, 2002, could voluntarily join the two-pillar system until June 30, 2002; since October 15, 2011, they may opt out if the pension from social insurance only would be higher than the combined pension from social insurance and the mandatory individual account.

#### Source of Funds

##### Insured person

**Social insurance:** 20% of covered gross earnings for social insurance only; 15% of covered gross earnings for social insurance if also covered by the mandatory individual account.

The minimum monthly earnings used to calculate contributions are 3,047.60 kunas.

The maximum monthly earnings used to calculate contributions are 48,120 kunas.

The insured person's contributions also finance permanent disability benefits for work injury and occupational diseases.

**Mandatory individual account:** 5% of covered gross earnings.

The minimum monthly earnings used to calculate contributions are 3,047.60 kunas.

The maximum monthly earnings used to calculate contributions are 48,120 kunas.

##### Self-employed person

**Social insurance:** 20% of the monthly insurance base for social insurance only; 15% of the monthly insurance base for social insurance if also covered by the mandatory individual account.

The monthly insurance base is a percentage of the gross average monthly wage of all employed persons (from 65% to 100%), depending on the category of self-employment and the individual's level of education.

The minimum monthly earnings used to calculate contributions are 3,047.60 kunas.

The maximum monthly earnings used to calculate contributions are 48,120 kunas.

The self-employed person's contributions also finance permanent disability benefits for work injury and occupational diseases.

**Mandatory individual account:** 5% of the monthly insurance base.

The monthly insurance base is a percentage of the gross average monthly wage of all employed persons (from 65% to 100%), depending on the category of self-employment and the individual's level of education.

The minimum monthly earnings used to calculate contributions are 3,047.60 kunas.

The maximum monthly earnings used to calculate contributions are 48,120 kunas.

##### Employer

**Social insurance:** None, except for employees in arduous or unhealthy occupations.

**Mandatory individual account:** None, except for employees in arduous or unhealthy occupations.

##### Government

**Social insurance:** Pays all or part of the cost for military and police personnel, judiciary officials, parliamentary deputies, members of government, and war veterans with a disability.

**Mandatory individual account:** None.

#### Qualifying Conditions

##### Old-age pension (Starosna mirovina, social insurance):

Age 65 (men) or age 62 (women, gradually rising by three months a year until reaching age 65 in 2030) with at least 15 years of coverage. The retirement age for both men and

women will gradually rise by three months a year from 2031 until reaching age 67 in 2038.

Employment may continue on a part-time basis (less than 50% working time).

Long-service pension: Age 60 with at least 41 years of coverage.

Early pension (Prijevremena starosna mirovina): Age 60 (men) with at least 35 years of coverage or age 57 (women, gradually rising by three months a year until reaching age 60 in 2030) with at least 32 years of coverage (gradually rising by three months a year until reaching 35 years in 2030). The early retirement age for both men and women will gradually rise by three months a year from 2031 until reaching age 62 in 2038.

Deferred pension: The pension may be deferred for up to five years after the normal retirement age.

Pension supplement: Paid to insured persons receiving a social insurance pension only.

The old-age pension is payable abroad.

**Old-age pension (mandatory individual account):** Must meet the qualifying conditions for the social insurance old-age pension.

The old-age pension is payable abroad.

**General disability pension (Invalidska mirovina, social insurance):** Must be assessed with a total and permanent loss of working capacity resulting from permanent changes in health occurring before age 65. The insured must have coverage during at least 33.3% of the working life after age 20 (age 23 for insured persons with postsecondary education; age 26 for a university degree). There is no minimum qualifying period if the disability is the result of a work injury or an occupational disease.

Employment must cease.

The disability pension is replaced by the social insurance old-age pension at the normal retirement age.

The general disability pension is payable abroad.

**Partial disability pension (social insurance):** Must be younger than age 65. If the disability began before age 53, the insured must have a reduced capacity for work that is not likely to return to full capacity with occupational rehabilitation, but is able to work at least 70% of daily working hours in a different job requiring the same level of education that was required for the job performed before the disability began. The insured must have coverage during at least 33.3% of working life. There is no minimum qualifying period if the disability is the result of a work injury or occupational disease.

Employment may continue.

The partial disability pension is payable abroad.

**Occupational rehabilitation and salary compensation (social insurance):** Granted if the disability began before age 53 and the insured is likely to regain the capacity to work full time (40 hours a week). The insured is eligible for salary compensation during rehabilitation, until the insured returns to work in another job with the same employer; if no other job is available or suitable, for up to 12 months of unemployment following completion of occupational rehabilitation (24 months if the disability is the result of a work injury or an occupational disease). Other jobs offered in writing must require the same level of education that was required for the job performed before the disability began; if none is available, the job must require the next lower degree of education.

**Temporary disability pension (Privremena invalidska mirovina, social insurance):** Paid to disabled persons following occupational rehabilitation who remain unemployed for at least five years prior to reaching age 58.

Medical experts of the Institute for Medical Assessment, Occupational Rehabilitation, and Employment of Persons with Disabilities assess the degree of disability. The assessment is subject to review by a special medical committee composed of medical doctors appointed by the government.

**Compensation allowance for a physical injury (social insurance):** Paid for the loss of or damage to a part of the body or an organ that is the result of a work injury or an occupational disease. The injury must be assessed at 30% or more. The allowance is paid regardless of whether the physical injury led to the onset of an assessed disability.

**Disability pension (mandatory individual account):** Aged 55 or older, meets the qualifying conditions for the social insurance disability pension, and is a member of a compulsory pension fund for at least 10 years. The value of the pension based on the individual account balance combined with the social insurance partial disability pension must be higher than the social insurance general disability pension.

No partial disability pension is paid.

**Survivor pension (Obiteljska mirovina, social insurance):** The deceased was a pensioner, an occupational rehabilitation beneficiary, had five years of contributions, 10 years of coverage, or met the qualifying period conditions for a social insurance disability pension. There is no minimum qualifying period if the insured's death was the result of a work injury or an occupational disease.

Eligible survivors include a widow(er) aged 50 or older, younger than age 50 and caring for eligible children, or at any age with a disability (a woman who is widowed at age 45 becomes eligible at age 50); children up to age 15 (age 18 if unemployed; age 26 if a student; no limit if disabled); and parents aged 60 or older who were supported by the deceased (or younger than age 60 and assessed with a permanent loss of working capacity).

The survivor pension for a widow(er) younger than age 50 ceases upon remarriage unless the widow(er) is disabled with a permanent loss of working capacity.

The survivor pension is payable abroad.

**Survivor pension (mandatory individual account):** The deceased was aged 55 years or older, and was a member of a compulsory pension fund for at least 10 years at the time of death. The value of the pension based on the individual account balance combined with the social insurance survivor pension must be higher than the social insurance survivor's pension.

### **Old-Age Benefits**

**Old-age pension (Starosna mirovina, social insurance):** The pension is calculated based on the insured's earnings, the average wage of all employed persons, and the length of the insured's coverage period. For persons who are covered by both social insurance and mandatory individual account, the social insurance pension is reduced.

The minimum monthly old-age pension is 61.94 kunas for each year of coverage.

The maximum monthly old-age pension is 3.8 times the national average wage during the coverage period.

Long-service pension: Calculated in the same way as the old-age social insurance pension.

Early pension (Prijevremena starosna mirovina): The pension is reduced by 0.15% to 0.34% for each month the pension is claimed before the normal retirement age. There is no reduction for persons who retire at age 60 with at least 41 years of coverage and for certain persons who were unemployed for at least two years before claiming the early pension.

Deferred pension: The pension is increased by 0.15% for each month of deferment, up to 9%.

Pension supplement: Up to 27% of the social insurance pension is paid.

Benefit adjustment: Benefits are adjusted every six months based on an index based on changes in the cost of living and national average gross earnings.

**Old-age pension (mandatory individual account):** The pension is based on the account balance and average life expectancy at retirement.

Benefit adjustment: Benefits are adjusted every six months based on an index based on changes in the cost of living and national average gross earnings.

### **Permanent Disability Benefits**

**General disability pension (Invalidska mirovina, social insurance):** The pension is based on the length of the insured's coverage period and previous earnings.

The minimum monthly disability pension is 61.94 kunas for each year of coverage.

The maximum monthly disability pension is 3.8 times the national average wage during the coverage period.

**Partial disability pension (social insurance):** 80% of the general disability pension is paid; 50% if the pensioner is still employed; 66.67% if the disability is the consequence of a work injury or occupational disease and the pensioner is still employed.

The minimum monthly partial disability pension is 61.94 kunas for each year of coverage.

The maximum monthly partial disability pension is 3.8 times the national average wage during the coverage period.

**Occupational rehabilitation and salary compensation (social insurance):** The benefit is the same as the partial disability pension until the insured begins rehabilitation or changes jobs; during rehabilitation or if the disability was caused by a work injury or an occupational disease, the benefit is the same as the general disability pension.

**Temporary disability pension (Privremena invalidska mirovina, social insurance):** The benefit is the same as the partial disability pension.

**Compensation allowance for a physical injury (social insurance):** The allowance depends on the assessed degree of physical injury resulting from a work injury or an occupational disease.

Benefit adjustment: Benefits are adjusted every six months based on changes in the cost of living and national average gross earnings.

**Disability pension (mandatory individual account):** The pension is a combination of the social insurance general disability pension based on coverage and the value of the mandatory individual account balance.

If the insured is younger than age 55 or the total is less than the social insurance general disability pension the person would have received if still covered under the social insurance system only, the funds in the mandatory individual account are transferred to the Croatian Pension Insurance Institute to pay the general disability social insurance pension.

### **Survivor Benefits**

**Survivor pension (Obiteljska mirovina, social insurance):** 70% to 100% of the social insurance old-age or disability pension the deceased received or was entitled to receive is paid, depending on the number of survivors. The minimum number of years of coverage for pension calculation purposes is 21.

The minimum monthly survivor pension is 61.94 kunas for each year of coverage.

The maximum monthly survivor pension is 3.8 times the national average wage during the coverage period.

Benefit adjustment: Benefits are adjusted every six months based on changes in the cost of living and national average gross earnings.

**Survivor pension (mandatory individual account):** If the total combined social insurance survivor pension and a benefit based on the deceased's mandatory individual account balance is less than the social insurance old-age or disability pension the deceased received or was entitled to receive, the funds in the mandatory account are transferred to the Croatian Pension Insurance Institute and a social insurance survivor pension is paid. If the total is more than the combined benefit, a combined benefit is paid.

## Administrative Organization

### Social insurance

Ministry of Labor and Pension System (<https://www.mrms.hr/>) provides general legal supervision.

Ministry of Finance (<http://www.mfin.hr/>) provides financial supervision.

Croatian Pension Insurance Institute (<http://www.mirovinsko.hr/>) administers benefits.

Institute for Medical Assessment, Occupational Rehabilitation, and Employment of Persons with Disabilities (<http://www.zosi.hr/>) is responsible for medical assessments.

Tax authorities (<http://www.porezna-uprava.hr/>) under the Ministry of Finance collect contributions.

### Mandatory individual account

Ministry of Labor and Pension System (<https://www.mingo.hr/>) provides general legal supervision.

Croatian Financial Services Supervisory Agency (<http://www.hanfa.hr/>) provides financial supervision.

Central Registry of Affiliates (<http://www.regos.hr/>) manages records of members of mandatory pension funds, administers individual accounts, and manages funds.

Tax authorities (<http://www.porezna-uprava.hr/>) under the Ministry of Finance collect contributions.

Pension insurance companies administer benefits.

## Sickness and Maternity

### Regulatory Framework

**Current laws:** 1997 (health care for foreigners); 2004 (patients' rights); 2006 (voluntary health insurance); 2008 (health care), implemented in 2009; 2008 (maternal and parental benefits), implemented in 2009; 2008 (compulsory health insurance), implemented in 2009; and 2008 (social insurance contributions), implemented in 2009.

**Type of program:** Social insurance system.

## Coverage

**Cash sickness and medical benefits:** Employed persons, public-sector employees, civil servants, self-employed persons, salaried full-time apprentices, temporary contract workers, military personnel, and persons employed by a foreign employer not covered under the employer's country provisions.

**Parental benefits:** Employed persons, self-employed persons, farmers, and unemployed persons.

**Medical benefits only:** Farmers, pensioners, and unemployed persons.

## Source of Funds

**Insured person:** None.

**Self-employed person:** 15% of monthly covered income; farmers exempt from income tax contribute 7.5%.

The minimum monthly earnings used to calculate contributions are 3,047.60 kunas.

The maximum monthly earnings used to calculate contributions are 48,120 kunas.

**Employer:** 15% of covered payroll.

The minimum monthly earnings used to calculate contributions are 3,047.60 kunas.

The maximum monthly earnings used to calculate contributions are 48,120 kunas.

**Government:** The cost of parental leave, maternity benefits for unemployed persons, and newborn child assistance.

## Qualifying Conditions

**Cash sickness benefit:** Must have at least nine consecutive months of contributions or at least 12 nonconsecutive months of contributions in the two years before the incapacity began. If the insured does not meet the contribution requirements, a minimum benefit may be paid. Entitlement to cash sickness benefits is determined by a designated doctor in a primary health care institution for the first period of incapacity (the duration depends on the nature of the incapacity for work); additional periods are determined by the medical commission of the Croatian Health Insurance Fund.

**Cash maternity (Rodiljna naknada) and parental leave (Roditeljski dopust) benefits:** A designated doctor in a primary health care institution must confirm the pregnancy. Adoptive parents qualify for some benefits. A continuous period of 98 days of maternity leave with the cash benefit, including 28 days before the expected date of birth (45 days if there are complications resulting from the pregnancy), is required.

**Newborn child assistance (Jednokratna novcana potpora za novorođeno dijete):** Paid for the birth of a child.

**Unemployment parents' assistance:** Paid to an unemployed parent.

**Medical benefits:** There is no minimum qualifying period.

### **Sickness and Maternity Benefits**

**Sickness benefit:** 70% to 100% of the insured's average monthly earnings in the last six months is paid; 100% for an incapacity that is the result of a work injury or an occupational disease, pregnancy, childbirth, organ or tissue donation, if nursing a sick child up to age 3, or if quarantined.

The full benefit is normally paid from the 43rd day for up to 18 months (or until recovery under certain conditions); thereafter, the benefit is reduced by 50%. No reduction is made for certain very serious diseases.

The employer pays the first 42 days of sick leave (except for pregnancy and maternity leave).

The minimum monthly benefit is 831.50 kunas.

The maximum monthly benefit is 4,257.28 kunas.

**Maternity benefit (Rodiljna naknada):** 100% of the insured's monthly earnings is paid until the child is age 6 months. The parental leave benefit replaces the maternity leave benefit when the latter ceases, and the benefit standard and duration of benefit differ depending on the number of children born.

**Parental leave benefit (Roditeljski dopust):** After the maternity benefit has ceased, 2,328.20 kunas to 3,991.20 kunas a month is paid for six months (eight months if both parents take leave) for the first and second child; 2,328.20 kunas a month is paid for 30 months for the third and subsequent children.

The minimum monthly benefit is 831.50 kunas.

Parental leave can be used by the father or mother in consecutive or non-consecutive periods until the child reaches age 8.

**Newborn child assistance (Jednokratna novcana potpora za novorođeno dijete):** A lump sum of 2,328.20 kunas is paid.

**Unemployed parents' assistance:** 2,328.20 kunas a month is paid for the first 12 months for the first and second child; 36 months for the third and subsequent children.

### **Workers' Medical Benefits**

Public and private health institutions under contract with the Croatian Health Insurance Fund provide benefits. Benefits include primary and specialist treatment, hospitalization, orthopedic and other aids, dental care, approved pharmaceuticals, laboratory services, maternity care, preventive care services, emergency aid, rehabilitation services, appliances, and transportation.

Cost sharing: Mandatory health insurance covers the costs of treatment up to certain limits. The insured with no

complementary health insurance pays 20% of the actual cost of health care and no less than the minimum according to a schedule in law. Cost sharing is limited to 2,000 kunas for each health bill. Medical services are free for children younger than age 18, persons with low income, persons with a disability needing constant assistance, and organ donors.

### **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

### **Administrative Organization**

Ministry of Health (<https://zdravstvo.gov.hr/>) provides general supervision.

Croatian Health Insurance Fund (<http://www.hzzo.hr/>), with its network of regional offices, branch offices, and field offices, administers benefits.

Tax Administration (<http://www.porezna-uprava.hr/>) under the Ministry of Finance collects contributions.

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## **Work Injury**

### **Regulatory Framework**

**First law:** 2006.

**Current laws:** 1998 (occupational diseases); 2008 (health care); 2010 (health protection), implemented in 2011; 2013 (compulsory health insurance); and 2013 (pension insurance).

**Type of program:** Social insurance system.

Note: Social insurance permanent disability benefits are paid under Old Age, Disability, and Survivors.

### **Coverage**

Employed and self-employed persons.

Medical benefits only: students, trainees of the Croatian Employment Service, military personnel, and fire fighters.

### **Source of Funds**

**Insured person:** None.

**Self-employed person:** 0.5% of monthly covered income (temporary disability).

The minimum monthly earnings used to calculate contributions are 3,047.60 kunas.

The maximum monthly earnings used to calculate contributions are 48,120 kunas.

**Employer:** 0.5% of covered payroll (temporary disability).

The minimum monthly earnings used to calculate contributions are 3,047.60 kunas.



The maximum monthly earnings used to calculate contributions are 48,120 kunas.

**Government:** None.

### Qualifying Conditions

Must be assessed with a work injury or occupational disease. Entitlement to cash sickness benefits is determined by a designated doctor in a primary health care institution for the period of incapacity (the duration depends on the nature of the incapacity); additional periods are determined by the medical commission of the Croatian Institute for Health Fund.

### Temporary Disability Benefits

100% of the insured's average monthly earnings in the previous six-month period is paid for up to 18 months; thereafter, 50% is paid until full recovery or certification of permanent disability.

The minimum monthly benefit is 831.50 kunas.

The maximum monthly benefit is 100% of the insured's monthly earnings.

### Workers' Medical Benefits

Public and private health institutions under contract with the Croatian Health Insurance Fund pay benefits. Benefits include primary and specialist treatment, hospitalization, orthopedic and other aids, dental care, approved pharmaceuticals, laboratory services, maternity care, preventive care services, emergency aid, rehabilitation services, appliances, and transportation.

### Administrative Organization

Ministry of Health (<https://zdravstvo.gov.hr/>) provides general supervision.

Croatian Health Insurance Fund (<http://www.hzzo.hr/>), through its network of regional offices, branch offices, and field offices, administers the program.

Tax Administration (<http://www.porezna-uprava.hr/en>) under the Ministry of Finance collects contributions.

## Unemployment

### Regulatory Framework

**First law:** 1952.

**Current law:** 2017 (unemployment insurance).

**Type of program:** Social insurance system.

### Coverage

Employed persons with an employment contract, including public-sector employees, civil servants, military and police personnel, judiciary officers, and self-employed persons.

### Source of Funds

**Insured person:** None.

**Self-employed person:** 1.7% of monthly covered earnings.

The minimum monthly earnings used to calculate contributions are 3,047.60 kunas.

The maximum monthly earnings used to calculate contributions are 48,120 kunas.

**Employer:** 1.7% of monthly covered payroll.

The minimum monthly earnings used to calculate contributions are 3,047.60 kunas.

The maximum monthly earnings used to calculate contributions are 48,120 kunas.

**Government:** None.

### Qualifying Conditions

**Unemployment benefit:** Aged 15 to 65 with at least nine months of employment or self-employment in the last 24 months. Must be involuntarily unemployed; capable of, available for, and actively seeking work; and must register with the Employment Service in the first 30 days of unemployment.

Unemployed workers with at least 32 years of coverage who are up to five years younger than the normal retirement age are covered until they are reemployed or entitled to the old-age pension.

Persons whose employment ceased as a result of willful misconduct, by agreement with the employer, or who ceased activity without justifiable reasons are not entitled to unemployment benefits.

**Unemployment assistance:** Must participate in vocational or occupational training.

**Reimbursement of traveling and removal costs:** Paid for the cost of finding new employment and relocating.

### Unemployment Benefits

**Unemployment benefit:** 70% of the insured's average wage (employed persons) or the earnings used to calculate contributions (self-employed persons) in the last three months, up to a maximum of 70% of the national average net salary in the previous year, is paid for up to 90 days. Thereafter, 35% is paid, up to a maximum of 35% of the national average net salary in the previous year. The benefit is paid for 78 to 450 days depending on the duration of previous employment.

The national average net salary is 5,960 kunas (2017).

**Unemployment assistance:** 1,310.40 kunas a month to 2,620 kunas a month is paid, depending on the category of unemployment.

**Reimbursement of traveling and removal costs:** A lump sum of up to 300 kunas is paid for travel costs; up to 1,000 kunas for relocation expenses.

### **Administrative Organization**

Ministry of Labor and Pension System (<http://www.mrms.hr/>) is responsible for general supervision.

Croatian Employment Service (<http://www.hzz.hr/>), through its network of regional and local offices, administers the program.

Tax Administration (<http://www.porezna-uprava.hr/en>) under the Ministry of Finance collects contributions.

### **Family Allowances**

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#### **Regulatory Framework**

**First law:** 1949.

**Current laws:** 2001 (children's allowances), implemented in 2002; and 2004 (income tax), implemented in 2005.

**Type of program:** Social assistance system.

#### **Coverage**

Citizens and permanent residents of Croatia; and certain foreign citizens with temporary residence.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

#### **Qualifying Conditions**

**Family allowances (income tested):** Parents or guardians who have resided in Croatia for at least three years; foreign citizens who are eligible under a bilateral international social security agreement or the European Union's coordination instruments; parents of children who reside abroad for more than three consecutive months, except if otherwise covered by a bilateral international social security agreement or the European Union's coordination instruments; children younger than age 15 (age 19 if a full-time student; age 21 if disabled; or at any age if severely disabled before age 18 or while a full-time student). No allowances are paid if the child resides permanently in a specialized institution.

Income test: The total household income in the year before the claim must not exceed 50% of the state budget base.

The state budget base is 3,326 kunas.

There is no minimum qualifying period or employment requirement for parents.

**Guaranteed minimum income (Zajamcena minimalna naknada, income tested):** Paid to families and persons with low or no income. Unemployed persons must be registered at an employment office, and be capable of, and available for, work.

Income test: The income test is based on individual or family income and property.

#### **Family Allowance Benefits**

**Family allowances (income tested):** At least 199.56 kunas a month is paid for each child in a household with income from 33.67% to 50% of the state budget base; at least 249.45 kunas a month for household income from 16.34% to 33.66%; and at least 299.34 kunas a month for household income that does not exceed 16.33% of the state budget base.

The state budget base is 3,326 kunas.

Allowances for eligible single-parent households are 15% higher than the income-tested allowance; for full orphans and households with children with disabilities, 25% higher.

Allowances for eligible children with severe disabilities are 25% of the state budget base.

**Guaranteed minimum income (Zajamcena minimalna naknada, income tested):** 60% of the income guarantee level is paid for an adult; 115% for a disabled single person; 100% for a nondisabled single parent; 40% for a child; and 55% for a child living in a single-parent family.

The minimum monthly income guarantee level is 800 kunas.

The maximum monthly benefit is the gross monthly minimum wage.

The gross monthly minimum wage is 3,275 kunas (2017).

Income test: The benefit may be reduced depending on individual or family income in the previous three months.

#### **Administrative Organization**

Ministry for Demography, Family, Youth, and Social Policy (<https://mdomsp.gov.hr/>) provides general legal supervision.

Croatian Pension Insurance Institute (<http://www.mirovinsko.hr/>) administers the family allowances program.

Social Welfare Centers administers the guaranteed minimum income program through regional offices.

## Cyprus

Exchange rate: US\$1.00 = 0.83 euro (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1957.

**Current laws:** 1995 (social pension) and 2010 (social insurance).

**Type of program:** Social insurance and social assistance system.

#### Coverage

**Social insurance:** Employed and self-employed persons.

Voluntary coverage for formerly covered persons and citizens working abroad for Cypriot employers.

Exclusions: Family labor.

**Social assistance (social pension):** Residents of Cyprus.

#### Source of Funds

##### Insured person

**Social insurance:** 7.8% of covered earnings; for the voluntarily insured, 13% of declared income in Cyprus and 15.6% of covered earnings abroad.

The minimum weekly earnings used to calculate contributions are €174.38.

The maximum weekly earnings used to calculate contributions are €1,046.

The insured's contributions also finance cash sickness and maternity, work injury, and unemployment benefits.

**Social assistance:** None.

##### Self-employed person

**Social insurance:** 14.6% of covered income based on occupation.

The minimum weekly earnings used to calculate contributions range from €261.57 to €775.99 depending on occupation.

The maximum weekly earnings used to calculate contributions are €1,046.

The self-employed person's contributions also finance cash sickness and maternity benefits.

**Social assistance:** None.

#### Employer

**Social insurance:** 7.8% of covered payroll.

The minimum weekly earnings used to calculate contributions are €174.38.

The maximum weekly earnings used to calculate contributions are €1,046.

The employer's contributions also finance cash sickness and maternity, work injury, and unemployment benefits.

**Social assistance:** None.

#### Government

**Social insurance:** 4.6% of covered payroll for insured persons, self-employed persons, and voluntarily insured persons working abroad (4.1% if working in Cyprus).

The minimum weekly earnings used to calculate contributions are €174.38.

The maximum weekly earnings used to calculate contributions are €1,046.

The government's contributions also finance cash sickness and maternity, work injury, and unemployment benefits.

**Social assistance:** The total cost is financed from general revenues.

#### Qualifying Conditions

**Old-age pension (social insurance):** Age 65 (age 63 for miners) with at least 15 years of coverage, paid contributions on earnings of at least 780 times the weekly basic covered earnings, and paid or credited contributions in at least 30% of the reference period.

The reference period is the years since October 5, 1964, (since January 7, 1957, if it results in a higher benefit) or the year in which the insured reached age 16, whichever is later, up to the normal retirement age.

Weekly basic covered earnings are €174.38.

Early pension: Age 63 with paid or credited contributions in at least 70% of the reference period. (Miners aged 58 or older with at least three years of employment may receive a pension one month earlier for every five months of mining work if they retire from that occupation.)

The reference period is the years since October 5, 1964, (since January 7, 1957, if it results in a higher benefit) or the year in which the insured reached age 16, whichever is later, up to the pensionable age.

**Dependent's supplement:** Paid for a dependent female spouse not receiving any other pension; a dependent male spouse with a disability and not receiving any other pension; children up to age 15 (age 23 for unmarried women if a full-time student; age 25 for unmarried men who are studying full-time or in military service; no limit if

disabled); a dependent parent; or a dependent sibling who is younger than the insured.

The old-age pension is payable abroad.

**Old-age settlement (social insurance):** Age 68 and does not qualify for the old-age pension. Must have paid contributions for at least six years on earnings of at least 312 times the weekly basic covered earnings.

Weekly basic covered earnings are €174.38.

The old-age settlement is payable abroad.

**Social pension (social assistance, income tested):**

Age 65 and a resident of Cyprus for at least 20 years after age 40 or 35 years after age 18.

**Disability pension (social insurance):** Paid for a total (100%) loss of earning capacity. The insured must have at least three years of coverage, paid contributions on earnings of at least 156 times the weekly basic covered earnings, and paid or credited contributions in at least 25% of the reference period. Must have either paid or credited contributions in the year before the disability began or average covered earnings in the last two years of at least 20 times the weekly basic covered earnings.

The reference period is the years since October 5, 1964, (since January 7, 1957, if it results in a higher benefit) or the year in which the insured reached age 16, whichever is later, up to the week before the disability began.

If the disability is caused by an accident, the same qualifying conditions apply as for the cash sickness benefit (see Sickness and Maternity).

Weekly basic covered earnings are €174.38.

**Partial disability:** Paid for a loss of earning capacity of at least 50% but less than 100%. The insured must have at least three years of coverage, paid contributions on earnings of at least 156 times the weekly basic covered earnings, and paid or credited contributions in at least 25% of the reference period. Must have either paid or credited contributions in the year before the disability began or average covered earnings in the last two years of at least 20 times the weekly basic covered earnings.

The reference period is the years since October 5, 1964, (since January 7, 1957, if it results in a higher benefit) or the year in which the insured reached age 16, whichever is later, up to the week before the disability began.

**Dependent's supplement:** Paid for a dependent female spouse not receiving any other pension; a dependent male spouse with a disability and not receiving any other pension; children up to age 15 (age 23 for unmarried women who are studying full-time; age 25 for unmarried men who are studying full-time or in military service; no limit if disabled); a dependent parent; or a dependent sibling who is younger than the insured.

The disability pension is payable abroad.

**Spouse's pension (social insurance):** Paid to a dependent widow or a dependent widower with a disability if the deceased received or was entitled to receive an old-age pension or was insured for at least three years, had paid contributions on earnings of at least 156 times the weekly basic covered earnings, and had paid or credited contributions in at least 25% of the reference period.

The reference period is the years since October 5, 1964, (since January 7, 1957, if it results in a higher benefit) or the year in which the deceased reached age 16, whichever is later, up to the week before the death occurred.

If the death is caused by an accident, the same qualifying conditions apply as for cash sickness benefit (see qualifying conditions under Sickness and Maternity).

Weekly basic covered earnings are €174.38.

The spouse's pension is payable abroad.

**Dependent's supplement:** Paid for children up to age 15 (age 23 for unmarried women who are studying full-time; age 25 for unmarried men who are studying full-time or in military service; no limit if disabled); or for dependent parents or a dependent sibling younger than the insured person.

**Orphan's pension (social insurance):** The deceased was insured and was supporting a child up to age 15 (age 25 (men) or age 23 (women) if a full-time student or in military service at the time of death; no limit if disabled); for full orphans, one of the parents must have been insured.

**Termination settlement:** Paid when an orphan is no longer eligible for an orphan's pension due to age restrictions.

The orphan's pension is payable abroad.

**Spouse's settlement (social insurance):** Paid to a dependent widow or a dependent widower with a disability if the deceased did not meet the contribution requirements for a spouse's pension but had paid contributions on earnings of at least 156 times the weekly basic covered earnings. If the deceased received or was entitled to receive an old-age pension, the qualifying conditions are the same as for the old-age settlement. The widow(er) may not receive a social pension and a spouse's settlement at the same time.

The spouse's settlement is payable abroad.

Weekly basic covered earnings are €174.38.

**Missing person's allowance (social insurance):** Paid to a dependent if the whereabouts of the insured person are unknown and he or she is presumed dead.

The missing person's allowance is payable abroad.

**Funeral grant (social insurance):** Paid if the deceased was receiving an old age, disability, spouse's, or orphan's pension, or a missing person's allowance; died as a result of an occupational accident or disease; or was insured for at least 26 weeks with paid contributions on covered earnings of at least 26 times the weekly basic covered earnings, and paid or credited contributions in the previous year on earnings

of at least 20 times the weekly basic covered earnings. Also paid when an insured person's dependent dies.

The weekly basic covered earnings are €174.38.

The funeral grant is payable abroad.

### **Old-Age Benefits**

**Old-age pension (social insurance):** The pension consists of a basic pension and a supplementary pension. The full basic pension is 60% of the insured's annual average basic covered earnings, divided by 52. The supplementary pension is 1.5% of the insured's earnings above the weekly basic covered earnings.

Early pension: The pension is reduced by 0.5% for every month it is claimed before age 65.

The annual basic covered earnings are €9,067.38; the weekly basic covered earnings are €174.38.

Basic covered earnings are adjusted once a year based on changes in wages. Earnings for the supplementary pension are adjusted annually.

The maximum weekly covered earnings are €1,046.

The minimum pension is 85% of the basic pension.

Dependent's supplement: The basic pension is increased to 80% of the insured's annual average basic covered earnings for the first dependent, 90% for the second, and 100% for the third; for a beneficiary with no dependent spouse, the basic pension is increased by 10% for each child, up to two children.

Schedule of payments: 13 payments (one every four weeks) a year.

**Old-age settlement (social insurance):** A lump sum of 15% of the total paid or credited contributions is paid.

**Social pension (social assistance, income tested):** €338.99 a month is paid. If receiving another pension or a similar payment less than the social pension, the difference between income from other sources and the social pension is paid.

Income test: The social pension is reduced by the amount of any other benefits the insured receives.

Benefit adjustment: Benefits are adjusted in January and July each year based on changes in wages and prices.

### **Permanent Disability Benefits**

**Disability pension (social insurance):** The pension consists of a basic pension and a supplementary pension. The basic pension is 60% of the insured's annual average basic covered earnings, divided by 52. The supplementary pension is 1.5% of the insured's earnings above the weekly basic covered earnings. The period from the onset of the disability to age 63 is credited.

Partial disability: 85% of the full pension is paid for a loss of earning capacity of 76% to 99%; 75% for a loss of

earning capacity of 66.7% to 75%; 60% for a loss of earning capacity of 50% to 66.6%.

The annual basic covered earnings are €9,067.38; the weekly basic covered earnings are €174.38.

Basic covered earnings are adjusted once a year based on changes in wages. Earnings for the supplementary pension are adjusted annually.

The maximum weekly covered earnings are €1,046.

Dependent's supplement: The basic pension is increased to 80% of the insured's annual average basic covered earnings for the first dependent, 90% for the second, and 100% for the third; for a beneficiary with no dependent spouse, the basic pension is increased by 10% for each child, up to two children.

Schedule of payments: 13 payments (one every four weeks) a year.

Benefit adjustment: Benefits are adjusted in January and July each year based on changes in wages and prices.

### **Survivor Benefits**

**Spouse's pension (social insurance):** The pension consists of a basic pension and a supplementary pension. The basic pension is 60% of the insured's annual average basic covered earnings, divided by 52. The supplementary pension is 60% of the supplementary old-age or disability pension (1.5% of the insured's earnings above the weekly basic covered earnings) the deceased received or was entitled to receive.

The annual basic covered earnings are €9,067.38; the weekly basic covered earnings are €174.38.

Basic covered earnings are adjusted once a year based on changes in wages.

The maximum weekly covered earnings are €1,046.

Dependent's supplement: The basic pension is increased to 80% of the insured's annual average basic covered earnings for the first dependent, 90% for the second, and 100% for the third.

Remarriage settlement: The spouse's pension ceases upon remarriage and a lump sum of one year of the pension is paid.

A person may receive a spouse's pension and an old-age or disability pension (including the supplementary pension) at the same time, up to a maximum that varies depending on the insured's covered earnings.

Schedule of payments: 13 payments (one every four weeks) a year.

**Orphan's pension (social insurance):** 20% of the deceased's basic covered earnings is paid for each child, up to three children; 40% for full orphans plus 50% of the supplementary spouse's pension for one orphan or 100% for two or more eligible orphans.

## Cyprus

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Termination settlement: A lump sum of one year of the pension is paid.

The weekly basic covered earnings are €174.38.

Basic covered earnings are adjusted once a year based on changes in wages.

The maximum weekly covered earnings are €1,046.

Schedule of payments: 13 payments (one every four weeks) a year.

**Spouse's settlement (social insurance):** A lump sum of 15% of the deceased's basic covered earnings plus 9% of earnings exceeding basic covered earnings is paid.

The weekly basic covered earnings are €174.38.

The maximum weekly covered earnings are €1,046.

**Missing person's allowance (social insurance):** The allowance is 60% of the insured's annual average basic covered earnings, divided by 52, plus 60% of the supplementary old-age or disability pension (1.5% of covered earnings exceeding weekly basic covered earnings) the deceased received or was entitled to receive.

The annual basic covered earnings are €9,067.38; the weekly basic covered earnings are €174.38.

Basic covered earnings are adjusted once a year based on changes in wages.

The maximum weekly covered earnings are €1,046.

A person receiving a missing person's allowance may also receive an old-age or disability pension (basic and supplementary) up to a maximum, according to covered earnings.

**Funeral grant (social insurance):** A lump sum of €507.81 is paid when the insured or a pensioner dies; €253.91 when a dependent dies.

Benefit adjustment: Benefits are adjusted in January and July each year based on changes in wages and prices.

### Administrative Organization

Social Insurance Services of the Ministry of Labor, Welfare, and Social Insurance (<http://www.mlsi.gov.cy/sid/>), directed by a tripartite advisory Social Insurance Board and the Director of Social Insurance Services, collects contributions and administers the program.

### Sickness and Maternity

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#### Regulatory Framework

**First law:** 1957.

**Current law:** 2010 (social insurance).

**Type of program:** Social insurance system.

#### Coverage

**Cash benefits:** Employed and self-employed persons.

Voluntary coverage for citizens working abroad for Cypriot employers and persons aged 63 to 65 who are not entitled to an old-age pension.

Exclusions: Family labor.

**Medical benefits:** Certain categories of persons residing in Cyprus, including civil servants, military and police personnel, low-income individuals and families, and persons diagnosed with certain chronic diseases.

#### Source of Funds

**Insured person:** See source of funds under Old Age, Disability, and Survivors.

**Self-employed person:** See source of funds under Old Age, Disability, and Survivors.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** See source of funds under Old Age, Disability, and Survivors. The total cost of medical benefits.

#### Qualifying Conditions

**Cash sickness benefit:** Must have at least 26 weeks of coverage, paid contributions on earnings of at least 26 times the weekly basic covered earnings, and paid or credited contributions on earnings of at least 20 times the weekly basic covered earnings in the last year. After benefits have been paid for one year, the insured may qualify for an additional benefit after 13 more weeks of work and paid contributions on earnings of at least 26 times the weekly basic covered earnings.

Dependent's supplement: Paid for a dependent spouse who is not working or receiving any benefit from the Social Insurance Fund; and for children up to age 15 (age 23 for unmarried women who are studying full-time; age 25 for unmarried men who are studying full-time or in military service; no limit if disabled).

**Cash maternity benefit:** Must have paid contributions on earnings of at least 26 times the weekly basic covered earnings, and paid or credited contributions on earnings of at least 20 times the weekly basic covered earnings in the last year.

Dependent's supplement: Paid to a spouse who is not working or receiving any benefit from the Social Insurance Fund; and for children up to age 15 (age 23 for unmarried women who are studying full-time; age 25 for unmarried men who are studying full-time or in military service; no limit if disabled).

**Cash paternity benefit:** Must have paid contributions on earnings of at least 26 times the weekly basic covered earnings, and paid or credited contributions on earnings of at least 20 times the weekly basic covered earnings in the last year. The insured must also be married to the child's mother, and not receive a full salary.

**Cash maternity grant:** The insured or the insured's husband must have at least 26 weeks of coverage, paid contributions on earnings of at least 26 times the weekly basic covered earnings, and paid or credited contributions on earnings of at least 20 times the weekly basic covered earnings in the last year. The grant is also paid to the nonworking wife of an insured man.

**Medical benefits:** Residents of Cyprus.

### **Sickness and Maternity Benefits**

**Sickness benefit:** The benefit consists of a basic benefit and a supplementary benefit. The basic benefit is 60% of the insured's annual basic covered earnings in the last contribution year, divided by 52. The supplement is 50% of the average weekly covered earnings exceeding the weekly basic covered earnings in the last contribution year. The benefit is paid after a three-day waiting period (nine days for self-employed persons) for up to 156 days; may be extended for an additional 156 days under certain conditions.

The annual basic covered earnings are €9,067.38; the weekly basic covered earnings are €174.38.

Basic covered earnings are adjusted once a year based on changes in wages.

The maximum weekly covered earnings are €1,046.

Dependent's supplement: The basic benefit is increased to 80% of average basic covered earnings for the first dependent, 90% for the second, and 100% for the third; for a beneficiary with no dependent spouse, the basic pension is increased by 10% for each child, up to two children.

**Maternity benefit:** The benefit consists of a basic benefit and a supplementary benefit. The basic benefit is 72% of the insured's annual basic covered earnings in the last contribution year, divided by 52. The supplement is 72% of the average weekly covered earnings exceeding the weekly basic covered earnings in the last contribution year. The benefit is paid for 18 consecutive weeks beginning two to nine weeks before the expected date of childbirth (22 weeks for multiple births, may be extended for premature births).

The benefit is paid for 16 weeks to a stepmother of a child adopted before age 12.

The annual basic covered earnings are €9,067.38; the weekly basic covered earnings are €174.38.

Basic covered earnings are adjusted once a year based on changes in wages.

The maximum weekly covered earnings are €1,046.

Dependent's supplement: The basic benefit is increased to 80% of average basic covered earnings for the first dependent, 90% for the second, and 100% for the third.

**Paternity benefit:** 100% of the insured's annual basic covered earnings in the last contribution year, divided by 52, is paid. The benefit is paid for two consecutive weeks and must be taken in the first four months after the date of childbirth.

The annual basic covered earnings are €9,067.38; the weekly basic covered earnings are €174.38.

Basic covered earnings are adjusted once a year based on changes in wages.

The maximum weekly covered earnings are €1,046.

**Maternity grant:** A lump sum of €544.08 is paid.

### **Workers' Medical Benefits**

Medical services are provided directly to patients in government hospitals and clinics. Benefits include medical treatment, hospitalization, maternity care, and medicine.

Benefits are free for active and retired civil servants, military and police personnel, recipients of social assistance and their dependents, unmarried persons with annual income up to €15,400 (2017), families with annual income up to €30,750 (2017) plus €1,700 (2017) for each dependent child (no income limit for families with four or more children), and persons diagnosed with certain chronic diseases.

Cost sharing: Copayments are required for unmarried persons with annual income from €15,400.01 (2017) to €20,503.22 and for families with total annual income from €30,750.01 (2017) to €37,589.23 plus €1,700 (2017) for each dependent child.

### **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

Cost sharing: Copayments are required for families with total annual income from €30,750.01 to €37,589.23 plus €1,700 for each dependent child (2017).

### **Administrative Organization**

Social Insurance Services of the Ministry of Labor, Welfare, and Social Insurance (<http://www.mlsi.gov.cy/sid/>), directed by a tripartite advisory Social Insurance Board and the Director of Social Insurance Services, collects contributions and administers the program.

Ministry of Health (<https://www.moh.gov.cy/>) provides medical services through government hospitals.

## Work Injury

### Regulatory Framework

**First law:** 1957.

**Current law:** 2010 (social insurance).

**Type of program:** Social insurance system.

### Coverage

Employed persons.

Exclusions: Self-employed persons.

### Source of Funds

**Insured person:** See source of funds under Old Age, Disability, and Survivors.

**Self-employed person:** Not applicable.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** See source of funds under Old Age, Disability, and Survivors.

### Qualifying Conditions

Must be assessed with a work injury or occupational disease. Accidents that occur while traveling to and from work are covered.

### Temporary Disability Benefits

The benefit consists of a basic benefit and a supplementary benefit. The basic benefit is 60% of the insured's annual basic covered earnings in the last contribution year, divided by 52. The supplementary benefit is 50% of the earnings exceeding the annual covered earnings in the last contribution year, divided by 52.

The maximum weekly supplementary benefit is 100% of the weekly basic covered earnings.

The benefit is paid after a three-day waiting period for up to one year.

**Dependent's supplement:** The basic benefit is increased to 80% of average basic covered earnings for the first dependent, 90% for the second, and 100% for the third. A spouse is considered dependent if he or she is not working and is not receiving any benefit from the Social Insurance Fund. For a beneficiary with no dependent spouse, the basic pension is increased by 10% for each child, up to two children.

The annual basic covered earnings are €9,067.38; the weekly basic covered earnings are €174.38. Basic covered earnings are adjusted once a year based on changes in wages.

The maximum weekly covered earnings are €1,046.

### Permanent Disability Benefits

**Permanent disability pension:** The pension consists of a basic pension and a supplementary pension. If the insured is assessed with a total (100%) loss of earning capacity, the full basic pension is 60% of the insured's weekly basic covered earnings. The supplementary pension is 60% of annual average covered earnings exceeding basic covered earnings in the last two contribution years, divided by 52.

**Constant-attendance allowance:** 55% of the basic full pension is paid if the insured requires the constant attendance of others to perform daily functions.

**Partial disability:** A percentage of the full (basic and supplementary) disability pension is paid depending on the assessed loss of earning capacity from 20% to 99%; a lump sum is paid for an assessed loss of earning capacity from 10% to 19%.

The annual basic covered earnings are €9,067.38; the weekly basic covered earnings are €174.38.

Basic covered earnings are adjusted once a year based on changes in wages.

The maximum weekly covered earnings are €1,046.

**Dependent's supplement:** The basic benefit is increased to 80% of the insured's average basic covered earnings for the first dependent, 90% for the second, and 100% for the third. A spouse is considered dependent if not working or receiving any benefit from the Social Insurance Fund. For a beneficiary with no dependent spouse, the basic pension is increased by 10% for each child, up to two children.

**Benefit adjustment:** Benefits are adjusted in January and July each year based on changes in wages and prices.

### Workers' Medical Benefits

Benefits for the treatment of work injuries and occupational diseases include all necessary medical treatment and hospitalization in government clinics and hospitals.

### Survivor Benefits

#### Survivor pension

**Spouse's pension:** The pension consists of a basic pension and a supplementary pension. The basic pension is 60% of the insured's weekly basic covered earnings. The supplementary pension is 60% of the supplementary permanent disability pension for a 100% loss of earning capacity.

The supplementary permanent disability pension for a 100% incapacity is 60% of the deceased's average covered earnings exceeding basic covered earnings in the last two years.

Weekly basic covered earnings are €174.38. Basic covered earnings are adjusted once a year based on changes in wages.

The maximum weekly covered earnings are €1,046.



The spouse's pension ceases upon remarriage and a lump sum of one year of the pension is paid.

**Orphan's pension:** 20% of the deceased's basic covered earnings is paid for each child, up to three children; 40% for full orphans plus 50% of the supplementary spouse's pension for one orphan or 100% for two or more orphans younger than age 15 (age 23 for an unmarried female orphan who is a full-time student; age 25 for an unmarried male orphan who is a full-time student or is serving in the National Guard; no limit if disabled).

Weekly basic covered earnings are €174.38. Basic covered earnings are adjusted once a year based on changes in wages.

The maximum weekly covered earnings are €1,046.

**Termination settlement:** When an orphan's pension ends due to age restrictions, a lump sum of one year of pension is paid.

**Dependent parent's pension:** If there are no other eligible survivors, the weekly pension is 40% of the insured's basic covered earnings plus 30% of the supplementary permanent disability pension.

Weekly basic covered earnings are €174.38. Basic covered earnings are adjusted once a year based on changes in wages.

The maximum weekly covered earnings are €1,046.

**Funeral grant:** A lump sum of €507.81 is paid to the widow(er) or the person who paid for the funeral.

### Administrative Organization

Social Insurance Services of the Ministry of Labor, Welfare, and Social Insurance (<http://www.mlsi.gov.cy/sid/>), directed by a tripartite advisory Social Insurance Board and the Director of Social Insurance Services, collects contributions and administers the program.

Ministry of Health (<https://www.moh.gov.cy/>) provides medical services through government-owned hospitals.

## Unemployment

### Regulatory Framework

**First law:** 1957.

**Current law:** 2010 (social insurance).

**Type of program:** Social insurance system.

### Coverage

Employed persons, including voluntarily insured persons who work for Cypriot employers abroad and employed persons aged 63 to 65 who are not entitled to an old-age pension.

Exclusions: Self-employed persons.

### Source of Funds

**Insured person:** See source of funds under Old Age, Disability, and Survivors.

**Self-employed person:** Not applicable.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** See source of funds under Old Age, Disability, and Survivors.

### Qualifying Conditions

**Unemployment benefits:** Must have at least 26 weeks of coverage, paid contributions on earnings of at least 26 times the weekly basic covered earnings, and paid or credited contributions on earnings of at least 20 times the weekly basic covered earnings in the last year. After entitlement to the benefit ceases, the insured can qualify for additional benefits after 13 weeks of work and paid contributions on earnings of at least 26 times the weekly basic covered earnings.

The insured must be capable of and available for work and must report every six weeks to the employment exchange. If unemployment is due to voluntary leaving, misconduct, direct participation in a trade dispute, or the refusal of a suitable job offer, the insured may be disqualified for up to six weeks.

**Dependent's supplement:** Paid to a spouse who is not working or receiving any benefit from the Social Insurance Fund; and for children up to age 15 (age 23 for unmarried women who are studying full-time; age 25 for unmarried men who are studying full-time or in military service; no limit if disabled).

### Unemployment Benefits

The benefit consists of a basic benefit and a supplementary benefit. The basic benefit is 60% of the insured's annual basic covered earnings in the last contribution year, divided by 52. The supplement is 50% of the covered earnings exceeding the annual basic covered earnings in the last contributions year, divided by 52.

The maximum weekly supplementary benefit is 100% of the weekly basic covered earnings.

The benefit is paid after a three-day waiting period (30 days for the voluntarily insured) for up to 156 days.

The annual basic covered earnings are €9,067.38; the weekly basic covered earnings are €174.38.

Basic covered earnings are adjusted once a year based on changes in wages.

The maximum weekly covered earnings are €1,046.

**Dependent's supplement:** The basic benefit is increased to 80% of the insured's average basic covered earnings for the first dependent, 90% for the second, and 100% for the third.

## Cyprus

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For a beneficiary with no dependent spouse, the basic benefit is increased by 10% for each child, up to two children.

### **Administrative Organization**

Social Insurance Services of the Ministry of Labor, Welfare, and Social Insurance (<http://www.mlsi.gov.cy/sid/>), directed by a tripartite advisory Social Insurance Board and the Director of Social Insurance Services, collects contributions and administers the program.

### **Family Allowances**

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#### **Regulatory Framework**

**First law:** 1987.

**Current law:** 2002 (child benefit).

**Type of program:** Social assistance system.

#### **Coverage**

Residents of Cyprus.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

#### **Qualifying Conditions**

**Child benefit (means tested):** Paid to parents living with at least one dependent child. The child must be younger than age 18 (age 19 if a student; age 21 if in military service; no limit if disabled).

Means test: Total household assets (bank accounts, stocks, investment funds, etc.) must not exceed €1,200,000.

**Single parent benefit (means tested):** Paid to single parents entitled to the child benefit.

Means test: Total household assets (bank accounts, stocks, investment funds, etc.) must not exceed €1,200,000.

### **Family Allowance Benefits**

#### **Child benefit (means tested)**

**Basic benefit:** For families with annual income up to €49,000, €380 a year is paid for one eligible child, €380 for two children, €760 for three children, and €1,260 for four or more children. For families with annual income from €49,000.01 up to €59,000, €345 a year is paid for two eligible children, €690 for three children, and €1,135 for four or more children.

**Supplementary benefit:** If annual family income is €19,500 or less, €95 a year is paid for one eligible child, €190 for two children, €285 for three children, and €415 for four or more children. If annual family income is from €19,500.01 up to €39,000, €45 a year is paid for one eligible child, €140 for two children, €235 for three children, and €265 for four or more children.

**Single parent benefit (means tested):** If annual family income is €39,000 or less, €2,160 a year is paid for each eligible child; if annual family income is €39,000.01 to €49,000, a €1,920 a year is paid for each child.

### **Administrative Organization**

Welfare Benefits Administration Service in the Ministry of Labor, Welfare, and Social Insurance (<http://www.mlsi.gov.cy/mlsi/mlsi.nsf>), administers the family allowances program.

## Czech Republic

Exchange rate: US\$1.00 = 20.88 koruna.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First laws:** 1906 (salaried employees) and 1924 (wage earners).

**Current law:** 1995 (pension insurance), implemented in 1996.

**Type of program:** Universal (funeral grant) and social insurance system.

#### Coverage

**Universal:** Permanent residents of the Czech Republic, including citizens of the European Union, and other persons stipulated by law.

**Social insurance:** Employed and self-employed persons, including military personnel and civil servants; certain students and unemployed persons; caregivers; and needy persons.

Voluntary coverage for unemployed persons and students not compulsorily covered by the 1995 law, citizens of the Czech Republic employed abroad, and persons performing certain kinds of volunteer work. Other persons older than age 18 who were previously insured for at least one year may voluntarily insure for up to 15 years (February 2018).

#### Source of Funds

##### Insured person

*Universal:* None.

*Social insurance:* 6.5% of monthly covered earnings.

The maximum annual earnings used to calculate contributions are 48 times the national average monthly wage.

The national average monthly wage is 29,979 koruna.

The insured person's contributions also finance work injury benefits.

##### Self-employed person

*Universal:* None.

*Social insurance:* 28% of monthly covered declared earnings.

The annual declared earnings used to calculate contributions are 50% of the difference between income and expenses in the previous calendar year.

The minimum annual earnings used to calculate contributions are 12 times 25% of the national average monthly wage (full-time self-employed persons); 12 times 10% of the national average monthly wage (part-time self-employed persons).

The maximum annual earnings used to calculate contributions are 48 times the national average monthly wage.

The national average monthly wage is 29,979 koruna.

#### Employer

*Universal:* None.

*Social insurance:* 21.5% of monthly covered payroll.

There are no minimum earnings used to calculate contributions.

The maximum annual earnings used to calculate contributions are 48 times the national average monthly wage.

The national average monthly wage is 29,979 koruna.

The employer's contributions also finance work injury benefits.

#### Government

*Universal:* The total cost.

*Social insurance:* Finances any deficit; pays contributions for certain students, unemployed persons, caregivers, and needy persons; contributes as an employer.

#### Qualifying Conditions

##### Old-age pension (Starobni duchody, social insurance):

Age 63 and two months (men, gradually rising to age 65 by 2030, and then to age 67 by 2044) or age 62 and eight months (women, gradually rising to age 65 by 2030, and then to age 67 by 2044) with at least 34 years of coverage (rising to 35 years in 2019).

The retirement age is reduced by up to four years for women who have raised at least one child, depending on the number of children and the insured's age. The reduction is gradually being phased out and will be eliminated for insured women born after 1971.

Coverage may be credited for certain periods in which the insured was not making contributions, such as time spent caring for children younger than age 4 or receiving unemployment or disability benefits.

Retirement is not necessary.

Proportional old-age pension: Must be five years older than the normal retirement age and have at least 20 years of coverage.

Early pension (Predcasny starobni duchod): Retirement is possible up to three years before the normal retirement age for insured persons whose normal retirement age is lower than age 63; up to five years before the normal retirement age for insured persons aged 60 or older whose normal

retirement age is age 63 or later. Must meet the years of coverage requirements for the old-age pension.

Employment may continue with monthly earnings up to 2,500 koruna.

Deferred pension (Odlozeny starobni duchod): The pension may be deferred for persons in gainful activity. There is no age limit.

The old-age pension is payable abroad.

**Disability pension (Invalidni duchody, social insurance):** Must be younger than age 65 and assessed with a first-degree (35% to 49% loss of earning capacity), second-degree (50% to 69% loss of earning capacity) or third-degree (at least a 70% loss of earning capacity) disability. The insured must have a minimum period of coverage based on the age when the disability began: less than one year of coverage if younger than age 20; one year if aged 20 to 21; two years if aged 22 to 23; three years if aged 24 to 25; four years if aged 26 to 27; five years in the last 10 years from age 28 to 38; five years in the last 10 years or 10 years in the last 20 years if aged 39 to 64.

Coverage may be credited for certain periods in which the insured was not making contributions, such as time spent caring for children younger than age 4 or receiving unemployment benefits.

Disability pensioners may engage in gainful activity.

The disability pension ceases at age 65 and is replaced by the old-age pension.

Czech Social Security Administration assesses the degree of disability.

The disability pension is payable abroad if all gainful activity has ceased.

**Disabled from youth pension (Invalidni duchod z mladi, social insurance):** Must be assessed with a third-degree (at least a 70% loss of earning capacity) disability that began before reaching age 18. There is no minimum contribution period.

Czech Social Security Administration assesses the degree of disability.

**Survivor pension (Pozustalostni duchod, social insurance):** The deceased received or was entitled to receive an old-age or disability pension at the time of death, or died as a result of a work injury or an occupational disease. For an orphan's pension, the deceased must have been covered for at least half the required coverage period for a disability pension, or for at least one year in the last 10 years or two years in the last 20 years if aged 38 or older (as of February 2018).

Eligible survivors include a widow(er) who was married to the deceased at the time of death and is at least four years younger than the normal retirement age applicable to men with the same birth year, assessed with a third-degree

disability, or caring for a dependent child or parent or for a child with a disability; and dependent children up to age 26.

The widow(er)'s pension ceases upon remarriage.

The survivor pension is payable abroad.

**Funeral grant (Pohrebne, universal):** Paid to the person who paid for the funeral of a dependent child or to the parent of a dependent child.

### Old-Age Benefits

**Old-age pension (Starobni duchody, social insurance):** The monthly pension consists of a flat-rate amount of 2,700 koruna and an earnings-related amount of 1.5% of the personal assessment base for each year of coverage.

The personal assessment base is the insured's average gross covered earnings since 1986 or age 18, whichever was later. Covered earnings are indexed to the average wage.

Periods of credited coverage are disregarded when calculating the personal assessment base.

If the personal assessment base is greater than 13,191 koruna a month, the monthly earnings used to calculate benefits are 100% of earnings up to 13,191 koruna and 26% of earnings from 13,192 koruna to 119,916 koruna.

The maximum monthly earnings used to calculate benefits are 119,916 koruna.

There is no minimum monthly old-age pension.

Proportional old-age pension: Calculated in the same way as the old-age pension.

Early pension (Predcasny starobni duchod): The personal assessment base is reduced by 0.9% for each 90-day period for the first 360 days the pension is claimed before the normal retirement age; 1.2% for each 90-day period from 361 to 720 days before the normal retirement age; and 1.5% for each 90-day period thereafter.

Deferred pension (Odlozeny starobni duchod): The pension is increased by 1.5% of the personal assessment base for each completed 90-day period of gainful activity during which the pension is deferred.

Benefit adjustment: Benefits are adjusted annually in January by 100% of the increase in the consumer price index and 50% of the increase in average real wages. Further adjustments may be made if the benefit adjustment would lead to an increase in the average old-age pension of less than 2.7% or if the consumer price index changes by at least 5%.

### Permanent Disability Benefits

**Disability pension (Invalidni duchody, social insurance):** The monthly pension consists of a flat-rate amount of 2,700 koruna and an earnings-related amount of 0.50% of the personal assessment base for each year of coverage for a first-degree disability, 0.75% for a second-degree disability, or 1.5% for a third-degree disability. The projected

coverage period is credited from the date the disability began up to the normal retirement age.

The personal assessment base is the insured's average gross covered earnings since 1986 or age 18, whichever was later. Covered earnings are indexed to the average wage.

Periods of credited coverage are disregarded when calculating the personal assessment base.

If the personal assessment base is greater than 13,191 koruna a month, the monthly earnings used to calculate benefits are 100% of earnings up to 13,191 koruna and 26% of earnings from 13,192 koruna to 119,916 koruna.

The maximum monthly earnings used to calculate benefits are 119,916 koruna.

**Disabled from youth pension (Invalidni duchod z mladi, social insurance):** The monthly pension consists of a flat-rate amount of 2,700 koruna and an earnings-related amount of 45% of the annual personal assessment base. The annual personal assessment base is calculated using the national average monthly wage.

The national average monthly wage is 29,979 koruna.

**Benefit adjustment:** Benefits are adjusted annually in January by 100% of the increase in the consumer price index and 50% of the increase in average real wages. Further adjustments may be made if the benefit adjustment would lead to an increase in the average old-age pension of less than 2.7% or if the consumer price index changes by at least 5%.

### Survivor Benefits

**Survivor pension (Pozustalostni duchod, social insurance)**

*Spouse's pension (Vdovsky/vdovecky duchod):* A monthly flat-rate amount of 2,700 koruna plus 50% of the earnings-related amount of the old-age or disability pension the deceased received or was entitled to receive is paid to a widow(er) at least four years younger than the normal retirement age, assessed with a third-degree disability, or caring for a dependent child, dependent parent, or a child with a disability.

A limited pension is paid for one year to all other widow(er)s.

*Orphan's pension (Sirotcu duchod):* A monthly flat-rate amount of 2,700 koruna plus 40% of the earnings-related amount of the old-age or disability pension the deceased received or was entitled to receive is paid to each dependent child. For full orphans, the monthly flat-rate amount plus 40% of the sum of the earnings-related amount for each parent is paid.

If the survivor is entitled to receive an old-age or disability pension in his or her own right, the amount paid is the greater of the two pensions plus half of the earnings-related amount of the other pension.

**Benefit adjustment:** Benefits are adjusted annually in January by 100% of the increase in the consumer price index and 50% of the increase in average real wages. Further adjustments may be made if the benefit adjustment would lead to an increase in the average old-age pension of less than 2.7%, or if the consumer price index changes by at least 5%.

**Funeral grant (Pohrebne, universal):** A lump sum of 5,000 koruna is paid.

### Administrative Organization

Ministry of Labor and Social Affairs (<https://www.mpsv.cz/>) provides general supervision and is responsible for policy development for all areas of social security except health insurance.

Czech Social Security Administration (<http://www.cssz.cz/>) collects and administers contributions, and delivers benefits for the social insurance program through its central administration and 77 district administrations.

Labor offices administer the funeral grant.

### Sickness and Maternity

#### Regulatory Framework

**First law:** 1888.

**Current laws:** 1991 (health insurance), implemented in 1992; 1991 (medical, dental, and pharmaceutical); 1992 (health insurance funds); 1992 (health insurance premiums), implemented in 1993; 1992 (nonstate health care facilities); 1997 (drugs), implemented in 1998; 1997 (public health insurance); 2006 (sickness insurance); 2006 (labor code); and 2011 (health services).

**Type of program:** Social insurance system.

#### Coverage

**Cash benefits:** Employed persons with monthly earnings of at least 2,500 koruna.

Voluntary coverage for self-employed persons and employees of foreign firms.

**Medical benefits:** Permanent residents of the Czech Republic or employees whose employers are based in the Czech Republic.

#### Source of Funds

**Insured person**

**Cash benefits:** None.

**Medical benefits:** 4.5% of monthly covered earnings.

The minimum monthly earnings used to calculate contributions are the legal monthly minimum wage.

The legal monthly minimum wage is 12,200 koruna.

There are no maximum earnings used to calculate contributions.

### Self-employed person

**Cash benefits:** 2.3% of monthly covered declared earnings.

The annual declared earnings used to calculate contributions are 50% of the difference between income and expenses in the previous calendar year.

The minimum annual earnings used to calculate contributions are 12 times 25% of the national average monthly wage.

The maximum annual earnings used to calculate contributions are 48 times the national average monthly wage.

The national average monthly wage is 29,979 koruna.

The employer's contributions also finance work injury benefits.

**Medical benefits:** 13.5% of monthly covered declared earnings.

The annual declared earnings used to calculate contributions are 50% of the difference between income and expenses in the previous calendar year.

The minimum annual earnings used to calculate contributions are 12 times 50% of the national average monthly wage.

The national average monthly wage is 29,979 koruna.

There are no maximum earnings used to calculate contributions.

### Employer

**Cash benefits:** 2.3% of monthly covered payroll.

There are no minimum earnings used to calculate contributions.

The maximum annual earnings used to calculate contributions are 48 times the national average monthly wage.

The national average monthly wage is 29,979 koruna.

The employer's contributions also finance work injury benefits.

**Medical benefits:** 9% of the monthly covered payroll.

The minimum monthly earnings used to calculate contributions are the legal monthly minimum wage.

The legal monthly minimum wage is 12,200 koruna.

There are no maximum earnings used to calculate contributions.

### Government

**Cash benefits:** Finances any deficit; contributes as an employer.

**Medical benefits:** 969 koruna a month for certain groups of insured persons.

## Qualifying Conditions

**Cash sickness benefit (Nemocenske):** Must provide a medical certificate from the first day of incapacity. There is no minimum period of employment or residence. Self-employed persons must have at least three months of coverage and must cease all gainful activity during the time of incapacity.

**Cash maternity benefit (Penezita pomoc v materstvi):** Must have at least 270 days of coverage in the two years before the maternity leave began, have reported a loss of earnings, and be the mother or substitute caregiver of the child (substitute caregivers may include men). A medical exam to confirm the pregnancy is required.

Self-employed persons must have at least 270 days of coverage in the last two years, including at least 180 days of self-employment in the year before receiving the maternity benefit.

The benefit is also paid for the adoption of a child younger than age 7.

The maternity benefit may be transferred to an insured father with the mother's written consent from the seventh week after childbirth.

**Cash paternity benefit (Davka otcovske poporodni pece):** Paid to an insured father who provides care up to six weeks after childbirth (as of February 2018).

Self-employed persons must have at least three months of coverage immediately before claiming a paternity benefit.

The benefit is also paid up to six weeks after the adoption of a child younger than age 7.

**Maternity compensation benefit (Vyrovnacni prisp-evek v tehotenstvi a materstvi):** Paid for a loss of income resulting from a temporary change of employment because of pregnancy or childbirth.

**Caregiving allowance (Osetrovne):** Paid if the insured is temporarily unable to work because he or she must provide care for a sick member of his or her household, a child younger than age 10 whose usual childcare is unavailable or school is closed, or a child who has been ordered into quarantine.

**Long-term caregiving allowance (Dlouhodobé osetrovne):** Paid if the insured is temporarily unable to work because he or she provides home care to a relative or person living in the same household (as of June 2018).

An employed caregiver must have at least 90 days of coverage in the last four months immediately before the need for long-term care; three months for a self-employed caregiver.

The person receiving care must have undergone a serious deterioration of health that requires at least seven consecutive days of hospitalization and at least 30 days of home care. The person receiving care must also provide written consent.

**Medical benefits:** There is no minimum qualifying period.

### **Sickness and Maternity Benefits**

**Sickness benefit (Nemocenske):** 60% of the daily assessment base is paid from the 15th to the 30th day, 66% from the 31st to the 60th day, and 72% from the 61st day for up to 380 days (up to 70 days for old age or disability pensioners); up to two years if recovery is likely. (The employer pays at least 60% of the average hourly earnings base after a three-day waiting period for the first 14 days.)

The daily assessment base is calculated as a percentage of the insured's gross daily earnings: 90% of gross daily earnings up to 1,000 koruna, 60% from 1,000.01 koruna to 1,499 koruna, and 30% from 1,499.01 koruna to 2,998 koruna.

The maximum gross daily earnings used to calculate the daily assessment base are 2,998 koruna.

The average hourly earnings base is calculated as a percentage of the insured's gross hourly earnings: 90% of gross hourly earnings up to 175 koruna, 60% from 175.01 koruna to 262.33 koruna, and 30% from 262.34 koruna to 524.65 koruna.

The maximum gross hourly earnings used to calculate the average hourly earnings base are 524.65 koruna.

**Maternity benefit (Penezita pomoc v materstvi):** 70% of the daily assessment base is paid for 28 weeks (37 weeks for multiple births), including at least six weeks before the expected date of childbirth.

The daily assessment base is calculated as a percentage of the insured's gross daily earnings: 100% of gross daily earnings up to 1,000 koruna, 60% from 1,000.01 koruna to 1,499 koruna, and 30% from 1,499.01 koruna to 2,998 koruna.

The maximum gross daily earnings used to calculate the daily assessment base are 2,998 koruna.

The maximum daily maternity benefit is 1,225 koruna.

**Paternity benefit (Davka otcovske poporodni pece):** 70% of the daily assessment base is paid for up to seven days.

The daily assessment base is calculated as a percentage of the insured's gross daily earnings: 100% of gross daily earnings up to 1,000 koruna, 60% from 1,000.01 koruna to 1,499 koruna, and 30% from 1,499.01 koruna to 2,998 koruna.

The maximum gross daily earnings used to calculate the daily assessment base are 2,998 koruna.

**Maternity compensation benefit (Vyrovnavaci prispevek v tehotenstvi a materstvi):** The benefit is the difference between the insured's earnings before and after the job transfer and is paid from the transfer day until maternity leave begins; after childbirth, the benefit is paid from the

day of returning to the usual job until the end of the ninth month after the date of childbirth.

**Caregiving allowance (Osetrovne):** 60% of the daily assessment base is paid for up to nine days (16 days in certain cases).

The daily assessment base is calculated as a percentage of the insured's gross daily earnings: 90% of gross daily earnings up to 1,000 koruna, 60% from 1,000.01 koruna to 1,499 koruna, and 30% from 1,499.01 koruna to 2,998 koruna.

The maximum gross earnings used to calculate the daily assessment base are 2,998 koruna.

The benefit is not paid if the other parent is receiving cash maternity or paternity benefits or the caregiving allowance.

**Long-term caregiving allowance (Dlouhodobé osetrovne):** 60% of the daily assessment base is paid for up to 90 days.

The daily assessment base is calculated as a percentage of the insured person's gross daily earnings: 90% of gross daily earnings up to 1,000 koruna, 60% from 1,000.01 koruna to 1,499 koruna, and 30% from 1,499.01 to 2,998 koruna.

### **Workers' Medical Benefits**

Benefits include medical treatment in outpatient and inpatient care facilities, emergency and rescue services, preventive care, medical aid, appliances, stomatology treatment (diseases of the mouth), spa treatments, child care in special medical institutions and convalescent homes, transportation, and medical assessments.

Certain pharmaceutical products are reimbursed in part or in full, according to a schedule in law.

The public health insurance system covers transportation costs, if prescribed by a doctor.

Cost sharing: The insured pays 90 koruna for emergency outpatient services; none for certain groups of insured persons.

Cost sharing is limited to 5,000 koruna a year; 1,000 koruna a year for children and persons aged 65 to 69, and 500 koruna a year for persons aged 70 or older.

### **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

### **Administrative Organization**

Ministry of Labor and Social Affairs (<https://www.mpsv.cz/>) provides general supervision for sickness insurance.

Regional and district offices administer cash benefits.

Czech Social Security Administration (<http://www.cssz.cz/>) collects and administers contributions and delivers cash

sickness benefits through its central administration and 77 district administrations.

Ministry of Health (<http://www.mzcr.cz/>) provides general supervision for medical benefits.

Medical services are provided in state and private outpatient and inpatient care facilities based on contracts with individual insurance companies.

### Work Injury

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#### Regulatory Framework

**First law:** 1887.

**Current laws:** 1956 (benefits), 1990 (self-employed), 1993 (occupational diseases and injuries), 1994 (labor code), 1995 (pensions), 1995 and 2001 (compensation), 2007 (occupational disease and injuries), and 2015 (labor code).

**Type of program:** Social insurance and employer-liability system.

#### Coverage

Employed persons and students.

Exclusions: Self-employed persons.

Special systems for public-sector workers and military and police personnel.

#### Source of Funds

**Insured person:** None for the temporary disability benefit; see source of funds under Old-Age, Disability, and Survivors for the permanent disability pension.

**Self-employed person:** Not applicable.

**Employer:** See source of funds under Sickness and Maternity for the temporary disability benefit; see source of funds under Old Age, Disability, and Survivors for the permanent disability pension.

Premiums ranging from 0.28% to 5.04% of payroll (depending on the degree of risk for the activity) finance the top-up amounts for the temporary disability benefit and permanent disability pension. Premiums are paid quarterly.

**Government:** Finances any deficit.

#### Qualifying Conditions

Must be assessed with a work injury or occupational disease that results in a loss of earnings. Accidents that occur while commuting to and from work are not covered. Paid for a first-degree (35% to 49% loss of working capacity), second-degree (50% to 69% loss of working capacity), or third-degree (at least a 70% loss of working capacity) disability.

#### Temporary Disability Benefits

100% of the employee's average earnings before the work injury or the occupational disease began is paid for up to 380 days; up to two years if recovery is likely. The benefit has two components: an amount equal to the full amount of the sickness benefit (see Sickness and Maternity), and a top-up amount equal to the difference between the employee's average earnings before the work injury or the occupational disease began and the full amount of the sickness benefit.

The employer pays the first 14 days (pays employees directly the amount equal to the full sickness benefit and is compensated through Work Injury insurance for the top-up amount). From the 15th day of the work injury or occupational disease, the sickness fund pays the full sickness benefit (see source of funds under Sickness and Maternity) and the employer is compensated for the top-up amount through insurance.

There is no maximum benefit.

#### Permanent Disability Benefits

**Permanent disability pension:** The benefit has two components: a disability pension that varies depending on the degree of disability (see Old Age, Disability, and Survivors), and a top-up amount equal to the difference between the insured's average earnings before the work injury or the occupational disease began and the disability pension.

The old-age, disability, and survivors fund pays the disability pension amount (see source of funds under Old Age, Disability, and Survivors) and the employer is compensated for the top-up amount through insurance.

There is no maximum benefit.

Czech Social Security Administration assesses the degree of disability.

#### Workers' Medical Benefits

All necessary medical expenses are paid.

#### Survivor Benefits

**Survivor grant:** A lump sum of 240,000 koruna is paid to the spouse, each orphan up to age 26, and the deceased's parents (under certain conditions).

**Funeral grant:** See Old Age, Disability, and Survivors.

#### Administrative Organization

Ministry of Labor and Social Affairs (<https://www.mpsv.cz/>) provides general supervision of temporary and permanent disability benefits and survivor grants.

Czech Social Security Administration (<http://www.cssz.cz/>) collects and administers contributions and delivers benefits through its central administration and 77 district administrations.



Ministry of Health (<http://www.mzcr.cz/>) provides general supervision of medical benefits.

Insurance companies insure private-sector employers with at least one employee against liability for work-related injuries and occupational diseases.

## Unemployment

### Regulatory Framework

**First law:** 1991.

**Current law:** 2004.

**Type of program:** Social insurance system.

### Coverage

Employed and self-employed persons of the Czech Republic and the European Union and their dependents, and permanent residents of the Czech Republic from non-EU countries.

### Source of Funds

**Insured person:** None.

**Self-employed person:** 1.2% of monthly covered declared earnings.

The annual declared earnings used to calculate contributions are 50% of the difference between income and expenses in the previous calendar year.

The minimum annual earnings used to calculate contributions are 12 times 25% of the national average monthly wage (full-time self-employed persons); 12 times 10% of the national average monthly wage (part-time self-employed persons).

The maximum annual earnings used to calculate contributions are 48 times the national average monthly wage.

The national average monthly wage is 29,979 koruna.

**Employer:** 1.2% of monthly covered payroll.

There are no minimum earnings used to calculate contributions.

The maximum annual earnings used to calculate contributions are 48 times the national average monthly wage.

The national average monthly wage is 29,979 koruna.

**Government:** Finances any deficit; contributes as an employer.

### Qualifying Conditions

**Unemployment benefit (Podpora v nezamestnanosti):** Must be registered as a jobseeker and have at least 12 months of coverage in the two years before registering as a jobseeker. Must not be working, studying, or receiving an old-age pension or severance pay.

## Unemployment Benefits

**Unemployment benefit (Podpora v nezamestnanosti):** 65% of the insured's average net monthly earnings in the last quarter is paid for the first two months; 50% for the following two months; 45% thereafter for up to 11 months, depending on the age of the insured. 60% of the insured's average net monthly earnings is paid if undergoing retraining. If the insured person voluntarily ceases employment without a valid reason, 45% of the insured's average net monthly earnings in the last quarter is paid for the entire period of support.

The maximum monthly benefit is 16,682 koruna; 18,695 koruna if undergoing retraining.

When entitlement to social insurance unemployment benefits ceases, social benefits and allowances are paid.

### Administrative Organization

Ministry of Labor and Social Affairs (<https://www.mpsv.cz/>) provides general supervision.

Czech Social Security Administration (<https://www.cssz.cz/>) collects and administers contributions.

Labor offices administer benefits.

## Family Allowances

### Regulatory Framework

**First law:** 1945.

**Current laws:** 1995 (state support), implemented in 2004; and 2006 (living and subsistence minimum).

**Type of program:** Universal and social assistance system.

### Coverage

Permanent residents of the Czech Republic, including citizens of the European Union, and other persons stipulated by law.

### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

### Qualifying Conditions

**Child allowance (Přidavky na dítě, social assistance, income tested):** Paid for children younger than 18 (up to age 26 if a student or disabled) who live in a family with a monthly income less than 2.7 times the family monthly living minimum.

The family monthly living minimum is 3,410 koruna for an individual; 3,140 koruna for the first adult in a family;

2,830 koruna for another adult in the family; 1,740 koruna for each child younger than 6 years; 2,140 koruna for each child aged 6 to 15; and 2,450 koruna for each dependent child aged 16 to 26.

**Birth grant (Narok na porodne, social assistance, income tested):** Paid for the birth of the first and second child to a family with a monthly income less than 2.7 times the family monthly living minimum.

The family monthly living minimum is 3,410 koruna for an individual; 3,140 koruna for the first adult in a family; 2,830 koruna for another adult in the family; 1,740 koruna for each child younger than age 6; 2,140 koruna for each child aged 6 to 15; and 2,450 koruna for each dependent child aged 16 to 26.

**Parental allowance (Rodicovsky prispevek, universal):** Up to 220,000 koruna (330,000 koruna in the case of multiple births) is paid to a parent who cares for the youngest child in the family. The child must be younger than age 4.

**Guaranteed minimum income (Pomoc v hmotne nouzi, social assistance, means tested):** Paid to families with monthly incomes less than the family monthly living minimum.

The family monthly living minimum is 3,410 koruna for an individual; 3,140 koruna for the first adult in a family; 2,830 koruna for another adult in the family; 1,740 koruna for each child younger than age 6; 2,140 koruna for each child aged 6 to 15; and 2,450 koruna for each dependent child aged 16 to 26.

### **Family Allowance Benefits**

**Child allowance (Pridavky na dite, social assistance, income tested):** A basic amount is paid monthly based on the child's age: 500 koruna for a child younger than age 6; 610 koruna if aged 6 to 15; 700 koruna if aged 16 to 26.

Depending on the family's income, an increased amount may be paid based on the age of the child: 800 koruna if aged younger than age 6; 910 koruna if aged 6 to 15; 1,000 koruna if aged 16 to 26.

**Birth grant (Narok na porodne, social assistance, income tested):** A lump sum of 13,000 koruna is paid for the first child; 10,000 koruna for the second child.

### **Parental allowance (Rodicovsky prispevek, universal):**

The benefit is based on the daily assessment base of the father or mother, whichever is greater. Under certain conditions, the recipient may choose the monthly amount and thus the length of time the allowance is paid.

The daily assessment base is calculated as a percentage of the insured's gross daily earnings: 100% of gross daily earnings up to 1,000 koruna, 60% from 1,000.01 koruna to 1,499 koruna, and 30% from 1,499.01 koruna to 2,998 koruna.

The maximum gross daily earnings used to calculate the daily assessment base are 2,595 koruna.

The maximum monthly parental allowance is 32,640 koruna.

If the daily assessment base cannot be set for either of the two parents, parents may choose a monthly amount up to 7,600 koruna.

Parental allowances are paid monthly.

**Guaranteed minimum income (Pomoc v hmotne nouzi, social assistance, means tested):** The difference between family income and the family living minimum, minus reasonable housing costs, is paid.

The family monthly living minimum is 3,410 koruna for an individual; 3,140 koruna for the first adult in a family; 2,830 koruna for another adult in the family; 1,740 koruna for each child younger than 6 years; 2,140 koruna for each child aged 6 to 15; and 2,450 koruna for each dependent child aged 16 to 26.

Reasonable housing costs are the costs of housing up to 30% (35% in Prague) of family income.

### **Administrative Organization**

Ministry of Labor and Social Affairs (<https://www.mpsv.cz/>) provides general supervision.

Labor offices administer benefits.

## Denmark

Exchange rate: US\$1.00 = 6.21 kroner.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First laws:** 1891 (old age) and 1921 (disability).

**Current laws:** 2014 (ATP pension), 2017 (disability pension and universal pension), and 2018 (social services).

**Type of program:** Universal and social insurance system.

#### Coverage

**Universal:** Residents of Denmark.

**Social insurance:** Employed persons, including recipients of disability pensions granted before 2003, cash sickness and maternity benefits, unemployment benefits, and social assistance benefits.

Voluntary coverage for nonsalaried and self-employed persons previously insured for at least three years, for recipients of disability pensions granted since 2003, and for recipients of voluntary early retirement benefits (see Unemployment).

Exclusions: Employed persons working less than nine hours a week.

#### Source of Funds

##### Insured person

*Universal:* None.

*Social insurance:* 31.55 to 94.65 kroner a month, depending on the number of work hours. Recipients of sickness and maternity benefits, unemployment benefits, and certain vocational training benefits pay double contributions.

Insured persons pay contributions monthly or quarterly.

##### Self-employed person

*Universal:* None.

*Social insurance:* 284 kroner a month.

Self-employed persons pay contributions quarterly.

##### Employer

*Universal:* None.

*Social insurance:* 63.10 to 189.35 kroner a month, depending on the number of work hours.

Employers pay contributions quarterly.

#### Government

*Universal:* The total cost.

The government pays contributions monthly or quarterly.

*Social insurance:* None; contributes as an employer.

#### Qualifying Conditions

**Old-age pension (folkepension, universal, earnings and income tested):** Age 65 (gradually rising to age 67 from 2019 to 2022 and to age 68 by 2030; rising based on life expectancy starting in 2035) with at least 40 years of residence from age 15 to the normal retirement age (including the five years before retirement for certain foreign nationals).

The pension consists of an earnings-tested basic pension and an income-tested supplemental pension.

**Earnings test:** The basic pension is subject to recovery if the beneficiary's annual earnings exceed 322,500 kroner.

**Income test:** The supplemental pension is subject to recovery if annual income (including that of a spouse or cohabiting partner) exceeds 71,200 kroner (for a single person) or 142,800 kroner (for a couple). Up to 60,000 kroner of the beneficiary's earnings is disregarded; if the spouse or cohabiting partner is not entitled to a pension, half of his or her earnings up to 222,800 kroner are disregarded.

Employment may continue.

**Partial pension:** A reduced pension is paid with at least three but less than 40 years of residence from age 15 to the normal retirement age. Certain foreign nationals must have at least 10 years of residence, including the five years before retirement.

**Deferred pension:** The pension may be deferred for up to 10 years after the normal retirement age. Must work at least 750 hours a year.

**Old-age supplement (ældrecheck, means tested):** Paid to needy pensioners.

**Means test:** The beneficiary's liquid assets must be less than 86,000 kroner. The supplement is subject to recovery if annual income (including that of a spouse or cohabiting partner) exceeds 20,500 kroner (for a single person) or 40,600 kroner (for a couple).

**Additional assistance:** Old-age pensioners may be eligible for additional means-tested supplemental benefits that help pay for health care, heating, housing, and certain other living expenses.

The universal old-age pension is payable abroad.

**Old-age pension (arbejdsmarkedets tillægspension, ATP, social insurance):** Age 65 (gradually rising to age 67 from 2019 to 2022 and to age 68 by 2030). The full pension requires a full and continuous contribution record since 1964 or age 16, whichever was later.

Deferred pension: The pension may be deferred for up to 10 years after the normal retirement age.

The social insurance old-age pension is payable abroad.

**Disability pension (førtidspension, universal, income tested):** Must be aged 18 or older but younger than the normal retirement age, be assessed with a significant loss of working capacity (which cannot improve through rehabilitation or other measures), be unable to assure his or her own subsistence from any kind of paid work, and have at least 40 years of residence from age 15 to the normal retirement age or have been a resident for at least 80% of the period from age 15 to the date of the award (including the five years before the disability began for certain foreign nationals).

Income test: The disability pension is subject to recovery if annual income (including that of a spouse or cohabiting partner) exceeds 77,300 kroner (if single) or 122,500 kroner (if married or partnered).

Partial pension: A reduced pension is paid with at least three years of residence but less than the number required for a full pension. Certain foreign nationals must have at least 10 years of residence, including the five years before retirement.

Senior disability pension (seniorførtidspension, income tested): Must have worked at least 27 hours a week for 25 years (less under certain conditions), have stopped working because of the physical demands and work-related health problems, and be within five years of reaching the normal retirement age.

Following a medical assessment, nonmedical staff of the municipality assesses the loss of working capacity. If the work capacity of the beneficiary improves, a medical reassessment is required.

Disability supplement: Paid to help meet extra costs exceeding 6,408 kroner a year (534 a month) resulting from the assessed disability.

The disability pension ceases at the normal retirement age and is replaced by the universal old-age pension.

The disability pension is payable abroad.

**Survivor pension (efterlevelsespension, universal):** Paid when one spouse or cohabiting partner (opposite or same sex) dies and both spouses or partners received universal old-age or disability pensions.

**Survivor allowance (efterlevelshjælp, universal, income tested):** Paid to a surviving spouse or partner (opposite or same sex) who lived with the deceased for at least three years.

Orphans younger than age 18 are eligible for benefits under Family Allowances.

Income test: The allowance is reduced if the annual income of the surviving spouse or cohabiting partner exceeds

241,636 kroner; no benefit is paid if annual income exceeds 377,554 kroner.

**Survivor pension (arbejdsmarkedets tillægspension, ATP, social insurance):**

**New benefit:** The deceased was younger than age 70 at the time of death and had at least two years of contributions since 2002.

Eligible survivors: A widow(er) or cohabiting partner opposite or same sex) who lived with the deceased for at least two years, certain divorced spouses, and children younger than age 21

**Old benefit:** The deceased was aged 67 or older at the time of death and was entitled to a social insurance pension before 2002.

Eligible survivors: A widow(er) or same-sex partner who cohabited with the deceased for at least two years, certain divorced spouses, and children younger than age 18.

**Funeral grant (begravelseshjælp, means tested):** Paid to cover the cost of the deceased's funeral.

### Old-Age Benefits

**Old-age pension (folkepension, universal), earnings and income tested:** The pension consists of a basic pension and a supplemental pension.

Basic pension (grundbeløb, earnings tested): Up to 6,237 kroner a month is paid.

Earnings test: The basic pension is reduced by 30% of the beneficiary's annual earnings above 322,500 kroner. The pension is eliminated with annual earnings of at least 322,500 kroner.

**Supplemental pension (pensionstillæg, income tested):** Up to 6,728 kroner (if single) or 3,333 kroner (if married or partnered) a month is paid.

Income test: The supplemental pension is reduced by 30.9% of annual income (including that of a spouse or cohabiting partner) above 71,200 kroner (if single), by 32% of annual income above 142,800 kroner (if married or partnered to a person not receiving an old-age pension), or by 16% of annual income above 142,800 kroner (if married or partnered to an old-age pensioner). (Certain income is disregarded in the income test.) The supplemental pension is eliminated with annual income of 332,500 kroner (if single), 267,800 kroner (if married or partnered to a person not receiving an old-age pension), or 392,900 kroner (if married or partnered to an old-age pensioner).

Partial pension: The pension (basic and supplemental) is reduced by 2.5% for each year of residence less than 40 years.

Deferred pension: The pension (basic and supplemental) is increased for each month of deferral after the normal retirement age. The increment for deferring the pension for

a year is based on the ratio of the period of deferral to the average life expectancy at the time the pension is claimed.

Old-age supplement (ældrecheck, means tested): Up to 17,200 a year is paid.

Means test: The old-age supplement is reduced if the annual income (including that of a spouse or cohabiting partner) exceeds 20,500 kroner (for a single person) or 40,600 kroner (for a couple). The supplement is eliminated with annual income of at least 72,200 kroner (for a single person) or 142,800 kroner (for a couple).

Benefit adjustment: Benefits are adjusted annually based on changes in wages.

**Old-age pension (arbejdsmarkedets tillægspension, ATP, social insurance):** The monthly pension is calculated based on the insured's length of coverage and the number of contributions paid. If the annual old-age pension is less than 2,500 kroner, it is paid as a lump sum.

The maximum annual old-age pension is 23,500 kroner.

Deferred pension: The pension is increased by 5% for each year of deferral after the normal retirement age.

Benefit adjustment: Benefits are adjusted based on the financial resources of the system.

### Permanent Disability Benefits

**Disability pension (førtidspension, universal, income tested):** Up to 18,642 kroner (if single) or 15,846 kroner (if married or partnered) is paid.

Income test: The disability pension is reduced by 30.9% of annual income (including that of a spouse or cohabiting partner) above 77,300 kroner (if single) or 122,500 kroner (if married or partnered).

Partial pension: The pension is proportionally reduced for each year of residence less than the number required for a full pension.

Senior disability pension (seniorførtidspension, income tested): Calculated in the same way as the disability pension and subject to the same income test.

Disability supplement: At least 1,000 kroner a month is paid.

Benefit adjustment: Benefits are adjusted annually based on changes in wages.

### Survivor Benefits

**Survivor pension (efterlevelserspension, universal):** The universal old-age or disability pension the deceased received or was entitled to receive is paid to the surviving spouse or partner for up to three months.

Benefit adjustment: Benefits are adjusted annually based on changes in wages.

**Survivor allowance (efterlevelseshjælp, universal, income tested):** A lump sum of up to 14,677 kroner is paid.

Income test: The allowance is reduced if the annual income of the surviving spouse or partner exceeds 241,636 kroner; no benefit is paid if annual income exceeds 377,554 kroner.

**Survivor pension (arbejdsmarkedets tillægspension, ATP, social insurance):** A new benefit for contributions paid since 2002 or an old benefit for contributions paid before 2002 is paid, which is greater.

*New benefit:* A lump sum of up to 50,000 kroner is paid to each eligible survivor. The benefit amount is gradually reduced based on the deceased's age if the deceased was aged 66 to 69 at the time of death.

*Old benefit:* A lump sum is paid to each eligible survivor. The benefit amount varies depending on the deceased's date of birth and other factors.

**Funeral grant (begravelseshjælp, means tested):** A lump sum of up to 11,000 kroner is paid; 9,200 kroner if the survivor is younger than 18; 1,050 kroner if the deceased was born before April 1, 1957.

Benefit adjustment: Benefits are adjusted annually based on changes in wages.

### Administrative Organization

Ministry of Employment (<http://bm.dk/>) provides general supervision and national administration of the universal program.

Danish Financial Supervisory Authority (<https://www.finanstilsynet.dk/>) supervises the universal program.

Labor Market Supplementary Pension Institution (<https://www.atp.dk/>), an independent institution headed by a bipartite board of directors, administers and collects contributions for the social insurance program.

### Sickness and Maternity

#### Regulatory Framework

**First law:** 1892.

**Current laws:** 2010 (health) and 2015 (maternity).

**Type of program:** Universal (medical benefits), employment-related (cash benefits), and employer-liability system.

#### Coverage

**Universal (medical benefits):** Residents of Denmark.

**Social insurance (cash benefits):** Employed and self-employed persons.

## Source of Funds

### Insured person

*Universal (medical benefits):* None.

*Employment related (cash benefits):* None.

### Self-employed person

*Universal (medical benefits):* None.

*Employment related (cash benefits):* May pay voluntary contributions to reduce benefit waiting periods.

### Employer

*Universal (medical benefits):* None.

*Employment related (cash benefits):* None.

### Government

*Universal (medical benefits):* Regional governments finance the total cost.

*Employment related (cash benefits):* Local and regional governments finance the total cost.

The government's contributions also finance temporary disability benefits under Work Injury.

## Qualifying Conditions

**Cash sickness benefit (sygedagpenge, employment related):** Must have at least 120 hours of work in the 13 weeks before the incapacity began or be in paid vocational training, have completed within the last month at least 18 months of vocational training, be in flexible employment with a public- or private-sector employer, or be receiving unemployment benefits. Self-employed persons must have at least six months of work in the last 12 months, including the month before the incapacity began.

Partial benefit: Paid if the insured continues to work but is absent from work for at least four hours a week.

**Sick child benefit (dagpenge ved pasning af alvorligt syge børn, employment related):** Paid to a parent to care for a seriously ill child younger than age 18 who is hospitalized for more than 12 days. The insured must have worked for at least 13 weeks as an employee or six months as a self-employed person.

**Cash maternity and paternity benefit (barselsdagpenge, employment related):** Must have at least 120 hours of work in the 13 weeks before the maternity leave begins or be in paid vocational training, have completed within the last month at least 18 months of vocational training, be in flexible employment with a public- or private-sector employer, receiving unemployment benefits, or work in a job for people with reduced work capacity. Self-employed persons must have at least six months of work in the last 12 months, including the month before the maternity leave begins.

**Medical benefits (universal):** There is a six-week waiting period if moving to Denmark from another country; otherwise, there is no minimum qualifying period.

## Sickness and Maternity Benefits

**Sickness benefit (sygedagpenge, employment related):** Up to 4,300 kroner a week is paid, depending on the insured's hourly wage. The benefit is paid after a 30-day (employed persons) or two-week (self-employed persons) waiting period. (Employers pay benefits to employed persons for the first 30 days, and self-employed persons may voluntarily insure for the first two weeks.) The benefit is paid for 22 weeks within any nine-month period; may be extended under certain conditions.

Partial benefit: A reduced benefit is paid.

Local government assesses the incapacity every eight weeks.

**Sick child benefit (dagpenge ved pasning af alvorligt syge børn, employment related):** 4,300 kroner a week is paid for up to 52 weeks; may be extended for up to three months if the child is hospitalized as a result of a congenital disease.

**Maternity and paternity benefit (barselsdagpenge, employment related):** Up to 4,300 kroner a week is paid for up to 52 weeks, including four weeks before the expected date of childbirth and 14 weeks after childbirth for the mother and, concurrently, two weeks for the father. After the 14th week, both parents may share the remaining 32 weeks of benefits that must be claimed before the child's ninth birthday.

For an adoption, the benefit is paid for up to 48 weeks from the date the parent takes guardianship of the child. The 48 weeks include 14 weeks to one adoptive parent and, concurrently, two weeks for the other adoptive parent. After the 14th week, both parents may share the remaining 32 weeks of benefits that must be claimed before the child's ninth birthday.

## Workers' Medical Benefits

Free medical benefits are provided with a restricted choice of doctor, or the patient pays part of expenses with a free choice of doctor. Benefits include general practitioner care, specialist care, treatment by psychologists under special circumstances, hospitalization in a public hospital, 50% to 85% of the cost greater than 965 kroner a year for most prescribed drugs, free maternity care from a midwife or doctor, home nursing, chiropractic, physiotherapy, some dental care, and transportation for pensioners.

There is no limit to duration (except for treatment by psychologists, chiropractors, and physiotherapists).

## Dependents' Medical Benefits

Medical benefits for dependents are the same as those for the insured.

## Administrative Organization

Ministry of Employment (<http://bm.dk/>) provides general supervision and national administration for the cash benefits.

Ministry of Health (<http://www.sum.dk/>) provides general supervision and national administration for the medical benefits.

Local and regional governments (municipalities and counties) administer the cash and medical benefits at the subnational level.

## Work Injury

### Regulatory Framework

**First law:** 1898.

**Current law:** 2017 (occupational injury).

**Type of program:** Universal (medical benefits and cash benefits), social insurance, and employer-liability (through private carriers) system.

### Coverage

Employed persons, persons in vocational training, and persons with a congenital impairment resulting from the work or employment history of either parent.

Voluntary coverage for self-employed persons and their spouses.

Special system for military personnel.

### Source of Funds

**Insured person:** None.

**Self-employed person:** Voluntary contributions.

**Employer:** For permanent disability benefits, the total cost of compulsory income security provisions through a private carrier (work injury) and the Labor Market Occupational Disease Fund (occupational disease).

**Government:** See source of funds under Sickness and Maternity.

### Qualifying Conditions

The insured must have at least a 15% (temporary) or 5% (permanent) assessed loss of earning capacity. A claim for a benefit for a work injury or an occupational disease must be made within a year (may be extended under certain conditions).

### Temporary Disability Benefits

See the cash sickness benefit under Sickness and Maternity.

## Permanent Disability Benefits

**Permanent disability pension:** For a total (100%) disability, 83% of the insured's earnings in the last year is paid.

The minimum annual earnings used to calculate benefits are 197,000 kroner.

The maximum annual earnings used to calculate benefits are 527,000 kroner. The maximum earnings are adjusted annually.

**Partial disability:** For an assessed loss of earnings capacity of at least 50% but less than 100%, the disability pension is proportionally reduced. The insured may claim half of this amount as a lump-sum payment. For an assessed loss of earning capacity of less than 50%, a lump sum is paid.

The National Board of Industrial Injuries assesses the loss of earning capacity. The initial assessment may be reviewed at any time within the five years after the award is made if the insured's condition changes. Appeals may be made to the National Social Appeals Board within four weeks of receiving the decision.

The permanent disability pension ceases at the normal retirement age and is replaced by the old-age pension.

**Permanent injury compensation:** For a total (100%) disability, a lump sum of 879,000 kroner is paid; up to 1,054,800 kroner in certain cases.

**Benefit adjustment:** Benefits are adjusted annually.

### Workers' Medical Benefits

Benefits include the cost of prostheses, orthopedic equipment and wheelchairs, and some specialist care (most medical services are provided under ordinary sickness insurance).

### Survivor Benefits

#### Survivor pension

**Spouse's pension:** 30% of the insured's annual earnings is paid for up to 10 years to the surviving spouse or cohabiting partner (opposite or same sex) who lived with the deceased for at least two years.

The maximum annual spouse's pension is 145,452 kroner.

The spouse's pension continues to be paid if the survivor (re)marries.

The spouse's pension ceases at the normal retirement age and is replaced by the old-age pension.

**Orphan's pension:** 10% of the deceased's annual earnings, up to 48,484 kroner, is paid to each orphan up to age 18 (age 21 if a student); 20% of the deceased's annual earnings, up to 96,968 kroner, is paid to each full orphan.

Transitional allowance: If the insured's death was the result of a work injury or an occupational disease, a lump sum of 165,500 kroner is paid to a spouse or cohabiting partner (same sex or opposite sex), or certain other persons.

Benefit adjustment: Benefits are adjusted annually.

### Administrative Organization

Ministry of Employment (<http://bm.dk/>) provides general supervision.

Danish Financial Supervisory Authority (<https://finanstilsynet.dk/>) provides direct supervision of private carriers for work accidents and the Labor Market Occupational Diseases Fund.

Labor Market Insurance (<https://www.aes.dk/>) administers the program through private carriers and collects contributions.

## Unemployment

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### Regulatory Framework

**First law:** 1907.

**Current law:** 2014 (unemployment insurance).

**Type of program:** Subsidized voluntary insurance system.

Note: If an unemployed person is ineligible for benefits and has no means of support, the local (municipal) government may provide social assistance.

### Coverage

Employed persons, self-employed persons, persons with at least 18 months of vocational training, central and local government officials, and persons in military service. Must be members of an approved unemployment fund established voluntarily by trade unions.

### Source of Funds

**Insured person:** 8% of gross monthly salary or earnings (to the Labor Market Fund for unemployment insurance and voluntary early retirement). Contributions to an unemployment insurance fund vary depending on the fund (unemployment insurance and voluntary early retirement).

**Self-employed person:** 8% of gross monthly salary or earnings (to the Labor Market Fund for unemployment insurance and voluntary early retirement). Contributions to an unemployment insurance fund vary depending on the fund (unemployment insurance and voluntary early retirement).

**Employer:** Certain employers pay contributions for their employees who are members of an unemployment fund.

**Government:** Provides a subsidy.

### Qualifying Conditions

**Unemployment benefit (arbejdsløshedsdagpenge):**

Must have been a member of the unemployment fund for at least one year and have total earnings of at least 228,348 kroner in the last three years.

The maximum monthly earnings used to calculate the total earnings in the last three years are 19,029 kroner.

Unemployment must not be due to voluntary leaving, misconduct, a labor dispute, or the refusal of a suitable job offer. The insured must be registered for employment and capable of and willing to work.

**Part-time unemployment benefit (supplerende dagpenge):**

Must have been a member of the unemployment fund for at least one year and have total earnings of at least 152,232 kroner in the last three years.

The maximum monthly earnings used to calculate the total earnings in the last three years are 12,686 kroner.

**Voluntary early retirement pay scheme:** Age 62 and six months (gradually rising to age 64 by 2023), a resident of Denmark, and have at least 30 years of paid voluntary early retirement contributions since age 30 (several transitional rules require shorter contribution periods).

### Unemployment Benefits

**Unemployment benefit (arbejdsløshedsdagpenge):**

90% of the insured's average earnings in the 12 months of highest income in the last 24 months is paid (based on a five-day work week) after a three-day waiting period for up to two years; for unemployed persons aged 55 to 59, the benefit may be paid until age 60. (Employers pay benefits to employed persons for the first three days of full or partial unemployment.)

The maximum weekly unemployment benefit is 3,827 kroner; 3,061 kroner (80% of the maximum weekly unemployment benefit) for young unemployed persons who complete vocational training or military service; or 1,926 kroner (50% of the maximum unemployment benefit) for persons younger than age 25.

**Part-time unemployment benefit (supplerende dagpenge):** Up to 13,323 kroner a month (71.5% of the maximum unemployment benefit) is paid.

**Voluntary early retirement pay scheme:** Up to 91% of the maximum unemployment benefit is paid for up to five years (gradually decreasing to three years from 2018 to 2023).

Workers who continue to work for two years after age 60 receive a reduced benefit based on the amount of work they have and their earnings. A tax-free bonus is paid when the insured reaches the normal retirement age.



## Administrative Organization

Ministry of Employment (<http://bm.dk/>) and the National Directorate of Labor provide general supervision.

Authorized unemployment funds (with at least 10,000 members) administer the program nationally, collect contributions, and pay benefits.

## Family Allowances

### Regulatory Framework

**First law:** 1952.

**Current laws:** 2014 and 2016 (child benefits).

**Type of program:** Universal system.

### Coverage

Residents of Denmark, foreign nationals covered by a reciprocal agreement, and refugees.

### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

### Qualifying Conditions

**Child and youth benefit (børne- og ungedelse, income tested):** Paid for children younger than age 18 who reside in Denmark. The parent must pay taxes in Denmark.

**Child allowances (børnetilskud):** Paid for children younger than age 18 who reside in Denmark.

**Single-parent allowance (børnetilskud til enlige):** Paid for a single parent.

**Study allowance (børnetilskud til forældre under uddannelse, income tested):** Paid to a parent who is studying. Must have at least six years of residence in Denmark in the last 10 years.

**Children of pensioners allowance (income tested):** Paid for the children of pensioners. The pensioner must have at least six years of residence in Denmark in the last 10 years.

**Orphan's allowance:** Paid for an orphan.

**Multiple births allowance (flerbørnstilskud):** Paid for two or more children who were born at the same time and are younger than age 7. The children may be adopted.

**Adoption grant:** Paid for the adoption of a foreign child.

## Family Allowance Benefits

**Child and youth benefit (børne- og ungedelse, income tested):** 4,506 kroner a quarter is paid for each child up to age 2; 3,567 kroner a quarter for each child aged 3 to 6; 2,808 kroner a quarter for each child aged 7 to 14; and 936 kroner a month for each child aged 15 to 17.

**Benefit adjustment:** Benefits are adjusted annually based on changes in wages.

### Child allowances (børnetilskud)

**Single-parent allowance (børnetilskud til enlige):** 1,413 kroner a quarter is paid for each eligible child plus 1,440 kroner a quarter to the single parent (regardless of the number of children).

**Study allowance (børnetilskud til forældre under uddannelse, income tested):** Up to 1,855 kroner a quarter is paid.

**Children of pensioners allowance (income tested):** Up to 1,413 kroner a quarter is paid for each eligible child plus 4,080 kroner to the parents if both parents are pensioners; if only one parent is a pensioner, 3,632 kroner a quarter is paid to the pensioner parent.

**Orphan's allowance:** 4,080 kroner a quarter is paid for each half orphan; 8,160 kroner for each full orphan.

**Multiple births allowance (flerbørnstilskud):** 2,330 kroner a quarter is paid for each additional child after the first.

**Benefit adjustment:** Benefits are adjusted annually based on changes in wages.

**Adoption grant:** A lump sum of 53,667 kroner is paid.

**Benefit adjustment:** Benefits are adjusted annually based on changes in wages.

## Administrative Organization

Ministry of Employment (<http://bm.dk/>) provides general supervision and national administration.

Danish Agency for Labor Market and Recruitment administers the program.

## Estonia

Exchange rate: US\$1.00 = 0.83 euro (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1924.

**Current laws:** 1992 (old-age pensions), 1992 (pensions), 1999 (disability social benefits), 2000 (funeral benefit), 2001 (individual accounts), 2004 (individual accounts), 2004 (investments), and 2014 (work ability allowance).

**Type of program:** Universal, social insurance, mandatory individual account, and social assistance system.

#### Coverage

**Universal, social insurance, and social assistance:** Permanent residents of Estonia; noncitizens residing temporarily in Estonia; and legal refugees.

**Mandatory individual account:** Persons born after December 31, 1982, who are covered by social insurance, including self-employed persons.

Voluntary coverage for persons born after December 31, 1941 and before January 1, 1983.

#### Source of Funds

##### Insured person

*Universal and social assistance:* None.

*Social insurance:* None.

*Mandatory individual account:* 2% of covered earnings plus an administrative fee.

The minimum monthly earnings used to calculate contributions are €470.

There are no maximum earnings used to calculate contributions.

##### Self-employed person

*Universal and social assistance:* None.

*Social insurance:* 16% of covered declared earnings.

The minimum monthly earnings used to calculate contributions are €470.

The maximum monthly earnings used to calculate contributions are €1,650.

*Mandatory individual account:* 4% of covered declared earnings plus an administrative fee.

The minimum monthly earnings used to calculate contributions are €470.

The maximum monthly earnings used to calculate contributions are €1,650.

##### Employer

*Universal and social assistance:* None.

*Social insurance:* 16% of gross covered payroll.

The minimum monthly earnings used to calculate contributions are €470.

There are no maximum earnings used to calculate contributions.

*Mandatory individual account:* 4% of gross covered payroll.

The minimum monthly earnings used to calculate contributions are €470.

There are no maximum earnings used to calculate contributions.

##### Government

*Universal and social assistance:* The total cost. Local governments pay the total cost of the funeral grant.

*Social insurance:* Pays contributions for some categories of insured persons; contributes as an employer.

*Mandatory individual account:* None; contributes as an employer.

#### Qualifying Conditions

##### Old-age pension (vanaduspension, social insurance):

Age 63 and six months (gradually rising by three months a year until reaching age 65 in 2026) with at least 15 years of service.

Employment may continue.

Retirement is possible up to 10 years before the normal retirement age with at least 20 years of service, including at least 10 years of work in especially hazardous occupations; up to five years before the normal retirement age with at least 25 years of service, including at least 12 years and six months in especially hazardous occupations; up to five years before the normal retirement age with at least 15 years of service and time spent raising children (depending on the number of children or whether a child was disabled) or if the insured was involved in the Chernobyl disaster clean-up.

Early pension: Retirement is possible up to three years before the normal retirement age with at least 15 years of service.

Employment must cease up to the normal retirement age.

Deferred pension: The pension may be deferred. There is no age limit.

**Old-age pension (kogumispension, mandatory individual account):** Age 63 (gradually rising by three months a

year until reaching age 65 in 2026) with at least 15 years of service, receiving the social insurance old-age pension, and first contributed to the individual account at least five years before the date of retirement.

**National old-age pension (rahvapension, social assistance, means tested):** Age 63 (gradually rising by three months a year until reaching age 65 in 2026), with at least five years of residence. Must not qualify for a social insurance old-age pension or be receiving a pension from any other country.

Pension supplement (pensionilisad): Paid if the insured raised a child for at least eight years, has at least a 40% assessed loss of earning capacity as a result of a nuclear test or accident, is a World War II veteran, or performed certain other military service.

**Work ability allowance (töövõimetoetus, universal, earnings tested):** Must be aged 16 to the normal retirement age, be assessed with no work ability, and not be receiving a pension or certain other benefits.

Partial work ability allowance: Must be aged 16 to the normal retirement age, be assessed with a partial work ability, not be receiving a pension or certain other benefits, and be working, seeking work, studying, raising a child younger than age 3, caring for a family member with a severe disability, receiving certain support for artistic work, receiving certain types of institutional care, or participating in compulsory military service.

Earnings test: The allowance (for no or partial work ability) is subject to recovery if the insured's monthly earnings exceed 90 times the daily work ability allowance.

The daily work ability allowance is €11.82 (€12.72 as of April 1, 2018).

The Unemployment Insurance Fund assesses work ability.

The work ability allowance ceases at the normal retirement age.

**Disability pension (töövõimetuspension, social insurance):** Must be aged 25 to 62 with one to 14 years of service, depending on the insured's age, and have a 40% to 99% (partial disability) or 100% (total disability) assessed loss of earning capacity. There is no minimum qualifying period if the disability is the result of a work injury or occupational disease.

The disability pension is being phased out and replaced by the work ability allowance. If the insured's disability was assessed or reassessed before January 1, 2017, the disability pension is paid until the next scheduled reassessment (scheduled every six months to five years). No new disability pensions have been awarded since July 1, 2016.

A medical expert assesses the loss of earning capacity.

The disability pension ceases at the normal retirement age and is replaced by the social insurance old-age pension.

**National disability pension (rahvapension, social assistance, means tested):** Must have at least a 40% assessed loss of earning capacity, not qualify for a social insurance disability pension, and not be receiving a pension from any other country.

Employment may continue.

Pension supplement (pensionilisad): Paid if the insured raised a child for at least eight years, has at least a 40% assessed loss of earning capacity as a result of a nuclear test or accident, is a World War II veteran, performed certain other military service, or was a specified World War II prisoner of war.

The national disability pension is being phased out and replaced by the work ability allowance. If the insured's disability was assessed or reassessed before January 1, 2017, the disability pension is paid until the next scheduled reassessment (scheduled every six months to five years). No new national disability pensions have been awarded since July 1, 2016.

**Disability social benefit (universal):** Paid to persons assessed with a moderate, severe, or profound disability that results in additional expenses.

Eligible persons include children with disabilities younger than age 16, parents with disabilities raising a child younger than age 16 (age 19 if a student), persons with disabilities of working age (age 16 to the normal retirement age), and persons with disabilities who have reached the normal retirement age.

**Survivor pension (toitjakaotuspension, social insurance):** The deceased had at least 15 years of service if he or she had reached the normal retirement age; had one to 14 years of service, depending on the deceased's age, if aged 25 to the normal retirement age; or was incapable of gainful activity if younger than age 25. There is no minimum qualifying period if the death was the result of a work injury or occupational disease.

An eligible spouse must meet one of the following conditions: be at least 12 weeks pregnant at the time of death; be nonworking and raising the deceased's child younger than age 3; be permanently disabled and married to the deceased for at least a year; be divorced and permanently incapable of work before the divorce, or if the incapacity began in the year immediately after the divorce, married to the deceased for at least 25 years and reached the normal retirement age within three years after the divorce; or have reached the normal retirement age.

Other eligible survivors include children, stepchildren, siblings, and grandchildren younger than age 18 (age 24 if a full-time student; no limit if disabled); parents or step-parents of pensionable age or with a disability; or a nonemployed guardian raising the deceased's children.

The widower(er)'s pension ceases 12 months after remarriage.

**Survivor benefit (kogumispension, mandatory individual account):** Paid to survivors named by the deceased; to the deceased's spouse and children if there are no named survivors.

**National survivor pension (rahvapension, social assistance, means tested):** Paid when the family breadwinner dies and he or she was not receiving or entitled to receive a social insurance pension. The survivor must not receive a pension from any other country.

**Funeral grant (social assistance, means tested):** Paid to the person who organizes the funeral if his or her family received a subsistence benefit at least once during the month in which or the month before the benefit is claimed. See Family Allowances.

### Old-Age Benefits

**Old-age pension (vanaduspension, social insurance):** The monthly pension consists of a basic flat-rate component, a length-of-service component, and an insurance component.

*Basic flat-rate component:* €161.90 (€175.439 as of April 2018) a month is paid.

*Length-of-service component:* The insured's years of service up to December 31, 1998, multiplied by the value of a year of pensionable service is paid.

*Insurance component:* The insured's accumulated annual pension coefficients earned since January 1, 1999, multiplied by the value of a year of pensionable service is paid.

An annual pension coefficient is calculated by dividing the insured's contributions for a calendar year by the national average contribution amount for that year.

The value of a year of pensionable service is €5.767 (€6.161 as of April 1, 2018).

The minimum monthly old-age pension is the monthly national pension rate.

The monthly national pension rate is €175.94 (€189.31 as of April 1, 2018).

There is no maximum old-age pension.

*Early pension:* The pension is reduced by 0.4% for each month it is claimed before the normal retirement age.

*Deferred pension:* The pension is increased by 0.9% for each month of deferral after the normal retirement age.

*Benefit adjustment:* Benefits are adjusted annually in April based on changes in the consumer price index and the annual increase in social tax contributions.

**Old-age pension (kogumispension, mandatory individual account):** The value of the pension varies depending on the insured's total contributions plus accrued interest. At retirement, the insured must purchase a life annuity or make programmed withdrawals if the monthly pension is less than 25% of the monthly national pension rate.

The monthly national pension rate is €175.94 (€189.31 as of April 1, 2018).

**National old-age pension (rahvapension, social assistance, means tested):** The monthly national pension rate is paid.

The monthly national pension rate is €175.94 (€189.31 as of April 1, 2018).

*Pension supplement (pensionilisad):* A supplement equal to the value of a year of pensionable service is paid for each child raised for at least eight years; 10% of the monthly national pension rate is paid to other eligible persons.

The value of a year of pensionable service is €5.767 (€6.161 as of April 1, 2018).

*Benefit adjustment:* Benefits are adjusted annually by the Estonian parliament.

### Permanent Disability Benefits

**Work ability allowance (töövõimetoetus, universal, earnings tested):** 100% of the daily work ability allowance, multiplied by the number of calendar days in the month, is paid.

*Partial work ability allowance:* 57% of the daily work ability allowance, multiplied by the number of calendar days in the month, is paid.

*Earnings test:* The allowance (for no or partial work ability) is reduced by €1 for every €2 of monthly earnings exceeding 90 times the daily work ability allowance.

The daily work ability allowance is €11.82 (€12.72 as of April 1, 2018).

*Benefit adjustment:* Benefits are adjusted annually in April based on changes in the consumer price index and the annual increase in social tax contributions.

**Disability pension (töövõimetuspension, social insurance):** The monthly pension is either the old-age pension or the sum of a flat-rate amount of €175.94 (€189.31 as of April 1, 2018) and a length-of-service component based on 30 years of service multiplied by the assessed loss of earning capacity, whichever is greater.

The pension is paid for at least six months up to the normal retirement age, depending on the assessed loss of earning capacity.

The minimum monthly disability pension is the monthly national pension rate.

The monthly national pension rate is €175.94 (€189.31 as of April 1, 2018).

There is no maximum disability pension.

The disability pension is being phased out and replaced by the work ability allowance. If the insured's disability was assessed or reassessed before January 1, 2017, the disability pension is paid until the next scheduled reassessment

(scheduled every six months to five years). No new disability pensions have been awarded since July 1, 2016.

Benefit adjustment: Benefits are adjusted annually in April based on changes in the consumer price index and the annual increase in social tax contributions.

**National disability pension (rahvapension, social assistance, means tested):** A percentage of the monthly national pension rate is paid depending on the assessed degree of disability.

The monthly national pension rate is €175.94 (€189.31 as of April 1, 2018).

Pension supplement (pensionilisad): A supplement equal to the value of a year of pensionable service is paid for each child raised for at least eight years; 10% of the monthly national pension rate is paid to persons incapable of work as a result of a nuclear test or accident, World War II veterans, and military personnel; 20% to certain World War II prisoners of war.

Benefit adjustment: Benefits are adjusted annually by the Estonian parliament.

**Disability social benefit (universal):** The monthly benefit has several components.

*Disabled child allowance (puudega lapse toetus):* 270% (for a moderate disability) or 315% (for a severe or profound disability) of the social benefit rate is paid.

*Disabled person of working age allowance (puudega tööealise inimese toetus):* At least 65% (for a moderate disability) up to 210% (for a profound disability) of the social benefit rate is paid.

*Disabled parent's allowance (puudega vanema toetus):* 75% of the social benefit rate is paid.

*Disabled pensioner's allowance:* 50% (for a moderate disability), 105% (for a severe disability), or 160% (for a profound disability) of the social benefit rate is paid.

Additional allowances may be paid to assist disabled persons with expenses related to education (from 25% to 100% of the social benefit rate), employment support (up to 10 times the social benefit rate for up to three years), rehabilitation (up to 200% of the social benefit rate), or in-service training (up to 24 times the social benefit rate for one year).

The social benefit rate is €25.57 (2018).

### Survivor Benefits

**Survivor pension (toitjakaotuspension, social insurance):** 50% of the reference pension is paid for one survivor, 80% for two, and 100% for three or more. The pension is split equally among all eligible survivors. Full orphans receive the survivor pension for both parents.

The reference pension is either the old-age pension the deceased received or was entitled to receive, or the sum of the flat-rate amount of €175.94 (€189.31 as of April 1, 2018) and a length-of-service component based on 30 years of coverage, whichever is greater.

**Survivor benefit (kogumispension, mandatory individual account):** If the insured dies before retirement, designated survivors receive the accumulated value of the individual account. If the insured dies after retirement, designated survivors may receive a periodic benefit for at least five years.

**National survivor pension (rahvapension, social assistance, means tested):** 50% of the monthly national pension rate is paid for one survivor, 80% for two, and 100% for three or more; or 100% to a widow(er) of a veteran of the Estonian War of Independence. The pension is split equally among all eligible survivors.

The monthly national pension rate is €175.94 (€189.31 as of April 1, 2018).

Benefit adjustment: Benefits are adjusted annually by the Estonian parliament.

**Funeral grant (social assistance, means tested):** A lump sum of €250 is paid.

### Administrative Organization

#### Universal, social insurance, and social assistance

Ministry of Social Affairs (<http://www.sm.ee/>) is responsible for general management and supervision.

Social Insurance Board (<http://www.sotsiaalkindlustusamet.ee/>) is responsible for overall planning and coordination.

Estonian Unemployment Insurance Fund (<https://www.tootukassa.ee/>) administers the work ability allowance (since July 1, 2016).

Tax and Customs Office (<https://www.emta.ee/>) collects contributions.

Local governments pay the funeral grant.

#### Mandatory individual account

Ministry of Finance (<http://www.fi.ee/>) supervises the Financial Supervisory Authority and the Registrar of the Estonian Central Register of Securities.

Financial Supervisory Authority (<http://www.fi.ee/>) supervises financial services providers, including pension management companies and life insurance companies.

Registrar of the Estonian Central Register of Securities (<https://nasdaqsd.com/>) sets up a pension account for each insured person.

## Sickness and Maternity

### Regulatory Framework

**First law:** 1924.

**Current laws:** 2000 (health insurance fund), implemented in 2001; 2002 (health organization); and 2002 (health insurance).

**Type of program:** Social insurance system.

### Coverage

**Cash sickness, maternity, and adoption benefits:**

Employed and self-employed persons, pensioners, and persons receiving the child care allowance (see Family Allowances).

**Cash paternity benefit:** Employed person.

**Medical benefits:** Persons with an employment or service contract; self-employed persons; public-sector workers; military personnel; persons receiving certain benefits; caregivers; persons younger than age 19; and students.

Voluntary coverage for persons who were previously insured for at least 12 months in the last two years and for persons receiving a pension from another country.

### Source of Funds

**Insured person:** None; €149 a month for the voluntarily insured (medical benefits only).

**Self-employed person:** 13% of covered declared earnings. The minimum monthly earnings used to calculate contributions are €470.

The maximum monthly earnings used to calculate contributions are €1,650.

The self-employed person's contributions also finance work injury benefits.

**Employer:** 13% of covered payroll.

The minimum monthly earnings used to calculate contributions are €470.

There are no maximum earnings used to calculate contributions.

The employer's contributions also finance work injury benefits.

**Government:** Pays contributions for some categories of insured persons; contributes as an employer.

### Qualifying Conditions

**Cash sickness benefit:** Must be a current member of the Health Insurance Fund, regardless of the length of service.

A doctor must certify the incapacity for work from the fourth day of incapacity.

**Cash maternity benefit (sünnitushüvitis):** Must be a current member of the Health Insurance Fund and working immediately before the expected date of childbirth.

**Cash paternity benefit (isapuhkuse tasu):** Must be a current member of the Health Insurance Fund and working as a permanent employee.

**Cash adoption allowance (lapsendamishüvitis):** Paid for the adoption of a child younger than age 10 to a parent working immediately before the adoption leave began. Must be a current member of the Health Insurance Fund.

**Cash parental benefit (vanemahüvitis):** See Family Allowances.

**Childbirth or adoption grant (sünnitoetus or lapsendamistoetus):** See Family Allowances.

**Multiple birth allowance (mitmike toetus):** See Family Allowances.

**Medical benefits:** Must be a current member of the Health Insurance Fund.

Must have at least 14 days of employment for workers with an employment or service contract exceeding one month, self-employed persons, and civil servants; three months for persons with other types of contracts. There is no minimum qualifying period for persons for whom the government pays the total contribution (see source of funds under Old Age, Disability, and Survivors).

### Sickness and Maternity Benefits

**Sickness benefit:** 70% of the reference wage is paid from the ninth day of sickness for temporary sick leave from employment, hospitalization, outpatient treatment, or periods of quarantine; 80% for caring for a sick family member at home or a child with a disability who is younger than age 16; and 100% from the day after the disability began until recovery or certification of permanent disability for an occupational disease or a work injury. (The employer pays 70% of the insured's average wages in the last six months from the fourth day to the eighth day of incapacity.) The benefit is paid for up to 182 calendar days for each period of sickness; up to 240 calendar days for tuberculosis.

The reference wage is the insured's average gross daily wage in the previous calendar year. There is no maximum reference wage.

Benefits also include wage compensation for a temporary transfer to another job as a result of the incapacity. The benefit is the difference between earnings before and after the job transfer. The benefit is paid from the transfer day for up to 60 calendar days.

**Maternity benefit (sünnitushüvitis):** 100% of the reference wage is paid for up to 140 calendar days.

The reference wage is the insured's average gross daily wage in the previous calendar year. There is no maximum reference wage.

The minimum monthly maternity benefit is the legal monthly minimum wage if the insured did not work during the previous calendar year.

The legal monthly minimum wage is €500.

**Paternity benefit (isapuhkuse tasu):** 100% of the reference wage is paid for up to 10 working days. The paternity leave period must be taken during the period from two months before the expected date of childbirth to two months after the date of childbirth.

The reference wage is the insured's earnings used to calculate contributions.

The maximum monthly earnings used to calculate contributions are three times the national average monthly income for the previous quarter.

**Adoption allowance (lapsendamishüvitis):** 100% of the reference wage is paid for up to 70 calendar days.

The reference wage is the insured's average gross daily wage in the previous calendar year. There is no maximum reference wage.

Benefits also include wage compensation for a temporary transfer to another job as a result of pregnancy. The benefit is the difference between earnings before and after the job transfer. The benefit is paid from the transfer day until the start of maternity (or adoption) leave.

**Parental benefit (vanemahüvitis):** See Family allowances.

**Childbirth or adoption grant (sünnitoetus or lapsendamistoetus):** See Family Allowances.

**Multiple birth allowance (mitmike toetus):** See Family Allowances.

### **Workers' Medical Benefits**

National and local health care institutions provide medical benefits.

The duration of the benefits is unlimited as long as the insured is covered; after coverage ceases, the insured continues to qualify for new benefits for up to two months.

Pharmaceutical products must be approved by the Ministry of Social Affairs, based on the diagnosis, and according to a schedule in law.

**Cost sharing:** The insured pays €2.50 for each prescription and 0%, 10%, 25% or 50% of the remaining cost for certain prescribed medicine according to a schedule in the law. If the price of a product exceeds the reference price (or price agreement), the insured pays the difference. If annual costs of approved medicines exceed €300, 90% of the cost above €300 is reimbursed; if annual prescription costs are from €100 to €300, 50% of the cost above €100 is reimbursed. No or lower (10%) copayments for medicines children and pensioners.

No copayment is required for certain specialized outpatient care, such as for pregnancy or for a child younger than age 2.

The insured receives temporary prosthesis after amputation and certain other appliances.

Pensioners receive cash benefits for dental prostheses every three years.

The Health Insurance Fund may authorize planned medical treatment abroad in special cases.

### **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

Children younger than age 19 receive free dental care.

### **Administrative Organization**

Ministry of Social Affairs (<http://www.sm.ee/>) is responsible for general management, supervision, and planning.

Health Insurance Fund (<https://www.haigekassa.ee/>) coordinates health insurance and administers benefits.

Doctors, polyclinics, and hospitals provide medical benefits.

Tax and Customs Office (<https://www.emta.ee/>) collects contributions.

### **Work Injury**

#### **Regulatory Framework**

**First law:** 1924.

**Current laws:** 1956 (civil code), 1999 (occupational safety and health), 2001 (pension insurance), 2001 (obligations), and 2002 (health insurance).

**Type of program:** Universal and social insurance system.

Note: There is no specific program for work injuries and occupational diseases. Cash and medical benefits are provided through the Sickness and Maternity and Old Age, Disability, and Survivor programs. Under the civil code, additional benefits are provided by employers.

#### **Coverage**

Employed and self-employed persons who are permanent residents of Estonia.

#### **Source of Funds**

**Insured person:** See source of funds under Sickness and Maternity and Old Age, Disability, and Survivors.

**Self-employed person:** See source of funds under Sickness and Maternity and Old Age, Disability, and Survivors.

**Employer:** See source of funds under Sickness and Maternity and Old Age, Disability, and Survivors.

**Government:** See source of funds under Sickness and Maternity and Old Age, Disability, and Survivors; pays the total cost for employees whose employer is insolvent.

### Qualifying Conditions

Must be assessed with a work injury or occupational disease. Accidents that occur while commuting to and from work are covered.

### Temporary Disability Benefits

**Sickness benefit (social insurance):** See Sickness and Maternity.

### Permanent Disability Benefits

**Work ability allowance (töövõimetoetus, universal, earnings tested):** See Old Age, Disability, and Survivors.

**Disability pension (töövõimetuspension, social insurance):** See Old Age, Disability, and Survivors.

**Compensation benefit:** Paid for an assessed loss of earning capacity of at least 10% but less than 40%. The benefit is the insured's average gross earnings in the 12 months before the work injury occurred or occupational disease began multiplied by the assessed loss of earning capacity minus the amount of any pension paid by the government.

### Workers' Medical Benefits

National and local medical institutions provide medical benefits.

Medical rehabilitation is provided. Local authorities are responsible for providing social rehabilitation (including special transportation for persons with disabilities, necessary adaptation of the person's home, and personal assistance).

If the medical commission certifies the need for additional expenses, the employer must meet the cost of prostheses and aids, prescribed medicine, travel expenses to and treatment in a sanatorium, and expenses for auxiliary care.

### Survivor Benefits

**Survivor pension:** See Old Age, Disability, and Survivors.

### Administrative Organization

Ministry of Social Affairs (<http://www.sm.ee/>) is responsible for general management and supervision.

Health Insurance Fund (<https://www.haigekassa.ee/>) coordinates health insurance and administers benefits.

Doctors, polyclinics, and hospitals provide medical benefits.

Social Insurance Board (<http://www.sotsiaalkindlustusamet.ee/>) administers permanent disability benefits.

Tax and Customs Office (<https://www.emta.ee/>) collects contributions.

## Unemployment

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### Regulatory Framework

**First law:** 1991.

**Current laws:** 2001 (unemployment insurance) and 2005 (labor market services).

**Type of program:** Social insurance and social assistance system.

### Coverage

Permanent residents of Estonia, noncitizens residing in Estonia with a temporary residence permit, and legal refugees.

### Source of Funds

#### Insured person

*Social insurance:* 1.6% of gross earnings.

*Social assistance:* None.

#### Self-employed person

*Social insurance:* None.

*Social assistance:* None.

#### Employer

*Social insurance:* 0.8% of gross payroll.

*Social assistance:* None.

#### Government

*Social insurance:* None; contributes as an employer.

*Social assistance:* The total cost.

### Qualifying Conditions

**Unemployment benefit (social insurance):** Must be aged 16 to the normal retirement age (except for early pensioners), capable of gainful activity, registered as unemployed with an employment office of the Estonian Unemployment Insurance Fund, and involuntarily unemployed with at least 12 months of insured work in the 36 months before registering as unemployed.

The benefit is suspended if the insured does not register with an employment office of the Estonian Unemployment Insurance Fund at least once every 30 calendar days or refuses a suitable job offer.

**Unemployment allowance (social assistance, income tested):** Must be aged 16 to the normal retirement age (except for early pensioners), capable of gainful activity, registered as unemployed with an employment office of the Estonian Unemployment Insurance Fund, have at least 180 calendar days of employment in the 12 months before registering as unemployed. Employment periods include full-time education, military service, raising a child younger



than age 7, treatment in a hospital, caring for a sick person, or periods of disability or detention.

Income test: Daily personal income must be less than the value of the daily unemployment allowance.

The daily unemployment allowance is €5.31.

### Unemployment Benefits

**Unemployment benefit (social insurance):** 50% of reference earnings is paid for the first 100 calendar days; thereafter, 40% of reference earnings. The benefit is paid for 180 calendar days with up to 56 months of coverage; for 270 calendar days with 56 to 110 months of coverage; or for 360 calendar days with at least 111 months of coverage. The benefit is paid after a waiting period of seven calendar days.

Reference earnings are the insured's average daily earnings in the first nine of the last 12 months.

The maximum daily earnings used to calculate contributions are three times the national average daily income for the previous calendar year.

The minimum unemployment benefit is 50% of the legal national minimum wage.

The legal monthly minimum wage is €500.

The maximum daily unemployment benefit is €46.65 for the first 100 days; thereafter, €37.32.

**Unemployment allowance (social assistance, income tested):** €5.31 a day is paid for up to 270 calendar days; 210 calendar days for unemployed persons who are dismissed by their employer for a breach of duties, loss of confidence, or indecent act. The benefit is paid after a waiting period of seven calendar days (60 calendar days from the date of registration as unemployed for recently graduated students).

The unemployment allowance may be extended up to the normal retirement age (except for early pensioners) if there are less than 180 calendar days until the beneficiary reaches the normal retirement age (except for early pensioners).

### Administrative Organization

Estonian Unemployment Insurance Fund (<https://www.tootukassa.ee/>), under the supervision of the Ministry of Social Affairs (<http://www.sm.ee/>) registers the unemployed and pays benefits.

Tax and Customs Office (<https://www.emta.ee/>) collects contributions.

### Family Allowances

#### Regulatory Framework

**First law:** 1922.

**Current laws:** 2001 (family benefits), 2003 (parental benefits), and 2017 (family benefits).

**Type of program:** Universal and social assistance system.

### Coverage

Permanent residents of Estonia and noncitizens temporarily residing in Estonia.

### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

### Qualifying Conditions

**Child allowance (lapsetoetus, universal):** Paid for each child up to age 16 (age 19 if a full-time student).

**Single parent's child allowance (üksikvanema lapse toetus, universal):** Paid to a child whose father has not been registered on a birth certificate or for whom one parent is declared absent.

**Large family allowance (lasterikka pere toetus, universal):** Paid to a family with at least three children receiving the child allowance.

**Child care allowance (lapsehooldustasu, universal):** Paid to a parent (or guardian) raising one or more children younger than age 3.

**Conscript's child allowance (ajateenija või asendusteenistuja lapse toetus, universal):** Paid for one or more children of conscripted military personnel until the end of military service.

**Guardianship allowance (eestkostetava lapse toetus, universal):** Paid for one or more children up to age 18 (19 if still a student) cared for by a guardian or foster parent.

**Parental benefit (vanemahüvitis, universal):** Paid to either parent after the end of the maternity or adoption benefit period (from birth for mothers who are not entitled to maternity leave).

**Childbirth or adoption grant (sünnitoetus or lapsendamistoetus, universal):** Paid for the birth or adoption of a child.

**Multiple birth allowance (mitmike toetus, universal):** Paid to parents for each set of triplets or larger multiple births younger than age 18 months. (The allowance was introduced in March 2018).

**Subsistence benefit (toimetulekutoetus, social assistance, income tested):** Paid to persons suffering from material deprivation and assessed as living below the subsistence level.

The subsistence level is the income necessary for minimum daily subsistence in a period of one month and varies depending on the number of people in a family.

### **Family Allowance Benefits**

**Child allowance (lapsetoetus, universal):** €55 a month is paid for each of the first two eligible children; €100 a month for each subsequent child.

**Single parent's child allowance (üksikvanema lapse toetus, universal):** €19.18 a month is paid.

**Large family allowance (lasterikka pere toetus, universal):** €300 a month is paid to a family with three to six eligible children; €400 a month to a family with seven or more children.

**Child care allowance (lapsehooldustasu, universal):** €38.35 a month (50% of the child care allowance rate) is paid for each eligible child up to age 3; €19.18 a month (25% of the child care allowance rate) for each child aged 3 to 8. An additional €19.18 a month (25% of the child care allowance rate) for each child aged 3 to 8 if the family has three or more children. If someone other than the child's parent receives the allowance, €38.36 (50% of the child care allowance rate) a month for each child is paid, up to a maximum of €115.08 a month.

The child care allowance rate is €76.70.

**Conscript's child allowance (ajateenija või asendusteenistuja lapse toetus, universal):** €50 a month is paid for each eligible child.

**Guardianship allowance (eestkostetava lapse toetus, universal):** €240 a month is paid for each eligible child.

**Parental benefit (vanemahüvitis, universal):** 100% of the insured's average income in the last year is paid for

435 days (until the child reaches age 18 months if the mother did not qualify for a maternity benefit).

The minimum monthly parental benefit is €470.

The maximum monthly parental benefit is €3,089.55.

**Childbirth or adoption grant (sünnitoetus or lapsendamistoetus, universal):** A lump sum of €320 is paid for each eligible child (including an adopted child); €1,000 each for multiple births of three or more children.

**Multiple birth allowance (mitmike toetus, universal):** €1,000 a month is paid for each set of eligible triplets or larger multiple births. (The allowance was introduced in March 2018).

**Subsistence benefit (toimetulekutoetus, social assistance, income tested):** €140 a month is paid for a person living alone; €112 a month for the second and each subsequent adult family member; €168 a month for each child. An additional €15 a month is paid if all family members are minors.

### **Administrative Organization**

Ministry of Social Affairs (<http://www.sm.ee/>) is responsible for general management and supervision.

Social Insurance Board (<http://www.sotsiaalkindlustusamet.ee/>) coordinates and administers benefits.

Local governments pay the subsistence benefit.

## Finland

Exchange rate: US\$1.00 = 0.83 euro (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1937.

**Current laws:** 2006 (employees' pensions), implemented in 2007; 2007 (universal pensions), implemented in 2008; and 2007 (disability benefit), implemented in 2008.

**Type of program:** Universal and social insurance system.

#### Coverage

**Universal:** Residents of Finland.

**Social insurance:** Employed persons, persons providing unpaid care for a child younger than age 3, students enrolled in degree programs, and certain social security beneficiaries.

Special systems for seafarers, self-employed persons, farmers, and public-sector employees.

#### Source of Funds

##### Insured person

**Universal:** None.

**Social insurance:** 6.35% of gross monthly earnings for employees younger than age 53; 7.85% if aged 53 or older.

The minimum monthly earnings used to calculate contributions are €58.27.

There are no maximum earnings used to calculate contributions.

##### Self-employed person

**Universal:** None.

**Social insurance:** Not applicable.

##### Employer

**Universal:** None.

**Social insurance:** The average monthly contribution is 17.75% of monthly payroll.

The minimum monthly earnings used to calculate contributions are €58.27.

There are no maximum earnings used to calculate contributions.

#### Government

**Universal:** Finances the total cost.

**Social insurance:** The total cost for persons providing unpaid care to children younger than age 3 and for students enrolled in degree programs.

#### Qualifying Conditions

**Old-age pension (Kansaneläke, universal, income tested):** Age 65 and a resident for 80% of the period from age 16 to age 64.

Employment may continue.

**Income test:** The pension is subject to recovery if the insured's monthly income from other pensions (including social insurance and foreign pensions) exceeds €5,554.

**Partial pension:** A reduced pension is paid with at least three years of residence but less than 80% of the period from age 16 to age 64.

**Early pension:** Age 63 and meets the residency requirements for a partial or full pension.

**Deferred pension:** The pension may be deferred. There is no age limit.

**Child supplement:** Paid for children younger than age 16.

**Care allowance for pensioners (Eläköttä saavan hoitotuki):** Must have a functional impairment (unable to perform personal care, necessary household chores, and/or run errands outside the home) that lasts for at least one year and is caused by an illness or disability. The functional impairment must entail the regular need for assistance, guidance, supervision, and/or additional cost; the beneficiary's work capacity is not considered. The beneficiary may live at home or in an institution and must not be receiving a partial old-age pension, partial disability pension, or spouse's pension.

**Housing allowance for pensioners (Eläkkeensaajan asumistuki, income tested):** Paid for housing costs while residing in Finland.

The universal pension is payable abroad if the beneficiary is a posted worker, civil servant, student, or a dependent family member.

**Old-age guarantee pension (Takuueläke, universal, income tested):** Age 65 with at least three years of residence since age 16.

**Income test:** The pension is subject to recovery if the beneficiary receives any other pensions (including foreign pensions).

**Old-age pension (Työeläke, social insurance):** Flexible retirement age, from age 63 (lower retirement age, gradually rising to age 65 by 2027, and then based on life expectancy starting in 2030) to age 68 (upper retirement age, gradually rising to age 70 by 2027, and then based on life expectancy starting in 2030).

Contributions may be credited for periods the insured provided unpaid care to children younger than age 3, was a student in a degree program (up to five years), or received certain social insurance benefits (including sickness and maternity benefits, work injury benefits, and earnings-related unemployment benefits).

Employment must cease at retirement but new employment may begin while receiving the pension.

Partial pension: Age 61 and not receiving any other statutory earnings-related pension based on the insured's work history.

Employment may continue.

Deferred pension: The pension may be deferred after the lower retirement age. There is no age limit.

Years-of-service pension (Työuraeläke): Age 63 with at least 38 years of physically or mentally demanding employment. Must be assessed with a reduced work capacity.

The social insurance old-age pension is payable abroad for up to one year or under a bilateral or multilateral agreement.

**Disability pension (Kansaneläke, universal, income tested):** Must be aged 16 to 64, assessed with a permanent incapacity for suitable work, and a resident for 80% of the period from age 16 to the start of the pension.

Income test: The pension is subject to recovery if the insured's monthly income from other pensions (including social insurance and foreign pensions) exceeds €55.54.

Employment may continue under certain conditions.

Partial pension: A reduced pension is paid with at least three years of residence but less than 80% of the period from age 16 to the start of the pension.

Child supplement: Paid for children younger than age 16.

Rehabilitation allowance (Kuntoutusraha): Must have undergone more than 30 days of rehabilitation.

Care allowance for pensioners (Eläkettä saavan hoitotuki): Must have a functional impairment (unable to perform personal care, necessary household chores, and/or run errands outside the home) that lasts for at least one year and is caused by an illness or disability. The functional impairment must entail the regular need for assistance, guidance, supervision, and/or additional cost; the beneficiary's work capacity is not considered. The beneficiary may live at home or in an institution and must not be receiving a partial old-age pension, partial disability pension, or spouse's pension.

Housing allowance for pensioners (Eläkkeensaajan asumistuki, income tested): Paid for housing costs while residing in Finland.

**Disability allowance (aged 16 or older):** Must be aged 16 to 64, assessed with a disability, and not receiving a full pension.

Social Insurance Institution doctors may assess the degree of incapacity at any time. Persons receiving the disability pension must inform the SII of any changes in circumstances that may affect entitlement.

Child supplement: Paid for children younger than age 16.

**Disability allowance (younger than age 16):** Must be younger than age 16 and assessed with a disability.

**Disability guarantee pension (Takuueläke, universal, income tested):** Must have an assessed disability and have at least three years of residence since age 16.

Income test: The pension is subject to recovery if the beneficiary receives any other pensions (including foreign pensions).

**Disability pension (Työeläke, social insurance):** Must be aged 17 to the lower retirement age, have an assessed loss of work capacity of at least 60% that is expected to last for at least one year, and no longer be entitled to the sickness benefit.

Employment may continue under certain conditions.

Partial disability: A reduced pension is paid with an assessed loss of working capacity of 40% to 59% that is expected to last for at least one year.

The pension provider assesses the loss of work capacity.

The disability pension ceases at the lower retirement age and is replaced by the social insurance old-age pension.

**Cash rehabilitation benefit:** Must be aged 17 to the lower retirement age with a temporary disability due to illness or injury that is expected to last for at least one year.

The insured's doctor must provide a treatment or rehabilitation plan that promotes the return to work. The pension provider assesses the insured's capacity for work.

Disability allowances are payable abroad for up to one year. Disability pensions may be paid for longer than a year under a bilateral or multilateral agreement under certain circumstances.

**Survivor pension (Kansaneläke, universal)**

*Spouse's pension (income tested):* The deceased had at least three years of residence since age 16.

Income test: A portion of the pension is subject to recovery if the survivor's monthly income from other sources (including other pensions) exceeds €55.54.

Eligible survivors include a surviving spouse (opposite or same sex) younger than age 65 who had a child with the deceased and was married to or in a registered partnership (same-sex couples only) with the deceased before the deceased was age 65; if childless, married to or in a registered partnership with the deceased for at least five years, younger than age 50 at the date of marriage, and aged 50 or older or a disability pensioner for at least three years at the date of death. The pension is paid to a former spouse if he or she received alimony from the deceased.

The spouse's pension ceases if the surviving spouse (re) marries or enters a registered partnership before age 50 or if the surviving spouse reaches age 65.

Remarriage settlement: Paid if the surviving spouse has received the spouse's pension for at least one year and (re) marries or enters a registered partnership before age 50.

*Orphan's pension:* Paid to a child younger than age 18 (age 20 if a full-time student) and a resident of Finland or moved to Finland within a year of the parent's death.

Orphan supplement (income tested): Paid to a child younger than age 18.

Income test: The orphan's supplement is subject to recovery if the orphan's monthly income from other sources (including other pensions) exceeds €55.54.

### **Survivor pension (Työeläke, social insurance)**

*Spouse's pension (income tested):* The deceased received or was entitled to receive a social insurance old-age or disability pension at the time of death.

Income test: The pension may be subject to recovery if the insured's monthly income from other pensions exceeds €695.50.

Eligible survivors include a surviving spouse (opposite or same sex) who had a child with the deceased and was married to or in a registered partnership (same-sex couples only) with the deceased before the deceased was age 65; if childless, was married to or in a registered partnership with the deceased for at least five years, younger than age 50 at the date of marriage, and aged 50 or older or a disability pensioner for at least three years at the date of death. The pension is paid to a former spouse if he or she received alimony from the deceased.

The spouse's pension ceases if the surviving spouse (re) marries or enters a registered partnership before age 50.

*Orphan's pension:* Paid to children younger than age 18.

### **Old-Age Benefits**

**Old-age pension (Kansaneläke, universal, income tested):** Up to €628.85 (if single) or €557.79 (if married or partnered) a month is paid.

Income test: The pension is reduced by 50% of the beneficiary's annual income from other pensions above €55.54. The pension is eliminated if the monthly income from other pensions exceeds €1,299.88 (if single) or €1,157.71 (if married or partnered).

Partial pension: The pension is proportionally reduced for each year of residence less the number required for a full pension.

Early pension: The pension is permanently reduced by 0.4% for each month it is claimed before the normal retirement age.

Deferred pension: The pension is increased by 0.6% for each month of deferral after the normal retirement age.

Child supplement: €21.93 a month is paid for each eligible child.

Care allowance for pensioners (Eläkettä saavan hoitotuki): The allowance varies depending on the level of care needed: €61.71 (weekly need for assistance), €153.63 (daily need for assistance), or €324.85 (constant attendance) a month is paid.

Housing allowance for pensioners (Eläkkeensaajan asumistuki, income tested): 85% of the difference between the beneficiary's annual housing costs and the basic annual deductible is paid. If the beneficiary's annual family income exceeds the income limit for an additional deductible, 40% of the annual family income exceeding this income limit is added to the basic annual deductible.

The basic annual deductible is €610.42.

The income limit for the additional deductible ranges from €8,676 to €13,936, depending on family composition and family income.

Schedule of payments: The allowance is paid monthly.

Benefit adjustment: Benefits are adjusted annually based on changes in the national pension index, which is linked to the cost-of-living index.

**Old-age guarantee pension (Takuueläke, income tested):** Up to €775.27 a month is paid.

Income test: The pension is reduced by the amount of any other pension income the beneficiary receives.

Benefit adjustment: Benefits are adjusted annually based on changes in the national pension index, which is linked to the cost-of-living index.

**Old-age pension (Työeläke, social insurance):** The monthly pension is the insured's average monthly earnings multiplied by the total accrual rate. The accrual rate is 1.5% for each year of contributions from age 17 to age 52; 1.7% for each year of contributions from age 53 to age 62; 1.5% for each year of contributions from the lower retirement age to the upper retirement age.

Average monthly earnings are based on the insured's lifetime adjusted earnings. Past earnings are adjusted based on a weighted index based on changes in wages (80%) and the consumer price index (20%).

There is no maximum old-age pension.

The old-age pension is adjusted based on life expectancy at the time it is claimed.

Partial pension: The insured may claim 25% or 50% of the accrued pension before or after the lower retirement age; the portion claimed is reduced by 0.4% for each month it is claimed before the lower retirement age, or increased by 0.4% for each month it is claimed after the lower retirement age.

Deferred pension: The pension is increased by 0.4% for each month it is claimed after the lower retirement age.

Years-of-service pension (Työuraeläke): Calculated in the same way as the old-age pension.

Benefit adjustment: Benefits are adjusted each January based on a weighted index based on changes in the consumer price index (80%) and wages (20%).

### Permanent Disability Benefits

**Disability pension (Kansaneläke, universal, income tested):** Up to €628.85 (if single) or €557.79 (if married or partnered) a month is paid.

Income test: The pension is reduced by 50% of the beneficiary's annual income from other pensions above €55.54. The pension is eliminated if the monthly income from other pensions exceeds €1,299.88 (if single) or €1,157.71 (if married or partnered).

Partial pension: The pension is proportionally reduced for each year of residence less than the number required for a full pension.

Child supplement: €21.93 a month is paid for each eligible child.

Rehabilitation allowance (Kuntoutusraha): 10% of the disability pension is paid.

Care allowance for pensioners (Eläkettä saavan hoitotuki): The allowance varies depending on the level of care needed: €61.71 (weekly need for assistance), €153.63 (daily need for assistance), or €324.85 (constant attendance) a month is paid.

Housing allowance for pensioners (Eläkkeensaajan asumistuki, income tested): 85% of the difference between the beneficiary's annual housing costs and the basic annual deductible is paid. If the beneficiary's annual family income exceeds the income limit for an additional deductible, 40% of the annual family income exceeding this income limit is added to the basic annual deductible.

The basic annual deductible is €610.42.

The income limit for the additional deductible ranges from €8,676 to €13,936, depending on family composition and family income.

Schedule of payments: The allowance is paid monthly.

Benefit adjustment: Benefits are adjusted annually based on changes in the national pension index, which is linked to the cost-of-living index.

**Disability allowance (aged 16 or older):** €92.14 (significant hardship and continuous expenses), €215 (considerable hardship and weekly supervision required), or €416.91 (substantial outside assistance on a daily basis) a month is paid, depending on the insured's circumstances.

Child's supplement: €21.93 a month is paid.

**Disability allowance (younger than aged 16):** €92.14, €215 or €416.91 a month is paid, depending on the insured's circumstances.

**Disability guarantee pension (Takuueläke, income tested):** Up to €775.27 a month is paid.

Income test: The pension is reduced by the amount of any other pension income received.

Benefit adjustment: Benefits are adjusted annually based on changes in the national pension index, which is linked to the cost-of-living index.

**Disability pension (Työeläke, social insurance):** The monthly pension is the insured's average monthly earnings multiplied by the total accrual rate. The accrual rate is 1.5% for each year of contributions from age 17 to age 52; 1.7% for each year of contributions from age 53 to age 62; 1.5% for each year of projected service from the date the disability began to the lower retirement age.

Average monthly earnings are based on the insured's earnings in the five years before the disability began.

There is no maximum disability pension.

The disability pension is adjusted based on life expectancy at the time of the claim, except for the projected service part of the pension.

An additional supplement is paid to persons aged 23 to 55 after receiving the pension for five consecutive years.

The pension is suspended or cancelled if the insured's earnings from employment are at least 60% of the insured's earnings before the disability began or €737.45 a month, whichever is higher.

Partial disability: 50% of the full pension is paid for an assessed loss of working capacity from 40% to 59%. The pension is suspended or cancelled if the insured's earnings from employment are at least 60% of the insured's earnings before the disability began or €737.45 a month, whichever is higher.

**Cash rehabilitation benefit:** Calculated in the same way as the earnings-related disability pension. An additional 33% of the pension is paid for periods of active vocational rehabilitation.

Benefit adjustment: Benefits are adjusted based on a weighted index based on changes in the consumer price index (80%) and wages (20%).

### Survivor Benefits

**Survivor pension (Kansaneläke, universal)**

*Spouse's pension (income tested):* €324.33 a month is paid to a surviving spouse for the first six months after the deceased's death; thereafter, a basic amount of €101.59 a month plus an income-tested supplemental amount of up to €527.26 (if single) or €456.20 (if partnered) a month is paid to a surviving spouse with a child younger than age 18; only the income-tested supplemental amount is paid to a

surviving spouse without a dependent child. The value of the pension also varies depending on the deceased's length of residence.

**Income test:** The supplemental amount is reduced by 50% of the surviving spouse's monthly income from other sources (including other pensions) above €55.54. The supplemental amount is eliminated if the monthly income from other sources exceeds €954.54 to €1,110.05, depending on partnership status and the age of any children.

**Remarriage settlement:** A lump sum of three years of the spouse's pension is paid.

**Orphan's pension:** €59.68 a month is paid to each eligible child; up to €120 a month for a full orphan.

**Orphan's supplement (income tested):** Up to €90.26 a month is paid to each eligible child.

**Income test:** The orphan's supplement is reduced to 50% of the difference between the orphan's other monthly survivor pension income and €55.54. The supplement is eliminated if other monthly survivor pension income exceeds €236.05.

**Benefit adjustment:** Benefits are adjusted annually based on changes in the national pension index, which is linked to the cost-of-living index.

### **Survivor pension (Työeläke, social insurance)**

**Spouse's pension (income tested):** Up to 50% of the social insurance old-age or disability pension the deceased received or was entitled to receive is paid to a surviving spouse.

The spouse's pension may be split between the surviving spouse and a divorced spouse receiving alimony, depending on the amount of the alimony.

**Income test:** The pension is reduced by 50% of the surviving spouse's monthly income from other pensions (including those not yet in payment) above €695.50.

There is no income test for the first six months if the surviving spouse is younger than age 65 and not receiving a pension in his or her own right. If the survivor has dependent children, there is no income test before the youngest child reaches age 18.

**Orphan's pension:** 33.3% of the social insurance old-age or disability pension the deceased received or was entitled to receive is paid for one eligible orphan; 58% for two orphans; 75% for three orphans; or 83.3% for four or more orphans.

The maximum combined survivor pension is 100% of the social insurance old-age or disability pension the deceased received or was entitled to receive (the spouse's pension is reduced accordingly if the combined pension would exceed this amount).

**Benefit adjustment:** Benefits are adjusted based on a weighted index based on changes in the consumer price index (80%) and wages (20%).

## **Administrative Organization**

Ministry of Social Affairs and Health (<http://stm.fi/etusivu/>) provides general supervision.

Social Insurance Institution (<https://www.kela.fi/>), managed by a governing body appointed by parliament, administers the universal program through district offices.

Five insurance districts determine claims for old-age and survivor pensions. The Center for Disability Pensions determines disability pension claims.

Finnish Centre for Pensions (<https://www.etk.fi/>), managed by a tripartite board, oversees the social insurance program.

Licensed nonprofit insurance companies, pension funds, and foundations serve as carriers for the social insurance benefits and collect contributions.

Financial Supervision Authority (<http://www.finanssivalvonta.fi/>) supervises the carriers.

## **Sickness and Maternity**

### **Regulatory Framework**

**First law:** 1963 (cash sickness and medical benefits).

**Current laws:** 1972 (municipal healthcare); 1983 (maternity), implemented in 1984; 1989 (hospital care), implemented in 1991; and 2004 (sickness), implemented in 2005.

**Type of program:** Social insurance system.

Note: Medical benefits are provided by both a private insurance program and a public (municipal) health services program financed primarily by local and national taxes.

### **Coverage**

**Cash benefits:** Residents of Finland.

**Medical benefits:** Residents or persons working in Finland.

### **Source of Funds**

#### **Insured person**

**Cash benefits:** 1.53% of gross monthly earnings.

The minimum annual earnings used to calculate contributions are €14,020.

There are no maximum earnings used to calculate contributions.

**Medical benefits:** 1.30% of gross monthly earnings; 1.47% of gross monthly earnings for pensioners and other social insurance beneficiaries.

There are no minimum or maximum earnings used to calculate contributions.

### Self-employed person

**Cash benefits:** 1.53% of gross monthly earnings for self-employed persons in agriculture; 1.70% for other self-employed persons.

There minimum annual earnings used to calculate contributions are €14,020.

There are no maximum earnings used to calculate contributions.

**Medical benefits:** 1.30% of net monthly earnings.

There are no minimum or maximum earnings used to calculate contributions.

### Employer

**Cash benefits:** 0.86% of monthly payroll (private employers and local and central government).

There are no minimum or maximum earnings used to calculate contributions.

**Medical benefits:** None.

### Government

**Cash benefits:** Provides subsidies as needed; 100% of the cost of minimum daily allowances.

There are no minimum or maximum earnings used to calculate contributions.

**Medical benefits:** 44.9% of the cost of in-kind medical benefits; the total cost of public (municipal) health services.

### Qualifying Conditions

**Cash sickness benefit (sairauspäiväraha):** There is no minimum qualifying period. The incapacity for work must be certified by a doctor from the ninth day.

**Partial sickness benefit (osasairauspäiväraha):** Paid if the insured returns to work on a part-time basis (40% to 60% of previous working time).

**Rehabilitation allowance:** Must be receiving medical treatment and/or vocational training under a social security rehabilitation program.

**Partial rehabilitation benefit:** Paid if the daily working hours are reduced by at least 40% due to participation in a social security rehabilitation program.

**Sick child care allowance (erityishoitoraha):** Paid to a parent caring for a sick or disabled child younger than age 16 in a hospital or at home. If the presence of both parents is required in the case of hospitalization, the sick child care allowance is paid to both parents.

**Cash maternity allowance (äitiysraha):** Must have at least 180 days of coverage immediately before the expected date of birth.

**Paternity allowance (isyysraha):** Paid to a father who is permanently residing in Finland and cares for his child

(natural or adopted) younger than age 2 or before two years have passed since the date of adoption.

**Parental allowance (vanhempainraha):** Paid to either parent after the entitlement to maternity benefits ends.

**Partial parental allowance:** Paid in the case of a reduction of the usual working time by 40% to 60%.

**Medical benefits:** Must reside or work (private-sector sickness insurance only) in Finland.

### Sickness and Maternity Benefits

**Sickness benefit (sairauspäiväraha):** The daily benefit varies depending on the insured's annual earnings: no benefit is paid with annual earnings below €1,428 (€24.64 a day may be paid under certain conditions if the incapacity lasts at least 55 days); 70% of the insured's annual earnings divided by 300 is paid with annual earnings of at least €1,428 up to €30,394; €70.82 plus 20% of annual earnings divided by 300 is paid with annual earnings above €30,394.

The benefit is paid after a 10-day waiting period (a one-day waiting period for self-employed persons) for up to 300 days (excluding Sundays). (The employer pays 100% of the insured's earnings for the days two through 10; 50% if the insured has been employed for less than month.) If the insured returns to work for at least 30 days after receiving the sickness benefit for 300 days, he or she is entitled to an additional 50 days of benefit.

The minimum daily sickness benefit is €24.64. If the insured has received unemployment benefits for the last four months, the minimum sickness benefit is 86% of the unemployment benefit.

**Partial sickness benefit (osasairauspäiväraha):** 50% of the full sickness benefit is paid after a 10-day waiting period for up to 120 days (excluding Sundays).

**Rehabilitation allowance:** The rehabilitation benefit is calculated in the same way as the sickness benefit. An increased amount is paid for insured persons aged younger than age 20 or in vocational rehabilitation.

The minimum daily benefit is €24.64; €31.02 for insured persons aged younger than 20 or in vocational rehabilitation.

**Partial rehabilitation benefit:** 50% of the rehabilitation benefit is paid.

**Sick child care allowance (erityishoitoraha):** The sickness benefit is paid for up to 60 days in a hospital, 60 days at home, or 90 days for ongoing treatment.

The minimum daily sick child care allowance is €24.64.

**Maternity allowance (äitiysraha):** 70% of daily earnings in the last year is paid for annual earnings up to € 37,167, 40% for annual earnings above € 37,167 to €57,183, and 25% for annual earnings above €57,183. Up to 90% of earnings is paid to self-employed persons or farmers in the first 56 days.



The minimum maternity allowance is €24.64 per working day.

The maternity allowance is paid to a pregnant woman from 30 days to 50 days before the expected date of childbirth for up to 105 days.

A special maternity allowance is paid throughout the pregnancy if the woman is exposed to chemical substances, radiation, or an infectious disease during her work if the possibility of exposure cannot be avoided.

**Paternity allowance (isyysraha):** Calculated in the same way as the maternity allowance. The paternity allowance is paid for up to 54 days (excluding Sundays and public holidays). Fathers can choose to stay at home for 1 to 18 days at the same time as the child's mother while she is receiving a maternity or parental allowance. The remainder of the leave can be taken after the parental allowance has ended.

**Parental allowance (vanhempainraha):** Calculated in the same way as the maternity allowance. The parental allowance is paid for 158 days (excluding Sundays and public holidays) and may be split between both parents. The parental allowance is paid for an additional 60 days for multiple births and from 100 days to 234 days for adopting a child.

Partial parental allowance: The mother and the father may take partial parental leave at the same time, in which case partial parental allowance will be paid to both of them.

### **Workers' Medical Benefits**

Cash reimbursements are provided for certain medical expenses up to a maximum based on a schedule of fixed charges. Benefits include private doctor's and dental fees and the cost of prescribed examinations and treatments.

Cost sharing: An initial deductible of €50 a year for medicine; thereafter, 40% to 100% of the cost of each prescription medicine greater than €4.50, based on a schedule; 100% of transportation costs above €25 per one-way trip.

If total annual copayments for prescription medicines exceed €610.37, 100% of the cost above this amount is reimbursed (the insured's copayment is €2.50 for each prescription); if annual copayments for transportation exceed €300, 100% of the cost above this amount is reimbursed.

Sickness insurance also covers 50% of the occupational health care costs incurred by the employer.

For public (municipal) health services, the fee for a doctor's visit is €20.90 for each of the first three visits or an annual fee of €41.70. For emergency services, the fee is €28.70 for each visit. All other services are free.

For hospital care, the fees are €41.50 a day for outpatient treatment, €49.50 a day for inpatient treatment, and €136.80 a day for outpatient surgery.

Prenatal and postpartum maternity health care at medical centers is free.

### **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

### **Administrative Organization**

Ministry of Social Affairs and Health (<https://stm.fi/etusivu/>) provides general supervision.

Social Insurance Institution (<https://www.kela.fi/>) administers the program nationally, reimburses employees' sickness funds, and reimburses employers providing medical benefits directly to their employees.

Municipalities or the federation of municipalities provide medical services.

Tax authorities collect contributions.

### **Work Injury**

#### **Regulatory Framework**

**First law:** 1895.

**Current law:** 2015 (workers' compensation).

**Type of program:** Employer-liability (through a private carrier) and mandatory private insurance system.

#### **Coverage**

Employed persons and civil servants.

Voluntary coverage for self-employed persons.

Special systems for farmers and scholarship recipients.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** The total cost of the annual premium, which varies depending on the profession's assessed degree of risk.

There are no minimum or maximum earnings used to calculate contributions.

**Employer:** 0.1% to 7% of annual payroll, depending on the profession's assessed degree of risk.

There are no minimum or maximum earnings used to calculate contributions.

**Government:** None; contributes as an employer.

#### **Qualifying Conditions**

Must be assessed with a work injury or occupational disease. Accidents that occur while commuting to and from work are covered.

#### **Temporary Disability Benefits**

The benefit is paid from the first day of incapacity for up to one year or until certification of a permanent disability. The

insured must have an assessed loss of working capacity of at least 10% and a reduction in earnings of at least 5%. The incapacity must last at least three days after the work injury occurred or the occupational disease began.

For the first four weeks, the benefit is the same as the sickness benefits; if sick pay has not been paid, the benefit is the insured's earnings in the four weeks before the work injury occurred or the occupational disease began. Thereafter, the daily allowance is 2.7% (1/360) of the insured's annual earnings.

The minimum annual earnings used to calculate benefits are €14,100.

There are no maximum annual earnings used to calculate benefits.

The degree of disability is assessed by the insurance company based on a statement issued by the insured's doctor.

Benefit adjustment: Benefits are adjusted annually based on changes in the national pension index, which is linked to the cost-of-living index.

### **Permanent Disability Benefits**

**Permanent disability pension:** For a total (100%) disability, 85% of the insured's annual earnings is paid up to age 65; thereafter, 70% of annual earnings.

Annual earnings are the insured's last annual earnings; the insured's average annual earnings in the last four years may be used under certain conditions if they are greater.

The minimum annual earnings used to calculate benefits are €14,100.

There are no maximum annual earnings used to calculate benefits.

Partial disability: For an assessed degree of disability of at least 10% but less than 100%, a percentage of the full permanent disability pension is paid depending on the degree of disability.

The degree of disability is assessed by the insurance company based on a statement issued by the insured's doctor.

Care allowance: Up to €29.14 a day is paid if the insured requires the constant attendance of others to perform daily functions.

Compensation for functional limitation: Paid for a permanent disability, based on 20 categories of disability. The value of the benefit varies depending on age. Up to 60% of the minimum annual earnings used to calculate the permanent disability pension (€12,620) is paid.

Benefit adjustment: Benefits are adjusted annually based on changes in the national pension index, which is linked to the cost-of-living index.

### **Workers' Medical Benefits**

Benefits include free and unlimited medical care and vocational rehabilitation.

## **Survivor Benefits**

### **Survivor pension**

*Spouse's pension:* 40% of the deceased's annual earnings is paid to a widow(er).

Annual earnings are the insured's last annual earnings; the insured's average annual earnings in the last four years may be used under certain conditions if they are greater.

The spouse's pension ceases upon remarriage or cohabitation.

*Orphan's pension:* 25% of the deceased's annual earnings is paid to one child younger than age 18 (age 25 if a student or disabled); a total of 40% to two children; 50% for three; and 55% for four or more.

Annual earnings are the insured's last annual earnings; the insured's average annual earnings in the last four years may be used under certain conditions if they are greater.

The maximum combined survivor benefit is 70% of the deceased's annual earnings (the spouse's pension is reduced accordingly if the combined benefit would exceed this amount).

**Funeral assistance:** A lump sum of €4,830 is normally paid to the deceased's estate.

Benefit adjustment: Benefits are adjusted annually based on changes in the national pension index, which is linked to the cost-of-living index.

### **Administrative Organization**

Ministry of Social Affairs and Health (<https://stm.fi/etusivu/>) provides general supervision and coordinates statutory accident insurance legislation.

Workers' Compensation Center (<http://www.tvk.fi/>) coordinates the practical application of workers' compensation. Pursuant to law, every insurance institution underwriting statutory accident insurance is a member of Workers' Compensation Center.

Licensed private companies administer work injury insurance and collect contributions.

Financial Supervision Authority (<http://www.finanssivalvonta.fi/>) supervises the carriers.

## **Unemployment**

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### **Regulatory Framework**

**First laws:** 1917 (unemployment insurance) and 1960 (unemployment assistance).

**Current laws:** 1984 (unemployment funds), 1997 (social assistance), 1998 (financing), 1998 (unemployment insurance fund), and 2002 (assistance).

**Type of program:** Social insurance, voluntary earnings-related insurance (unemployment fund), and social assistance system.

### Coverage

**Social insurance:** Employed and self-employed persons, including entrepreneurs, who reside in Finland.

**Voluntary earnings-related insurance:** Employed and self-employed persons, including entrepreneurs, who reside in Finland. Must be a member of an unemployment fund. (Membership is voluntary.)

**Social assistance:** Residents of Finland.

### Source of Funds

#### Insured person

**Basic unemployment allowance:** None.

**Earnings-related unemployment allowance:** 1.90% of earnings plus a flat-rate contribution or a percentage of earnings is paid to an unemployment insurance fund.

There are no minimum or maximum earnings used to calculate contributions.

**Unemployment assistance:** None.

#### Self-employed person

**Basic unemployment allowance:** None.

**Earnings-related unemployment allowance:** 2.25% to 2.65% of the declared annual income that exceeds €5,800 a year to an unemployment insurance fund.

There are no maximum earnings used to calculate contributions.

**Unemployment assistance:** None.

#### Employer

**Basic unemployment allowance:** None.

**Earnings-related unemployment allowance:** 0.65% on annual payroll up to €2,083,500; 2.6% on annual payroll exceeding €2,083,500 to the Unemployment Insurance Fund (TVR).

There are no maximum earnings used to calculate contributions.

**Unemployment assistance:** None.

#### Government

**Basic unemployment allowance:** The total cost.

**Earnings-related unemployment allowance:** A subsidy equal to the basic unemployment allowance.

The basic unemployment allowance is €32.40 a day.

**Unemployment assistance:** A subsidy equal to the basic unemployment allowance. Municipalities finance 50% of

the unemployment assistance for unemployment lasting 300 to 1,000 days; 70% if unemployment lasts for more than 1,000 days.

The basic unemployment allowance is €32.40 a day.

### Qualifying Conditions

**Basic unemployment allowance (peruspäiväraha, social insurance):** Must be aged 17 to 64 (aged 67 if laid off temporarily) with at least 26 weeks of work in the 28 months before unemployment began; for entrepreneurs, membership in a single unemployment insurance fund for at least 15 months in the last 48 months.

Unemployment is not due to voluntary leaving, work stoppage, or the refusal of a suitable job offer.

**Supplementary allowance:** Paid during participation in employment promoting activities.

**Child supplement:** Paid if the beneficiary cares for a child younger than age 18 (including a spouse's or partner's child that lives in the same household).

**Mobility allowance:** Paid for travelling to and from work for more than three hours (two hours in the case of part-time employment) if a beneficiary starts a new employment contract with a duration of at least two months and at least 18 working hours a week. Must apply for a mobility allowance before the employment begins.

**Earnings-related allowance (ansioperusteinen työttömyyspäiväraha, voluntary earnings-related insurance):** Must be aged 17 to 64 (aged 67 if laid off temporarily) with at least 26 weeks of work in the 28 months before unemployment began; for entrepreneurs, at least 15 weeks of work in the last 48 months. The insured must have been a member of an unemployment fund for at least 26 weeks.

**Increased allowance:** Must have at least 20 years of work and have been a member of an unemployment fund for at least five years or have taken part in employment promoting activities.

**Expense allowance:** Paid during the participation in employment promoting activities.

**Child supplement:** Paid if the insured cares for a child younger than age 18 (including a spouse's or partner's child that lives in the same household).

**Mobility allowance:** Paid for travelling to and from work for more than three hours (two hours in the case of part-time employment) if an insured person starts a new employment contract with a duration of at least two months and at least 18 working hours a week. Must apply for a mobility allowance before the employment begins.

**Unemployment assistance (työmarkkinatuki, social assistance, means tested):** Job seekers younger than age 25 must have completed vocational training and must not have refused a suitable job offer. If a person has not completed vocational training, he or she must complete a five-month qualifying period (except immediately after

## Finland

receiving a basic unemployment allowance). Job seekers aged 17 receive unemployment assistance for periods of participation in employment promoting activities.

**Child supplement:** Paid if the beneficiary cares for a child younger than age 18 (including a spouse's or partner's child that lives in the same household).

**Supplementary allowance:** Paid during participation in employment promoting activities.

**Mobility allowance:** Paid for travelling to and from work for more than three hours (two hours in the case of part-time employment) if a beneficiary starts a new employment contract with a duration of at least two months and at least 18 working hours a week. Must apply for a mobility allowance before the employment begins.

### Unemployment Benefits

**Basic unemployment allowance (peruspäiväraha, social insurance):** €32.40 a day is paid.

The benefit is reduced by 4.65% if during 65 days of payment the beneficiary does not: have at least 18 hours of salaried employment, earn at least 23% (€241 in 2018) of the minimum monthly earnings for self-employed person, or participate in at least five days of employment promoting activities.

**Supplementary allowance:** €4.74 a day is paid for up to 200 days.

**Child's supplement:** of €5.23 a day is paid for one dependent child; €7.68 a day for two; €9.90 a day for three or more.

**Mobility allowance:** €32.40 a day is paid.

The mobility allowance is paid for 30 days if the contract lasts for at least two but less than three months, for 45 days if the contract lasts for at least three but less than four months, and for 60 days if the contract lasts for four months or more.

**Earnings-related allowance (ansioperusteinen työttömyyspäiväraha, voluntary earnings-related insurance):**

If the insured's monthly earnings are less than €3,078, the basic daily benefit is €32.40 plus 45% of the insured's daily earnings; if monthly earnings are €3,078 or more, the daily benefit is €82.24 plus 20% of daily earnings in excess of €143.60. If the insured is in part-time employment, the earnings-related allowance is 50% of the amount exceeding the basic entitlement.

The basic entitlement is €300 if the benefit is paid monthly; €279 if it is paid every four weeks.

**Increased allowance (korotettu ansiopäiväraha):** 55% of the difference between the insured's daily earnings and the basic daily benefit is paid for up to 90 days if the insured has at least 20 years of work and is a member of an unemployment fund; for up to 200 days if the insured took part in employment promoting activities. If the insured's monthly wage exceeds 95 times the basic daily benefit

(€3,078 in 2018), 25% of the amount that exceeds that limit divided by the number of working days is paid.

The basic daily benefit is €32.40.

**Expense allowance:** €9 a day is paid.

**Child supplement:** A daily supplement of €5.23 is paid for one dependent child; €7.68 for two; €9.90 for three or more.

**Mobility allowance:** €32.40 a day is paid.

The mobility allowance is paid for 30 days if the contract lasts for at least two but less than three months, for 45 days if the contract lasts for at least three but less than four months, and for 60 days if the contract lasts for four months or more.

The maximum benefit, including the dependent child's supplement, is 90% of the insured's daily wage.

All unemployment benefits are paid after a five-day waiting period. The basic unemployment benefit and earnings-related unemployment allowance are paid five days a week for up to 500 days, depending on the unemployed's employment history and age.

Payment of unemployment allowances and the earnings-related unemployment benefit may be extended under certain conditions until the beneficiary reaches the retirement age for unemployed persons aged 59, 60, or 61, which is based on birth cohort.

**Unemployment assistance (työmarkkinatuki, social assistance, means tested):** Up to €32.40 a day is paid if the insured's monthly earnings are less than €311 for an unmarried person; €1,044 for married or cohabiting unemployed persons and unemployed persons with a family. The income limit is increased by €130 for each dependent child. The benefit is paid after a five-day waiting period. There is no limit to duration.

**Child supplement:** €5.23 a day is paid for one dependent child; €7.68 a day for two; €9.90 a day for three or more.

**Supplementary allowance:** €4.74 a day is paid.

**Mobility allowance:** €32.40 a day is paid five days a week.

### Administrative Organization

Ministry of Social Affairs and Health (<https://stm.fi/etusivu/>) supervises unemployment insurance.

The Financial Supervisory Authority (<http://www.finanssivalvonta.fi/>) supervise the allocation of benefits by the unemployment funds, monitors and verifies that the unemployment funds comply with legislation and good insurance practice and that their operational practices are appropriate.

Social Insurance Institution (<https://www.kela.fi/>), through its local offices, administers the basic benefit and unemployment programs.

Unemployment Insurance Fund (<https://tvr.fi/>) collects contributions and pays benefits.

The Federation of Unemployment Funds in Finland (TYJ) (<https://www.tyj.fi/>) is the training and cooperation body for the Finnish unemployment funds.

## Family Allowances

### Regulatory Framework

**First law:** 1948.

**Current laws:** 1992 (child allowances), implemented in 1993; and 1996 (child home care allowance), implemented in 1997.

**Type of program:** Universal system.

### Coverage

Residents of Finland.

### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost of family allowances, the maternity grant, and the adoption grant. Municipal authorities meet the total cost of the child home care allowance.

### Qualifying Conditions

**Child allowance:** Paid for children younger than age 17 who reside in Finland.

Single-parent supplement: Paid to a single parent living with a child younger than age 17, including unmarried parents who are not cohabiting, legally separated parents, and parents with joint custody of the child.

**Maternity grant:** Paid to a pregnant woman after at least 154 days of pregnancy who has undergone necessary medical examinations before the fifth month of pregnancy; also paid for the adoption of a child younger than age 18.

**Adoption grant:** Paid to cover the expenses of adopting a child from abroad.

**Child home care allowance (lasten kotihoidon tuki):** Paid for a child younger than age 3 who is not in municipal day care. The care must be provided by parents, other relatives, or a private child care provider.

Care supplement (income tested): Paid if the gross family income does not exceed a monthly income limit that varies by family size: €2,734.48 with two persons; €3,356.23 with three persons; or €3,991.97 with four or more persons.

**Flexible care allowance:** Paid to a parent of a child younger than age 3 if the parent works up to 30 hours a

week or up to 80% of normal full-time hours and cares for the child in the remaining time. Must not receive the parental allowance at the same time.

**Partial care allowance:** Paid to a parent with a child in the first or second year of school if the parent works up to 30 hours a week. Must not be receiving child home care allowance or parental allowance.

### Family Allowance Benefits

**Child allowance:** €94.88 a month is paid for the first eligible child, €104.84 for the second child, €133.79 for the third child, €153.24 for the fourth child, and €172.69 for each additional child.

Single-parent supplement: €53.30 a month is paid for each eligible child.

**Maternity grant:** The mother can choose between a maternity package (clothing and other baby products) and a tax-free cash benefit of €170. The grant is increased for multiple births or adoptions.

**Adoption grant:** A lump sum of €1,900 to €4,500 is paid.

**Child home care allowance (lasten kotihoidon tuki):** A basic amount of €338.34 a month is paid for one child younger than age 3; a supplement of €101.29 a month is paid for each additional child younger than age 3, and €65.09 a month is paid for each additional child aged 3 to 7.

Care supplement (income tested): Up to €181.07 a month is paid. The care supplement depends on the size and gross monthly income of the family.

The monthly care supplement is reduced if the monthly gross family income exceeds a threshold that varies depending on the family size: By 11.5% if the income exceeds €1,160 for two-person family, by 9.4% if income exceeds €1,430 for a three-person family, and by 7.9% if the income exceeds €1,700 for a family of four or more.

**Flexible care allowance:** €241.19 a month is paid if the parent works up to 22.5 hours a week or up to 60% of normal full-time hours; €160.80 a month with 22.5 to 30 hours a week or 60% to 80% of normal full-time hours.

**Partial care allowance:** €96.89 a month is paid.

### Administrative Organization

Ministry of Social Affairs and Health (<https://stm.fi/etusivu/>) provides general supervision.

Social Insurance Institution (<https://www.kela.fi/>) administers the program nationally.

## France

Exchange rate: US\$1.00 = 0.83 euro (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1910 (worker's and farmer's pension).

**Current laws:** 1945 (nonagricultural employees), 1975 (disabled persons), 1996 (administration of social security), 2001 (dependency benefits), 2003 (pensions), 2006 (retirement), 2009 (disability benefit and gainful activity), 2010 (retirement), 2012 (financing), and 2014 (retirement reform).

**Type of program:** Social insurance, mandatory occupational pension, and social assistance system.

#### Coverage

**Social insurance:** Employed persons in commerce and industry, nonagricultural self-employed persons, and dependent spouses under certain conditions.

Voluntary coverage for nonworking heads of household (old-age pension only), noncovered persons who previously had mandatory coverage for at least six months, nonemployed persons caring for a family member with a disability, and French citizens working abroad.

Special systems for mining, railroad, public utility, and public-sector employees; seamen; and agricultural self-employed persons.

**Mandatory occupational pension:** Employed persons in commerce and industry, salaried agricultural workers, and dependent spouses under certain conditions.

Special occupational pensions cover categories similar to those covered by the special social insurance systems (with some exceptions).

**Social assistance:** Residents of France.

#### Source of Funds

##### Insured person

**Social insurance:** 6.9% of monthly covered earnings (old-age and certain survivor benefits) and 0.40% of earnings (survivor allowance).

The voluntary insured pay contributions quarterly based on fixed income bands.

There are no minimum monthly earnings used to calculate contributions.

The maximum monthly earnings used to calculate contributions for old-age benefits are €3,311.

**Mandatory occupational pensions:** 3.1% to 8.1% of monthly covered income, depending on the program.

There are no minimum monthly earnings used to calculate contributions.

The maximum monthly earnings used to calculate contributions varies depending on the program, from the maximum monthly earnings used to calculate contributions for social insurance programs to three times that amount.

The maximum monthly earnings used to calculate contributions for social insurance programs are €3,311.

**Social assistance:** None.

##### Self-employed person

**Social insurance:** For self-employed persons in trade, manufacturing, and crafts, a flat-rate contribution of €1,340 (old age) plus €98 (disability and survivors) in the first year of self-employment; €1,328 (old age) plus €97 (disability and survivors) in the second year of self-employment; thereafter 17.75% of annual declared income up to €39,732 plus 0.60% of declared annual income exceeding this amount (old age), plus 1.3% of declared annual income up to €39,732 (disability and survivor benefits).

For self-employed persons in liberal professions, 8.23% of declared annual income up to €39,732 plus 1.87% of declared annual income above €39,732 up to €198,660 (old age); contributions for disability and survivor benefits vary depending on the sector.

Microentrepreneurs pay a unified contribution each month or quarter that varies depending on sector. The contribution finances old-age, disability, and survivors benefits; sickness and maternity benefits; and family allowances.

**Mandatory occupational pension:** 7% of annual declared income up to €39,732 plus 8% of annual declared income above €39,732 up to €158,928 for self-employed person in trade, manufacturing, and crafts. The contributions of self-employed persons in liberal professions vary depending on the sector.

**Social assistance:** None.

##### Employer

**Social insurance:** 8.55% of monthly covered payroll (old age) and 1.9% of gross monthly covered payroll (survivor allowance).

There are no minimum monthly earnings used to calculate contributions.

The maximum monthly earnings used to calculate contributions are €3,311.

Employer contributions are reduced on earnings less than 1.6 times the legal hourly minimum wage; contributions on behalf of newly recruited employees younger than age 23 are reduced under certain conditions.

Disability benefits and part of the cost of survivor benefits are financed under Sickness and Maternity.

Companies with sales revenues below €1 billion pay a social solidarity contribution of 0.16% for old-age benefits for certain self-employed persons under Sickness and Maternity.

**Mandatory occupational pension:** 4.65% to 12.75% of monthly covered payroll, depending on program.

There are no minimum monthly earnings used to calculate contributions.

The maximum monthly earnings used to calculate contributions varies depending on the program, ranging from one to eight times the maximum monthly earnings used to calculate contributions for the social insurance program.

The maximum monthly earnings used to calculate contributions for social insurance programs are €3,311.

**Social assistance:** None.

### Government

**Social insurance:** Pays contributions for long-term unemployed persons and certain persons being reintegrated into the labor market.

**Mandatory occupational pension:** None.

**Social assistance:** Finances the total cost using revenues from the general social contribution (a tax levied on all individual income) and other sources.

### Qualifying Conditions

**Old-age pension (Retraite de base, social insurance):** The legal minimum retirement age is 62. The age of automatic entitlement to a full pension is 67.

The qualifying period for a full pension varies depending on the insured's month and year of birth: 163 quarters of coverage for persons born before 1951; 164 to 167 quarters of coverage for persons born from 1952 to 1960; or 172 quarters of coverage for persons born since 1973.

Coverage may be credited for periods the insured received an unemployment benefit or a disability pension (with an assessed degree of disability of greater than 66%). Up to eight quarters of coverage may also be credited to insured women for each child; under certain conditions, four of these quarters may be awarded to the father.

There are special qualifying conditions for persons with disabilities, working mothers, persons working in arduous conditions, persons with long careers, and war veterans.

Employment must cease at retirement. Under certain conditions, a pensioner can begin a new gainful activity immediately after receiving the pension; the pensioner must wait six months before resuming the same gainful activity undertaken before retirement.

Partial pension: Age 62 and does not meet the coverage requirements for a full pension. Must have at least one quarter of coverage.

Deferred pension: The pension may be deferred if the insured qualifies for a full pension and remains in the labor force.

Child supplement: Paid if the insured has raised at least three children.

A minimum monthly old-age pension is paid if the insured does not receive more than €1,160.04 a month from all old-age pensions combined (including foreign pensions).

**Old-age pension (mandatory occupational pension):** Must receive the social insurance old-age pension.

Employment must cease (with some exceptions).

Dependent child supplement: Paid for a dependent child.

**Solidarity allowance for the elderly (Allocation de solidarité aux personnes âgées, social assistance, means tested):** Paid to low-income pensioners at age 65 and insured persons who have reached the legal minimum retirement age and are assessed as unable to work or with at least a 50% permanent disability.

Means test: Annual income must be less than €9,638.42 for a single person; €14,963.65 for a couple.

**Disability pension (Pension d'invalidité, social insurance):** Must be younger than the normal retirement age, have at least a 66.7% assessed loss of earning capacity in any occupation, and have at least 12 months of coverage before the disability began and 600 hours of employment in the last 12 months, including 200 hours in the last three months; or have contributed based on earnings of at least 2,030 times the legal hourly minimum wage, including at least 1,015 times the legal hourly minimum wage in the last six months.

The legal hourly minimum wage is €9.88.

Constant-attendance supplement: Paid if the insured requires the constant attendance of others to perform daily functions.

The disability pension is replaced by the old-age pension at the legal minimum retirement age if the insured is unable to work from age 60 to 62.

**Spouse's pension (Pension de veuve/veuf, social insurance, means tested):** There is no minimum qualifying period for the deceased.

Eligible survivors include a widow(er) aged 55 or older or who is disabled (including a divorced wife who has not remarried). Unmarried surviving partners are ineligible, even if they had a civil partnership with the deceased.

Means test: A survivor who has not remarried must have quarterly income of less than €5,137.60. The means-test threshold is adjusted annually in January.

The widow(er)'s pension may be reduced upon remarriage or cohabitation.

Child's supplement: Paid if the widow(er) is aged 55 or older and has given birth to, or raised, three or more children.

**Spouse's pension (Pension de veuve/veuf, mandatory occupational pension):** There is no minimum qualifying period for the deceased.

Eligible survivors include a widow(er) aged 55 or older or who is disabled (including a divorced wife who has not remarried). Unmarried surviving partners are ineligible, even if they had a civil partnership with the deceased. The pension is paid at any age if the spouse has two dependent children younger than age 18 (age 21 if a full-time student, an apprentice, or unemployed and part of the managers' program; age 25 if unemployed and part of the salaried employees' program; no limit if disabled).

Child's supplement: The deceased received or was entitled to receive the dependent child's supplement to the occupational old-age pension. The children must be the deceased's own children.

**Spouse's allowance (Allocation de veuvage, social insurance, means tested):** The deceased must have at least three months of coverage in the 12 months before the month of death.

Eligible survivors include a widow(er) younger than age 55 who resides in France and has not remarried or cohabited since the insured's death.

Means test: Quarterly personal income must be less than €2,278.275.

**Death grant (Capital décès, social insurance):** The deceased was employed or received an unemployment benefit, a cash sickness benefit, or a disability pension (with an assessed degree of incapacity of at least 66.67%) at the time of death.

### Old-Age Benefits

**Old-age pension (Retraite de base, social insurance):** 50% of the insured's average annual earnings is paid.

Average annual earnings based on adjusted annual earnings in the best 25 years for insured persons born since 1948.

The maximum monthly earnings used to calculate benefits are €3,311.

Partial pension: The benefit is reduced by 1.25% for each quarter of coverage less than the number required for a full benefit. There is no reduction if the insured retires at the age of automatic entitlement (age 67).

The minimum partial pension is 37.5% of the insured's reference earnings.

Deferred pension: The pension is increased for each quarter of coverage greater than the number required for a full pension. The percentage of the increase varies depending on the period during which the contributions were made (1.25% for contributions made since January 2009).

If the insured continues to work part time after the legal minimum retirement age and has at least 150 quarters of coverage 20% to 60% of the old-age pension is paid, depending on the number of working hours. The total amount of the pension and income from gainful activity must not exceed the insured's last wage before retirement.

The minimum old-age pension is €7,615.94 a year with at least one quarter of coverage.

Dependent child supplement: 10% of the old-age pension is paid.

**Old-age pension (mandatory occupational pension):** The monthly pension is the insured's lifetime pension points multiplied by the value of a pension point at retirement.

The value of a pension point is €1.25 for salaried employees; €0.43 for managers; and €0.47 for private-sector employees working under contract in the public sector.

Child supplement: 10% of the old-age pension is paid for salaried employees; 6% for managers and private-sector employees working under contract in the public sector.

**Solidarity allowance for the elderly (Allocation de solidarité aux personnes âgées, social assistance, means tested):** Paid to increase the old-age pension to €9,998.40 a year for a single person; €15,522.54 for a couple.

Benefit adjustment: Benefits are adjusted periodically based on changes in the consumer price index.

### Permanent Disability Benefits

**Disability pension (Pension d'invalidité, social insurance):** If the insured is assessed as incapable of any professional activity, the pension is 50% of the insured's average annual earnings; 30% if the insured is capable of some gainful activity.

Average annual earnings are based on adjusted annual earnings in the best 10 years.

The maximum monthly earnings used to calculate benefits are €3,311.

The minimum annual disability pension is €3,359.

Constant-attendance supplement: 40% of the disability pension is paid. The minimum monthly supplement is €1,096.49.

If the insured resumes gainful activity, the disability pension continues to be paid for six months without an income test; thereafter, the pension is suspended if total income from the pension and earnings exceeds the insured's average wage paid during the calendar year before the year the disability began.

Benefit adjustment: Benefits are adjusted periodically based on changes in the consumer price index.



## Survivor Benefits

**Spouse's pension (Pension de veuve/veuf, social insurance, means tested):** 54% of the social insurance old-age pension the deceased received or was entitled to receive is paid. If the deceased was married more than once, the spouse's pension is split among the surviving widow(er)s based on the length of their marriage to the deceased.

If the deceased had at least 60 quarters of coverage, the minimum annual spouse's pension is €3,406.47; the minimum pension is proportionately reduced for less than 60 quarters of coverage.

The maximum annual spouse's pension is €10,426.32

Child's supplement: 10% of the spouse's pension is paid (also reduced if the spouse's pension is means tested).

**Spouse's pension (Pension de veuve/veuf, mandatory occupational pension):** 50% of the occupational pension the deceased received or was entitled to receive is paid for salaried employees and managers; 60% for private-sector employees working under contract in the public sector.

**Spouse's allowance (Allocation de veuvage, social insurance, means tested):** €607.54 a month is paid for up to two years; may be extended until age 55 if the widow(er) is at least age 50.

**Death grant (Capital décès, social insurance):** A lump sum of 90 times the deceased's average daily wage in the three months before death is paid.

The maximum monthly earnings used to calculate benefits are €3,311.

The minimum death grant is €370.32.

The maximum death grant is €9,258.

Benefit adjustment: Benefits are adjusted periodically based on changes in the consumer price index.

## Administrative Organization

Ministry for Solidarity and Health (<http://solidarites-sante.gouv.fr/>) and Ministry of Economy and Finance (<https://www.economie.gouv.fr/>) provides general supervision and issues regulations.

National Old-Age Pension Insurance (<https://www.lassuranceretraite.fr/>) administers social insurance old-age pensions and survivor allowances for employees in the private sector.

Until December 31, 2019, the National Social Security Fund for Independent Workers (CNSSTI) (<https://www.secu-independants.fr/>) administers social insurance old-age pensions and survivor allowances for nonagricultural self-employed persons.

Federation Agirc-Arrco (<https://www.agirc-arrco.fr/>) administers occupational pensions for salaried employees and managers in the private sector.

Deposits and Consignment Fund (IRCANTEC) (<https://www.ircantec.retraites.fr/>) administers occupational pensions for private-sector employees working under contract in the public sector.

Central Agency of Social Security Institutions (<https://www.acoss.fr/>) oversees the joint collection agencies and administers the central accounts for contributions.

Joint collection agencies (<https://www.urssaf.fr/>) collect contributions and the general social contribution (CSG).

## Sickness and Maternity

### Regulatory Framework

**First law:** 1928.

**Current laws:** 1945 (nonagricultural employees), 1996 (social security organization), 1999 (universal coverage), 2001 (paternity leave and mutual benefit societies), 2004 (maternity insurance), 2004 (sickness insurance reform), and 2017 (self-employed persons).

**Type of program:** Social insurance system.

### Coverage

Persons employed or residing in France for at least three months, students, apprentices, interns, beneficiaries of certain social security benefits, and asylum seekers.

Pensioners residing in France or abroad are covered for medical benefits.

Voluntary coverage is available, including for French citizens working abroad.

Special systems for agricultural, mining, railroad, public utility, and public-sector employees; clergy; seamen; and agricultural self-employed persons.

### Source of Funds

**Insured person:** None.

**Self-employed person:** 0% to 6.5% of declared income, depending on the insured's income and profession.

**Employer:** 13.3% of payroll.

The employer's contributions also finance disability and survivor benefits.

**Government:** Pays contributions for long-term unemployed persons and certain persons being reintegrated into the labor market; partially finances health insurance through the general social contribution, a tax levied on all individual income.

Government contributions also finance disability and survivor benefits.

## Qualifying Conditions

**Cash sickness benefit:** Must have at least 150 hours of employment in the last three calendar months or in the 90 days immediately before the sick leave, or have contributed based on earnings of at least 1,015 times the legal hourly minimum wage in the last six calendar months. Job seekers who are currently receiving, or who have received, an unemployment benefit in the last 12 months, or who have ceased work within the last 12 months, are eligible for cash sickness benefits calculated based on their last earnings.

**Cash maternity benefit (Congé de maternité):** Must have at least 10 months of coverage and 150 hours of employment in the three calendar months before certification of pregnancy or before the prenatal maternity begins. The insured must cease work for at least eight weeks. The same qualifying conditions apply for the adoption of a child. The adoption leave period may be shared between the adopting mother and father if both are eligible. Paid to female job seekers receiving, or who have received, an unemployment benefit in the last 12 months or who have ceased work within the last 12 months.

Additional parental and early childhood benefits are provided under Family Allowances.

**Paternity benefit (Congé de paternité):** Paid to the child's natural father with at least 10 months of coverage. Paid to male job seekers receiving, or who have received, an unemployment benefit in the last 12 months or who have ceased work within the last 12 months.

Additional parental and early childhood benefits are provided under Family Allowances.

**Medical benefits:** Must have at least 60 hours of employment in the last month, paid contributions on earnings of at least 60 times the legal hourly minimum wage in the last month, 120 hours of employment in the last three months, or contributions of at least 120 times the legal hourly minimum wage in the last three months. Job seekers must be currently receiving, or have received an unemployment benefit in the last 12 months or have ceased work within the last 12 months. Also paid to the dependent survivors of an insured person for up to one year after the insured's death or until the youngest child reaches the age 3; no limit for a married or divorced surviving spouse who is raising or has raised three children and for work injury beneficiaries and their dependents.

The legal hourly minimum wage is €9.88.

## Sickness and Maternity Benefits

**Sickness benefit:** 50% of the insured's average daily earnings in the three months before the incapacity began is paid; if the insured has at least three dependent children, the sickness benefit is increased to 66.7% after 30 days.

The benefit is paid after a three-day waiting period (the employer generally pays benefits for the first three days)

for up to six months if the insured has at least 150 hours of employment in the last three months; 12 months with at least 800 hours of employment in the last 12 months, including at least 150 hours in the first three months or has contributed based on earnings of at least 2,030 times the legal hourly minimum wage, including at least 1,015 times the legal hourly minimum wage in the last six months. The benefit is paid for up to 360 days in a three-year period. Insured persons with a chronic or prolonged illness may receive the benefit for up to three years.

The legal hourly minimum wage is €9.88.

The maximum monthly earnings used to calculate benefits are €3,311.

The maximum daily sickness benefit is €44.34 (€59.12 if the insured has three or more dependent children from the 31st day to the seventh month).

A partial or full sickness benefit is paid if the insured resumes part-time work for rehabilitation purposes.

**Benefit adjustment:** Benefits are adjusted based on changes in wages once benefits have been paid for more than three months.

**Maternity benefit (Congé de maternité):** 100% of the insured's average daily earnings in the three months before the maternity leave began (minus a tax deduction) is paid for six weeks before and 10 weeks after the expected date of childbirth for the first and second child; for eight weeks before and 18 weeks after for the third child; for 12 weeks before and 22 weeks after for twins; and for 24 weeks before and 22 weeks after for multiple births of three or more children.

The benefit is paid for two additional weeks if maternity hospital care is required as the result of complications arising from the pregnancy or childbirth, except in cases of multiple births of three or more children.

If the mother dies as a result of complications arising from childbirth, the father is eligible for a paid leave period equal to the postpartum leave period followed by a paternity benefit leave period.

In the event of a miscarriage, the duration of the benefit paid is based on the duration of the maternity benefit normally paid after childbirth.

For the adoption of a child, benefits are paid for 10 weeks if the insured is raising one or two children; 18 weeks with at least three children; or 22 weeks for multiple adoptions, regardless of the number of children. The adoption leave period can be shared between the adopting mother and father, in which case the combined leave period is extended by 11 days (18 days for multiple adoptions at the same time).

The maximum monthly earnings used to calculate benefits are €3,311.

The minimum daily maternity benefit is €9.29.

The maximum daily maternity benefit is €86.

Benefit adjustment: Benefits are adjusted annually based on changes in the consumer price index.

**Paternity benefit (Congé de paternité):** 100% of the insured's average daily earnings in the three months before the paternity leave began is paid after a three-day waiting period for up to 11 consecutive days; 18 consecutive days for multiple births. (The employer pays benefits for the first three days.) The paternity leave period must be taken in the first four months after the date of childbirth.

The maximum monthly earnings used to calculate benefits are €3,311.

The minimum daily paternity benefit is €9.29.

The maximum daily paternity benefit is €86.

Schedule of payments: The benefit is paid every 14 days.

Benefit adjustment: Benefits are adjusted annually based on changes in the consumer price index.

### **Workers' Medical Benefits**

Benefits include general and specialist care, hospitalization, laboratory services, medicine, optical and dental care, maternity care, appliances, and transportation. The insured normally pays directly for services and is reimbursed by the local sickness fund.

Cost sharing: The insured pays a €1 flat-rate copayment for each medical service, up to €50 a year, €0.50 for each box of medicine and for paramedical services, and €2 for transportation costs, up to €50 a year.

After deducting the flat-rate copayment, the amount reimbursed varies depending on the type of service: 70% to 80% for medical services; 60% to 80% for paramedical services; 15% to 100% for pharmaceuticals; 60% or 100% for laboratory services; 60% to 100% for optical and appliance fees up to an annual maximum; and 80% for hospitalization (after a daily contribution of €20 or €15 in a hospital's psychiatric ward). The insured also pays €18 for any medical procedure that costs more than €120.

Certain categories of beneficiaries (disabled persons, war victims, persons suffering from chronic diseases, occupational accident victims, and pregnant women up to the twelfth day after childbirth) are exempt from cost sharing.

Salaried workers must enroll in an employer-sponsored supplementary coverage through private insurance, such as mutual benefit societies, to pay all or part of the flat-rate or daily contributions.

Insured persons who are eligible for means-tested universal sickness insurance have access to free supplemental insurance.

There is no limit to duration.

### **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

### **Administrative Organization**

Ministry for Solidarity and Health (<http://solidarites-sante.gouv.fr/>) and Ministry of Economy and Finance (<https://www.economie.gouv.fr/>) provide general supervision and issue regulations.

National Union of Sickness Insurance Funds (UNCAM) negotiates agreements with health practitioners and helps set the medical fees reimbursement schedule.

National Sickness Insurance Fund (<https://www.ameli.fr/>), governed by a bipartite body, administers the program for salaried employees.

Until December 31, 2019, the National Social Security Fund for Self-Employed Workers (<https://www.secu-independants.fr/>) administers the system for nonagricultural self-employed persons.

101 Primary Sickness Insurance Funds and four Overseas General Sickness Insurance Funds governed by bipartite bodies, register insured persons, pay cash benefits, and administer reimbursements of medical expenses.

Central Agency of Social Security Institutions (<https://www.acoss.fr/>) oversees the joint collection agencies and administers the central accounts for contributions.

Joint collection agencies (<https://www.urssaf.fr/>) collect contributions.

### **Work Injury**

#### **Regulatory Framework**

**First law:** 1898.

**Current laws:** 1946 (work injury) and 1972 (agriculture).

**Type of program:** Social insurance system.

#### **Coverage**

Employed persons, students, and certain job seekers.

Voluntary coverage for French citizens employed abroad and for employed persons without mandatory coverage.

Exclusions: Self-employed persons.

Special systems for agricultural, mining, railroad, public utility, and public-sector employees; seamen; nonagricultural self-employed persons; and self-employed persons.

#### **Source of Funds**

**Insured person:** None; voluntarily insured persons pay variable contributions depending on the assessed degree of risk.

**Self-employed person:** Not applicable.

**Employer:** Pays the total cost. Contributions vary depending on the assessed degree of risk.

**Government:** None.

### **Qualifying Conditions**

Must be assessed with a work injury or occupational disease. Accidents that occur while commuting to and from work are covered.

### **Temporary Disability Benefits**

60% of the insured's average daily earnings is paid for the first 28 days; 80% from the 29th day. The benefit is paid from the day after the incapacity for work began until recovery or certification of permanent disability.

Average daily earnings are the insured's total earnings in the last month divided by 30.42.

The maximum daily temporary disability benefit is €198.82 during the first 28 days and €265.09 thereafter.

Schedule of payments: The benefit is paid monthly.

Benefit adjustment: Benefits are adjusted based on changes in wages once benefits have been paid for a period exceeding three months.

### **Permanent Disability Benefits**

For a total (100%) disability, 100% of the insured's annual reference earnings is paid.

Annual reference earnings are the insured's total earnings in the last 12 months, up to €36,673.29, plus 33.33% of earnings exceeding €36,673.29.

The minimum annual earnings used to calculate benefits are €18,336.64.

The maximum annual earnings used to calculate benefits are €146,693.16.

Constant-attendance supplement: If the insured requires the constant attendance of others to perform daily functions, €553.73 to €1,661.22 a month is paid.

Partial disability: The annual benefit is 100% of the insured's annual reference earnings multiplied by 0.5 times the assessed degree of disability for the portion from 10% and 50% and by 1.5 for the portion greater than 50%.

The maximum annual earnings used to calculate benefits are €146,693.16.

For an assessed degree of disability of less than 10%, a lump sum of €412.35 (for an assessed degree of disability of 1%) to €4,122.39 (for an assessed degree of disability of 9%) is paid.

Schedule of payments: Benefits are paid monthly.

Benefit adjustment: Benefits are adjusted annually in January based on changes in the consumer price index.

### **Workers' Medical Benefits**

Benefits include necessary care, including medical treatment and surgery, hospitalization, medicine, appliances, rehabilitation, and transportation. The sickness fund pays for services directly.

There is no cost sharing.

There is no limit to duration.

### **Survivor Benefits**

#### **Survivor pension**

*Spouse's pension (Pension de veuve/veuf):* 40% of the deceased's annual reference earnings is paid.

Annual reference earnings are the deceased's total earnings in the last 12 months of work, up to €36,673.29, plus 33.33% of earnings exceeding €36,673.29.

The minimum annual earnings used to calculate benefits are €18,336.64.

The maximum annual earnings used to calculate benefits are €146,693.16.

Eligible survivors include a surviving or separated spouse or partner whose marriage or civil partnership began before the accident occurred or the onset of the occupational disease that resulted in the insured's death. The condition of marriage or partnership is waived if the couple had a child.

A divorced or separated spouse receiving alimony receives a pension equal to the amount of the alimony but not exceeding 20% of the deceased's average earnings in the last 12 months of work.

Supplement for an elderly or disabled survivor: 20% of the pension is paid. The survivor must be aged 55 or older or have an assessed disability of at least 50%.

The pension ceases upon remarriage and a lump sum of three years of the spouse's pension is paid; if the survivor cares for one or more children receiving an orphan's pension, the spouse's pension is paid until payment of the orphan's pension ceases.

*Orphan's pension (Pension d'orphelin):* 25% of the deceased's average earnings in the last 12 months of work is paid for each of the first two children younger than age 20; 20% for each additional child; 30% each full orphan.

*Other eligible survivors:* 10% of the deceased's average earnings in the last 12 months of work is paid for each dependent parent, up to 30%.

If all survivor benefits combined exceed 85% of the deceased's average earnings in the last 12 months of work, pensions are proportionately reduced.

Schedule of payments: Benefits are paid quarterly; monthly if the total survivor pension is 50% or more of the deceased's earnings.

Benefit adjustment: Benefits are adjusted annually in January based on changes in the consumer price index.

**Funeral grant (Allocation funéraire):** The cost of the funeral is paid, up to €1,655.50.

### Administrative Organization

Ministry for Solidarity and Health and Ministry of Economy and Finance (<https://www.economie.gouv.fr/>) provide general supervision and issue regulations.

National Union of Sickness Insurance Funds negotiates agreements with health practitioners and sets the medical fees reimbursement schedule.

National Sickness Insurance Fund (<https://www.ameli.fr/>), governed by a bipartite body, administers the program.

101 Primary Sickness Insurance Funds and four Overseas General Sickness Insurance Funds, governed by bipartite bodies, register insured persons, pay cash benefits, and administer reimbursements of medical expenses.

Central Agency of Social Security Institutions (<https://www.acoss.fr/>) oversees the joint collection agencies and administers the central accounts for contributions.

Joint collection agencies (<https://www.urssaf.fr/>) collect contributions.

## Unemployment

### Regulatory Framework

**First law:** 1905.

**Current laws:** 1958 (unemployment), 1973 (social assistance), 1984 (social insurance and social assistance), 1988 (minimum benefit), 2009 (unemployment compensation), 2013 (interprofessional agreement), and 2014 (unemployment compensation).

**Type of program:** Social insurance and social assistance system.

### Coverage

**Social insurance:** Employed persons residing in France or in the principality of Monaco, including apprentices, household workers, and child caregivers.

Exclusions: Civil servants and self-employed persons.

Special systems for construction workers, dockworkers, merchant seamen, aviators, household workers, doorkeepers, disabled personnel in sheltered workshops, journalists, performing artists, and certain expatriates.

**Social assistance:** Long-term unemployed persons residing in France who are not entitled to unemployment insurance benefits or whose benefits have been exhausted and certain other designated categories of unemployed persons.

## Source of Funds

### Insured person

**Social insurance:** 0.95% of gross covered earnings (none as of October 1, 2018).

The maximum monthly earnings used to calculate contributions are €13,244.

**Social assistance:** None.

### Self-employed person

**Social insurance:** Not applicable.

**Social assistance:** None.

### Employer

**Social insurance:** 4.05% of covered payroll; and 0.15% of covered payroll to finance the salary guarantee fund if the employer becomes bankrupt.

The maximum monthly earnings used to calculate contributions are €13,244.

The employer pays an additional contribution for employees with contracts of less than three months duration.

**Social assistance:** None.

### Government

**Social insurance:** None.

**Social assistance:** The total cost.

## Qualifying Conditions

**Unemployment benefit (Indemnisation du chômage, social insurance):** Must be younger than the legal minimum retirement age (or, under certain conditions, the age of automatic retirement for a full pension). Must have at least 88 days of contributions or 610 hours of work in the last 28 months before unemployment if younger than age 53 (36 months if aged 50 or older). The insured must be registered at an employment office, and be capable of, and available for, work. Unemployment must not be due to voluntary leaving, misconduct, or the refusal of a suitable job offer.

**Specific solidarity allowance (Allocation de solidarité spécifique, social assistance, income tested):** Must have at least five years of employment in the last 10 years before unemployment, no longer be entitled to unemployment benefits, and be registered at an employment office. An insured person aged 50 or older can choose between the specific solidarity allowance and the unemployment benefit.

**Income test:** Average monthly household income (excluding social benefits, savings, and alimony) before entitlement to unemployment benefits ceased must not exceed €1,153.60 for a single person; €1,812.80 for a couple.

**Temporary waiting period allowance (Allocation temporaire d'attente, social assistance, income tested):** Paid to certain unemployed persons (persons awaiting reintegration, asylum seekers, certain foreigners) who are

not entitled to unemployment benefits. The insured must be actively seeking employment.

Income test: Monthly income must be less than the active solidarity income.

### Unemployment Benefits

**Unemployment benefit (Indemnisation du chômage, social insurance):** 57% to 75% of the insured's average daily wage in the last 12 months is paid after a seven-day waiting period. The benefit is paid for as many months as the insured has contributed, up to 24 months (36 months if aged 50 or older).

The maximum monthly earnings used to calculate benefits are €13,244.

The insured may work and receive an unemployment benefit. The insured's total income must not exceed the insured's average daily wage in the last 12 months.

Certain financial support is provided to unemployed persons to encourage geographical relocation and vocational training. Employers who hire job seekers registered at an employment office for at least six months may receive financial incentives.

**Specific solidarity allowance (Allocation de solidarité spécifique, social assistance, income tested):** If household income is from €659.20 to €1,153.60 for a single person or from €1,318.40 to €1,812.80 for a couple, the monthly benefit is the difference between the household income and €1,153.60 or €1,812.80, respectively. The benefit is awarded for a six-month period and is renewable if qualifying conditions are still satisfied. The benefit ceases when the insured reaches the legal minimum retirement age (or the automatic age of entitlement for a full pension).

The beneficiary may work and receive the solidarity allowance (up to a maximum) for up to 12 months.

**Temporary waiting period allowance (Allocation temporaire d'attente, social assistance, income tested):** €311.49 a day is paid for up to 12 months.

The insured may work and receive the temporary waiting period allowance (up to a maximum) for up to 12 months.

### Administrative Organization

Ministry of Labor, Employment, Vocational Training, and Social Dialogue (<http://travail-emploi.gouv.fr/>) provides general supervision and administers the social assistance program.

National Inter-occupational Union for Employment in Industry and Commerce (<https://www.unedic.org/>) managed by bipartite bodies, administers the social insurance program.

Employment Center (<https://www.pole-emploi.fr/>), nationally governed by a tripartite institution and organized in regional agencies, collects contributions, registers job seekers, and pays benefits.

## Family Allowances

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### Regulatory Framework

**First law:** 1932.

**Current law:** 1946 (family benefits).

**Type of program:** Universal system.

### Coverage

Residents of France.

### Source of Funds

**Insured person:** None.

**Self-employed person:** 2.15% to 5.25% of declared income, depending on income level.

**Employer:** 3.45% of monthly payroll for earnings up to 3.5 times the legal monthly minimum wage; 5.25% for earnings exceeding that amount.

The legal monthly minimum wage is €1,498.47.

**Government:** Provides variable subsidies to cover contributions for the long-term unemployed, and for people being re-integrated into the labor market under certain circumstances. A portion (0.85%) of revenues from the general social contribution, a tax levied on all individual income.

### Qualifying Conditions

**Family allowance (Allocations familiales):** Must have two or more dependent children (except in overseas departments, where a reduced allowance is paid) aged younger than age 20 (up to age 21 if family allowances have been paid for at least three children in the same household). The monthly earnings of a working child must not exceed €907.19 (€918.35 as of April 2018).

**Supplement:** Paid for a dependent child aged 14 or older (except for the first child in families with two dependent children).

**Early childhood benefit (Prestation d'accueil du jeune enfant):** Paid for a newborn child, an adopted child, or a foster child in the process of adoption.

The benefit has four components:

**Birth or adoption grant (Prime à la naissance ou à l'adoption, income tested):** Paid for a birth if the pregnancy is declared within the first 14 weeks or for the adoption of a child aged younger than age 20.

Income test: Total annual family income must not exceed a maximum that varies depending on the number of children and family situation. For a single person or a couple with two incomes, €45,575 with one child, €52,044 with two children, €58,513 with three children, plus €6,469 for each additional child; for a couple with a sole breadwinner,

€35,872 with one child, €42,341 with two children, €48,810 with three children, plus €6,469 for each additional child.

**Base allowance (Allocation de base, income tested):** Paid from the month after the child's birth or adoption until the child reaches age 3, or for one year in the case of the adoption of a child aged older than age 3 but younger than age 20. The benefit is only paid for one child at a time, except in the case of multiple births, and cannot be combined with a family supplement.

Income test: Total family income must not exceed a maximum that varies depending on the number of children and family situation. For a single person or a couple with two incomes, €38,223 with one child; €43,648 with two children, €49,073 with three children, and €5,415 for each additional child; for a couple with a sole breadwinner, €30,086 with one child, €35,511 with two children, €40,936 with three children, plus €5,415 for each additional child.

**Benefit for reduced work (Prestation partagée d'éducation de l'enfant):** Paid to parents who suspend or reduce work to raise a child younger than age 3. The parent must have contributed to social insurance for at least eight quarters in the two years before the child's birth for the first child, in the last four years for families with two children, or in the last five years for families with three or more children.

The benefit is paid for up to six months (up to 12 months for a single-parent) for the first child up to age 1; for up to 24 months (up to 36 months for a single parent) for the second and each additional child up to age 3; and for up to 48 months (up to 72 months for a single parent) for a child up to age 6 in the case of multiple births.

The benefit can be shared between two parents working part-time.

**Supplement for childcare (Complément de libre choix du mode de garde):** Paid for children younger than age 6 who were born or adopted before January 1, 2015. The parents must be working and paying for childcare by an accredited caregiver or home worker for at least 16 hours a month. The parents' contribution to the child caregiver's salary must not be less than 15% of the caregiver's total salary. If childcare is provided in a daycare center (microcrèche), the cost may not exceed a certain hourly amount.

A family that uses the services of an accredited caregiver and a home-based childcare provider may receive two types of childcare supplements under certain conditions.

**Parental allowance for a sick child (Allocation journalière de présence parentale):** Paid to a parent who has fully or partially ceased employment to care for a child younger than age 20 who is seriously sick, injured, or disabled and requires the constant attendance of others. May not receive a benefit for reduced work or the special parental allowance for a child with a disability.

**Special parental allowance for a child with a disability (Allocation d'éducation de l'enfant handicapé):** Paid for children up to age 20 with an assessed disability of at least 50%. May not receive the parental allowance for a sick child at the same time.

**Family support allowance (Allocation de soutien familial, income tested):** The benefit is paid to an orphan or abandoned child or as a supplement to alimony for a child that is raised by a single parent who lives alone with the child.

**Back to school benefit (Allocation de rentrée scolaire, income tested):** Paid to schoolchildren, apprentices, or students aged 6 to 18. The net monthly earnings of a working child must not exceed €907.17 (€918.35 as of April 2018). Children aged 16 to 18 must provide evidence of continuing studies or apprenticeship.

Income test: Total annual family income must not exceed €24,404 for families with one child; €30,036 with two children; €35,688 with three children; plus €5,632 for each additional child.

**Family supplement (Complément familial, income tested):** Paid to families with at least three children older than age 3 but younger than age 21.

Income test: Total annual family income must not exceed a maximum that varies depending on the number of children and family situation. For a single person or a couple with two incomes, €23,111 for three children; €26,260 for four children; €29,409 for five children; €32,496 for six children; plus €3,149 for each additional child. For a couple with a sole breadwinner, €18,893 for three children; €22,042 for four children; € 25,191 for five children; €28,286 for six children; plus €6,297 for each additional child.

**Housing allowance (Allocation de logement sociale, means tested):** Paid to low-income households to subsidize housing costs.

Means test: Total family income must not exceed a maximum that varies depending on the number of children, family situation, amount of rent paid, and the location and type of housing.

**Home moving allowance (Prime de déménagement, means tested):** Paid to large families (with three or more children) who move homes because of an increase in their household size as the result of a birth or an adoption. The family must be entitled to the housing allowance.

**Minimum income guarantee (Revenu de solidarité active, income tested):** Paid to persons aged 25 or older with low or no income. There are no age requirements for pregnant women, parents with at least one dependent child, or employed persons aged 18 to 25 who were working full-time for at least two of the last three years.

Income test: Total monthly income must not exceed €550.93 for a single person without children; €826.40 with one child; €991.68 with two children; plus €220.37 for

each additional child. For a single parent with one child, €943.28; €1,179.10 with two children; plus €235.82 for each additional child. For a couple without children, €826.40; €991.68 with one child; €1,156.96 with two children; plus €220.37 for each additional child. (April 2018).

**In-work benefit (Prime d'activité, income tested):** Paid to low-income workers, including self-employed persons, students, interns, apprentices, and persons on parental leave or work-related sabbatical.

Income test: Income must not exceed a maximum that varies depending on the type of activity.

**Allowance for disabled adults (Allocation aux adultes handicapés, income tested):** Paid to persons older than age 20 (age 16 under certain conditions).

Income test: The annual income must not exceed €9,728.28 for a single person; €19,456.56 for a couple. The income threshold is increased by €4,864 for each dependent child.

### Family Allowance Benefits

**Family allowance (Allocations familiales):** The amount varies depending on the number of eligible children and family income: €32.47 (€32.79 as of April 2018) to €129.86 (€131.16 as of April 2018) with two children; €74.06 (€74.80 as of April 2018) to €296.24 (€299.2 as of April 2018) with three children; and €41.60 (€42 as of April 2018) to €166.38 (€168.04 as of April 2018) for each additional child.

A monthly supplement of €16.23 (€16.39 as of April 2018) to €64.93 (€65.58 as of April 2018) is paid for children older than age 14 (except for the first child in a two-child family).

A monthly flat-rate allowance of €20.53 (€20.73 as of April 2018) to €82.11 (€82.93 as of April 2018), depending on family income, is paid for up to a year to families with three or more children whose family allowances are reduced when the older child reaches age 20.

**Early childhood benefit (Prestation d'accueil du jeune enfant):** The benefit has four components:

*Birth or adoption grant (Prime à la naissance ou à l'adoption, income tested):* A lump sum of €923.08 (€941.08 as of April 2018) is paid for each child two months after birth (€1,846.15 for an adopted child; €1,883.36 as of April 2018).

*Base allowance (Allocation de base, income tested):* A monthly allowance of €92.31 (€85.36 as of April 2018) or €184.62 (€170.71 as of April 2018), depending on family income, is paid from the month after childbirth up to the month preceding the child's third birthday.

*Benefit for reduced work (Prestation partagée d'éducation de l'enfant):* The full monthly rate is €392.09 (€396.01 as of April 2018); €253.47 (€256.01 as of April 2018) a month if the insured person works less than half the normal working period; €146.21 (€147.67 as of April 2018) a month if working from 50% to 80% of the normal working period.

The benefit is paid from the month after childbirth, adoption, or the end of the maternity, paternity, or adoption leave period. The duration depends on family situation and the number of children and ranges from six months if there is only one child in a two-parent family to 36 months in a single-parent family.

*Supplement for child care (Complément de libre choix du mode de garde):* An income-related cash benefit based on the number of children and family income is paid to compensate for childcare costs. The benefit is paid for each child if care is provided by an accredited caregiver or as a global payment to the family if the caregiver is not an accredited caregiver (families must share the payment for caregivers who work for more than one family).

The supplement for child care varies from €175.07 and €462.78 for a child younger than age 3, and from €87.54 to €231.39 for a child aged 3 to 6.

The family allowances fund also reimburses the total social security contributions for an accredited caregiver or 50% of the social security contributions for a home-based childcare provider. Social security contributions are paid on the care provider's salary, up to a maximum.

The childcare supplement can be combined with the benefit for reduced work to parents who work part time.

If the child attends a daycare center, the fee varies depending on family income.

**Parental allowance for a sick child (Allocation journalière de présence parentale):** A daily benefit of €43.14 (€51.26 for a single-parent family) is paid for each day of leave, up to 22 days a month. The benefit is paid for up to six months. A reduced benefit is paid to each parent if both reduce their activity to take care of the child.

Parents can opt for a parental leave period of up to 310 working days spread over a three-year period to provide care for a sick child. A means-tested health care cost supplement of €110.34 is provided.

**Special parental allowance for a disabled child (Allocation d'éducation de l'enfant handicapé):** €130.51 a month is paid. A supplement varying from €97.88 to €1,107.49 is paid for care provided by a third person. An additional amount may be paid for expenses related to the child's medical condition.

**Family support allowance (Allocation de soutien familial, income tested):** €109.65 a month is paid for a single parent caring for a child; €146.09 a month if the child is not supported by either parent.

**Back to school benefit (Allocation de rentrée scolaire, income tested):** The benefit is €364.09 if the child is aged 6 to 10; €384.17 if aged 11 to 14; €397.49 if aged 15 to 18. The benefit is paid in August for children younger than age 16.



**Family supplement (Complément familial, income tested):** A monthly flat-rate allowance of €169.03 or €236.71, depending on family income, is paid.

**Housing allowance (Allocation de logement sociale, means tested):** A variable monthly amount is paid depending on rent level, income, and the number of children.

**Home moving allowance (Prime de déménagement, means tested):** Paid to cover the cost of moving to another home, up to a maximum based on the number of children (€974.90 for three children plus €82.24 for each additional child).

**Minimum income guarantee (Revenu de solidarité active, income tested):** The difference between a flat-rate amount and individual or family income is paid. The flat-rate amount varies depending on the size of the household: from €545.48 for a single person with no children to €1,145.50 for a couple with two children. A supplement of €218.19 is paid for each additional child. The amount is increased for a pregnant woman who lives alone or who has one or more dependent children: €700.46 for a pregnant woman who lives alone; €933.94 for a single parent with a dependent child; €1,167.43 for a single parent with two dependent children; plus €233.48 for each additional child.

**In-work benefit (Prime d'activité, income tested):** A monthly flat-rate allowance of €524.68 is paid. The flat-rate allowance is increased to €787.02 for persons living alone with one dependent child, and to €944.42 with two dependent children. A supplement is also paid depending on the composition of the household: an additional 50% of the flat-rate allowance for the first additional person; 30% for second additional person; and 40% for each additional person if there are more than two dependent children or persons younger than age 25 in the household.

Benefit adjustment: Family benefit amounts are adjusted annually on April 1, based on forecasted changes in the retail price index. Means-tested benefits are adjusted in July based on the average change in the retail price index during the reference calendar year.

**Allowance for disabled adults (Allocation aux adultes handicapés, income tested):** Up to €810.69 a month (€819 as of April 2018) is paid for disabled persons with an assessed degree of disability of at least 50%.

Persons assessed with an assessed degree of disability of at least 80% receive a supplement of up to €179.31.

### **Administrative Organization**

Ministry for Solidarity and Health (<http://solidarites-sante.gouv.fr/>) and Ministry of Economy and Finance (<https://www.economie.gouv.fr/>) provide general supervision and issue regulations.

National Family Allowances Fund (<http://www.caf.fr/>), governed by a tripartite body, coordinates and supervises the local funds and ensures financial equalization.

102 Local Family Allowances Funds, governed by a tripartite body, pay benefits.

Central Agency of Social Security Institutions (<https://www.acoss.fr/>) oversees the joint collection agencies and administers the central accounts (for contributions).

Joint collection agencies (<https://www.urssaf.fr/>) collect contributions.

## Germany

Exchange rate: US\$1.00 = 0.83 euro (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First laws:** 1889 (old age and disability), implemented in 1891; and 1911 (survivors), implemented in 1914.

**Current laws:** 1989 (pension insurance) and 2003 (social assistance).

**Type of program:** Social insurance and social assistance system.

Note: The social security systems of the Federal Republic of Germany (FRG) and the German Democratic Republic (GDR) were merged in 1992. Throughout the profile, those particular provisions that are in force in the federal states of the former GDR are preceded by the designation “E” (East).

#### Coverage

**Social insurance:** Employed persons, including apprentices; and under certain conditions self-employed persons; military personnel; caregivers; and persons receiving unemployment, sickness, and other benefits.

Voluntary coverage for persons exempt from compulsory coverage, including German citizens residing abroad and foreign residents in Germany.

Special systems for certain self-employed persons, miners, public-sector employees, civil servants, certain military personnel, and farmers.

**Social assistance:** Needy residents of Germany, including foreign citizens under certain conditions.

#### Source of Funds

##### Insured person

**Social insurance:** 9.3% of monthly covered earnings above €850; a reduced contribution for monthly earnings up to €850; voluntary contributions for monthly earnings up to €450.

There are no minimum earnings used to calculate contributions.

The maximum annual earnings used to calculate contributions are €78,000 (E–€69,600).

**Social assistance:** None.

##### Self-employed person

**Social insurance:** 18.6% of monthly covered income.

The minimum monthly contribution is €83.70.

The maximum monthly contribution is €1,209 (E–€1,078.80) or a flat-rate amount of €566.37 (E–€501.27), depending on the type of coverage chosen by the self-employed person.

**Social assistance:** None.

##### Employer

**Social insurance:** 9.3% of monthly covered payroll; 15% for employees with monthly earnings up to €450.

The maximum annual earnings used to calculate contributions are €78,000 (E–€69,600).

**Social assistance:** None.

##### Government

**Social insurance:** Subsidizes the cost of certain benefits; pays contributions for caregivers who provide unpaid care for at least 10 hours a week.

**Social assistance:** The total cost.

#### Qualifying Conditions

**Old-age pension (Altersrente, social insurance):** Age 65 and 7 months (gradually rising by one month a year until 2023 and then by two months a year until reaching age 67 in 2029) with at least five years of contributions.

Age 63 and 6 months (gradually rising by two months a year until reaching age 65 in 2029) with at least 45 years of contributions, or age 63 and 9 months (gradually rising by one month a year until 2021 and then by two months a year until reaching age 65 in 2029) with at least 35 years of contributions and at least a 50% assessed degree of disability.

Contributions may be credited to caregivers if they provide a total of 10 hours of unpaid home care a week, distributed over at least two days a week. The caregiver must not have more than 30 hours of paid employment a week.

Contributions may be credited to parents who care for children younger than age 3. For parents with at least 25 years of paid or credited contributions, additional years are credited if employed while providing care to a child up to age 10, and if not working but providing care to at least two children up to age 10.

Compensation amount for low-income workers (Ausgleichsbetrag für Arbeitnehmer mit geringem Einkommen): Paid if the insured has at least 35 years of contributions and less than 0.0625 earnings points for calendar months before 1992 (equal to 75% of the value of contributions for the average national earnings of all insured).

Individual earnings points are calculated as the insured's earnings for each contribution year divided by the average national earnings (including certain credited contributions and supplements) for all insured persons in the same year, multiplied by the normal entry factor (Zugangsfaktor).

Early pension (Vorzeitige Altersrente): Age 63 (gradually rising to age 67 by 2029) with at least 35 years of contributions, subject to further conditions.

Earnings test: From age 63 up to the normal retirement age, employment may continue and a reduced benefit is paid. From the normal retirement age, there is no penalty for continuing to work.

Deferred pension (Aufgeschobene Altersrente): The pension may be deferred after the normal retirement age. There is no age limit.

Pension splitting (Rentensplitting): Spouses or civil partners with at least 25 years of contributions each can split their pensions into equal parts if both partners have reached the normal retirement age and at least one of them is entitled to a full pension, or in case of death of one of the partners. The marriage or partnership must have begun after 2001; before 2002 if both spouses or civil partners were born after January 1, 1962.

**Basic income support (Grundsicherung im Alter und bei Erwerbsminderung, social assistance, means tested):** Must be unable to provide for his or her own subsistence, and have reached the normal retirement age or be assessed with a permanent total loss of earning capacity.

Means test: The spouse's or cohabiting partner's income and assets are taken into consideration.

Basic income support is not provided if a parent or child has an annual income above €100,000.

**Disability pension (Erwerbsminderungsrente, social insurance):** Must have a total loss of working capacity due to illness or disability, be unable to work more than three hours a day under general labor market conditions, and have at least five years of contributions and 36 months of compulsory contributions in the last five years before the disability began. Special conditions apply, including for a reduction in earning capacity that is the result of a work injury or following vocational training.

Partial disability (Rente bei teilweiser Erwerbsminderung): Must be able to work at least three hours but not more than six hours a day under general labor market conditions; if born before January 2, 1961, must be unable to work at least six hours a day in the usual or a similar occupation.

**Spouse's pension (Witwen-/Witwerrente, social insurance):** The deceased had at least five years of contributions or was a pensioner at the time of death. The widow(er) or surviving civil partner must have been married or partnered to the deceased for at least one year.

Small spouse's pension (Kleine Witwen-/Witwerrente): Paid to a widow(er) or surviving civil partner who has not remarried or begun a new civil partnership since the insured's death. The pension is paid for up to two years after the insured's death.

Large spouse's pension (Große Witwen-/Witwerrente): Paid to a widow(er) or surviving civil partner who qualifies for

the small spouse's pension and is aged 45 or older (gradually rising to age 47 by 2029), cares for a child younger than age 18, or has a reduced earning capacity.

Child's supplement (Kinderzuschlag): Paid to a widow(er) or surviving civil partner receiving the small or large spouse's pension and who has raised or is raising a child younger than age 3. The supplement is not paid if the spouse died before 2002, or if the marriage took place before that date and at least one spouse or civil partner was born before January 2, 1962.

**Orphan's pension (Waisenrente, social insurance):** Paid for children younger than age 18 (age 27 if a student; in training; participating in a voluntary social, ecological, or federal service year; or disabled).

### Old-Age Benefits

**Old-age pension (Altersrente, social insurance):** The pension is based on total individual earnings points multiplied by the pension factor and the pension value.

Individual earnings points are calculated as the insured's earnings for each contribution year divided by the average national earnings (including certain credited contributions and supplements) for all insured persons in the same year multiplied by the normal entry factor (Zugangsfaktor).

Individual earnings points are calculated as the insured's earnings for each contribution year divided by the average national earnings (including certain credited contributions and supplements) of all insured persons in the same year, multiplied by the normal entry factor (Zugangsfaktor).

Average national earnings are €37,837 (provisional figure for 2018).

The normal entry factor is 1.0 and increases or decreases based on the age at which the insured is first awarded a pension.

The pension factor for the old-age pension is 1.0.

The pension value is the monthly benefit amount for each individual earnings point. The pension value is adjusted annually in July based on changes in wages. The current pension value is €31.03 (E-€29.69) (July 2017).

There is no minimum old-age pension.

The value of credited contributions for certain caregivers providing unpaid care for at least 10 hours a week varies depending on the type and level of care provided.

For births since 1992, a parent providing care to a child up to age 3 receives one earnings point for each year of care up to three years; for births before 1992, up to two years. For a parent with at least 25 years of paid or credited contributions who continues to work while providing care to a child up to age 10, the value of contributions paid is increased to 1.5 times the value, up to the value of contributions for average earnings of all insured persons; nonworking parents providing care to at least two children up to age 10 receive 0.33 earnings points a year.

Compensation amount for low-income workers (Ausgleichsbetrag für Arbeitnehmer mit geringem Einkommen): The value of contributions paid before 1992 is increased to 1.5 times the value, up to 75% of the value of contributions for the average national earnings of all insured persons (0.0625 earnings points a month).

Early pension (Vorzeitige Altersrente): The entry factor (1.0) is reduced by 0.003 for each calendar month the pension is claimed before the normal retirement age.

Earnings test: Benefits are reduced by 40% of earnings for annual earnings above €6,300 until the insured reaches the normal retirement age.

Deferred pension (Aufgeschobene Altersrente): The entry factor (1.0) is increased by 0.005 for each calendar month the pension is deferred after the normal retirement age.

Pension splitting (Rentensplitting): The pension of the spouses or civil partners is calculated by splitting the pension rights accrued by both members of the couple during their marriage or civil partnership into equal parts.

**Basic income support (Grundsicherung im Alter und bei Erwerbsminderung, social assistance, means tested):** The difference between the beneficiary's assessed monthly need (basic monthly need, reasonable housing costs, and additional individual needs) and net monthly income is paid.

The basic monthly need is €332, €374, or €416, depending on the beneficiary's family composition, and is increased by €240 for each child younger than age 6; €296 for each child aged 6 to 13; and €316 for each child aged 14 to 17.

Benefit adjustment: Benefits are adjusted annually in July based on changes in the pension value; absolute decreases in pension benefits are not permitted. The adjustment formula also takes into account changes in the ratio between the number of pensioners and contributors. The value of the basic income support is adjusted annually based on expenditure data for low income households that is collected through regular surveys.

### Permanent Disability Benefits

**Disability pension (Erwerbsminderungsrente, social insurance):** The pension is the total individual earnings points multiplied by the pension factor and the pension value.

Individual earnings points are calculated as the insured's earnings for each contribution year divided by the average national earnings (including certain credited contributions and supplements) for all insured persons in the same year multiplied by the normal entry factor (Zugangsfaktor).

The normal entry factor is 1.0 and is reduced by 0.003 for every calendar month the pension is claimed before age 64 (gradually rising to age 65 by 2024), up to a maximum reduction of 0.108.

The pension factor for the disability pension with a total disability is 1.0.

The pension value is the monthly benefit amount for each individual earnings point. The pension value is adjusted annually in July based on changes in wages. The current pension value is €31.03 (E-€29.69) (July 2017).

If the disability began before age 62, the period from the date of the reduction in earning capacity up to age 62 and three months (gradually increasing to age 65 by 2024) is taken fully into account in the pension calculation.

Earnings test: Benefits are reduced by 40% of earnings for annual earnings above €6,300.

The disability pension ceases at the normal retirement age and is replaced by the old-age pension. The old-age pension paid must be at least equal to the disability pension.

Partial disability (Rente bei teilweiser Erwerbsminderung): The monthly pension is calculated in the same way as the disability pension paid for a total disability, but the pension factor is 0.5.

Benefit adjustment: Benefits are adjusted annually in July based on changes in the pension value; absolute decreases in pension benefits are not permitted. The adjustment formula also takes into account changes in the ratio between the number of pensioners and contributors.

### Survivor Benefits

**Spouse's pension (Witwen-/Witwerrente, social insurance):** The pension is based on the deceased's total individual earnings points multiplied by the pension factor and the pension value.

Individual earnings points are calculated as the insured's earnings for each contribution year divided by the average national earnings (including certain credited contributions and supplements) for all insured persons in the same year multiplied by the normal entry factor (Zugangsfaktor).

The normal entry factor for all survivor pensions is 1.0 and is reduced by 0.003 for each calendar month the deceased died before age 64, up to a maximum reduction of 0.108.

The pension factor is 1.0 for the first three months after the insured's death; thereafter, 0.25 if the survivor is receiving the small spouse's pension or 0.55 if receiving the large spouse's pension (0.6 if the marriage or civil partnership began before 2002 and one spouse or civil partner was born before January 2, 1962, or if the insured died before 2002).

The pension value is the monthly benefit amount for each individual earnings point. The pension value is adjusted annually in July based on changes in wages. The current pension value is €31.03 (E-€29.69) (July 2017).

Small spouse's pension (Kleine Witwen-/Witwerrente): Paid for two years; for an unlimited duration if the marriage or civil partnership began before 2002, lasted for more than one year, and the surviving spouse or civil partner was born before January 2, 1962.

Large spouse's pension (Große Witwen-/Witwerrente): Paid for an unlimited duration.

The spouses' pensions cease upon remarriage.

Special rules apply for spouses divorced before July 1, 1977.

Earnings test: The benefit is reduced by 40% of the survivor's net income above €819.19 (E-€783.82) from the fourth month of payment.

Child's supplement (Kinderzuschlag): For each month the spouse or civil partner cared for a child, 0.1010 individual earnings points a month are awarded for the first 36 months plus 0.0505 for each subsequent month.

#### **Orphan's pension (Waisenrente, social insurance):**

The orphan pension is calculated in the same way as the spouse's pension. The pension factor is 0.1 for a half orphan and 0.2 for a full orphan. Supplements depend on the length of the insured's contribution period and other factors.

Benefit adjustment: Benefits are adjusted annually in July based on changes in the pension value; absolute decreases in pension benefits are not permitted. The adjustment formula also takes into account changes in the ratio between the number of pensioners and contributors.

#### **Administrative Organization**

Federal Ministry of Labor and Social Policy (<https://www.bmas.de/>) provides general supervision.

Federal Insurance Institute (<https://www.bundesversicherungsamt.de/>) oversees Federal German Pension Insurance.

Federal German Pension Insurance ([https://www.deutsche-rentenversicherung.de/Bund/de/Navigation/0\\_Home/home\\_node.html/](https://www.deutsche-rentenversicherung.de/Bund/de/Navigation/0_Home/home_node.html/)) administers the program jointly with regional offices and the pension insurance body for railway workers and seafarers ([https://www.deutsche-rentenversicherung.de/KnappschaftBahnSee/de/Navigation/0\\_Home/home\\_node.html/](https://www.deutsche-rentenversicherung.de/KnappschaftBahnSee/de/Navigation/0_Home/home_node.html/)).

Sickness funds collect contributions and forward them to Federal German Pension Insurance institutions.

Welfare offices administer the basic income support program.

#### **Sickness and Maternity**

##### **Regulatory Framework**

**First law:** 1883 (sickness insurance), implemented in 1884.

**Current laws:** 1988 (sickness), 1994 (long-term care), and 2017 (maternity).

**Type of program:** Social insurance system.

##### **Coverage**

**Sickness, maternity, and medical benefits:** Wage and salary workers with annual earnings up to €59,400 (€53,100

if covered by private insurance before 2003); pensioners, students, persons with disabilities, apprentices, and recipients of unemployment benefits.

Family insurance: Spouses, partners, and children of an insured person are covered free of charge under certain conditions.

Voluntary coverage is available for persons not subject to statutory insurance or who cease to be covered by family insurance.

Citizens of Germany without statutory insurance, including self-employed persons and public-sector employees, are required to purchase insurance for themselves and family members from private insurance companies; each insurance plan must meet certain minimum standards.

Special systems for miners, artists, journalists, and farmers.

**Long-term care benefits:** Persons covered by the statutory sickness insurance system. Persons with private sickness insurance must buy equivalent private long-term care coverage.

#### **Source of Funds**

##### **Insured person**

**Sickness, maternity, and medical benefits:** 7.3% of monthly covered earnings; 7.3% of the monthly pension for pensioners. An additional monthly contribution is paid that varies by sickness fund, up to 1.7% of monthly covered earnings or the monthly pension (an average of 1% in January 2018).

The maximum monthly earnings used to calculate contributions are €4,425.

**Long-term care benefits:** 1.275% of monthly covered earnings in most federal states (1.775% in Saxony); 1.275% of the monthly pension for pensioners in most federal states (1.775% in Saxony). Childless insured persons older than age 23 contribute an additional 0.25% of monthly covered earnings.

The maximum monthly earnings used to calculate contributions are €4,425.

##### **Self-employed person**

**Sickness, maternity, and medical benefits:** Not applicable.

**Long-term care benefits:** Not applicable.

##### **Employer**

**Sickness, maternity, and medical benefits:** 7.3% of monthly covered payroll; pension funds contribute 7.3% of the monthly pension for pensioners. There are special conditions for monthly earnings of less than €850.

The maximum monthly earnings used to calculate contributions are €4,425.

**Long-term care benefits:** 1.275% of monthly covered earnings in most federal states (0.775% in Saxony); pension

funds contribute 1.275% of the monthly pension for pensioners in most federal states (1.775% in Saxony).

The maximum monthly earnings used to calculate contributions are €4,425.

### Government

**Sickness, maternity, and medical benefits:** A flat-rate payment for non-insurance benefits provided by the statutory sickness insurance institutions (€14.5 billion in 2017).

**Long-term care benefits:** Contributes for unemployed persons, pensioned farmers, and students receiving benefits under the Federal Training Assistance Act (BAföG).

### Qualifying Conditions

**Cash sickness benefit (Krankengeld):** Paid to members of sickness funds who are unable to work due to illness, are receiving medical treatment covered by the sickness funds, or caring for sick children younger than age 12.

**Cash maternity benefit (Mutterschaftsgeld):** Paid to female members of sickness funds.

**Long-term care benefits:** Paid to a caregiver who cares for an insured person with at least two years of coverage in the last 10 years before the claim is made.

The insured person receiving care must be assessed with a physical, cognitive, or mental impairment that cannot be managed without the help of others and is expected to last for at least six months. The impairment is determined according to five levels of care needs (Pflegegrad): a low need (care level I; geringe Beeinträchtigung der Selbstständigkeit oder der Fähigkeiten); a substantial need (care level II; erhebliche Beeinträchtigung der Selbstständigkeit oder der Fähigkeiten); a serious need (care level III; schwere Beeinträchtigung der Selbstständigkeit oder der Fähigkeiten); a severe need (care level IV; schwerste Beeinträchtigung der Selbstständigkeit oder der Fähigkeiten); or a severe need with special care requirements (care level V; schwerste Beeinträchtigung der Selbstständigkeit oder der Fähigkeiten mit besonderen Anforderungen an die pflegerische Versorgung).

A medical service (Medizinischer Dienst der Krankenversicherung) or independent expert contracted by the long-term care fund assesses the level of care needs.

**Medical benefits:** There is no minimum qualifying period.

### Sickness and Maternity Benefits

**Sickness benefit (Krankengeld):** 70% of the insured's gross earnings (up to 90% of net earnings) is paid for up to 78 weeks in a three-year period for the same illness. The employer pays 100% of the insured's gross earnings for up to the first six weeks.

If the insured is caring for a sick child, benefits are paid for up to 10 working days for each eligible child and up to 25 days for all children in a calendar year; 20 working days

for each eligible child and up to 50 days for all children if the insured is a single parent (Kinderpflege-Krankengeld).

**Maternity benefit (Mutterschaftsgeld):** For employed women, 100% of the insured's average net earnings (up to €13 a day from the sickness fund with the remainder paid by the employer) in the three months before the maternity leave began is paid for six weeks before and eight weeks after childbirth (12 weeks after childbirth for premature or multiple births or if the child is assessed with a disability). In the case of a premature birth, the duration of the maternity benefit is extended by the period which has not been claimed before childbirth.

For women with private or family insurance, federal states pay, under certain conditions, maternity benefits equivalent to the sickness benefit, up to a total of €210.

**Long-term care allowance (Pflegegeld):** €316 (care level II), €545 (care level III), €728 (care level IV), or €901 (care level V) a month is paid.

The long-term care allowance is reduced by the value of in-kind benefits provided by professional care workers (see home care benefits under medical benefits).

### Workers' Medical Benefits

**Medical benefits:** Doctors, hospitals, and pharmacists under contract with sickness funds provide benefits to patients. Benefits include comprehensive medical and dental care, preventive examinations and treatment, laboratory tests, hospitalization, surgery, rehabilitation, medical equipment, pregnancy and maternity care provided by a midwife or doctor, abortion, sterilization, and prescribed medicine.

**Cost sharing:** The insured pays 10% of each prescription medicine (from €5 to €10, or the full cost of the medicine, whichever is less); €10 for each day of inpatient treatment for up to 28 days a year; 10% of the costs for massages, occupational therapy, and speech therapy; 10% of the cost of in-home care for up to 28 days a year plus €10 for each prescription. Cost sharing is limited to 2% of earnings (1% if chronically sick).

**Long-term care benefits:** The benefits consist of home care and institutional care benefits.

**Home care benefit (Häusliche Pflege):** The benefit covers the costs of in-home care (up to 24-hour care), assistive devices, technical assistance (such as home modification), and short-term in-home or institutional care when the regular caregiver is temporarily unavailable, up to certain maximums.

The monthly in-kind benefit is €689 (care level II), €1,298 (care level III), €1,612 (care level IV), or €1,995 (care level V).

Persons receiving home care (care level I to V) also receive a flat-rate monthly allowance of €125 to cofinance additional services, including day care, night care, or short-term care (Entlastungsbeitrag).

**Institutional care benefit (Stationäre Pflege):** Up to €770 (care level II), €1,262 (care level III), €1,775 (care level IV), or €2,005 (care level V) a month is paid for care at a long-term care facility. The insured pays a percentage of the room and board costs. Under certain conditions, the care fund pays up to €266 of the insured's room and board costs if he or she is living in a facility for the disabled.

### Dependents' Medical Benefits

Medical benefits for dependents are the same as those for the insured.

### Administrative Organization

#### Sickness, maternity and medical benefits

Federal Ministry of Health (<https://www.bundesgesundheitsministerium.de/>) provides general supervision.

Federal Insurance Institute (<https://www.bundesversicherungsamt.de/>) supervises federal health insurance institutions and their long-term care funds.

Designated state authorities provide supervision at the state level.

Sickness funds, which are self-governing corporations under public law, administer contributions and benefits. Separate sickness funds are organized within federations at the national level and, if applicable, at the state level.

A board of directors, elected by an administrative council (generally consisting of representatives from employers and the insured), handles day-to-day administration of funds.

Each year, the sickness fund federations and the physicians' associations must agree on the level of payment for contractual medical services. The sickness fund federations pay the physicians' association, which pay the individual doctors under contract.

#### Long-term care

Federal Ministry of Health (<http://www.bundesgesundheitsministerium.de/>) provides general supervision.

Separate long-term care funds organized by sickness funds and private sickness insurance funds administer benefits.

The National Association of Statutory Health Insurance Funds (<https://www.gkv-spitzenverband.de/>) represents long-term care funds at the federal level.

### Work Injury

#### Regulatory Framework

**First laws:** 1884 (accident insurance), implemented in 1885; and 1925 (occupational diseases).

**Current law:** 1996 (accident insurance), implemented in 1997.

**Type of program:** Social insurance system.

#### Coverage

Employed persons, some categories of self-employed persons, persons engaged in specified voluntary activities, apprentices, and students.

Voluntary coverage for most categories of self-employed persons.

Special system for civil servants and public-sector employees.

#### Source of Funds

**Employees:** None.

**Self-employed person:** Contributions vary depending on the assessed degree of risk.

**Employer:** An average of 1.18% (2016) of payroll; contributions vary depending on the assessed degree of risk.

**Government:** Subsidizes agricultural accident insurance and contributions for students, children in day care institutions, and persons engaged in specified voluntary activities.

#### Qualifying Conditions

Must be assessed with a work injury or occupational disease. Accidents while commuting to and from work are covered.

#### Temporary Disability Benefits

**Temporary disability benefit (Verletztengeld):** 80% of the insured's last gross earnings up to the last net income is paid from the day after the disability began until recovery or the award of a transition allowance, whichever occurs first (in most cases, the employer pays for the first six weeks). If recovery is not anticipated and occupational rehabilitation is not possible, the benefit is paid for up to 78 weeks.

For insured persons aged 18 or older, the minimum annual earnings used to calculate benefits are €21,924 (E–€19,404).

The maximum annual earnings used to calculate benefits vary from €64,680 to €109,620 according to the accident insurance fund.

**Transition allowance (Übergangsgeld):** 68% of the temporary disability benefit is paid if the insured requires occupational rehabilitation; 75% if the insured requires the care of others or has at least one child. The allowance is paid after the right to the temporary disability benefit ceases.

#### Permanent Disability Benefits

**Permanent disability pension (Rente bei Minderung der Erwerbsfähigkeit, MdE):** For a total disability (100% assessed loss of earning capacity), 66.7% of the insured's

gross annual earnings in the year before the disability began is paid.

**Partial disability (Teilinvaliditätspension):** For an assessed loss of earning capacity of more than 20% but less than 100%, a percentage of the full permanent disability pension is paid depending on the assessed loss of earning capacity.

**Severe disability supplement (Zulage für Schwerverletzte):** 10% of the permanent disability pension is paid for up to two years if the insured has at least a 50% assessed loss of earning capacity and is not working or receiving another pension.

**Unemployment supplement (Zulage bei Arbeitslosigkeit):** If the insured is unemployed and the combined total of disability and unemployment benefits is less than the transition allowance, the difference is paid.

**Constant-attendance allowance (Pflegegeld):** €351 to €1,400 (E–€330 to €1,324) a month is paid if the insured requires the constant attendance of others to perform daily functions.

**Benefit adjustment:** Benefits are adjusted annually in July based on changes in the pension value; absolute decreases in pension benefits are not permitted. The adjustment formula also takes into account changes in the ratio between the number of pensioners and contributors.

### **Workers' Medical Benefits**

Benefits include comprehensive medical care; medical, occupational, and social rehabilitation; appliances; and help with housework.

### **Survivor Benefits**

#### **Survivor pension**

**Spouse's pension (Witwen-/Witwerrente):** 30% of the deceased's gross annual earnings in the last year is paid to the widow(er) or surviving civil partner for up to 24 calendar months.

If the widow(er) or surviving civil partner is aged 47 or older, disabled, or caring for at least one child younger than age 18 (age 27 if a student or in vocational training), 66.7% of the deceased's gross annual earnings in the last year is paid for up to three calendar months after the day of death; thereafter, 40% of the deceased's last earnings is paid.

Divorced spouses may receive a spouse's pension if they received or were entitled to receive alimony from the deceased. The amount is split between the surviving spouse and the divorced spouse based on their respective length of the marriage to the deceased.

The spouse's pension ceases upon remarriage.

**Orphan's pension (Waisenrente):** 20% of the deceased's gross annual earnings in the last year is paid to each child younger than age 18 (age 27 if a student or in training; a

participant in a social, ecological, or federal service year; or disabled); 30% for a full orphan.

**Spouse's and orphan grant (Witwen-, Witwer- und Waisenbeihilfe):** A lump sum of 40% of the deceased's gross annual earnings in the last year is paid if survivors are ineligible for a survivor pension and the deceased had at least a 50% assessed loss of earning capacity. The grant is split equally among survivors.

**Other eligible survivor's pension (Rente an Verwandte der aufsteigenden Linie, means tested):** 20% of the deceased's gross annual earnings in the last year is paid to a single parent or grandparent; 30% to a couple.

The maximum combined survivor benefit is 80% of the deceased's gross annual earnings in the last year.

**Death grant (Sterbegeld):** A lump sum of €5,220 (E–€4,620) is paid.

**Benefit adjustment:** Benefits are adjusted annually in July based on increases in the pension value and changes in the ratio between the number of pensioners and contributors.

### **Administrative Organization**

Federal Insurance Institute (<https://www.bundesversicherungsamt.de/>) supervises federal accident insurance institutions.

Federal Ministry of Labor and Social Policy (<https://www.bmas.de/>) supervises occupational safety and health programs.

Supreme administrative state authorities responsible for social insurance or authorities assigned by the provincial governments supervise the state accident insurance institutions.

Accident insurance institutions (industrial associations and public insurers), managed by elected representatives of employers and employees, collect contributions and administer the program.

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### **Unemployment**

#### **Regulatory Framework**

**First laws:** 1927 (employment service and unemployment insurance) and 2003 (basic unemployment allowance).

**Current laws:** 1997 (employment promotion) and 2011 (basic unemployment allowance).

**Type of program:** Social insurance and social assistance system.

#### **Coverage**

**Social insurance:** Employed persons, including household workers, apprentices, and trainees; and certain other persons, including recipients of sickness benefits and persons raising a child.



Voluntary coverage for self-employed persons, caregivers, and foreign workers (outside of the European Union).

Exclusions: Persons in irregular employment.

**Social assistance:** Employed and unemployed jobseekers assessed as needy.

### Source of Funds

#### Insured person

**Social insurance:** 1.5% of monthly covered earnings.

The maximum annual earnings used to calculate contributions are €78,000 (E–€69,600).

**Social assistance:** None.

#### Self-employed person

**Social insurance:** 3% of half the monthly reference value for the first two years of self-employment; 3% of the full monthly reference value after two years of self-employment.

The monthly reference value is €3,045 (E–€2,695).

**Social assistance:** None.

#### Employer

**Social insurance:** 1.5% of monthly covered payroll.

The maximum annual earnings used to calculate contributions are €78,000 (E–€69,600).

**Social assistance:** None.

#### Government

**Social insurance:** The federal government finances any deficit.

**Social assistance:** Federal and local governments pay the total cost.

### Qualifying Conditions

**Contributory unemployment benefit (Arbeitslosengeld I, social insurance):** Must have at least 12 months of covered work in the last two years; be registered at an employment office; and be capable of, available for, and actively seeking work.

Under certain conditions, the right to the unemployment benefit can be suspended for up to 12 weeks.

**Short-time work benefit (Kurzarbeitergeld, social insurance):** Short-time workers must be working a reduced number of hours due to economic restructuring in the workplace that results in an earnings loss of at least 10 percent of gross monthly earnings for at least one third of the company's employees.

**Short-time transfer allowance (Transferkurzarbeitergeld, social insurance):** Paid under certain conditions to employees of companies that become insolvent.

**Seasonal short-time work allowance (Saison-Kurzarbeitergeld, social insurance):** Paid to workers whose work is halted due to bad weather or for economic reasons.

**Unemployment benefit (Arbeitslosengeld II, social assistance, means tested):** Paid to jobseekers aged 15 to the normal retirement age who are capable of, available for, and actively seeking work, including employed persons seeking more suitable work and social insurance unemployment beneficiaries.

The basic subsistence needs of the beneficiary must not be met by any other benefit.

**Housing allowance (Bedarfe für Unterkunft und Heizung):** Paid to tenants or homeowners who incur housing costs.

**Dependent's supplement:** Paid for dependent children younger than age 18. Children younger than age 15 must not work.

**Pregnancy supplement:** Paid to pregnant women.

**Single parent supplement:** Paid to single parents.

### Unemployment Benefits

**Contributory unemployment benefit (Arbeitslosengeld I, social insurance):** 67% (60% without children) of the insured's net monthly earnings is paid for six to 24 months, depending on the length of the covered work period and the insured's age. The benefit is paid for up to 24 months to unemployed persons older than age 58 with at least 48 months of covered work.

**Short-time work benefit (Kurzarbeitergeld, social insurance):** 67% (60% without children) of the difference between the insured's previous and current net income is paid (usually for six months, but up to 24 months).

**Short-time transfer allowance (Transferkurzarbeitergeld, social insurance):** 67% (60% without children) of the difference between the insured's previous and current net income is paid for up to 12 months.

**Seasonal short-time work allowance (Saison-Kurzarbeitergeld, social insurance):** 67% (60% without children) of the difference between the insured's previous and current net income is paid according to the hours of work stoppage from December 1 (November 1 for certain construction workers) to March 31.

**Unemployment benefit (Arbeitslosengeld II, social assistance, means tested):** A basic monthly benefit of €332, €374, or €416 is paid, depending on the family composition.

**Housing allowance (Bedarfe für Unterkunft und Heizung):** The total monthly rent, utilities, maintenance costs, or other housing costs are paid, up to an amount that is assessed as reasonable.

**Dependent's supplement:** €240 a month is paid for each child younger than age 6; €296 for each child aged 6 to 13; €316 for each child aged 14 to 17.

## Germany

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Pregnancy supplement: 17% of the unemployment benefit is paid from the 13th week of pregnancy to the time of childbirth.

Single parent supplement: 12% to 60% of the unemployment benefit is paid, depending on the number and ages of the children living in the same household.

Additional supplements may be paid depending on the assessed need.

Means test: The total benefit (basic benefit and supplemental benefits) is reduced by 20% of income from €100.01 to €1,000 a month; 10% of income from €1,000.01 to €1,200 (from €1,000.01 to €1,500 if the beneficiary has any children). Certain types of income (including certain level of savings) are excluded.

There is no limit to duration.

Benefit adjustment: Benefits are adjusted annually in July based on changes in the pension value; absolute decreases in pension benefits are not permitted. The adjustment formula also takes into account changes in the ratio between the number of pensioners and contributors.

### Administrative Organization

Federal Ministry of Labor and Social Policy (<https://www.bmas.de/>) provides overall supervision.

Federal Employment Agency (<https://www.arbeitsagentur.de/>) administers the social insurance program.

Local employment offices are responsible for job placements, career guidance, and benefits administration.

Committees of employment agencies and 105 authorized local carriers administer the social assistance program.

Sickness funds collect contributions.

### Family Allowances

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#### Regulatory Framework

**First laws:** 1954 (child benefit), implemented in 1955; and 1985 (child-raising allowance).

**Current laws:** 2003 (minimum income), 2007 (parental benefit), 2009 (child benefit), and 2009 (income tax).

**Type of program:** Universal and social assistance system.

#### Coverage

**Parental and child benefits (universal and social assistance):** Parents with at least one child; grandparents or foster parents if the child(ren) live(s) in their household; full orphans and children who have lost all contact with their parents.

**Minimum income support (Hilfe zum Lebensunterhalt, social assistance):** Needy residents of Germany; German nationals residing abroad under certain conditions.

### Source of Funds

**Insured person:** None.

**Self-employed:** Not applicable.

**Employer:** None.

**Government:** The total cost. The federal government reimburses the Federal Employment Agency for administrative costs.

### Qualifying Conditions

**Child benefit (Kindergeld, universal):** Paid for children younger than age 18 (extended if unemployed, a full-time student, or searching for an apprenticeship or a voluntary position; no limit if disabled).

**Children's allowance (Kinderzuschlag, social assistance, income tested):** Paid to persons who are able to meet their own needs but not those of their unmarried child(ren) younger than age 25. Must be entitled to the child benefit and not be receiving other social assistance benefits.

**Parental benefit (Elterngeld und Elternzeit, social assistance, income tested):** Paid for children younger than age 14 months.

**Minimum income support (Hilfe zum Lebensunterhalt, social assistance, means tested):** Paid to persons who are unable to provide for their own subsistence and do not receive a social assistance unemployment benefit or basic social assistance pension. Must satisfy a means test.

Pregnancy supplement: Paid to pregnant women.

Single parent supplement: Paid to single parents.

### Family Allowance Benefits

**Child benefit (Kindergeld, universal):** €194 a month is paid for the first and second eligible child; €200 for the third; €225 for each additional child.

Child benefits are paid retroactively for up to six months before the month in which the benefit was first claimed.

**Children's allowance (Kinderzuschlag, social assistance, income tested):** Up to €170 a month for each eligible child is paid; if entitled to an allowance for more than one child in the household, a combined total allowance is paid. The child's own income and assets may reduce the benefit.

**Parental benefit (Elterngeld und Elternzeit, social assistance, income tested):** At least 67% of the parents' net income in the 12 months before childbirth is paid, up to €1,800 (€300 if not employed) a month. The benefit is paid for up to 12 months. A parent with sole custody may receive the parental benefit for up to 14 months after the birth; other parents may share the benefit for up to 14 months (each parent must receive the benefit for at least two months).

**Minimum income support (Hilfe zum Lebensunterhalt, social assistance, means tested):** The difference between the beneficiary's assessed monthly need (basic monthly need, reasonable housing costs, and additional individual needs) and net monthly income is paid.

The basic monthly need is €332, €374, or €416, depending on the beneficiary's family composition, and is increased by €240 for each child younger than age 6; €296 for each child aged 6 to 13; and €316 for each child aged 14 to 17.

Pregnancy supplement: 17% of the minimum income support is paid from the 13th week of pregnancy to the time of childbirth.

Single parent supplement: 12% to 60% of the minimum income support is paid, depending on the number and ages of the children living in the same household.

Benefit adjustment: Benefits are adjusted annually in July based on changes in the pension value; absolute decreases in pension benefits are not permitted. The adjustment formula also takes into account changes in the ratio between the number of pensioners and contributors. The value of the minimum income support is adjusted annually based on

expenditure data for low income households that is collected through regular surveys.

### **Administrative Organization**

Federal Ministry for Family, Seniors, Women, and Youth (<https://www.bmfsfj.de/>) provides general supervision.

Federal Revenue Office (<https://www.bzst.de/>) administers child benefits and child allowances through regional and local labor offices of the Federal Employment Agency (<https://www.arbeitsagentur.de/>).

Child benefits for public employees are administered through salary payment offices.

Federal states are responsible for enforcing federal child-raising and parental benefit laws. Parental and child care benefit centers administer the program.

Local welfare offices administer the minimum income support program and pay benefits.

## Greece

Exchange rate: US\$1.00 = 0.83 euro (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1934.

**Current laws:** 1951 (social security), 1960 and 1978 (legislation and regulation), 1990 (regulation), 1991 (pensions), 1992 (social security), 2000 (financing and administration), 2002 (social security), 2004 (social security), 2008 (social security), 2010 (social security), 2011 (social security), 2012 (pensions), 2012 (fiscal strategy), 2015 (pensions), 2016 (pension reform), and 2016 (social security coordination).

**Type of program:** Universal, social insurance, and social assistance system.

#### Coverage

**Universal:** Permanent residents of Greece.

**Social insurance:** Employed persons in industry, commerce, and related occupations; self-employed persons; agricultural workers; public-sector employees; and certain other categories of persons.

Voluntary coverage is available.

**Social assistance:** Pensioners who reside permanently in the European Union, European Economic Area, or Switzerland.

#### Source of Funds

##### Insured person

**Universal:** None.

**Social insurance:** 6.67% of monthly covered earnings; 12.15% to 16.04% of monthly covered earnings for arduous or unhealthy work.

The minimum monthly earnings used to calculate contributions are the legal monthly minimum wage for unmarried blue-collar workers.

The legal monthly minimum wage for unmarried blue-collar workers is €586.08; €510.95 if younger than age 25 with less than three years of employment.

The maximum monthly earnings used to calculate contributions are €5,860.80.

**Social assistance:** None.

#### Self-employed person

**Universal:** None.

**Social insurance:** 20% of monthly covered declared earnings according to one of 14 insurance categories.

The minimum monthly earnings used to calculate contributions are the legal monthly minimum wage for unmarried blue-collar workers.

The legal monthly minimum wage for unmarried blue-collar workers is €586.08; €510.95 if younger than age 25 with less than three years of employment.

The maximum monthly earnings used to calculate contributions are €5,860.80.

**Social assistance:** None.

#### Employer

**Universal:** None.

**Social insurance:** 13.33% of monthly covered payroll; 18.41% to 23.16% of monthly covered payroll for arduous or unhealthy work.

The minimum monthly earnings used to calculate contributions are the legal monthly minimum wage for unmarried blue-collar workers.

The legal monthly minimum wage for unmarried blue-collar workers is €586.08; €510.95 if younger than age 25 with less than three years of employment.

The maximum monthly earnings used to calculate contributions are €5,860.80.

**Social assistance:** None.

#### Government

**Universal:** The total cost.

**Social insurance:** Contributes as an employer; provides a guaranteed annual subsidy.

**Social assistance:** The total cost.

#### Qualifying Conditions

**Old-age pension:** The pension consists of two components: a national pension and a contributory pension.

**National old-age pension (universal):** Age 67 with at least 15 years of residence in Greece and meets the contribution requirements for the contributory old-age pension.

Partial national old-age pension (if first insured before January 1, 1993): Age 62 with at least 4,500 days of contributions, including at least 100 days a year in the last five years; age 62 with at least 10,000 days (men) or 12,000 days (women) of contributions, including at least 100 days a year in the last five years; or age 62 with at least 18 years of contributions or 5,500 days of contributions if caring for a dependent or disabled child. Special conditions apply

for persons employed in arduous or unhealthy professions, including construction workers.

Partial national old-age pension (if first insured after December 31, 1992): Age 62 with at least 6,000 days of contributions for women with dependent children.

Early national old-age pension: Must meet the qualifying conditions for the partial national old-age pension.

**Contributory old-age pension (social insurance):** Age 62 with at least 12,000 days of contributions or age 67 with at least 15 years of contributions. If first insured before January 1, 1993, the age for a full pension is gradually rising to age 67 by 2022 for persons with at least 4,500 days of contributions (at least 5,500 days of contributions for women with dependent children); or age 55 (gradually rising to age 62 by 2022 for persons with at least 7,500 days of contributions if caring for a dependent, disabled child, spouse, or sibling).

Special conditions apply for persons employed in arduous or unhealthy professions, including construction.

Deferred pension (national and contributory): The old-age pension may be deferred.

The old-age pension is payable abroad under reciprocal agreement.

**Social solidarity allowance (social assistance, income tested):** Age 65 (no age limit if assessed with a disability of at least 80%), or a full orphan receiving an orphan's pension. The special disability allowance is being phased out and replaced by the national old-age pension.

Income test: Maximum gross annual income (salaries and pensions) must not exceed €8,884; total annual family gross income must not exceed €11,000; and the total monthly gross pension must not exceed €643.

The social solidarity allowance is payable abroad under reciprocal agreement.

Constant-attendance allowance: Paid if the insured is permanently blind.

**Disability pension:** The pension consists of two components: a national pension and a contributory benefit.

**National disability pension (universal):** The insured meets the contribution requirements for the contributory disability pension.

**Contributory disability pension (social insurance):** Must be assessed with a severe disability (80% to 100%) or an ordinary disability (67% to 79.9%) with 300 to 4,500 days of contributions (up to 1,500 days if first insured after December 31, 1992), depending on the insured's age when the disability began, or 1,500 days of contributions, including 600 days in the five years before the disability began. (If first insured after December 31, 1992, the days of contributions in the five years before the disability began may include credited days of contributions.)

Constant-attendance allowance: Paid if the insured is assessed with a severe disability and requires the constant attendance of others to perform daily functions.

Partial disability (national and contributory): A reduced pension is paid if the insured is assessed with a disability of 50% to 66.9%.

The Disability Certification Center of the Unified Social Security Fund normally assesses the degree of disability every two years.

The disability pension is payable abroad under reciprocal agreement.

**Special disability allowance (social assistance):** Paid to insured persons and pensioners (or their family members) assessed with a disability of at least 67% who suffer from a disease specified by law. The insured must have at least 350 days of contributions in the last four calendar years before the disability began, including at least 50 days in the last year or 15 months before the disability began, or a total of 1,000 days of contributions. The special disability allowance is being phased out and will no longer be paid to insured persons who claim the benefit on or after May 13, 2016.

The special disability allowance is payable abroad under reciprocal agreement.

**Survivor pension (social insurance and universal):** The insured met the contribution requirement for an old-age or a disability pension (if the death was caused by a common illness) or had half of the required contribution days for a contributory disability pension (if the death was caused by a nonwork-related accident).

Eligible survivors include a widow(er) who was married to the deceased for at least five years at the time of death (certain exceptions apply); a divorced spouse aged 67 or older who was married to the deceased for at least 10 years, was receiving alimony, and has limited income; dependent children and stepchildren up to age 18 (age 24 if a student; no limit if disabled) who are unmarried, not working, and not receiving a pension.

The widow(er)'s pension ceases upon remarriage.

The survivor pension is payable abroad under reciprocal agreement.

**Funeral grant (social insurance):** Paid when an insured person dies with at least 120 days of coverage (100 days if in construction) in the last calendar year or when an old-age or disability pensioner dies.

## Old-Age Benefits

**Old age pension:** The pension consists of two components: a national pension and a contributory benefit.

**National old-age pension (universal):** €384 a month is paid with at least 40 years of residence in Greece and 20 years of contributions.

Partial national old-age pension: The pension is reduced by 2% for each year of contributions less than 20 years; and by 2.5% for each year of residence below 40 years.

Early national old-age pension: The pension is reduced by 0.5% for each month it is claimed before the normal retirement age; if the early national old-age pension was claimed after August 19, 2015, the pension is reduced by 0.55% until reaching the normal retirement age, and by 0.5% thereafter.

**Contributory old-age pension (social insurance):** The pension is based on the length of coverage and the insured's average pensionable earnings from 2002 until the day of application.

Average pensionable earnings are the insured's total monthly covered earnings from 2002 until the day of application multiplied by the accrual rate.

The accrual rate varies depending on the number of years of contributions (0.77% for 15 years, and 2% for 39 years).

There is no minimum monthly old-age pension.

There is no maximum monthly old-age pension if the pension is claimed on or after May 13, 2016.

The maximum monthly old-age pension is €2,000 (if the pension is claimed before May 13, 2016).

Deferred pension: A deferred pension is paid.

Benefit adjustment: Pensions are adjusted annually based on changes in the GDP growth rate and the consumer price index.

**Social solidarity allowance (social assistance, income tested):** €35 a month is paid with net annual income up to €7,720.

Benefit adjustment: Benefits are adjusted by ministerial decree.

### **Permanent Disability Benefits**

**Disability pension:** The pension consists of two components: a national pension and a contributory benefit.

**National disability pension (universal):** For an assessed degree of disability of at least 80%, 100% of the full national old-age pension is paid; for a 67% to 79.99% degree of disability, 75% of the full national old-age pension; for a 50% to 66.99% degree of disability, 50% of the full national old-age pension; and for a degree of disability of up to 49.99%, 40% of the full national old-age pension.

The full national old-age pension is €384 a month.

The full national old age pension is reduced by 2% for each year of contributions less than 20 years.

**Contributory disability pension (social insurance):** The pension is calculated in the same way as the contributory old-age pension.

For a severe disability, 100% of the contributory old-age pension is paid; for an ordinary disability, 75% of the pension is paid.

Constant-attendance allowance: A monthly allowance is paid.

Partial disability: 50% of the contributory old-age pension is paid.

There is no minimum monthly disability pension.

There is no maximum monthly disability pension if the pension is claimed on or after May 13, 2016.

The maximum monthly disability pension is €2,000 (if the pension is claimed before May 13, 2016).

**Special disability allowance (social assistance):** The allowance is 20 times the legal daily minimum wage of an unskilled worker.

The legal daily minimum wage of an unskilled worker is €33.57.

Benefit adjustment: Benefits are adjusted based on changes in the consumer price index.

### **Survivor Benefits**

#### **Survivor pension (social insurance and universal)**

**Spouse's pension:** 50% of the old-age or disability pension the deceased received or was entitled to receive is paid for three years beginning the month following the death (no limit if not working or receiving any other pension; caring for a dependent child; assessed with a mental or physical disability of at least 67%; or aged 55 or older at the time of death); thereafter, 50% of the old-age or disability pension the deceased received or was entitled to receive is paid if the surviving spouse is working or receives any other pension.

If the survivor reaches age 55 while receiving the spouse's pension, the benefit is paid for three years and is renewed once the widower reaches age 67.

The pension is reduced if the marriage took place after the deceased reached the normal retirement age.

The minimum monthly spouse pension is €360.

**Orphan's pension:** 25% of the old-age or disability pension the deceased received or was entitled to receive is paid to each eligible orphan; 50% for a full orphan.

The minimum monthly orphan's pension is €360.

The maximum combined monthly survivor benefit is 100% of the old-age pension the deceased received or was entitled to receive.

Schedule of payments: 12 payments a year.

Benefit adjustment: Benefits are adjusted based on changes in the consumer price index.

**Funeral grant (social insurance):** A lump sum of €760 to €1,200 is paid.

## Administrative Organization

Ministry of Labor and Social Security (<http://www.ypakp.gr/>) provides general supervision.

Unified Social Security Fund (EFKA) (<http://www.efka.gov.gr/>), managed by a governor and a board of directors, collects contributions and administers the program through branch offices.

## Sickness and Maternity

### Regulatory Framework

**First law:** 1922.

**Current laws:** 1951 (social security), 1983 (health), 2011 (health system reform), 2011 (social security reform), 2012 (economic adjustment), 2012 (fiscal strategy), 2012 (parental leave), and 2014 (fiscal strategy).

**Type of program:** Social insurance system.

### Coverage

Employed persons in industry, commerce, and related occupations; self-employed persons; agricultural workers; public-sector employees; and certain other categories of persons. Pensioners and their dependents are covered for medical benefits.

### Source of Funds

**Insured person:** 0.4% of monthly covered earnings (cash benefits) and 2.15% of monthly covered earnings (medical benefits). Pensioners contribute 6% of the monthly pension.

The insured person's contributions also finance work injury benefits.

The minimum monthly earnings used to calculate contributions are the legal monthly minimum wage for unmarried blue-collar workers.

The legal monthly minimum wage for unmarried blue-collar workers is €586.08; €510.95 if younger than age 25 with less than three years of employment.

The maximum monthly earnings used to calculate contributions are €5,860.80.

**Self-employed person:** 0.65% of monthly covered earnings (cash benefits) and 6.45% of monthly covered earnings (medical benefits).

The minimum monthly earnings used to calculate contributions are the legal monthly minimum wage for unmarried blue-collar workers.

The legal monthly minimum wage for unmarried blue-collar workers is €586.08; €510.95 if younger than age 25 with less than three years of employment.

The maximum monthly earnings used to calculate contributions are €5,860.80.

**Employer:** 0.25% of monthly covered payroll (cash benefits) and 4.3% of monthly covered payroll (medical benefits).

The employer's contributions also finance work injury benefits.

The minimum monthly earnings used to calculate contributions are the legal monthly minimum wage for unmarried blue-collar workers.

The legal monthly minimum wage for unmarried blue-collar workers is €586.08; €510.95 if younger than age 25 with less than three years of employment.

The maximum monthly earnings used to calculate contributions are €5,860.80.

**Government:** Provides a guaranteed annual subsidy.

### Qualifying Conditions

**Cash sickness benefit:** Must have at least 120 days of contributions (100 days if working in construction) in the calendar year before the incapacity began or in the last 15 months excluding the last quarter; 300 days of contributions in the last two years or in the last 27 months excluding the last quarter; at least 1,500 days, including at least 600 days in the last five years; or a total of 4,500 days.

**Cash maternity benefit:** The insured woman must have at least 200 days of contributions in the last two years before the expected date of childbirth.

**Birth grant for home births:** Paid to a woman who chooses to give birth at home. The insured woman must have at least 50 days of contributions in the last 15 months before childbirth.

**Medical benefits:** Must have at least 50 days of contributions in the last year or last 15 months (excluding the last quarter) or must be a pensioner.

**Maternity medical benefits:** Provided to an insured woman or the dependent wife of an insured man or pensioner.

### Sickness and Maternity Benefits

**Sickness benefit:** 50% of daily earnings is paid after a three-day waiting period, according to wage class. The benefit is paid for 182 days to 720 days, depending on the insured's contribution period.

Dependent's supplement: 10% of the benefit is paid for each dependent, up to 70%.

If the insured is hospitalized and there are no dependents, 35% of the benefit is paid.

**Maternity benefit:** 50% of daily earnings in the last 30 days of the previous year of coverage is paid for up to 56 days before and 63 days after childbirth.

The minimum benefit is 66.7% of the insured's earnings. (The insured may also receive a maternity supplement of up to 50% of earnings.)

The maximum daily benefit is €47.47 (2017) with no dependents; €66.46 (2017) with dependents.

**Birth grant for home births:** A lump sum of €900 is paid for a single birth, €1,200 for twins, and €1,600 for triplets.

### **Workers' Medical Benefits**

The facilities of the National Organization for Health Care Services Provision (EOPYY) normally provide medical services directly to patients. Benefits include general and specialist care; care in a hospital, sanatorium, or nursing home; medicine; maternity care; dental care; appliances; and transportation.

Prenatal and postnatal care are provided free of charge at public hospitals and medical centers of the National Organization for Health Care Services Provision (EOPYY).

Cost sharing: Medical benefits provided in public facilities are free for all insured persons; copayments are required in private facilities.

There is no limit to duration.

### **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

### **Administrative Organization**

Ministry of Labor and Social Security (<http://www.ypakp.gr/>) provides general supervision.

Unified Social Security Fund (EFKA) (<http://www.efka.gov.gr/>) collects contributions and administers cash-sickness benefits.

National Organization for Health Care Services Provision (EOPYY) (<https://www.eopyy.gov.gr/>), managed by a governor and tripartite governing body, administers medical benefits through branch offices.

National Organization for Health Care Services Provision operates its own dispensaries, clinics, and hospitals and uses other public and private facilities.

### **Work Injury**

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#### **Regulatory Framework**

**First law:** 1914.

**Current laws:** 1951 (social security) and 2016 (pension reform).

**Type of program:** Social insurance system.

### **Coverage**

Employed persons in industry, commerce, and related occupations; agricultural workers; public-sector employees; and certain other categories of persons.

Exclusions: Self-employed persons.

Voluntary coverage is not available.

### **Source of Funds**

**Insured person:** See source of funds under Sickness and Maternity.

**Self-employed person:** Not applicable.

**Employer:** See source of funds under Sickness and Maternity; plus an additional contribution depending on the reported accident rate.

**Government:** Provides a guaranteed annual subsidy. The total cost of the national disability pension.

### **Qualifying Conditions**

**Work injury:** Must be assessed with a work injury or occupational disease. The injury must be reported in the five days following the accident. Accidents that occur while travelling to and from work are covered.

**Occupational diseases:** The minimum qualifying period is set by law for each specified occupational disease. In certain cases, the Disability Certification Center of the Unified Social Security Fund determines eligibility.

### **Temporary Disability Benefits**

50% of daily earnings is paid, according to wage class. The benefit is paid after a three-day waiting period (no waiting period for accidents at work) for 182 days to 720 days, depending on the insured's contribution period.

Dependent's supplement: 10% of the benefit is paid for each dependent, up to 70%.

If the insured is hospitalized and there are no dependents, 35% of the benefit is paid.

### **Permanent Disability Benefits**

**Permanent disability pension:** The pension consists of two components: a national pension and a contributory benefit.

**National disability pension:** For an assessed degree of disability of 80% or more (severe), 100% of the full national old-age pension is paid; for an assessed degree of disability of 67% to 79.9% (ordinary), 75% of the full national old-age pension is paid.

The full national old-age pension is €384.

**Reduced national disability pension:** The full national old age pension is reduced by 2% for each year of contributions below 20 years.



Partial disability: For an assessed degree of disability of 50% to 66.9%, 50% of the full national old-age pension is paid.

**Contributory disability pension:** Paid for a degree of disability of at least 50%. The pension is calculated using the insured's average pensionable earnings over the whole contribution period.

The insured can request that the degree of disability be assessed every six months.

The Disability Certification Center of the Unified Social Security Fund assesses the degree of disability.

The minimum national and contributory disability pension is €768.

Schedule of payments: 12 payments a year.

Constant-attendance allowance: Paid if the insured is assessed with a severe disability and requires the constant attendance of others to perform daily functions.

Benefit adjustment: Benefits are adjusted based on changes in the consumer price index.

### **Workers' Medical Benefits**

The facilities of the National Organization for Health Care Services Provision (EOPYY) normally provide medical services directly to patients. Benefits include general and specialist care; care in a hospital, sanatorium, or nursing home; medicine; maternity care; dental care; appliances; and transportation.

There is no cost sharing.

There is no limit to duration.

### **Survivor Benefits**

#### **Survivor pension**

**Spouse's pension:** 50% of the permanent disability pension the deceased received or was entitled to receive is paid for three years beginning the month following the death (no limit if not working or receiving any other pension; caring for a dependent child; assessed with a mental or physical disability of at least 67%; or aged 55 or older at the time of death). If the survivor reaches age 55 while receiving the spouse's pension, the benefit is paid for three years and is renewed once the widower reaches age 67.

The pension is reduced if the marriage took place after the deceased reached the normal retirement age.

The minimum monthly spouse pension is €360.

**Orphan's pension:** 25% of the permanent disability pension the deceased received or was entitled to receive is paid to each eligible orphan; 50% for a full orphan.

The minimum monthly orphan's pension is €360.

The maximum combined monthly survivor benefit is 100% of the old-age pension the deceased received or was entitled to receive.

Schedule of payments: 12 payments a year.

Benefit adjustment: Benefits are adjusted based on changes in the consumer price index.

### **Administrative Organization**

Ministry of Labor and Social Security (<http://www.ypakp.gr/>) provides general supervision.

Unified Social Security Fund, (<http://www.efka.gr/>), managed by a governor and a board of directors, collects contributions and administers the program through branch offices.

### **Unemployment**

#### **Regulatory Framework**

**First law:** 1954.

**Current laws:** 1985 (unemployment benefit), 1989, 1990, and 2012 (fiscal strategy).

**Type of program:** Social insurance system.

#### **Coverage**

Persons employed in industry, commerce, and related occupations; persons aged 20 to 29 who have never worked; and self-employed persons.

Special systems for seamen and workers in the printing industry.

#### **Source of Funds**

**Insured person:** From 0% to 6.96% of covered or gross earnings.

The minimum monthly earnings used to calculate contributions are the legal monthly minimum wage for unmarried blue-collar workers.

The legal monthly minimum wage for unmarried blue-collar workers is €586.08; €510.95 if younger than age 25 with less than three years of employment.

The maximum monthly earnings used to calculate contributions are €5,860.80.

**Self-employed person:** €10 a month.

**Employer:** 3.17% of covered or gross earnings for employees.

The minimum monthly earnings used to calculate contributions are the legal monthly minimum wage for unmarried blue-collar workers.

The legal monthly minimum wage for unmarried blue-collar workers is €586.08; €510.95 if younger than age 25 with less than three years of employment.

The maximum monthly earnings used to calculate contributions are €5,860.80.

**Government:** Provides a guaranteed annual subsidy.

### Qualifying Conditions

**Unemployment benefit:** Must have at least 125 days of contributions in the last 14 months, excluding working days in the last two months; or 200 days in the last two years (for a first-time beneficiary, at least 80 days in each of the last two years). Self-employed persons must have at least three years of contributions, with annual personal income in each of the two years before unemployment up to €20,000, and annual family income up to €30,000.

Must be capable of and available for work and be registered at an employment office. Unemployment must be involuntary. The insured must be younger than age 65 and not receiving a disability pension.

Dependent's allowance: Paid for a dependent spouse and a dependent child younger than age 18.

Young person's benefit: Aged 20 to 29, unemployed, and registered at an employment office for at least one year.

**Special unemployment benefit (means tested):** Paid to unemployed persons aged 20 to 66 with children if the insured is ineligible for or no longer entitled to the unemployment benefit. Must be unemployed, have been registered at an unemployment office for at least one year, and have annual income up to €10,000 (plus €586.06 for each child).

**Special seasonal allowance:** Paid to seasonal workers. Must have at least 100 days of contributions in the last 14 months (12 months for persons who have worked at least two consecutive seasons), excluding working days in the last two months (for a first time beneficiary, at least 80 days in each of the last two years).

Dependent's allowance: Paid for a dependent spouse and a dependent child younger than age 18.

### Unemployment Benefits

**Unemployment benefit:** €360 a month is paid after a six-day waiting period for up to five months if the insured has at least 125 days of work; for up to six months with at least 150 days; for up to eight months with at least 180 days; for up to 10 months with at least 220 days; and for up to 12 months with at least 250 days or at least 210 days if aged 49 or older.

Dependent's allowance: 10% of the insured's earnings is paid for each dependent, up to 70%.

Self-employed persons receive €360 a month for three months (with at least three years of contributions) to nine months (with at least 15 years of contributions).

Young person's benefit: €73.37 a month is paid for five months at the single-person rate plus a supplement for each child.

**Special unemployment benefit (means tested):** €200 a month is paid for up to 12 months.

**Special seasonal allowance:** A lump sum of €458.15 to €916.30 is paid depending on the insured's occupation and number of days of contributions.

Dependent's allowance: 10% of the insured's earnings is paid for each dependent, up to 70%.

Benefit adjustment: Benefits are adjusted annually based on changes in the consumer price index.

### Administrative Organization

Ministry of Labor and Social Security (<http://www.ypakp.gr/>) provides general supervision.

Manpower Employment Organization (<http://www.oaed.gr/>), managed by a tripartite board, administers benefits and employment services through local employment offices.

Unified Social Security Fund (<http://www.efka.gr/>), managed by a governor and board of directors, collects contributions.

### Family Allowances

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#### Regulatory Framework

**First and current laws:** 1958, 1999, 2012, 2013, 2014, and 2018.

**Type of program:** Social assistance system.

#### Coverage

Residents of Greece.

#### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

#### Qualifying Conditions

**Child support benefit (income tested):** The child must be younger than age 18 (age 24 if a student or disabled) and unmarried.

Income test: Annual family income for families with one child must not exceed €26,500; €30,000 for families with

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two children; €33,750 for families with three children; plus an additional €1,500 a year for each child.

### ***Family Allowance Benefits***

**Child support benefit (income tested):** Up to €70 a month is paid for each child, depending on income and family situation.

### ***Administrative Organization***

Ministry of Labor and Social Security (<http://www.ypakp.gr/>) provides general supervision.

Organization of Welfare Benefits and Social Solidarity (OPEKA) (<https://opeka.gr/oikogeneies/>) administers the program.

## Guernsey

Exchange rate: US\$1.00 = 0.74 pounds (£).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First laws:** 1925 (old age) and 1935 (old age and survivors).

**Current laws:** 1971 (social assistance), 1978 (social insurance), and 1984 (severe disability benefit and carer's allowance).

**Type of program:** Social insurance and social assistance system.

#### Coverage

**Social insurance:** Employed and self-employed persons younger than the normal retirement age; nonemployed persons, and persons who have reached the normal retirement age, with an annual income of at least £17,940.

Voluntary coverage for nonemployed persons younger than the normal retirement age with an annual income of less than £17,940, and for previously insured persons living abroad.

**Social assistance:** Residents of Guernsey, Alderney, Herm, and Jethou.

#### Source of Funds

##### Insured person

**Social insurance:** 6.6% of covered earnings; none for persons who have reached the normal retirement age; 10.4% of annual income for nonemployed persons younger than the normal retirement age (old age and survivors); a flat rate of £19.66 for the voluntarily insured (higher rates for insured persons living abroad).

The minimum weekly earnings used to calculate contributions are £138.

The maximum weekly earnings used to calculate contributions are £2,748.

The insured person's contributions also finance sickness, maternity, work injury, and unemployment benefits; prescription medicines; long-term care; and some medical services.

The nonemployed person's (younger than the normal retirement age) contributions also finance prescription medicines, long-term care, and some medical services.

The minimum annual income of nonemployed persons used to calculate contributions is £17,940. Nonemployed persons

with annual income above £17,940 pay contributions on their annual income less an income allowance of £8,110.

The maximum annual income of nonemployed persons used to calculate contributions is £142,896.

**Social assistance:** None.

##### Self-employed person

**Social insurance:** 11% of covered earnings.

The minimum annual earnings used to calculate contributions are £7,176.

The maximum annual earnings used to calculate contributions are £142,896.

The self-employed person's contributions also finance sickness, maternity, and work injury benefits; prescription medicines; long-term care; and some medical services.

**Social assistance:** None.

##### Employer

**Social insurance:** 6.6% of covered payroll.

The minimum weekly earnings used to calculate contributions are £138.

The maximum weekly earnings used to calculate contributions are £2,748.

The employers contributions also finance sickness, parental, work injury, and unemployment benefits; prescription medicines; and some medical services.

**Social assistance:** None.

##### Government

**Social insurance:** 14.7% of total contributions; contributes as an employer.

**Social assistance:** The total cost.

#### Qualifying Conditions

**Old-age pension (social insurance):** Age 65 (gradually rising by two months a year from 2020 until reaching age 70 in 2049) with at least 156 weeks of paid contributions and an annual average of at least 50 weeks of paid or credited contributions in the period from age 20 to the normal retirement age.

**Partial pension:** Paid at the normal retirement age with at least 156 weeks of paid contributions and an annual average of 10 to 49 weeks of paid or credited contributions in the period from age 20 to the normal retirement age.

Contributions may be credited for each complete contributory week the insured received or was entitled to receive the disability pension (incapacity benefit), maternal health allowance, newborn care allowance, parental allowance, sickness benefit, work injury benefit, or unemployment benefit. In addition, contributions may be credited for each complete contributory week the insured received or was

entitled to receive the family allowance for a child younger than age 16.

Retirement is not necessary.

Dependent's supplement: Paid for a dependent wife younger than the normal retirement age with an annual average of at least 50 weeks of paid or credited contributions; 10 to 49 weeks for a reduced supplement. From January 1, 2014, the supplement is only paid to people who were receiving it as at December 31, 2013, and who remain eligible.

The old-age pension is payable abroad.

**Disability pension (incapacity benefit, social insurance):** Must be assessed as incapable of any work and have at least 50 weeks of paid or credited contributions in the relevant contribution year for the full pension. Paid after entitlement to the cash sickness benefit ceases (see Sickness and Maternity).

Contributions may be credited for each complete contributory week the insured received or was entitled to receive the disability pension (incapacity benefit), maternal health allowance, newborn care allowance, parental allowance, sickness benefit, work injury benefit, or unemployment benefit. In addition, contributions may be credited for each complete contributory week the insured was in full-time studies or training in the year immediately before the claim is made, provided the studies or training have been completed and were begun before age 20.

The relevant contribution year for benefit claims made from January to June is two years before the year of the claim; for benefit claims made from July to December, one year before the year of the claim.

Partial pension: A reduced pension is paid with 26 to 49 weeks of paid or credited contributions in the relevant contribution year.

The disability pension ceases at the normal retirement age and is replaced by the old-age pension.

The disability pension is payable abroad under most reciprocal agreements.

**Severe disability benefit (social assistance, income tested):** Paid after three months of severe disability (special conditions apply if the insured is terminally ill). The insured must have been born in Guernsey, Alderney, Herm, or Jethou, or resided in Guernsey, Alderney, Herm, or Jethou for at least five years.

Income test: Annual household income must not exceed £97,000.

**Carer's allowance (social assistance, income tested):** Must be older than age 18 and caring for a person with a severe disability for at least 35 hours a week.

Income test: Annual household income must not exceed £97,000.

**Widowed parent's allowance (social insurance):** The deceased must have had an annual average of at least

50 weeks of paid or credited contributions from age 20 to the year of death for the full benefit; 10 to 49 weeks for the reduced benefit. There is no minimum qualifying period if the insured's death was the result of a work injury or an occupational disease.

Eligible survivors: A widow(er) younger than the normal retirement age who was married to the deceased at the time of death and is caring for at least one dependent child.

The widowed parent's allowance ceases upon remarriage, cohabitation, or if there is no longer at least one dependent child.

The widowed parent's allowance ceases at the normal retirement age and is replaced by the old-age pension.

The widowed parent's allowance is payable abroad.

**Bereavement allowance (social insurance):** The deceased had an annual average of at least 50 weeks of paid or credited contributions from age 20 to the year of death for the full benefit; 10 to 49 weeks for the reduced benefit. There is no minimum qualifying period if the insured's death was the result of a work injury or an occupational disease.

Eligible survivors: A widow(er) younger than the normal retirement age who was married to the deceased at the time of death and has no dependent children. Must not receive the widowed parent's allowance.

The bereavement allowance ceases upon remarriage or cohabitation.

The bereavement allowance ceases at the normal retirement age and is replaced by the old-age pension.

The bereavement allowance is payable abroad.

**Survivor grant (bereavement payment, social insurance):** The deceased had an annual average of at least 50 weeks of paid or credited contributions from age 20 to the year of death for the full benefit; 10 to 49 weeks for the reduced benefit. The benefit is paid to the widow(er) who was married to the deceased at the time of death. There is no minimum qualifying period if the insured's death was the result of a work injury or an occupational disease.

Contributions may be credited for each complete contributory week the insured received or was entitled to receive the disability pension (incapacity benefit), maternal health allowance, newborn care allowance, parental allowance, sickness benefit, work injury benefit, or unemployment benefit. In addition, contributions may be credited for each complete contributory week the insured received or was entitled to receive the family allowance for a child younger than age 16.

The survivor grant can be combined with other survivor benefits.

The survivor grant is payable abroad.

**Death grant (social insurance):** The deceased must have had an annual average of 45 to 52 weeks of paid or credited

contributions from age 20 to the year of death and 26 weeks since 1971 for the full benefit; an annual average of 10 to 44 weeks for the reduced benefit.

Contributions may be credited for each complete contributory week the insured received or was entitled to receive the disability pension (incapacity benefit), maternal health allowance, newborn care allowance, parental allowance, sickness benefit, work injury benefit, or unemployment benefit. In addition, contributions may be credited for each complete contributory week the insured received or was entitled to receive the family allowance for a child younger than age 16.

Eligible survivors include a widow(er), a child, the next of kin, or the person who paid for the funeral.

The death grant is payable abroad.

### **Old-Age Benefits**

**Old-age pension (social insurance):** £212.27 a week is paid.

Partial pension: From £42.45 to £208.02 a week is paid depending on the annual average of paid or credited weekly contributions below the maximum of 50.

Dependent's supplement: £106.33 a week is paid for a dependent adult; from £21.27 to £104.20 a week with a partial pension.

Benefit adjustment: All old-age benefits are adjusted annually on the recommendation of the Committee for Employment and Social Security.

### **Permanent Disability Benefits**

**Disability pension (incapacity benefit, social insurance):** £187.74 a week is paid.

Partial pension: From £103.25 to £182.14 a week is paid depending on the annual average of paid or credited weekly contributions below the maximum of 50.

**Severe disability benefit (social assistance, income tested):** £103.88 a week is paid.

**Carer's allowance (social assistance, income tested):** £84.06 a week is paid.

Benefit adjustment: All disability benefits are adjusted annually on the recommendation of the Committee for Employment and Social Security.

### **Survivor Benefits**

**Widowed parent's allowance (social insurance):** £223.22 a week is paid; from £95.15 to £220.02 a week for the reduced benefit.

**Bereavement allowance (social insurance):** £191.94 a week is paid for up to 52 weeks; from £38.39 to £188.10 a week for the reduced benefit.

**Survivor grant (bereavement payment, social insurance):** A lump sum of £1,928 is paid; from £386 to £1,889 for the reduced benefit.

**Death grant (social insurance):** A lump sum of £610 is paid; from £305 to £457.50 for the reduced benefit.

Benefit adjustment: All survivors benefits are adjusted annually on the recommendation of the Committee for Employment and Social Security.

### **Administrative Organization**

Committee for Employment and Social Security (<https://www.gov.gg/>) administers the programs and collects contributions.

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### **Sickness and Maternity**

#### **Regulatory Framework**

**First laws:** 1964 (sickness), 1971 (maternity), and 1972 (medicine).

**Current laws:** 1971 (social assistance), 1978 (social insurance), 1990 (medical benefits), and 2002 (long-term care).

**Type of program:** Social insurance (cash benefits) and universal (cash benefits, medical benefits, and long-term care) system.

#### **Coverage**

**Social insurance:** Employed and self-employed persons with weekly earnings of at least £138.

**Universal:** Residents of Guernsey, Alderney, Herm, or Jethou.

#### **Source of Funds**

**Insured person:** See source of funds under Old Age, Disability, and Survivors. All persons who have reached the normal retirement age contribute 3.4% of annual income (long-term care and medical benefits).

The minimum annual income of nonemployed persons used to calculate contributions is £17,940. Nonemployed persons with annual income above £17,940 pay contributions on their annual income less an income allowance of £8,110.

The maximum annual income of nonemployed persons used to calculate contributions is £142,896.

**Self-employed person:** See source of funds under Old Age, Disability, and Survivors.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** See source of funds under Old Age, Disability, and Survivors; the total cost of supplementary benefits.

## Qualifying Conditions

**Cash sickness benefit (social insurance):** Must have at least 26 weeks of paid contributions since first becoming covered, and at least 26 weeks of paid or credited contributions in the relevant contribution year. The full benefit is paid with at least 50 weeks of paid or credited contributions in the relevant contribution year; the benefit is proportionately reduced with less than 50 weeks of paid or credited contributions in the relevant contribution year.

Contributions may be credited for each complete contributory week the insured received or was entitled to receive the disability pension (incapacity benefit), maternal health allowance, newborn care allowance, parental allowance, sickness benefit, work injury benefit, or unemployment benefit. In addition, contributions may be credited for each complete contributory week the insured was in full-time studies or training in the year immediately before the claim is made, provided the studies or training have been completed and were begun before age 20.

The relevant contribution year for benefit claims made from January to June is two years before the year of the claim; for benefit claims made from July to December, one year before the year of the claim.

**Maternal health allowance (social insurance):** Paid to a mother or pregnant women who takes time off work for maternal health reasons.

Must have at least 26 weeks of paid contributions since first becoming covered and at least 26 weeks of paid or credited contributions in the relevant contribution year. The full benefit is paid with at least 50 weeks of paid or credited contributions in the relevant contribution year; the benefit is proportionately reduced with less than 50 weeks of paid or credited contributions.

Contributions may be credited for each complete contributory week the insured received or was entitled to receive the disability pension (incapacity benefit), maternal health allowance, newborn care allowance, parental allowance, sickness benefit, work injury benefit, or unemployment benefit. In addition, contributions may be credited for each complete contributory week the insured was in full-time studies or training in the year immediately before the claim is made, provided the studies or training have been completed and were begun before age 20.

The relevant contribution year for benefit claims made from January to June is two years before the year of the claim; for benefit claims made from July to December, one year before the year of the claim.

The maternal health allowance ceases two weeks after the birth and is replaced by the newborn care allowance.

**Newborn care allowance and parental allowance (social insurance):** Paid to a parent who takes time off work to care for a newborn or an adopted child.

Must have at least 26 weeks of paid contributions since first becoming covered and at least 26 weeks of paid or credited contributions in the relevant contribution year. The full benefit is paid with at least 50 weeks of paid or credited contributions in the relevant contribution year; the benefit is proportionately reduced with less than 50 weeks of paid or credited contributions.

Contributions may be credited for each complete contributory week the insured received or was entitled to receive the disability pension (incapacity benefit), maternal health allowance, newborn care allowance, parental allowance, sickness benefit, work injury benefit, or unemployment benefit. In addition, contributions may be credited for each complete contributory week the insured was in full-time studies or training in the year immediately before the claim is made, provided the studies or training have been completed and were begun before age 20.

The relevant contribution year for benefit claims made from January to June is two years before the year of the claim; for benefit claims made from July to December, one year before the year of the claim.

**Maternity and adoption grant (universal):** There is no minimum qualifying period. Must be registered with the Committee for Employment and Social Security, insured, and ordinarily resident in Guernsey, Alderney, Herm, or Jethou.

The maternity grant and adoption grant can be combined with other parental benefits.

**Long-term and respite care benefit (universal):** Must have resided in Guernsey, Alderney, Herm, or Jethou for at least five years at any time, including one year immediately before the claim is made, and must receive residential care, residential care with elderly mentally infirm care, or nursing care in an approved care facility.

**Medical benefits (universal):** There is no minimum qualifying period. Must be registered with the Committee for Employment and Social Security.

## Sickness and Maternity Benefits

**Sickness benefit (social insurance):** £156.17 a week is paid after a three-day waiting period if the insured has at least 50 weeks of paid or credited contributions in the relevant contribution year; with 26 to 49 weeks of contributions, from £85.89 to £151.48 a week is paid depending on the number of paid or credited contributions.

The benefit is paid for up to 26 weeks. If the person remains unable to work after 26 weeks, the sickness benefit is replaced by the disability pension (incapacity benefit).

**Maternal health allowance (social insurance):** £212.66 a week is paid if the insured has at least 50 weeks of paid or credited contributions in the relevant contribution year; with 26 to 49 weeks of contributions, from £116.97 to £206.29 a week is paid depending on the number of paid or

credited contributions. The maternal health allowance must start no earlier than 11 weeks before the expected date of birth and no later than the actual date of birth, depending on the insured's choice.

The maternal health allowance ceases two weeks after the birth and is replaced by the newborn care allowance. The maternal health allowance and newborn care allowance can be claimed for up to a total of 26 weeks and cannot be claimed at the same time.

**Newborn care allowance (social insurance):** £212.66 a week is paid if the insured has at least 50 weeks of paid or credited contributions in the relevant contribution year; with 26 to 49 weeks of contributions, from £116.97 to £206.29 a week is paid depending on the number of paid or credited contributions. The newborn care allowance must start no earlier than two weeks after the date of birth. The newborn care allowance and maternal health allowance can be claimed for up to a total of 26 weeks and cannot be claimed at the same time.

**Adoption allowance (parental allowance, social insurance):** £212.66 a week is paid if the insured has at least 50 weeks of paid or credited contributions in the relevant contribution year; with 26 to 49 weeks of contributions, from £116.97 to £206.29 a week is paid depending on the number of paid or credited contributions. The benefit is paid for up to 26 weeks, beginning two weeks after the date of childbirth.

**Maternity and adoption grant (universal):** A lump sum of £391 is paid.

**Long-term and respite care benefit (universal):** £444.57 a week is paid for residential home care; £585.76 a week if assessed with an elderly mental infirmity (EMI); and £829.99 a week for nursing home care. Recipient of care must pay a copayment of £200.62 a week.

£645.19 a week is paid for respite care provided in a residential home; £786.38 a week if assessed with an EMI; or £1,030.61 a week for respite care provided in a nursing home. No copayment is required from persons receiving respite care.

There is no limit to duration for long-term care benefits.

### **Workers' Medical Benefits**

The government provides acute hospital accommodation. Specialist group practices under contract with the government provide specialist medical services.

Cost sharing: The insured pays a flat-rate fee of £3.90 for each item prescribed. The fund pays additional costs. There is no prescription fee for persons who have reached the normal retirement age or for social assistance beneficiaries and their dependents. The fund pays a partial subsidy for medical consultations directly to an approved doctor (£12) or nurse (£6).

### **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

Eligible dependents include the insured's children. Non-working spouses must be registered and covered in their own right.

### **Administrative Organization**

Committee for Employment and Social Security (<https://www.gov.gg/article/152827/Employment—Social-Security/>) administers cash benefits and collects contributions.

Committee for Health and Social Care (<https://www.gov.gg/hsc/>) administers hospital benefits.

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### **Work Injury**

#### **Regulatory Framework**

**First law:** 1925.

**Current law:** 1978 (social insurance).

**Type of program:** Social insurance system.

#### **Coverage**

Employed and self-employed persons.

#### **Source of Funds**

**Insured person:** See source of funds under Old Age, Disability, and Survivors.

**Self-employed person:** See source of funds under Old Age, Disability, and Survivors.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** See source of funds under Old Age, Disability, and Survivors.

#### **Qualifying Conditions**

Must be assessed with a work injury or occupational disease.

#### **Temporary Disability Benefits**

**Temporary disability benefit (industrial injury):** £156.17 a week is paid after a three-day waiting period for up to 26 weeks; thereafter, the insured may be entitled to receive the full disability pension (incapacity benefit) (see Old Age, Disability, and Survivors) until reaching the normal retirement age.

#### **Permanent Disability Benefits**

**Permanent disability benefit (industrial disablement):** For a total (100%) disability, £171.06 a week is paid.



Partial disability: For an assessed degree of disability of 20% to 99%, £34.21 to £153.95 a week is paid depending on the assessed degree of disability.

A medical board assesses the degree of disability.

Benefits are also provided under Old Age, Disability, and Survivors, and Sickness and Maternity.

Benefit adjustment: Benefits are adjusted annually on the recommendation of the Committee for Employment and Social Security.

### **Workers' Medical Benefits**

Benefits for the treatment of work injuries and occupational diseases include the cost of all necessary medical or other treatment, travel expenses, and equipment and appliances (including maintenance).

The government provides hospital accommodation. Specialist group practices under contract with the government provide specialist medical services.

There is no cost sharing.

### **Survivor Benefits**

See Old Age, Disability, and Survivors.

### **Administrative Organization**

Committee for Employment and Social Security (<https://www.gov.gg/article/152827/Employment—Social-Security/>) administers the program and collects contributions.

## **Unemployment**

### **Regulatory Framework**

**First law:** 1964.

**Current law:** 1978 (social insurance).

**Type of program:** Social insurance system.

### **Coverage**

Employed persons with weekly earnings of at least £138.

Exclusions: Self-employed and nonemployed persons.

### **Source of Funds**

**Insured person:** See source of funds under Old Age, Disability, and Survivors.

**Self-employed person:** Not applicable.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** See source of funds under Old Age, Disability, and Survivors.

### **Qualifying Conditions**

Must have at least 26 weeks of paid contributions since first becoming covered and at least 26 weeks of paid or credited contributions in the relevant contribution year. The full benefit is paid with at least 50 weeks of paid or credited contributions in the relevant contribution year; the benefit is proportionately reduced with less than 50 weeks of paid or credited contributions.

Contributions may be credited for each complete contributory week the insured received or was entitled to receive the disability pension (incapacity benefit), maternal health allowance, newborn care allowance, parental allowance, sickness benefit, work injury benefit, or unemployment benefit. In addition, contributions may be credited for each complete contributory week the insured was in full-time studies or training in the year immediately before the claim is made, provided the studies or training have been completed and were begun before age 20.

The relevant contribution year for benefit claims made from January to June is two years before the year of the claim; for benefit claims made from July to December, one year before the year of the claim.

The insured must register at a job center each week to confirm his or her availability for work. The insured may be disqualified for 10 weeks for leaving employment voluntarily, misconduct, or refusing a suitable work offer.

### **Unemployment Benefits**

£156.17 a week is paid with at least 50 weeks of paid or credited contributions in the relevant contribution year; with 26 to 49 weeks, £85.89 to £151.48 a week is paid depending on the number of paid or credited contributions.

The benefit is paid for up to 210 days in any one period of unemployment.

Requalification for the benefit requires 13 additional weeks of employment with weekly earnings of at least 40 times the young person's minimum hourly wage rate. Persons enrolled in a training course that is fully or partially funded by the States of Guernsey are not entitled to requalify for the benefit.

The young person's minimum hourly wage rate is £7.05.

Benefit adjustment: Benefits are adjusted annually on the recommendation of the Committee for Employment and Social Security.

### **Administrative Organization**

Committee for Employment and Social Security (<https://www.gov.gg/article/152827/Employment—Social-Security/>) administers the program and collects contributions.

## **Family Allowances**

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### **Regulatory Framework**

**First law:** 1943.

**Current laws:** 1950 (family allowances) and 1971 (social assistance).

**Type of program:** Universal and social assistance system.

### **Coverage**

Residents of Guernsey, Alderney, Herm, and Jethou.

### **Source of Funds**

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

### **Qualifying Conditions**

**Family allowances (universal):** Paid to a parent or guardian of a child younger than age 16 (age 20 if a student). The parent or guardian must have been born in Guernsey, Alderney, Herm, or Jethou or resided in Guernsey, Alderney, Herm, or Jethou for at least 52 weeks in the last two years.

**Supplementary benefits (social assistance, means tested):** Must be aged 18 or older, not be in full-time education, and be employed in full-time paid work.

Means test: Total household income must be less than the prescribed minimum amount required to live on (the “requirement rate”), and assets must not exceed £20,000. Some earnings and benefits are disregarded for the calculation of total income.

The requirement rate varies depending on the household’s circumstances.

### **Family Allowance Benefits**

**Family allowances (universal):** £13.90 a week is paid for each eligible child.

Benefit adjustment: Benefits are adjusted annually on the recommendation of the Committee for Employment and Social Security.

**Supplementary benefit (social assistance, means tested):** Up to £670 a week is paid, depending on household income and circumstances, and the number and age of dependents.

### **Administrative Organization**

Committee for Employment and Social Security (<https://www.gov.gg/article/152827/Employment—Social-Security/>) administers the program.

## Hungary

Exchange rate: US\$1.00 = 258.45 forints.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1928.

**Current laws:** 1997 (social security), implemented in 1998; 1997 (social insurance), implemented in 1998; 2011 (termination of early retirement pension); and 2011 (disability benefit).

**Type of program:** Social insurance system.

Note: A 2010 amendment to the social security law terminated the diversion of contributions to second-pillar individual accounts and automatically transferred account balances to the social insurance program (unless an account holder opted out). Since 2009, participation in the individual account program is voluntary.

#### Coverage

Employed persons, including employed pensioners; members of cooperatives; self-employed persons; and certain social insurance beneficiaries.

Voluntary coverage for persons not covered by compulsory insurance.

#### Source of Funds

**Insured person:** 10% of gross monthly covered earnings.

As of January 1, 2014, resident noncitizens are exempt from paying contributions for two years.

The minimum earnings used to calculate contributions are the monthly minimum wage.

The monthly minimum wage is 138,000 forints.

There are no maximum earnings used to calculate contributions.

The insured person's contributions also finance work injury benefits.

**Self-employed person:** 10% of declared monthly earnings and 19.5% of declared monthly earnings in the form of a social contribution tax.

The minimum earnings used to calculate contributions are the monthly minimum wage.

The monthly minimum wage is 138,000 forints.

There are no maximum earnings used to calculate contributions.

The self-employed person's social contribution tax also finances work injury benefits, sickness and maternity benefits, and unemployment benefits.

**Employer:** 19.5% of gross monthly payroll in the form of a social contribution tax.

The minimum earnings used to calculate contributions are the monthly minimum wage.

The monthly minimum wage is 138,000 forints.

There are no maximum earnings used to calculate contributions.

The employer's contributions also finance work injury benefits, sickness and maternity benefits, and unemployment benefits.

**Government:** Finances any deficit.

#### Qualifying Conditions

**Old-age pension:** Age 63 and six months (gradually rising by six months a year until reaching age 65 in 2022) with at least 20 years of coverage; age 62 with at least 20 years of coverage if born before January 1, 1952.

At any age for women with at least 40 years of coverage (child raising periods are taken into account), including at least 32 years of work. For women who have raised five or more children, the number of required years of work is reduced by one year for each child, with a maximum reduction of seven years.

Partial pension: Age 63 and six months (gradually rising by six months a year until reaching age 65 in 2022) with at least 15 years of coverage.

Deferred pension: The pension may be deferred in most professions.

Retirement is not necessary.

The old-age pension is payable abroad.

**Disability pension (Rokkantsági ellátás):** Must have a loss of at least 40% of working capacity with at least 1,095 days of coverage in the last five years (or at least 2,555 days in the last 10 years) before the claim, not receive any regular cash benefit, and be incapable of any gainful activity with no chance of rehabilitation (or where rehabilitation is not recommended).

Must be assessed with a B2 (rehabilitation is possible but not recommended), C2 (permanent rehabilitation is needed but not recommended), D (employment is possible only through constant support), or E (the insured suffered significant health damage, is not self-sufficient, and needs constant attendance) disability.

Disability benefits are paid under sickness and maternity and are replaced by the old-age pension at the normal retirement age.

The disability pension is payable abroad.

**Rehabilitation benefit (Rehabilitációs ellátás):** Must have a loss of at least 40% of working capacity with at least 1,095 days of coverage during the last five years (or at least 2,555 days in the last 10 years or 3,650 days in the last 15 years) before the claim, not receive any regular cash benefit, and be incapable of any gainful activity but can be rehabilitated.

Must be assessed with a B1 (rehabilitation is possible) or C1 (permanent rehabilitation is needed) disability.

Rehabilitation benefits are paid under sickness and maternity.

The rehabilitation benefit is payable abroad.

**Survivor pension:** The deceased received or was entitled to receive an old-age pension at the time of death.

Eligible survivors include a widow(er); divorced spouse; cohabiting partner who lived with the deceased for at least 10 years (at least one year if they had children); children younger than age 16 (age 25 if a full-time student; no limit if disabled), including the surviving partner's children; siblings; grandchildren; dependent parents and grandparents with a disability or aged 65 or older; and foster parents who supported the deceased for at least 10 years.

**Spouse's temporary pension (Ideiglenes özvegyi nyugdíj):** A temporary pension is paid to widow(er)s who are ineligible for a spouse's permanent pension and care for the deceased's child younger than age 18 months or assessed as disabled or permanently ill.

The spouse's temporary pension is payable abroad.

### Old-Age Benefits

**Old-age pension:** The pension is 33% of the insured's average earnings for the first 10 years of coverage plus 2% for each additional year from 11 to 25 years of coverage plus 1% for each additional year from 26 to 36 years of coverage plus 1.5% for each additional year from 37 to 40 years of coverage plus 2% for each year exceeding 40 years of coverage.

Average earnings are based on average indexed monthly earnings since 1988. If the insured's average earnings exceed 372,000 forints, average earnings are based on 90% of the amount from 372,000 forints to 421,000 forints plus 80% of the amount exceeding 421,000 forints.

Partial pension: A reduced pension is paid.

Deferred pension: The pension is increased by 0.5% for each 30-day period of deferral.

The minimum monthly old-age pension is 28,500 forints.

The maximum old-age pension is the insured's average earnings.

Benefit adjustment: Benefits are adjusted annually in January and November based on changes in the consumer price index and net average monthly earnings.

### Permanent Disability Benefits

**Disability benefit (Rokkantsági ellátás):** 40% of the insured's average earnings in the last 180 days before the incapacity began is paid for a category B2 disability, 60% for C2, 65% for D, and 70% for E.

The minimum pension is 30% of the base amount for a category B2 disability, 45% for C2, 50% for D, and 55% for E.

The maximum pension is 45% of the base amount for a category B2 disability; 150% for C2, D, and E.

The base amount is 98,890 forints.

**Rehabilitation benefit (Rehabilitációs ellátás):** 35% of the insured's average earnings in the last 180 days before the incapacity began is paid for category B1 disability for up to three years and 45% for C1.

The minimum benefit is 30% of the base amount for a category B1 disability and 40% for C1.

The maximum benefit is 40% of the base amount for a category B1 disability and 50% for C1.

The base amount is 98,890 forints.

Benefit adjustment: Benefits are adjusted in January and November based on changes in the consumer price index and net average monthly earnings.

### Survivor Benefits

#### Survivor pension

**Spouse's pension (Özvegyi nyugdíj):** 60% of the old-age pension the deceased received or was entitled to receive at the time of death is paid; 30% if the widow(er) receives an old-age or work injury pension in his or her own right.

The spouse's pension may be split between the surviving spouse and a divorced spouse.

**Orphan's pension:** 30% of the old-age pension the deceased received or was entitled to receive is paid for each orphan; 60% of the highest pension of either parent for a full orphan or an orphan with a surviving parent with a disability.

The minimum monthly orphan's pension is 24,250 forints for each child.

**Grandparent's or parent's pension:** 60% of the old-age pension the deceased received or was entitled to receive at the time of death is paid; 30% if the parent or grandparent receives an old-age or work injury pension in his or her own right.

There is no minimum monthly grandparent's or parent's pension.

**Spouse's temporary pension (Ideiglenes özvegyi nyugdíj):** 60% of the old-age pension the deceased received or was entitled to receive at the time of death is paid to the widow(er) for 12 months; may be extended for an additional six months if the widow(er) is raising a child younger than age 18 months; for an additional 24 months if the widow(er)

is raising a disabled or permanently ill child. The temporary pension is converted into a permanent pension if the widow(er) reaches the normal retirement age, is assessed with limited work capacity, or is caring for at least two children younger than age 16 (age 25 if a full-time student) or at least one disabled or permanently ill child.

The spouse's temporary pension may be split between the surviving spouse and a divorced spouse.

### Administrative Organization

Ministry of Human Capacities (<http://www.kormany.hu/en/ministry-of-human-resources/>) provides general supervision.

Hungarian State Treasury (<http://www.allamkinostar.gov.hu/>) administers old-age, disability, and survivors benefits through district offices.

Rehabilitation Department of the Municipal Government Office of Budapest (<http://www.kormanyhivatal.hu/hu/budapest/szervezeti-egyseg/rehabilitacios-foosztaly/>) oversees disability assessments.

National Tax and Custom Administration (<http://nav.gov.hu/>) collects contributions.

### Sickness and Maternity

#### Regulatory Framework

**First law:** 1891.

**Current laws:** 1997 (health insurance), implemented in 1998; 1997 (social security); and 2011 (disability benefit).

**Type of program:** Social insurance system.

#### Coverage

**Cash sickness benefit:** Employed persons, members of cooperatives, self-employed persons, and recipients of unemployment benefits.

**Cash maternity benefits:** Employed and self-employed women.

**Medical benefits:** Employed persons, members of cooperatives, self-employed persons, and certain social insurance beneficiaries.

Voluntary coverage for uninsured Hungarian citizens and noncitizens residing in Hungary.

#### Source of Funds

**Insured person:** 4% of gross monthly earnings (medical benefits) and 3% of gross monthly earnings (cash benefits).

There are no maximum earnings used to calculate contributions.

Voluntarily insured persons contribute 50% of the monthly minimum wage and 30% of the monthly minimum wage for each child aged 18 or younger.

The monthly minimum wage is 138,000 forints.

The insured's contributions also finance work injury benefits.

**Self-employed person:** 4% of gross monthly earnings (medical benefits) and 3% of gross monthly earnings (cash benefits). See also source of funds under Old Age, Disability, and Survivors.

There are no maximum earnings used to calculate contributions.

The self-employed person's contributions also finance work injury benefits.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** Finances any deficit.

#### Qualifying Conditions

**Cash sickness benefit:** Must be currently insured and have experienced a loss of earning capacity.

A doctor must assess, certify, and periodically review the loss of earning capacity.

#### Cash maternity benefits

**Infant care allowance (Csecsemogondozási díj):** Must have at least 365 days of coverage in the last two years. Employment must cease within 42 days of the expected date of childbirth (after 42 days, if the insured person is receiving an accident-related sickness benefit or within 28 days after termination of such a benefit).

**Child care fee (Gyermekgondozási díj [GYED]):** Must have at least 365 days of coverage in the two years before the date of childbirth. The child must live with the claimant's family and one of the parents must stay at home to care for the child.

**Medical benefits:** There is no minimum qualifying period.

#### Sickness and Maternity Benefits

**Sickness benefit:** 60% of the insured's average daily gross earnings in the last 180 days before the incapacity began is paid with more than two years of coverage; 50% with less than two years of coverage or if hospitalized.

The maximum sickness benefit is 1/30th of twice the legal monthly minimum wage.

The legal monthly minimum wage is 138,000 forints.

If the insured has at least one year of coverage, the benefit is paid for up to one year; if the insured has less than one year of coverage, the benefit is paid for a period equal to the duration of the continuous coverage period immediately before the incapacity began.

Sickness benefits are also paid during pregnancy if the insured is not entitled to a maternity allowance, to mothers breastfeeding a hospitalized child older than age 1, or to a parent caring for a sick child. The duration of benefits varies based on the sick child's age and the parents' marital status.

### **Maternity benefits**

*Infant care allowance (Csecsemogondozási díj):* 70% of the insured's daily average gross earnings in the last 180 days before the expected date of childbirth is paid for four weeks before and either 20 weeks or 24 weeks after the expected date of childbirth, according to the mother's choice. (In the absence of earnings, the current legal monthly minimum wage is used.)

The legal monthly minimum wage is 138,000 forints.

*Child care fee (Gyermekgondozási díj [GYED]):* 70% of the insured's daily average gross earnings in the last 180 days is paid. The benefit is paid after the infant care allowance expires, until the child reaches age 2.

Mothers who do not meet the qualifying conditions for the child care fee, have a child born after December 31, 2013, and who have completed at least two semesters of tertiary education and are currently enrolled or graduated in the last year, may receive the child care fee until the child reaches age 1.

The maximum child care fee is 70% of twice the legal monthly minimum wage.

The legal monthly minimum wage is 138,000 forints.

### **Workers' Medical Benefits**

Benefits include preventive care; general and specialist care, including basic dental care; hospitalization and in-home nursing; maternity care; medical rehabilitation; sanatorium care; ambulance services; and medical examinations. Public health service facilities under contract with the National Health Insurance Institute provide benefits directly to the patients.

**Cost sharing:** The insured's portion is set by the service provider and may be reduced by the National Health Insurance Fund on an individual basis.

Pharmaceuticals are free when used during inpatient treatment and for low-income elderly or disabled persons. In all other cases, the National Health Insurance Fund pays from 25% to 100%, according to a schedule in law.

Transportation is covered by the health insurance system.

Travel allowances are paid if the insured is referred by a doctor for inpatient or outpatient treatment at a health care institution not accessible by local transportation.

### **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

### **Administrative Organization**

Ministry of Human Capacities (<http://www.kormany.hu/en/ministry-of-human-resources/>) supervises the program.

Hungarian State Treasury (<http://www.allamkinestar.gov.hu/>) provides general and financial supervision and administers benefits through district offices.

National Tax and Custom Administration (<http://nav.gov.hu/>) collects contributions.

### **Work Injury**

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#### **Regulatory Framework**

**First laws:** 1900 and 1907.

**Current laws:** 1997 (social security), 1997 (social insurance), 1997 (individual account), and 2011 (disability benefit).

**Type of program:** Social insurance system.

Note: Benefits are provided under the Old Age, Disability, and Survivors, and Sickness and Maternity programs.

#### **Coverage**

Employed persons, members of cooperatives, self-employed persons, independent farmers, and recipients of unemployment benefits.

#### **Source of Funds**

**Insured person:** See source of funds under Old Age, Disability, and Survivors, and Sickness and Maternity.

**Self-employed person:** See source of funds under Old Age, Disability, and Survivors, and Sickness and Maternity.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** See source of funds under Old Age, Disability, and Survivors, and Sickness and Maternity.

#### **Qualifying Conditions**

Must be assessed with a work injury or occupational disease. Accidents that occur while travelling to and from work are covered. Benefits are paid for occupational diseases, according to a schedule in law set by the National Health Insurance Fund.

#### **Temporary Disability Benefits**

100% of the insured's daily gross average earnings in the last 180 days before the incapacity began (90% if the accident or illness occurred while commuting to and from work) is paid monthly. The benefit is paid for up to one year; may be extended by up to 12 months.

The loss of earning capacity must be assessed and certified by a doctor.

## Permanent Disability Benefits

**Work injury allowance (Baleseti járadék):** Paid for a loss of working capacity of more than 13%. The allowance is 8% of the insured's monthly average earnings in the last year before the accident occurred or occupational disease began with a 14% to 20% loss of working capacity; 10% of monthly average earnings with a 21% to 28% loss of working capacity; 15% of monthly average earnings with a 29% to 39% loss of working capacity; or 30% of monthly average earnings with at least a 39% loss of working capacity.

For an assessed loss of working capacity of less than 20%, the benefit is paid for up to two years; if the loss of working capacity is greater than 20% the benefit is paid until rehabilitation.

The National and the County Medical Expert Committees of the National Health Insurance Fund assess the disability.

**Benefit adjustment:** Benefits are adjusted in January and November based on changes in the consumer price index and net average monthly earnings.

## Workers' Medical Benefits

Benefits include preventive care; general and specialist care, including basic dental care; hospitalization; medical rehabilitation; sanatorium care; and ambulance services. Medicine and appliances are free of charge. Public health service facilities under contract with the National Health Insurance Institute provide medical benefits directly to the patients.

There is no limit to duration.

## Survivor Benefits

### Survivor pension

Eligible survivors include a widow(er); divorced spouse; cohabiting partner who lived with the deceased for at least 10 years (at least one year if they had children); children younger than age 16 (age 25 if a full-time student; no limit if disabled), including the surviving partner's children; sisters and brothers; grandchildren; dependent parents and grandparents with a disability or aged 65 or older; and foster parents who supported the deceased for at least 10 years.

**Spouse's pension:** 60% of the permanent disability pension that the deceased received or was entitled to receive at the time of death is paid; 30% if the widow(er) receives an old-age or work injury pension in his or her own right.

The spouse's pension may be split between the surviving spouse and a divorced spouse.

A temporary pension may be paid for up to three years if the widow(er) does not meet the eligibility requirements for a spouse's permanent pension.

**Orphan's pension:** 30% of the permanent disability pension the deceased received or was entitled to receive is paid for each orphan; 60% of the highest pension of either parent for

a full orphan or an orphan with a surviving parent with a disability.

The minimum monthly orphan's pension is 24,250 forints for each child.

**Grandparent's or parent's pension:** 60% of the permanent disability pension the deceased received or was entitled to receive at the time of death is paid; 30% if the parent or grandparent receives an old-age pension or work injury pension in his or her own right.

There is no minimum monthly grandparent's or parent's pension.

## Administrative Organization

Hungarian State Treasury (<http://www.allamkinstar.gov.hu/>) administers permanent and temporary disability benefits.

National Health Insurance Fund (<http://www.oep.hu/>) administers medical benefits.

National Tax and Custom Administration (<http://nav.gov.hu/>) collects contributions.

Specified health care providers, including private providers contracted by the National Health Insurance Fund, provide medical care.

## Unemployment

### Regulatory Framework

**First law:** 1957.

**Current law:** 1991 (employment).

**Type of program:** Social insurance system.

### Coverage

Employed and self-employed persons.

### Source of Funds

**Insured person:** 1.5% of gross monthly earnings.

**Self-employed person:** 1.5% of declared monthly earnings. See also source of funds under Old Age, Disability, and Survivors.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** Finances the National Employment Fund. The National Employment Fund subsidizes unemployment benefits, supports employment and training programs, and pays wages for new companies that become insolvent.

### Qualifying Conditions

**Job seeker's benefit (Álláskeresői járadék):** Must have at least 365 days of coverage in the last three years, be involuntarily unemployed, actively seeking and available

## Hungary

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for employment or training, and not receiving a sickness benefit or an old-age, disability, or work injury pension.

**Pre-retirement job seeker's benefit (Nyugdíj elotti álláskeresési segély):** Must have received the job seeker's benefit for at least 45 days and exhausted his or her entitlement must be within five years of reaching the normal retirement age on the day of application; must have a sufficient contribution period for retirement; and must not receive any other social insurance benefits prior to the normal retirement age.

### Unemployment Benefits

**Job seeker's benefit (Álláskeresési járadék):** 60% of the monthly average earnings in the previous calendar year is paid. One day of benefits is paid for every 10 days of coverage up to 90 days of benefits.

If the job seeker's previous monthly average earnings contribution base cannot be determined, the amount of the benefit is 130% of the monthly minimum.

The maximum unemployment benefit is the legal monthly minimum wage.

The legal monthly minimum wage is 138,000 forints.

**Pre-retirement job seeker's benefit (Nyugdíj elotti álláskeresési segély):** 40% of the legal monthly minimum wage is paid until the beneficiary is eligible for an old-age or disability pension.

The legal monthly minimum wage is 138,000 forints.

### Administrative Organization

Ministry for National Economy (<http://www.kormany.hu/en/ministry-for-national-economy/>) provides general supervision.

Public Employment Service (<https://www.munka.hu/>) administers the program.

National Tax and Custom Administration (<http://nav.gov.hu/>) collects contributions.

### Family Allowances

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#### Regulatory Framework

**First law:** 1938.

**Current laws:** 1997 (child protection); 1997 (health insurance); 1998 (family support), implemented in 1999; 2005 (family allowances); and 2011 (family protection).

**Type of program:** Universal and social assistance system.

#### Coverage

**Universal:** Hungarian citizens, certain resident noncitizens, and migrant workers or refugees who are parents, foster parents, or guardians (including foster home managers).

**Social assistance:** Needy resident of Hungary.

### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost (90% from central government and 10% from local government).

### Qualifying Conditions

**Family allowances (Családi pótlék):** Paid for a child younger than age 18 (age 23 if a full-time student). The claimant must be the child's parent, guardian (if the child is in a correction center or juvenile prison), or a foster home manager.

**Child home care allowance (Gyermekgondozást segítő ellátás):** Paid to parents who stop working to care for a child younger than age 3 (age 10 if disabled) or to grandparents caring for a child aged 1 or older. For twins, the allowance is paid until the children reach the compulsory school age (usually age 6).

**Child-raising support (Gyermeknevelési támogatás):** Paid to parents who raise three or more children and the youngest is aged 3 to 8.

**Birth grant (Anyasági támogatás):** Paid to a mother who has completed at least four prenatal examinations (one in the event of a premature birth). The grant is paid to adopting parents if the birth mother completes the required examinations.

**Advance on maintenance payments (Tartásdíj megelőlegezése):** Paid for periods during which child support is not paid, if the person who takes care of the child can no longer financially support the child, or if per capita family income is up to 57,000 forints (twice the minimum old-age pension).

**Regular child protection support (Rendszeres gyermekvédelmi kedvezmény, income tested, in kind):** Paid for a child younger than age 18 (age 23 if a full-time student).

Income test: Family per capita income must not exceed 130% of the minimum old-age pension; 140% of the minimum old-age pension for a child of a single parent household, with a long-term illness or serious disability, or a full-time student (higher education).

The minimum monthly old-age pension is 28,500 forints.

**Irregular child protection support:** Paid to families with temporary cash flow problems or to families requiring emergency assistance.

### Family Allowance Benefits

**Family allowances (Családi pótlék):** 12,200 forints a month is paid for the first child (13,700 forints for a single parent); 13,300 forints a month per child for two children



(14,800 forints for a single parent); and 16,000 forints a month per child for three or more children (17,000 forints for a single parent).

For families with a child with a long-term illness or serious disability, 23,300 forints a month is paid for each child (25,900 forints for a single parent).

For a child in a foster home or living with foster parents, 14,800 forints a month is paid for each child.

Schedule of payments: Benefits are paid monthly with an additional payment in July to support the cost of school.

**Child home care allowance (Gyermekgondozást segítő ellátás):** 28,500 forints a month is paid.

**Child-raising support (Gyermeknevelési támogatás):** 28,500 forints a month is paid.

**Birth grant (Anyasági támogatás):** A lump sum of 225% of the minimum old-age pension is paid after each birth; 300% of the minimum old-age pension for twins.

The minimum monthly old-age pension is 28,500 forints.

**Advance on maintenance payments (Tartásdíj megelőlegezése):** The amount of the benefit is established by the court.

The maximum benefit is 14,250 forints per child.

**Regular child protection support (Rendszeres gyermekvédelmi kedvezmény, income tested, in kind):** 6,000 forints is paid per child every six months; 6,500 forints for a vulnerable child.

**Irregular child protection support:** A lump sum is paid based on the family's assessed needs.

Benefit adjustment: Benefits are adjusted annually.

### **Administrative Organization**

Ministry of Human Capacities (<http://www.kormany.hu/en/ministry-of-human-resources/>) supervises the program.

Hungarian State Treasury (<http://www.allamkincstar.gov.hu/>) administers the family allowances program through district offices.

## Iceland

Exchange rate: US\$1.00 = 104.09 kronur.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First laws:** 1909 and 1980.

**Current laws:** 1992 (disability), 1997 (pension funds), 2007 (social security), and 2007 (means-tested supplements).

**Type of program:** Universal and mandatory occupational pension system.

#### Coverage

**Universal pension:** Residents of Iceland, including citizens of the European Union and certain other countries.

**Mandatory occupational pension:** Employed and self-employed persons.

#### Source of Funds

##### Insured person

*Universal pension:* None.

*Mandatory occupational pension:* At least 4% of gross earnings. Collective agreements may provide for additional contributions.

##### Self-employed person

*Universal pension:* 7.35% of presumptive income. (Presumptive income is the employment income one would receive if similarly employed by an unrelated person.)

The self-employed person's contributions also finance cash parental benefits, work injury benefits, and unemployment benefits.

*Mandatory occupational pension:* 12% of gross earnings.

##### Employer

*Universal pension:* 7.35% of gross payroll.

The employer's contributions also finance cash parental benefits, work injury benefits, and unemployment benefits.

*Mandatory occupational pension:* At least 8% of the employee's wages. Collective agreements may provide for additional contributions.

##### Government

*Universal pension:* Finances any deficit.

*Mandatory occupational pension:* None; contributes as an employer.

### Qualifying Conditions

#### Old-age pension (ellilífeyrir, universal, income tested):

Age 67 (age 60 for some categories of seamen) with at least 40 years of residence from age 16 to age 67.

Employment may continue.

**Income test:** The old-age pension is subject to recovery if the insured's annual taxable income exceeds 1,200,000 kronur (from employment, as of February 1, 2018) or 300,000 kronur (from nonemployment sources).

**Partial pension:** A reduced pension is paid with at least three but less than 40 years of residence from age 16 to age 67.

**Early pension:** Age 65 with a total monthly pension income (including from universal and mandatory occupational pensions) of at least 239,484 kronur.

**Deferred pension:** The pension may be deferred up to age 72 (age 80 if born since 1952).

**Supplement for single households (heimilisuppbót, income tested):** Paid to a single pensioner who lives alone or a partnered pensioner whose partner is living in an elderly care facility.

**Income test:** The supplement for single households is subject to recovery if the insured's annual taxable income exceeds 1,200,000 kronur (from employment, as of February 1, 2018) or 300,000 kronur (nonemployment sources).

**Pension supplement (uppbót á lífeyri, means tested):** Paid for certain housing and medical costs and other living expenses.

**Child's supplement (barnalífeyrir):** Paid for each dependent child younger than age 18.

The universal old-age pension is payable abroad under reciprocal agreement.

#### Old-age pension (lífeyrissjóðir, mandatory occupational pension):

Age 67 with at least 40 years of contributions (private-sector employees) or age 65 with at least 32 years of contributions (public-sector employees).

**Partial pension:** Paid at the normal retirement age if the insured does not meet the contribution requirements for a full pension.

**Early pension:** Age 65 (private-sector employees).

**Deferred pension:** The pension may be deferred up to age 80 (public- and private-sector employees); up to age 72 if born before 1952.

**Child's supplement:** Paid for each dependent child younger than age 18.

#### Disability pension (örorkulífeyrir, universal, income tested):

Must be aged 18 to 66, have at least 40 years of residence before the claim is made, and have an assessed loss of earning capacity of at least 75% as a result of a medically recognized disease or disability.

Income test: The disability pension is subject to recovery if the insured's annual taxable income exceeds 2,575,220 kronur.

Partial pension: A reduced pension is paid with at least three but less than 40 years of residence.

Age-related pension supplement (aldurstengd örorkuuppbót, income tested): Paid based on the age when the insured first became entitled to the universal disability pension.

Income test: The age-related pension supplement is subject to recovery if the insured's annual taxable income exceeds 2,575,220 kronur.

Guaranteed income supplement (tekjutrygging, income tested): Paid if the insured receives a universal disability pension.

Income test: The guaranteed income supplement is subject to recovery if the insured's annual taxable income exceeds 1,315,200 kronur (from employment), 328,800 kronur (from pensions), or 98,640 kronur (from capital).

Supplement for single households (heimilisuppbót, income tested): Paid to a single pensioner who lives alone or a partnered pensioner whose partner is living in an elderly care facility.

Income test: The supplement for single households is subject to recovery if the insured's annual taxable income exceeds 1,315,200 kronur (from employment), 328,800 kronur (from pensions), or 98,640 kronur (from capital).

Pension supplement (uppbót á lífeyri, means tested): Paid for certain housing and medical costs and other living expenses.

Child's supplement (barnalífeyrir): Paid for each dependent child younger than age 18.

The State Social Security Institute assesses the degree of disability following a medical examination by a doctor.

The disability pension ceases at the normal retirement age and is replaced by the universal old-age pension.

Partial disability allowance (örorkustyrkur): Must be aged 18 to 66, have at least three years of residence before the claim is made, and have an assessed loss of earning capacity of 50% to 74%.

Income test: The partial disability allowance is subject to recovery if the insured's annual taxable income exceeds 2,575,220 kronur.

Child's supplement (barnalífeyrir): Paid for each dependent child younger than age 18.

The State Social Security Institute assesses the degree of disability following a medical examination by a doctor.

The partial disability allowance ceases at the normal retirement age and is replaced by the universal old-age pension.

The universal disability pension is payable abroad under reciprocal agreement.

### **Disability pension (mandatory occupational pension):**

Must have an assessed loss of earning capacity of at least 50%, a loss of income due to the reduction in earning capacity, and at least two years of contributions.

**Spouse's bereavement allowance (dánarbætur, universal):** Paid to a spouse who is widowed before age 67.

**Orphan's pension (barnalífeyrir, universal):** The deceased and the survivors must have at least three years of residence before the claim is made.

Eligible survivors include children younger than age 18.

### **Survivor pension (mandatory occupational pension):**

Paid if the deceased had at least 24 months of contributions during the 36 months before death or received an occupational old-age or disability pension at the time of death.

Eligible survivors include a spouse or cohabiting partner (including a same-sex partner) and children younger than age 18.

The widow(er)'s pension ceases upon remarriage.

## **Old-Age Benefits**

### **Old-age pension (ellilífeyrir, universal, income tested):**

Up to 239,484 kronur a month (2,873,808 kronur a year) is paid.

Income test: The pension is reduced by 45% of the insured's annual earnings above 1,200,000 kronur and of annual nonemployment income above 300,000 kronur.

Partial pension: The old-age pension is reduced proportionately for each year of residency less than 40 years.

Early pension: The old-age pension is reduced by 0.5% a month for each month the pension is claimed before age 67.

Deferred pension: An actuarially increased pension is paid if born in 1952 or later; the old-age pension is increased by 0.5% for each month the pension is claimed after age 67, (up to age 72) if born before 1952.

Supplement for single households (heimilisuppbót, income tested): Up to 60,516 kronur a month (726,192 kronur a year) is paid.

Income test: The supplement for single households is reduced by 11.9% of the insured's annual taxable income from employment above 1,200,000 kronur and from non-employment sources above 300,000 kronur.

Pension supplement (uppbót á lífeyri, means tested): A monthly benefit of 5% to 140% of the old-age pension is paid.

Child's supplement (barnalífeyrir): 33,168 kronur a month (398,016 kronur a year) is paid for each eligible child.

Benefit adjustment: Benefits are adjusted annually based on changes in wages or the cost-of-living index, whichever is greater.

**Old-age pension (lífeyrissjóðir, mandatory occupational pension):** 1.4% of the insured's lifetime average earnings for each year of contributions is paid.

The minimum pension is 56% of the insured's lifetime average earnings if the insured had at least 40 years of residence.

Partial pension: The pension is proportionally reduced based on the number of years of contributions.

Early pension: An actuarially reduced pension is paid.

Deferred pension: Calculated in the same way as the mandatory occupational old-age pension.

Child's supplement: At least 19,202 kronur a month is paid for each eligible child, according to the pension fund.

The maximum monthly child's supplement is 25,603 kronur.

Benefit adjustment: Benefits are adjusted annually based on changes in wages or the cost-of-living index, whichever is greater.

### **Permanent Disability Benefits**

**Disability pension (örorkulífeyrir, universal, income tested):** Up to 44,866 kronur a month (538,392 kronur a year) is paid.

Income test: The disability pension is reduced by 25% of the insured's annual taxable income above 2,575,220 kronur.

Partial pension: The disability pension is reduced proportionately for each year of residency less than 40 years.

Age-related pension supplement (aldurstengd örorkuuppbót, income tested): Up to 44,866 kronur a month (538,392 kronur a year) is paid, based on the age the insured became entitled to the universal disability pension.

Income test: The age-related pension supplement is reduced by 25% of the insured's annual taxable income above 2,575,220 kronur.

Guaranteed income supplement (tekjutrygging, income tested): Up to 143,676 kronur a month (1,724,112 kronur a year) is paid.

Income test: The guaranteed income supplement is reduced if the insured's annual taxable income from employment exceeds 1,315,200 kronur, from pensions exceeds 328,800 kronur, or from capital exceeds 98,640 kronur.

Supplement for single households (heimilisuppbót, income tested): Up to 48,564 kronur a month (582,768 kronur a year) is paid.

Income test: The supplement for single households is reduced by 12.96% of the insured's annual taxable income from employment above 1,315,200 kronur, from pensions above 328,800 kronur, and from capital above 98,640 kronur.

Pension supplement (uppbót á lífeyri, means tested): A monthly benefit of 5% to 140% of the disability pension is paid.

Child's supplement (barnalífeyrir): 33,168 kronur a month (398,016 kronur a year) is paid for each eligible child; the supplement is doubled if both parents have disabilities.

Benefit adjustment: Benefits are adjusted annually based on changes in wages or the cost-of-living index, whichever is greater.

Partial disability allowance (örorkustyrkur): Up to 33,168 kronur a month (398,016 kronur a year) is paid if aged 16 to 61; 44,866 kronur a month (538,392 kronur a year) if aged 62 to 66.

Income test: The partial disability allowance is reduced by 25% of the insured's annual taxable income above 2,575,220 kronur.

Child's supplement (barnalífeyrir): 75% of the full child's supplement is paid for each eligible child.

The full child's supplement is 33,168 kronur a month (398,016 kronur a year)

Benefit adjustment: Benefits are adjusted annually based on changes in wages or the cost-of-living index, whichever is greater.

### **Disability pension (mandatory occupational pension):**

The pension is calculated based on the assessed loss of earning capacity and the value of paid and credited contributions (projected to age 67). The pension is paid from the first day of the month following the date of the award.

Child's supplement (barnalífeyrir): At least 19,202 kronur a month is paid for each eligible child, according to the fund.

The maximum monthly child's supplement is 25,603 kronur.

Benefit adjustment: Benefits are adjusted annually based on changes in wages or the cost-of-living index, whichever is greater.

### **Survivor Benefits**

**Spouse's bereavement allowance (dánarbætur, universal):** 49,404 kronur a month is paid to the widow(er) for up to six months; 37,008 kronur for an additional six months if the widow(er) has a dependent child younger than age 18.

Benefit adjustment: Benefits are adjusted annually based on changes in wages or the cost-of-living index, whichever is greater.

**Orphan's pension (barnalífeyrir, universal):** 33,168 kronur a month is paid to each eligible child; the pension is doubled for full orphans.

### **Survivor pension (mandatory occupational pension)**

*Spouse's pension:* 50% of the mandatory occupational disability pension the deceased was entitled to receive for at least a 75% assessed loss of earning capacity is paid. The

pension is paid for 24 months (no limit for a spouse supporting a child younger than age 18 or for a spouse younger than age 67 with a disability of at least 50%).

*Orphan's pension:* The amount varies according to the fund.

*Benefit adjustment:* Benefits are adjusted annually based on changes in wages or the cost-of-living index, whichever is greater.

### Administrative Organization

Ministry of Welfare (<https://www.stjornarradid.is/raduneyti/velferdarraduneytid/>) provides general supervision of the universal program.

Social Insurance Administration (<https://www.tr.is/>) administers of the universal programs through local offices.

Directorate of Customs (Tollstjórnin í Reykjavík; <https://www.tollur.is/>) collects contributions for the universal program.

Ministry of Finance and Economic Affairs (<https://www.stjornarradid.is/raduneyti/fjarmala-og-efnahagsraduneytid/>) provides general supervision of the mandatory occupational pension program.

Forty-three independent pension funds administer their own mandatory occupational pension programs.

### Sickness and Maternity

#### Regulatory Framework

**First laws:** 1936 (social security), 1973 (health service), and 1975 (maternity leave and benefits).

**Current laws:** 2000 (maternity and paternity leave), 2006 (adoption grant), 2007 (health service), 2007 (social security), and 2008 (health insurance).

**Type of program:** Universal (medical benefits and cash parental grants), social insurance (cash parental benefits), and employment-related (cash sickness benefits) system.

#### Coverage

**Universal (cash parental grants and medical benefits):** Residents of Iceland.

**Social insurance (cash parental benefits):** Employed and self-employed persons residing in Iceland.

**Employment-related (cash sickness benefits):** Employed and self-employed persons residing in Iceland.

#### Source of Funds

##### Insured person

*Universal and employment-related:* None.

*Social insurance:* See source of funds under Old Age, Disability, and Survivors.

##### Self-employed person

*Universal and employment-related:* None.

*Social insurance:* See source of funds under Old Age, Disability, and Survivors.

##### Employer

*Universal and employment-related:* None.

*Social insurance:* See source of funds under Old Age, Disability, and Survivors.

##### Government

*Universal and employment-related:* The total cost.

*Social insurance:* Finances any deficit.

#### Qualifying Conditions

**Sickness benefit (sjúkradagpeningar, employment related):** Must be aged 18 or older, incapable of work as the result of a sickness for at least 21 days, not be receiving old-age or disability benefits, and not be receiving wages or employer-paid sickness benefits due to illness. A partial benefit is paid for those who have lost at least half-time (50%) employment due to illness.

*Child's supplement:* Paid for each dependent child younger than age 18.

**Parental and adoption benefits (social insurance):** Paid to a parent with at least six consecutive months of work in Iceland (or in certain other countries under international agreements) before the first day of parental leave. A month of work is a month in which the insured worked at least 25%.

**Parental grants (universal):** Must be a resident of Iceland for at least 12 months before the expected date of childbirth, and not qualify for social insurance parental benefits.

**Medical benefits (universal):** Must be a resident of Iceland for at least six months.

#### Sickness and Maternity Benefits

**Sickness benefit (sjúkradagpeningar, employment related):** At least 1,746 kronur a day is paid to persons who worked full-time and no longer receive wages or employer-paid sickness benefits due to illness; 873 kronur a day to persons who have lost at least half-time (50%) employment due to illness. The benefit is paid after a 14-day waiting period for up to 52 weeks in any 24-month period. Cash benefits are not paid until wages have ceased. (Employers must pay wages for at least one month; may be extended, depending on the collective agreement, for employees with at least 12 consecutive months of employment.)

*Child's supplement:* 480 kronur a day is paid for each eligible child.

**Parental and adoption benefits (social insurance):** 80% of the insured's average wage or income in the 12 months

ending at least six months before the month of childbirth or adoption is paid for three months for each qualifying parent. The benefit may be paid up to one month before the expected date of childbirth or adoption, must be paid to the mother for the two weeks immediately after childbirth, and may be paid to both parents at the same time. If both parents qualify, the benefit may be shared between them for an additional three months.

The leave period must be claimed before the child is age 24 months (or 24 months after adoption for a child up to age 8).

If the insured is employed part time (from 25% to 49%), the minimum monthly benefit is 123,897 kronur; if employed from 50% to 100%, the minimum monthly benefit is 171,711 kronur.

The maximum monthly parental and adoption benefit is 520,000 kronur.

**Parental grants (universal):** 74,926 kronur a month is paid to the mother and/or father working less than 25% time for up to three months (a single grant is paid to one parent or divided between the two parents for an additional three months); 171,711 kronur a month if a full-time student.

### **Workers' Medical Benefits**

A minimum fee is charged for a doctor's visit, certain medicine, X-rays, and travel costs. Inpatient treatment in a public hospital or maternity ward is free of charge. Free medication is provided for some chronic diseases.

### **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

Children up to age 18 may receive a partial reimbursement of costs for medical and dental care.

Only disability pensioners are fully reimbursed for medical care.

### **Administrative Organization**

Ministry of Welfare (<https://www.stjornarradid.is/raduneyti/velferdarraduneytid/>) provides general supervision.

Social Insurance Administration (<https://www.tr.is/>) and Icelandic Health Insurance (<http://www.sjukra.is/>) administer the programs through local offices.

Directorate of Customs (Tollstjórnin í Reykjavík; <https://www.tollur.is/>) collects contributions for the programs.

## **Work Injury**

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### **Regulatory Framework**

**First law:** 1925.

**Current laws:** 1992 (disability) and 2007 (social security).

**Type of program:** Social insurance system.

### **Coverage**

Employed and self-employed persons, apprentices, persons engaged in rescue operations, and athletes participating in organized athletic activities.

### **Source of Funds**

**Insured person:** See source of funds under Old Age, Disability, and Survivors.

**Self-employed person:** See source of funds under Old Age, Disability, and Survivors.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** Partially finances the program through general taxation.

### **Qualifying Conditions**

Must be assessed with a work injury or occupational disease.

### **Temporary Disability Benefits**

2,133 kronur a day is paid if the incapacity for work lasts for at least 10 days. The benefit is paid after a seven-day waiting period for up to 52 weeks. (Collective agreements provide for the continued payment of wages for a certain period, depending on the specific agreement. Cash benefits are not paid until wages have ceased.)

Child's supplement: 478 kronur a day is paid for each dependent child younger than age 18.

The maximum benefit is 75% of the insured's earnings.

Benefit adjustment: Benefits are adjusted annually based on changes in wages or the cost-of-living index, whichever is greater.

### **Permanent Disability Benefits**

**Permanent disability pension:** For an assessed loss of earning capacity of at least 75%; 538,392 kronur a year is paid.

Partial disability: For an assessed loss of earning capacity of 50% to 74%, 50% of the full permanent disability pension plus 2% for each degree of disability from 50% to 74% is paid. For an assessed loss of earning capacity of 10% to 49%, a lump sum is paid.

The State Social Security Institute assesses the degree of disability following a medical examination by a doctor.

Age-related pension supplement (aldurstengd örorkuuppþót, income tested): See disability pension in Old Age, Disability, and Survivors.

Guaranteed income supplement (tekjutrygging, income tested): See disability pension in Old Age, Disability, and Survivors.

Child's supplement (barnalífeyrir): 33,168 kronur a month (398,016 kronur a year) is paid for each child younger than age 18 supported by the insured when the insured's disability began. If the insured's assessed loss of earning capacity is at least 75%, a supplement is paid for dependent children aged 18 or older.

Benefit adjustment: Benefits are adjusted annually based on changes in wages or the cost-of-living index, whichever is greater.

### Workers' Medical Benefits

All necessary medical care is provided, including specialist services and hospitalization.

### Survivor Benefits

#### Survivor pension

*Spouse's pension:* If the insured dies within two years after the date of injury or diagnosis of the occupational disease, 49,519 kronur a month is paid to the surviving spouse for eight years.

*Orphan's pension:* 33,168 kronur a month is paid to each child younger than age 18. A lump sum of 618,065 kronur to 1,854,867 kronur, depending on the degree of necessary support, is also paid to children with disabilities older than age 16 who were supported by the deceased when the injury occurred or the occupational disease was diagnosed.

If there are no other eligible surviving relatives, a lump sum of 865,663 kronur is paid to the deceased's surviving children or the deceased's estate.

Benefit adjustment: Benefits are adjusted annually based on changes in wages or the cost-of-living index, whichever is greater.

### Administrative Organization

Ministry of Welfare (<https://www.stjornarradid.is/raduneyti/velferdarraduneytid/>) provides general supervision.

Social Insurance Administration (<https://www.tr.is/>) administers the program through local offices.

Directorate of Customs (Tollstjórnin í Reykjavík; <https://www.tollur.is/>) collects contributions for the program.

## Unemployment

### Regulatory Framework

**First law:** 1956.

**Current laws:** 2006 (unemployment) and 2006 (labor market).

**Type of program:** Social insurance system.

### Coverage

Employed and self-employed persons residing in Iceland.

### Source of Funds

**Insured person:** None.

**Self-employed person:** See source of funds under Old Age, Disability, and Survivors.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** None.

### Qualifying Conditions

**Unemployment benefits (atvinnuleysisbóta):** Must be aged 16 to 69 with at least 10 weeks of employment in the 12 months before employment ceased. Must be registered at an employment office, be actively seeking, and available for, work, and have been unemployed for at least three days before registration. For continuing entitlement, the insured must register at the employment agency every two weeks.

Self-employed persons must have paid contributions in the 12 months before employment ceased and income tax for at least three months.

Part-time work is permitted.

Child's supplement: Paid for each dependent child younger than age 18.

### Unemployment Benefits

**Unemployment benefits (atvinnuleysisbóta):** A basic benefit of 56,854 kronur to 227,417 kronur a month, depending on the insured's duration of coverage and working time, is paid for the first 15 days; thereafter, an income-related benefit of up to 358,516 kronur a month is paid for up to 30 months.

The income-related benefit is 70% of the insured's average earnings in the six months before the two months before unemployment began (employees) or in the tax year preceding the year in which unemployment began (self-employed).

Benefits are reduced proportionately if the insured works part-time.

Child's supplement: 4% of the full basic benefit is paid for each eligible child.

## Iceland

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Benefit adjustment: Benefits are adjusted annually depending on changes in wages or the cost-of-living index, whichever is greater.

### **Administrative Organization**

Ministry of Welfare (<https://www.stjornarradid.is/raduneyti/velferdarraduneytid/>) provides general supervision.

Directorate of Labor (<https://www.vinnumalastofnun.is/>) administers the Unemployment Insurance Fund and the employment agencies.

Directorate of Customs (Tollstjórnin í Reykjavík; <https://www.tollur.is/>) collects contributions for the program.

### **Family Allowances**

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#### **Regulatory Framework**

**First law:** 1946.

**Current laws:** 1991 (municipal social services), 2003 (income tax), and 2007 (social assistance).

**Type of program:** Universal and social assistance system.

#### **Coverage**

Residents of Iceland.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

#### **Qualifying Conditions**

**Child benefit (barnabætur, income tested):** Paid for children younger than age 18 and supported by a parent or guardian who is ordinarily a resident in Iceland.

Income test: Benefits are reduced when annual household income exceeds 5,800,000 kronur for married or cohabiting parents; 2,900,000 kronur for single parents.

**Child education benefit (barnalífeyrir vegna náms eða starfsþjálfunar):** Paid to children aged 18 to 20 who are full-time students or in vocational training if at least one parent is either deceased or an old-age or disability pensioner.

**Social allowances (fjárhagsaðstoð, social assistance, means tested):** Paid for certain living expenses, such as housing, if annual income does not exceed a certain amount. The benefit may be reduced for stopping work or refusing a suitable job offer.

### **Family Allowance Benefits**

**Child benefit (barnabætur, income tested):** Up to 223,300 kronur a year is paid to married or cohabiting parents for the first child and up to 265,900 kronur a year for the second and each additional child; for single parents, up to 372,100 kronur a year is paid for the first child and up to 381,700 kronur a year for the second and each additional child.

A supplement of up to 133,300 kronur a year is paid for each child younger than age 7.

The benefit is delivered through the income tax system.

Income test: Benefits are reduced when annual household income exceeds 5,800,000 kronur for married or cohabiting parents; 2,900,000 kronur for a single parent. The benefit is based on the previous year's income.

**Child education benefit (barnalífeyrir vegna náms eða starfsþjálfunar):** 33,168 kronur a month is paid to each eligible child.

**Social allowances (fjárhagsaðstoð, social assistance, means tested):** A benefit is paid.

### **Administrative Organization**

Ministry of Finance and Economic Affairs (<https://www.stjornarradid.is/raduneyti/fjarmala-og-efnahagsraduneytid/>) provides general supervision for child tax benefits.

Directorate of Inland Revenue (<https://www.rsk.is/>) administers benefits in the form of tax reductions.

Ministry of Welfare (<https://www.stjornarradid.is/raduneyti/velferdarraduneytid/>) provides general supervision of social allowances.

Social Insurance Administration (<https://www.tr.is/>) and local authorities administer social allowances.



## Ireland

Exchange rate: US\$1.00 = 0.83 euro (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First laws:** 1838 (poor relief), 1908 (old-age assistance), 1911 (disability insurance), and 1935 (survivor insurance).

**Current law:** 2005 (social welfare).

**Type of program:** Social insurance and social assistance system.

#### Coverage

**Social insurance:** Employed persons with weekly earnings of at least €38, including most household workers.

Self-employed persons with annual earnings of at least €5,000 are only covered for the contributory old-age and survivor pensions and the disability pension.

Exclusions: Part-time employees earning less than €38 a week; permanent civil servants who began working before April 6, 1995 (survivor's benefits only); and casual household workers.

**Social assistance:** Habitual residents of Ireland.

Habitual residents must demonstrate that they have resided in Ireland for a significant period and intend to stay for the foreseeable future.

#### Source of Funds

##### Insured person

**Social insurance:** 4% of weekly covered earnings (contributions are reduced up to €12 a week with weekly earnings above €352 up to €424).

The minimum weekly earnings used to calculate contributions are €352.01.

There are no maximum earnings used to calculate contributions.

The insured person's contributions also finance cash sickness and maternity benefits; work injury benefits; and unemployment benefits.

**Social assistance:** None.

##### Self-employed person

**Social insurance:** 4% of annual covered income.

The self-employed person's annual income used to calculate contributions is based on gross income minus capital

allowances and approved superannuation (private pension) contributions. Contributions are paid annually.

The self-employed person's contributions also finance cash maternity and adoption benefits.

**Social assistance:** None.

##### Employer

**Social insurance:** For employees with weekly earnings of €376 or less, 8.6% of gross payroll; for employees with weekly earnings greater than €376, 10.85% of gross payroll.

There are no maximum earnings used to calculate contributions.

The employer's contributions also finance cash sickness, maternity, and adoption benefits; work injury benefits; and unemployment benefits.

**Social assistance:** None.

##### Government

**Social insurance:** Finances any deficit with general tax revenues; contributes as an employer.

**Social assistance:** Finances the total cost with general tax revenues.

#### Qualifying Conditions

**Contributory state pension (social insurance):** Age 66 (gradually rising to age 67 by 2021 and age 68 by 2028) with coverage beginning before age 56. If reaching the normal retirement age on or after April 6, 2012, the insured must have at least 520 weeks of paid contributions.

The full pension is paid with an annual average of at least 48 weeks of paid or credited contributions since entry into insured employment or since 1979, whichever is later, and before age 66.

Partial pension: Paid with an annual average of 10 to 47 weeks of paid or credited contributions since entry into insured employment or since 1979, whichever is later.

No early or deferred pension is paid.

Retirement is not necessary.

Any years since 1994 spent caring for children younger than age 12 or persons with disabilities are disregarded when calculating the annual average of weekly contributions; up to 20 years can be disregarded.

Contributions may be credited for periods during which the insured received cash benefits for caregiving, sickness, maternity, permanent disability, unemployment, or work injury.

Dependent's supplement (income tested): Paid for a qualified adult (a dependent spouse, civil partner, cohabitating partner, divorced spouse, or person older than age 16 who cares for the insured's dependent child) with gross weekly earnings or income up to €310; and dependent children younger than age 18 (age 22 if a full-time student) if the

insured's spouse, civil partner, or cohabiting partner has gross weekly earnings or income up to €400.

The contributory state pension is payable abroad.

**Noncontributory state pension (social assistance, means tested):** Age 66 (gradually rising to age 67 by 2021 and to age 68 by 2028) and does not meet the contribution requirements for the contributory state pension or receives a reduced contributory state pension.

Dependent's supplement: Paid for a qualified adult (a dependent spouse, civil partner cohabitating partner, divorced spouse, or person older than age 16 who cares for the insured's dependent child) and for dependent children younger than age 18 (age 22 if a full-time student).

**Disability pension (invalidity pension, social insurance):** Must be assessed with an incapacity for work that is expected to last at least a year, have at least 260 weeks of paid contributions, and at least 48 weeks paid or credited in the last or second last complete tax year before the claim is made. The benefit is paid if an insured is incapable of work for life or if he or she has an incapacity for work that has existed for 12 months before the claim is made and is expected to be incapable of work for another 12 months.

Contributions may be credited for periods during which the insured received cash benefits for caregiving, sickness, maternity, permanent disability, unemployment, or work injury.

The Department of Employment Affairs and Social Protection assesses and periodically reviews the incapacity for work following a medical examination.

Dependent's supplement (income tested): Paid for a qualified adult (a dependent spouse, civil partner, cohabitating partner, divorced spouse, or person older than age 16 who cares for the insured's dependent child) with gross weekly earnings or income up to €310; and dependent children younger than age 18 (age 22 if a full-time student) if the insured's spouse, civil partner, or cohabiting partner has gross weekly earnings or income up to €400.

The disability pension is payable abroad.

**Partial capacity benefit (social insurance):** See Sickness and Maternity.

**Blind person's pension (social assistance, means tested):** Must be aged 18 to 66 with severely reduced vision.

Dependent's supplement (income tested): Paid for a qualified adult (a dependent spouse, civil partner, cohabitating partner, divorced spouse, or person older than age 16 who cares for the insured's dependent child) with gross weekly earnings or income up to €400; and dependent children younger than age 18 (age 22 if a full-time student) if the insured's spouse, civil partner, or cohabiting partner has gross weekly earnings or income up to €400.

**Disability allowance (social assistance, means tested):** Must be aged 16 to 66, be assessed with a physical or mental disability that is expected to last at least a year, and have a significantly reduced ability to carry out work that would otherwise be suitable for a person of the beneficiary's age, experience, and qualifications.

Dependent's supplement: Paid for a qualified adult (a dependent spouse, civil partner, cohabitating partner, divorced spouse, or person older than age 16 who cares for the insured's dependent child) and for dependent children younger than age 18 (age 22 if a full-time student).

**Carer's benefit (social insurance):** Must be aged 16 to 66, employed for at least eight weeks in the last 26 weeks, and left the workforce to care for a person in need of constant attendance at home for at least 16 hours a week or 32 hours every two weeks. The caregiver may be employed, self-employed, or enrolled in training or education for up to 15 hours a week outside the home with weekly earnings up to €332.50, must have at least 156 paid contributions with at least 39 paid in the last tax year or the 12 months before the claim was made, or at least 26 paid contributions in each of the last two tax years.

Dependent's supplement (income tested): Paid for dependent children younger than age 18 (age 22 if a full-time student) if the insured's spouse, civil partner, or cohabiting partner has gross weekly earnings or income up to €400.

**Carer's allowance (social assistance, means tested):** Must be aged 18 or older, living with and caring for a person aged 16 or older requiring constant attendance, and have limited means. The caregiver may be employed, self-employed, or enrolled in training or education for up to 15 hours a week outside the home and must be able to prove that adequate care is provided in his or her absence. If the person needing care is younger than age 16, he or she must also receive the home care allowance (see Family Allowances).

Dependent's supplement: Paid for dependent children younger than age 18 (age 22 if a full-time student).

**Carer's support grant:** Paid to persons receiving the carer's benefit, carer's allowance, or home care allowance (see Family Allowances). The caregiver must have been providing care for at least six months, including on the first Thursday of June.

**Contributory widow(er)'s or surviving civil partner's pension (social insurance):** The deceased or the deceased's widow(er), separated widow(er), civil partner, or separated civil partner must have at least 260 weeks of paid contributions with an annual average of at least 39 weeks of paid or credited contributions in the last three or five tax years before the date the deceased died or reached age 66, whichever is earlier.

Partial pension: Paid with an annual average of 24 to 47 weeks of paid or credited contributions since starting

insured employment before the date the deceased died or reached age 66, whichever is earlier.

Any years since 1994 spent caring for children younger than age 12 or persons with disabilities are disregarded when calculating the annual average of weekly contributions; up to 20 years can be disregarded.

Contributions may be credited for periods during which the insured received cash benefits for caregiving, sickness, maternity, permanent disability, unemployment, or work injury.

The widower's or surviving civil partner's pension ceases upon remarriage, entering into a new civil partnership, or cohabitation.

Widowed parents who do not qualify for the contributory pension may be entitled to the one-parent family payment (see Family Allowances).

Dependent's supplement: Paid for dependent children younger than age 18 (age 22 if a full-time student).

The contributory widow(er)'s or surviving civil partner's pension is payable abroad.

**Contributory widow(er)'s or surviving civil partner's grant (social insurance):** Paid if the deceased died on or after December 1, 1999, to a widow(er) or civil partner with a dependent child younger than age 18 (age 22 if a full-time student) born before or within 10 months of the insured's death. Must be eligible for a one-parent family payment (see Family Allowances), a contributory widow(er)'s or surviving civil partner's pension, a death benefit (see Work Injury), or a noncontributory state pension.

The contributory widow(er)'s or surviving civil partner's grant is payable abroad.

**Noncontributory widow(er)'s or surviving civil partner's pension (social assistance, means tested):** Paid to widow(er)s who are not cohabiting, do not qualify for a contributory widow(er)'s pension, do not have dependent children, and have limited means.

**Contributory guardian's payment (social insurance):** Paid to the guardian of an orphan if the child's parent or stepparent had at least 26 weeks of paid contributions. Children must be younger than age 18 (age 22 if a full-time student).

**Noncontributory guardian's payment (social assistance, means tested):** Paid to a guardian of an orphan with limited means. Children must be younger than age 18 (age 22 if a full-time student).

### Old-Age Benefits

**Contributory state pension (social insurance):** The full weekly pension is €238.30. An additional €10 a week is paid if aged 80 or older; an additional €9 a week is paid if aged 66 or older and living alone.

Partial pension: From €95.20 to €233.60 a week is paid.

Dependent's supplement: Up to €158.80 a week is paid for a qualified adult younger than age 66, up to €213.50 a week if aged 66 or older (reduced rates if the qualified adult receives a partial pension or has gross weekly earnings or income from €100 to €310), and €29.80 a week for each eligible child (€14.90 if the insured is not receiving a supplement for a qualified adult and the insured's spouse, civil partner, or cohabiting partner has gross weekly earnings or income from €310 to €400).

**Noncontributory state pension (social assistance, means tested):** Up to €227 a week is paid. An additional €10 a week is paid if aged 80 or older; an additional €9 a week if aged 66 or older and living alone.

Dependent's supplement: Up to €150 a week is paid for a qualified adult (up to €147.40 if the qualified adult is aged 66 or older) and €29.80 for each eligible child (€14.90 if the beneficiary is not receiving a supplement for a qualified adult).

### Permanent Disability Benefits

**Disability pension (Invalidity Pension, social insurance):** €198.50 a week is paid. An additional €9 a week is paid if the insured lives alone; an additional €12.70 a week is paid if living on certain offshore islands.

Dependent's supplement (income tested): Up to €141.70 a week is paid for a qualified adult, €213.50 a week if aged 66 or older before January 2, 2014 (reduced rates if the qualified adult has gross weekly earnings or income from €100 to €310) and €29.80 a week for each eligible child (€14.90 a week if the insured is not receiving a supplement for a qualified adult and the insured's spouse, civil partner, or cohabiting partner has gross weekly earnings or income from €310 to €400).

**Partial capacity benefit (social insurance):** See Sickness and Maternity.

**Blind person's pension (social assistance, means tested):** Up to €193 a week is paid. An additional €10 a week is paid if aged 80 or older; an additional €9 a week if aged 66 or older and living alone; an additional €12.70 a week is paid if living on certain offshore islands.

Dependent's supplement (income tested): Up to €128.10 a week is paid for a qualified adult (reduced rates if the qualified adult has gross weekly earnings or income from €100 to €310) and €29.80 a week for each eligible child (€14.90 if the beneficiary is not receiving a supplement for a qualified adult and the beneficiary's spouse, civil partner, or cohabiting partner has gross weekly earnings or income from €310 to €400).

**Disability allowance (social assistance, means tested):** Up to €193 a week is paid. An additional €9 a week is paid if aged 66 or older and living alone.

Dependent's supplement: €128.10 a week is paid for a qualified adult and €29.80 a week is paid for each eligible child (€14.90 if the beneficiary is not receiving a supplement for a qualified adult).

**Carer's benefit (social insurance):** Up to €210 a week is paid if caring for one person; €315 a week if caring for two or more persons. The benefit is paid for up to 104 weeks for each person receiving care. Persons claiming the benefit for less than six weeks must wait at least six weeks before claiming the benefit again for the same person receiving care.

Dependent's supplement (income tested): €29.80 a week is paid for each eligible child (€14.90 a week for each child if the insured is not receiving a supplement for a qualified adult and the insured's spouse, civil partner, or cohabiting partner has gross weekly earnings or income from €310 to €400).

**Carer's allowance (social assistance, means tested):** Up to €209 a week is paid if caring for one person; €313.50 a week if caring for two or more persons; €247 a week if caring for a person aged 66 or older; €370.50 a week for two or more persons aged 66 or older.

The carer's allowance continues to be paid for 12 weeks after the death of the person receiving care or after he or she goes into permanent residential care.

Dependent's supplement: €29.80 is paid for each eligible child (€14.90 if the beneficiary is married, in a civil partnership, or cohabiting).

50% of the carer's allowance is paid to persons receiving certain social welfare payments in addition to the carer's allowance.

The carer's allowance may be shared by two people who provide care on alternate weeks for the same person.

**Carer's support grant:** €1,700 a year is paid in June.

The carer's support grant can be shared by two people who provide care on alternate weeks for the same person.

### Survivor Benefits

**Contributory widow(er)'s and surviving civil partner's pension (social insurance):** €198.50 a week is paid to a survivor if aged 65 or younger; €238.30 a week if aged 66 to 79; and €248.30 a week if aged 80 or older. An additional €9 a week is paid if aged 66 or older and living alone.

Partial pension: A reduced pension is paid.

Dependent's supplement: €29.80 is paid for each eligible child.

The contributory widow(er)'s and surviving civil partner's pension can be combined with other benefits under certain conditions.

**Contributory widow(er)'s or surviving civil partner's grant (social insurance):** A lump sum of €6,000 is paid.

**Noncontributory widow(er)'s or surviving civil partner's pension (social assistance, means tested):** Up to €193 a week is paid.

**Contributory guardian's payment (social insurance):** €176 a week is paid.

**Noncontributory guardian's payment (social assistance, means tested):** Up to €176 a week is paid.

### Administrative Organization

Department of Employment Affairs and Social Protection (<http://www.welfare.ie/>) administers the social insurance and social assistance programs.

Revenue Commissioners collect contributions for insured persons.

### Sickness and Maternity

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#### Regulatory Framework

**First law:** 1911.

**Current laws:** 1970 (health), 2005 (social welfare), and 2016 (paternity).

**Type of program:** Universal (medical care) and social insurance (cash benefits) system.

#### Coverage

**Social insurance (cash benefits):** Employed persons younger than age 66 and with weekly earnings of at least €38, including most household workers.

Self-employed persons with annual earnings of at least €5,000 are covered for cash maternity, paternity, and adoption benefits only.

Exclusions: Part-time employees earning less than €38 a week; permanent civil servants who began working before April 6, 1995; and casual household workers.

**Universal (medical benefits):** Residents of Ireland.

#### Source of Funds

##### Insured person

*Universal:* None.

*Social insurance:* See source of funds under Old Age, Disability, and Survivors.

##### Self-employed person

*Universal:* None.

*Social insurance:* See source of funds under Old Age, Disability, and Survivors.

**Employer**

*Universal:* None.

*Social insurance:* See source of funds under Old Age, Disability, and Survivors.

**Government**

*Universal:* The total cost.

*Social insurance:* See source of funds under Old Age, Disability, and Survivors.

**Qualifying Conditions**

**Cash sickness benefit (social insurance):** Must be younger than age 66 and unable to work, with at least 104 weeks of paid contributions since starting work and at least 39 weeks of paid or credited contributions in the second last tax year before the claim is made (of which 13 weeks must be paid in at least one of the last five tax years, including the current tax year), or at least 26 weeks of paid contributions in each of the two tax years before the claim is made. (The requirement for 13 weeks of paid contributions does not apply if the insured received a long-term job seeker's allowance, disability pension, carer's benefit, carer's allowance, or preretirement allowance immediately before claiming the benefit. Persons transferring from the work injury benefit can base their claim on the contributions used to calculate the work injury benefit.)

The insured may be required to attend medical assessments.

Contributions may be credited for periods during which the insured received cash benefits for caregiving, sickness, maternity, permanent disability, unemployment, or work injury.

Dependent's supplement (income tested): Paid for a qualified adult (a dependent spouse, civil partner, cohabitating partner, divorced spouse, or person older than age 16 who cares for the insured's dependent child) with gross weekly earnings or income up to €310; and dependent children younger than age 18 (age 22 if a full-time student) if the insured's spouse, civil partner, or cohabiting partner has gross weekly earnings or income up to €400.

**Partial capacity benefit (social insurance):** Must be assessed with a moderate, severe, or profound loss of work capacity and wish to return to work after receiving cash sickness benefits or a disability pension (see Old Age, Disability, and Survivors) for at least six months.

The insured may be required to attend medical assessments.

**Cash maternity benefit (social insurance):** Must have at least 39 weeks of paid contributions in the year before the maternity leave began; at least 39 weeks of paid contributions since starting work and at least 39 weeks of paid or credited contributions in either the second last or the last tax year before the claim is made; or at least 26 weeks of paid contributions in each of the two tax years before the claim is made.

Contributions may be credited for periods during which the insured received cash benefits for caregiving, sickness, maternity, permanent disability, unemployment, or work injury.

Self-employed women must have at least 52 weeks of paid contributions in either of the last three tax years.

The claim must be made at least six weeks before the expected start of maternity leave (12 weeks for self-employed women).

**Cash paternity benefit (social insurance):** Must be in covered employment and have at least 39 weeks of paid contributions in the year before the paternity leave began; at least 39 weeks of paid contributions since starting work and at least 39 weeks of paid or credited contributions in either the second last or the last tax year before the benefit is claimed; or at least 26 weeks of paid contributions in each of the two tax years before the benefit is claimed. Self-employed persons must have at least 52 weeks of paid contributions in either of the last three tax years.

Contributions may be credited for periods during which the insured received cash benefits for caregiving, sickness, maternity, permanent disability, unemployment, or work injury.

Must give at least four weeks written notice to the employer.

**Adoption benefit (social insurance):** Must have at least 39 weeks of paid contributions in the year immediately before the adopted child's placement date; at least 39 weeks of paid contributions since starting work and at least 39 weeks of paid or credited contributions in either the second last or the last tax year before the benefit is claimed; or at least 26 weeks of paid contributions in each of the two tax years before the benefit is claimed.

Contributions may be credited for periods during which the insured received cash benefits for caregiving, sickness, maternity, permanent disability, unemployment, or work injury.

Self-employed persons must have at least 52 weeks of paid contributions in either of the last two tax years.

**Health and safety benefits (social insurance):** Paid to pregnant workers who are exposed to certain workplace-related risks or who work night shifts, to workers who have given birth in the last 14 weeks and work night shifts, and to workers who are breastfeeding (up to 26 weeks after giving birth) and exposed to certain workplace-related risks. Must have at least 13 weeks of paid contributions in the year before the expected date of childbirth; at least 104 weeks of paid contributions since starting work and at least 39 weeks of paid or credited contributions in either the second last or the last tax year before the benefit is claimed, of which at least 13 must be paid; or at least 104 weeks of paid contributions since starting work and at least 26 weeks

of paid contributions in each of the third and second last tax years before the benefit is claimed.

Contributions may be credited for periods during which the insured received cash benefits for caregiving, sickness, maternity, permanent disability, unemployment, or work injury.

Dependent's supplement (income tested): Paid for a qualified adult (a dependent spouse, civil partner, cohabitating partner, divorced spouse, or person older than age 16 who cares for the insured's dependent child) with gross weekly earnings or income up to €310; and dependent children younger than age 18 (age 22 if a full-time student) if the insured's spouse, civil partner, or cohabiting partner has gross weekly earnings or income up to €400.

**Medical benefits (universal):** There is no minimum qualifying period. Residents with low income or who satisfy certain other conditions may qualify for a medical card that entitles them to free or reduced cost medical services.

### **Sickness and Maternity Benefits**

**Sickness benefit (social insurance):** Up to €193 a week is paid, depending on the insured's average weekly income in the second last tax year before the claim is made. The benefit is paid after a six-day waiting period for up to 52 weeks; may be extended up to two years with at least 260 weeks of contributions.

Dependent's supplement (income tested): Up to €128.10 a week is paid for a qualified adult (reduced rates if the qualified adult has gross weekly earnings or income from €100 to €310) and €29.80 a week for each eligible child (€14.90 if the insured is not receiving a supplement for a qualified adult and the insured person's spouse, civil partner, or cohabiting partner has gross weekly earnings or income from €310 to €400).

The sickness benefit can be combined with other benefits under certain conditions.

**Partial capacity benefit (social insurance):** From €96.50 to €193 a week, depending on the assessed degree of incapacity, is paid to persons who previously received sickness benefit; from €99.25 to €198.50 to persons younger than age 66 who previously received a disability pension. The benefit is paid for the duration of eligibility for sickness or disability pension, respectively.

The partial capacity benefit can be combined with the carer's allowance. The total amount is 100% of the partial capacity benefit plus 50% of the carer's allowance.

**Maternity benefit (social insurance):** €235 a week is paid with no dependents; the cash sickness rate (including the dependent's supplement) with dependents. The benefit is paid for 26 weeks; may be extended for a premature birth.

The maternity benefit can be combined with other benefits under certain conditions.

**Paternity benefit (social insurance):** €235 a week is paid with no dependents; the cash sickness rate (including the dependent's supplement) with dependents. The benefit is paid for two weeks.

The paternity benefit can be combined with other benefits under certain conditions.

**Adoption benefit (social insurance):** €235 a week is paid with no dependents; the cash sickness rate (including the dependent's supplement) with dependents. The benefit is paid for 24 weeks.

The adoption benefit can be combined with other benefits under certain conditions.

**Health and safety benefit (social insurance):** Up to €193 a week, depending on the insured's earnings, is paid after a 21-day waiting period until the insured becomes eligible for maternity benefits; for 14 weeks following childbirth if the mother works at night; or for 26 weeks following childbirth if breastfeeding. (The employer pays benefits for the first 21 consecutive days.)

The health and safety benefit can be combined with the family income supplement.

Dependent's supplement (income tested): Up to €128.10 a week is paid for a qualified adult (reduced rates if the qualified adult has gross weekly earnings or income from €100 to €310) and €29.80 a week for each eligible child (€14.90 if the insured is not receiving a supplement for a qualified adult and the insured's spouse, civil partner, or cohabiting partner has gross weekly earnings or income from €310 to €400).

### **Workers' Medical Benefits**

Public clinics and hospital wards provide free health care to medical-card holders (social assistance); partial cost sharing for others.

Benefits include outpatient and inpatient care; specialist and laboratory services; maternity and infant care; and optical, limited dental, and hearing treatment. Free prescription drugs are available to medical-card holders, subject to a cap of €2 per item and a monthly cap of €20; partial cost sharing for those without a medical card.

Patients without a medical card receive hospital outpatient services free of charge; a fee of €100 applies only to a first visit for an accident or emergency that is not referred by a general practitioner. Inpatient care is €80 a night, up to €800 in one year.

### **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

## Administrative Organization

**Cash benefits:** Department of Employment Affairs and Social Protection (<http://www.welfare.ie/>) administers benefits.

Revenue Commissioners collect contributions for insured persons (see Old Age, Disability, and Survivors).

**Medical benefits:** Department of Health and Children (<https://health.gov.ie/>) administers services and benefits through the Health Service Executive.

Private practitioners for the Department of Employment Affairs and Social Protection provide optical, dental, and hearing treatment services.

Health Service Executive (<https://www.hse.ie/>) provides services through its own institutions, and clinics, or elsewhere by arrangement.

## Work Injury

### Regulatory Framework

**First law:** 1897 (workmen's compensation).

**Current law:** 2005 (social welfare).

**Type of program:** Social insurance system.

### Coverage

Employed persons.

Exclusions: Self-employed persons, household workers, and military personnel. Permanent civil servants who began working before April 6, 1995, are not covered for injury benefits but are covered for other benefits under the work injury program.

### Source of Funds

**Insured person:** See source of funds under Old Age, Disability, and Survivors.

**Self-employed person:** Not applicable.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** See source of funds under Old Age, Disability, and Survivors.

### Qualifying Conditions

The insured must be assessed with a work injury or an occupational disease. Accidents that occur while traveling to and from work are covered. There is no minimum qualifying period.

### Temporary Disability Benefits

**Injury benefit:** €193 a week is paid after a six-day waiting period for up to 156 days (excluding Sundays and public holidays) starting from the date of the accident or the onset

of the occupational disease. Cash sickness benefits may be paid after 26 weeks (see Sickness and Maternity).

The disability is reviewed after a provisional period, unless the degree of disability is assessed as permanent.

**Dependent's supplement (income tested):** Up to €128.10 a week is paid for a qualified adult (a dependent spouse, cohabitating partner, or divorced spouse, or person older than age 16 who cares for the insured's dependent child) with gross weekly earnings or income up to €310 (reduced rates if the qualified adult has gross weekly earnings or income from €100 to €310); and up to €29.80 a week for each dependent child younger than age 18 (age 22 if a full-time student) if the insured's spouse, civil partner, or cohabitating partner has gross weekly earnings or income up to €400 (€14.90 a week if the insured is not receiving a supplement for a qualified adult and the insured's spouse, civil partner, or cohabitating partner has gross weekly earnings or income from €310 to €400).

The injury benefit can be combined with the family income supplement and the back to work family dividend (see Family Allowances) for up to six weeks (excluding Sundays and public holidays).

### Permanent Disability Benefits

**Disablement benefit:** For a total (100%) disability, up to €224 a week is paid.

**Partial disability:** With an assessed degree of disability of 20% to 90%, a percentage of the full benefit is paid depending on the assessed degree of disability; with an assessed degree of disability of less than 20%, a lump sum of up to €15,670 may be paid, depending on the assessed degree of disability.

The disability is assessed by the Department of Employment Affairs and Social Protection and likely includes a medical examination.

**Constant-attendance allowance:** €210 a week is paid with an assessed degree of disability of at least 50% if the insured requires the constant attendance of others to perform daily functions.

**Incapacity supplement:** €193 a week is paid if younger than age 66; €212.30 if older than age 66 and does not qualify for the state pension. The supplement is paid to persons receiving the disablement pension, ineligible for cash sickness benefits (see Sickness and Maternity), and assessed as permanently incapable of work.

**Dependent's supplement (income tested):** Up to €128.10 a week is paid (€140.90 if aged over 66 years and ineligible for state pension) for a qualified adult (a dependent spouse, civil partner, cohabitating partner, divorced spouse, or person older than age 16 who cares for the insured's dependent child) with gross weekly earnings or income up to €310 (reduced rates if the qualified adult has gross weekly earnings or income from €100 to €310); and up to €29.80 a week for a dependent child younger than age 18 (age 22

if a full-time student) if the insured's spouse, civil partner, or cohabiting partner has gross weekly earnings or income up to €400 (€14.90 a week if the insured is not receiving a supplement for a qualified adult and the insured's spouse, civil partner, or cohabiting partner has gross weekly earnings or income from €310 to €400).

Constant-attendance allowance: €210 a week is paid with an assessed degree of disability of at least 50% if the insured requires the constant attendance of others to perform daily functions.

### Workers' Medical Benefits

The Health Service Executive provides all general medical services.

The Department of Employment Affairs and Social Protection pays for a range of additional necessary medical care and transportation not covered under general medical benefits, including specialist care, prescriptions, medical and surgical appliances prescribed by a general practitioner, dental and eye treatment and appliances, treatment prescribed by a general practitioner such as physical therapy, nursing care, and traveling expenses to and from the place where medical care is provided.

### Survivor Benefits

**Death benefit (widow(er)'s and surviving civil partner's pension):** €223.50 a week is paid to a widow(er) or civil partner younger than age 66; €242.70 a week if aged 66 to 79; or €252.70 a week if aged 80 or older. An additional €9 a week is paid if aged 66 or older, and living alone.

Dependent's supplement: €29.80 a week is paid for each dependent child younger than age 18 (age 22 if a full-time student).

The benefit ceases upon remarriage or cohabitation.

**Orphan's pension:** €179.80 a week is paid for each child younger than age 18 (age 22 if a full-time student).

**Funeral grant:** A lump sum of €850 is paid to the next of kin.

### Administrative Organization

Department of Employment Affairs and Social Protection (<http://www.welfare.ie/>) administers cash benefits.

Department of Health and Children (<https://health.gov.ie/>) administers medical services and benefits through the Health Service Executive.

Health Service Executive (<https://www.hse.ie/>) provides services through its own institutions, and clinics, or elsewhere by arrangement.

Revenue Commissioners collect contributions for insured persons (see Old Age, Disability, and Survivors).

## Unemployment

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### Regulatory Framework

**First law:** 1911.

**Current law:** 2005 (social welfare).

**Type of program:** Social insurance and social assistance system.

### Coverage

**Social insurance:** Employed persons, including most household workers.

Exclusions: Certain part-time employees; self-employed persons; permanent civil servants who began working before April 6, 1995; and casual household workers.

**Social assistance:** Habitual residents of Ireland.

Habitual residents must demonstrate that they have resided in Ireland for a significant period and intend to stay for the foreseeable future.

### Source of Funds

#### Insured person

**Social insurance:** See source of funds under Old Age, Disability, and Survivors.

**Social assistance:** None.

#### Self-employed person

**Social insurance:** Not applicable.

**Social assistance:** None.

#### Employer

**Social insurance:** See source of funds under Old Age, Disability, and Survivors.

**Social assistance:** None.

#### Government

**Social insurance:** See source of funds under Old-Age, Disability, and Survivors.

**Social assistance:** The total cost.

### Qualifying Conditions

**Job seeker's benefit (social insurance):** Must be aged 18 to 65, unemployed for at least four days in seven consecutive days, with at least 104 weeks of paid contributions since starting work, and at least 39 weeks of paid or credited contributions (of which 13 must be paid) in the last complete tax year or at least 26 weeks of paid contributions in the second or third last complete tax year.

Contributions may be credited for periods during which the insured received cash benefits for caregiving, sickness,



maternity, permanent disability, unemployment, or work injury.

The insured must have suffered a substantial loss of employment, be available for, genuinely seeking, and capable of work, and be registered at an Intreo Centre.

Unemployment must not be due to voluntary leaving, misconduct, refusal of a suitable job offer (the insured may be disqualified for up to nine weeks), or a trade union dispute (the insured is disqualified for the duration of the dispute).

**Dependent's supplement (income tested):** Paid for a qualified adult (a dependent spouse, civil partner, cohabitating partner, divorced spouse, or person older than age 16 who cares for the insured person's dependent child) with gross weekly earnings or income up to €310; and dependent children younger than age 18 (age 22 if a full-time student) if the insured's spouse, civil partner, or cohabiting partner has gross weekly earnings or income up to €400.

**Job seeker's allowance (social assistance, means tested):** Must be aged 18 to 66, unemployed for at least four days in seven consecutive days, and not meet the contribution requirements for the job seeker's benefit.

The applicant must be available for, genuinely seeking, and capable of work and be registered at an Intreo Centre.

Unemployment must not be due to voluntary leaving, misconduct, refusal of a suitable job offer (the beneficiary may be disqualified for up to nine weeks), or a trade union dispute (the beneficiary is disqualified for the duration of the dispute).

**Dependent's supplement:** Paid for a qualified adult (a dependent spouse, civil partner, cohabitating partner, divorced spouse, or person older than age 16 who cares for the insured's dependent child) and dependent children younger than age 18 (age 22 if a full-time student).

**Job seeker's transitional payment (social assistance, means tested):** Paid to single parents seeking to return to work while caring for a child aged 7 to 13. Must not be cohabiting, meet the means test for the jobseeker's allowance, be capable of work, and attend meetings at the Department of Employment Affairs and Social Protection to prepare for full-time employment.

**Dependent's supplement:** Paid for dependent children younger than age 18 (age 22 if a full-time student).

### Unemployment Benefits

**Job seeker's benefit (social insurance):** Up to €193 a week is paid for up to 234 days with at least 260 contributions; for up to 156 days with less than 260 contributions.

A daily rate is paid to a person employed part-time (at least three days a week) after losing a full-time position.

**Dependent's supplement (income tested):** Up to €128.10 a week is paid for a qualified adult (reduced rates if the qualified adult receives a partial pension or has gross weekly earnings or income from €100 to €310) and €29.80 a week

for each eligible child (€14.90 if the insured is not receiving a supplement for a qualified adult and the insured's spouse, civil partner, or cohabiting partner has gross weekly earnings or income from €310 to €400).

**Job seeker's allowance (social assistance, means tested):** Up to €193 a week is paid if aged 26 or older; up to €147.80 a week if age 25; or up to €102.70 a week if aged 18 to 24.

**Dependent's supplement:** €128.10 a week is paid for a qualified adult aged 25 or older, €102.70 a week for a qualified adult aged 18 to 24, and €29.80 a week for each eligible child.

A daily rate is paid to a person employed part-time (at least three days a week) after losing a full-time position.

**Job seeker's transitional payment (social assistance, means tested):** Up to €193 a week is paid.

**Dependent's supplement:** €29.80 a week is paid for each eligible child.

### Administrative Organization

Department of Employment Affairs and Social Protection (<http://www.welfare.ie/>) administers the program.

Revenue Commissioners collect contributions for insured persons (see Old Age, Disability, and Survivors).

### Family Allowances

#### Regulatory Framework

**First laws:** 1944 (child benefit), 1975 (supplementary welfare allowance), 1984 (family income support), and 1996 (one-parent family payment).

**Current law:** 2005 (social welfare).

**Type of program:** Universal (child benefit) and social assistance system.

#### Coverage

Persons residing in Ireland with one or more children (no child requirement for the basic supplementary welfare allowance).

#### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

#### Qualifying Conditions

**Child benefit (universal):** Paid for children younger than age 16 (age 18 if a student or disabled) who habitually reside in Ireland.

Habitual residents must demonstrate that they have resided in Ireland for a significant period and intend to stay for the foreseeable future.

The child benefit must be claimed within 12 months of childbirth, the child becoming a member of the family, or the beginning of residency or employment in Ireland.

**One-parent family payment (social assistance, means tested):** Paid to a single noncohabiting parent, stepparent, adoptive parent, or legal guardian younger than age 66 with at least one dependent child younger than age 7 (age 16 if the parent is receiving the home care allowance or blind person's pension).

Divorced or separated parents must have been living alone for at least three months and have made efforts to receive maintenance from the former spouse or civil partner. A widow(er) or surviving civil partner can receive the payment for up to two years after the death of a spouse or civil partner if at least one dependent child is younger than age 18. Spouses or civil partners of incarcerated persons are eligible if the prison sentence is at least six months.

Means test: The parent claiming the benefit must have limited means and weekly earnings of €425 or less.

The one-parent family payment can be combined with the carer's allowance (50%) and the working family payment.

**Working family payment (social assistance, income tested):** Paid to parents employed full time (at least 19 hours a week or 38 hours every two weeks between them).

The benefit is paid for 52 weeks while employed. Employment must be expected to last at least three months.

Income test: The parents' average weekly joint income must not exceed €511 for one child or €612 for two children; increasing to €1,308 for a family with eight or more children (the joint-income threshold increase varies from €96 to €136 for each additional child). At least one child must be younger than age 18 (age 22 if a full-time student).

During the 52 weeks of payment, the benefit is not affected by changes in family income or short periods of illness of less than six weeks.

The support can be combined with the back to work family dividend, the one-parent family payment, and the widow(er)'s or surviving civil partner's contributory pension.

**Home care allowance (domiciliary care, universal):** Paid to a parent or guardian for the full-time at-home care of a child younger than age 16 assessed with a disability that is expected to last for at least a year and requires the constant attendance of others. The child must be ordinarily resident; the caregiver must be habitually resident.

Habitual residents must demonstrate that they have resided in Ireland for a significant period and intend to stay for the foreseeable future.

The home care allowance can be combined with child benefit and family income supplement.

**Back to work family dividend (universal):** Paid to families with dependent children that cease to receive job seeker's payments (job seeker's benefits, job seeker's allowances, job seeker's transitional payments) and one-parent family payments as a result of taking up employment or self-employment. Must habitually reside in Ireland.

Habitual residents must demonstrate that they have resided in Ireland for a significant period and intend to stay for the foreseeable future.

**Basic supplementary welfare allowance (social assistance, means tested):** Must be aged 18 or older (no limit if the beneficiary has a dependent child), not a full-time student, and have no income or limited means. Persons in employment must not work more than 30 hours a week. The beneficiary must have applied for all other benefits for which he or she is eligible and register at the local Intreo Centre or Employment Services Office if of working age.

Dependent's supplement: Paid for a qualified adult (a dependent spouse, civil partner, cohabitating partner, divorced spouse, or person older than age 16 who cares for the insured's dependent child) and for dependent children younger than age 18 (age 22 if a full-time student in a family receiving the supplementary welfare allowance for more than 27 weeks).

### Family Allowance Benefits

**Child benefit (universal):** €140 a month is paid for each eligible child. For twins, the child benefit is paid at 1.5 times the monthly rate. For triplets or more, the benefit is paid at double the monthly rate.

**One-parent family payment (social assistance, means tested):** Up to €193 a week is paid.

Dependent's supplement: €29.80 is paid for each eligible child.

**Working family payment (social assistance, income tested):** 60% of the difference between family income and the applicable income threshold is paid, depending on the number of children. The supplement is paid for 52 weeks while the parent or parents are employed.

The minimum weekly working family supplement is €20.

**Home care allowance (domiciliary care, universal):** €309.50 a month is paid in respect of qualified children living at home for five to seven nights each week; €154.80 a month for children in residential care living at home for two to four nights a week.

**Back to work family dividend (universal):** €29.80 a week is paid for each eligible child, up to four children, for the first year; €14.90 a week for each child for the second year.

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**Basic supplementary welfare allowance (social assistance, means tested):** Up to €191 is paid to persons aged 26 or older (any age with a dependent child; age 18 or older if leaving care) and with no income; up to €147.80 a week if age 25; up to €102.70 a week if aged 18 to 24.

### ***Administrative Organization***

Department of Employment Affairs and Social Protection (<http://www.welfare.ie/>) administers family allowances.

## Isle of Man

Exchange rate: US\$1.00 = 0.74 pounds (£).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1948.

**Current laws:** 1992 (consolidated legislation); 1995 (pensions); 1999 (welfare reform and pensions), implemented in 2000 and 2001; 2004, 2007, 2008, 2011 and 2014 (pensions); 2009 (welfare reform).

**Type of program:** Universal, social insurance, and social assistance system.

#### Coverage

**Universal and social assistance:** Residents of the Isle of Man.

**Social insurance:** Employed persons with weekly earnings of at least £113, and self-employed persons with net annual income of at least £6,136 (except the state second pension).

Voluntary coverage for the basic retirement pension for nonemployed persons and employed persons with weekly earnings of less than £113.

#### Source of Funds

**Insured person:** 11% of weekly earnings from £118 to £784 and 1% of weekly earnings above £784; none for the disability living allowance and attendance allowance.

The insured person's contributions finance all Old Age, Disability, and Survivors' benefits, except for the disability living allowance and attendance allowance. They also finance the social insurance sickness, maternity, paternity, and adoption benefits; work injury benefits; and unemployment benefits; and partially finance the universal medical benefits.

The voluntarily insured pay a flat rate of £14.25 a week (basic retirement pension only).

**Self-employed person:** A flat rate of £5.40 a week plus 8% of annual profits from £6,136 to £40,768 and 1% of annual profits above £40,768; none for the disability living allowance and attendance allowance.

The self-employed person's contributions finance all Old Age, Disability, and Survivors' benefits, except for the state second pension, disability living allowance, and attendance allowance. They also finance the social insurance maternity benefits and partially finance the universal medical benefits.

**Employer:** 12.8% of the employee's weekly earnings above £118; none for the disability living allowance and attendance allowance.

The employer's contributions finance all Old Age, Disability, and Survivors' benefits, except for the disability living allowance and attendance allowance. They also finance the social insurance sickness, maternity, paternity, and adoption benefits; work injury benefits; and unemployment benefits; and partially finance the universal medical benefits.

**Government:** The total cost of the disability living allowance and attendance allowance (all other universal and social assistance benefits are fully funded out of contributions); contributes as an employer.

#### Qualifying Conditions

##### Basic state retirement pension (social insurance):

Age 65 (men, gradually rising to age 68 by 2046) or age 63 (women, gradually rising to age 65 by November 2018 and then to age 68 by 2046), with at least 30 years of paid or credited contributions.

A year of contributions is any tax year in which the insured paid contributions on earnings of at least 52 times the minimum weekly covered earnings for an employed person or 52 times the flat-rate weekly contribution for a self-employed person. The purchase of missing weeks of contributions is possible for nonemployed persons.

Contributions may be credited for each complete contributory week the insured received the incapacity benefit, maternity or adoption allowance, child benefit (for a child younger than age 12), carer's allowance, employed person's allowance, or jobseeker's allowance. In addition, contributions may be credited for periods the insured received approved training or was an approved foster parent, and for certain other periods.

**Partial pension:** A reduced pension is paid at the normal retirement age with one to 29 years of paid or credited contributions.

Employment may continue.

**Pension supplement:** Must ordinarily reside in the Isle of Man and have at least 10 years of paid contributions in the Isle of Man.

**Retirement pension premium:** Age 75, ordinarily residing in the Isle of Man, and have at least 10 years of paid contributions in the Isle of Man.

The basic state retirement pension is payable abroad, though annual cost-of-living increases are only paid if living in a country with a reciprocal agreement.

**State second pension (S2P, social insurance):** Age 65 (men, gradually rising to age 68 by 2046) or age 63 (women, gradually rising to 65 by November 2018 and then to age 68 by 2046).

The state second pension is payable abroad, though annual cost-of-living increases are only paid if living in a country with a reciprocal agreement.

**Old person's pension (social assistance, income tested):** Aged 80 or older before April 6, 2016 and receiving less than 60% of the full basic state retirement pension. The insured must ordinarily reside in the Isle of Man and have lived in the Isle of Man or the United Kingdom for at least 10 years in any 20 consecutive years since reaching age 60. The old person's pension is gradually being phased out and is only paid if the person reached age 80 before April 6, 2016.

The old person's pension is payable abroad.

**Nursing care contribution (universal):** Must be residing in a registered adult care home in the Isle of Man and pay for nursing care.

**Long-term incapacity benefit (social insurance):** Must be younger than the normal retirement age and be unable to work as the result of an illness or a disability. The insured must have paid or credited contributions on earnings of at least 50 times the minimum weekly covered earnings in each of the last two tax years and paid contributions on earnings of at least 25 times the minimum weekly covered earnings in at least one of the last two tax years. The benefit is paid after 52 weeks of work incapacity or after 28 weeks if the insured has a life expectancy of six months or less or is receiving the highest-rate care component of the disability living allowance.

The minimum weekly covered earnings are £113.

Contributions may be credited for each complete contributory week the insured received the incapacity benefit, maternity or adoption allowance, child benefit (for a child younger than age 12), carer's allowance, employed person's allowance, or jobseeker's allowance. In addition, contributions may be credited for periods the insured received approved training or was an approved foster parent, and for certain other periods.

The benefit is also paid under certain conditions to persons who became incapable of work in their youth.

**Dependent's supplement (income tested):** Paid for a dependent adult who cares for the insured's child and receives a child benefit or who has reached the normal retirement age and receives no or a low state pension.

**Pension supplement:** Must be aged 15 or older, ordinarily reside in the Isle of Man, have at least 10 years of paid contributions in the Isle of Man, and be entitled to the high-rate care component of the disability living allowance.

**Disability living allowance (universal):** Must have a disability that began before age 65 and have certain levels of care and mobility needs. Must ordinarily reside in the Isle of Man and have lived in the Isle of Man or the United

Kingdom for at least 104 of the 156 weeks immediately before claiming the benefit. The allowance is paid after three months of disability (paid immediately if the beneficiary's life expectancy is six months or less).

**Attendance allowance (universal):** Must have a disability that began at age 65 or later and have a high level of care need. Must ordinarily reside in the Isle of Man and have lived in the Isle of Man or the United Kingdom for at least 104 of the 156 weeks immediately before claiming the benefit. The allowance is usually paid after six months of disability (paid immediately if the beneficiary's life expectancy is six months or less).

**Employed person's allowance (social assistance, means tested):** Paid to persons enrolled in a training course, starting work, or already employed for at least 16 hours a week and who have an illness or disability that puts them at a disadvantage in securing employment and currently receive or have received in the eight weeks before making the claim certain disability or incapacity benefits. The insured or his or her partner must have been born in the Isle of Man, have resided in the Isle of Man for at least 10 consecutive years at any time, or have continuously resided in the Isle of Man for the five years immediately before claiming the benefit (may be waived in exceptional circumstances).

Means test: Income must not exceed a maximum that varies depending on the family situation, number of children, housing costs, number of hours worked, and childcare costs.

**Carer's allowance (social assistance, income tested):** Paid to a person older than age 16 who forgoes full-time work to care for a person with a severe disability (who is receiving certain qualifying benefits) for at least 35 hours a week. The caregiver must reside permanently in the Isle of Man, have lived in the Isle of Man or the United Kingdom for at least 104 of the last 156 weeks, and not be a full-time student.

Income test: Weekly income must not exceed £120 (after deducting allowable expenses).

**Bereavement support payment (social insurance):** The deceased must have paid contributions on at least 25 times the minimum weekly covered earnings (or 25 times the flat-rate weekly contribution for a self-employed person) in any tax year. There is no minimum qualifying period if the insured's death was the result of a work injury or an occupational disease.

The minimum weekly covered earnings are £113.

Eligible survivor include a widow(er) or civil partner who is younger than the normal retirement age if the death occurred on or after April 6, 2017, and ordinarily resides in the Isle of Man or in certain other countries at the time of death.

The bereavement support payment does not cease upon remarriage or cohabitation.

**Widowed parent's allowance (social insurance):** The deceased had at least 52 weeks of paid contributions (50 if paid before 1975) and paid contributions for at least 90% of his or her working life. There is no minimum qualifying period if the insured's death was the result of a work injury or an occupational disease. The widowed parent's allowance is gradually being phased out and is only paid if the death occurred from April 9, 2001 to April 5, 2017.

**Partial pension:** A reduced pension is paid if the deceased had at least 52 weeks of paid contributions (50 if paid before 1975) and paid contributions for at least 25% but less than 90% of his or her working life.

Eligible survivors include a widow(er) or civil partner who receives a child benefit for a child or is pregnant and is younger than the normal retirement age.

The widow(er) or partner's allowance ceases upon remarriage and is suspended upon cohabitation with a partner.

The widowed parent's allowance is payable abroad.

**Pension supplement:** The deceased had at least 10 years of paid contributions and the widow(er) or civil partner is aged 45 or older and ordinarily resides in the Isle of Man.

**Guardian's allowance (universal):** Paid to a person raising an orphan or, in some cases, a child with one surviving parent who is entitled to the child benefit.

**Funeral grant (social assistance, means tested):** Paid when a resident of Isle of Man dies. The benefit changed from a universal benefit to a social assistance benefit on April 1, 2018.

**Means test:** If the death occurred on or after April 1, 2018, the survivor or his or her partner must have total assets below £6,000 and be receiving income support, the employed person's allowance, or the social assistance job seeker's allowance. There is no means test if the death occurred before April 1, 2018.

**Income support (social assistance, means tested):** See Family Allowances.

### Old-Age Benefits

**Basic state retirement pension (social insurance):** £122.30 a week is paid; an additional £2 a week if aged 80 or older.

**Partial pension:** The pension is proportionally reduced based on the percentage of paid or credited contributions during the insured's working life.

A person who qualifies for both the basic state retirement pension and the caregiver's allowance receives the higher of the two benefits.

**Pension supplement:** 43.949% of the basic state retirement pension, up to £53.75 a week, is paid.

**Retirement pension premium:** Up to £16.30 (£16.80 as of April 9, 2018) a week is paid. The benefit is reduced by the amount received for the S2P, an employer-operated pension (via "contracted out deductions"), and the £2 a week addition to basic state retirement pension if over age 80.

**State second pension (S2P, social insurance):** The pension is based on average indexed earnings for all tax years since April 1978.

The minimum annual earnings used to calculate benefits are £5,876.

The maximum annual earnings used to calculate benefits are £40,040.

**Old person's pension (social assistance, income tested):** The difference between any basic state retirement pension the beneficiary receives or is entitled to receive and £73.30 a week is paid.

**Nursing care contribution (universal):** £137.10 a week is paid.

**Income support (social assistance, means tested):** See Family Allowances.

**Benefit adjustment:** Benefits are adjusted annually in April. The basic state retirement pension and the old person's pension are adjusted based on the change in the United Kingdom's consumer price index, the change in United Kingdom's average earnings, or 2.5%, whichever is greater. The state second pension and the retirement pension premium are adjusted based on changes the United Kingdom's consumer price index. The maximum pension supplement has not been increased since April 2013.

### Permanent Disability Benefits

**Long-term incapacity benefit (social insurance):** £106.40 a week is paid after a 52-week waiting period (a 28-week waiting period if the insured has a life expectancy of six months or less or is receiving the highest-rate care component of the disability living allowance). (The insured receives the short-term incapacity benefit during the waiting period, see Sickness and Maternity.) A supplement is paid if the insured's disability began before age 45 and the person is severely disabled or the insured has a life expectancy of six months or less.

**Dependent's supplement:** £61.80 a week is paid.

**Pension supplement:** £40.68 a week is paid.

**Disability living allowance (universal):** The allowance consists of a care component and a mobility component.

**Care component:** £20.30, £51.20, or £76.40 a week is paid, depending on the level of care needed.

**Mobility component:** £20.30 or £58.00 a week is paid, depending on the level of mobility impairment.

The benefit is paid weekly or monthly.

**Attendance allowance (universal):** £51.20 or £76.40 a week is paid, depending on the level of care needed.

**Employed person's allowance (social assistance, means tested):** £0.70 is paid for every £1 of income that falls below a maximum that varies depending on the family situation, number of children, housing costs, number of hours worked, and childcare costs. Benefits may be reduced with personal savings greater than £13,000. The allowance is initially paid for four to 26 weeks, but it may be extended.

**Carer's allowance (social assistance, income tested):** £113.20 a week is paid. If the care recipient dies, the benefit may be paid for additional eight weeks after the time of death if the beneficiary provided less than eight years of care; or for one additional week for each year of care the beneficiary provided if the beneficiary provided at least eight years of care.

Benefit adjustment: Benefits are adjusted annually in April based on increases in the Isle of Man's consumer price index.

**Income support (social assistance, means tested):** See Family Allowances.

### Survivor Benefits

**Bereavement support payment (social insurance):** A lump sum of £3,000 plus £113.70 a week is paid for up to 18 months.

**Widowed parent's allowance (social insurance):** Up to £113.70 a week is paid.

Pension supplement: Up to £52.85 a week is paid.

**Guardian's allowance (universal):** £16.70 a week is paid for each eligible child.

Benefit adjustment: Benefits are adjusted annually in April based on increases in the United Kingdom's consumer price index.

**Funeral grant (social assistance, means tested):** A lump sum of £210 is paid if the death occurs in the Isle of Man; £350 if outside the Isle of Man and burial or cremation is to take place within the Isle of Man. Additional support is provided to persons receiving income-related benefits with personal savings of less than £6,000.

Benefit adjustment: Benefits are adjusted on an ad hoc basis.

**Income support (social assistance, means tested):** See Family Allowances.

### Administrative Organization

Isle of Man Treasury, Social Security Division (<https://www.gov.im/about-the-government/departments/the-treasury/social-security-division/>) administers the programs.

Isle of Man Treasury, Income Tax Division (<https://www.gov.im/categories/tax-vat-and-your-money/income-tax-and-national-insurance/>) collects social insurance contributions.

## Sickness and Maternity

### Regulatory Framework

**First law:** 1951.

**Current laws:** 1992 (pensions); 1994 (incapacity benefit); 1999 (welfare reform and pensions), implemented in 2000 and 2001; 2001 (national health service), implemented in 2003; and 2009 (welfare reform).

**Type of program:** Universal (medical benefits), social insurance, and social assistance system.

### Coverage

**Social insurance:** Employed, self-employed (short-term incapacity benefit and maternity benefit only), and certain nonemployed persons, who ordinarily reside in the Isle of Man.

**Universal and social assistance:** Residents of the Isle of Man.

### Source of Funds

#### Insured person

**Universal:** Around 21% of the insured person's social insurance contributions under Old Age, Disability, and Survivors.

**Social insurance:** See source of funds under Old Age, Disability, and Survivors.

**Social assistance:** None.

#### Self-employed person

**Universal:** Around 21% of the self-employed person's social insurance contributions under Old Age, Disability, and Survivors.

**Social insurance:** See source of funds under Old Age, Disability, and Survivors.

**Social assistance:** None.

#### Employer

**Universal:** Around 21% of the employer's social insurance contributions under Old Age, Disability, and Survivors.

**Social insurance:** See source of funds under Old Age, Disability, and Survivors.

**Social assistance:** None.

#### Government

**Universal:** The remaining cost.

**Social insurance:** See source of funds under Old Age, Disability, and Survivors.

**Social assistance:** The total cost.

### Qualifying Conditions

**Short-term incapacity benefit (social insurance):** Must be younger than the normal retirement age and have paid or credited contributions on earnings of at least 50 times the minimum weekly covered earnings (or 52 times the flat-rate weekly contribution for a self-employed person) in each of the last two tax years and paid contributions on earnings of at least 25 times the minimum weekly covered earnings in at least one of the last two tax years.

The minimum weekly covered earnings are £113.

Contributions may be credited for each complete contributory week the insured received the incapacity benefit, maternity or adoption allowance, child benefit (for a child younger than age 12), carer's allowance, employed person's allowance, or jobseeker's allowance. In addition, contributions may be credited for periods the insured received approved training or was an approved foster parent, and for certain other periods.

**Dependent's supplement (income tested):** Paid for a dependent adult who cares for the insured's child and receives a child benefit or who has reached the normal retirement age and receives no or a low state pension.

**Income test:** The dependent's weekly income must not exceed the weekly dependent's supplement.

The weekly dependent's supplement is £48.15 for a dependent adult younger than the normal retirement age; £59.50 for a dependent adult who has reached the normal retirement age.

**Maternity and adoption allowance (social insurance):** Must have worked for at least 26 weeks, have at least 13 weeks of paid contributions in the 66 weeks before the expected week of childbirth or agreed adoption, and have earned at least £30 a week or paid self-employed contributions for at least 13 of those weeks. An adoptive parent must have ceased work or taken leave from work to look after the adopted child; only one adoptive parent may receive the adoption allowance.

Insured women who do not qualify for a maternity allowance may qualify for a short-term incapacity benefit for six weeks before and two weeks after the expected date of childbirth.

**Paternity allowance (social insurance):** Must be employed continuously for at least 26 weeks by the same employer up to and including the 15th week before the expected date of childbirth (in case of adoption, 26 consecutive weeks immediately before the date the adoption is confirmed). The insured's weekly earnings must be at least the minimum weekly covered earnings in any eight weeks of the 26-week period. The insured must also be the child's

father, married to the child's mother, the person adopting the child, or living with the child's mother or the person adopting the child in an enduring family relationship.

The minimum weekly covered earnings are £113.

**Maternity payment (social assistance, means tested):** Must be older than age 16 and be expecting a child within 11 weeks, have given birth within the last three months (after at least 25 weeks of pregnancy in the case of stillbirths), or have adopted a child younger than 12 months of age. The mother or her partner must be receiving certain social assistance benefits (income support, job seeker's allowance, or employed person's allowance) and have personal savings of £6,000 or less.

**Income support (social assistance, means tested):** See Family Allowances.

**Medical benefits (universal):** There is no minimum qualifying period.

### Sickness and Maternity Benefits

**Short-term incapacity benefit (social insurance):** £80.25 a week is paid after a three-day waiting period for the first 28 weeks; £95.00 a week is paid from 29th week to the 52nd week.

**Dependent's supplement (income tested):** Up to £48.15 a week is paid for a dependent adult younger than the normal retirement age; up to £59.50 a week for a dependent adult who has reached the normal retirement age.

**Maternity and adoption allowance (social insurance):** 90% of the insured's average weekly earnings (or a flat rate of £140.98 a week for the self-employed) is paid for up to 39 weeks starting no earlier than 11 weeks before the expected date of childbirth or two weeks before the child is placed for adoption.

Average weekly earnings are based on the insured's 13 highest weekly earnings in the 66 weeks before the expected date of childbirth or adoption.

The maximum weekly maternity and adoption benefit is £179.85.

**Paternity allowance (social insurance):** 90% of the insured's average weekly earnings is paid for up to two weeks in the first eight weeks following the date of childbirth or adoption of a child.

The maximum weekly paternity benefit is £179.85.

**Maternity payment (social assistance, means tested):** A lump sum of £500 is paid for each eligible child; £250 if the mother or her partner has received a maternity payment within the last three years.

**Benefit adjustment:** The standard rates of the short-term incapacity benefit and the maternity allowance for the self-employed are adjusted annually in April each year based on changes in the United Kingdom's consumer price index.



The maximum rates of the maternity allowance and the paternity allowance for employed persons are adjusted on an ad hoc basis.

**Income support (social assistance, means tested):** See Family Allowances.

### **Workers' Medical Benefits**

Doctors and dentists under contract with and paid directly by the Department of Health and Social Care provide medical services. Benefits include general practitioner care, specialist services, hospitalization, maternity care, dental care, medicine, appliances, home nursing, and family planning.

Most social security benefits may be paid indefinitely while receiving free hospital in-patient services; attendance allowance and disability living allowance are withdrawn after four weeks of hospitalization.

Cost sharing: Patients pay £3.85 for each prescription; £18.50, £50.50, or £219.00 for dental services depending on the services provided. Insured persons receiving income-related benefits, students younger than age 19, expectant mothers, and war pensioners do not pay for prescription or dental services; individuals aged 60 or older do not pay prescription charges, and individuals aged 65 or older do not pay for dental services.

There is no limit to duration.

### **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

### **Administrative Organization**

Isle of Man Treasury, Social Security Division (<https://www.gov.im/about-the-government/departments/the-treasury/social-security-division/>) administers the cash benefits.

Isle of Man Treasury, Income Tax Division (<https://www.gov.im/categories/tax-vat-and-your-money/income-tax-and-national-insurance/>) collects social insurance contributions.

Isle of Man Department of Health and Social Care (<https://www.gov.im/about-the-government/departments/health-and-social-care/>) administers the medical benefits.

## **Work Injury**

### **Regulatory Framework**

**First law:** 1948.

**Current law:** 1992 (consolidated legislation).

**Type of program:** Social insurance system.

## **Coverage**

**Social insurance:** Employed persons who reside in the Isle of Man.

Exclusions: Self-employed persons and military personnel.

### **Source of Funds**

**Insured person:** See source of funds under Old Age, Disability, and Survivors.

**Self-employed person:** Not applicable.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** See source of funds under Old Age, Disability, and Survivors.

### **Qualifying Conditions**

**Industrial injuries disablement benefit (social insurance):** Must be assessed with a work injury or occupational disease.

**Income support (social assistance, means tested):** See Family Allowances.

### **Temporary Disability Benefits**

**Short-term incapacity benefit (social insurance):** See Sickness and Maternity.

**Income support (social assistance, means tested):** See Family Allowances.

### **Permanent Disability Benefits**

**Industrial injuries disablement benefit (social insurance):** For a total (100%) disability, up to £169.70 a week is paid from the 90th day after the disability began.

A reduced benefit is paid if the insured is younger than age 18 and has no dependents.

The benefit is paid weekly or monthly.

A medical board assesses the degree of disability.

Partial disability: The benefit varies from £33.94 a week for an assessed degree of disability of at least 14%, up to £152.73 a week for an assessed degree of disability of at least 90% but less than 100%.

No benefit is paid for an assessed degree of disability of less than 14%, unless the insured is diagnosed with an occupational respiratory disease.

Constant-attendance allowance: Paid if the insured requires the constant attendance of others to perform daily functions. The weekly allowance is £33.95, £67.90, £101.85, or £135.80, depending on attendance needs. (Other complementary benefits are paid under certain conditions to persons with exceptionally severe disabilities, having difficulties in finding suitable employment, or if disabled from a young age.)

The industrial injuries disablement benefit is paid in addition to any other social insurance benefits the insured maybe entitled to, including the long-term disability benefit or basic state retirement pension.

### **Workers' Medical Benefits**

The Department of Health and Social Care provides all necessary benefits.

### **Survivor Benefits**

See Old Age, Disability, and Survivors.

### **Administrative Organization**

Isle of Man Treasury, Social Security Division (<https://www.gov.im/about-the-government/departments/the-treasury/social-security-division/>) administers the program.

Isle of Man Treasury, Income Tax Division (<https://www.gov.im/categories/tax-vat-and-your-money/income-tax-and-national-insurance/>) collects social insurance contributions.

Isle of Man Department of Health and Social Care (<https://www.gov.im/about-the-government/departments/health-and-social-care/>) administers the medical benefits.

## **Unemployment**

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### **Regulatory Framework**

**First law:** 1948.

**Current law:** 1995 (job seekers).

**Type of program:** Social insurance and social assistance system.

### **Coverage**

**Social insurance:** Employed persons.

Exclusions: Self-employed persons.

**Social assistance:** Residents of the Isle of Man.

### **Source of Funds**

#### **Insured person**

**Social insurance:** See source of funds under Old Age, Disability, and Survivors.

**Social assistance:** None.

#### **Self-employed person**

**Social insurance:** Not applicable.

**Social assistance:** None.

### **Employer**

**Social insurance:** See source of funds under Old Age, Disability, and Survivors.

**Social assistance:** None.

### **Government**

**Social insurance:** See source of funds under Old Age, Disability, and Survivors.

**Social assistance:** The total cost.

### **Qualifying Conditions**

**Job seeker's allowance (social insurance):** Must be aged 16 or older but younger than the normal retirement age, be involuntarily unemployed, have paid or credited contributions on earnings of at least 50 times the minimum weekly covered earnings in each of the two tax years before the start of the benefit year (January to December), and have paid contributions on earnings of at least 25 times the minimum weekly covered earnings in one of the last two tax years before the start of the benefit year.

The minimum weekly covered earnings are £113.

Contributions may be credited for each complete contributory week the insured received the incapacity benefit, maternity or adoption allowance, child benefit (for a child younger than age 12), carer's allowance, employed person's allowance, or jobseeker's allowance. In addition, contributions may be credited for periods the insured received approved training or was an approved foster parent, and for certain other periods.

The insured must be registered as unemployed, be capable of and actively seeking employment, be physically present in the Isle of Man, and have a current signed Jobseeker's Agreement.

**Job seeker's allowance (social assistance, means tested):** Must be aged 16 or older but younger than the normal retirement age, and be involuntarily unemployed.

**Means test:** The total family income must not exceed a maximum that varies depending on the claimant's age, family situation, number of children, and housing costs. Benefits may be reduced with personal savings greater than £13,000.

The job seeker must be registered as unemployed, be capable of and actively seeking employment, be physically present in the Isle of Man, and have a current signed Jobseeker's Agreement.

### **Unemployment Benefits**

**Job seeker's allowance (social insurance):** A flat-rate £73.10 a week is paid after a three-day waiting period for up to six months if aged 25 or older; £57.90 a week if younger than age 25.

**Job seeker's allowance (social assistance, means tested):** The allowance varies depending on the beneficiary's age, family income, and household composition. Assistance can be given with housing costs, and loans or grants may be paid to cover urgent and exceptional needs. Benefits may be reduced with personal savings greater than £13,000.

### Administrative Organization

Isle of Man Treasury, Social Security Division (<https://www.gov.im/about-the-government/departments/the-treasury/social-security-division/>) administers the program.

Isle of Man Treasury, Income Tax Division (<https://www.gov.im/categories/tax-vat-and-your-money/income-tax-and-national-insurance/>) collects social insurance contributions.

### Family Allowances

#### Regulatory Framework

**First law:** 1951.

**Current law:** 1992 (consolidated legislation).

**Type of program:** Social assistance system.

#### Coverage

Residents of the Isle of Man with one or more dependent children.

#### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

#### Qualifying Conditions

**Child benefit (income tested):** Paid for children younger than age 16 (age 20 if a full-time student in pre-tertiary education). The parents must have resided in the Isle of Man or the United Kingdom for at least 182 days in the 52 weeks immediately before claiming the benefit or meet certain special conditions.

Income test: Annual family income must not exceed £80,000. The allowance is subject to recovery if annual family income is at least £50,000 but less than £80,000.

**Employed person's allowance (income tested):** Paid to employed or self-employed persons working at least 16 hours a week (single parents) or at least 30 hours a week (couples) who are responsible for a child. Also paid to childless couples if one or both partners has a severe disabled or

cares for a person with a severe disability and at least one member of the couple is working at least 16 hours a week.

Income test: Family income must not exceed a maximum that varies depending on the number of children and adults in the family and whether any of them is disabled, housing costs, the number of hours worked, and childcare costs.

**Income support (means tested):** Paid to a needy person aged 16 or older, working less than 16 hours a week (and whose partner is working less than 24 hours a week) who: (1) is a single parent with at least one child younger than age 12; (2) is unable to work due to an illness or disability; (3) is caring for someone with an illness or disability; (4) is pregnant or recently gave birth; (5) has reached the normal retirement age for women (regardless of the beneficiary's sex); (6) is a deaf student; (7) is a student living away from home in certain circumstances; or (8) is on parental or paternity leave and not receiving pay from his or her employer. Assistance may be given for housing costs and loans or grants paid to cover urgent and exceptional needs.

The beneficiary or his or her spouse or civil partner must have been born in the Isle of Man, have resided in the Isle of Man for at least five consecutive years at any time, or have resided in the Isle of Man for a total of at least 10 years (on at least three separate occasions)

Means test: The total family income must not exceed a maximum that varies depending on the claimant's age, family situation, number of children, and housing costs. Benefits may be reduced with personal savings greater than £13,000.

#### Family Allowance Benefits

**Child benefit (income tested):** Up to £20.80 (£21.50 as of April 2018) a week is paid for the eldest eligible child; up to £13.75 (£14.20 as of April 2018) a week for each subsequent child.

The benefit is paid weekly or monthly.

**Employed person's allowance (income tested):** £0.70 is paid for every £1 of income that falls below the prescribed threshold. Awards can be made for between four and 26 weeks and can be renewed thereafter.

The benefit is paid weekly or monthly.

**Income support (means tested):** A benefit may be paid for housing costs and urgent and exceptional needs. The benefit amount varies depending on income and household circumstances. For pregnant women and new mothers, the benefit may begin no earlier than 11 weeks before the expected date of childbirth and for up to 15 weeks after childbirth.

Benefits may be reduced with personal savings greater than £13,000.

***Administrative Organization***

Isle of Man Treasury, Social Security Division (<https://www.gov.im/about-the-government/departments/the-treasury/social-security-division/>) administers the program.

## Italy

Exchange rate: US\$1.00 = 0.83 euro (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1919.

**Current laws:** 1995 (pension reform), 2005, 2008, 2009, 2010, 2011, 2012, 2013, 2013, and 2016.

**Type of program:** Social insurance, notional defined contribution (NDC), and social assistance system.

Note: In 1996, the social insurance system was closed to new entrants and replaced by an NDC system. Workers with less than 18 years of contributions when the NDC system was introduced are covered under a transitional (mixed) system. From 1996 to 2011, workers with at least 18 years of contributions when the NDC system was introduced could choose to remain in the old social insurance program; those who did not are now covered under the transitional (mixed) system.

#### Coverage

**Social insurance and NDC:** Private-sector employees, including household employees, and self-employed persons.

Voluntary coverage for contract and professional workers.

**Social assistance:** Citizens of Italy, citizens of the European Union residing in Italy, and non-European Union citizens residing in Italy for 10 consecutive years with a residence permit.

#### Source of Funds

##### Insured person

**Social insurance and NDC:** 9.19% of covered earnings; 9.89% for those in the performing arts and dancers.

The minimum daily earnings used to calculate contributions are the general legal daily minimum wage or the sectoral minimum wage set by collective agreement, whichever is higher.

The general legal daily minimum wage is €48.20.

For those insured before 1996, contributions are calculated on all earnings. For persons entering the system on or after January 1, 1996, the maximum annual earnings used to calculate contributions are €101,427.

**Social assistance:** None.

##### Self-employed person

**Social insurance and NDC:** 24% to 34.23% of annual covered declared income, depending on the type of self-employment and coverage.

The minimum annual income used to calculate contributions is €15,710.

The maximum annual income used to calculate contributions is €77,717.

**Social assistance:** None.

##### Employer

**Social insurance and NDC:** 23.81% of covered payroll; 25.81% for employees who are in the performing arts and dancers. (A lower contribution rate is paid by some employers, including employers in certain economically depressed areas.)

The minimum daily earnings used to calculate contributions are the general daily minimum wage or the sectoral minimum wage set by collective agreement, whichever is higher.

The general daily minimum wage is €48.20.

For those insured before 1996, contributions are calculated on all earnings. For persons entering the system on or after January 1, 1996, the maximum annual earnings used to calculate contributions are €101,427.

**Social assistance:** None.

##### Government

**Social insurance and NDC:** Finances any deficit; contributes as an employer.

**Social assistance:** The total cost.

#### Qualifying Conditions

**Old-age pension (social insurance and NDC):** Age 66 and 7 months (rising to age 67 in 2019 and thereafter, gradually rising based on increases in life expectancy), with at least 20 years of paid or credited contributions (or at least 15 years of paid or credited contributions, including five years before 1995, for persons who choose to receive a NDC pension instead of a mixed pension). For workers first insured on or after January 1, 1996, the notional account balance must be sufficient to provide a pension of at least 1.5 times the monthly old-age social allowance (assegno sociale) or the insured must reach age 70 and 7 months and have at least five years of contributions, regardless of the notional account balance.

The monthly old-age social allowance (assegno sociale) is €453.

**Guaranteed minimum pension:** Paid to social insurance or mixed program pensioners with a monthly pension lower than the living minimum income.

The living minimum income is €507.42.

Employment must cease (except for self-employed persons).

Early pension: At any age with at least 42 years and 10 months (men) or at least 41 years and 10 months (women) of contributions. For workers first insured on or after January 1, 1996, age 63 and 7 months with at least 20 years of contributions if the notional account balance is sufficient to provide a pension of at least 2.8 times the monthly old-age social allowance (assegno sociale).

Employment must cease (except for self-employed persons).

The old-age pension and early pension (minus income-tested minimums and supplements) are payable abroad.

**Old-age social allowance (assegno sociale, social assistance, income tested):** Age 66 and 7 months (rising to age 67 in 2019 and thereafter, gradually rising based on increases in life expectancy), does not qualify to receive a social insurance or NDC old-age pension, and has at least 10 consecutive years of residence in Italy.

Income test: Annual income must not exceed €5,889 for a single person; €11,788 for a couple.

The old-age social allowance is not payable abroad.

**Low-income pension supplement (incremento della maggiorazione, social assistance, income tested):** Paid to low-income old-age, disability, and survivor pensioners, and to beneficiaries of the disability allowance. Must be aged 70 or older (60 or older if disabled; 65 or older depending on the insured's years of contributions).

Income test: Annual personal income must not exceed €8,370.18 for a single person; €14,259.18 for a couple.

**Disability pension (pensione di inabilità, social insurance and NDC):** Must have a total (100%) and permanent incapacity for any work with at least five years of contributions, including three of the last five years before the claim is made.

Employment must cease.

If the insured is also entitled to a work injury disability pension, only the part of the disability pension that exceeds the work injury disability pension is paid.

Low-income supplement (maggiorazione, income tested): Must be aged 60 or older, with personal income less than the annual old-age social allowance plus supplement and annual household income less than €12,619.75.

The annual old-age social allowance plus supplement is €6,023.29.

The disability pension is payable abroad.

**Partial disability allowance (assegno ordinario di invalidità, social insurance and NDC, income tested):** Must have an assessed loss of work capacity of at least two-thirds with at least five years of contributions, including three of the last five years before the claim is made.

Employment may continue.

Income test: A reduced benefit is paid if the insured has annual earnings exceeding four times the minimum annual pension.

The minimum annual pension is €6,596.46.

Minimum integration increment (integrazione al minimo): An increment is paid if the insured's personal income (including pensions) is less than €11,778 and the household income is less than €17,667.

Low-income supplement (maggiorazione, income tested): Must be aged 60 or older, with personal income less than the annual old-age social allowance plus supplement and annual household income less than €12,619.75.

The annual old-age social allowance plus supplement is €6,023.29.

If the insured meets the qualifying conditions for the old-age pension, the partial disability allowance ceases at the normal retirement age and is replaced by an old-age pension.

If the insured is also entitled to a work injury disability pension, only the part of the partial disability allowance that exceeds the work injury disability pension is paid.

The partial disability allowance is payable abroad.

**Disability social pension (pensione di invalidità civile, social assistance, income tested):** Must be aged 18 or older but younger than the normal retirement age and assessed with a total (100%) loss of work capacity. Must not be receiving any other social assistance benefit.

Employment may continue.

Income test: Annual income (including pensions) must be less than €16,664.36.

The disability social pension can be combined with a social insurance pension.

Constant-attendance supplement: Paid if the beneficiary requires the constant attendance of others to perform daily functions.

The disability social pension is payable abroad for up to six months.

**Partial disability social allowance (assegno sociale di invalidità, social assistance, income tested):** Must be aged 18 or older but younger than the normal retirement age and be assessed with a 74% to 99% assessed loss of work capacity. Must not be receiving any other social insurance or social assistance disability pension.

Employment must cease.

Income test: Annual income (including pensions) must be less than €4,853.29.

The partial disability social allowance can be combined with a social insurance pension that is not related to disability.

The partial disability social allowance is payable abroad for up to six months.

**Survivor pension (social insurance and NDC, means tested):** The deceased received an old-age or disability pension; or was still working and had at least 780 weeks of contributions or at least 260 weeks of contributions, including 156 weeks in the last five years before death.

Means test: For a survivor pension first awarded on or after September 1, 1995, a reduced benefit is paid if the eligible survivor has annual income exceeding three, four, or five times the annual minimum survivor pension. The means test is waived for a widow(er) with children younger than age 18 (age 26 if a student), children younger than age 18 (age 26 if a student), or survivors with disabilities.

The minimum annual survivor pension is €6,596.46.

Eligible survivors include a widow(er) or civil partner; a separated spouse entitled to alimony; children, dependent nephews, nieces, or grandchildren younger than age 18 (age 21 if a full-time student; age 26 if a university student; no limit if disabled at the time of the insured's death); or, in the absence of the above, dependent parents older than age 65 or unmarried disabled dependent siblings, who are not entitled to a pension.

The survivor pension ceases upon remarriage.

Remarriage settlement: Paid when the widow(er) remarries.

**Death grant (social insurance and NDC):** Paid if the deceased had at least one year of contributions in the last five years but did not meet the qualifying conditions for the survivor pension.

### Old-Age Benefits

**Old-age pension (social insurance only):** The pension is based on the insured's average annual earnings in the last five years, the number of contributions (up to 40 years), and a coefficient that varies depending on the level of annual earnings: from 2% for annual earnings up to €46,630 to 0.9% for annual earnings greater than €77,717. The social insurance pension has been phased out and is only paid to persons with accrued rights as of 2011.

Annual earnings used to calculate benefits are adjusted based on changes in the cost-of-living index for years before 1993 and changes in the retail price index for years after 1992.

Guaranteed minimum pension: The difference between the monthly old-age pension and the minimum living income is paid.

The minimum living income is €507.42.

Early pension: Calculated in the same way as the old-age pension.

Schedule of payments: Benefits are paid monthly, with a 13th payment in December. If the monthly pension is very low, benefits are paid every six months or every year.

Benefit adjustment: Benefits are adjusted annually based on the average change in the cost-of-living index.

**Old-age pension (NDC):** The pension is based on notional contributions, adjusted annually based on the average rate of increase in gross domestic product in the last five years, and an actuarial coefficient that varies depending on the insured's age (from 4.246% at age 57 to 6.378% at age 70 or older).

Early pension: Calculated in the same way as the old-age pension.

Schedule of payments: Benefits are paid monthly, with a 13th payment in December. If the monthly pension is very low, benefits are paid every six months or every year.

Benefit adjustment: Benefits are adjusted annually based on the average change in the cost-of-living index.

**Old-age pension (mixed social insurance and NDC):** For the contribution period before January 1, 1996, the pension is calculated in the same way as the social insurance old-age pension, above; for the contribution period beginning January 1, 1996, the pension is calculated in the same way as the NDC old-age pension, above.

Insured persons with at least 15 years of contributions, including five years before 1995, can opt for a pension calculated in the same way as the NDC old-age pension.

Guaranteed minimum pension: The difference between the monthly old-age pension and the minimum living income is paid.

The minimum living income is €507.42.

Early pension: Calculated in the same way as the old-age pension.

Schedule of payments: Benefits are paid monthly, with a 13th payment in December.

Benefit adjustment: Benefits are adjusted annually based on the average change in the cost-of-living index.

**Old-age social allowance (assegno sociale, social assistance, means tested):** Up to €453 a month is paid to an unmarried pensioner with annual income less than €5,889 or a couple with an annual income less than €11,788, plus an additional €12.92 a month if aged 65 or older with an annual income less than €5,889 (for a single person) or €12,485.46 (for a couple), or an additional €190.86 a month if aged 70 or older with an annual income less than €8,370 (for a single person) or €14,259.18 (for a couple).

Schedule of payments: Benefits are paid monthly, with a 13th payment in December.

Benefit adjustment: Benefits are adjusted annually based on the average change in the cost-of-living index.

**Low-income pension supplement (incremento della maggiorazione, social assistance, income tested):** Up to €136.44 a month is paid to an eligible pensioner.

The maximum monthly pension (with all supplements) is €643.86.

## Permanent Disability Benefits

**Disability pension (pensione di inabilità, social insurance only):** The pension is based on the insured's average annual earnings in the last five years, the number of contributions (up to 40 years), and a coefficient that varies depending on the level of annual earnings: from 2% for annual earnings up to €46,630 to 0.9% for annual earnings greater than €77,717. The social insurance pension has been phased out and is only paid to persons with accrued rights as of 2011.

Annual earnings used to calculate benefits are adjusted based on changes in the cost-of-living index for years before 1993 and changes in the retail price index for years after 1992.

An increment is paid based on the difference between the insured's age on the date the disability began and the normal retirement age.

If the insured is also entitled to a work injury disability pension, only the part of the disability pension that exceeds the work injury disability pension is paid.

Low-income supplement (maggiorazione, income tested): Up to €10.33 a month is paid to eligible pensioners younger than age 65; higher if aged 65 or older.

Schedule of payments: Benefits are paid monthly, with a 13th payment in December.

Benefit adjustment: Benefits are adjusted annually based on the average change in the cost-of-living index.

**Disability pension (pensione di inabilità, NDC):** The pension is based on notional contributions, adjusted annually based on the average rate of increase in gross domestic product in the last five years, and an actuarial coefficient that varies depending on the insured's age (from 4.246% at age 57 to 6.378% at age 70 or older). If the disability began before age 57, the coefficient corresponding to age 57 is used.

An increment is paid based on the difference between the insured's age on the date the disability began and age 60, up to a maximum of 40 years (2,080 weeks of contributions).

The minimum monthly disability pension is €507.42 for a pensioner aged 60 or older with personal income less than €13,192.92 and household income less than €26,385.84. There is no minimum disability pension otherwise.

There is no maximum disability pension.

If the insured is also entitled to a work injury disability pension, only the part of the disability pension that exceeds the work injury disability pension is paid.

Low-income supplement (maggiorazione, income tested): Up to €10.33 a month is paid to eligible pensioners younger than age 65; higher if aged 65 or older.

Schedule of payments: Benefits are paid monthly, with a 13th payment in December.

Benefit adjustment: Benefits are adjusted annually based on the average change in the cost-of-living index.

**Disability pension (pensione di inabilità, mixed social insurance and NDC):** For the contribution period before January 1, 1996, the pension is calculated in the same way as the social insurance disability pension, above; for the contribution period beginning January 1, 1996, the pension is calculated in the same way as the NDC disability pension, above.

Insured persons with at least 15 years of contributions, including five years before 1995, can opt for a pension calculated in the same way as the NDC disability pension.

Low-income supplement (maggiorazione, income tested): Up to €10.33 a month is paid to eligible pensioners younger than age 65; higher if aged 65 or older.

**Partial disability allowance (assegno ordinario di invalidità, social insurance and NDC, means tested):** A social insurance, mixed, or NDC disability pension (minus any increment for years between date of disability and the normal retirement age) is paid for up to three years; may be extended for additional three-year periods. After the allowance has been extended for a third consecutive time, the award becomes permanent.

Income test: The partial disability allowance is reduced by 25% if the insured's annual earnings exceeds four times the minimum annual pension or by 50% if earnings exceed five times the minimum annual pension.

The minimum annual pension is €6,596.46.

If the insured is also entitled to a work injury disability pension, only the part of the partial disability allowance that exceeds the work injury disability pension is paid.

Minimum integration increment (integrazione al minimo, income tested): The difference between the annual disability allowance and the minimum annual pension is paid.

Low-income supplement (maggiorazione, income tested): Up to €10.33 a month is paid to eligible pensioners younger than age 65; higher if aged 65 or older.

Schedule of payments: Benefits are paid monthly, with a 13th payment in December.

Benefit adjustment: Benefits are adjusted annually based on the average change in the cost-of-living index.

**Disability social pension (pensione di invalidità, social assistance, income tested):** Up to €282.55 a month is paid.

Constant-attendance supplement: €516.35 a month is paid.

Schedule of payments: Benefits are paid monthly, with a 13th payment in December.

Benefit adjustment: Benefits are adjusted annually based on the average change in the cost-of-living index.

**Partial disability social allowance (assegno sociale di invalidità, income tested):** Up to €282.55 a month is paid.



Schedule of payments: Benefits are paid monthly, with a 13th payment in December.

Benefit adjustment: Benefits are adjusted annually based on the average change in the cost-of-living index.

**Low-income pension supplement (incremento della maggiorazione, social assistance, income tested):** See Old-Age Benefits.

### Survivor Benefits

#### Survivor pension (social insurance and NDC)

*Spouse's pension (means tested):* 60% of the old-age or disability pension the deceased received or was entitled to receive is paid to a widow(er) without children, 80% for a widow(er) with one child (including a dependent nephew, niece, or grandchild), and 100% for a widow(er) with two or more children.

Remarriage settlement: A lump sum of two years of the spouse's pension is paid.

*Orphan's pension (not means tested):* 70% of the old-age or disability pension the deceased received or was entitled to receive is paid to a full orphan (including a dependent nephew, niece, or grandchild); 80% for two full orphans; or 100% for three or more full orphans. The pension is split equally among all eligible orphans.

*Other eligible survivor's pension (means tested):* If there is no eligible widow(er) or orphan, 15% of the old-age or disability pension the deceased received or was entitled to receive is paid to each other eligible survivor.

Means test: For a survivor pension first awarded on or after September 1, 1995, the survivor pension is reduced by 25%, 40%, or 50% if the survivor's income exceeds three times, four times, or five times the minimum annual survivor pension, respectively. The means test is not applicable to widow(er)s with children younger than age 18 (age 26 if a student), orphans, or persons with disabilities.

The minimum annual survivor pension is €6,596.46.

The maximum combined survivor benefit is 100% of the old-age or disability pension the deceased received or was entitled to receive.

**Death grant (social insurance and NDC):** For persons first insured before January 1, 1996, a lump sum of 45 times the deceased's total paid contributions is paid.

The minimum total contributions used to calculate the death grant is €22.31.

The maximum total contributions used to calculate death grant is €66.93.

For persons first insured on or after January 1, 1996, a lump sum of the monthly old-age social allowance (assegno

sociale) multiplied by the number of years of contributions is paid.

The monthly old-age social allowance (assegno sociale) is €453.

**Low-income pension supplement (incremento della maggiorazione, social assistance, income tested):** See Old-Age Benefits.

### Administrative Organization

Ministry of Labor and Social Policy (<http://www.lavoro.gov.it/>) and Ministry of Economy and Finance (<http://www.tesoro.it/>) provide general supervision.

National Social Security Institute (<https://www.inps.it/>) collects contributions and administers the national program through its branch offices and administers a number of special programs for certain categories of insured workers.

### Sickness and Maternity

#### Regulatory Framework

**First laws:** 1912 (maternity), 1927 (tuberculosis), and 1943 (sickness).

**Current laws:** 1943 (sickness), 1971 (working mothers), 1977 (equal treatment), 1978 (health service), 1980 (sickness), 1983 (sickness), 1987 (tuberculosis), 1999 (sickness benefits), 2000 (maternity and paternity), 2001 (maternity and paternity), 2006 (sickness), 2011 (sickness), 2012, and 2015 (birth grant).

**Type of program:** Universal (medical benefits and pregnancy grant), social insurance (cash benefits), employment-related (tuberculosis benefits), employer-liability (paternity leave), and social assistance (birth grant) system.

Note: Needy women may be eligible for a social assistance maternity allowance through the state (assegno di maternità dello stato) or municipality (assegno di maternità dei comuni) if they do not qualify for social insurance maternity benefits.

#### Coverage

**Universal (medical benefits and pregnancy grant):** Residents of Italy.

**Social insurance (sickness benefits):** Employed persons and contract workers.

**Social insurance (maternity benefits):** Employed persons, contract workers, household workers, and self-employed persons.

## Italy

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**Employment-related (tuberculosis benefits):** Public- and private-sector employees, pensioners, welfare beneficiaries, and certain self-employed persons.

**Employer liability (paternity leave):** Private-sector employees.

**Social assistance (birth grant):** Residents of Italy.

### Source of Funds

#### Insured person

*Universal and social assistance:* None.

*Social insurance (cash sickness benefits):* None; some categories of contract workers make variable contributions.

*Social insurance (cash maternity benefits):* Variable contributions.

*Employment-related:* None.

*Employer liability (paternity leave):* None.

#### Self-employed person

*Universal and social assistance:* None.

*Social insurance (cash sickness benefits):* Variable contributions.

*Social insurance (cash maternity benefits):* Variable contributions.

*Employment-related:* None.

*Employer liability (paternity leave):* Not applicable.

#### Employer

*Universal and social assistance:* None.

*Social insurance (cash sickness benefits):* 2.22% of gross earnings for industrial workers; 2.44% of gross earnings for employees in commerce and the service sector; variable contributions for some categories of contract workers.

*Social insurance (cash maternity benefits):* 0.46% for industrial workers; 0.24% for employees in commerce and the service sector; variable contributions for some categories of contract workers.

*Employment-related:* The total cost.

*Employer liability (paternity leave):* None.

#### Government

*Universal and social assistance:* The total cost.

*Social insurance (cash sickness benefits):* None; contributes as an employer.

*Social insurance (cash maternity benefits):* Partially finances the cost of maternity benefits for all categories of workers; contributes as an employer.

*Employment-related:* The total cost.

*Employer liability (paternity leave):* None.

### Qualifying Conditions

**Cash sickness and maternity benefits (social insurance):** There is no minimum qualifying period.

**Paternity leave (employer liability):** There is no minimum qualifying period.

**Parental leave (social insurance):** There is no minimum qualifying period.

**Pregnancy grant (bonus mamma domani, universal):** Paid upon the completion of seven months of pregnancy or childbirth, whichever occurs first, or for the adoption of a child.

**Childcare voucher (universal):** Paid for a child younger than age 3 who uses a public or private day care center (or who receives home care assistance if the child suffers from a chronic disease).

**Tuberculosis benefits (employment-related):** Must be diagnosed with tuberculosis and have at least 52 weeks of coverage.

Care and support allowance (means tested): Paid after the completion of post-sanatorium treatment, if earnings capacity has been reduced by at least 50%.

Christmas allowance: Must have been entitled to the tuberculosis benefit for at least one day in December.

**Medical benefits (universal):** There is no minimum qualifying period.

### Sickness and Maternity Benefits

**Sickness benefit (social insurance):** 50% of the insured's average daily earnings is paid for the first 20 days of incapacity; thereafter, 66.6%. The benefit is paid after a three-day waiting period for up to 180 days a year; may be extended in special cases.

For contract workers, the daily benefit is paid for up to 180 days of hospitalization, and the benefit varies depending on the number of contributions paid in the 12 months before hospitalization. The daily benefit may be paid under certain exceptions for sicknesses not requiring hospitalization, for up to 61 days a year.

**Maternity (or adoption) benefit (social insurance):** 80% of the insured's average daily earnings in the last month before maternity (or adoption) leave is paid for a compulsory leave of five months. Maternity leave may be paid from one to two months before the expected date of childbirth.

For self-employed persons, 80% of average daily earnings in the last 12 months before the maternity leave is paid for two months before the expected date of childbirth and three months after childbirth.

The maternity leave can be transferred to the father if the mother dies or becomes seriously ill.

**Paternity leave (employer liability):** 100% of the employee's average daily earnings in the last month before paternity leave is paid for four days. Paternity leave is compulsory and must be taken within five months of the date of childbirth; one additional day of leave may be paid after this five-month period.

**Parental leave (social insurance):** 30% of the insured's average daily earnings in the last month before leave is paid to a parent for up to six months before the child reaches age 6 (or up to six months after the adoption); if the employee's earnings are less than 2.5 times the minimum pension, up to a total of 10 months may be claimed before the child reaches age 8; thereafter unpaid leave may be taken until the child reaches age 12. For contract workers, 30% of earnings is paid for up to six months before the child reaches age 3. For self-employed workers, 30% of earnings is paid for up to three months before the child reaches age 1.

**Childcare voucher (bonus asilo nido, universal):** Up to €90.91 a month is paid (or a lump sum of up to €1,000 for a child suffering from a chronic disease).

**Pregnancy grant (bonus mamma domani, universal):** A lump sum of €800 is paid.

#### **Tuberculosis benefits (employment-related)**

**Daily benefit:** €13.28 a day (€6.64 if the beneficiary is a pensioner or the insured's dependent family member) is paid while receiving institutional care.

**Post-sanatorium benefit:** €22.14 a day (€11.07 if the beneficiary is a pensioner or the insured's dependent) is paid for up to two years after leaving institutional care that had lasted for at least 60 days.

**Care and support allowance (means tested):** €89.34 a month is paid for up to 24 months after the end of the post-sanatorium benefit; renewable for an additional 24 months if the insured has at least a 50% assessed loss of earning capacity.

**Christmas allowance:** An additional 30 days of benefits are paid if the insured received benefits for at least one day in December.

#### **Workers' Medical Benefits**

Services are provided by doctors and pharmacists under contract with, and paid directly by, the National Health Service. Benefits are paid by the Health Service or by hospitals, most of which are public. Benefits include general and specialist care, hospitalization, prescribed medicine, dental care, the attendance of a midwife or doctor at childbirth, specified appliances, and spa treatment. Tuberculosis care

includes curative and convalescent care in a sanatorium, post-sanatorium care, and rehabilitation.

**Cost sharing:** Patients pay a part of the cost according to a schedule in the law. Up to €36.15 is paid for outpatient specialist care and a flat rate of €10 is paid for each drug prescription (may vary by region). Copayments are waived for children younger than age 6, persons with disabilities, persons receiving minimum social benefits, persons with certain medical conditions or treatments, and in certain other circumstances.

There is no limit to duration.

#### **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

#### **Administrative Organization**

Ministry of Labor and Social Policy (<http://www.lavoro.gov.it/>), Ministry of Health (<http://www.salute.gov.it/>), and Ministry of Economy and Finance (<http://www.tesoro.it/>) provide general supervision.

National Social Security Institute (<https://www.inps.it/>) collects contributions and administers cash benefits.

National Health Service (<http://www.salute.gov.it/>) administers medical benefits through its 20 regional health authorities and their respective local health authorities.

#### **Work Injury**

##### **Regulatory Framework**

**First law:** 1898.

**Current laws:** 1965 (work injury), 1999 (domestic accidents), 2000 (work injury and occupational diseases), 2008 (occupational diseases), and 2013 (financial stability).

**Type of program:** Social insurance system.

##### **Coverage**

Employed and self-employed persons in all manual jobs, dangerous occupations, and certain other professions, including household workers, artisans, teachers, and maritime workers; and students and apprentices.

Special systems for lawyers, firemen, military and police personnel, and certain other professions.

##### **Source of Funds**

**Insured person:** None; contract workers pay one-third of the employers' contribution.

**Self-employed person:** Pay variable contributions depending on the assessed degree of risk.

**Employer:** 0.04% to 1.3% of payroll, depending on the assessed degree of risk. The average contribution rate for

industrial workers in 2017 was 2.0% of covered payroll. Employers pay two-thirds of the contribution for contract workers.

**Government:** Provides subsidies to cover the costs of workers in certain sectors and workers with certain contract types; contributes as an employer.

### **Qualifying Conditions**

Must be assessed with a work injury or occupational disease. Accidents that occur while commuting to and from work are covered.

### **Temporary Disability Benefits**

60% of the insured's average daily wage (75% for maritime workers) is paid for the first 90 days after a three-day waiting period; thereafter, 75%. The employer pays 100% of earnings for the day of the accident, or the date the occupational disease began, and at least 60% of earnings for the next three days.

The average daily wage is based on the insured's earnings in the last 15 days before the accident or the date the occupational disease began (the day after disembarking the ship for maritime workers).

For certain categories of workers, benefits are calculated based on a reference income set by ministerial decree.

### **Permanent Disability Benefits**

**Permanent disability pension (for incidents before July 25, 2000):** Must have an assessed degree of disability greater than 10%.

The pension is based on average earnings in the year before the date of the accident or the date the occupational disease began and the assessed degree of disability.

The minimum annual earnings used to calculate benefits are €16,195.20.

The maximum annual earnings used to calculate benefits are €30,076.80.

Dependent's supplement: 5% of the pension is paid for a spouse and for each child younger than age 18 (age 21 if in full-time education; age 26 if a university student; no limit if disabled).

The pension cannot be combined with the disability pension paid under the old-age, disability, and survivor program.

The permanent disability pension is payable abroad.

Benefit adjustment: Benefits are adjusted annually in July by ministerial decree based on changes in consumer prices.

**Permanent disability pension (for incidents on or after July 25, 2000):** For an assessed degree of disability of at least 16%, the pension is calculated based on the insured's age, gender, and degree of disability, and the insured's average earnings in the year before the date of the accident or

the date the occupational disease began and a coefficient, according to a schedule in law.

A lump sum is paid for an assessed degree of disability from 6% to 15%.

There is no earnings test.

Dependent's supplement: 5% of the permanent disability pension is paid for a spouse and for each child younger than age 18 (age 21 if in full-time education; age 26 if a university student; no limit if disabled).

Constant-attendance supplement: €533.22 a month is paid if the insured requires the constant attendance of others to perform daily functions.

Benefit adjustment: Benefits are adjusted annually in July by ministerial decree based on changes in consumer prices.

**Permanent disability pension (domestic accidents after March 1, 2001):** Must be aged 18 to 65 and injured while completing household tasks that result in an assessed degree of incapacity of 27% or more. The pension is calculated based on the reference minimum salary in the industrial sector.

**Unemployability pension:** €256.39 a month is paid to supplement the permanent disability pension if the insured is younger than age 65, has an assessed degree of disability or loss of psycho-physical integrity of more than 20%. (If the work injuries and occupational diseases was assessed before January 1, 2007, must be younger than age 65 and have an assessed degree of disability of at least 34%, have lost all capacity for work, or be a risk to co-workers or workplace safety.)

Benefit adjustment: Benefits are adjusted annually in July by ministerial decree based on changes in consumer prices.

**Transitional compensation for silicosis and asbestosis:** Benefits are paid for one year to compensate insured workers with an assessed degree of disability of up to 60% who are forced to leave a harmful work position to avoid aggravation of a diagnosed disease. If the insured has become unemployed, 66.7% of the insured's average daily wage received in the 30 days before leaving the harmful work position is paid. If the insured has changed employment, the amount is 66.7% of the difference between the insured's average daily wage received in the 30 days before leaving the harmful work position and the remuneration received in the new employment.

### **Workers' Medical Benefits**

Benefits include medical, surgical, and hospital care; appliances; and rehabilitation.

### **Survivor Benefits**

#### **Survivor pension**

*Spouse's pension:* 50% of the deceased's average earnings is paid.

Average earnings are based on the deceased's earnings in the year before the date of the accident or the onset of the occupational disease that resulted in death.

**Orphan's pension:** 20% (40% for a full orphan) of the deceased's average earnings is paid to each orphan younger than age 18 (age 21 if a full-time student; age 26 if a university student; no limit if disabled).

Average earnings are based on the deceased's earnings in the year before the date of the accident or the onset of the occupational disease that resulted in death.

**Other dependent's pension:** If there is no eligible widow(er) or orphan, 20% of the deceased's average earnings is paid to each dependant parent or to dependent brothers and sisters living with the deceased.

Average earnings are based on the deceased's earnings in the year before the date of the accident or the onset of the occupational disease that resulted in death.

The maximum combined survivor pension is 100% of the deceased's average earnings (up to €30,076.80 if the death occurred on or after January 12, 2014).

**Funeral grant:** A lump sum of €2,136.50 is paid to the person who paid for the funeral.

**Fatal accident lump-sum compensation:** Paid to survivors of a person (whether insured or not) who died in a fatal occupational accident. The amount is fixed annually by the Ministry of Labor and Social Policy, and is based on the number of eligible survivors.

### Administrative Organization

Ministry of Labor and Social Policy (<http://www.lavoro.gov.it/>) and Ministry of Economy and Finance (<http://www.tesoro.it/>) provide general supervision.

National Accident Insurance Institute (<https://www.inail.it/>) administers the program through provincial offices and collects contributions for all workers outside of the agricultural sector. National Social Security Institute (<https://www.inps.it/>) collects contributions for agricultural workers.

National Health Service (<http://www.salute.gov.it/>) administers medical benefits through its 20 regional health authorities and their respective local health authorities.

## Unemployment

### Regulatory Framework

**First laws:** 1919 and 1945.

**Current laws:** 1935, 1939, 1975, 1977, 1988, 1991, 1994, 1996, 1997, 1998, 2000, 2005, 2009, 2012, 2014, 2015 (involuntary unemployment), and 2016.

**Type of program:** Social insurance system.

### Coverage

Private-sector employees and apprentices. Certain self-employed persons and workers with atypical contracts, including doctorate students, are covered for the DIS-COLL unemployment benefit only.

Exclusions: Certain self-employed persons and most public-sector workers.

### Source of Funds

**Insured person:** None; 0.3% of gross earnings (special wage supplement) in companies with more than 50 employees.

**Self-employed person:** 0.51% of income (DIS-COLL).

**Employer:** 1.61% of gross earnings plus an additional 1.4% of gross earnings for workers with fixed-term contracts. For the special wage supplement, an additional 0.6% of gross earnings for employers with less than 50 employees or 2.0% for employers with 50 or more employees. For employers not covered by the special or ordinary wage supplement, 0.45% to 0.65% for the wage supplement funds, depending on the number of employees. Additional contributions from 9% to 15% are paid for employers with a history of higher unemployment costs.

There are no maximum earnings used to calculate contributions.

**Government:** Covers administrative costs and provides subsidies (disoccupazione agricola) for agricultural workers.

### Qualifying Conditions

#### Full unemployment benefits

**General unemployment benefit (NASpI):** Must have at least 13 weeks of coverage in the last four years, including at least 30 days in the last 12 months before unemployment began. Must be involuntarily unemployed or have resigned for just cause with the agreement of the employer; be registered at an employment office and capable of, and available for, work; not be receiving any other benefits, and have annual income from work of up to €8,145 from the last year. The claim must be made within 68 days after unemployment began.

**Unemployment benefit for atypical workers (DIS-COLL):** Must be involuntarily unemployed and have at least three months of contributions in the last calendar year before unemployment began, including at least one month of contributions in the year that unemployment began.

#### Partial unemployment benefits

**Ordinary wage supplement (CIGO, cassa integrazione guadagni ordinaria):** Paid to industry and construction workers for a temporary reduction in the work week as a result of a reduction in the firm's activity, with the agreement of the

National Social Security Institute. The employer makes the claim for the employee.

**Special wage supplement (CIGS, cassa integrazione guadagni straordinaria):** Awarded by ministerial decree to insured persons with at least 90 days of employment with the company and working in industrial firms with more than 15 employees (50 employees in the commercial sector) if there is a reduction in the work week due to restructuring or a change in activity. The claim is made by the employer for the employee.

**Bilateral and alternative bilateral solidarity funds (fondi di solidarietà bilaterali and fondi di solidarietà bilaterali alternativi):** Paid to insured persons working in firms with more than five employees, who are not covered by the ordinary or special wage supplement, if there is a reduction in the work week due to restructuring or a change in activity.

**Supplement wage fund (fondo di integrazione salariale):** Paid to persons working in firms with more than five employees, who are not covered by wage supplements or a bilateral solidarity fund.

### Unemployment Benefits

#### Full unemployment benefits

**General unemployment benefit (NASpI):** 75% of the insured's average monthly earnings up to €1,208.15, plus 25% of average monthly earnings above €1,208.15, is paid after an eight-day waiting period for the first three months. Thereafter, the benefit is reduced by 3% for each additional month, up to 24 months. The total duration is half the number of weeks of contributions in the four years before unemployment began.

Average monthly earnings are based on the insured's earnings used to calculate contributions in the last four years.

The maximum monthly general unemployment benefit is €1,314.30.

**Unemployment benefit for atypical workers (DIS-COLL):** 75% of the insured's average monthly earnings up to €1,208.15, plus 25% of average monthly earnings above €1,208.15, is paid for three months. The benefit is reduced by 3% for each additional month, up to six months (depending on the number of months of contributions).

The maximum monthly unemployment benefit for atypical workers is €1,314.30.

#### Partial unemployment benefits

**Ordinary wage supplement (CIGO, cassa integrazione guadagni ordinaria):** 80% of lost earnings caused by a reduction in contractual working hours is paid for up to 12 months if the employer is insolvent (may be renewed for an additional six months); up to 48 months if the employer restructures or changes activity.

The maximum monthly ordinary wage supplement is €1,180.76 (€982.40 if the insured's gross earnings before unemployment were less than €2,125.36).

**Special wage supplement (CIGS, cassa integrazione guadagni straordinaria):** 80% of lost earnings caused by a reduction in contractual working hours is paid for up to 24 months.

The maximum monthly special wage supplement is €1,180.76 (€982.40 if the insured's gross earnings before unemployment were less than €2,125.36).

**Bilateral and alternative bilateral solidarity funds (fondi di solidarietà bilaterali and fondi di solidarietà bilaterali alternativi):** Calculated in the same way as the ordinary and special wage supplements; alternatively, a solidarity allowance (assegno di solidarietà) may be paid up to 26 weeks in a two-year period.

The maximum monthly benefit is €1,111.80 (€925.03 if the insured's gross earnings before unemployment were less than €2,125.36).

**Supplement wage fund (fondo di integrazione salariale):** Calculated in the same way as the ordinary and special wage supplement; alternatively, a solidarity allowance (assegno di solidarietà) is paid up to 24 months in five-year period.

The maximum monthly benefit is €1,111.80 (€925.03 if the insured's gross earnings before unemployment were less than €2,125.36).

### Administrative Organization

Ministry of Labor and Social Policy (<http://www.lavoro.gov.it/>) and Ministry of Economy and Finance (<http://www.tesoro.it/>) provide general supervision.

National Social Security Institute (<https://www.inps.it/>) collects contributions and administers the program through its branch offices and administers or provides supervision of the bilateral funds.

### Family Allowances

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#### Regulatory Framework

**First law:** 1937.

**Current laws:** 1955, 1961, 1988 (family allowances), 1999, 2006, 2007, 2008, 2013, 2016 (civil partnerships), and 2017 (poverty reduction).

**Type of program:** Social insurance and social assistance system.

#### Coverage

**Social insurance:** Employed persons, including employees, contract workers, and self-employed agricultural workers; welfare beneficiaries; and pensioners of the special system for self-employed agricultural workers.

**Social assistance:** Needy citizens of Italy, the European Union, and residents from some other countries. Must have resided continuously in Italy for at least the last two years.

### Source of Funds

#### Insured person

**Social insurance:** None; contract workers pay 0.72% of gross covered earnings.

The minimum daily earnings used to calculate contributions are €48.20.

There are no maximum earnings used to calculate contributions.

**Social assistance:** None.

#### Self-employed person

**Social insurance:** Not applicable.

**Social assistance:** None.

#### Employer

**Social insurance:** 0.68% of gross covered payroll.

The minimum daily earnings used to calculate contributions are €48.20.

There are no maximum earnings used to calculate contributions.

**Social assistance:** None.

#### Government

**Social insurance:** Information not available; contributes as an employer.

**Social assistance:** The total cost (state and local governments).

### Qualifying Conditions

**Family allowances (assegno al nucleo familiare, social insurance, income tested):** Must be a salaried worker; a part-time worker; a cooperative member; a household worker; a self-employed person; a pensioner of the general scheme; a recipient of unemployment, maternity, or sickness benefits; or in military service.

Eligible family units may be composed of the insured; a non-divorced or non-legally separated spouse or a civil partner; children younger than age 18 (age 21 if a full-time student if three or more children in the family; no limit if disabled); dependent grandchildren under age 18 (no limit if disabled), and dependent orphaned brothers, sisters, nieces, and nephews (if ineligible for a survivor pension).

Income test: Total family taxable income (except for pensions and social benefits) must not exceed an amount adjusted annually based on changes in the retail price index. At least 70% of the total family taxable income must come from employment.

**Municipal large family allowance (assegno dei comuni, social assistance, means tested):** Paid to needy families with at least three dependent children for up to 13 months.

Means test: Must have an equivalent economic situation indicator (ISEE) value less than or equal to €8,650.11.

The ISEE is an indicator used to assess a household's economic situation based on household income, property, and size, the age of people in the household, rental or mortgage costs, special needs (persons with disabilities, large families, single parents), and certain other conditions.

**Inclusion income allowance (reddito di inclusione, REI, social assistance, means tested):** Paid to households who meet the means test who are not receiving any unemployment benefits. Before July 1, 2018, the allowance was only paid to needy families with children, persons with disabilities, pregnant women after four months of pregnancy, and unemployed persons aged 55 or older (2018).

Means test: Must have an equivalent economic situation indicator (ISEE) value less than or equal to €6,000 and meet certain other means tests.

The ISEE is an indicator used to assess a household's economic situation based on household income, property, and size, the age of people in the household, rental or mortgage costs, special needs (persons with disabilities, large families, single parents), and certain other conditions.

### Family Allowance Benefits

**Family allowances (assegno al nucleo familiare, social insurance, income tested):** From €0.12 to €2,294.38 a month is paid, depending on the number of family members, household income, and certain other criteria (including the number of parents and disabled family members).

Income test: The benefit is reduced with an annual income greater than €14,383.37 (for a couple with one child). Higher thresholds apply for single parents and parents with disabilities.

**Municipal large family allowance (assegno dei comuni, social assistance, means tested):** €142.85 a month is paid.

Schedule of payments: Benefits are paid monthly, with a 13th payment in December.

Benefit adjustment: Benefits are adjusted annually based on changes in the consumer price index.

**Inclusion income allowance (reddito di inclusione, REI, social assistance, means tested):** Up to €187.50 a month is paid for a one-member household for up to 18 months (may be extended for an additional 12 months); €294.50 for two members; €382.50 for three members; €461.25 for four members; €534.37 for five members; and €539.82 for six or more members.

Means test: The benefit is reduced after a threshold.

**Administrative Organization**

Ministry of Labor and Social Policy (<http://www.lavoro.gov.it/>) and Ministry of Economy and Finance (<http://www.tesoro.it/>) provide general supervision and finances the municipal large family allowance (assegno dei comuni).

National Social Security Institute (<https://www.inps.it/>) collects contributions and administers the program through the Central Family Allowances Fund.

Municipalities evaluate eligibility for the municipal large family allowance (assegno dei comuni).

Employers pay allowances directly to employees (except in agriculture and for household workers).



## Jersey

Exchange rate: US\$1.00 = 0.74 pounds (£).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1951.

**Current laws:** 1974 (social security), implemented in 1975; 2001 (old-age and survivor benefits); 2004 (incapacity); 2005 (social security); 2007 (income support), implemented in 2008; and 2012 (long-term care and home carer's allowance).

**Type of program:** Universal (long-term care) and social insurance system.

#### Coverage

**Old-age and survivor benefits:** Employed and self-employed persons, and certain nonemployed persons.

**Disability and long-term care benefits:** Residents of Jersey.

#### Source of Funds

**Insured person:** 6% of covered earnings.

The minimum monthly earnings used to calculate contributions are £908.

The maximum monthly earnings used to calculate contributions are £4,290.

Nonemployed persons contribute 12.5% of monthly covered income from £908 to £4,290 plus 2% of monthly covered income from £4,290 to £14,188.

The maximum monthly contribution for nonemployed persons is £734.21.

The insured person's contributions also finance sickness, maternity, and work injury benefits.

**Self-employed person:** 12.5% of monthly covered earnings from £908 to £4,290 plus 2% of monthly covered earnings from £4,290 to £14,188.

The minimum monthly earnings used to calculate contributions are £908.

The maximum monthly earnings used to calculate contributions are £14,188. The maximum monthly contribution is £734.21.

The self-employed person's contributions also finance sickness, maternity, and work injury benefits.

**Employer:** 6.5% of monthly covered payroll from £908 to £4,290 plus 2% of monthly covered payroll from £4,290 to £14,188.

The minimum monthly earnings used to calculate contributions are £908.

The maximum monthly earnings used to calculate contributions are £14,188.

The employer's contributions also finance sickness, maternity, and work injury benefits.

**Government:** Finances the long-term care program through an earmarked tax on income; contributes as an employer.

#### Qualifying Conditions

**Old-age pension (social insurance):** Age 65 (gradually rising by two months every 10 months from 2020 until reaching age 67 in 2031) or age 60 (women insured before 1975) with at least 45 years (gradually rising to 47 years from 2020 to 2031) or 44 years (women insured before 1975) of paid or credited contributions. The pension paid for a widow or a woman married before April 2001 is based either on her or her husband's contribution record.

Employment may continue.

Contributions may be credited for up to three years of full-time education; for periods of incapacity if the insured contributed for at least three months in the quarter before the quarter in which the incapacity began; for periods of unemployment following redundancy; for widowed persons; and for up to 10 years for nonemployed parents caring for children younger than age 5.

**Partial pension:** Paid with at least 4 years and 6 months but less than 45 years (gradually rising to 47 years from 2020 to 2031) or 44 years (women insured before 1975) of paid or credited contributions, including at least six months of paid contributions.

**Early pension:** Age 63 (gradually rising to age 65 from 2020 to 2031) with at least 45 years (gradually rising to 47 years from 2020 to 2031) of paid or credited contributions.

**Dependent's supplement:** Paid for a dependent wife younger than the normal retirement age who married the insured before April 2001 and does not receive any other contributory social security benefits.

The old-age pension may be combined with income support benefits (see Family Allowances).

The old-age pension is payable abroad.

**Incapacity pension (social insurance):** Must be aged 18 or older, be assessed with a permanent incapacity for any work (including voluntary work), and have paid or credited contributions in at least 10% of the period from the date the insured first entered the system to the date the work incapacity began, including at least six months of paid

contributions. The benefit is paid after 52 weeks of work incapacity (during which the short-term incapacity is paid, see Sickness and Maternity).

Contributions are credited for the years from the date the incapacity for work began up to the normal retirement age. In addition, contributions may be credited for up to three years of full-time education; for periods of incapacity if the insured contributed for at least three months in the quarter before the quarter in which the incapacity began; for periods of unemployment following redundancy; for widowed persons; and for up to 10 years for nonemployed parents caring for children younger than age 5.

**Partial pension:** A reduced pension is paid if the insured does not meet the contribution requirements for a full pension.

A medical board consisting of at least one doctor assesses the degree of incapacity for work, and may do periodic follow-up assessments.

The incapacity pension ceases at the normal retirement age.

**Dependent's supplement:** Paid for a dependent wife younger than age 65 who married the insured before April 2001 and does not receive any other contributory social security benefits.

The incapacity pension may be combined with income support benefits (see Family Allowances).

The incapacity pension is payable abroad.

**Long-term incapacity allowance (social insurance):**

Must be assessed with a total (100%) degree of disability and have at least six months of contributions, including one month of contributions in the quarter before the quarter in which the claim is made.

**Partial incapacity allowance:** A reduced pension is paid if the assessed degree of disability is at least 16% but less than 100%.

Employment may continue.

A medical board consisting of at least one doctor assesses the degree of disability, and may do periodic follow-up assessments.

The long-term incapacity allowances ceases at the normal retirement age.

**Dependent's supplement:** Paid for a dependent spouse or a civil partner with a dependent child younger than age 5.

**Incapacity gratuity:** Paid if the assessed degree of disability is at least 5% but less than 16%.

The long-term incapacity allowance may be combined with income support benefits (see Family Allowances).

The long-term incapacity allowance is payable abroad for 13 weeks with no reciprocal agreement; may be paid for a longer period under a reciprocal agreement.

**Long-term care benefit (universal):** Must be aged 18 or older and a resident of Jersey for at least 10 years

immediately before applying for care, or at least 10 continuous years at any time with at least one additional year immediately before applying. Paid once the standard care cost exceeds £55,300 a year (£82,950 a year for a couple).

Must have a permanent incapacity and require level 1 (moderate support required at least every three hours with certain physical activities and psychological needs), level 2 (high level of support required more frequently than every three hours), level 3 (very high level of support required hourly), or level 4 (extremely high level of support requiring specialist care or constant assistance) care assistance.

The care institution or provider must be registered and approved according to law.

**Long-term care support (universal, asset tested):** Total assets must be less than £419,000.

**Long-term care property loan (universal, asset tested):** Must own the family home and have total assets of more than £419,000.

**Home carer's allowance (social insurance, income tested):** Paid to a caregiver younger than the normal retirement age when care responsibilities begun, with at least six months of paid contributions, and providing at least 35 hours of care a week to a person assessed as requiring the highest level of personal care and who has been resident in Jersey for at least 12 months. Must have substantially reduced working time because of their caring commitments.

**Income test:** Weekly earnings must be less than £153.

The home carer's allowance may be combined with income support benefits (see Family Allowances).

**Survivor allowance (social insurance):** The deceased received an old-age or incapacity pension at the time of death or had paid or credited contributions in at least 10% of the period from age 18 to the month before death, including at least six months of paid contributions. The full survivor allowance is paid if the deceased had continuous paid or credited contributions from age 18 to the month before death.

Contributions may be credited for up to three years of full-time education; for periods of incapacity if the insured contributed for at least three months in the quarter before the quarter in which the incapacity began; for periods of unemployment following redundancy; for widowed persons; and for up to 10 years for nonemployed parents caring for children younger than age 5.

Eligible survivors include a widow(er) or civil partner. The widow(er), civil partner, or the insured must have been younger than age 65 at the time of death.

The survivor allowance ceases upon remarriage or cohabitation.

The survivor allowance may be combined with income support benefits (see Family Allowances).

**Survivor pension (social insurance):** The deceased received an old-age or incapacity pension at the time of death or had paid or credited contributions in at least 10% of the period from age 18 to the month before death, including at least six months of paid contributions. The full survivor pension is paid if the deceased had continuous paid or credited contributions from age 18 to the month before death. The survivor pension is paid after the survivor allowance has been paid for one year.

Contributions may be credited for up to three years of full-time education; for periods of incapacity if the insured contributed for at least three months in the quarter before the quarter in which the incapacity began; for periods of unemployment following redundancy; for widowed persons; and for up to 10 years for nonemployed parents caring for children younger than age 5.

Eligible survivors include a widow(er) or civil partner younger than age 65 at the time of the insured's death who was either born before January 1, 1958 or has a dependent child (up to age 25 if a student) living with him or her.

The survivor pension ceases upon remarriage or cohabitation and at the normal retirement age.

The survivor pension may be combined with income support benefits (see Family Allowances).

The survivor pension is payable abroad. Contributions paid abroad count toward the contribution requirement under reciprocal agreement.

**Death grant (social insurance):** The deceased resided in Jersey at the time of his or her death. The deceased must have at least one year of paid or credited contributions or less than one year of contributions with a contribution paid in the month the death occurred. Under certain conditions, the contribution requirements are waived.

Contributions may be credited for up to three years of full-time education; for periods of incapacity if the insured contributed for at least three months in the quarter before the quarter in which the incapacity began; for periods of unemployment following redundancy; for widowed persons; and for up to 10 years for nonemployed parents caring for children younger than age 5.

### **Old-Age Benefits**

**Old-age pension (social insurance):** £209.93 a week is paid every four weeks.

Partial pension: The benefit is proportionally reduced for each year of contributions less than the number required for a full pension.

The minimum weekly old-age pension is £20.99.

Early pension: The pension is reduced by 0.58% a month for each month it is claimed before the normal retirement age.

Dependent's supplement: £138.60 a week is paid (reduced proportionately if less than 45 years of contributions) every

four weeks. If the insured receives an early pension, the supplement is reduced by 0.58% a month for each month the pension is claimed before the normal retirement age. The supplement is paid to the insured until the dependent wife reaches the normal retirement age; subsequently, it is paid directly to the dependent wife.

Benefit adjustment: Pensions are adjusted annually in October based on changes in the Jersey earnings index and the retail price index for pensioners.

### **Permanent Disability Benefits**

**Incapacity pension (social insurance):** £209.51 a week is paid every four weeks if the insured has 45 years of paid or credited contributions.

Partial pension: The pension is proportionately reduced for each year of paid or credited contributions less than 45 years.

The minimum weekly incapacity pension is £20.95.

Dependent's supplement: £138.32 a week is paid (reduced proportionately if less than 45 years of contributions).

**Long-term incapacity allowance (social insurance):** £209.51 a week is paid every four weeks.

Partial incapacity allowance: A percentage of the full pension is paid depending on the assessed degree of disability.

Dependent's supplement: £138.32 a week is paid.

Incapacity gratuity: A lump sum is paid. The amount varies depending on the insured's age.

Benefit adjustment: Benefits are adjusted annually based on changes in the earnings index.

**Long-term care benefit (universal):** Up to the standard care cost exceeding £55,300 a year (£82,950 a year for a couple) is paid.

The standard weekly care cost is £374.78 for level 1 care assistance, £571.97 for level 2, £826.77 for level 3, or £1024.10 for level 4.

Cost sharing: The insured must pay the standard care cost up to £55,300 a year (£82,950 a year for a couple) plus a standard weekly copayment of £331.94 if the insured resides in a registered long-term care institution.

There is no limit to duration.

**Long-term care support (universal, asset tested):** The amount of support varies depending on income, family situation, and assessed level of care assistance.

Long-term care support may be used to cover the standard care cost (weekly rates vary depending on level of care assistance) and the standard weekly copayment of £331.94.

**Long-term care property loan (universal, asset tested):** The amount of the loan varies depending on income, family situation, and assessed level of care assistance.

Long-term care support may be used to cover the standard care cost (weekly rates vary depending on level of care assistance) and the standard weekly copayment of £331.94.

**Home carer's allowance (social insurance, income tested):** £838.04 is paid every four weeks.

Benefit adjustment: Benefits are adjusted annually in October based on changes in the earnings index.

### Survivor Benefits

**Survivor allowance (social insurance):** £251.44 a week is paid every four weeks for up to 52 weeks after the insured's death.

Partial allowance: The survivor allowance is proportionately reduced if the deceased had less than a full contribution record at the date of death.

**Survivor pension (social insurance):** £209.51 a week is paid every four weeks after entitlement to the spouse's allowance ceases.

Partial pension: The survivor allowance is proportionately reduced if the deceased had less than a full contribution record at the date of death.

**Death grant (social insurance):** A lump sum of £838.04 is paid.

Benefit adjustment: Benefits are adjusted annually in October based on changes in the earnings index.

### Administrative Organization

Social Security Department (<https://www.gov.je/Government/Departments/SocialSecurity/>) collects contributions and administers the programs.

Jersey Taxes Office collects long-term care taxes on behalf of the Social Security Department.

### Sickness and Maternity

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#### Regulatory Framework

**First law:** 1951.

**Current laws:** 1967 (health insurance); 1974 (social security), implemented in 1975; 2004 (incapacity benefits); and 2007 (income support), implemented in 2008.

**Type of program:** Social insurance (cash benefits) and universal (medical benefits) system.

#### Coverage

**Social insurance (cash benefits):** Employed persons, self-employed persons, and certain nonemployed persons.

**Universal (medical benefits):** Residents of Jersey.

### Source of Funds

#### Insured person

**Social insurance (cash benefits):** See source of funds under Old Age, Disability, and Survivors.

**Universal (medical benefits):** 0.8% of covered earnings.

#### Self-employed person

**Social insurance (cash benefits):** See source of funds under Old Age, Disability, and Survivors.

**Universal (medical benefits):** 2% of declared earnings.

#### Employer

**Social insurance (cash benefits):** See source of funds under Old Age, Disability, and Survivors.

**Universal (medical benefits):** 1.2% of covered payroll.

The minimum monthly earnings used to calculate contributions are £908.

The maximum monthly earnings used to calculate contributions are £4,290.

#### Government

**Social insurance (cash benefits):** See source of funds under Old Age, Disability, and Survivors.

**Universal (medical benefits):** The total cost of hospital care; contributes as an employer.

### Qualifying Conditions

#### Short-term incapacity allowance (social insurance):

Must have at least three months of contributions in the past, including paid contributions in all three months on earnings above £908 in the quarter before the quarter in which the claim is made. A reduced benefit is paid if contributions were paid on earnings above £908 in only one or two months of the qualifying quarter.

Employment must cease.

Dependent's supplement: Paid for a dependent spouse or a civil partner with a dependent child younger than age 5.

The short-term incapacity allowance may be combined with income support benefits (see Family Allowances).

**Cash maternity allowance (social insurance):** Must have at least 13 weeks of paid contributions in the quarter one year before the expected date of maternity leave. A reduced benefit is paid if contributions were paid on earnings above £908 in only one or two months of the qualifying quarter.

Contributions may be credited for up to three years of full-time education; for periods of incapacity if the insured contributed for at least three months in the quarter before the quarter in which the incapacity began; for periods of unemployment following redundancy; for widowed persons; and for up to 10 years for nonemployed parents caring for children younger than age 5.

The insured can work up to 10 days after the second week following childbirth for the duration of the allowance.

Dependent's supplement: Paid for a husband or partner who is claiming Home Responsibility Protection and is residing with the insured.

The maternity allowance cannot be combined with the short- or long-term incapacity allowance, the incapacity pension, or survivor's benefits.

The maternity allowance is payable abroad under reciprocal agreement.

**Maternity and adoption grant (social insurance):** At least one of the parents must have three months of paid contributions. The claim must be made from 13 weeks before the expected date of childbirth to six months after childbirth or three months after adoption.

**Medical benefits (universal):** Must have at least six months of contributions or have resided in Jersey for at least six months.

### **Sickness and Maternity Benefits**

**Short-term incapacity allowance (social insurance):** £209.51 a week is paid with three months of paid contributions; £139.67 a week with two months; and £69.83 a week with one month. The allowance is paid after a one-day waiting period for up to 363 days.

Dependent's supplement: £138.32 a week is paid (proportionately reduced with less than three months of paid contributions).

After a year of entitlement to the short-term incapacity allowance, a long-term incapacity allowance or an incapacity pension (see Old Age, Disability, and Survivors) may be paid.

Benefit adjustment: Benefits are adjusted annually in October based on changes in the earnings index.

**Maternity allowance (social insurance):** Up to £209.51 a week is paid for up to 18 weeks, starting up to 11 weeks before the expected date of childbirth. Contributions may be credited for up to three years of full-time education; for periods of incapacity if the insured contributed for at least three months in the quarter before the quarter in which the incapacity began; for periods of unemployment following redundancy; for widowed persons; and for up to 10 years for nonemployed parents caring for children younger than age 5.

Dependent's supplement: £138.32 a week is paid.

Benefit adjustment: Benefits are adjusted annually in October based on changes in the earnings index.

**Maternity and adoption grant (social insurance):** A lump sum of £628.53 is paid for the birth (or adoption) of a child.

Benefit adjustment: Benefits are adjusted annually in October based on changes in the earnings index.

### **Workers' Medical Benefits**

Hospitals provide free medical care subject to residential conditions.

Cost sharing: The government subsidizes £20.28 of each general practitioner visit and £10.35 for blood tests. (The total cost of the visit varies among practices.)

Pharmaceuticals prescribed by general practitioners are free.

### **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

### **Administrative Organization**

Social Security Department (<https://www.gov.je/Government/Departments/SocialSecurity/>) collects contributions and administers social insurance benefits.

Department of Health and Social Services (<https://www.gov.je/health/>) administers hospital care.

### **Work Injury**

#### **Regulatory Framework**

**First law:** 1930.

**Current laws:** 1974 (social security), implemented in 1975; 2004 (incapacity benefits); and 2007 (income support), implemented in 2008.

**Type of program:** Social insurance system.

#### **Coverage**

Employed and self-employed persons.

#### **Source of Funds**

**Insured person:** See source of funds under Old Age, Disability, and Survivors.

**Self-employed person:** See source of funds under Old Age, Disability, and Survivors.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** See source of funds under Old Age, Disability, and Survivors.

#### **Qualifying Conditions**

**Short-term and long-term incapacity allowance:** See Sickness and Maternity.

**Incapacity pension:** Must be assessed as permanently incapable of any work (including voluntary work) and have paid or credited contributions during at least 10% of the period from the date the insured first entered the system to

the date the incapacity began, including at least six months of paid contributions.

A medical board consisting of at least one doctor assesses the degree of incapacity for work, and may do periodic follow-up assessments.

Contributions may be credited for up to three years of full-time education; for periods of incapacity if the insured contributed for at least three months in the quarter before the quarter in which the incapacity began; for periods of unemployment following redundancy; for widowed persons; and for up to 10 years for nonemployed parents caring for children younger than age 5.

Dependent's supplement: Paid for a dependent wife younger than age 65, married to the insured before April 2001, and who does not receive any other contributory social security benefits.

The incapacity pension is payable abroad.

The incapacity pension may be combined with income support benefits.

**Survivor allowance:** The deceased had paid or credited contributions during at least 10% of the period from age 18 to the month before death, including at least six months of paid contributions. The full survivor allowance is paid if the deceased had continuous paid or credited contributions from age 18 to the month before death.

Contributions may be credited for up to three years of full-time education; for periods of incapacity if the insured contributed for at least three months in the quarter before the quarter in which the incapacity began; for periods of unemployment following redundancy; for widowed persons; and for up to 10 years for nonemployed parents caring for children younger than age 5.

Eligible survivors include a widow(er) or civil partner. The widow(er), civil partner, or the insured must have been younger than age 65 at the time of death.

The survivor allowance may be combined with income support benefits.

**Survivor pension:** The deceased had paid or credited contributions during at least 10% of the period from age 18 to the month before death, including at least six months of paid contributions. The full survivor pension is paid if the deceased had continuous paid or credited contributions from age 18 to the month before death.

Contributions may be credited for up to three years of full-time education; for periods of incapacity if the insured contributed for at least three months in the quarter before the quarter in which the incapacity began; for periods of unemployment following redundancy; for widowed persons; and for up to 10 years for nonemployed parents caring for children younger than age 5.

Eligible survivors include a widow(er) or civil partner younger than 65 at the time of the insured's death who was

either born on or before December 31, 1957, or has a dependent child (up to age 25 if a student) living with him.

The survivor pension is payable abroad.

The survivor pension may be combined with income support benefits.

**Death grant:** The deceased resided in Jersey at the time of their death. The deceased must have at least one year of paid or credited contributions or less than one year of contributions with a contribution paid in the month the death occurred.

Contributions may be credited for up to three years of full-time education; for periods of incapacity if the insured contributed for at least three months in the quarter before the quarter in which the incapacity began; for periods of unemployment following redundancy; for widowed persons; and for up to 10 years for nonemployed parents caring for children younger than age 5.

### **Temporary Disability Benefits**

**Short-term incapacity allowance:** See Sickness and Maternity.

### **Permanent Disability Benefits**

**Long-term incapacity allowance:** See Sickness and Maternity.

**Incapacity pension:** £209.51 a week is paid every four weeks if the insured has 45 years of paid or credited contributions (contributions are credited for the years from the date the incapacity for work began up to the normal retirement age). The pension is reduced proportionately for less than 45 years of contributions. The pension is paid after receiving the short-term incapacity allowance for one year and until the normal retirement age.

Contributions may be credited for up to three years of full-time education; for periods of incapacity if the insured contributed for at least three months in the quarter before the quarter in which the incapacity began; for periods of unemployment following redundancy; for widowed persons; and for up to 10 years for nonemployed parents caring for children younger than age 5.

The minimum weekly pension is £20.95.

Dependent's supplement: £138.60 a week is paid (reduced proportionately if less than 45 years of contributions).

A medical board consisting of at least one doctor assesses the degree of incapacity for work, and may do periodic follow-up assessments.

Benefit adjustment: Benefits are adjusted annually in October based on changes in the earnings index.

### **Workers' Medical Benefits**

Hospitals provide free medical care, subject to residential conditions.

Cost sharing: The government subsidizes £20.28 of each general practitioner visit and £10.35 for blood tests. (The total cost of the visit varies among practices.)

Pharmaceuticals prescribed by general practitioners are free.

### Survivor Benefits

**Survivor allowance:** £251.44 a week is paid for the first 52 weeks after the insured's death. The allowance is reduced proportionately if the deceased had less than a full contribution record at the date of death.

The survivor allowance ceases upon remarriage or cohabitation.

**Survivor pension:** £209.51 a week is paid after entitlement to the survivor allowance ceases. The pension is reduced proportionately if the deceased had less than a full contribution record at the date of death.

The pension ceases upon remarriage or cohabitation; otherwise, paid until the normal retirement pension age when it is replaced by the old-age pension.

Benefit adjustment: Benefits are adjusted annually in October based on changes in the earnings index.

**Death grant:** A lump sum of £838.04 is paid.

Benefit adjustment: Benefits are adjusted annually in October based on changes in the earnings index.

### Administrative Organization

Social Security Department (<https://www.gov.je/Government/Departments/SocialSecurity/>) administers social insurance benefits.

Department of Health and Social Services (<https://www.gov.je/health/>) administers hospital care.

## Unemployment

### Regulatory Framework

**First law:** 1930.

**Current laws:** 2007 (income support), implemented in 2008; and 2012 (insolvency benefit).

**Type of program:** Social assistance system.

### Coverage

Residents of Jersey.

### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost is financed through local taxes and general revenue.

### Qualifying Conditions

**Insolvency benefit:** Must have been employed primarily in Jersey and become unemployed on or after December 1, 2012 due to the insolvency of the employer. The employer must have been liable for paying contributions for the employee in at least one month in the quarter before becoming insolvent.

### Unemployment Benefits

**Insolvency benefit:** Up to £10,000 is paid to an employee for unpaid wages, holiday pay, statutory redundancy pay and/or pay in lieu of notice. The benefit may be paid in a lump sum, or split into multiple or periodic payments.

### Administrative Organization

Social Security Department (<https://www.gov.je/Government/Departments/SocialSecurity/>) administers social insurance benefits.

Back to Work at the Social Security Department provides advice and support to help job seekers find suitable employment.

## Family Allowances

### Regulatory Framework

**First law:** 1972 (family allowances).

**Current laws:** 2007 (income support), implemented in 2008; and 2014 (child personal care benefit).

**Type of program:** Social assistance system.

### Coverage

Residents of Jersey.

### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

### Qualifying Conditions

**Income support (income tested):** Must be a resident of Jersey for at least five consecutive years immediately before the claim is made or 10 consecutive years at any time and have limited means. All adult household members younger than the normal retirement age and not caring for a child younger than age 4 must be employed full time, actively seeking employment, or exempt from full-time employment.

The benefit has several components:

**Adults and children component:** Paid to help with personal costs for an adult or dependent child.

**Accommodation component:** Paid to help with the cost of rental payments or with the cost of building insurance for homeowners. Persons younger than age 25 must have a dependent child living with them, or have a good reason why the child cannot live in the family home.

**Medical and disability component:** Paid to assist with care, mobility, and additional medical costs for persons assessed with an illness or disability that has lasted or is expected to last at least six months.

**Childcare component:** Paid to assist with childcare costs for a parent who is working, studying, or assessed with an illness or disability that restricts his or her ability to care for a child.

**Child personal care benefit:** At least one child younger than age 16 in the household must have a physical, sensory, emotional, and/or cognitive condition that is expected to last at least six months and requires the constant attendance of an adult to perform daily functions (personal care level 3) or attendance of an adult to perform a wide range of family functions (personal care level 2). At least one parent must have at least five years of residency in Jersey.

### **Family Allowance Benefits**

**Income support (income tested):** The amount paid includes the total household benefit (including all relevant components) minus total household income.

The benefit has several components:

**Adults and children component:** Up to £94.85 a week is paid for an adult, £65.87 a week for a dependent child, and £52.85 a week for a household.

**Accommodation component:** Up to £410.48 a week is paid for private rental; up to £13.16 a week for homeowners. Public housing rentals are provided for at full cost.

**Medical and disability component:** Up to £149.52 a week is paid for personal care costs; up to £47.32 a week for mobility expenses; £48.57 a week to a caregiver; and up to £6.58 a week for medical costs.

**Childcare component:** £6.79 an hour is paid for children under age 3, £5.30 an hour for children aged 3 to 11.

Special lump-sum amounts may be paid for major expenditures and emergencies.

There is no limit to duration.

Benefit adjustment: Benefits are reviewed annually.

**Child personal care benefit:** £145.25 a week is paid for a child assessed with a personal care level 3; £101.15 a week is paid for a child assessed with a personal care level 2.

The benefit is paid until the school year in which the child reaches age 16 or until improvement or recovery.

The child personal care benefit can be combined with the income support benefit and the home carer's allowance.

### **Administrative Organization**

Social Security Department (<https://www.gov.je/Government/Departments/SocialSecurity/>) administers the program.



## Latvia

Exchange rate: US\$1.00 = 0.83 euro (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1922.

**Current laws:** 1995 (social insurance); 1997 (social insurance); 2000 (individual accounts); and 2002 (social assistance), implemented in 2003.

**Type of program:** Universal (disabled person care allowance), social insurance (disability benefits), notional defined contribution (NDC), mandatory individual account, and social assistance system.

Note: Municipalities provide social assistance benefits (means tested and conditional) to the needy.

#### Coverage

**Social insurance (disability pension):** Employed and self-employed persons, persons caring for a child younger than age 18 months, and persons receiving maternity, paternity, or parental benefits.

Voluntary coverage for the spouse of a self-employed person younger than the normal retirement age and not receiving an old-age pension; and for micro-enterprise employees.

**NDC (old-age and survivor benefits):** Employed and self-employed persons, unemployed persons with disabilities, recipients of certain social insurance benefits, spouses of military personnel and diplomatic personnel abroad, and persons who perform temporary public work.

Voluntary coverage for permanent residents of Latvia aged 15 or older who are not subject to compulsory insurance and receive no old-age pension, for the spouse of a self-employed person younger than the normal retirement age and receiving no old-age pension, and for micro-enterprise employees.

#### Mandatory individual account (old-age pension):

Employed and self-employed persons younger than age 30 on July 1, 2001.

Voluntary coverage for persons aged 30 to 49 on July 1, 2001.

**Universal and social assistance:** Resident citizens of Latvia and noncitizens with permanent residence permits and a personal identity number.

### Source of Funds

#### Insured person

*Social insurance, NDC, mandatory individual account:* 11% of covered earnings, plus administrative fees for the individual account.

Of the combined insured person and employer contribution of 35.09% of covered earnings, 14% finances the NDC pension and 6% is directed to the individual account.

The combined insured person and employer contribution also finances disability pensions, sickness and maternity benefits, parental benefits, medical benefits, work injury benefits, and unemployment benefits.

For salaried workers, the minimum annual earnings used to calculate contributions are the legal annual minimum wage; for wage workers the minimum daily earnings used to calculate contributions are the legal hourly minimum wage.

The legal annual minimum wage is €5,160.

The legal hourly minimum wage based on a 40-hour week is €2.69.

The maximum annual earnings used to calculate contributions are €55,000.

*Universal and social assistance:* None.

#### Self-employed person

*Social insurance, NDC, mandatory individual account:* 32.15% of covered declared earnings.

Of the self-employed person's total contribution, 14% of covered declared earnings finances the NDC pension and 6% is directed to the individual account. The self-employed person's contribution also finances sickness and maternity benefits, parental benefits, and medical benefits.

The minimum annual declared earnings used to calculate contributions are the legal annual minimum wage.

The legal annual minimum wage is €5,160.

The maximum annual declared earnings used to calculate contributions are €55,000.

*Universal and social assistance:* None.

#### Employer

*Social insurance, NDC, mandatory individual account:* 24.09% of covered earnings.

Of the combined insured person and employer contribution of 35.09% of covered earnings, 14% finances the NDC pension and 6% is directed to the individual account. The combined insured person and employer contribution also finances disability pensions, sickness and maternity benefits, parental benefits, medical benefits, work injury benefits, and unemployment benefits.

For salaried workers, the minimum annual earnings used to calculate contributions are the legal annual minimum wage; for wage workers the minimum daily earnings used to calculate contributions are the legal hourly minimum wage.

The legal annual minimum wage is €5,160.

The legal hourly minimum wage is €2.69.

The maximum annual earnings used to calculate contributions are €55,000.

*Universal and social assistance:* None.

### Government

*Social insurance, NDC, mandatory individual account:*

Contributes for residents of Latvia who receive certain social insurance benefits or are caring for a child younger than age 18 months, for unemployed persons with disabilities, and for temporary workers in the public sector as well as spouses of military personnel and diplomatic personnel abroad; contributes as an employer.

*Universal and social assistance:* The total cost.

### Qualifying Conditions

**Old-age pension (NDC and mandatory individual account):** Age 63 and three months (gradually rising by three months a year until reaching age 65 in 2025) with at least 15 years (rising to 20 years in 2025) of coverage.

Special conditions apply to certain persons with disabilities, parents or guardians of large families (five or more children) or children with a disabilities, persons who worked under hazardous or dangerous conditions before 1996, certain persons affected by the Chernobyl disaster, and politically repressed persons.

Early pension: Paid from up to two years before the normal retirement age with at least 30 years of coverage.

Employment must cease until the normal retirement age.

Deferred pension: The pension may be deferred. There is no age limit.

The old-age pension is payable abroad.

**State social security old-age benefit (valsts sociala nodroshinajuma pabalsts vecuma gadijuma, social assistance, income tested):** Age 67 and nine months with less than 15 years of coverage and not entitled to a social insurance or NDC pension or work injury benefits (except for a survivor pension for a disabled person). Must have resided in Latvia for at least 60 months, including continuously for the last 12 months.

Employment must cease.

**Disability pension (invaliditates pensija, social insurance):** Must be assessed with a disability and have at least three years of coverage. There are three groups of assessed disability: Group I (severe disability requiring constant attendance); Group II (severe disability but not in need of constant attendance); and Group III (moderate disability).

State Medical Commission for the Assessment of Health Conditions and Working Ability assesses the degree of disability.

The disability pension is payable abroad under reciprocal agreement.

**State social security disability benefit (valsts sociala nodroshinajuma pabalsts invaliditates gadijuma, social assistance, income tested):** Must be aged 18 or older, assessed with a disability, not employed, and not entitled to a social insurance or NDC pension or work injury benefits (except for a survivor pension for a disabled person). Must have resided in Latvia for at least 60 months, including continuously for the last 12 months.

Employment must cease.

The disability must be certified by the State Medical Commission for the Assessment of Health Condition and Working Ability.

**Disabled person care allowance (universal):** Must be aged 18 or older with a disability and in need of special care.

**Survivor pension (NDC):** The deceased received or was entitled to receive an old-age or disability pension at the time of death.

The insured is credited with the pension that would have been accumulated at the normal retirement age.

Eligible survivors include the insured's children (including adopted children) younger than age 18 (age 24 if a full-time student; no limit if disabled since childhood); and dependent brothers, sisters, and grandchildren younger than age 18 (age 24 if a full-time student; no limit if disabled since childhood) whose biological parents are incapable of working.

The survivor pension is payable abroad.

**Spouse benefit (NDC):** Paid to a surviving spouse receiving an NDC old-age, disability, or work injury pension if the NDC pensioner died after January 1, 2007.

**Death allowance (apbedishanas pabalsts, NDC):** Paid when the insured person, an unemployed person, a pensioner, or the insured's dependent family member dies. For the death of an insured person or a family member of an insured person, the death must have occurred within one month after the end of the contribution period. The benefit can be claimed up to six months after the date of death.

**State social security orphan's benefit (valsts sociala nodroshinajuma pabalsts apgadnieka zaudejuma gadijuma, social assistance, income tested):** Paid to a surviving unmarried child younger than age 18 (age 21 if a student or in vocational training; age 25 if a full-time university student) who is not entitled to a social insurance or NDC pension or work injury benefits.

## Old-Age Benefits

**Old-age pension (vecuma pensija, NDC):** The pension is based on the insured's contributions, annual capital growth adjusted based on changes in the earnings index, and average life expectancy.

The minimum monthly old-age pension with up to 20 years of coverage is €70.43 (€117.39 if disabled since childhood); with 21 to 30 years, €83.24 (€138.74 if disabled since childhood); with 31 to 40 years, €96.05 (€160.08 if disabled since childhood); and with at least 41 years, €108.85 (€181.42 if disabled since childhood).

Early pension: 50% of the old-age pension is paid.

The early pension ceases at the normal retirement age and is replaced by the old-age pension.

Deferred pension: Calculated in the same way as the old-age pension.

Benefit adjustment: Benefits are adjusted annually on October 1 based on changes in the consumer price index and the contribution wage index.

**Old-age pension (2nd pillar, mandatory individual account):** The pension is based on the insured's account balance. At retirement, the insured can purchase an annuity or have the funds credited to his or her NDC account.

**State social security old-age benefit (valsts sociala nodroshinājuma pabalsts vecuma gādījuma, social assistance, income tested):** €64.03 a month is paid. The benefit is proportionally reduced if the beneficiary receives a foreign pension.

## Permanent Disability Benefits

**Disability pension (invaliditātes pensija, social insurance):** The pension is 0.45 times (Group I) or 0.40 times (Group II) the insured's average earnings in any 36 consecutive months in the last five years plus the insured's average earnings multiplied by the ratio of actual contribution years to the total possible number of years of coverage from age 15 to retirement multiplied by 0.1. For a Group III disability, the pension is the state social security benefit of €64.03 a month; €106.72 a month if disabled since childhood.

The minimum monthly disability pension is €102.45 (€170.75 if disabled since childhood) for Group I and €89.64 (€149.41 if disabled since childhood) for Group II, which represents 1.6 times and 1.4 times the state social security benefit, respectively.

The minimum annual earnings used to calculate benefits for self-employed persons and voluntarily insured persons are 12 times the legal monthly minimum wage.

The legal monthly minimum wage is €430.

The maximum annual earnings used to calculate benefits are €55,000.

Benefit adjustment: Benefits are adjusted annually on October 1 based on changes in the consumer price index and the contribution wage index.

**State social security disability benefit (valsts sociala nodroshinājuma pabalsts invaliditātes gādījuma, social assistance, income tested):** €64.03 to €83.24 a month (€106.72 to €106.72 a month if disabled since childhood) is paid, depending on the assessed disability group. The benefit is proportionally reduced if the beneficiary receives a foreign pension.

**Disabled person care allowance (universal):** €213.43 a month is paid.

## Survivor Benefits

**Survivor pension (NDC):** 50% of the deceased's old-age pension is paid for one eligible survivor; 75% split equally for two eligible survivors; 90% split equally for three or more eligible survivors. The pension for a full orphan is based on the old-age pensions of both parents.

The minimum monthly survivor pension for each child up to age 6 is €92.50 (€106.72 if disabled); €111.00 if aged 7 or older.

Benefit adjustment: Benefits are adjusted annually on October 1 based on changes in the consumer price index and the contribution wage index.

**Spouse benefit (NDC):** A lump sum of two months of the deceased's NDC old-age, disability, or work injury pension is paid.

**Death allowance (apbedishanas pabalsts, NDC):** The allowance is twice the deceased's monthly average covered earnings in the last 12 months starting two months before the death if the deceased was employed or self-employed, or the deceased's NDC old-age, disability, or work injury pension if the deceased was a pensioner. For the death of a dependent family member or an unemployed person, the allowance is three times the state social security benefit; for a state social security beneficiary, twice the state social security benefit.

The state social security benefit is €64.03 a month; €106.72 a month if disabled since childhood.

**State social security orphan's benefit (valsts sociala nodroshinājuma pabalsts apgadnieka zaudejuma gādījuma, social assistance, income tested):** At least €92.50 (€106.72 if disabled) a month is paid for each eligible child up to age 6; €111.00 a month if aged 7 or older. The benefit is proportionally reduced if the beneficiary receives a foreign pension.

## Administrative Organization

Ministry of Welfare (<http://www.lm.gov.lv/>) provides general supervision.

State Social Insurance Agency (<https://www.vsaa.lv/>) administers cash benefits and individual accounts.

State Revenue Service (<https://www.vid.gov.lv/>) collects contributions.

Financial and Capital Market Commission (<http://www.fktk.lv/>) supervises the asset managers.

Asset managers administer the individual accounts.

### Sickness and Maternity

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#### Regulatory Framework

**First law:** 1924.

**Current laws:** 1995 (maternity and sickness benefits); 1997 (social insurance); and 2017 (health care financing), implemented in 2018.

**Type of program:** Social insurance system.

Note: The 2017 law on health care financing introduced contributions for medical benefits (see Old Age, Disability, and Survivors). Starting in 2019, coverage for medical benefits will be restricted to those paying contributions and certain defined groups.

#### Coverage

**Cash benefits:** Employed and self-employed persons.

Voluntary coverage for permanent residents of Latvia who are not compulsorily covered and are not receiving an old-age pension; and for the spouse of a self-employed person younger than the normal retirement age.

**Medical benefits:** Resident Latvian citizens and noncitizens with residence permits. Coverage will change as of 2019.

#### Source of Funds

**Insured person:** See source of funds under Old Age, Disability, and Survivors; the voluntarily insured pay 3.65% of covered earnings (sickness and maternity), 1.34% of covered earnings (parents' benefit); and 1% (rising to 3% in 2019 and to 5% in 2020) of covered earnings (medical benefits).

For salaried workers, the minimum annual earnings used to calculate contributions are the legal annual minimum wage; for wage workers the minimum daily earnings used to calculate contributions are the legal hourly minimum wage.

The legal annual minimum wage is €5,160.

The legal hourly minimum wage is €2.69.

The minimum annual earnings used to calculate contributions for voluntarily insured persons are €4,440.

**Self-employed person:** See source of funds under Old Age, Disability, and Survivors.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** Finances state-guaranteed health care services through the annual state budget; contributes as an employer.

#### Qualifying Conditions

**Cash sickness benefit:** Must have at least three months of contributions in the last six months before the month in which the incapacity began or six months of contributions in the last 24 months.

**Cash benefits (except sickness and parental benefits) and medical benefits:** There is no minimum qualifying period.

**Parental benefit:** Must be currently insured and caring for at least one child up to age 1 or age 18 months, depending on the duration of benefits chosen.

#### Sickness and Maternity Benefits

**Sickness benefit:** 80% of the insured's average earnings in the last 12 months is paid after a 10-day waiting period until recovery or for up to 26 weeks from the first day of incapacity for work (52 weeks within a three-year period for a repeated incapacity for work); may be extended at the recommendation of the State Medical Commission. (The employer pays at least 75% of the insured's average earnings for the second and third days of incapacity for work and at least 80% for the fourth to the 10th days).

The minimum annual earnings used to calculate benefits for self-employed persons and voluntarily insured persons are the legal annual minimum wage.

The legal annual minimum wage is €5,160.

The sickness benefit is paid after the insured is certified as incapable of work by the State Social Insurance Agency.

**Sick child care benefit:** 80% of the insured's average earnings in the last 12 months is paid from the first day up to the 14th day if caring for a child younger than age 14. The benefit is also paid for a child receiving treatment in a hospital up to the 21st day.

**Maternity benefit:** 80% of the insured's average earnings in the last 12 months is paid for 112 consecutive days (56 days before and 56 days after the expected date of childbirth); 14 additional days are paid for multiple births or complications arising during pregnancy, childbirth, or the postpartum period and in cases where inpatient medical care associated with the pregnancy began before the 12th week of pregnancy.

The minimum annual earnings used to calculate benefits for self-employed persons and voluntarily insured persons are the legal annual minimum wage.

The legal annual minimum wage is €5,160.

The maternity benefit must be claimed within six months after the first day of the maternity leave period.

The maternity benefit is paid after the insured is certified as incapable of work by the State Social Insurance Agency.

**Paternity benefit:** 80% of the insured's average earnings in the last 12 months is paid for 10 consecutive days.

The minimum annual earnings used to calculate benefits for self-employed persons and voluntarily insured persons are the legal annual minimum wage.

The legal annual minimum wage is €5,160.

**Parental benefit:** The amount depends on the chosen duration of the benefit: 60% of the insured's average monthly earnings is paid until the child reaches age 1; or 43.75% of the insured's average monthly earnings until the child reaches age 18 months.

Average monthly earnings are based on earnings in the 12-month period starting two months before the child care leave.

If a beneficiary resumes employment or self-employment, 30% of the benefit is paid.

The minimum annual earnings used to calculate benefits for self-employed persons and voluntarily insured persons are the legal annual minimum wage.

The legal annual minimum wage is €5,160.

### **Workers' Medical Benefits**

State-owned, municipality-owned, and private hospitals under contract with the National Health Service provide benefits. Benefits include ambulance service, general practitioner and specialist care, medicine, hospitalization, maternity care, home health care, dental care for children up to age 18 and for certain persons affected by the Chernobyl disaster, and cochlear implants for children, according to a schedule in law.

Cost sharing: For outpatient care in clinics, the insured pays €1.42 for a general practitioner visit; €4.27 for a specialist; from €7.11 to €21.34 for various treatments; and from €1.42 to €35.57 for diagnostic examinations. Rates vary for a home visit by a general practitioner.

Cost sharing is limited to €569.15 a year (cost sharing for operations are not credited).

Emergency treatment is free for certain groups.

### **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

### **Administrative Organization**

Ministry of Welfare (<http://www.lm.gov.lv/>) and Ministry of Health (<http://www.vm.gov.lv/>) provide general supervision.

State Social Insurance Agency (<https://www.vsaa.lv/>) administers cash benefits.

National Health Service (<http://www.vmnvd.gov.lv/>) administers medical benefits.

State Revenue Service (<http://www.vid.gov.lv/>) collects contributions.

### **Work Injury**

#### **Regulatory Framework**

**First law:** 1927.

**Current laws:** 1995 (work injury and occupational disease) and 1997 (social insurance).

**Type of program:** Social insurance system.

#### **Coverage**

Employed persons if the work-related accident occurred or the occupational disease was diagnosed after 1997.

Exclusions: Self-employed persons.

#### **Source of Funds**

**Insured person:** See source of funds under Old Age, Disability, and Survivors.

**Self-employed person:** Not applicable.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** Finances state-guaranteed health care services through the annual state budget. Contributes as an employer.

#### **Qualifying Conditions**

Must be assessed with a work injury or occupational disease. Accidents that occur while commuting to and from work are not covered (except if the employer provides the transportation). For an occupational disease, the insured must have at least three years of coverage after 1997.

#### **Temporary Disability Benefits**

80% of the insured's average earnings in the last 12 months is paid from the 1st day of incapacity for work until recovery or up to 26 weeks from the first day of incapacity for work (52 weeks within a three-year period for a repeated incapacity for work). (In case of an accident at work, the employer pays at least 80% of the insured's average earnings for the first 10 days.)

The temporary disability benefit is paid after the State Social Insurance Agency certifies that the insured is incapable of work.

### **Permanent Disability Benefits**

**Permanent disability pension:** For a 100% assessed loss of earning capacity, 80% of the insured's average monthly earnings in the last 12 months is paid.

Partial disability: For an assessed loss of earning capacity of 90% to 99%, 75% of the insured's average monthly earnings in the last 12 months is paid; 70% average earnings for an assessed loss of earning capacity of 80% to 89%; 65% for a loss of 70% to 79%; 60% for a loss of 60% to 69%; 55% for a loss of 50% to 59%; 50% for a loss of 40% to 49%; 45% for a loss of 30 to 39%; and 35% for a loss of 25% to 29%.

The Health and Working Capacity Medical Expert Commission assesses the loss of earning capacity.

### **Workers' Medical Benefits**

Benefits include general and specialist care, medicine, and hospitalization. The insured is reimbursed for additional expenses for medical treatment, nursing care, prostheses, travel expenses, and occupational rehabilitation.

### **Survivor Benefits**

#### **Survivor pension**

*Spouse's pension:* Up to 25% of the deceased's average monthly earnings in the last 12 months is paid for one eligible widow(er).

The minimum monthly spouse's pension is the state social security benefit.

The state social security benefit is €64.03 a month; €106.72 a month if disabled since childhood.

The maximum monthly spouse's pension is 80% of the deceased's average monthly earnings in the last 12 months.

*Orphan's pension:* Up to 25% of the deceased's average monthly earnings in the last 12 months is paid for one eligible child; up to 35% for two; up to 45% for three; and up to 55% for four or more.

*Full orphan's pension:* Up to 40% of the deceased's average monthly earnings in the last 12 months is paid for one eligible full orphan; up to 50% for two; up to 60% for three; and up to 70% for four or more.

Other eligible survivors may include dependent brothers, sisters, and grandchildren.

**Death allowance:** If the deceased was employed, a lump sum of twice the deceased's last monthly average earnings used to calculate contributions is paid; if the deceased received a temporary or permanent disability pension, a lump sum of twice the monthly pension is paid.

Eligible survivors include a widow(er), child, parent, or the person who paid for the cost of the funeral.

### **Administrative Organization**

Ministry of Welfare (<http://www.lm.gov.lv/>) provides general supervision.

State Social Insurance Agency (<https://www.vsaa.lv/>) administers benefits.

State Revenue Service (<https://www.vid.gov.lv/>) collects contributions.

### **Unemployment**

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#### **Regulatory Framework**

**First law:** 1991.

**Current laws:** 1997 (social insurance) and 1999 (unemployment insurance).

**Type of program:** Social insurance system.

#### **Coverage**

Employed persons, active military personnel and their spouses, residents of Latvia caring for a child younger than age 18 months (age 18 if disabled); and recipients of the child raising allowance, sickness benefit, or maternity benefit.

Exclusions: Self-employed persons.

#### **Source of Funds**

**Insured person:** See source of funds under Old Age, Disability, and Survivors.

**Self-employed person:** Not applicable.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** Contributes 1.84% of €71.14 a month for spouses of active military personnel and 1.84% of €171.00 a month for residents of Latvia caring for a child younger than age 18 months (age 18 if disabled); contributes as an employer.

#### **Qualifying Conditions**

Must have at least one year of coverage, including 12 months in the 16 months before unemployment, and be registered at the state employment office.

There is no minimum qualifying period for persons caring for a child younger than age 18 months (age 18 if disabled), formerly disabled persons who regained the capacity to work before the unemployment began, and military personnel. Must be registered at the state employment office.

## Unemployment Benefits

50% of the insured's average earnings in the last 12 months is paid with one to nine years of coverage, 55% with 10 to 19 years, 60% with 20 to 29 years, and 65% with 30 years or more.

The benefit is paid for up to nine months in any 12 month period according to three different rates: 100% for the first three months, 75% for the next three months, and 50% for the last three months.

Persons caring for a child younger than 18 months (age 18 if disabled) and formerly disabled persons who have regained the capacity to work before the unemployment began receive 60% of twice the monthly state social security benefit for the first three months, 45% for the next three months, and 30% for the last three months.

The state social security benefit is €64.03 a month; €106.72 a month if disabled since childhood.

## Administrative Organization

Ministry of Welfare (<http://www.lm.gov.lv/>) provides general supervision.

State Social Insurance Agency (<https://www.vsaa.lv/>) and local insurance offices administer benefits.

State Employment Agency (<http://www.nva.gov.lv/>) and local employment offices are responsible for job placements, training, and retraining.

State Revenue Service (<https://www.vid.gov.lv/>) collects contributions.

## Family Allowances

### Regulatory Framework

**First law:** 1990.

**Current laws:** 1997 (social security); and 2002 (social benefits), implemented in 2003.

**Type of program:** Universal system.

### Coverage

Resident citizens of Latvia and noncitizens with permanent residence permits.

### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

## Qualifying Conditions

**Family allowance (gimenes valsts pabalsts):** Paid for unmarried children older than age 1 but younger than age 15 (age 20 if a full-time student; age 18 if disabled).

**Foster family allowance:** Paid to families providing foster care to children.

**Child-raising allowance:** Paid to a parent caring for a child younger than age 2. The benefit is not paid if the child's other parent receives the maternity or paternity benefit for the same period of time.

Child-raising allowance supplement: Paid in the event of multiple births.

**Childbirth allowance (berna piedzimšanas pabalsts):** Paid for the birth of a child or when a child is taken into guardianship. The benefit must be claimed within six months after the eighth day of the child's life or from the day guardianship was established (but no later than age 1) if the child has been taken under guardianship.

**Disabled child-raising allowance (berna invalida kopšanas pabalsts):** Paid to persons raising children younger than age 18 assessed with severe disabilities.

Disabled child supplement: Paid to persons receiving family allowances for a child with disabilities younger than age 18.

**Adoption benefit:** Paid to a person who has adopted a child. The adoption must have been approved by a court.

**Legal guardian allowance:** Paid to the appointed legal guardian of a child.

**Legal guardian duties benefit:** Paid to the appointed legal guardian of a child.

## Family Allowance Benefits

**Family allowance (gimenes valsts pabalsts):** €11.38 a month is paid for one eligible child; €22.76 a month for two children; €34.14 a month for three children; and €50.07 a month for four or more children.

**Foster family allowance:** €171 a month is paid for one foster child; €222.30 a month for two foster children; and €273.60 a month for three or more foster children.

**Child-raising allowance:** €171 a month is paid for an eligible child younger than age 18 months; €42.69 a month for a child aged 18 months to age 2.

Child-raising allowance supplement: €171 a month is paid for a child younger than age 18 months; €42.69 a month for a child aged 18 months to age 2.

**Childbirth allowance (berna piedzimšanas pabalsts):** A lump sum of €421.17 is paid.

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**Disabled child-raising allowance (berna invalida kopshanas pabalsts):** €213.43 a month is paid for each eligible child.

Disabled child supplement: €106.72 a month is paid for each eligible child.

**Adoption benefit:** A lump sum of €1,422.87 is paid for each eligible child.

**Legal guardian allowance:** €107.50 a month is paid for each eligible child younger than age 7; €129 a month if aged 7 to 18.

**Legal guardian duties benefit:** €54.07 a month per household is paid, regardless of the number of children.

### ***Administrative Organization***

Ministry of Welfare (<http://www.lm.gov.lv/>) provides general supervision.

State Social Insurance Agency (<https://www.vsaa.lv/>) administers benefits.



## Liechtenstein

Exchange rate: US\$1.00 = 0.98 Swiss francs.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First and current laws:** 1952 (old age and survivors), implemented in 1954; 1960 (disability); 1965 (support and care allowance); and 1988 (mandatory occupational pensions).

**Type of program:** Social insurance, mandatory occupational pension, and social assistance system.

#### Coverage

**Social insurance:** Residents of Liechtenstein.

**Mandatory occupational pension:** Employed persons aged 19 or older (23 if born from 1994 to 1996; 22 if born from 1997 to 1998) who are covered by social insurance and have annual earnings greater than 13,920 Swiss francs.

Voluntary coverage for self-employed persons.

**Social assistance:** Residents of Liechtenstein, including citizens of the European Union and certain other countries.

#### Source of Funds

##### Insured person

**Social insurance:** 3.95% of gross earnings (old age and survivors) and 0.75% of gross earnings (disability).

A nonemployed person contributes annually according to income, from 243 Swiss francs to 8,100 Swiss francs (old age) and from 45 Swiss francs to 1,500 Swiss francs (disability) plus 2.5% of the total contribution amount (administrative fees).

There are no maximum earnings used to calculate contributions.

**Mandatory occupational pension:** 8% of covered income. Additional voluntary contributions are possible.

The minimum annual income used to calculate contributions is 13,920 Swiss francs.

The maximum annual income used to calculate contributions is 83,520 Swiss francs.

**Social assistance:** None.

##### Self-employed person

**Social insurance:** A flat rate of 234 Swiss francs (old age and survivors) for annual income up to 3,000 Swiss francs plus 2.5% of the total contribution amount (administrative fees); 8.1% of annual income (old age and survivors)

and 1.5% of annual income (disability) for annual income greater than 3,000 Swiss francs plus 2.5% of the total contribution amount (administrative fees).

There is no maximum income used to calculate contributions.

**Mandatory occupational pension:** Voluntary contributions plus administrative fees.

**Social assistance:** None.

##### Employer

**Social insurance:** 4.15% of payroll (old age and survivors) and 0.75% of payroll (disability) plus 2.5% of the combined insured person and employer contribution amount (administrative fees).

There are no maximum earnings used to calculate contributions.

**Mandatory occupational pension:** At least 8% of covered payroll.

The employer's contribution must be at least equal in value to the insured person's contribution.

The minimum annual income used to calculate contributions is 13,920 Swiss francs.

The maximum annual income used to calculate contributions is 83,520 Swiss francs.

**Social assistance:** None.

##### Government

**Social insurance:** Contributes 30 million Swiss francs annually. The government's contribution is adjusted annually based on changes in prices.

**Mandatory occupational pension:** None.

**Social assistance:** The total cost.

#### Qualifying Conditions

**Old-age pension (Altersrente, social insurance):** Age 65 if born since January 1, 1958 (age 64 if born before January 1, 1958), and meets a contribution requirement that varies based on the insured's age cohort.

**Partial pension (Teilrente):** Paid at the normal retirement age if the insured has at least one year of contributions but does not meet the contribution requirement for a full pension.

**Early pension (Rentenvorbezug):** Age 60 with at least one year of contributions.

**Deferred pension (Rentenaufschub):** The pension may be deferred until age 70.

**Child's supplement (Kinderrente):** Paid for dependent children younger than age 18 (up to age 20 if a student or in vocational training).

Attendance allowance (Hilflosenentschädigung): Age 65 with a moderate degree of helplessness (requires help with most daily chores) or severe degree of helplessness (requires the constant attendance of others to perform daily functions).

**Old-age pension (Altersrente, Betriebliche Personalvorsorge, mandatory occupational pension):** Age 65 if born since January 1, 1958; age 64 if born before January 1, 1958.

Early pension (Rentenvorbezug): Age 60 and receiving the social insurance early old-age pension.

Deferred pension (Rentenaufschub): The pension may be deferred.

**Disability pension (Invalidenrente, social insurance):** Must be assessed with at least a 67% loss of working capacity (a total disability) and meet a contribution requirement that varies based on the insured's age cohort.

Partial pension: Paid if the insured has at least one year of contributions but does not meet the contribution requirement for a full pension.

Partial disability (Halbe-/Viertelsrente): Must be assessed with at least a 40% but less than a 67% loss of working capacity and have at least one year of contributions.

Disability supplement: Paid if the insured was younger than age 45 when the disability began.

Child supplement (Kinderrente): Paid for dependent children younger than age 18 (age 20 if a student or in vocational training).

Attendance allowance (Hilflosenentschädigung): Paid to a caregiver who cares for a person aged 2 to 65 with a mild degree of helplessness (requires permanent help with at least two daily chores), moderate degree of helplessness (requires help with most daily chores), or severe degree of helplessness (requires the constant attendance of others to perform daily functions).

**Disability pension (Invalidenrente, Betriebliche Personalvorsorge, mandatory occupational pension):** Must be assessed with at least a 67% loss of working capacity (a total disability) that began before age 65.

Child supplement (Kinderrente): Paid for dependent children younger than age 18 (age 20 if a student or in vocational training).

The mandatory occupational disability pension ceases at the normal retirement age and is replaced by the mandatory occupational old-age pension.

**Home support and care allowance (Betreuungs- und Pflegegeld für Häusliche Betreuung, social assistance):** Must be assessed with a need for help from others to perform daily functions that is expected to last for at least

three months. The allowance is paid for remunerated home care provided by third persons.

Department for Home Support and Care assesses the need for help.

**Survivor pension (Hinterlassenrente, social insurance):** The deceased met a contribution requirement that varies based on the insured's age cohort.

Eligible survivors include a widow(er) aged 45 or older who was married to the deceased for at least five years at the time of death, a divorced spouse entitled to alimony, and children younger than age 18 (age 25 if a student or in vocational training).

The widow(er)'s pension ceases upon remarriage.

Temporary survivor pension: Paid to a widow(er) who was married to the deceased for less than five years at the time of death.

Partial spouse's pension: Paid if the deceased had at least one year of contributions but did not meet the contribution requirement for a full pension.

Partial orphan's pension: Paid if the deceased had at least one year of contributions but did not meet the contribution requirement for a full pension.

**Survivor pension (Hinterlassenrente, Betriebliche Personalvorsorge, mandatory occupational pension):** Paid if the deceased received or was entitled to receive a mandatory occupational pension.

Eligible survivors include a widow(er), a divorced spouse entitled to alimony, and orphans younger than age 18 (age 25 if a student or in vocational training).

The widow(er)'s pension ceases upon remarriage.

### Old-Age Benefits

**Old-age pension (Altersrente, social insurance):** 1,160 Swiss francs to 2,320 Swiss francs a month is paid, depending on the insured's average annual earnings.

Average annual earnings are calculated based on the insured's employment income, contributions made while nonemployed, and recognized caregiving periods for children or persons in need of care. If married, the average annual earnings are split equally among both spouses for the marriage period.

Partial pension: The pension is proportionately reduced depending on the number of years of contributions.

Early pension (Rentenvorbezug): The pension is reduced for each year it is claimed before the normal retirement age. For persons born before 1956, the pension is reduced by 3% for one year, 7% for two years, 11.5% for three years, or 16.5% for four years. For persons born since 1956, the pension is reduced by 5.5% for one year, 10.6% for two years, 15.2% for three years, and 19.5% for four years.

Deferred pension (Rentenaufschub): The pension is increased by 5.22% to 40.71% depending on the length of deferral for insured persons born before 1958; 4.5% to 26.1% for insured persons born since 1958.

Child's supplement (Kinderrente): 40% of the minimum old-age pension paid to the insured's age cohort is paid for each eligible child.

Attendance allowance (Hilflosenentschädigung): For a moderate degree of helplessness, 696 Swiss francs a month is paid; for a severe degree of helplessness, 928 Swiss francs a month is paid.

Christmas bonus (Weihnachtsgeld): 100% of the monthly old-age pension is paid in December.

Benefit adjustment: Benefits are adjusted periodically based on changes in the consumer price index; may be adjusted annually if the annual consumer price index increases by more than 3% in one year.

**Old-age pension (Altersrente, Betriebliche Personalvorsorge, mandatory occupational pension):** Benefits may be paid as an annuity, as a lump sum, or as a combination of both, depending on the pension plan's regulations. Annuity rates are defined by pension plan regulations.

Early pension (Rentenvorbezug): Calculated in the same way as the old-age pension.

Deferred pension (Rentenaufschub): Calculated in the same way as the old-age pension.

### **Permanent Disability Benefits**

**Disability pension (Invalidenrente, social insurance):** 1,160 Swiss francs to 2,320 Swiss francs a month is paid, depending on the insured's average annual earnings and the years of contributions required for the insured's age cohort.

Average annual earnings are calculated based on the insured's employment income, contributions made while nonemployed, and recognized caregiving periods for children or persons in need of care. If married, the average annual earnings are split equally among both spouses for the marriage period.

If the disability began before age 25 and the insured has at least one year of contributions, the disability pension paid must be at least 133.3% of the minimum rate of the full pension paid for the insured's age cohort.

Partial pension: The pension is proportionately reduced depending on the number of years of contributions.

Partial disability (Halbe-/Viertelsrente): 50% of the full disability pension is paid for an assessed permanent loss of working capacity of at least 50% but less than 67%; 25% for an assessed permanent loss of working capacity of at least 40% but less than 50%.

Disability supplement: The benefit amount varies depending on the value of the insured's average annual earnings.

Child's supplement (Kinderrente): 40% of the minimum monthly disability pension paid to the insured's age cohort is paid for each child.

Attendance allowance: For a mild degree of helplessness, 464 Swiss francs a month is paid; for a moderate degree of helplessness, 696 Swiss francs a month is paid; for a severe degree of helplessness, 928 Swiss francs a month is paid.

Christmas bonus (Weihnachtsgeld): 100% of the monthly disability pension is paid in December.

Benefit adjustment: Benefits are periodically adjusted based on changes in the consumer price index; may be adjusted annually if the annual consumer price index increases by more than 3% in one year.

**Disability pension (Invalidenrente, Betriebliche Personalvorsorge, mandatory occupational pension):** Benefits may be paid as an annuity or as a lump sum, depending on the pension plan's regulations. The full pension must be at least 30% of the insured's average annual covered earnings.

Child supplement (Kinderrente): An annuity of 6% of the insured's annual covered earnings is paid for each eligible child.

Partial disability: A reduced pension is paid depending on the assessed loss of working capacity.

**Home support and care allowance (Betreuungs- und Pflegegeld für Häusliche Betreuung, social assistance):** A daily allowance is paid that varies depending on the level of need for care, from up to 10 Swiss francs (care level I) to up to 180 Swiss francs (care level VI).

### **Survivor Benefits**

**Survivor pension (Hinterlassenenrente, social insurance)**

*Spouse's pension:* 80% of the social insurance old-age or disability pension the deceased received or was entitled to receive is paid.

The full pension is paid to a widow(er) with children or without children if aged 45 or older at the time of the insured's death.

Temporary spouse's pension: A pension is paid for up to five years.

For a surviving separated or divorced spouse, the total pension paid is the value of any alimony owed to him or her.

Partial spouse's pension: The spouse's pension is proportionately reduced depending on the number of years of contributions.

*Orphan's pension:* 40% of the social insurance old-age or disability pension the deceased received or was entitled to receive is paid to each orphan; full orphans receive a pension for each insured parent.

**Partial orphan's pension:** The orphan's pension is proportionately reduced depending on the number of years of contributions.

**Benefit adjustment:** Benefits are periodically adjusted based on changes in the consumer price index; may be adjusted annually if the annual consumer price index increases by more than 3%.

### **Survivor pension (Hinterlassenenrente, Betriebliche Personalvorsorge, mandatory occupational pension)**

**Spouse's pension:** Benefits may be paid as an annuity or as a lump sum, depending on the pension plan's regulations. 60% of the deceased's old-age or disability occupational pension is paid if the deceased was a pensioner at the time of death.

The minimum spouse's pension is 18% of the deceased's covered annual earnings.

**Orphan's pension:** Benefits may be paid as an annuity or as a lump sum, depending on the plan's regulations. Must be at least 6% of the insured's annual average earnings for each orphan. 20% of the deceased's old-age or disability occupational pension is paid if the deceased was a pensioner at the time of death.

The minimum orphan's pension is 6% of the deceased's covered annual earnings for each orphan.

### **Administrative Organization**

**Social insurance:** Old Age, Survivor, and Disability Insurance Institute (<https://www.ahv.li/>) administers and collects contributions for the social insurance program.

**Mandatory occupational pension:** Financial Market Authority (<https://www.fma-li.li/>) supervises and regulates pension institutions and ensures compliance for the mandatory occupational pension program.

Private pension institutions, under government supervision, administer and collect contributions to the mandatory occupational pension plans.

**Social assistance:** Department for Home Support and Care (<https://www.familienhilfe.li/FachstellefuehrhaeuslicheBetreuungundPflege.aspx>) administers the social assistance program.

### **Sickness and Maternity**

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#### **Regulatory Framework**

**First law:** 1910.

**Current laws:** 1971 (sickness and maternity), implemented in 1972; and 1981 (maternity allowance), implemented in 1982.

**Type of program:** Social insurance system.

Note: A birth grant is paid under Family Allowances.

#### **Coverage**

**Social insurance (cash benefits):** Employed persons.

Voluntary coverage for self-employed persons.

**Social insurance (medical benefits):** Employed persons and residents of Liechtenstein.

**Social assistance (cash maternity allowance, income tested):** Residents of Liechtenstein, including citizens of the European Union and certain other countries.

#### **Source of Funds**

##### **Insured person**

**Social insurance:** An average of 1.5% to 2% of monthly covered earnings or an average of 311 Swiss francs a month for persons aged 21 or older; an average of 155.50 Swiss francs a month for persons aged 17 to 20 (may not exceed half the value of an adult's contributions); no contribution for children up to age 16.

The maximum annual earnings used to calculate contributions are 148,200 Swiss francs.

**Social assistance:** None.

##### **Self-employed person**

**Social insurance:** Voluntary contributions.

**Social assistance:** None.

##### **Employer**

**Social insurance:** 155.50 Swiss francs a month for employees aged 20 or older; 77.75 Swiss francs a month for employees aged 16 to 20.

**Social assistance:** None.

##### **Government**

**Social insurance:** 50% of the cost of medical benefits (90% for children younger than age 16); a subsidy for low-income insured persons.

**Social assistance:** The total cost.

#### **Qualifying Conditions**

**Cash sickness benefit (Krankengeld, social insurance):** Must have a total loss of work capacity and be contributing to a health insurance fund.

Partial benefit: Must have at least a 50% loss of work capacity and be contributing to a health insurance fund.

**Cash maternity benefit (Mutterschaftsleistung, social insurance):** Must be a member of a health insurance fund for at least 270 days (with no more than three months of interruption) before the pregnancy began.

**Cash maternity allowance (Mutterschaftszulage, social assistance, income tested):** Paid to a woman who gives birth and does not qualify for a cash maternity benefit or

who receives a cash maternity benefit that is lower than the maternity allowance she would be entitled to receive. The cash maternity allowance can be claimed up to three years after childbirth.

**Income test:** The parents' combined annual income must not exceed 100,000 Swiss francs with one child (increasing by 5,000 Swiss francs for each additional child).

**Medical benefits (social insurance):** There is no minimum qualifying period.

### **Sickness and Maternity Benefits**

**Sickness benefit (Krankengeld, social insurance):** At least 80% of the insured's covered earnings is paid after a two-day waiting period for up to 720 days in 900 consecutive days.

**Partial benefit:** A reduced sickness benefit is paid.

**Maternity benefit (Mutterschaftsleistung, social insurance):** At least 80% of the insured's covered earnings is paid for 20 weeks, including at least 16 weeks after the expected date of childbirth.

**Maternity allowance (Mutterschaftszulage, social assistance, income tested):** A lump sum of 500 Swiss francs to 4,500 Swiss francs, depending on the taxable income of both spouses (or the woman's taxable income if a single parent), is paid to a woman ineligible for the maternity benefit. If the woman is eligible for the maternity benefit, the difference between the maternity allowance and the maternity benefit is paid.

### **Workers' Medical Benefits**

Medical benefits include primary care and specialist treatment, hospitalization, ambulance services, pharmaceuticals, maternity care, and convalescence.

Medical services are provided by approved doctors, public hospitals, private hospitals, clinics under contract with health insurance funds, and by members of other health professions such as nurses or physiotherapists.

There is no limit to duration.

**Cost sharing:** The insured person pays 500 Swiss francs each calendar year plus 20% of all costs exceeding the set fee, up to 900 Swiss francs. Pensioners pay 10% of all costs exceeding the set fee, up to 450 Swiss francs. There are no copayments for insured persons younger than age 20, or for medical services related to chronic diseases, prevention, and maternity care.

### **Dependents' Medical Benefits**

Individuals are insured in their own right and there is no family coverage.

### **Administrative Organization**

Office for Health (<http://www.llv.li/#/1908/amt-fur-gesundheit/>) supervises and regulates Health Insurance Funds and ensures compliance.

Health Insurance Funds accredited by the government and the Federation of Health Insurance Funds collect contributions and administer benefits.

### **Work Injury**

#### **Regulatory Framework**

**First law:** 1910.

**Current law:** 1990 (accident insurance), implemented in 1991.

**Type of program:** Social insurance system.

#### **Coverage**

Employed persons.

Voluntary coverage for self-employed persons.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** Contributions vary depending on the required coverage and the assessed degree of risk.

The maximum annual earnings used to calculate contributions are 148,200 Swiss francs.

**Employer:** Contributions vary depending on the assessed degree of risk.

The maximum annual earnings used to calculate contributions are 148,200 Swiss francs.

**Government:** None.

#### **Qualifying Conditions**

Must be assessed with a work injury or occupational disease.

#### **Temporary Disability Benefits**

80% of the insured's earnings is paid after a one-day waiting period for an assessed loss of working capacity of more than 50%; 50% for an assessed loss of working capacity of 25% to 50%.

The maximum annual earnings used to calculate benefits are 148,200 Swiss francs.

#### **Permanent Disability Benefits**

**Permanent disability benefits (Invalidenrente):** 80% of the insured's earnings is paid for a total loss of working capacity.

The maximum annual earnings used to calculate benefits are 148,200 Swiss francs.

**Constant-attendance allowance (Hilflosenentschädigung):** An allowance is paid if the insured requires the constant attendance of others to perform daily functions.

**Integrity damage grant (Integritätsentschädigung):**

A lump sum of up to 148,200 Swiss francs is paid for a permanent and major physical or mental disability that was the result of an accident, depending on the assessed degree of disability.

**Benefit adjustment:** Benefits are adjusted periodically based on changes in the consumer price index. Pensions may be adjusted if the annual consumer price index increases by more than 3% in one year.

### **Workers' Medical Benefits**

All necessary expenses and care are fully covered.

There is no limit to duration.

### **Survivor Benefits**

**Survivor pension (Hinterlassenenrente)**

**Spouse's pension:** 40% of the deceased's covered earnings is paid to a surviving widow(er) aged 45 or older or living with dependent children or with an assessed degree of disability of at least 67%.

The maximum annual earnings used to calculate benefits are 148,200 Swiss francs.

**Spouse's pension for a divorced dependent spouse:** 20% of the deceased's covered earnings or the value of the alimony owed to the separated or divorced spouse (whichever is lower) is paid.

The maximum annual earnings used to calculate benefits are 148,200 Swiss francs.

**Orphan's pension:** 15% of the deceased's covered earnings is paid for each orphan; 25% for a full orphan.

The maximum annual earnings used to calculate benefits are 148,200 Swiss francs.

The maximum combined survivor benefit is 70% of the deceased's covered earnings (90% if a divorced spouse is also receiving a spouse's pension). If survivors also receive pensions under Old Age, Disability, and Survivors, the difference between 90% of the deceased's covered earnings and the value of the other pensions is paid.

**Benefit adjustment:** Benefits are adjusted periodically based on changes in the consumer price index. Pensions may be adjusted if the annual consumer price index increases by more than 3% in one year.

**Spouse's grant (Abfindung):** A lump sum is paid to a widow(er) or to a divorced or separated spouse who ineligible for a survivor pension. The lump sum is from one

to five times the annual survivor pension, depending on the duration of marriage; one year of the pension is paid if the marriage lasted less than one year; three years of the pension is paid if the marriage lasted at least one year but less than five years; five years of the pension is paid if the marriage lasted at least 5 years.

### **Administrative Organization**

Office for Health (<http://www.llv.li/#/1908/amt-fur-gesundheit/>) supervises and regulates Accident Insurance Funds and ensures compliance.

Registered Compulsory Accident Insurance Funds collect contributions and administer benefits.

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### **Unemployment**

#### **Regulatory Framework**

**First law:** 1969 (unemployment), implemented in 1970.

**Current law:** 2010 (unemployment insurance).

**Type of program:** Social insurance system.

#### **Coverage**

Employed persons and apprentices.

Exclusions: Self-employed persons.

#### **Source of Funds**

**Insured person:** 0.5% of covered earnings.

The maximum annual earnings used to calculate contributions are 126,000 Swiss francs (10,500 Swiss francs a month).

**Self-employed person:** Not applicable.

**Employer:** 0.5% of covered payroll.

The maximum annual earnings used to calculate contributions are 126,000 Swiss francs (10,500 Swiss francs a month).

**Government:** Under certain conditions, up to 20% of the cost of benefits; finances up to 20% of the cost of any deficit; contributes as an employer.

#### **Qualifying Conditions**

**Unemployment benefit (Arbeitslosenentschädigung):** Must have at least 12 months of coverage in the two years before claiming unemployment benefits, be available for work, and satisfy any other necessary requirements.

**Short-time work compensation (Kurzarbeitsentschädigung):** Must have worked for up to 18 months in the last two years. The compensation is paid for a temporary work stoppage, a reduction in working hours of at least two days a month, or a reduction in working hours due to bad

weather for certain professional groups in the construction industry from December 1 to March 15 (except for the period from December 24 to January 6).

### Unemployment Benefits

**Unemployment benefit (Arbeitslosenentschädigung):** 80% of the insured's covered earnings is paid for up to 260 days to an insured person under age 50 with at least 24 months of contributions; 400 days for 18 months if aged 50 to 59; 500 days for 22 months if aged 60 to 65 (64 for insured persons born before January 1, 1958). The benefit is 70% of the insured's covered earnings if the insured is not disabled, has no dependents aged 25 years or younger, and has daily earnings up to 140 Swiss francs.

Benefits are calculated based on the insured's last salary (in certain cases based on the insured's average salary in the last six to 12 months).

The maximum benefit is 85% of the insured's daily covered earnings (including supplements for dependents).

**Short-time work compensation (Kurzarbeitsentschädigung):** 80% of the insured's covered earnings for the period of lost working time is paid for up to three months. The national unemployment insurance fund pays 60% and the employer pays 20%. The benefit is paid for an interruption of seasonal work from December 1 to March 15 for at least two days a month (three days if caused by bad weather).

### Administrative Organization

Office for the Economy (<http://www.llv.li/#/12481/amt-fur-volkswirtschaft/>) administers the program.

Old Age, Survivor, and Disability Insurance Institute and National Family Allowances Fund (<https://www.ahv.li/>) jointly collect contributions.

### Family Allowances

#### Regulatory Framework

**First law:** 1958.

**Current laws:** 1984 (social assistance), implemented in 1985; and 1985 (social insurance), implemented in 1986.

**Type of program:** Social insurance and social assistance system.

#### Coverage

**Social insurance:** Employed persons.

**Social assistance:** Residents of Liechtenstein, including citizens of Liechtenstein and of countries under a welfare agreement, recognized refugees, and certain other persons.

### Source of Funds

#### Insured person

**Social insurance:** None for employed persons; nonemployed persons make variable annual contributions of 57 Swiss francs to 1,900 Swiss francs, based on their assets and income, plus 2.5% of the total contribution amount for administrative fees.

**Social assistance:** None.

#### Self-employed person

**Social insurance:** 1.9% of gross earnings plus 2.5% of the total contribution amount for administrative fees.

There are no maximum earnings used to calculate contributions.

**Social assistance:** None.

#### Employer

**Social insurance:** 1.9% of gross payroll plus 2.5% of the total contribution amount for administrative fees.

There are no maximum earnings used to calculate contributions.

**Social assistance:** None.

#### Government

**Social insurance:** Finances any deficit.

**Social assistance:** The total cost.

### Qualifying Conditions

**Family allowance (Kinderzulage, social insurance):** Paid for children up to age 18.

**Single-parent supplement (Alleinerziehendenzulage, social insurance):** Paid for children up to age 18. The parent must be single, widowed, or divorced, and living alone.

**Birth grant (Geburtszulage, social insurance):** Paid for births (including stillbirth), or for adopted children younger than age 5.

**Subsistence allowance (Wirtschaftliche Sozialhilfe, social assistance, means tested):** Paid to households with monthly incomes less than the minimum monthly subsistence level.

The minimum monthly subsistence level for a one-person household is 1,110 Swiss francs; 1,700 Swiss francs for two persons; 2,070 Swiss francs for three; 2,375 Swiss francs for four; 2,660 for five; and an additional 280 Swiss francs for each additional person.

### Family Allowance Benefits

**Family allowance (Kinderzulage, social insurance):** 280 Swiss francs a month is paid for each of the first two eligible children younger than age 10; 330 Swiss francs a

month for each of the first two children aged 10 or older; 330 Swiss francs a month for the third and each subsequent child or for twins.

**Single-parent supplement (Alleinerziehendenzulage, social insurance):** 110 Swiss francs a month is paid for each eligible child.

**Birth grant (Geburtszulage, social insurance):** A lump sum of 2,300 Swiss francs is paid for each eligible child; 2,800 Swiss francs for each child for multiple births.

**Subsistence allowance (Wirtschaftliche Sozialhilfe, social assistance, means tested):** The monthly allowance is the difference between the minimum monthly subsistence level and the household's monthly income.

The minimum monthly subsistence level for a one-person household is 1,110 Swiss francs; 1,700 Swiss francs for two persons; 2,070 Swiss francs for three; 2,375 Swiss francs for four; 2,660 for five; and an additional 280 Swiss francs for each additional person.

If eligible parents receive family allowances from another country that are paid at a lower rate than those paid in Liechtenstein, only the difference between the amounts is paid.

### **Administrative Organization**

National Family Allowances Fund (<https://www.ahv.li/>) administers the social insurance program and collects contributions jointly with the Old-age, Survivors, and Disability Insurance Institute.

Office of Social Services (<https://www.llv.li/#/11915/amt-fur-soziale-dienste/>) administers the social assistance program jointly with municipalities.



## Lithuania

Exchange rate: US\$1.00 = 0.83 euro (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1922.

**Current laws:** 1994 (social insurance); 1994 (social assistance); 1999 (pension funds), implemented in 2004; 2002 (pension system); 2003 (individual account), implemented in 2004; and 2012 (pension reform).

**Type of program:** Social insurance and social assistance system.

Note: Individual accounts were introduced in 2004. While participation is voluntary for employed persons, once enrolled, an employed person may not opt out. Employees contribute 2% of monthly earnings, employers contribute 2% of monthly payroll (diverted from their social insurance contributions), and the government provides a subsidy of 2% of the employee's average monthly salary in the previous calendar year.

#### Coverage

**Universal:** Residents of Lithuania.

**Social insurance:** Public- and private-sector employees, self-employed persons, military personnel, conscripts, the clergy, at-home caregivers for persons with disabilities.

**Social assistance:** Needy residents of Lithuania.

#### Source of Funds

##### Insured person

**Universal:** None.

**Social insurance:** 3% of monthly earnings.

The minimum monthly earnings used to calculate contributions are the legal monthly minimum wage.

The legal monthly minimum wage is €400.

There are no maximum earnings used to calculate contributions.

**Social assistance:** None.

##### Self-employed person

**Universal:** None.

**Social insurance:** 25.3% of monthly declared earnings.

**Social assistance:** None.

#### Employer

**Social insurance:** 22.3% of monthly payroll.

The minimum monthly earnings used to calculate contributions are the legal monthly minimum wage.

The legal monthly minimum wage is €400.

There are no maximum earnings used to calculate contributions.

**Social assistance:** None.

#### Government

**Universal:** The total cost.

**Social insurance:** Finances any deficit; contributes as an employer.

**Social assistance:** The total cost.

#### Qualifying Conditions

**Old-age pension (Senatves pensija, social insurance):** Age 63 and eight months (men, gradually rising by two months a year until reaching age 65 in 2026) or age 62 and four months (women, gradually rising by four months a year until reaching age 65 in 2026) with at least 15 years of contributions. The full pension is paid with at least 30.5 years (gradually rising to 35 years in 2027) of contributions.

Early pension: Must be up to five years younger than the normal retirement age with at least 30.5 years (gradually rising by six months a year until reaching 35 years in 2027) of contributions.

Deferred pension: The pension may be deferred for up to five years after the normal retirement age if the insured meets the contribution requirement for a full pension.

The old-age pension is payable abroad under reciprocal agreement; otherwise, benefits are payable abroad to insured persons with at least 15 years of contributions.

##### Old-age pension (social assistance, income tested):

Age 63 and eight months (men, gradually rising by two months a year until reaching age 65 in 2026) or age 62 and four months (women, gradually rising by four months a year until reaching age 65 in 2026) and not entitled to the social insurance old-age pension.

##### Disability pension (Netekto darbingumo pensija, social insurance):

Must have an assessed loss of working capacity of at least 45%. The minimum coverage period increases with age: at least two months of contributions if younger than age 22; increasing by two months a year from age 22 to 35; and increasing by six months a year from age 36 to 63, until reaching 15 years of contributions. The full pension is paid with at least one year of contributions if younger than age 24, increasing by four months a year from age 24 to age 29; by six months a year from age 30 to 33; by eight months a year from age 34 to 39; and by 12 months a year from age 40 onwards, up to 30.5 years of

contributions. The Disability and Capacity for Work Establishment Office assesses the loss of working capacity.

The disability pension ceases at the normal retirement age and is replaced by the old-age pension.

The disability pension is payable abroad under reciprocal agreement; otherwise, benefits are payable abroad to insured persons with at least 15 years of contributions.

**Social assistance benefit (Pinigine Socialine Parama, social assistance, means tested):** Paid for children younger than age 18 (age 24 if a student) under guardianship or with assessed needs for special care; for persons assessed with disabilities before age 24; for caregivers who have provided constant attendance to a person with a disability for at least 15 years; for mothers with at least a 60 percent loss of work capacity who have given birth to five or more children and raised them up to age 8; and for persons with a disability who have reached the normal retirement age or who are registered as unemployed.

If a child also receives an orphan's pension or any other periodic benefit, the social assistance benefit is reduced.

Means test: Family income and assets must not exceed certain limits.

The Disability and Capacity for Work Establishment Office assesses the loss of working capacity.

**Long-term care allowance (Slaugos Ir Pagalbos Islaidu Tiklines Kompensacijos, universal):** Paid to persons with a need for permanent care, including children assessed with a moderate or severe degree of disability, persons of working age with an assessed loss of work capacity of at least 60%, and persons who have reached the normal retirement age.

**Survivor pension (Nasliu pensija, social insurance):** Paid if the deceased received or was entitled to receive a social insurance old-age or disability pension and had at least 15 years of contributions.

Eligible survivors include a widow(er) who has reached the normal retirement age; a widow(er) who was assessed with a disability before, or within five years after, the spouse's death, or before reaching the normal retirement age; a widow(er) without children who was married to the deceased for at least five years; and dependent children younger than age 18 (age 24 if a student; no limit if disabled since childhood). If there is no widow(er), a partner who had children with the deceased or provides at-home care for the deceased's children.

The widow(er)'s pension ceases upon remarriage.

The survivor pension is payable abroad under reciprocal agreement; otherwise, benefits are payable abroad to insured persons with at least 15 years of contributions.

## Old-Age Benefits

### Old-age pension (Senatves pensija, social insurance):

The monthly pension consists of a general pension and an individual pension.

*General pension:* The pension is calculated as the ratio of the insured's years of contributions to the years of contributions required for a full pension, multiplied by the amount of the basic monthly pension.

The basic monthly pension is €152.92.

*Individual pension:* The pension is the total of the insured's accumulated pension points multiplied by the pension point value.

A pension point is earned if contributions are paid on an income of 12 times the national average monthly wage (partial pension points are possible). Up to five pension points can be earned in a year.

The national average monthly wage is €876.40.

The pension point value is €3.27.

*Early pension:* The pension is reduced by 0.4% for each month the pension is claimed before the normal retirement age.

*Deferred pension:* The pension is increased by 8% for each full year the pension is deferred after the normal retirement age.

*Benefit adjustment:* Benefits are adjusted based on changes in the value of the basic pension and the pension point value.

### Old-age pension (social assistance, income tested):

0.9 times the basic monthly pension is paid.

The basic monthly pension is €152.92.

## Permanent Disability Benefits

**Disability pension (Netekto darbingumo pensija, social insurance):** The monthly pension consists of a general pension and an individual pension.

*General pension:* The pension is the ratio of the insured's years of contributions to the years of contributions required for a full pension, multiplied by the amount of the basic monthly pension and a loss of work capacity factor.

The basic monthly pension is €152.92.

*Individual pension:* The pension is the total of the insured's accumulated pension points multiplied by the pension point value and a loss of work capacity factor that varies depending on the assessed loss of work capacity.

A pension point is earned if contributions are paid on an income of 12 times the national average monthly wage (partial pension points are possible). Up to five pension points can be earned a year.

The national average monthly wage is €876.40.

The pension point value is €3.27.

There is no minimum or maximum disability pension.

Benefit adjustment: Benefits are adjusted based on changes in the value of the basic pension and the pension point value.

**Social assistance benefit (Pinigine Socialine Parama, social assistance, means tested):** The monthly benefit level is 100% of the difference between the monthly state supported income for each person and the actual per capita income of a single resident for the first family member, 80% for the second, and 70% for the third and subsequent members.

The monthly state supported income is €122.

Lump-sum grants for housing, heating, water, and drainage expenses are also paid.

**Long-term care allowance (Slaugos Ir Pagalbos Islaidu Tikslines Kompensacijos, universal):** 2.5 times the target compensation base is paid if assessed with a special need for care; one times the target compensation base for children with a severe disability and persons of working age with an assessed loss of work capacity of at least 75%; 0.5 times the target compensation base for children with a moderate disability, persons of working age with an assessed loss of work capacity of at least 60% up to 70%, and persons who have reached the normal retirement age.

The target compensation base is €112.

### Survivor Benefits

#### Survivor pension (Nasliu pensija, social insurance)

*Spouse's pension:* The survivor basic pension is paid.

The survivor basic pension is €22.46 a month.

Benefit adjustment: Survivor benefits are adjusted based on changes in the value of the survivor basic pension.

*Orphan's pension (Naslaiciu pensija):* 50% of the social insurance old-age or disability pension the deceased received or was entitled to receive is paid; 100% for full orphans.

The maximum combined orphan's benefit is 100% of the social insurance old-age or disability pension the deceased received or was entitled to receive.

Benefit adjustment: The orphan's pension is adjusted based on changes in the value of the basic pension and the pension point value.

### Administrative Organization

Ministry of Social Security and Labor (<http://www.socmin.lt/>) supervises the programs.

State Social Insurance Fund Board (<http://www.sodra.lt/>) administers the programs, collects contributions, and pays benefits.

## Sickness and Maternity

### Regulatory Framework

**First law:** 1925

**Current laws:** 1991 (social insurance), 1996 (health insurance), and 2000 (sickness and maternity).

**Type of program:** Social insurance system.

### Coverage

**Cash benefits:** Certain public-sector employees, private-sector employees, and self-employed persons.

Special programs for certain public-sector employees.

**Medical benefits:** Residents of Lithuania.

### Source of Funds

#### Insured person

*Cash benefits:* None.

*Medical benefits:* 6% of earnings.

The minimum monthly earnings used to calculate contributions are the monthly minimum wage.

The legal monthly minimum wage is €400.

There are no maximum earnings used to calculate contributions.

#### Self-employed person

*Cash benefits:* 3.6% of earnings.

*Medical benefits:* 9% of earnings.

#### Employer

*Cash benefits:* 3.6% of payroll.

The minimum monthly earnings used to calculate contributions are the monthly minimum wage.

The legal monthly minimum wage is €400.

There are no maximum earnings used to calculate contributions.

*Medical benefits:* 3% of monthly payroll.

The minimum monthly earnings used to calculate contributions are the legal monthly minimum wage.

The legal monthly minimum wage is €400.

There are no maximum earnings used to calculate contributions.

#### Government

*Cash benefits:* Finances any deficit.

*Medical benefits:* Contributes on behalf of certain groups of persons.

### **Qualifying Conditions**

**Cash sickness benefit (Ligos ismokai):** Must have at least three months of contributions in the last 12 months or at least six months of contributions in the last 24 months.

**Occupational rehabilitation benefit (Profesine reabilitacija):** Must participate in an occupational rehabilitation program and have at least three months of contributions in the last 12 months or at least six months of contributions in the last 24 months before participating in the program.

**Cash maternity benefit (Motinystes ismoka):** Must have at least 12 months of contributions in the last 24 months before the first day of maternity leave.

**Paternity benefit (Tevystes ismoka):** Must have at least 12 months of contributions in the last 24 months before the first day of paternity leave.

**Child care benefit (Ismoka vaikui priziureti):** Paid to one parent (including an adoptive parent) or guardian caring for a child younger than age 1 or 2, depending on the payment option selected. The insured must have at least 12 months of contributions in the last 24 months before the first day of childcare.

**Pregnancy grant (Vienkartine ismoka nesciai moteriai):** Paid to a pregnant unemployed woman not entitled to the maternity benefit.

### **Sickness and Maternity Benefits**

**Sickness benefit (Ligos ismokai):** 80% of the insured's average monthly earnings in the quarter before the incapacity began is paid from the third to the seventh day of incapacity. (The employer pays 80% to 100% of the insured's average monthly earnings for the first two days.)

The minimum sickness benefit is 15% of the national average monthly wage in the previous quarter.

The maximum sickness benefit is two times the national average monthly wage in the previous quarter.

The national average monthly wage is €876.40.

**Occupational rehabilitation benefit (Profesine reabilitacija):** 85% of the insured's average earnings is paid for up to 180 days.

**Maternity benefit (Motinystes ismoka):** 100% of the insured's average monthly earnings in the year before the maternity leave began is paid for 126 days (may be extended for an additional 14 days for complicated child-births and multiple births).

The minimum maternity benefit is 15% of the national average monthly wage in the previous quarter.

The national average monthly wage is €876.40.

There is no maximum maternity benefit.

**Paternity benefit (Tevystes ismoka):** 100% of the beneficiary's average income during 12 consecutive calendar months before childbirth is paid for 28 days.

The minimum paternity benefit is 15% of the national average monthly wage in the previous quarter.

The maximum paternity benefit is two times the national average monthly wage in the previous quarter.

The national average monthly wage is €876.40.

**Child care benefit (Ismoka vaikui priziureti):** The parent may choose to receive the benefit for one or two years.

For one year, 100% of the insured's average earnings is paid until the child reaches age 1. For two years, 70% the insured's average earnings is paid until the child reaches age 1; thereafter, 40% is paid until the child reaches age 2.

The minimum monthly child care benefit is 15% of the national average monthly wage in the previous quarter.

The maximum monthly child care benefit is two times the national average monthly wage in the previous quarter.

The national average monthly wage is €876.40.

**Pregnancy grant (Vienkartine ismoka nesciai moteriai):** A lump sum of two times the monthly basic social benefit is paid 70 days before the expected date of childbirth.

The monthly basic social benefit is €38.

### **Workers' Medical Benefits**

Benefits include health care services and partial reimbursement of medicine. Emergency health care is provided for all residents.

### **Dependents' Medical Benefits**

Dependents are insured in their own right.

### **Administrative Organization**

Ministry of Social Security and Labor (<http://www.socmin.lt/>) supervises the program.

State Social Insurance Fund Board (<http://www.sodra.lt/>) administers the program, collects contributions, and pays benefits.

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### **Work Injury**

#### **Regulatory Framework**

**First law:** 1936 (accident insurance).

**Current law:** 1999 (work injury).

**Type of program:** Social insurance system.

#### **Coverage**

Public- and private-sector employees.

Exclusions: Self-employed persons.

## Source of Funds

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** 0.18% to 1.8% of earnings, based on four employment categories.

The minimum monthly earnings used to calculate contributions are the legal monthly minimum wage.

The legal monthly minimum wage is €400.

There are no maximum earnings used to calculate contributions.

**Government:** None.

## Qualifying Conditions

Must be assessed with a work injury or occupational disease. Accidents that occur while commuting to and from work are covered.

## Temporary Disability Benefits

100% of the insured's average monthly earnings is paid from the day the disability began until rehabilitation or certification of permanent disability.

The minimum temporary disability benefit is 15% of the national average monthly wage in the previous quarter.

The maximum temporary disability benefit is two times the national average monthly wage in the previous quarter.

The Disability and Capacity for Work Establishment Office assesses the loss of working capacity.

## Permanent Disability Benefits

**Permanent disability pension (Netekto darbingumo pensijos):** For an assessed loss of working capacity of at least 30%, 50% of the assessed loss in working capacity multiplied by the compensation coefficient and the national average monthly wage is paid.

The compensation coefficient is the ratio of the insured's average monthly covered earnings to the national average monthly wage in the year before the disability began. The coefficient must be at least 0.25 but not exceed three.

The national average monthly wage is €876.40.

The Disability and Capacity for Work Establishment Office assesses the loss of working capacity.

**Disability grant:** For an assessed loss of working capacity of 5% to 19%, a lump sum of 10% of the insured's average monthly earnings in the last 24 months is paid. With a loss of working capacity of 20% to 29%, a lump sum of 20% of the insured's average monthly earnings in the last 24 months is paid.

The minimum disability grant is 15% of the national average monthly wage in the previous quarter.

The maximum disability grant is two times the national average monthly wage in the previous quarter.

The national average monthly wage is €876.40.

The Disability and Capacity for Work Establishment Office assesses the loss of working capacity.

## Survivor Benefits

**Survivor pension (Nasliu pensija):** 100% of the permanent disability pension the deceased received or was entitled to receive is paid.

Eligible survivors include a widow(er) who has reached the normal retirement age or is disabled, children younger than age 18 (age 24 if a student), and other dependent persons.

Benefit adjustment: Benefits are adjusted annually.

**Survivor allowance:** A lump sum of 60 times the national average monthly wage is paid to the deceased's family.

The national average monthly wage is €876.40.

## Administrative Organization

Ministry of Social Security and Labor (<http://www.socmin.lt/>) supervises the program.

State Social Insurance Fund Board (<http://www.sodra.lt/>) administers the program, collects contributions, and pays benefits.

## Unemployment

### Regulatory Framework

**First law:** 1919.

**Current laws:** 1991 (social insurance), implemented in 2005; 2003 (unemployment), implemented in 2005; 2006 (employment support); and 2016 (social insurance).

**Type of program:** Social insurance system.

### Coverage

Certain public- and private-sector employees, certain public officials, and military personnel.

Exclusions: Self-employed persons.

### Source of Funds

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** 1.4% of payroll; 2.8% for fixed-term contracts.

The minimum monthly earnings used to calculate contributions are the legal monthly minimum wage.

The legal monthly minimum wage is €400.

There are no maximum earnings used to calculate contributions.

**Government:** Finances any deficit; contributes as an employer.

### Qualifying Conditions

**Unemployment benefit (Nedarbo ismoka):** Must be registered at the local labor exchange as unemployed and have at least 12 months of paid contributions in the last 30 months; no contribution requirement if the insured is involuntarily unemployed or has just completed compulsory basic military service or state defense service.

### Unemployment Benefits

**Unemployment benefit (Nedarbo ismoka):** The monthly benefit consists of a fixed amount and a variable amount. The fixed amount is 30% of the legal monthly minimum wage. The variable amount is 50% of the insured's average salary in the last two years for the first three months; 40% of the insured's average salary in the last two years from months four to six; 30% of the insured's average salary in the last two years from months seven to nine.

The legal monthly minimum wage is €400.

### Administrative Organization

Ministry of Social Security and Labor (<http://www.socmin.lt/>) supervises the program.

State Social Insurance Fund Board (<http://www.sodra.lt/>) collects contributions and pays benefits.

### Family Allowances

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#### Regulatory Framework

**First law:** 1990.

**Current laws:** 1994 (social income); 1994 (family allowances), implemented in 1995; 1994 (social assistance); and 2003 (social assistance), implemented in 2004.

**Type of program:** Universal and social assistance system.

Note: A long-term care allowance for children with disabilities is paid under Old-age, Disability, and Survivors.

#### Coverage

Permanent residents of Lithuania.

### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

### Qualifying Conditions

**Child benefit (Ismoka vaikui, social assistance, income tested):** Paid for children up to age 18 (age 21 if a student or in training).

Income test: Monthly income per family member must not exceed 1.5 times the monthly state supported income. There is no income limit for families with at least three dependent children.

The monthly state supported income is €122.

**Birth and adoption grant (Vienkartine ismoka vaikui, universal):** Paid to a family for each birth or adoption of a child.

### Family Allowance Benefits

**Child benefit (Ismoka vaikui, social assistance, income tested):** 0.75 times the monthly basic social benefit is paid for each eligible child younger than age 2; 0.40 times the monthly basic social benefit for each child aged 2 to 18 (age 21 if a student or in training).

The monthly basic social benefit is €38.

**Birth and adoption grant (Vienkartine ismoka vaikui, universal):** A lump sum of 11 times the monthly basic social benefit is paid.

The monthly basic social benefit is €38.

### Administrative Organization

Municipalities administer the program.

## Luxembourg

Exchange rate: US\$1.00 = 0.83 euro (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First laws:** 1911 (wage earners) and 1931 (salaried employees).

**Current laws:** 1987 (unified pension insurance), 1989 (pension scheme), 1998 (special schemes), 2000 (pension scheme), and 2012 (pension).

**Type of program:** Social insurance system.

#### Coverage

Economically active persons in the private sector, including self-employed persons, farmers and apprentices; and public-sector employees who entered the labor force after December 31, 1998.

Voluntary coverage is available.

Special systems for railway employees and public-sector employees who entered the labor force before January 1, 1999.

#### Source of Funds

**Insured person:** 8% of covered earnings.

The minimum monthly earnings used to calculate contributions are the legal monthly social minimum wage.

The legal monthly social minimum wage is €1,998.59.

The maximum monthly earnings used to calculate contributions are €9,992.93.

**Self-employed person:** 16% of covered income.

The minimum monthly earnings used to calculate contributions are the legal monthly social minimum wage.

The legal monthly social minimum wage is €1,998.59.

The maximum monthly earnings used to calculate contributions are €9,992.93.

**Employer:** 8% of covered payroll.

The minimum monthly earnings used to calculate contributions are the legal monthly social minimum wage.

The legal monthly social minimum wage is €1,998.59.

The maximum monthly earnings used to calculate contributions are €9,992.93.

**Government:** 8% of covered earnings; contributes as an employer for public-sector workers who entered the labor force after December 31, 1998.

The minimum monthly earnings used to calculate contributions are the legal monthly social minimum wage.

The legal monthly social minimum wage is €1,998.59.

The maximum monthly earnings used to calculate contributions are €9,992.93.

#### Qualifying Conditions

**Old-age pension:** Age 65 with at least 120 months of paid contributions (including voluntary contributions and contributions paid retroactively).

Contributions may be credited for periods of study or apprenticeship from age 18 to age 27, periods caring for a child younger than age 6 (age 18 if disabled) or for a recipient of long-term care or disability benefits (since 1990), and periods the insured received sickness, maternity, work injury (since 2011), or unemployment benefits, or the minimum income guarantee.

Contributions may be paid retroactively for periods of no or reduced work for family responsibilities if the insured is a resident of Luxembourg, younger than age 65 with at least 12 months of contributions, and is not entitled to any pension.

Employment may continue.

**Early pension (earnings tested):** Age 60 with at least 480 months of paid or credited contributions, including at least 120 months of paid contributions (including voluntary contributions and contributions paid retroactively); age 57 with at least 480 months of paid contributions (excluding voluntary contributions and contributions paid retroactively).

**Earnings test:** The early pension is subject to recovery if the insured's average monthly salary in the last year is at least one-third of the legal monthly social minimum.

The legal monthly social minimum wage is €1,998.59.

**Guaranteed minimum pension:** Paid with at least 20 years of paid or credited contributions.

**Old-age gratuity (allocation de fin d'année):** Paid to new pensioners.

The old-age pension is payable abroad.

**Old-age settlement:** Age 65 with less than 120 months of paid contributions.

**Disability pension:** Must be younger than age 65, have at least 12 months of coverage in the three years before the disability began, and be unable to work in his or her usual occupation or any other similar occupation. There is no minimum qualifying period for a disability that is the result of an accident (including work-related accidents) or an occupational disease.

Employment may continue if the insured's monthly earnings do not exceed one-third of the legal monthly social minimum wage.

The legal monthly social minimum wage is €1,998.59.

Guaranteed minimum pension: Paid with at least 20 years of paid or credited contributions.

The disability pension ceases at the normal retirement age and is replaced by the old-age pension.

Disability gratuity (allocation de fin d'année): Paid to new pensioners.

The disability pension is payable abroad.

**Survivor pension (earnings tested):** The deceased had at least 12 months of coverage in the three years before death or received an old-age or disability pension at the time of death. There is no minimum qualifying period if the death is due to an accident (including work-related accidents) or occupational disease.

Eligible survivors include a widow(er) or declared partner (also a divorced widow(er) or separated partner if not remarried before the deceased's death) if the date of marriage or legal declaration of partnership was at least one year before the date of the deceased's retirement or death and the deceased did not receive an old-age or disability pension at the time of marriage. These conditions are waived if the death resulted from an accident, the widow(er) or partner had children with the deceased, or the marriage or partnership lasted at least 10 years (at least one year if the age gap between the two spouses or partners was less than 15 years).

Other eligible survivors include children younger than age 18 (age 27 if a student or in vocational training) and, if there is no surviving spouse or partner, the deceased's dependent parent or close relative older than age 40 who lived with the deceased for at least five years before the deceased's death.

Guaranteed minimum pension: Paid with at least 20 years of paid or credited contributions.

Earnings test: The survivor pension is subject to recovery if the insured's average monthly salary in the last year is at least one-third of the legal monthly social minimum.

The legal monthly social minimum wage is €1,998.59.

The widow(er)'s pension ceases upon remarriage or entering into a civil partnership.

Remarriage settlement: Paid when the widow(er) or partner remarries or enters a civil partnership.

Survivor gratuity (allocation de fin d'année): Paid to new pensioners.

Survivor pensions are payable abroad.

### Old-Age Benefits

**Old-age pension:** The monthly pension consists of a flat-rate amount and an income-related supplement.

**Flat-rate amount (majorations forfaitaires):** €478.25 a month is paid with at least 40 years of coverage. The amount

is reduced by 1/40 for each year of coverage less than 40 years.

**Income-related supplement (majorations proportionelles):** 1.813% (gradually decreasing by 0.006% a year until reaching 1.6% by 2052) of the insured's adjusted lifetime total earnings plus 0.013% (gradually rising to 0.025% by 2052) of adjusted lifetime total earnings for each year the insured's age and years of coverage exceeds 93 years (gradually rising by one year every six years until reaching 100 by 2052) is paid.

Guaranteed minimum pension: The difference between the old-age pension and €1,780.45 is paid with at least 40 years of coverage. If the insured contributed for at least 20 years but less than 40 years, the guaranteed minimum pension is reduced by 1/40 for each year of coverage less than 40 years.

The maximum monthly old-age pension is €8,242.81.

Early pension (earnings tested): Calculated in the same way as the old-age pension.

Earnings test: If the insured's average monthly salary for the year is at least one-third of the legal monthly social minimum wage but less than the insured's average monthly salary in the best five years of earnings, the pension is reduced such that the sum of earnings and the pension does not exceed the average monthly salary in the best five years of earnings. No pension is paid if the insured's average monthly salary for the year exceeds the insured's average monthly salary over the best five years of earnings.

The legal monthly social minimum wage is €1,998.59.

Old-age gratuity (allocation de fin d'année): A lump sum of €760.56 is paid with at least 40 years of coverage. The amount is reduced by 1/40 for each year of coverage less than 40 years.

Benefit adjustment: Benefits are adjusted based on changes in the cost of living and periodically based on changes in wages.

**Old-age settlement:** A lump sum of the total employer and employee contributions, adjusted based on changes in the cost of living, is paid.

### Permanent Disability Benefits

**Disability pension:** The monthly pension consists of a flat-rate amount and an income-related supplement.

**Flat-rate amount (majorations forfaitaires):** €478.25 a month with at least 40 years of coverage. The amount is reduced by 1/40 for each year of coverage less than 40 years.

**Income-related supplement (majorations proportionelles):** 1.813% (gradually decreasing by 0.006% annually until reaching 1.6% by 2052) of the insured's adjusted lifetime total earnings. The income-related supplement is increased by 0.013% (gradually rising to 0.025% by 2052) for each year the insured's age and years of coverage exceeds



93 years (gradually rising by one year every six years until reaching 100 by 2052).

An additional flat-rate amount is paid based on the years of coverage the insured would have had by age 65 if he or she had not been assessed with a disability (majorations forfaitaires spéciales). If the disability began before age 55, an additional income-related supplement is paid based on the income the insured would have received by age 55 if he or she had not been assessed with a disability (majorations proportionnelles spéciales).

**Guaranteed minimum pension:** The difference between the disability pension and €1,780.45 is paid with at least 40 years of coverage. If the insured contributed for at least 20 years but less than 40 years, the guaranteed minimum pension is reduced by 1/40 for each year of coverage less than 40 years.

The maximum monthly disability pension is €8,242.81.

**Disability gratuity (allocation de fin d'année):** A lump sum of €760.56 is paid with at least 40 years of coverage. The amount is reduced by 1/40 for each year of coverage less than 40 years.

**Benefit adjustment:** Benefits are adjusted based on changes in the cost of living and periodically based on changes in wages.

## Survivor Benefits

### Survivor pension (earnings tested)

**Spouse's pension:** If the deceased was an old-age or disability pensioner, 100% of the pension's flat-rate amount (majorations forfaitaires) plus 75% of the income-related supplement (majorations proportionnelles) is paid.

If the deceased was actively insured, the spouse's pension is based on the old-age or disability pension the insured was entitled to receive: 100% of the flat-rate amounts of the pension (majorations forfaitaires and majorations forfaitaires spéciales) plus 75% of the income-related supplements (majorations proportionnelles and majorations proportionnelles spéciales) is paid.

The spouse's pension for an eligible divorced spouse or separated partner is calculated based on the years of contributions accrued during the marriage or partnership.

**Earnings test:** The spouse's pension is reduced if the total income including other pension income exceeds a given amount.

**Guaranteed minimum pension:** The difference between the spouse's pension and €1,780.45 is paid with at least 40 years of coverage. If the insured contributed for at least 20 years but less than 40 years, the guaranteed minimum pension is reduced by 1/40 for each year of coverage less than 40 years.

**Remarriage settlement:** A lump sum of 60 times the monthly spouse's pension is paid if the widow(er) was younger than age 50 at the time of remarriage or civil

partnership; 36 times the monthly spouse's pension if older than age 50.

**Survivor gratuity (allocation de fin d'année):** A lump sum of €760.56 is paid with at least 40 years of coverage. The amount is reduced by 1/40 for each year of coverage less than 40 years. If there is more than one widower(er), the gratuity is split equally.

**Orphan's pension:** If the deceased was an old-age or disability pensioner, 33% of the flat-rate component of the old-age pension (majorations forfaitaires) and the survivor gratuity (allocation de fin d'année) plus 25% of the income-related supplement (majorations proportionnelles) is paid.

If the deceased was actively insured, the orphan's pension is based on the old-age or disability pension the insured was entitled to receive: 33% of the flat-rate components of the pension (majorations forfaitaires and majorations forfaitaires spéciales) and the survivor gratuity (allocation de fin d'année) plus 25% of the income-related supplements (majorations proportionnelles and majorations proportionnelles spéciales) is paid.

Full orphans receive a double pension.

**Guaranteed minimum pension:** The difference between the orphan's pension and €484.97 is paid with at least 40 years of coverage. If the insured contributed for at least 20 years but less than 40 years, the guaranteed minimum pension is reduced by 1/40 for each year of coverage less than 40 years.

**Earnings test:** The orphan's pension is reduced if the total income (including other pension income) exceeds a certain amount.

The maximum combined survivor benefit is 100% of the deceased's old-age or disability pension.

**Benefit adjustment:** Benefits are adjusted based on changes in the cost of living and periodically based on changes in wages.

## Administrative Organization

Ministry of Social Security (<http://www.mss.public.lu/>) provides general supervision.

National Pension Insurance Fund (<http://www.cnap.lu/>) administers the private-sector program.

Public Employees Administration (<https://ape.gouvernement.lu/>) administers the program for civil servants.

## Sickness and Maternity

### Regulatory Framework

**First law:** 1901.

**Current laws:** 1992 (sickness insurance and health sector), 2008 (single fund), and 2010 (health care system).

**Type of program:** Social insurance and employer-liability system.

Note: A 2017 amendment to the labor code (2006) requires employers to pay fathers 100% of daily earnings for up to 10 days in the two months following the birth (paternity leave).

### Coverage

**Social insurance:** Public- and private-sector employees, social security beneficiaries, and self-employed persons, including artists and agricultural workers.

Voluntary coverage is available (health care and maternity benefits only).

**Employer liability:** Employed persons.

Exclusions: Self-employed persons.

### Source of Funds

#### Insured person

**Social insurance (cash benefits):** 0.25% of monthly covered earnings.

The minimum monthly earnings used to calculate contributions are the legal monthly social minimum wage.

The legal monthly social minimum wage is €1,998.59.

The maximum monthly earnings used to calculate contributions are €9,992.93.

**Social insurance (medical benefits):** 2.8% of monthly covered earnings; pensioners contribute 2.8% of the pension.

The minimum monthly earnings used to calculate contributions are the legal monthly social minimum wage.

The legal monthly social minimum wage is €1,998.59.

The maximum monthly earnings used to calculate contributions are €9,992.93.

**Social insurance (attendance benefits):** 1.4% of gross monthly income.

There are no maximum earnings used to calculate contributions.

**Employer liability:** None.

#### Self-employed person

**Social insurance (cash benefits):** 0.5% of monthly covered income (the earnings base is fixed for agricultural workers).

The minimum monthly earnings used to calculate contributions are the legal monthly social minimum wage.

The legal monthly social minimum wage is €1,998.59.

The maximum monthly earnings used to calculate contributions are €9,992.93.

**Social insurance (medical benefits):** 5.6% of monthly covered income.

The minimum monthly earnings used to calculate contributions are the legal monthly social minimum wage.

The legal monthly social minimum wage is €1,998.59.

The maximum monthly earnings used to calculate contributions are €9,992.93.

**Social insurance (attendance benefits):** 1.4% of gross monthly income.

There are no maximum earnings used to calculate contributions.

**Employer liability:** Not applicable.

#### Employer

**Social insurance (cash benefits):** 0.25% of monthly covered payroll.

The minimum monthly earnings used to calculate contributions are the legal monthly social minimum wage.

The legal monthly social minimum wage is €1,998.59.

The maximum monthly earnings used to calculate contributions are €9,992.93.

**Social insurance (medical benefits):** 2.8% of monthly covered payroll.

The minimum monthly earnings used to calculate contributions are the legal monthly social minimum wage.

The legal monthly social minimum wage is €1,998.59.

The maximum monthly earnings used to calculate contributions are €9,992.93.

**Social insurance (attendance benefits):** None.

**Employer liability:** The total cost for the first two days.

#### Government

**Social insurance (cash benefits):** Provides a subsidy of 740% of contributions.

**Social insurance (medical benefits):** Provides a subsidy of 40% of contributions.

**Social insurance (attendance benefits):** Provides a subsidy of 40% of the cost of long-term care.

**Employer liability:** The total cost from the 3rd day; contributes as an employer.

### Qualifying Conditions

#### Cash sickness, medical, and attendance benefits

**(social insurance):** Must be a member of a sickness fund. For attendance benefits, the insured must require the constant attendance of others to perform daily functions.

#### Cash maternity benefit and adoption leave (social insurance)

**(social insurance):** Must be a member of a fund for at least six months in the year before the year of the expected date of childbirth or adoption leave. An adopted child must be younger than age 12.

**Cash paternity benefit (employer liability):** Paid for the birth of a child or the adoption of a child younger than age 16.

**Parental leave allowance (congé parental, universal):** See Family Allowances.

**Prenatal, birth, and postnatal allowance (allocation de naissance, universal):** See Family Allowances.

### **Sickness and Maternity Benefits**

**Sickness benefit (social insurance):** 100% of the insured's average daily covered earnings is paid after a 77-day waiting period (no waiting period for self-employed persons) until full recovery or certification of permanent incapacity for work or for up to a total of 52 weeks within a 104-week period, whichever is less (the employer pays 100% of the insured's salary for the first 77 days).

Average daily covered earnings are based on the insured's earnings in the last three calendar months before the sick leave began.

The minimum monthly sickness benefit is the legal social minimum wage.

The maximum monthly sickness benefit is five times the legal monthly social minimum wage.

The legal monthly social minimum wage is €1,998.59.

**Attendance benefits (social insurance):** €71.51 an hour is paid for care provided at home by a professional, €67.30 an hour for care provided in a mobile health center, from €12.50 to €262.50 a week depending on the amount of hours per week for care provided at home by a relative or friend, and from €54.03 to €59.88 an hour for care provided in an institution.

**Maternity benefit (social insurance):** 100% of the insured's average daily covered earnings is paid for eight weeks before and eight weeks after the expected date of childbirth (12 weeks after childbirth for a premature birth, multiple births, or if the mother is breastfeeding her child).

Average daily covered earnings are based on the insured's earnings in the last three calendar months before the start of maternity leave.

The minimum monthly maternity benefit is the legal monthly social minimum wage.

The maximum monthly maternity benefit is five times the legal monthly social minimum wage.

The legal monthly social minimum wage is €1,998.59.

**Paternity benefit (employer liability):** 100% of the employee's daily earnings is paid for up to 10 days in the two months after the birth.

**Adoption leave (social insurance):** 100% of the insured's average daily covered earnings is paid for 12 weeks.

Average daily covered earnings are based on the insured's earnings in the last three calendar months before the start of maternity leave.

The minimum monthly adoption leave is the legal monthly social minimum wage.

The maximum monthly adoption leave is five times the legal monthly social minimum wage.

The legal monthly social minimum wage is €1,998.59.

**Parental leave allowance (congé parental, universal):** See Family Allowances.

**Prenatal, birth, and postnatal allowance (allocation de naissance, universal):** See Family Allowances.

### **Workers' Medical Benefits**

Doctors and hospitals provide services under collective agreements based on an established schedule of fees. (The insured may choose the service provider.) Medical benefits include general and specialist care, hospitalization, laboratory services, maternity care, dental care, appliances, medicine, transportation, and rehabilitation services.

Cost sharing: In general, insurance reimburses most of the cost of medical benefits. The insured pays 20% for a doctor's visit, 12% for other outpatient services, 12% for dental care fees that exceed €60 a year, €21.45 a day for hospitalization for up to 30 days, and either 20% or 60% of the cost of medicines (waived for certain products used to treat serious and chronic diseases). Fees for medical and dental care are waived for patients with limited income.

The maximum annual medical costs paid by the insured is 2.5% of annual insurable income in the previous year (or the minimum income level, whichever is less).

### **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

Eligible dependents include a spouse or declared partner, children younger than age 30 who are recognized as dependent by the tax authorities, and, if there is no spouse or partner, a dependent parent or close relative that manages the insured's household.

### **Administrative Organization**

Ministry of Social Security (<http://www.mss.public.lu/>) provides general supervision.

National Health Fund (<https://cns.public.lu/>), with the insurance funds, administers benefits.

## **Work Injury**

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### **Regulatory Framework**

**First law:** 1902.

**Current law:** 2010 (social security).

**Type of program:** Social insurance system.

### **Coverage**

Employed persons, self-employed persons, household workers, maritime workers, civil servants, apprentices, students, and military personnel.

### **Source of Funds**

**Insured person:** None.

**Self-employed person:** 0.90% of covered income.

The minimum monthly earnings used to calculate contributions are the legal monthly social minimum wage.

The legal monthly social minimum wage is €1,998.59.

The maximum monthly earnings used to calculate contributions are €9,992.93.

**Employer:** 0.90% of covered payroll.

The minimum monthly earnings used to calculate contributions are the legal monthly social minimum wage.

The legal monthly social minimum wage is €1,998.59.

The maximum monthly earnings used to calculate contributions are €9,992.93.

**Government:** No information; contributes an employer.

### **Qualifying Conditions**

Must be assessed with a work injury or occupational disease. Accidents that occur while commuting to and from work are covered.

### **Temporary Disability Benefits**

See sickness benefit under Sickness and Maternity.

### **Permanent Disability Benefits**

**Permanent disability pension:** If assessed as totally disabled and incapable of any work, 100% of the insured's average monthly covered earnings in the 12 months before the disability began is paid up to age 65.

The minimum monthly disability pension is the legal monthly social minimum wage.

The maximum monthly disability pension is five times the legal monthly social minimum wage.

The legal monthly social minimum wage is €1,998.59.

**Partial disability:** A lump sum is paid for an assessed degree of disability of less than 20%.

An insured person assessed by the Medical Control Service (contrôle médical de la sécurité sociale) with at least a 10% disability who returns to work receives a partial pension up to age 65. The benefit is the difference (at least 10%) between the insured's current earnings and the insured's earnings in the 12 months before the disability began.

If work incapacity is less than 10%, the insured only receives compensation for physiological harm, physical pain, or disfigurement.

### **Workers' Medical Benefits**

All necessary care, including medical treatment and surgery, hospitalization, medicine, appliances, and rehabilitation.

### **Survivor Benefits**

**Survivor pension:** See Old Age, Disability, and Survivors. The insured is credited with the pension that would have been accumulated at the normal retirement age.

**Survivor grant (indemnité pour dommage moral forfaitaire):** A lump-sum of €3,649 is paid for a spouse or declared partner and each child younger than age 18 (age 27 if a student or in vocational training); €2,189 for each of the deceased's surviving parents; €1,459 for other persons who lived with the deceased for at least three years before the date of death.

The maximum combined survivor pension is 100% of the old-age pension the deceased received or was entitled to receive.

**Funeral grant:** A lump sum of €1,032.90 is paid.

### **Administrative Organization**

Ministry of Social Security (<http://www.mss.public.lu/>) provides general supervision.

Accident Insurance Association (<https://www.aaa.lu/>) administers the program for workers in industry, agriculture, and forestry.

## **Unemployment**

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### **Regulatory Framework**

**First law:** 1921.

**Current law:** 2006 (labor code).

**Type of program:** Social insurance system.

## Coverage

Employed persons, certain self-employed persons, recent school graduates, and persons aged 16 to 28 who have completed vocational training.

## Source of Funds

**Insured person:** Paid as a special solidarity tax.

**Self-employed person:** Paid as a special solidarity tax.

**Employer:** None.

**Government:** Central government pays an amount set annually by the budget law and the proceeds from an earmarked tax on certain products. Local governments contribute 4% of revenues.

## Qualifying Conditions

Must have at least 26 weeks of work in the last 12 months; self-employed must have at least six months of work and at least two years of paid contributions (excluding voluntary contributions and contributions paid retroactively); recent graduates depending on their age, after a 26-week waiting period of registered unemployment. Must register at the employment office, and be capable of and willing to work. Must not receive an old-age, disability, or work injury pension. Unemployment must not be due to voluntary leaving or the refusal of a suitable job offer.

Periods during which the insured received sickness and maternity benefits or took parental leave, are taken into account for the calculation of the work period.

## Unemployment Benefits

80% of the insured's average earnings in the three months before unemployment (85% with a dependent child; 90% if participating in training programs), up to 2.5 times the legal monthly social minimum wage, is paid.

The legal monthly social minimum wage is €1,998.59.

The maximum unemployment benefit is 2.5 times the legal monthly social minimum wage (2 times the legal social minimum wage after nine months of unemployment). The maximum benefit is reduced to twice the legal monthly social minimum wage after 182 days; 1.5 times the legal monthly social minimum wage after 365 days.

Young unemployed persons receive 70% of the legal monthly social minimum wage (40% is paid if aged 16-17) after a waiting period of 36 weeks (26 weeks if a student).

Benefits are paid for up to 365 days in a 24-month period; may be extended for six, nine, or 12 months for older unemployed persons; additional extensions are available for hard-to-place unemployed persons.

**Benefit adjustment:** Benefits are adjusted based on changes in the cost of living.

## Administrative Organization

Ministry of Labor, Employment, and the Social and Solidarity Economy (<https://mteess.gouvernement.lu/>) provides general supervision.

Employment Agency (<http://www.adem.public.lu/>), through its local offices, administers the program and pays benefits.

## Family Allowances

### Regulatory Framework

**First laws:** 1947 (employed persons) and 1959 (self-employed persons).

**Current laws:** 1977 (birth allowance), 1985 (family allowance), 1986 (beginning of school year allowance), 1988 (education allowance), 1999 (parental leave and minimum income), and 2008 (social security).

**Type of program:** Universal and social assistance system.

### Coverage

Residents of Luxembourg.

### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

### Qualifying Conditions

**Family allowance (allocation pour l'avenir des enfants, universal):** Paid for children younger than age 18 (age 25 if a student in general or technical secondary education or disabled).

Supplementary allowance (allocation spéciale supplémentaire): Paid for children with serious disabilities.

**Beginning of school year allowance (allocation de rentrée scolaire, universal):** Paid to families with one or more children aged 6 to 18 (age 25 if a student in general or technical secondary education or disabled) who qualify for the family allowance.

**Prenatal, birth, and postnatal allowance (allocation de naissance, universal):** Paid if a mother and child undergo prescribed medical examinations.

**Parental leave allowance (congé parental, universal):** Paid to a parent receiving the family allowance for a child younger than age 6. Must have been working in Luxembourg at the time of the child's birth. The parent must allocate more than half of his or her normal working time to raising the child, must have been employed by the same employer (or insured, for a self-employed person) in the

12 months immediately before the parental leave began, and must be covered by health insurance.

**Minimum income guarantee (social assistance, income tested):** Must be aged 25 or older.

Earnings test: Monthly household earnings must not exceed €1,401.18 for one adult (€2101.8 for a couple) plus €127.37 for each eligible child.

**Special allowance (allocation de la vie chère, social assistance, income tested):** Paid to needy households (to compensate for subsistence costs).

Income test: Annual household earnings must not exceed €24,026.89 for one adult (€36,040.33 for a couple) plus €7,208.07 for each additional family member.

### **Family Allowance Benefits**

**Family allowance (allocation pour l'avenir des enfants, universal):** €265.00 a month is paid for each child eligible on or after August 1, 2016 (due to birth date, parent's employment status, or place of residence).

For children eligible before August 1, 2016, €265.00 a month is paid for one child, €594.48 for two, €1,033.38 for three, €1,472.08 for four, or €1,910.80 for five. An additional €20.00 a month is paid for each child aged 6 to 11 and €50.00 for each child aged 12 or older.

Supplementary allowance (allocation spéciale supplémentaire): €200.00 a month is paid.

**Beginning of school year allowance (allocation de rentrée scolaire, universal):** A lump sum of €115.00 is paid for each eligible child aged 6 to 11; €235.00 if aged 12 or older.

**Prenatal, birth, and postnatal allowance (allocation de naissance, universal):** Three installments of €580.03 are paid.

**Parental leave allowance (congé parental, universal):** Parents have a choice of benefit amounts that vary depending on their previous employment status and working time. Full-time (at least 40 hours a week) workers may choose from: 100% of average earnings in the 12 months before the parental leave begins for up to six months; 50% for up to 12 months; 100% for up to four months within a 20-month period; or 100% for one day a week for up to 20 months.

Half-time (at least 20 hours a week) workers may choose from: 100% of average earnings in the 12 months before the parental leave begins for up to six months; or 50% for up to 12 months. For other workers and apprentices, 100% of average earnings in the 12 months before parental leave begins is paid for up to six months.

The minimum monthly parental leave paid to full-time workers is the legal monthly social minimum wage.

The legal monthly social minimum wage is €1,998.59.

The maximum monthly parental leave paid to full-time workers is 5/3 of the legal monthly social minimum wage.

The minimums and maximums are reduced for part-time workers.

**Minimum income guarantee (social assistance, income tested):** The monthly minimum income guarantee level or the difference between 130% of the monthly minimum income guarantee level and the gross monthly household income, whichever is less, is paid.

The monthly minimum income guarantee level is €1,401.18 for one adult (€2,101.80 for a couple) plus €127.37 for each eligible child.

Rental assistance: 10% of the minimum income benefit or €123.94, whichever is less, is paid.

**Special allowance (allocation de la vie chère, social assistance, income tested):** €1,320 a year is paid to an adult plus €330 a year for each additional family member, up to €2,640.

Benefit adjustment: All allowances are adjusted based on changes in the cost of living.

### **Administrative Organization**

Ministry of Family, Integration, and Greater Region (<https://www.mfamigr.public.lu/>) provides general supervision.

Children's Future Fund (<https://cae.public.lu/>) administers the allowances.

## Malta

Exchange rate: US\$1.00 = 0.83 euro (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First laws:** 1956 (old age and survivors), 1956 (social assistance), 1965 (disability), and 1979 (earnings-related pension).

**Current law:** 1987 (social security).

**Type of program:** Universal, social insurance, and social assistance system.

#### Coverage

**Social insurance:** Employed and self-employed persons, including students in certain work-study programs.

Voluntary coverage for unmarried persons not gainfully employed.

Exclusions: Full-time students.

**Universal and social assistance:** Resident citizens of Malta and their spouses, residents of Malta covered by the European Social Charter, and resident citizens of the European Union and certain other countries.

Exclusions: Married persons not gainfully employed.

#### Source of Funds

##### Insured person

*Universal and social assistance:* None.

*Social insurance:* 10% of gross weekly covered basic earnings; €6.62 a week if younger than age 18 with earnings up to the legal weekly minimum wage.

The legal weekly minimum wage is €172.51.

The minimum weekly contribution if aged 18 or older is €17.25.

The maximum weekly contribution is €34.94 for persons born before January 1, 1962, and €45.58 for persons born on or after January 1, 1962.

The maximum annual earnings used to calculate contributions are €18,167 for persons born before January 1, 1962; €23,701 for persons born on or after January 1, 1962.

The insured person's contributions also finance cash sickness, work injury, and unemployment benefits.

##### Self-employed person

*Universal and social assistance:* None.

*Social insurance:* From €29.41 to €68.37 a week, depending on net income from self-employment. Different rates apply for farmers and persons who receive income from rents, investments, or other income.

The maximum annual net income used to calculate contributions is €18,167 for persons born before January 1, 1962; €23,701 for persons born on or after January 1, 1962.

The self-employed person's contributions also finance cash sickness and work injury benefits.

##### Employer

*Universal and social assistance:* None.

*Social insurance:* 10% of gross weekly covered basic payroll; €6.62 a week for employees younger than age 18 with earnings up to the legal weekly minimum wage.

The legal weekly minimum wage is €172.51.

The minimum weekly contribution for each employee aged 18 or older is €17.25.

The maximum weekly contribution is €45.58 for each employee born on or after January 1, 1962; €34.94 for each employee born before January 1, 1962.

The employer's contributions also finance cash sickness, work injury, and unemployment benefits.

##### Government

*Universal and social assistance:* The total cost.

*Social insurance:* 50% of the value of total contributions; contributes as an employer.

The government's contributions also finance cash sickness, work injury, and unemployment benefits.

#### Qualifying Conditions

##### Earnings-related old-age pension (social insurance):

Age 61 (men) or age 60 (women) if born before 1952; age 62 if born from 1952 to 1955; age 63 if born from 1956 to 1958; age 64 if born from 1959 to 1961; age 65 if born in 1962 or later. Paid to workers who were first insured on or after January 16, 1979.

Must have at least 156 weeks of paid contributions, including an annual average of at least 50 weeks of paid or credited contributions for 35 years if born in 1961 or earlier; 40 years if born from 1962 to 1968; or 41 years if born in 1969 or later. Must have been gainfully employed for the 10 years immediately before retirement. If the insured is entitled to receive the earnings-related or flat-rate old-age pension, the old-age pension of the highest amount is paid.

Partial pension: Meets the age requirement for the earnings-related old-age pension and has at least 156 weeks of paid contributions, but has an annual average of at least 15 but less than 50 weeks of paid or credited contributions.

Child-raising credits: For an insured parent (including adoptive parents) born from 1952 to 1961, two years of contributions are credited for each child raised up to age 6 for up to three children; from the fourth child onwards, one year of contributions is credited on the condition that the parent returns to work for at least one year; four years of contributions are credited for each child with disabilities raised up to age 10.

For an insured parent (including adoptive parents) born in 1962 or later, four years of contributions are credited for each child raised up to age 6 for up to three children; from the fourth child onwards, two years of contributions are credited on the condition that the parent returns to work for at least two years; four years of contributions are credited for each child with disabilities raised up to age 10.

The parents must have legal custody. The credited periods can be shared between the parents.

Study credits: Credited to persons having a gap in their contributions due to time off from work to pursue studies. For an insured person born from 1952 to 1961, one to six months of contributions are credited, depending on the level of studies. For an insured person born in 1962 or later, one to 12 months of contributions are credited, depending on the level of studies.

Contributions may also be credited for periods of sickness, unemployment, widowhood, and disability.

Early pension: Age 61, regardless of date of birth. Must have at least 1,820 weeks (35 years) of paid or credited contributions if born from 1952 to 1961; 2,080 weeks (40 years) since age 18 if born from 1962 to 1968; or 2,132 weeks (41 years) since age 18 if born in 1969 or later.

Employment must cease.

Deferred pension: The pension may be deferred until age 65.

The earnings-related old-age pension is payable abroad.

**Flat-rate old-age pension (social insurance):** Age 61 (men) or age 60 (women) if born before 1952; age 62 if born from 1952 to 1955; age 63 if born from 1956 to 1958; age 64 if born from 1959 to 1961; age 65 if born in 1962 or later. Paid to persons who were insured before 1979, receive an employer-provided pension or savings account (“service pension”), and have a low pensionable income. If the insured is entitled to receive the earnings-related or flat-rate old-age pension, the old-age pension of the highest amount is paid.

Child-raising credits: For an insured parent (including adoptive parents) born from 1952 to 1961, two years of contributions are credited for each child raised up to age 6 for up to three children; from the fourth child onwards, one

year of contributions is credited on the condition that the parent returns to work for at least one year; four years of contributions are credited for each child with disabilities raised up to age 10.

For an insured parent (including adoptive parents) born in 1962 or later, four years of contributions are credited for each child raised up to age 6 for up to three children; from the fourth child onwards, two years of contributions are credited on the condition that the parent returns to work for at least two years; four years of contributions are credited for each child with disabilities raised up to age 10.

The parents must have legal custody. The credited periods can be shared between the parents.

Contributions may also be credited for periods of sickness, unemployment, widowhood, and disability.

Early pension: Age 61, regardless of date of birth. Must have at least 1,820 weeks (35 years) of paid or credited contributions since age 18 (age 19 if born before May 5, 1958) if born from 1952 to 1961; 2,080 weeks (40 years) of paid or credited contributions since age 18 if born from 1962 to 1968; 2,132 weeks (41 years) of paid or credited contributions if after 1968.

Deferred pension: The pension may be deferred until age 65.

The flat-rate old-age pension is payable abroad.

**Contributory retirement grant for non-pensioners (social insurance):** Age 62 to 74 with at least 50 weeks of contributions but less than the minimum contributions required for an earnings-related or flat-rate old-age pension.

**Supplementary allowance (social assistance, means tested):** Paid to a head of a household whose annual household income is less than €9,103 (single persons) or €13,091 (couples).

**Noncontributory age pension (social assistance, means tested):** Paid if the insured person’s global income and assets do not exceed the minimum thresholds defined by a schedule in law.

Means test: Assets must not exceed €14,000 (single persons) or €23,300 (married couples).

The noncontributory age pension is not payable abroad.

**Senior citizen grant (universal):** Age 75 and resides alone or with relatives, in Malta or Gozo.

**Earnings-related disability pension (social insurance):** Must be aged 16 or older but younger than retirement age, assessed with a total and permanent incapacity for full-time or part-time work (at least a 90% loss of work capacity), have at least 250 weeks of paid or credited contributions, including an annual average of at least 50 weeks of paid or credited contributions; and have been gainfully employed continuously in the 12 months before the date of the claim.

Contributions may be credited for periods of sickness, unemployment, widowhood, and disability.



Partial disability: Must be aged 16 or older but younger than the normal retirement age, assessed with a 20% to 89% loss of work capacity, and have at least 250 weeks of paid or credited contributions, including an annual average of at least 50 weeks of paid or credited contributions.

Partial pension: Must have an annual average of at least 20 weeks of contributions.

The disability pension is payable abroad.

**Noncontributory disability allowances (social assistance):** Must be aged 16 or older but younger than the normal retirement age. If the insured is entitled to receive the earnings-related or flat-rate disability pension, the disability pension of the highest amount is paid.

*Total disability (means-tested):* Must be assessed with a permanent total disability as follows: paralysis, severe mal-function, or a total disease, whether through amputation or otherwise of one of the limbs.

*Severe disability (means-tested):* Must be assessed as suffering from a severe mental disability, certain other severe disabilities, or cerebral palsy.

*Increased severe disability (not means-tested):* Must be assessed as suffering from a severe mental disability, certain other severe disabilities, or cerebral palsy, and must be highly dependent on assistance from others for daily living.

**Noncontributory blind pension (social assistance, means tested):** Paid for visually impaired persons aged 14 or older.

**Noncontributory carer's allowance (social assistance, means tested):** Paid to a single person or a widow(er) younger than normal retirement age who cares full-time for a disabled parent or parent-in-law, grandparent, brother or brother-in-law, sister or sister-in-law, uncle, or aunt who lives in the same household. If the insured is entitled to receive the noncontributory carer's allowance and the noncontributory increased carer's allowance, the carer's allowance of the highest amount is paid.

Means test: Assets must not exceed €14,000.

**Noncontributory increased carer's allowance (universal):** Paid to any person younger than the normal retirement age who cares full-time for a disabled spouse, parent or parent-in-law, grandparent, brother or brother-in-law, sister or sister-in-law, uncle, or aunt who lives in the same household. If the insured is entitled to receive the noncontributory carer's allowance and the noncontributory increased carer's allowance, the carer's allowance of the highest amount is paid.

The noncontributory increased carer's allowance is not payable abroad.

**Earnings-related spouse's pension (social insurance):** Paid to a widow(er) whose deceased spouse was of retirement age or had at least 156 weeks of paid contributions at the time of death, including an annual average of at least

50 weeks of paid or credited contributions since age 19. The deceased must have had at least one week of contributions if the insured's death was the result of a work injury or an occupational disease. If the insured is entitled to receive the flat-rate spouse's pension, the spouse's pension of the highest amount is paid.

Partial pension: The deceased had at least 156 weeks of paid contributions at the time of death, including an annual average of at least 15 weeks of contributions.

The earnings-related spouse's pension ceases upon remarriage and is replaced by a flat-rate spouse's pension, which is paid based on the deceased's average annual contribution rate.

Spouse's supplement: Paid to a widow(er) with a child younger than age 18 (age 16 if the widow(er) is gainfully employed).

The earnings-related spouse's pension is payable abroad.

**Flat-rate spouse's pension (social insurance):** Paid to a widow(er) whose deceased spouse was of retirement age or had at least 156 weeks of paid contributions at the time of death, including an annual average of at least 50 weeks of paid or credited contributions since age 19. The deceased must have had at least one week of contributions if the insured's death was the result of a work injury or an occupational disease. If the insured is entitled to receive the earnings-related spouse's pension, the spouse's pension with the highest rate of benefit is paid.

Partial pension: The deceased had an annual average of at least 20 weeks of paid or credited contributions.

Spouse's supplement: Paid to a widow(er) with a child younger than age 18 (age 16 and entitled to the child allowance if the widow(er) is gainfully employed; see Family Allowances).

The flat-rate spouse's pension is payable abroad.

**Orphan's pension (social insurance):** Paid for full orphans younger than age 16 (age 22 if not gainfully employed). One parent must have been insured with at least one week of contributions at the time of death.

The orphan's pension is payable abroad.

## Old-Age Benefits

**Earnings-related old-age pension (social insurance):** Up to 66.7% of the insured's average annual earnings in the best three consecutive years in the 10 years before retirement (11 years for persons born from 1952 to 1955; 12 years for persons born from 1956 to 1958; 13 years for persons born from 1959 to 1961; or the average of the highest basic salaries earned in any ten years during the 40 years before retirement for persons born from 1962 to 1968; or the average of the highest basic salaries earned in any 10 years during the 41 years before retirement for persons born in 1969 or after) is paid to employed persons.

For self-employed persons, up to 66.7% of the insured's average annual declared net income in the 10 calendar years before retirement (11 years for persons born from 1952 to 1955; 12 years for persons born from 1956 to 1958; 13 years for persons born from 1959 to 1961; 10 years for persons born in 1962 or after) is paid.

Partial pension: A percentage of the full pension is paid, depending on the insured's annual average of weekly contributions.

Early pension: Calculated in the same way as the earnings-related old-age pension. The benefit is not reduced.

Deferred pension: Calculated in the same way as the earnings-related old-age pension. The benefit is not increased.

The maximum weekly earnings-related old-age pension is €234.65.

**Flat-rate old-age pension (social insurance):** €101.04 to €150.40 a week is paid, depending on the insured's marital status and the annual average of weekly contributions.

Early pension: Calculated in the same way as the flat-rate old-age pension. The benefit is not reduced.

Deferred pension: Calculated in the same way as the flat-rate old-age pension. The benefit is not increased.

**Contributory retirement grant for non-pensioners (social insurance):** €150 a year is paid until age 75 with 50 to 259 weeks of paid contributions; €250 a year with at least 260 weeks of paid contributions.

**Supplementary allowance (social assistance, means tested):** €2.43 a week is paid to a single person in employment living with his or her parents; up to €7.00 a week to a single person in employment living alone; up to €4.57 a week to a single person who is unemployed or a pensioner. Up to €12.54 a week is paid to a married couple with a combined annual income up to €11,272; up to €2,685.4 a week to a married couple with a combined annual income from €11,272 to €13,091.

**Noncontributory age pension (social assistance, means tested):** €110.46 a week is paid to a single person, and €143.23 a week is paid to a married couple. When only one member of a couple qualifies, €96.85 a week is paid.

Benefit adjustment: Benefits are adjusted based on increases in the cost of living allowance set annually by the government.

**Senior citizen grant (universal):** A lump sum of €300 a year is paid; for the first year the amount is pro-rated from the 75th birthday until the end of the year.

### **Permanent Disability Benefits**

**Earnings-related disability pension (social insurance):** The flat-rate weekly pension varies depending on whether an employer-provided pension or savings account ("service pension") is paid and whether the insured is married and has a dependent spouse.

The minimum weekly disability pension is €100.61 (if single) or €106.54 (if married).

The maximum weekly disability pension is €106.54 (if single) or €144 (if married).

Partial disability: €16.00 to €71.19 a week is paid, depending on the degree of disability.

Partial pension: A percentage of the full or partial disability pension is paid, depending on the annual average of weekly contributions.

Noncontributory disability allowances (social assistance)

*Total disability (means-tested):* €77.77 a week is paid.

**Severe disability (means-tested):** €103.30 a week is paid.

**Increased severe disability (not means-tested):** €140 a week is paid.

**Noncontributory blind pension (social assistance, means tested):** €103.30 a week is paid.

**Noncontributory carer's allowance (social assistance, means tested):** €91.17 a week is paid.

**Noncontributory increased carer's allowance (universal):** €141.75 a week is paid.

Benefit adjustment: Benefits are adjusted based on increases in the cost of living allowance set annually by the government.

### **Survivor Benefits**

**Earnings-related spouse's pension (social insurance):** Up to 55.6% of the deceased's average annual earnings in the best three consecutive years in the 11 years before the spouse's death or retirement is paid; 55.6% of average annual earnings in the best 10 consecutive years in the 11 years before the spouse's death or retirement if the insured was self-employed.

Since 2016, a widow(er) entitled to an old-age pension can receive up to 66.7% of the spouse's pension as compensation for forfeiting the old-age pension.

Partial pension: A percentage of the full pension is paid, depending on the deceased's annual average of weekly contributions.

Spouse's supplement: €4.54 a week is paid for each eligible child if the widow(er) is gainfully employed; €9.32 a week for each eligible child if the widow(er) is not gainfully employed.

**Flat-rate spouse's pension (social insurance):** €134.64 a week is paid.

Partial pension: €101.04 a week is paid with an annual average of 20 to 29 weeks of contributions; €113.64 a week is paid with an annual average of 30 to 39 weeks of contributions; €126.24 a week is paid with an annual average of 40 to 49 weeks of contributions.

Spouse's supplement: €4.54 a week is paid for each eligible child if the widow(er) is gainfully employed; €9.32 a week for each eligible child if the widow(er) is not gainfully employed.

**Orphan's pension (social insurance):** €60.94 a week is paid for each orphan younger than age 16; €103.28 for each orphan aged 16 to 21 who is not gainfully employed. If the orphan is gainfully employed but gross earnings are less than the legal weekly minimum wage, the allowance is reduced so that the allowance and gross earnings combined equal the legal weekly minimum wage.

The legal weekly minimum wage is €172.51.

**Benefit adjustment:** Benefits are adjusted based on increases in prices.

### Administrative Organization

Ministry for the Family, Children's Rights, and Social Solidarity (<https://family.gov.mt/>) provides general supervision.

Department of Social Security (<https://socialsecurity.gov.mt/>) administers the programs.

Commissioner of Inland Revenue (<https://cfr.gov.mt/>) collects contributions.

## Sickness and Maternity

### Regulatory Framework

**First laws:** 1956 (sickness) and 1981 (maternity).

**Current law:** 1987 (social security).

**Type of program:** Universal (cash maternity and medical), social insurance (cash sickness), and employer-liability (cash maternity) system.

### Coverage

**Universal (cash maternity and medical benefits):** Residents of Malta.

**Social insurance (cash sickness benefit):** Employed and self-employed persons.

**Employer liability (cash maternity benefit):** Employed persons.

### Source of Funds

#### Insured person

*Universal:* None.

*Social insurance:* See source of funds under Old Age, Disability, and Survivors.

*Employer liability:* None.

#### Self-employed person

*Universal:* None.

*Social insurance:* See source of funds under Old Age, Disability, and Survivors.

*Employer liability:* None.

#### Employer

*Universal:* None.

*Social insurance:* See source of funds under Old Age, Disability, and Survivors.

*Employer liability:* The total cost.

#### Government

*Universal:* Maternity and medical benefits are funded from general revenue.

*Social insurance:* See source of funds under Old Age, Disability, and Survivors, for cash sickness benefits.

*Employer liability:* None.

### Qualifying Conditions

**Cash sickness benefit (social insurance):** Must have at least 50 weeks of paid contributions and at least 20 weeks of paid or credited contributions in the two years before the year in which the claim is made.

**Cash maternity benefit (employer liability):** Must be entitled to maternity leave under the Employment and Industrial Relations Act.

**Cash maternity benefit (universal):** Must be unemployed or self-employed and not entitled to the employer-liability cash maternity benefit.

**Cash maternity leave benefit (universal):** Must be employed and entitled to the employer-liability maternity benefit or must be self-employed and entitled to the universal cash maternity benefit.

**Medical benefits (universal):** There is no minimum qualifying period.

### Sickness and Maternity Benefits

**Sickness benefit (social insurance):** €20.51 a day is paid for a divorced person or a married person supporting a spouse (or ex-spouse) who is not employed full time, or a single parent with care and custody of a child; €13.28 a day for other persons. The benefit is paid from the fourth day of incapacity for up to 156 days a year; up to 312 days a year if the person undergoes major surgery, suffers a severe injury (not work related), or has a serious disease requiring long-term treatment before resuming work.

During a two-year period, the total number of benefit days is 468 days. The total number of benefit days must not exceed the total number of contributions paid since the person first entered the system.

## Malta

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**Maternity benefit (employer liability):** 100% of the employee's previous weekly earnings are paid for 14 weeks by the employer.

**Maternity benefit (universal):** €92.02 is paid for 14 weeks (at least five weeks must be taken after childbirth).

**Maternity leave benefit (universal):** €172.51 a week is paid for four weeks.

### **Workers' Medical Benefits**

Public hospitals and clinics provide benefits and health services. Public hospitals provide inpatient treatment, including medicine and medical devices, free of charge. Public primary care services and outpatient treatment are free of charge. Persons diagnosed with a chronic disease receive free medicine. Outpatients, except for low-income persons, pay for medicine and medical devices.

### **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

### **Administrative Organization**

Ministry for the Family, Children's Rights, and Social Solidarity (<https://family.gov.mt/>) supervises the cash benefits.

Department of Social Security (<http://socialsecurity.gov.mt/>) administers the cash benefits.

Ministry for Health (<https://deputyprimeminister.gov.mt/en/Pages/health.aspx/>) supervises the medical benefits.

Health Division administers the medical benefits.

Commissioner of Inland Revenue (<https://cfr.gov.mt/>) collects contributions.

## **Work Injury**

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### **Regulatory Framework**

**First law:** 1929.

**Current law:** 1987 (social security).

**Type of program:** Social insurance system.

### **Coverage**

Employed and self-employed persons.

### **Source of Funds**

**Insured person:** See source of funds under Old Age, Disability, and Survivors.

**Self-employed person:** See source of funds under Old Age, Disability, and Survivors.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** See source of funds under Old Age, Disability, and Survivors.

### **Qualifying Conditions**

Must be assessed with a work injury or occupational disease. Must have at least one week of contributions.

### **Temporary Disability Benefits**

€30.77 a day is paid for a divorced person or a married person supporting a spouse (or ex-spouse) who is not in full-time employment; €23.16 a day for other insured persons. The benefit is paid from the fourth day of disability for up to 12 months.

### **Permanent Disability Benefits**

For an assessed degree of disability of at least 90%, a full disability pension is paid regardless of the number of paid or credited contributions. Benefits vary depending on the insured's marital status and whether an employer-provided pension or savings account ("service pension") is paid. Benefits range from €73.07 to €133.94 a week.

For an assessed degree of disability from 20% to 89%, €16.00 to €71.19 a week is paid depending on the assessed degree of disability.

For an assessed degree of disability from 1% to 19%, a lump sum of €246.93 to €4,690.60 is paid depending on the assessed degree of disability.

Benefit adjustment: Benefits are adjusted based on increases in prices and wages.

### **Workers' Medical Benefits**

Benefits include medical, surgical, and rehabilitative treatment and medicine.

### **Survivor Benefits**

Survivor pensions are paid under Old Age, Disability, and Survivors.

### **Administrative Organization**

Ministry for the Family, Children's Rights, and Social Solidarity (<https://family.gov.mt/>) provides general supervision.

Department of Social Security (<http://socialsecurity.gov.mt/>) administers the program.

Commissioner of Inland Revenue (<https://cfr.gov.mt/>) collects contributions.

## **Unemployment**

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### **Regulatory Framework**

**First law:** 1956.

**Current law:** 1987 (social security).

**Type of program:** Social insurance and social assistance system.

### Coverage

**Social insurance:** Employed persons.

Exclusions: Self-employed persons.

**Social assistance:** Residents of Malta.

### Source of Funds

#### Insured person

**Social insurance:** See source of funds under Old Age, Disability, and Survivors.

**Social assistance:** None.

#### Self-employed person

**Social insurance:** Not applicable.

**Social assistance:** None.

#### Employer

**Social insurance:** See source of funds under Old Age, Disability, and Survivors.

**Social assistance:** None.

#### Government

**Social insurance:** See source of funds under Old Age, Disability, and Survivors.

**Social assistance:** The total cost.

### Qualifying Conditions

**Unemployment benefit (social insurance):** Must have at least 50 weeks of paid contributions and at least 20 weeks of paid or credited contributions in the two years before the year in which the claim is made. The insured must be registered as unemployed and be capable of, and available for, work. No benefit is paid for six months if unemployment is voluntary or the result of misconduct.

Contributions may be credited for periods of sickness, unemployment, widow(er)hood, and disability.

**Special unemployment benefit (social assistance, means tested):** Paid instead of the unemployment benefit to a head of household who satisfies a means test.

Means test: Assets must not exceed €14,000 (single persons) or €23,300 (married couples).

**Unemployment assistance (social assistance, means tested):** Paid to persons aged 23 or older who are not entitled to the unemployment benefit; are registered as unemployed; are capable of, and available for, work; and satisfy a means test.

Means test: Assets must not exceed €14,000 (single persons) or €23,300 (married couples).

**Tapering of unemployment assistance (social assistance, means tested):** Paid to social assistance beneficiaries who find employment where they earn at least the legal weekly minimum wage and opt to receive tapering of unemployment assistance. Must have received social assistance, unemployment assistance, or special unemployment benefits for at least one year in the last three years.

The legal weekly minimum wage is €172.51.

### Unemployment Benefits

**Unemployment benefit (social insurance):** €12.44 a day is paid to a single parent or a married person whose spouse is not employed full time; €8.13 a day for other insured persons. The benefit is paid for up to 156 days. The total number of days must not exceed the total number of contributions paid since the person first entered the system.

**Special unemployment benefit (social assistance, means tested):** €20.89 a day is paid to a single parent or a married person whose spouse is not employed full time; €13.78 a day for other insured persons. The benefit is paid from the first day of unemployment for up to 156 days; thereafter, only if the insured has worked for at least 13 weeks. The total number of benefit days must not exceed the total number of contributions paid since the insured first entered the system.

**Unemployment assistance (social assistance, means tested):** Up to €104.38 a week is paid plus an additional €8.15 for each additional member of the household. The benefit is reduced by all annual income derived from investments exceeding €104.38. If weekly income exceeds the weekly benefit, no benefit is paid.

**Tapering of unemployment assistance (social assistance, means tested):** 65% of the last social assistance benefit rate received, excluding bonuses, for the first year; 45% for the second year; and 25% for the third year.

For employees, an additional 25% of the rate is paid to the employer for a period of three years.

### Administrative Organization

Ministry for the Family, Children's Rights, and Social Solidarity (<https://family.gov.mt/>) provides general supervision.

Department of Social Security (<https://socialsecurity.gov.mt/>) administers the program.

Commissioner of Inland Revenue (<https://cfr.gov.mt/>) collects contributions.

### Family Allowances

#### Regulatory Framework

**First laws:** 1974 (child allowances), 1977 (special allowances), 1988 (disabled child allowances and parental allowances), and 1989 (family bonuses).

**Current law:** 1987 (social security).

**Type of program:** Universal and social assistance system.

### Coverage

Resident citizens of Malta, residents of Malta covered by the European Social Charter, and citizens of the European Union and certain other countries.

### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

### Qualifying Conditions

**Child allowance (universal, income tested):** Paid to households with children younger than age 16 (age 21, if a full-time student who is not: 1) receiving an educational stipend, 2) gainfully employed (now or previously), 3) registered as unemployed, or 4) entitled to any other social assistance benefits).

**Care allowance for foster children (universal):** Paid to foster parents for each foster child up to age 21 provided the foster child is still under the care of the foster parents. The child must be certified by a competent authority as a foster child or under the care of an institution.

**Disabled child allowance (universal):** Paid to households caring for a child with an assessed physical or mental disability. The child must not receive any other social security benefit for the disability.

The allowance ceases at age 16 (age 14 for a child with a visual impairment) and may be replaced by the non-contributory disability pension or blind pension.

**In-work benefit (social assistance, income tested):** Paid to working parents with children younger than age 23 who are living at the same address. Must not be receiving tapering of unemployment assistance.

**Income test:** For married couples with two employed parents, must have annual household earnings from €10,000 to €24,000, and the individual annual earnings of each parent must be at least €3,000. For married couples with one employed parent and for employed single parents, must have annual household earnings from €6,600 to €16,500.

### Family Allowance Benefits

**Child allowance (universal, income tested):** The benefit for one child is calculated as the difference between €24,924 and the parents' combined income multiplied by 6%. The benefit increases by another 6% for each child. If household income does exceed €24,924, a flat rate of €8.66 a week for each child is paid.

**Care allowance for foster children (universal):** €100 a week is paid.

**Disabled child allowance (universal):** €20 a week is paid.

**In-work benefit (social assistance, income tested):** From €190 to €1,200 a year is paid for each child to a couple with two employed parents; from €52 to €350 a year is paid for each child for a couple with one employed parent; and from €680 to €1,250 a year is paid for each child for an employed single parent.

### Administrative Organization

Ministry for the Family, Children's Rights, and Social Solidarity (<https://family.gov.mt/>) provides general supervision.

Department of Social Security (<https://socialsecurity.gov.mt/>) administers the program.

## Moldova

Exchange rate: US\$1.00 = 17.06 lei.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First laws:** 1956 (state pensions) and 1964 (pensions and allowances for collective farmers).

**Current laws:** 1998 (state pensions), 1999 (social insurance), 1999 (social assistance), 2000 (social insurance), 2001 (pension calculations), and 2008 (civil servants).

**Type of program:** Social insurance and social assistance system.

Note: A 2016 law extended coverage of the social insurance program to most civil servants.

#### Coverage

**Social insurance:** Employed persons, agricultural workers, certain self-employed persons, and certain civil servants.

Special systems for certain civil servants, military personnel, and workers in aviation.

**Social assistance:** Residents of Moldova.

#### Source of Funds

##### Insured person

**Social insurance:** 6% of gross monthly earnings.

There are no minimum or maximum earnings used to calculate contributions.

The insured person's contributions also finance cash sickness and maternity benefits, unemployment benefits, and family allowances.

**Social assistance:** None.

##### Self-employed person

**Social insurance:** An annual flat-rate contribution of 7,512 lei; 1,920 lei for agricultural landowners.

The self-employed person's contribution also finances cash sickness and maternity benefits, unemployment benefits, and family allowances.

**Social assistance:** None.

##### Employer

**Social insurance:** 23% of gross monthly payroll; 16% for the agricultural sector.

There are no minimum or maximum earnings used to calculate contributions.

The employer's contributions also finance cash sickness and maternity benefits, work injury benefits, unemployment benefits, and family allowances.

**Social assistance:** None.

#### Government

**Social insurance:** 6% of gross monthly earnings for agricultural workers; contributes as an employer.

The government's contributions also finance cash sickness and maternity benefits, work injury benefits, unemployment benefits, and family allowances for agricultural workers.

There are no minimum or maximum earnings used to calculate contributions.

**Social assistance:** The total cost.

#### Qualifying Conditions

##### Old-age pension (Pensie pentru limita de vârstă, social insurance):

Age 62 and 4 months (gradually rising to age 63 by 2019) with at least 33 years and six months of coverage (men, rising to 34 years in July 2018) or age 57 and 6 months (gradually rising to age 63 by 2028) with at least 30 years and six months of coverage (women, gradually rising to 34 years by 2024).

The retirement age is reduced by three years for women who have given birth to and raised at least five children.

Partial pension: Age 62 and 4 months (men, gradually rising to age 63 by 2019) or age 57 and 6 months (women, gradually rising to age 63 by 2028) with at least 15 years of coverage.

The old-age pension is payable abroad under bilateral agreement.

##### Old-age social pension (Alocatii sociale de stat, social assistance):

Age 62 and 4 months (men, gradually rising to age 63 by 2019) or age 57 and 6 months (women, gradually rising to age 63 by 2028) and does not meet the coverage requirements for a social insurance old-age pension.

The old-age social pension is not payable abroad.

##### Disability pension (Pensie de dizabilitate, social insurance):

Must be assessed with a Group I (incapacity for any work and requiring constant attendance), Group II (incapacity for any work but not requiring constant attendance), or Group III (incapacity for usual work) disability.

The required coverage period varies depending on the insured's age when the disability began: at least one year of coverage if younger than age 23; four years if aged 23 but younger than 29; seven years if aged 29 but younger than 33; 10 years if aged 33 but younger than 37; 13 years if aged 37 but younger than 41; or at least 15 years if aged 41 or older.

The National Council for Determining Disability and Work Capacity assesses the loss of work capacity.

The disability pension is payable abroad under bilateral agreement.

For a work-related disability, work injury benefits supplement the disability pension provided under Old Age, Disability, and Survivors.

**Disability social pension (Alocatii sociale de stat, social assistance):** Paid to persons with a severe, significant, or medium disability that began in childhood; children younger than age 18 with a severe, significant, or medium disability; and persons assessed with a Group I, II, or III disability who do not meet the coverage requirements for a social insurance disability pension.

The disability social pension is not payable abroad.

**Caregiver's allowance (Alocatia pentru îngrijire, însotire si supraveghere, social assistance):** Paid to persons caring for a child younger than age 18 with a severe disability, a person with a severe disability that began in childhood, or a blind person with a severe disability.

**Survivor pension (Pensie de urmas, social insurance):** The deceased received or was entitled to receive a social insurance old-age or disability pension at the time of death.

Eligible survivors include a widower aged 57 and 4 months or older or a widow aged 52 and 6 months or older (no age limit if severely disabled) who was married to the deceased for at least 15 years, or caring for a child younger than age 3 and not employed; and children younger than age 18 (age 23 if a student; no limit if disabled).

The widow(er)'s pension ceases upon remarriage.

The survivor pension is payable abroad under bilateral agreement.

**Survivor social pension (Alocatii sociale de stat, social assistance):** Paid to children younger than age 18 (age 23 if a student) when the family breadwinner dies and does not meet the coverage requirements for a social insurance old-age or disability pension.

The survivor social pension is not payable abroad.

**Death grant (Ajutor de deces, social insurance):** Paid when the insured, one of the insured's dependents, or a social insurance pensioner dies. The benefit is paid to an eligible survivor, a named survivor, or the person who paid for the funeral.

**Death grant (Ajutor de deces, social assistance):** Paid when a person dies and he or she is not entitled to a social insurance death grant. The benefit is paid to an eligible survivor, a named survivor, or the person who paid for the funeral.

### **Old-Age Benefits**

**Old-age pension (Pensie pentru limita de vârsta, social insurance):** 1.35% of the insured's average monthly earnings period multiplied by the number of years of contributions is paid.

Average monthly earnings are the insured's average indexed monthly earnings for all years of contributions since January 1, 1999.

There are no minimum or maximum earnings used to calculate benefits.

The minimum monthly old-age pension is 961 lei (1,021 lei as of April 1, 2018).

There is no maximum monthly old-age pension.

**Partial pension:** The pension is proportionally reduced for each year of coverage less than 33 years and six months (men, rising to 34 years in July 2018) or 30 years and six months (women, gradually rising to 34 years by 2024).

**Benefit adjustment:** Benefits are adjusted in April based on changes in consumer prices and average earnings in the previous year.

**Old-age social pension (Alocatii sociale de stat, social assistance):** 153.95 lei a month is paid.

**Benefit adjustment:** Benefits are adjusted in April based on changes in consumer prices in the previous year.

### **Permanent Disability Benefits**

**Disability pension (Pensie de dizabilitate, social insurance):** The pension is calculated based on the insured's average monthly covered earnings, the number of years of coverage, and a coefficient related to the assessed degree of disability.

The coefficient is 0.42 for a Group I disability; 0.35 for a Group II disability; and 0.20 for a Group III disability.

The minimum monthly disability pension is 720.75 lei for a Group I disability; 672.70 lei for a Group II disability; and 480.50 lei for a Group III disability (768.75 lei, 717.50 lei, and 512.50 lei, respectively, as of April 1, 2018).

There is no maximum monthly disability pension.

**Benefit adjustment:** Benefits are adjusted in April based on changes in consumer prices and average earnings in the previous year.

**Disability social pension (Alocatii sociale de stat, social assistance):** 615.80 lei a month is paid to a person with a severe disability that began in childhood or who is younger than age 18; 574.75 lei a month for a significant disability; and 410.54 lei a month for a medium disability.

For persons assessed with a Group I, II, or III disability who do not meet the coverage requirements for a social insurance disability pension, 202.51 lei a month is paid with a Group I disability; 195.55 lei a month for Group II; and 137.70 lei a month for Group III.

**Benefit adjustment:** Benefits are adjusted in April based on changes in consumer prices in the previous year.

**Caregiver's allowance (Alocatia pentru îngrijire, însotire si supraveghere, social assistance):** 769.76 lei a month is paid.



Benefit adjustment: Benefits are adjusted in April based on changes in consumer prices in the previous year.

### Survivor Benefits

**Survivor pension (Pensie de urmas, social insurance):** 50% of the social insurance old-age or disability pension the deceased received or was entitled to receive is paid to each eligible survivor.

There is no minimum or maximum survivor pension.

Benefit adjustment: Benefits are adjusted in April based on changes in consumer prices and average earnings in the previous year.

**Survivor social pension (Alocatii sociale de stat, social assistance):** 307.90 lei is paid to each eligible orphan. The pension is doubled for full orphans.

Benefit adjustment: Benefits are adjusted in April based on changes in consumer prices in the previous year.

**Death grant (Ajutor de deces, social insurance):** A lump sum of 1,100 lei is paid.

Benefit adjustment: Benefits are adjusted in April based on changes in consumer prices in the previous year.

**Death grant (Ajutor de deces, social assistance):** A lump sum of 1,100 lei is paid.

Benefit adjustment: Benefits are adjusted in April based on changes in consumer prices in the previous year.

### Administrative Organization

Ministry of Health, Labor, and Social Protection (<https://msmps.gov.md/>) is responsible for social security policy.

National Office of Social Insurance (<http://www.cnas.md/>) administers the programs.

### Sickness and Maternity

#### Regulatory Framework

**First law:** 1993.

**Current laws:** 1995 (health); 1998 (health insurance); 1999 (social insurance); and 2004 (temporary disability benefits), implemented in 2005.

**Type of program:** Social insurance (cash and medical benefits) and social assistance (medical benefits only) system.

#### Coverage

**Social insurance (cash benefits):** Salaried persons; agricultural workers; self-employed persons; elected or appointed officials in government, parliament, and the judicial system; persons with disabilities; and unemployed persons.

**Social insurance (medical benefits):** Employed and self-employed persons.

**Social assistance (medical benefits):** Old-age, disability, and survivor pensioners; children up to age 18; women receiving prenatal or postnatal care; persons with disabilities; certain categories of students; unemployed persons; and certain other persons.

### Source of Funds

#### Insured person

**Social insurance (cash benefits):** See source of funds under Old Age, Disability, and Survivors.

**Social insurance (medical benefits):** 4.5% of gross monthly earnings.

There are no minimum or maximum earnings used to calculate contributions.

**Social assistance:** None.

#### Self-employed person

**Social insurance (cash benefits):** See source of funds under Old Age, Disability, and Survivors.

**Social insurance (medical benefits):** An annual flat-rate contribution of up to 4,056 lei.

**Social assistance:** None.

#### Employer

**Social insurance (cash benefits):** See source of funds under Old Age, Disability, and Survivors.

**Social insurance (medical benefits):** 4.5% of gross monthly earnings.

There are no minimum or maximum earnings used to calculate contributions.

**Social assistance:** None.

#### Government

**Social insurance (cash benefits):** See source of funds under Old Age, Disability, and Survivors.

**Social insurance (medical benefits):** None; contributes as an employer.

**Social assistance (medical benefits):** The total cost.

### Qualifying Conditions

**Cash sickness benefit (Indemnizatie pentru incapacitate temporara de munca, social insurance):** Must have at least nine months of contributions in the last 24 months or a total of three years of contributions before the date of sick leave.

**Sick child benefit (medical leave, social insurance):** Paid to an insured person caring for a sick child younger than age 10 (younger than age 16 for a child with a short-term incapacity that is not the result of, or related to, an assessed disability).

**Cash maternity benefit (Indemnizatie de maternitate, social insurance):** Paid to an insured woman and the non-working, dependent wife of an insured man. The insured husband or partner of an uninsured woman must have at least nine months of contributions in the last 24 months or a total of three years of contributions before the expected date of childbirth; there is no minimum qualifying period for an insured woman.

**Medical benefits (social insurance and social assistance):** There is no minimum qualifying period.

### **Sickness and Maternity Benefits**

**Sickness benefit (Indemnizatie pentru incapacitate temporara de munca, social insurance):** 60% of the insured's average monthly earnings is paid with less than five years of coverage; 70% with five to eight years; 90% with more than eight years. The benefit is paid after a five-day waiting period for up to 180 days (the employer pays the first five days); may be extended up to 30 days in certain cases.

Average monthly earnings are based on the insured's earnings in the last 12 months before the incapacity began; with less than 12 months of coverage, average earnings are based on a reference wage for each particular job or the legal monthly minimum wage on the day the incapacity began.

The legal monthly minimum wage is 2,380 lei (May 2017).

**Sick child benefit (medical leave, social insurance):** The benefit is calculated in the same way as the sickness benefit.

**Maternity benefit (Indemnizatie de maternitate, social insurance):** 100% of the insured's average monthly earnings is paid from the 30th week of pregnancy for 126 days.

For the adoption of a child, the benefit is paid from the day of the adoption for up to 56 days after the date of childbirth.

Average monthly earnings are based on the insured's earnings in the last 12 months before the incapacity began; with less than 12 months of coverage, average earnings are based on a reference wage for each particular job or the legal monthly minimum wage on the day the incapacity began.

The legal monthly minimum wage is 2,380 lei (May 2017).

### **Workers' Medical Benefits**

Medical services are provided by the state through health service providers. Benefits include general, emergency and outpatient medical care, and hospitalization.

Free hospital treatment is provided for a limited number of days for insured persons.

Cost sharing: The insured pays a small percentage of the cost of some medical care.

### **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

### **Administrative Organization**

Ministry of Health (<https://msmps.gov.md/>) provides general supervision of the health care system and makes health care policy.

National Office of Social Insurance (<http://www.cnas.md/>) administers the cash benefits.

National Health Insurance Company (<http://www.cnam.md/>) administers the medical benefits.

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### **Work Injury**

#### **Regulatory Framework**

**First law:** 1991 (labor protection).

**Current laws:** 1999 (work injury and occupational diseases insurance), 2001 (work injury allowances), and 2005 (work accident regulations).

**Type of program:** Social insurance system.

#### **Coverage**

Employed persons, including elected or appointed officials in government; members of cooperatives; students; and persons undergoing professional training.

Exclusions: Self-employed persons.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** See source of funds under Old Age, Disability, and Survivors for agricultural workers; contributes as an employer.

#### **Qualifying Conditions**

There is no minimum qualifying period. The insured must be assessed with a Group I (incapacity for any work and requiring constant attendance), Group II (incapacity for any work but not requiring constant attendance), or Group III disability (incapacity for usual work). The assessed disability must be the result of a work injury or occupational disease.

The National Council for Determining Disability and Work Capacity assesses the loss of work capacity.

#### **Temporary Disability Benefits**

100% of the insured's average monthly earnings in the six months before the work injury or occupational disease occurred is paid after a 20-day waiting period for up to 180 days in a calendar year. (The employer pays the first 20 calendar days.)

## Permanent Disability Benefits

**Permanent disability pension:** The monthly pension consists of a basic pension and supplemental pension.

**Basic pension:** The social insurance disability pension under Old-Age, Disability, and Survivors is paid, based on the degree of disability.

**Supplemental pension:** 66.6% of the difference between the insured's average monthly covered earnings in the six months before the work injury or occupational disease occurred and the basic pension is paid.

**Lump-sum benefit:** A lump sum that varies depending on the degree of disability is paid by the employer.

## Workers' Medical Benefits

Public health facilities provide medical services directly to patients. Benefits include general, emergency, and specialist care, hospitalization, surgeries listed by the Ministry of Health, laboratory services, functional and vocational rehabilitation, transportation, and basic medicine.

## Survivor Benefits

**Survivor pension (Pensie de urmas):** See Old Age, Disability, and Survivors.

**Death grant (Indemnizatie de deces):** A lump sum is paid depending on the category and number of dependents.

Eligible survivors include a widower aged 62 and 4 months or older (no age limit if severely disabled), an unemployed widow or the deceased's parents if caring for a child younger than age 3; and children younger than age 18 (age 23 if a student; no limit if disabled).

The minimum death grant is three times the national average monthly wage.

The maximum death grant is 24 times the national average monthly wage.

The national average monthly wage is 6,150 lei.

## Administrative Organization

Ministry of Health, Labor, and Social Protection (<https://msmps.gov.md/>) provides general supervision.

National Office of Social Insurance (<http://www.cnas.md/>) administers and pays cash benefits.

National Health Insurance Company (<http://www.cnam.md/>) administers medical benefits.

## Unemployment

### Regulatory Framework

**First and current laws:** 1992 (employment) and 2003 (employment and social protection for job seekers).

**Type of program:** Social insurance system.

## Coverage

Residents of Moldova.

## Source of Funds

**Insured person:** See source of funds under Old Age, Disability, and Survivors.

**Self-employed person:** See source of funds under Old Age, Disability, and Survivors.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** Provides subsidies as needed; see source of funds under Old Age, Disability, and Survivors for agricultural workers; contributes as an employer.

## Qualifying Conditions

Must be registered at an employment office, have at least nine months of covered employment in the 24 months before the date of registration, be willing and able to work, and have no taxable income.

Benefits may be reduced, postponed, suspended, or terminated if the insured is discharged for violating work discipline rules, leaving employment without good cause, violating conditions for a job placement or vocational training, or filing fraudulent claims.

## Unemployment Benefits

30%, 40%, or 50% of the insured's average wage in the last place of work is paid, depending on the cause and circumstances of unemployment.

With up to five years of employment, the benefit is paid for up to six months; with five to 10 years, the benefit is paid for up to nine months; with more than 10 years of employment, the benefit is paid after a seven-day waiting period (three months if voluntarily unemployed) for up to 12 months.

The minimum monthly unemployment benefit is the legal monthly minimum wage.

The legal monthly minimum wage is 2,380 lei (May 2017).

The maximum monthly unemployment benefit is the national average monthly wage.

The national average monthly wage is 6,150 lei.

**Benefit adjustment:** Benefits are adjusted on an ad hoc basis.

## Administrative Organization

Ministry of Health, Labour, and Social Protection (<https://msmps.gov.md/>) and National Employment Agency (<http://www.anofm.md/>) administer the program.

## Family Allowances

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### Regulatory Framework

**First law:** 1977.

**Current laws:** 1992 (children), 1993 (children and family protection), 1999 (social insurance benefits), and 2002 (family allowances).

**Type of program:** Social insurance and social assistance system.

### Coverage

**Social insurance:** Employed persons, agricultural workers, certain self-employed persons, and certain civil servants.

**Social assistance:** Residents of Moldova.

### Source of Funds

#### Insured person

**Social insurance:** See source of funds under Old Age, Disability, and Survivors.

**Social assistance:** None.

#### Self-employed person

**Social insurance:** See source of funds under Old Age, Disability, and Survivors.

**Social assistance:** None.

#### Employer

**Social insurance:** See source of funds under Old Age, Disability, and Survivors.

**Social assistance:** None.

#### Government

**Social insurance:** See source of funds under Old Age, Disability, and Survivors.

**Social assistance:** The total cost.

### Qualifying Conditions

**Child care allowance (Indemnizatia lunara pentru cresterea copilului, social insurance):** Paid to an insured person or another eligible person (a parent, grandparent,

or other relative or guardian, regardless of family income) caring for a child younger than age 3. The insured person must have at least nine months of contributions in the last 24 months or a total of three years of contributions before the child's birth.

**Child care allowance (Indemnizatia lunara pentru ingrijirea copilului, social assistance):** Paid to a person caring for a child younger than age 2 who does not meet the contribution requirements for the social insurance child care allowance.

**Birth grant (Indemnizatia unica la nasterea copilului, social insurance and social assistance):** Paid for each live birth, regardless of family income.

### Family Allowance Benefits

**Child care allowance (Indemnizatia lunara pentru cresterea copilului, social insurance):** 30% of the insured's average monthly earnings in the 12 months before the child's month of birth is paid.

The minimum monthly child care allowance is 540 lei.

An additional grant is paid for multiple births or the adoption of two children at the same time.

**Child care allowance (Indemnizatia lunara pentru ingrijirea copilului, social assistance):** 540 lei a month is paid.

An additional grant is paid for multiple births or the adoption of two children at the same time.

**Birth grant (Indemnizatia unica la nasterea copilului, social insurance and social assistance):** A lump sum of 5,600 lei is paid for each child.

### Administrative Organization

Ministry of Health, Labor, and Social Protection (<https://msmps.gov.md/>) coordinates and supervises the program.

National Office of Social Insurance (<http://www.cnas.md/>) administers the program.

## Monaco

Exchange rate: US\$1.00 = 0.83 euro (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First laws:** 1944 (workers) and 1958 (self-employed persons).

**Current laws:** 1944 (disability), 1947 (old age), 1948 (old age), 1949 (disability), 1962 (old age), 1971 (disability), and 2002 (old age).

**Type of program:** Social insurance system.

#### Coverage

Employed persons, including state and local government contractors.

Special systems for self-employed persons, civil servants, and hospital personnel.

#### Source of Funds

**Insured person:** 6.55% of covered earnings (old-age and survivor benefits, spouse's supplement, complementary minimum retirement allowance, and death allowance).

The maximum monthly earnings used to calculate contributions are €4,760.

**Self-employed person:** Not applicable.

**Employer:** 6.95% of covered payroll (old-age and survivor benefits, spouse's supplement, complementary retirement allowance, and death allowance) plus 1.12% of covered payroll (adjusted annually) finances contributions for periods during which workers paid no contributions.

The maximum monthly earnings used to calculate contributions are €4,760.

For disability benefits, see source of funds under Sickness and Maternity.

**Government:** None.

#### Qualifying Conditions

**Old-age pension (Pension directe):** Age 65 with at least 10 calendar years of coverage, including at least 60 months of employment and at least 151 to 173 hours of work a year (depending on the year of employment).

Periods of paid sick, maternity, paternity, or adoption leave, and periods of disability or unemployment, are counted toward years of coverage.

Employment may continue.

Early pension (Pension anticipée): Age 60; age 55 for a woman who has raised three children for at least eight years before the children reach age 16. Must not be receiving sickness, work injury, or unemployment benefits.

Employment must cease immediately before retirement; thereafter, employment may continue under certain conditions.

Deferred pension (Pension majorée): The pension can be deferred.

Spouse's allowance (Allocation pour conjoint, income tested): Paid if the insured has at least 60 pension points. The spouse must live with the insured.

Income test: Total annual household income (including the spouse's allowance) must not exceed €26,539.20.

Pension points for each month of coverage are calculated by dividing the insured's monthly covered earnings by the monthly reference salary; up to four pension points can be earned in a month.

Extraordinary allowance (Allocation exceptionnelle): Paid if the insured was employed in Monaco for at least 10 years and has at least 35 pension points. Must reside in Monaco or in the department of Alpes Maritimes in France.

The old-age pension is payable abroad.

**Complementary minimum retirement allowance (Allocation complémentaire de retraite minimale, income tested):** Must have at least 450 months of coverage and up to 775 pension points.

Pension points are calculated for each month of coverage by dividing the insured's monthly covered earnings by the monthly reference salary; up to four pension points can be earned in a month.

The monthly reference salary is €1,190.

The complementary minimum retirement allowance is payable abroad.

**Disability pension (Pension d'invalidité):** Must be younger than age 60 (age 62 if the insured does not qualify for an old-age pension in Monaco, France, or Italy), have a 100% assessed loss of earning capacity (total disability), and have at least 12 months of coverage in the last 15 months and at least 800 hours of employment in the last 12 months, including 200 hours in the last three months.

Partial disability: A reduced pension is paid if the insured has at least a 66.7% but less than a 100% assessed loss of earning capacity.

Constant-attendance allowance (Majoration pour assistance d'une tierce personne): Paid if the insured requires the constant attendance of others to perform daily functions.

The disability pension is payable abroad.

**Survivor pension (Pension de survivants):** The deceased was a pensioner or had at least 10 calendar years of coverage at the time of death, including at least 60 months of

employment and at least 151 hours to 173 hours of work a year (depending on the year of employment).

Periods of paid sick, maternity, paternity, or adoption leave, and periods of disability or unemployment, are counted toward years of coverage.

Eligible survivors include a widow aged 50 or older (any age if caring for a child) or a widower aged 65 or older (aged 60 if incapable of work; any age if caring for a dependent child); a divorced or separated widow(er) receiving alimony at the time of the insured's death; and children younger than age 18 (age 21 if a student or an apprentice or in the case of sickness). The widow(er) must have been married to the deceased for at least four years before the death or have a child with the deceased.

If the widower ceases to care for at least one dependent child, the pension is suspended until the widower reaches age 65 (age 60 if incapable of gainful activity).

The widow(er)'s pension ceases upon remarriage or cohabitation.

The survivor pension is payable abroad.

**Death allowance (Allocation décès):** Paid to the surviving spouse of an old-age pensioner. The surviving spouse must not have been divorced or separated from the deceased. If there is no eligible surviving spouse, the allowance is paid to eligible orphans.

**Death grant (Capital décès):** The deceased was a disability pensioner or had worked at least 120 hours in the month (or 200 hours in the quarter) before death. The benefit is paid (in order of priority) to the deceased's surviving spouse; legitimate, recognized, fostered, or adopted children; parents; and grandparents.

### Old-Age Benefits

**Old-age pension (Pension directe):** The annual pension is the insured's total lifetime pension points multiplied by the value of a pension point.

Pension points are calculated for each month of coverage by dividing the insured's monthly covered earnings by the monthly reference salary; up to four pension points can be earned in a month.

The monthly reference salary is €1,190.

The value of a pension point is €18.57.

**Early pension (Pension anticipée):** The pension is calculated in the same way as the old-age pension.

**Deferred pension (Pension majorée):** The pension is increased by 1.5% for each quarter of coverage after reaching the normal retirement age, up to 30%.

**Spouse's allowance (Allocation pour conjoint, income tested):** Up to €1,990 is paid if the insured had at least 360 pension points at retirement; a reduced amount is paid based on the number of pension points less than 360. The benefit is paid annually in the last quarter of the year.

**Extraordinary allowance (Allocation exceptionnelle):** Up to €299 a month is paid if the insured had at least 360 pension points at retirement; otherwise, a reduced amount is paid based on the number of pension points less than 360.

**Schedule of payments:** The old-age pension is paid monthly.

**Benefit adjustment:** Benefits are adjusted annually based on changes in the value of the pension point.

**Complementary minimum retirement allowance (Allocation complémentaire de retraite minimale, income tested):** The annual allowance is the difference between the insured's total lifetime pension points and 775, multiplied by the value of a pension point.

The full benefit is paid if the insured's total annual income (including the complementary minimum retirement allowance) is lower than the equivalent of 990 points (single person) or 1,440 points (couple).

The value of a pension point is €18.57.

**Schedule of payments:** The complementary minimum retirement allowance is paid monthly.

**Benefit adjustment:** Benefits are adjusted annually based on changes in the value of the pension point.

### Permanent Disability Benefits

**Disability pension (Pension d'invalidité):** 50% of the insured's gross average monthly covered earnings in the 60 months before the disability began is paid for a total disability.

The maximum monthly disability pension is €4,250.

**Partial disability:** 30% of the insured's gross average monthly covered earnings in the 60 months before the disability began is paid.

The maximum monthly partial disability pension is €2,550.

**Constant-attendance allowance (Majoration pour assistance d'une tierce personne):** 40% of the disability pension is paid.

**Schedule of payments:** The disability pension is paid quarterly.

**Benefit adjustment:** Benefits are adjusted annually in January by ministerial decree.

### Survivor Benefits

#### Survivor pension

**Spouse's pension (Pension de réversion à la veuve/veuf):** 60% of the old-age or disability pension the deceased received or was entitled to receive is paid to the widow(er). The pension for a divorced or separated spouse is calculated based on the number of pension points acquired by the deceased while he or she lived with the surviving spouse.

Pension points are calculated for each month of coverage by dividing the deceased's monthly covered earnings by the

monthly reference salary; up to four pension points can be earned in a month.

The monthly reference salary is €1,190.

The value of a pension point is €18.57.

*Orphan's pension (Pension de réversion à l'orphelin):* 25% of the old-age or disability pension the deceased received or was entitled to receive is paid to each eligible child; 50% of the deceased's pension (50% of the highest pension if both parents were pensioners) to each full orphan.

The maximum combined survivor pension is 100% of the deceased's old-age or disability pension.

**Death allowance (Allocation décès):** A lump sum of 25% of the deceased's annual old-age or disability pension, up to 150% of the reference salary in force at the time of death, is paid.

The monthly reference salary is €1,190.

**Death grant (Capital décès):** A lump sum of 90 times the deceased's average daily earnings in the last 12 months before death is paid; in the last 60 months before the disability began if the deceased received a disability pension.

The minimum death grant is €425.

The maximum death grant is €25,500.

### Administrative Organization

Independent Employees' Pension Fund (CAR) (<https://www.caisses-sociales.mc/>), with representatives of government, employers, and employees, administers the employees' old-age insurance program.

Compensation Fund for Social Services (CCSS) (<https://www.caisses-sociales.mc/>), with representatives of government, employers, and employees, administers the employees' disability insurance and death grant program and collects contributions.

## Sickness and Maternity

### Regulatory Framework

**First and current laws:** 1944, 1949, and 1971 (employees); 1982 (self-employed persons); 2003 (adoption leave); and 2006 (paternity leave).

**Type of program:** Social insurance system.

### Coverage

Salaried persons.

Special systems for self-employed persons and civil servants.

### Source of Funds

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** 15.1% of covered payroll (plus 0.05% if the employer is insured with the Wage Guarantee Insurance Fund (CGCS)).

The maximum monthly earnings used to calculate contributions are €8,500.

The employer's contribution also finances disability benefits under Old Age, Disability, and Survivors, family allowances, and certain social benefits.

**Government:** None.

### Qualifying Conditions

**Cash sickness benefit:** For a benefit that is paid for up to six months, the insured must have at least 120 hours of effective or deemed employment in the last month or 200 hours in the last quarter. For a benefit that is paid for more than six months, the insured must have at least 12 months of contributions in the last 15 months with at least 800 hours of work in the last 12 months, including 200 hours in the last quarter.

**Cash maternity benefit (Congé de maternité):** Must have at least one month of coverage in the quarter before the date of conception with at least 75 hours of employment for each month of coverage from the date of conception until the pregnancy is confirmed medically.

**Paternity benefit (Congé de paternité):** Must have at least 120 hours of effective or deemed employment in the last month or 200 hours in the last quarter before childbirth. The leave period must begin within four months after the date of childbirth.

**Adoption benefit (Congé d'adoption):** Must have at least 120 hours of employment in the last month or 200 hours of effective or deemed employment in the last quarter before the adoption or adoption leave.

**Medical benefits:** Must have at least 120 hours of employment in the last month or 200 hours of effective or deemed employment in the last quarter before childbirth.

### Sickness and Maternity Benefits

**Sickness benefit:** 50% of the insured's average daily earnings in the last 12 months (66.6% from the 31st day if the insured has three or more dependent children), up to €141.67 is paid. The benefit is paid after a three-day waiting period for up to 360 days; may be extended for three or four years for a chronic or recurring illness.

The benefit may be reduced during periods of hospitalization, depending on the insured's income and number of dependent children.

Benefit adjustment: If the sick leave period is longer than six months, benefits are adjusted automatically twice a year (in January and in July) based on a coefficient set by law.

**Maternity benefit (Congé maternité):** 90% of the insured's average daily earnings in the last 12 months, up to €255, is

paid. The benefit for the first and second child is paid for eight weeks before and eight weeks after childbirth; for the third and subsequent children, eight weeks before and 18 weeks after childbirth; for twins with no other children in the household, 12 weeks before and 22 weeks after childbirth; and for other multiple births, 24 weeks before and 22 weeks after childbirth.

**Paternity benefit (Congé de paternité):** 90% of the father's average daily earnings in the 12 months before the date of childbirth, up to €255, is paid for up to 12 days, including Sundays and public holidays; 19 days for multiple births or in households with at least two other dependent children.

**Adoption benefit (Congé d'adoption):** 90% of the insured person's average daily earnings in the 12 months before the date of birth, up to €255, is paid for up to eight weeks; 10 weeks for multiple adoptions or in households with at least two other dependent children. Adoption leave may be shared between two parents.

### **Workers' Medical Benefits**

Reimbursements for medical costs include primary and specialist treatment, hospitalization, laboratory services, pharmaceuticals, dental and eye care, prostheses, and transportation. Medical practitioners and auxiliary medical services charge rates based on family income and size.

80% of the cost of medical services, up to a ceiling, is paid. This rate is increased to 100% for pregnancy or certain lengthy and costly treatments.

### **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

### **Administrative Organization**

Social Services Compensation Fund (CCSS) (<https://www.caisses-sociales.mc/>), with government, employer, and employee representatives, administers the program and collects contributions.

### **Work Injury**

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#### **Regulatory Framework**

**First law:** 1930.

**Current laws:** 1958 (work injury), 1967 (complementary compensation fund), and 1968 (supplementary funds).

**Type of program:** Mandatory private insurance system.

#### **Coverage**

Employed persons.

Exclusions: Self-employed persons.

### **Source of Funds**

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** The total cost. The cost of premiums varies depending on the reported risk rate. An additional contribution of 5% (December 2016) of the premiums is paid to the Complementary Compensation Fund.

**Government:** None.

### **Qualifying Conditions**

Must be assessed with a work injury or occupational disease. Accidents that occur while commuting to and from work are covered. There is no minimum qualifying period.

### **Temporary Disability Benefits**

The daily benefit is 50% (66.6% from the 29th day after the accident) of the insured's average daily earnings in the month before the accident. The benefit is paid from the day after the accident (the employer must pay the insured's full salary for the day the accident occurred) until recovery or certification of permanent disability.

The maximum daily earnings used to calculate benefits are 0.32% (1/312) of 15 times the legal annual minimum wage.

The legal annual minimum wage is €20,036.64.

Schedule of payments: Benefits are paid at least every 16 days.

### **Permanent Disability Benefits**

**Permanent disability pension:** The annual pension is 100% of the insured's annual earnings in the 12 months before the accident occurred or the occupational disease began.

A medical commission assesses the degree of disability.

The minimum annual earnings used to calculate benefits are the legal annual minimum salary.

The maximum annual earnings used to calculate benefits are 15 times the legal annual minimum salary.

The legal annual minimum salary is €20,036.64.

Constant-attendance supplement: 40% of the permanent disability pension is paid if the insured requires the constant attendance of others to perform daily functions.

**Partial disability pension:** An annual benefit is paid based on the insured's annual earnings in the 12 months before the accident occurred or the occupational disease began and the assessed degree of disability (of at least 10%).

If the assessed degree of disability is less than 10%, a lump sum is paid according to a schedule in law.

Schedule of payments: Benefits are paid quarterly.



The permanent disability pension can be replaced in full or in part by a lump sum after five years.

Benefit adjustment: Pensions are adjusted based on a coefficient set by law.

### **Workers' Medical Benefits**

Medical benefits include medical, hospital, surgical, and pharmaceutical treatment; rehabilitation; prostheses; and transportation costs.

The employer or the insurer pays all medical costs.

### **Survivor Benefits**

#### **Survivor pension**

*Spouse's pension:* 30% of the deceased's annual earnings is paid; 50% if the survivor is aged 55 or older or with a disability.

Eligible survivors including a surviving spouse who was married to, living with, or divorced from the deceased and receiving alimony at the time of the insured's death. The pension for a divorced spouse is reduced by the amount of any alimony paid. The date of marriage must have been before the date of the accident that resulted in the insured's death or at least two years before the date of the insured's death; conditions are waived if the couple had at least one child.

The spouse's pension ceases upon remarriage if there are no children receiving a survivor benefit, and a lump sum of three times the value of the annual pension is paid.

*Orphan's pension:* 15% of the deceased's annual earnings is paid for one child; 30% for two children; 40% for three children; plus an additional 10% for the fourth and each subsequent child. Each full orphan receives 20% of the deceased's annual earnings. The child must be eligible for family allowances.

*Other eligible survivor's pension:* Each dependent parent and grandparent receives 10% of the deceased's annual earnings, up to 30%.

The maximum combined survivor benefit is 85% of the deceased's annual earnings.

Benefit adjustment: Pensions are adjusted according to a coefficient set by a ministerial decree.

**Funeral allowance (Remboursement des frais funéraires):** Up to €1,634.50 are paid to the person who paid for the funeral (2017).

### **Administrative Organization**

Licensed private insurance companies administer the program and collect contributions.

## **Unemployment**

### **Regulatory Framework**

Coverage is provided through France's program for unemployment insurance.

### **Family Allowances**

#### **Regulatory Framework**

**First law:** 1938.

**Current law:** 1954 (family benefits).

**Type of program:** Social insurance system.

#### **Coverage**

Employed persons and persons receiving unemployment benefits.

Exclusions: Self-employed persons.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** See source of funds for Sickness and Maternity.

**Government:** None.

#### **Qualifying Conditions**

**Family allowance (Allocation familiale):** Paid for children younger than age 16 (age 17 if looking for a first job; age 21 if a student, an apprentice, or disabled). The earnings of an eligible working dependent aged 18 or older must not exceed €869.32 a month. The insured must have at least 75 hours of work in the relevant month. If both parents are eligible for family allowances, the benefit is paid only once (normally to the head of the household).

**Prenatal allowance (Allocation prénatale):** The head of the household must be insured and have at least 75 hours of effective or deemed employment in the month(s) for which the prenatal allowance is claimed. The mother must undergo a medical examination and provide a formal declaration of pregnancy during the first three months following the date of conception. The mother must also undergo medical examination at the third, sixth, and eighth month of pregnancy and after childbirth. The benefit is paid to an insured woman or the wife of an insured man. If both parents are eligible for family allowances, the benefit is paid only once (normally to the head of the household).

**Education grant (Prime de scolarité):** Paid to children aged 5 or older on December 31, 2017, who attend school in France or Monaco. Must have received family allowances for at least seven months in the last calendar year, including at least one month in the last four months of the last year.

**New school year allowance (Allocation exceptionnelle de rentrée, means tested):** The child must be eligible for family allowances and have received family allowances in July of the relevant year.

Means test: Household income in the year before the application for benefits must not exceed an amount that varies depending on the number of dependents.

**End-of-year grant (Prime de fin d'année, means tested):** Must have received family allowances for at least four months in the previous calendar year, including at least one month in the last three months of the last year.

Means test: Household income in the year before the application for benefits must not exceed an amount that varies depending on the number of dependents.

**Housing allowance (Allocation logement, means tested):** The benefit is paid to family allowance beneficiaries and to certain other categories of Monaco residents, depending on the number of people in the household and household income.

**Other benefits:** Child care services and other forms of individual and family support may be provided.

### **Family Allowance Benefits**

**Family allowance (Allocation familiale):** With 145 hours of covered work, €143.40 a month is paid for each eligible child younger than age 3; €215.20 for each child aged 3 to 5; €258.20 for each child aged 6 to 10; and €301.20 for each child aged 11 or older. With 75 to 144 hours, the amounts are in proportion to the number of hours worked. The benefit is paid monthly to the mother, the wife of the head of the household or the child's guardian.

The allowance is split between the parents if the child alternates between their residences.

**Prenatal allowance (Allocation prénatale):** With 145 hours of covered work, €143.40 a month is paid for

up to nine months; with 75 to 144 hours, the amount is in proportion to the number of hours worked. The allowance is paid in three equal parts (two months of benefits in the third month of pregnancy, four months of benefits in the sixth month of pregnancy, and three months of benefits after childbirth).

**Education grant (Prime de scolarité):** The amount varies depending on the level of the studies and whether the child attends school in Monaco (from €68 to €436) or France (from €37 to €436). The grant is paid in October to the mother, the head of the household's wife, or the child's guardian.

**New school year allowance (Allocation exceptionnelle de rentrée, means tested):** A lump sum of €133 is paid for a child younger than age 3; €197 for a child aged 3 to 5; €236 for a child aged 6 to 10; and €278 for a child aged 11 to 21 (2018-2019). The benefit is paid in August to the mother, the head of the household's wife, or the child's guardian.

**End-of-year grant (Prime de fin d'année, means tested):** A lump sum of €132 is paid in December.

**Housing allowance (Allocation logement, means tested):** A monthly benefit is paid.

**Other benefits:** A contribution toward the cost of child care provision outside of school hours and other forms of individual and family support may be provided.

### **Administrative Organization**

Compensation Fund for Social Services (<https://www.caisses-sociales.mc/>), with representatives of government, employers, and employees, administers the program and collects contributions.

## Netherlands

Exchange rate: US\$1.00 = 0.83 euro (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1901.

**Current laws:** 1957 (old-age pension); 1959 (survivor pension); 1966 (disability pension for employed persons); 1998 (disability pension for self-employed persons); 1998 (disability assistance for young persons); and 2005 (disability pension for employed persons), implemented in 2006.

**Type of program:** Social insurance system.

#### Coverage

Residents and persons working in the Netherlands.

#### Source of Funds

**Insured person:** 17.9% of covered earnings (old age) and 0.1% of covered earnings (survivors).

The maximum annual earnings used to calculate contributions are €33,994.

**Self-employed person:** 17.9% of covered earnings (old age) and 0.1% of covered earnings (survivors).

The maximum annual earnings used to calculate contributions are €33,994.

**Employer:** None (old age); 6.27% of covered payroll (disability); a variable contribution for persons receiving disability benefits since before 2006.

The maximum annual earnings used to calculate contributions (disability) are €54,614.

**Government:** Provides a subsidy to increase all benefits up to the applicable social minimum; the total cost of pensions for persons with a disability since childhood; contributes as an employer.

The social minimum varies depending on age, dwelling type, and family situation (a single person or a married couple).

#### Qualifying Conditions

**Old-age pension (Algemene Ouderdomswet, AOW):**

Age 66 (gradually rising to age 67 and three months by 2022) and a resident of the Netherlands or working in the Netherlands from age 16 (gradually rising to age 17 and three months by 2022) to age 66 (gradually rising to age 67 and three months by 2022); if income was earned, the insured must have paid contributions each year in this

period. Two persons sharing a household can qualify for a couple's pension if both have reached the normal retirement age.

**Holiday allowance:** Paid to old-age pensioners.

**Partial pension:** Meets the age requirement for the old-age pension but did not live or work continually in the Netherlands for the entire 50-year period preceding the normal retirement age.

**Supplemental allowance for younger partners:** Must have reached the normal retirement age before January 1, 2015, and live with a partner (same sex or opposite sex) who is younger than the normal retirement age with monthly income from employment less than €1,411.13 (or monthly income from benefits less than €782.95). The allowance is paid until the younger partner reaches the normal retirement age.

The supplemental allowance for younger partners is no longer paid to new AOW pensioners as of April 2015.

**Supplemental allowance (means tested):** Paid if the insured's family income is less than the applicable social minimum.

The social minimum varies depending on age, dwelling type, and family situation (a single person or a married couple).

Old-age benefits are payable abroad if residing in a European Union country; otherwise, under reciprocal agreement. The supplemental allowance is not payable abroad.

**Disability pension (Inkomensvoorziening Volledig Arbeidsongeschikten, IVA):** Must be younger than the normal retirement age, be assessed with a full (at least 80%) and permanent incapacity for work, have an earning capacity of less than 20% of former earnings, have little or no prospect of recovery, and have been employed before the loss of work and earning capacity. Must no longer be receiving cash sickness benefits.

A medical doctor appointed by the Institute for Employee Benefits assesses the degree of disability.

The disability pension ceases at the normal retirement age and is replaced by the old-age pension.

**Wage-related partial disability pension (Werkhervatting Gedeeltelijk Arbeidsgeschikten, WGA):** Paid to employees younger than the normal retirement age who are assessed with a partial (35% to 79%) temporary or permanent incapacity for work or a full (80% to 100%) but temporary incapacity for work with an earning capacity of less than 65% of former earnings. Must no longer be receiving cash sickness benefits.

**Partial disability wage supplement (Loonaanvullingsuitkering, LAU):** Paid to employees with wage-related income of at least 50% of their assessed residual earning capacity after the initial benefit payment period is exhausted.

Follow-up partial disability benefit (Vervolguitering, VVU): Paid to employees who earn a wage-related income of less than 50% of their assessed residual earning capacity.

Constant-attendance allowance: Paid if the insured is assessed with a full (at least 80%) temporary or permanent incapacity for work and requires the constant attendance of others to perform daily functions.

Supplemental allowance (means tested): Paid if the insured's family income is less than the applicable social minimum.

The social minimum varies depending on age, dwelling type, and family situation (a single person or a married couple).

**Disability pension for young persons (wajong):** Must be aged 18 to the normal retirement age, be assessed with an incapacity for work by age 17 (age 30 if a student for at least six months in the year before the disability began), and not currently be a student.

The disability pension for young persons ceases under certain conditions, such as if the insured is able to return to work, lives abroad, or reaches the normal retirement age.

Constant-attendance allowance: Paid if the insured requires the constant attendance of others to perform daily functions.

Supplemental allowance (means tested): Paid if the insured's family income is less than the applicable social minimum.

The social minimum varies depending on age, dwelling type, and family situation (a single person or a married couple).

The disability pension for young persons is not payable abroad.

**Survivor benefits (income tested):** The deceased was insured in the social security system.

Eligible survivors include a widow(er) or unmarried permanent partner born before 1950, caring for children younger than age 18, or assessed with at least a 45% incapacity for work; and full orphans up to age 16 (age 18 if disabled, age 21 if a student).

Holiday allowance: Paid to a person receiving a survivor pension.

The survivor pension ceases upon remarriage, registered partnership, or cohabitation.

The survivor pension ceases at the normal retirement age and may be replaced by the old-age pension.

**Death benefit:** Paid when an employed or unemployed worker, a beneficiary of sickness benefits or disability benefits, an old-age pensioner, or a survivor pension beneficiary dies.

Survivor benefits are payable abroad if residing in a European Union country; otherwise, under reciprocal agreement.

### Old-Age Benefits

**Old-age pension (Algemene Ouderdomswet, AOW):** The full pension is paid with 50 years of coverage. €1,148.40 a month is paid to a person if living alone; €782.95 a month each is paid to persons living with another adult (other than the insured's child or parent) who have both reached the normal retirement age (€782.95 a month to the insured, if the other adult has not reached the normal retirement age).

The benefit is automatically increased by up to €24.93 a month.

Holiday allowance: An additional holiday allowance of 12 times €51.01 to €102.02, depending on the age and number of adults in the household, is paid once a year in May.

Partial pension: The full pension (including the automatic increase and holiday allowance) is reduced by 2% for each missing year of coverage.

Supplemental allowance for younger partners: Up to €782.95 a month is paid. The allowance is reduced by up to 10% if the couple's joint income is more than €2,760.87 a month and by 2% for each year from age 16 (gradually rising to age 17 and three months by 2022) to the normal retirement age that the younger partner was not covered.

The supplemental allowance for younger partners is no longer paid for new AOW pensioners as of April 2015.

Supplemental allowance (means tested): An allowance may be paid.

Benefit adjustment: Benefits are adjusted in January and July based on changes in the legal minimum wage.

### Permanent Disability Benefits

**Disability pension (Inkomensvoorziening Volledig Arbeidsongeschikten, IVA):** 75% of the insured's daily wage before the disability began is paid. The benefit is normally paid after two years (104 weeks) of sick leave.

Wage-related partial disability pension (Werkhervatting Gedeeltelijk Arbeidsgeschikten, WGA): 75% of the insured's daily wage before the disability began is paid for the first two months; 70% thereafter. The benefit is paid for three to 38 months, depending on the number of years of employment. Benefits are reduced for persons who continue to work by 75% of the insured's current earnings in the first two months and by 70% of earnings thereafter.

Partial disability wage supplement (Loonaanvullingsuitkering, LAU): 70% of the difference between the maximum daily wage and the insured's work-related income or assessed residual earning capacity (whichever is greater) is paid.

Follow-up partial disability benefit (Vervolguitering, VVU): 28% to 50.75% of the legal minimum wage is paid.

The legal daily maximum wage is €209.26.

Constant-attendance allowance: 85% to 100% of the insured's daily wage is paid.

Supplemental allowance (means tested): An allowance may be paid.

Benefit adjustment: Benefits are adjusted in January and July based on changes in the legal minimum wage.

**Disability pension for young persons (wajong):** A supplement is paid to bring the insured's total monthly income (earnings and benefit) up to at least 75% of the legal monthly minimum (youth) wage but no more than 100% of the legal monthly minimum wage. Following the determination of the insured's work capacity at age 27, 75% of the legal monthly minimum wage is paid to persons assessed with a full disability and no earnings.

The legal monthly minimum (adult) wage is €1,578.00 (if aged 22 or older).

The legal monthly minimum (youth) wage varies from €749.55 (if age 18) to €1,341.30 (if age 21).

The maximum daily disability pension for young persons is €72.55.

Constant-attendance allowance: 85% to 100% of the applicable legal monthly minimum wage is paid.

Supplemental allowance (means tested): An allowance may be paid.

Benefit adjustment: Benefits are adjusted twice a year based on changes in the legal minimum wage.

## Survivor Benefits

### Survivor pension

*Spouse's pension:* €1,178.38 a month is paid to a widow(er) or an eligible unmarried partner; €755.92 a month if there are other people aged 21 or older living in the household (excluding students and tenants).

Holiday allowance: An additional holiday allowance of 12 times €37.87 to €85.47, depending on the age and number of adults in the household, is paid once a year in May.

Partial pension: The full pension (including holiday allowance) is reduced for periods that the insured was not covered or did not live or work continually in the Netherlands.

Income test: Income from employment up to 50% of the legal monthly minimum wage plus 33.3% of all the insured's earnings in excess of this amount is disregarded. Income from benefits (including unemployment benefits, disability benefits, and sickness benefits) above this amount is deducted in full from the survivor pension. No benefit is paid if monthly income from employment is at least €2,556.57.

The legal monthly minimum wage is €1,578.00.

*Orphan's pension:* €377.08 a month is paid to each full orphan younger than age 10; €565.62 a month if aged 10 to 15; or €754.16 a month if aged 16 to 18 (age 21 if a student).

Holiday allowance: An additional holiday allowance of 12 times €27.35 to €54.70, depending on the orphan's age, is paid once a year in May.

A top-up of €16.92 a month is paid in addition to the spouse and orphan's benefit.

**Death benefit:** A lump sum of 100% of the insured's monthly earnings (up to €205.77 a day) is paid; up to the legal monthly minimum wage for unemployed workers. For the death of a beneficiary of sickness or disability benefits, a lump sum of one month of benefits is paid. For the death of an old-age pensioner, a lump sum of 100% of the monthly old-age pension is paid. For the death of a survivor pension beneficiary, a lump sum of 100% of the monthly survivor pension is paid. The benefit is paid to the deceased's partner, dependent children and other survivors.

The legal monthly minimum wage is €1,524.60.

Benefit adjustment: Benefits are adjusted in January and July based on changes in the legal minimum wage.

## Administrative Organization

Inspection SZW (<https://www.inspectieszw.nl/>) provides general supervision of contribution and collection and the payment of cash benefits.

Social Insurance Bank (<https://www.svb.nl/>) administers old-age and survivor pensions.

Employers pay disability benefits to employees for the first two years.

Institute for Employee Benefits (<https://www.uvw.nl/>) administers disability benefits.

National Revenue Department of the Tax and Customs Administration (<https://www.belastingdienst.nl/>) collects contributions.

## Sickness and Maternity

### Regulatory Framework

**First law:** 1931.

**Current laws:** 1992 (sickness benefits); 1998 (maternity benefits for unemployed workers), implemented in 2001; 2005 (health insurance), implemented in 2006; and 2014 (long-term care), implemented in 2015.

**Type of program:** Social insurance system.

### Coverage

**Cash sickness and maternity benefits:** Coverage is mostly through private providers.

Social insurance covers workers who have no employer, including employees who have lost their jobs in the first

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two years of incapacity, incapacitated unemployed persons, temporary workers on sick leave, the voluntarily insured, apprentices, vocationally rehabilitated persons, and women incapacitated due to pregnancy or childbirth.

Voluntary coverage for persons who previously had mandatory coverage, including self-employed persons (cash sickness benefits).

Exclusions: Self-employed persons.

Special system for self-employed persons (maternity benefits only; Zelfstandig en Zwanger).

**Medical and long-term care benefits:** Residents of the Netherlands and persons who reside outside the Netherlands but conduct their professional activities in the Netherlands.

### Source of Funds

#### Insured person

*Cash sickness and maternity benefits:* None.

*Medical benefits:* Persons aged 18 or older pay a flat-rate contribution set by the health insurer. Insured persons can choose to withhold their employer's contributions and pay an income-related contribution of 5.65% of the insured's annual earnings.

The maximum annual earnings used to calculate contributions are €54,614.

*Long-term care benefits:* 9.65% of annual earnings.

The maximum annual earnings used to calculate contributions are €33,994.

#### Self-employed person

*Cash sickness and maternity benefits:* Not applicable; for the voluntarily insured, the contribution depends on the level of coverage chosen.

*Medical benefits:* 5.65% of annual declared earnings.

The maximum annual earnings used to calculate contributions are €54,614.

*Long-term care benefits:* 9.65% of annual declared earnings.

The maximum annual earnings used to calculate contributions are €33,994.

#### Employer

*Cash sickness and maternity benefits:* See source of funds under Unemployment.

*Medical benefits:* 6.90% of covered payroll.

The maximum annual earnings used to calculate contributions are €54,614.

*Long-term care benefits:* None.

### Government

*Cash sickness and maternity benefits:* None; contributes as an employer.

*Medical benefits:* Pays an annually determined contribution; a subsidy for low-income insured persons.

*Long-term care benefits:* No information available.

### Qualifying Conditions

**Cash sickness benefit:** Must be employed or receiving unemployment benefits and incapable of performing normal work.

**Cash maternity benefit:** Must be employed or receiving unemployment benefits.

**Medical benefits:** Must be covered by an insurance policy with an authorized health insurer (private companies).

**Long-term care benefits (Algemene Wet Bijzondere Ziektekosten, AWBZ):** Must be assessed with a need for care.

The Care Needs Assessment Center (CIZ) assesses the need for care and the type and amount of care required.

### Sickness and Maternity Benefits

**Sickness benefit:** 70% to 100% of the insured's earnings is paid for up to 104 weeks.

The minimum daily sickness benefit is the legal daily social minimum.

The legal daily social minimum is €53.87 for a single person aged 22 or older living alone.

The maximum daily sickness benefit is the legal daily maximum wage.

The legal daily maximum wage is €209.26.

**Maternity benefit:** 100% of the insured's earnings, up to the legal daily maximum wage, is paid for up to 16 weeks (up to 20 weeks for multiple births); may be extended if the child is hospitalized.

The legal daily maximum wage is €209.26.

### Workers' Medical Benefits

**Medical benefits:** Doctors, specialists, hospitals, and pharmacists provide medical services, including general and specialist care, hospitalization, certain laboratory services, medicine, limited dental care, maternity care, appliances, rehabilitation, and transportation.

Cost sharing: A compulsory deductible of €385 a year for persons aged 18 or older.

There is no limit on duration (except for physiotherapy).

**Long-term care benefits (Algemene Wet Bijzondere Ziektekosten, AWBZ):** Benefits include intensive care or supervision in an institution or at home. Benefits in kind are also provided.

### Dependents' Medical Benefits

All individuals are insured in their own right.

### Administrative Organization

Inspection SZW (<https://www.inspectieszw.nl/>) provides general supervision of cash benefits.

Authorized private insurance companies administer and provide sickness insurance.

Dutch Health Care Authority (<https://www.nza.nl/>) provides general supervision of medical benefits and exceptional medical expenses benefits.

## Work Injury

### Regulatory Framework

**First law:** 1901.

Note: There is no specific work injury program. The provisions of the 1966 and 1968 legislation under the sickness and maternity benefits and disability pensions programs (see above) apply to all incapacities, whether work related or not.

## Unemployment

### Regulatory Framework

**First law:** 1949.

**Current law:** 1986.

**Type of program:** Social insurance and social assistance system.

### Coverage

Employed persons.

Exclusions: Self-employed persons.

### Source of Funds

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** 2.85% of covered payroll for the general unemployment fund (Awf). For employers in certain sectors, variable contribution rates, depending on sector, are paid to the redundancy payment fund. The average contribution is 1.37% of covered payroll.

The maximum daily earnings used to calculate contributions are €210.05.

The employer's contributions also finance sickness and maternity benefits.

**Government:** None; contributes as an employer.

### Qualifying Conditions

**Salary-related benefit (WW-uitkering, social insurance):**

Must be younger than the normal retirement age, have a loss of income, and have a loss of at least five working hours a week (or half the working hours a week when employed for less than 10 hours a week). The insured must be registered at the public labor exchange, be capable of and available for work, and not refuse suitable employment.

To qualify for the first three months of benefits, the insured must have been in paid employment for at least 26 of the last 36 weeks. Benefits are paid from the fourth month if the insured had at least 52 days (or 208 hours) of paid employment in at least four of the five years before the year of unemployment and depending on the total number of years of contributions.

Supplemental allowance (means tested): Paid if unemployment benefits and the insured's family income is less than the applicable social minimum.

The social minimum varies depending on age, dwelling type, and family situation (a single person or a married couple).

**Older worker benefit (Inkomensvoorziening Oudere Werklozen, IOW, social assistance, income tested):**

Paid after the salary-related benefit (WW) or wage-related partial disability pension (WGA) is exhausted to persons aged 60 or older at the time the benefit (WW or WGA) was first received. Must be younger than the normal retirement age and not receive any other income or benefits. The salary-related benefit (WW) or wage-related partial disability pension (WGA) must have begun before January 1, 2020. The benefit will be phased out in January 1, 2030.

**Partially incapacitated older worker benefit (Inkomensvoorziening Oudere en gedeeltelijk Arbeidsongeschikte werkloze werknemers, IOAW, social assistance, income tested):** Paid after the salary-related benefit

(WW) or wage-related partial disability pension (WGA) is exhausted to persons with a partial (35% to 79%) incapacity for work who were aged 50 or older at the time the benefit (WW or WGA) was first received. Household income must be less than the applicable social minimum. The benefit is being gradually phased out and is only available for persons born before January 1, 1965.

The social minimum varies depending on age, dwelling type, and family situation (a single person or a married couple).

### Unemployment Benefits

**Salary-related benefit (WW-uitkering, social insurance):**

For the first two months, the benefit is 75% of the average

salary in the 12 months before unemployment, up to the legal daily maximum wage; thereafter, 70%. After the first three months, the insured receives one month of benefits for each year of employment in the first 10 years, and a half month of benefits for each subsequent year, up to 32 months (gradually decreasing by one month per quarter until reaching 24 months by April 2019). Years of employment include years from the time the insured was age 18 up to 1997, years with at least 52 days or 208 hours of paid employment a year from 1998 onward, child-raising years (if the child was younger than age 5), and years of informal caregiving after 1998.

The legal daily maximum wage is €209.26.

Supplemental allowance (means tested): An allowance may be paid.

**Older worker benefit (Inkomensvoorziening Oudere Werklozen, IOW, social assistance, income tested):** Up to 70% of the legal monthly minimum wage is paid.

The legal monthly minimum wage is €1,578.00.

**Partially-incapacitated older worker benefit (Inkomensvoorziening Oudere en gedeeltelijk Arbeidsongeschikte werkloze werknemers, IOAW, social assistance, means tested):** A means-tested supplement may be paid.

### Administrative Organization

Inspection SZW (<https://www.inspectieszw.nl/>) provides general supervision.

National Revenue Department of the Tax and Customs Administration (<https://www.belastingdienst.nl/>) collects contributions.

Institute for Employee Benefits (<https://www.uwv.nl/>) administers unemployment benefits.

Social security agencies provide benefits on a contractual basis.

## Family Allowances

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### Regulatory Framework

**First law:** 1939.

**Current laws:** 1962 (child benefits), 2000 (care allowances for children with disabilities), 2004 (child care allowance), and 2007 (child budget).

**Type of program:** Universal system.

### Coverage

Residents and persons working in the Netherlands.

### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

### Qualifying Conditions

#### Child benefit (algemene kinderbijslagwet, AKW)

**Children younger than age 16:** The children must be a member of the insured's household (except under certain conditions).

**Children aged 16 or 17:** The children must comply with the school attendance rules and pursue a basic qualification, be exempt from the obligation to pursue a basic qualification by the school attendance officer, or already have a basic qualification. Unemployed children must have a basic qualification. No benefit is paid for children who are employed with earnings of at least €1,265 a quarter or who receive a student grant or loan under the Dutch Student Financing Act.

Family allowances are payable abroad if residing in a European Union country; otherwise, under reciprocal agreement.

**Disabled child care allowance:** Paid for children aged 3 to 17 with long-term physical or mental disabilities who live at home. The children must not receive a similar benefit from another source.

The Social Insurance Bank contracts with an independent authority to assess the child's disability.

**Child budget allowance (means tested):** Paid for children younger than age 18 who qualify for the child benefit.

**Child care allowance (kinderopvangtoeslag):** Paid to assist with childcare costs for a parent who is working, studying, or enrolled in an approved training, job search program, or integration course. The child must be registered in an approved child care or preschool facility.

### Family Allowance Benefits

**Child benefit (algemene kinderbijslagwet, AKW):** 70% of the basic quarterly child benefit is paid for each child younger than age 6, 85% for each child aged 6 to 11, and 100% for each child aged 12 to 17.

The basic quarterly child benefit is €287.21.

These amounts may be doubled for eligible children not living at home because of study or disability.

Benefit adjustment: Benefits are adjusted twice a year based on changes in the price index.

**Disabled child care allowance:** €201.05 a quarter is paid from birth until the child reaches age 6; €244.13 a quarter until the child reaches age 11; and €287.21 a quarter until the child reaches age 18.

The disabled child care allowance is paid in addition to family allowances.



Benefit adjustment: Benefits are adjusted twice a year based on changes in the price index.

**Child budget allowance (means tested):** Up to €1,152.00 a year is paid for one eligible child; €2,129.00 a year for two children; €2,417.00 a year for three children; plus an additional €288.00 a year for the fourth and each subsequent child. An additional €236 a year is paid for each eligible child aged 12 to 15; €236 a year if aged 16 to 17. Single parents receive an additional benefit up to of €3,101 a year.

**Child care allowance (kinderopvangtoeslag):** From €5.91 to €7.45 an hour is paid for up to 230 hours per month per household.

### **Administrative Organization**

Inspection SZW (<https://www.inspectieszw.nl/>) provides general supervision.

Social Insurance Bank (<https://www.svb.nl/>) administers family allowance benefits (except the child budget allowance).

National Revenue Department of the Tax and Customs Administration (<https://www.belastingdienst.nl/>) administers the child budget and child care allowance.

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Exchange rate: US\$1.00 = 8.20 kroner.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1936.

**Current laws:** 1997 (national insurance); 2005 (mandatory occupational pension); and 2009 (pensions reform), implemented in 2011.

**Type of program:** Universal, social insurance, notional defined contribution (NDC), and mandatory occupational pension system.

Note: A new old-age pension system introduced in 2011 replaces the universal pension with a guaranteed minimum benefit and the earnings-related pension with an NDC pension. The new system covers persons born since 1963. Persons born before 1954 remain under the old system. A transitional (mixed) system, a combination of the old and new systems, covers persons born from 1954 through 1962.

#### Coverage

**Universal:** Persons residing or working as employees in Norway or on permanent or moveable installations on the Norwegian Continental Shelf.

**Social insurance and NDC:** Employed and self-employed persons.

Special systems for seamen, fishermen, railway employees, and public-sector employees.

**Mandatory occupational pension:** Private-sector employees.

Voluntary coverage for self-employed persons.

Special systems for public-sector employees.

#### Source of Funds

##### Insured person

**Universal, social insurance, and NDC:** 8.2% of gross covered earnings (including in-kind payments); 5.1% of covered personal income (such as pensions).

The minimum annual earnings used to calculate contributions are 54,650 kroner.

There are no maximum earnings used to calculate contributions.

The maximum contribution is 25% of annual gross earnings (including in-kind payments) above 54,650 kroner.

The insured person's contributions also finance sickness, maternity, work injury, and unemployment benefits.

**Mandatory occupational pension:** None; up to 4% of salary for defined benefit schemes.

The minimum annual earnings used to calculate contributions are the annual base amount.

The maximum annual earnings used to calculate contributions are 12 times the annual base amount.

The annual base amount is 93,634 kroner (96,883 kroner as of May 1, 2018).

##### Self-employed person

**Universal, social insurance, and NDC:** 11.4% of gross covered income from self-employment; 5.1% of personal income (such as pensions).

The minimum annual income used to calculate contributions is 54,650 kroner.

There is no maximum income used to calculate contributions.

The maximum contribution is 25% of annual gross income from self-employment above 54,650 kroner.

The self-employed person's contributions also finance sickness and maternity benefits.

**Mandatory occupational pension:** Up to 4% of income for defined benefit schemes.

The minimum annual income used to calculate contributions are the annual base amount.

The maximum annual income used to calculate contributions are 12 times the annual base amount.

The annual base amount is 93,634 kroner (96,883 kroner as of May 1, 2018).

##### Employer

**Universal, social insurance, and NDC:** 14.1% of gross payroll. Contributions are lower or waived in certain geographic areas, except for enterprises in certain sectors and for employees aged 62 or older.

There are no maximum earnings used to calculate contributions.

The employer's contributions also finance sickness, maternity, work injury, and unemployment benefits.

**Mandatory occupational pension:** At least 2% of payroll for defined contribution schemes; fully funded for defined benefit schemes.

The minimum annual earnings used to calculate contributions are the annual base amount.

The maximum annual earnings used to calculate contributions are 12 times the annual base amount.

The annual base amount is 93,634 kroner (96,883 kroner as of May 1, 2018).

## Government

*Universal, social insurance, and NDC:* Finances any deficit.

The government's contributions also finance unemployment benefits.

*Mandatory occupational pension:* None.

## Qualifying Conditions

**Old-age pension (alderspension, old system):** The pension consists of a basic pension and an earnings-related pension.

*Basic pension (grunnpensjon, universal):* Age 67 with at least 40 years of coverage from age 16 to age 66.

Partial pension: Age 67 with at least three but less than 40 years of coverage from age 16 to age 66.

Early pension: Age 62 with sufficient coverage to provide total pension income (from the basic pension, earnings-related pension, and other supplements) at age 67 of at least the full basic pension (at the rate of a single person, regardless of marital status). The lowest pension level can be prorated in relation to the duration of affiliation in countries with which Norway has a bilateral agreement.

The basic pension for a single person is 100% of the annual base amount.

The annual base amount is 93,634 kroner (96,883 kroner as of May 1, 2018).

Employment may continue.

**Earnings-related pension (tilleggspensjon, social insurance):** Age 67 with at least 40 years of pension points.

Pension points are earned when the insured's annual income (including income from unemployment benefits and certain other social security benefits) exceeds the annual base amount; annual income in excess of 12 times the annual base amount is disregarded. Pension points may be credited for unpaid work caring for others.

The annual base amount is 93,634 kroner (96,883 kroner as of May 1, 2018).

Partial pension: Age 67 with at least three but less than 40 years of pension points.

Early pension: Age 62 with sufficient coverage to provide total pension income (from the basic pension, earnings-related pension, and other supplements) at age 67 of at least the full basic pension (at the rate of a single person, regardless of marital status). The lowest pension level can be prorated in relation to the duration of affiliation in countries with which Norway has a bilateral agreement.

Employment may continue.

Pension supplement (pensjonstillegg, income tested): Paid to persons with limited work history, low income, or who receive a small or no earnings-related pension.

Dependent's supplement (forsørgingstillegg, income tested): Paid for a dependent spouse (or cohabiting partner under certain conditions) who does not receive an old-age or disability pension in his or her own right (nor is entitled to receive a full old-age pension), and each dependent child younger than age 18. The pensioner must be aged 67 or older.

Income test: The dependent's supplement is subject to recovery if family income exceeds an exemption amount that varies depending on family situation.

**Old-age pension (alderspension, new system):** The pension consists of a guarantee pension and an income pension.

*Guarantee pension (garantipensjon, universal, income tested):* Age 67 with at least 40 years of coverage from age 16 to age 66.

Income test: The guarantee pension is subject to recovery if the insured receives an income pension.

Partial pension: Age 67 with at least three years but less than 40 years of coverage from age 16 to age 66.

Early pension: Age 62 with sufficient coverage and/or a sufficient notional account balance to provide total pension income (from the guarantee pension and income pension) at age 67 of at least the level of the guarantee pension with 40 years of coverage (at the rate of a single person, regardless of marital status). The lowest pension level can be prorated in relation to the duration of affiliation in countries with which Norway has a bilateral agreement.

The annual guarantee pension for a single person with 40 years of coverage is 175,739 kroner.

Employment may continue.

**Income pension (inntektpensjon, NDC):** The retirement age is flexible, from age 67 to age 75.

Contributions may be credited for periods of unpaid work caring for others, mandatory military or civilian service, and unemployment benefits.

Early pension: Age 62 with sufficient coverage and/or a sufficient notional account balance to provide total pension income (from the guarantee pension and income pension) at age 67 of at least the level of the guarantee pension with 40 years of coverage (at the rate of a single person, regardless of marital status). The lowest pension level can be prorated in relation to the duration of affiliation in countries with which Norway has a bilateral agreement.

The annual guarantee pension for a single person with 40 years of coverage is 175,739 kroner.

Employment may continue.

The old-age pension (guarantee pension and income pension) is payable abroad.

**Old-age pension (mandatory occupational pension):**

Age 67 (may be lower for certain occupational groups, such as pilots or nurses). For defined benefit schemes, must have

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from 30 to 40 years of contributions to receive a full pension (varies by scheme).

Early pension: Age 62.

Deferred pension: The pension may be deferred up to age 75.

**Disability pension (uføretrygd, universal, income tested):** Must be aged 18 to 67, have an total (100%) loss of earning capacity, and have at least 40 years of coverage from age 16 to age 66. (Coverage is credited for the period from the date the disability began to the normal retirement age.)

Income test: The disability pension is subject to recovery if the insured's annual earnings (or income from certain care or parental benefits) exceeds 0.4 times the annual base amount (the limit may vary for a partial disability or under certain other conditions).

The annual base amount is 93,634 kroner (96,883 kroner as of May 1, 2018).

Partial disability: A reduced pension is paid with an assessed loss of earning capacity of at least 50% (40% if receiving the work assessment allowance) but less than 100%.

Partial pension: A reduced pension is paid with at least three years but less than 40 years of coverage from age 16 to age 66 (including coverage credited for the period from the date the disability began to the normal retirement age).

The National Insurance Administration assesses the loss of earning capacity.

Child supplement (barnetillegg, income tested): Paid for dependent children younger than age 18.

Basic supplement (grunnstønad): Paid if the insured has certain extra expenses due a permanent illness, injury, or deformity.

Constant-attendance supplement (hjelpstønad): Paid to cover the need for special attention or nursing.

The disability pension is payable abroad under special conditions.

**Work assessment allowance (arbeidsavklaringspenger, universal):** Must be aged 18 to 67, have an assessed loss of earning capacity of at least 50%, and have at least three years of coverage (one year in certain cases) immediately before the claim is made. The insured must be undergoing or have had treatment or vocational training, be considered employable, and be seeking employment with the assistance of the Norwegian Labor and Welfare Administration.

Child supplement (barnetillegg): Paid for dependent children younger than age 18.

**Spouse's pension (gjenlevendepensjon, income tested):** The pension consists of a basic pension, an earnings-related pension, and a special supplement.

**Basic pension (grunnpensjon, universal):** The deceased had at least 40 years of coverage from age 16 to age 66. (Coverage is credited for the period from the date of death to the normal retirement age.) The coverage requirement is waived if the death was a result of a work injury or occupational disease.

Partial pension: A reduced pension is paid with at least three years but less than 40 years of coverage from age 16 to age 66 (including coverage credited for the period from date of death to the normal retirement age).

**Earnings-related pension (tilleggspensjon, social insurance):** The deceased had at least 40 years of pension points. Coverage requirements are waived if the death was a result of a work injury or occupational disease.

Pension points are earned when the deceased's annual income (including income from unemployment benefits and certain other social security benefits) exceeds the annual base amount; annual income in excess of 12 times the annual base amount is disregarded. Pension points may be credited for unpaid work caring for others.

The annual base amount is 93,634 kroner (96,883 kroner as of May 1, 2018).

Partial pension: A reduced pension is paid with at least three but less than 40 years of pension points.

**Special supplement (sært tillegg):** The deceased was not entitled to an earnings-related pension or was entitled to an earnings-related pension less than a certain amount.

Eligible survivors include a widow(er) who was married to the deceased for at least five years, a cohabiting partner who lived with the deceased for at least five years and was previously married to the deceased, a widow(er) or cohabiting partner who had children with the deceased, and a divorced spouses or separated partner under certain conditions. Length of marriage and cohabitation requirements are waived if the death was a result of a work injury or occupational disease. All survivors must be younger than the normal retirement age.

Income test: The spouse's pension (all components) is subject to recovery if the survivor's annual income from employment exceeds 50% of the annual base amount. A surviving spouse younger than age 55 is expected to continue employment and have annual income from employment of at least two times the annual base amount.

The spouse's pension ceases if he or she remarries, has children with a cohabitant, receives a pension in his or her own right (including certain collective agreement pensions), or reaches the normal retirement age.

Child care benefit (stønad til barnetilsyn, income tested): Paid if the surviving parent is a student or works outside the home and must leave the child in the care of another.

The spouse's pension is payable abroad if either the survivor or the deceased resided in that country for at least 20 years.

**Transitional survivor benefit (overgangsstønad til gjenlevende ektefelle/partner, income tested):** Paid to a surviving spouse who does not qualify for the spouse's pension and is a student (or becomes a student within two years of the death), is caring for the deceased's children, or is in a transitional phase because of the death. A surviving spouse is considered to be in a transitional phase for 12 months after the death (6 months if married to the deceased for less than 12 months). The income test is the same as that for the spouse's pension.

**Orphan's pension (barnepensjon, universal):** The deceased had at least three years of coverage from age 16 to age 66.

Eligible survivors include children younger than age 18 (age 20 if a full orphan and a student; age 21 if a student and the parent died from a work injury).

**Funeral grant (gravferdsstønad, means tested):** Paid to cover the cost of the funeral. There is no means test if the deceased was younger than age 18.

### Old-Age Benefits

**Old-age pension (alderspensjon, old system):** The pension consists of a basic pension and an earnings-related pension.

**Basic pension (grunnpensjon, universal):** 100% of the annual base amount is paid; 90% if the insured has a spouse or cohabiting partner who receives a pension or has annual income exceeding twice the annual base amount.

The annual base amount is 93,634 kroner (96,883 kroner as of May 1, 2018).

**Partial pension:** The pension is proportionately reduced for each year of coverage less than 40 years.

**Early pension:** Calculated in the same way as the basic pension.

**Earnings-related pension (tilleggspensjon, social insurance):** The pension is 42% of the annual base amount multiplied by the insured's average annual pension points earned in the 20 years with the most points. If the insured has less than 20 years of points, the average of all years with pension points is used.

The number of pension points earned in a year equals the difference between the insured's annual covered income and the annual base amount, divided by the annual base amount.

The annual base amount is 93,634 kroner (96,883 kroner as of May 1, 2018).

The maximum annual income used to calculate benefits is six times the annual base amount plus 33% of annual income from six times to 12 times the annual base amount; annual income exceeding 12 times the annual base amount is disregarded. The maximum number of pension points

used to calculate benefits is seven a year. Pension points can be earned until age 75.

The total pension (basic pension and earnings-related pension) is adjusted based on a life expectancy factor, which is calculated based on the life expectancy of the insured's cohort and the age at which the insured claims the pension.

In each year of retirement, a pensioner may choose to receive 0%, 20%, 40%, 50%, 60%, 80%, or 100% of his or her total pension (basic pension and earnings-related pension).

**Partial pension:** The pension is proportionately reduced.

**Early pension:** Calculated in the same way as the earnings-related pension.

**Pension supplement (pensjonstillegg, income tested):** The difference between the insured's old-age pension income (basic pension and earnings-related pension) and the minimum pension level is paid.

The minimum pension level is adjusted annually by the Norwegian parliament.

**Dependent's supplement (forsørgingstillegg, income tested):** 25% of the minimum annual pension level (high rate) is paid for an eligible spouse; 20% for each eligible child.

The minimum annual pension level (high rate) is 181,744 kroner.

**Income test:** The total dependent's supplement is reduced by 50% of the difference between annual family income and an exemption amount that varies depending on family situation.

If the insured has less than 40 years of coverage, the dependent's supplement and the exemption amount are proportionately reduced.

**Schedule of payments:** The pension is paid monthly.

**Benefit adjustment:** Benefits are indexed to average wage growth minus 0.75%.

**Old-age pension (alderspensjon, new system):** The pension consists of a guarantee pension and an income pension.

**Guarantee pension (garantipensjon, universal, income tested):** Up to 180,744 kroner a year is paid; 167,196 kroner a year if the insured has a spouse or cohabiting partner who receives a pension or has annual income exceeding twice the annual base amount.

**Income test:** The pension is reduced by 80% of the amount of the income pension received.

**Partial pension:** The pension is proportionately reduced for each year of coverage less than 40 years.

**Early pension:** Calculated in the same way as the guarantee pension.

**Income pension (inntektspensjon, NDC):** The pension is calculated based on 18.1% of the covered income earned in each year from age 13 to 75, adjusted based on wages and life expectancy.

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The maximum annual income used to calculate benefits is 7.1 times the annual base amount.

The annual base amount is 93,634 kroner (96,883 kroner as of May 1, 2018).

The total pension (guarantee pension and income pension) is adjusted according to a life expectancy factor, which is calculated based on the life expectancy of the insured's cohort and the age at which the insured claims the pension.

In each year of retirement, a pensioner may choose to receive 0%, 20%, 40%, 50%, 60%, 80%, or 100% of his or her total pension (guarantee pension and income pension).

Early pension: Calculated in the same way as the income pension.

Schedule of payments: The pension is paid monthly.

Benefit adjustment: Benefits are indexed to average wage growth minus 0.75%.

### Old-age pension (mandatory occupational pension)

**Defined contribution schemes:** The insured must purchase an annuity, either for life, or for a fixed period of at least 10 years. Lump-sum benefits are prohibited.

Early and deferred pension: An actuarially reduced or increased pension is paid.

**Defined benefit schemes:** Replacement rates vary by fund (in 2012, most were between 58% and 70%).

Partial pension: A percentage of the full pension is paid depending on the number of years of contributions.

Early and deferred pension: An actuarially reduced or increased pension is paid.

Benefit adjustment: Benefits are adjusted based on investment returns unless there is a binding agreement to follow the national pension scheme indexation.

### Permanent Disability Benefits

**Disability pension (uføretrygd, universal, income tested):** If the insured is assessed with a total (100%) loss of earning capacity and has at least 40 years of residence from age 16 to age 66, the benefit is 66% of the insured's average annual covered earnings in the best three of the last five years before the disability began.

Coverage is credited for the period from the date the disability began to the normal retirement age.

The minimum annual disability pension is 2.28 times the annual base amount for couples (2.66 times if the disability that began before age 26); 2.48 times the annual base amount for single persons (2.91 if the disability began before age 26).

The annual base amount is 93,634 kroner (96,883 kroner as of May 1, 2018).

The maximum annual earnings used to calculate benefits are six times the annual base amount.

Partial disability: A percentage of the full disability pension is paid based on the assessed loss of earning capacity.

Partial pension: The pension is proportionately reduced for each year of residence less than 40 years.

Child supplement (barnetillegg, income tested): 40% of the annual base amount is paid for each eligible child. The child benefit is proportionately reduced to family income and not paid if the child's own income (including from capital) exceeds the annual base amount.

The maximum combined disability benefit and child supplement is 95% of the insured's average covered income before the disability began.

Basic supplement (grunnstønad): 678 kroner to 3,383 kroner a month is paid to help meet certain costs incurred as a result of the disability.

Constant-attendance supplement (hjelpetønad): 1,130 kroner, 1,215 kroner, 2,430 kroner, 4,860 kroner, or 7,290 kroner a month is paid. The three highest rates are paid only to persons younger than age 18.

Schedule of payments: The pension is paid monthly.

Benefit adjustment: Benefits are adjusted automatically based on changes in general price and income levels.

**Work assessment allowance (arbeidsavklaringspenger, universal):** The annual allowance is 66% of the insured's pensionable income in the year before the disability began or of the insured's average pensionable income in the three years before the disability began, whichever is greater. The allowance is paid five days a week for up to three years; may be extended for an additional two years under certain conditions.

The minimum annual work assessment allowance is twice the annual base amount; 2.44 times the annual base amount for persons with a disability that began before age 16.

The maximum annual earnings used to calculate benefits are six times the annual base amount.

The annual base amount is 93,634 kroner (96,883 kroner as of May 1, 2018).

Child supplement (barnetillegg): 27 kroner a day is paid five days a week for each eligible child.

Supplemental allowances are provided to insured persons aged 16 to 67, to fully or partially compensate for expenses related to vocational training.

Schedule of payments: The allowance is paid monthly.

### Survivor Benefits

**Spouse's pension (gjenlevendepensjon, income tested):** The pension consists of a basic pension, an earnings-related pension, and a special supplement.

**Basic pension (grunnpensjon, universal):** Up to 100% of the annual base amount is paid to the surviving spouse; 90% if the surviving spouse has cohabited with a new partner for

at least 12 months in the last 18 months. There are special provisions for a widow(er) whose husband died as a result of a work injury.

The annual base amount is 93,634 kroner (96,883 kroner as of May 1, 2018).

Partial pension: The pension is proportionately reduced for each year of coverage less than 40 years.

**Earnings-related pension (tilleggspensjon, social insurance):** 55% of the earnings-related old-age or disability pension the deceased received or was entitled to receive (projected as if the deceased worked to age 67) is paid.

**Special supplement (sært tillegg):** 100% of the annual base amount is paid if the deceased was not entitled to an earnings-related pension; a proportionately reduced supplement is paid if the deceased had less than 40 years of coverage.

There is no minimum spouse's pension.

Income test: If the surviving spouse's annual income from employment exceeds 50% of the annual base amount, the pension equals the difference between the full pension (basic pension and earnings-related pension) and 40% of the spouse's annual income from employment above 50% of the annual base amount.

Child care benefit (stønad til barnetilsyn, income tested): The benefit paid depends on the survivor's annual income, child care expenses, and the number of children.

Schedule of payments: The pension is paid monthly.

Benefit adjustment: Benefits are adjusted on May 1 each year to changes in general price and income levels.

**Transitional survivor benefit (overgangsstønad til gjenværende ektefelle/partner, income tested):** The spouse's pension is paid for up to 12 months (up to six months if the surviving spouse was married to the deceased for less than 12 months); longer if the surviving spouse is caring for the deceased's children (younger than 18) or is studying.

**Orphan's pension (barnpensjon, universal):** 40% of the annual base amount is paid for the first eligible child, 25% for each additional child. For full orphans, the full spouse's pension (basic pension plus earnings-related pension) based on whichever parent's pension (the one the parent received or were entitled to receive) is higher; 40% of the annual base amount is paid for the second full orphan; 25% for each additional full orphan. The pension is split equally if there are two or more eligible children. There are special provisions for a surviving child of a person who died as a result of a work injury.

The annual base amount is 93,634 kroner (96,883 kroner as of May 1, 2018).

Schedule of payments: The pension is paid monthly.

Benefit adjustment: Benefits are adjusted on May 1 each year based on changes in general price and income levels.

**Funeral grant (gravferdsstønad, means tested):** A lump sum of up to 23,337 kroner is paid.

### Administrative Organization

Ministry of Health and Care Services (<https://www.regjeringen.no/en/dep/hod/id421/>), Ministry of Children and Equality (<https://www.regjeringen.no/en/dep/bld/id298/>), and Ministry of Labor and Social Affairs (<https://www.regjeringen.no/en/dep/asd/id165/>) provide general supervision.

Norwegian Labor and Welfare Administration (NAV) (<https://www.nav.no/>) administers the programs nationally.

NAV Local Services administer the programs locally.

The local tax office in each municipality normally collects contributions.

The Financial Supervisory Authority of Norway (<https://www.finanstilsynet.no/>) provides general supervision of the mandatory occupational pension program.

Registered occupational pension funds administer their own mandatory occupational pension programs.

### Sickness and Maternity

#### Regulatory Framework

**First law:** 1909.

**Current laws:** 1997 (national insurance) and 2011 (health and care services).

**Type of program:** Universal and social insurance system.

#### Coverage

**Universal (medical benefits):** Residents of Norway, including noncitizen seamen serving on Norwegian ships.

Special medical benefits for seamen and military personnel.

**Social insurance (cash benefits):** Employed and self-employed persons.

Special cash benefits for fisherman, casual workers, the temporarily unemployed, and persons aged 67 to 70.

#### Source of Funds

##### Insured person

*Universal:* None.

*Social insurance:* See source of funds under Old Age, Disability, and Survivors.

##### Self-employed person

*Universal:* None.

*Social insurance:* See source of funds under Old Age, Disability, and Survivors.

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### Employer

*Universal:* None.

*Social insurance:* See source of funds under Old Age, Disability, and Survivors.

### Government

*Universal:* The total cost.

*Social insurance:* Finances any deficit; the total cost of the maternity grant.

### Qualifying Conditions

**Cash sickness benefit (social insurance):** Must have earned at least 50% of the annual base amount and worked at least 28 days (four weeks) before the incapacity began. (The employer must pay cash sickness benefits to workers at all income levels for the first 16 calendar days of incapacity.) There are no qualifying conditions if the incapacity is due to a work injury or occupational disease.

The annual base amount is 93,634 kroner (96,883 kroner as of May 1, 2018).

**Sick child care leave (omsorgsdager, social insurance):** Paid to a parent who cares for a sick child younger than age 12 (age 18 if disabled, or chronically or seriously ill). The parent must have earned at least 50% of the base amount and worked at least 28 days (four weeks) before the claim is made.

**Parental cash benefit (pleiepenger for pleie av sykt barn, social insurance):** Paid to a parent who provides constant care to a more seriously ill child younger than age 18. The parent must have earned at least 50% of the base amount and worked at least 28 days (four weeks) before the claim is made.

**Cash maternity and paternity benefits (social insurance):** Must have earned at least 50% of the annual base amount and worked for at least six months in the last 10 months. The mother, father, or both parents may be eligible.

The annual base amount is 93,634 kroner (96,883 kroner as of May 1, 2018).

**Maternity grant (social insurance):** Paid to insured mothers who are not entitled to cash maternity benefits.

**Medical benefits (universal):** There is no minimum qualifying period.

### Sickness and Maternity Benefits

**Sickness benefit (social insurance):** 100% of the insured's covered earnings is paid after a 16-day waiting period for up to 52 weeks; thereafter, the insured may receive a work assessment allowance or disability pension (The employer pays 100% of the insured's covered earnings for the first 16 days.) There is no waiting period if the incapacity is due to a work injury or occupational disease.

The maximum income used to calculate benefits is six times the annual base amount.

The annual base amount is 93,634 kroner (96,883 kroner as of May 1, 2018).

Self-employed persons receive 75% of assessed covered earnings after a 16-day waiting period for up to 248 days (may voluntarily insure for 100% of earnings, a shorter waiting period, or both).

### Sick child care leave (omsorgsdager, social insurance):

100% of the insured's covered earnings is paid for up to 10 days to each parent (20 days for a single parent); for more than two children younger than age 12, 15 days each (30 days for a single parent); and for a disabled or chronically ill child younger than age 18, 20 days each (40 days for a single parent). (The employer pays the first 10 days.) Self-employed persons are entitled to parental care leave after a 10-day waiting period.

**Parental cash benefit (pleiepenger for pleie av sykt barn, social insurance):** 100% of the insured's covered earnings is paid from the first day of care. The benefit can be paid for up to 1300 days for each eligible child or until the child reaches age 18.

### Maternity and paternity benefit (social insurance):

There is a choice of benefits: 100% of the insured's covered earnings is paid for 49 weeks or 80% of the insured's covered earnings is paid for 59 weeks. The insured parents may decide how to split the total benefit period, but 13 weeks are reserved for the mother, including the three weeks before the expected date of childbirth and the six weeks immediately after childbirth; 10 weeks of the total benefit period are reserved for the father.

In case of adoption, there is a choice of benefits for the insured parents: 100% of the insured's covered earnings is paid for 46 weeks or 80% of the insured's covered earnings is paid for 56 weeks.

A partial maternity and paternity benefit may be paid with reduced weekly working hours. The benefit is proportionately reduced, and the duration is proportionally increased.

Part of the benefit may be postponed, but it must be taken within three years of the birth or adoption.

**Maternity grant (social insurance):** A lump sum of 63,140 kroner is paid if the insured is not receiving a maternity benefit (also paid for the adoption of a child); 2,550 kroner is paid for giving birth at home.

### Workers' Medical Benefits

Full or partial reimbursements of medical expenses; or service benefits furnished by providers under contract with insurance funds. Benefits include part of doctors' fees (patients pay 152 kroner for each consultation with a general practitioner; 345 kroner with a specialist) and free care in a public hospital. Patients pay 39% of expenses for listed essential medicine (up to 520 kroner for each prescription),



a percentage of costs of laboratory services, and 149 kroner (or in some cases, 400 kroner) for each required trip to hospital, as well as a percentage of transportation costs above these amounts. The insured may choose the hospital, after a referral from a doctor.

The patient's own expenses, with exemptions for certain diseases, are limited to 2,258 kroner a year; an additional 2,205 kroner a year for certain higher-cost medical services. The ceilings are set annually by parliament.

There are no copayments for pensioners receiving the minimum pension.

There is no limit to duration.

### **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

There are no copayments for children up to age 16.

### **Administrative Organization**

Ministry of Health and Care Services (<https://www.regjeringen.no/en/dep/hod/id421/>), Ministry of Children and Equality (<https://www.regjeringen.no/en/dep/bld/id298/>), and Ministry of Labor and Social Affairs (<https://www.regjeringen.no/en/dep/asd/id165/>) provide general supervision.

Norwegian Labor and Welfare Administration (NAV) (<https://www.nav.no/>) administers cash benefits nationally.

NAV Local Services administer the program locally.

Norwegian Directorate of Health (<https://helsedirektoratet.no/>) administers medical benefits nationally.

The local tax office in each municipality normally collects contributions.

### **Work Injury**

#### **Regulatory Framework**

**First law:** 1894.

**Current laws:** 1989 (worker's compensation) and 1997 (national insurance).

**Type of program:** Universal, social insurance, and employer-liability (compulsory insurance through a private carrier) system.

Note: Labor law requires employers to purchase private insurance to cover the loss of earnings and expenses not compensated by the National Insurance Scheme.

#### **Coverage**

**Social insurance:** Persons residing or working as employees in Norway or on permanent or moveable installations on the Norwegian Continental Shelf; students; and military personnel.

Voluntary coverage for self-employed persons.

**Employer liability:** Employed persons.

Exclusions: Self-employed persons.

#### **Source of Funds**

##### **Insured person**

*Social insurance:* None.

*Employer liability:* None.

##### **Self-employed person**

*Social insurance:* Voluntarily insured persons contribute 0.4% of taxable income.

*Employer liability:* Not applicable.

##### **Employer**

*Social insurance:* See source of funds under Old Age, Disability, and Survivors; part of the cost is refunded from the employer-liability premiums.

*Employer liability:* Pays the total cost of premiums for mandatory private insurance.

##### **Government**

*Social insurance:* Finances any deficit.

*Employer liability:* None; contributes as an employer.

#### **Qualifying Conditions**

Must be assessed with a work injury or occupational disease. Accidents that occur while commuting to and from work are covered if the employer arranged the transportation.

#### **Temporary Disability Benefits**

**Sickness benefit (social insurance):** See Sickness and Maternity.

**Temporary disability benefit (yrkesskadeforsikringen, employer liability):** The difference between the sickness benefit and 100% of the insured's last monthly earnings is paid.

#### **Permanent Disability Benefits**

**Permanent disability pension (uføretrygd, universal):** If the insured is assessed with a total (100%) disability, 66% of the insured's estimated annual earnings is paid. (The pension is not reduced for a coverage period shorter than 40 years.)

Estimated annual earnings are either the insured's earnings when the disability began or the insured's average annual covered earnings in the best three of the last five years before the disability began, whichever is greater.

The minimum annual pension is 2.28 times the annual base amount for couples (2.66 times if the disability began

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before age 26); 2.48 times the annual base amount for single persons (2.91 if the disability began before age 26).

The annual base amount is 93,634 kroner (96,883 kroner as of May 1, 2018).

The maximum annual earnings used to calculate benefits are six times the annual base amount.

**Partial disability:** For an assessed loss of earning capacity of at least 30% but less than 100%, a percentage of the full disability pension is paid based on the assessed loss of earning capacity.

The National Insurance Administration assesses the degree of disability.

**Dependent's supplement (income tested):** 50% of the pension is paid for a spouse aged 60 or older; 40% of the annual base amount is paid for each child younger than age 18.

**Income test:** The supplement is reduced by 50% of income in excess of the minimum annual pension for couples plus 25% of the annual base amount.

The annual base amount for couples is 85% of the annual base amount.

The maximum combined disability benefit and child supplement is 95% of the insured's average covered income before the disability began.

**Basic supplement (grunnstønad):** 678 kroner to 3,383 kroner a month is paid to help meet certain costs incurred as a result of the disability.

**Constant-attendance supplement (hjelpstønad):** 1,130 kroner, 1,215 kroner, 2,430 kroner, 4,860 kroner, or 7,290 kroner a month is paid. The three highest rates are paid only to persons younger than age 18.

**Schedule of payments:** The pension is paid monthly.

**Benefit adjustment:** Benefits are adjusted automatically based on changes in general price and income levels.

### **Compensation for non-economic loss (menerstatning):**

For an assessed loss of earning capacity of at least 15%, an annual benefit of 7% to 75% of the annual base amount, depending on the assessed loss of earning capacity, is paid.

The annual base amount is 93,634 kroner (96,883 kroner as of May 1, 2018).

### **Workers' Medical Benefits**

Comprehensive care is provided, including medical or assistive devices.

There is no cost sharing.

There is no limit to duration.

### **Survivor Benefits**

**Survivor pension (social insurance):** See Old Age, Disability, and Survivors.

### **Survivor benefit (yrkesskadeforsikring, employer liability)**

**Spouse's benefit:** 15 times the annual base amount is paid if the deceased was younger than age 47. The benefit is reduced by 5% for each year above age 46, up to a maximum reduction of 80%.

The annual base amount is 93,634 kroner (96,883 kroner as of May 1, 2018).

Eligible survivors include a widow(er) who was married to the deceased for at least two years or a widow(er) or cohabiting partner who had children with the deceased.

**Orphan's benefit:** One times (if the orphan is aged 18 to 19) to 6.5 times (if the orphan is younger than age 1) the annual base amount is paid. The benefit is doubled if the deceased was a single parent.

Eligible survivors include children younger than age 20.

**Funeral grant (means tested):** See Old Age, Disability, and Survivors.

**Funeral grant (employer liability):** A lump sum of up to half the annual base amount is paid.

The annual base amount is 93,634 kroner (96,883 kroner as of May 1, 2018).

Eligible survivors include a widow(er) who was married to the deceased for at least two years or a widow(er) or cohabiting partner, or an orphan younger than age 20; if there is no surviving spouse or child, the pension is paid to the administrator of the deceased's estate.

### **Administrative Organization**

Ministry of Health and Care Services (<https://www.regjeringen.no/en/dep/hod/id421/>), Ministry of Children and Equality (<https://www.regjeringen.no/en/dep/bld/id298/>), and Ministry of Labor and Social Affairs (<https://www.regjeringen.no/en/dep/asd/id165/>) provide general supervision.

Norwegian Labor and Welfare Administration (NAV) (<https://www.nav.no/>) administers the program nationally.

NAV Local Services administer the program locally.

The local tax office in each municipality collects contributions.

### **Unemployment**

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#### **Regulatory Framework**

**First law:** 1906.

**Current law:** 1997 (national insurance).

**Type of program:** Universal and social insurance system.

## Coverage

Employed persons, including public-sector employees and seamen, and certain self-employed persons aged 64 or older. Must be a legal resident of Norway.

## Source of Funds

**Insured person:** See source of funds under Old Age, Disability, and Survivors.

**Self-employed person:** See source of funds under Old Age, Disability, and Survivors.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** See source of funds under Old Age, Disability, and Survivors.

## Qualifying Conditions

Must have reduced working hours by at least 50% and have annual earnings of at least 1.5 times the annual base amount in the last year before unemployment or of at least three times the annual base amount in the last three years before unemployment. Must be registered at a public employment office as a genuine job seeker for at least three of the last 15 days and submit an employment status form every 14 days. Unemployment must not be due to voluntary leaving, discharge for misconduct, participation in a labor dispute, or the refusal of a suitable offer or retraining (disqualification for at least four weeks).

The annual base amount is 93,634 kroner (96,883 kroner as of May 1, 2018).

Child's supplement: Paid for dependent children younger than age 18.

## Unemployment Benefits

0.24% of the calculation basis is paid daily, five days a week, for up to 52 weeks if annual income before unemployment was less than two times the annual base amount; 104 weeks if annual income was at least two times the annual base amount.

The calculation basis is the insured's annual income in the last year (or the average of the last three years before unemployment began) up to six times the annual base amount.

The annual base amount is 93,634 kroner (96,883 kroner as of May 1, 2018).

Child's supplement: 17 kroner a day is paid five days a week for each eligible child.

The maximum unemployment benefit (including the child's supplement) is 90% of the insured's previous annual income.

## Administrative Organization

Ministry of Health and Care Services (<https://www.regjeringen.no/en/dep/hod/id421/>), Ministry of Children and Equality (<https://www.regjeringen.no/en/dep/bld/id298/>), and Ministry of Labor and Social Affairs (<https://www.regjeringen.no/en/dep/asd/id165/>) provide general supervision.

Norwegian Labor and Welfare Administration (NAV) (<https://www.nav.no/>) administers the program nationally.

The local tax office in each municipality normally collects contributions.

## Family Allowances

### Regulatory Framework

**First law:** 1946.

**Current laws:** 1998 (cash benefits for small children) and 2002 (child benefits).

**Type of program:** Universal system.

### Coverage

Residents of Norway.

### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

### Qualifying Conditions

**Child benefit (barnetrygd):** Paid for children younger than age 18.

Single-parent supplement (utvidet barnetrygd): Paid to single parents (unmarried, widowed, divorced, or separated) who live with a child younger than age 18.

**Care allowance for young children (kontantstøtte):** Paid for children aged 13 months to 23 months (younger than age 6 who have not started school for adopted children) who do not attend a publicly subsidized day care centre or who attend less than 20 hours a week. Each parent must have at least five years of coverage.

**Additional benefit for single parents (overgangsstonad, income tested):** Paid to a single parent (unmarried, widowed, divorced, or separated) who is the sole carer of one or more children younger than age 8 and has at least three years of coverage immediately before the claim is made. For a child aged 1 or older, the parent must work or study at least 50% of the time or be registered at a public employment office as a genuine job seeker.

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Child care benefit (stønad til barnetilsyn, income tested): A benefit may be paid to cover the cost of child care.

Income test: Annual income must not exceed six times the annual base amount.

The annual base amount is 93,634 kroner (96,883 kroner as of May 1, 2018).

School supplies supplement: Paid to cover the cost of school supplies.

### **Family Allowance Benefits**

**Child benefit (barnetrygd):** 970 kroner a month is paid for each eligible child.

Single-parent supplement (utvidet barnetrygd): An additional 970 kroner a month is paid to the single parent (only one supplement is paid for all children). If the single parent lives with one or more children younger than age 3 and is entitled to a full additional benefit for single parents or transitional survivor benefit (see Old-Age, Disability, and Survivors), an additional 660 kroner a month is also paid.

**Care allowance for young children (kontantstøtte):** 7,500 kroner a month is paid for each eligible child who does not attend a publicly subsidized day care center; 3,750 kroner a month for each children who attends up to 19 hours a week. The allowance is paid for up to 11 months; may be extended for adopted children who have not started school.

**Additional benefit for single parents (overgangsstønad, income tested):** Up to 2.25 time the monthly base amount

is paid for up to three years; may be extended for up to two years if the parent is a student, for up to three years if the parent is a student and caring for three or more children or became a single parent before age 18, or for other periods under certain conditions.

The monthly base amount is 7,803 kroner (8,074 kroner as of May 1, 2018).

Income test: The benefit is subject to recovery if the beneficiary's annual income exceeds 46,000 kroner.

Child care benefit (stønad til barnetilsyn, income tested): Up to 46,646 kroner a year is paid for one child, 60,888 kroner a year for two children, or 68,988 kroner a year for three or more.

School supplies supplement: A benefit is paid.

### **Administrative Organization**

Ministry of Health and Care Services (<https://www.regjeringen.no/en/dep/hod/id421/>), Ministry of Children and Equality (<https://www.regjeringen.no/en/dep/bld/id298/>), and Ministry of Labor and Social Affairs (<https://www.regjeringen.no/en/dep/asd/id165/>) provide general supervision.

Norwegian Labor and Welfare Administration (NAV) (<https://www.nav.no/>) administers the program nationally.

NAV Local Services administer the program locally.

The local tax office in each municipality collects contributions.

## Poland

Exchange rate: US\$1.00 = 3.48 zlotys.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First laws:** 1927 (salaried employees) and 1933 (wage earners).

**Current laws:** 1990 (farmers); 1997 (pension funds); 1998 (social insurance system), implemented in 1999; 1998 (social insurance fund); 2003 (social pension); 2004 (individual accounts); 2008 (old-age pension); and 2016 (social insurance funds pensions).

**Type of program:** Social insurance, notional defined contribution (NDC), and individual account systems (old-age benefits); social insurance system (disability and survivor benefits); and social assistance.

Note: In 1999, the social insurance pay-as-you-go system was replaced by a notional defined contribution (NDC) system. Insured persons born before January 1, 1949, are still covered under the social insurance pay-as-you-go system. Insured persons born from January 1, 1949, to December 31, 1968, could choose the new NDC system only or the NDC and individual account system for old-age benefits. Until December 31, 2013, membership in the individual account system was mandatory for insured persons born after December 31, 1968. As of February 1, 2014, membership in the individual account system is voluntary for all insured persons.

#### Coverage

**Social insurance, notional defined contribution (NDC), and individual account system:** Economically active persons.

Voluntary coverage is available.

Special systems for individual farmers, military personnel, and police personnel.

**Social assistance:** Residents of Poland.

#### Source of Funds

##### Insured person

**Social insurance:** 9.76% of covered earnings (old age) and 1.5% (disability and survivors).

There are no minimum earnings used to calculate contributions.

The maximum annual earnings used to calculate contributions are 30 times the national average monthly earnings set by law.

The national average monthly earnings are 4,271.51 zlotys (2017).

**NDC only:** 9.76% of covered earnings (old age) and 1.5% (disability and survivors).

There are no minimum earnings used to calculate contributions.

The maximum annual earnings used to calculate contributions are 30 times the national average monthly earnings set by law.

The national average monthly earnings are 4,271.51 zlotys (2017).

Of the combined insured person and employer contributions (old age), 12.22% is allocated to the main NDC account and 7.3% to an NDC sub-account.

**NDC and individual account:**

**NDC:** 6.84% of covered earnings (old age) and 1.5% (disability and survivors).

**Individual account:** 2.92% of covered earnings (old age) and up to 1.75% of contributions (annual administrative fees).

There are no minimum earnings used to calculate contributions.

The maximum annual earnings used to calculate contributions are 30 times the national average monthly earnings set by law.

The national average monthly earnings are 4,271.51 zlotys (2018).

Of the combined insured person and employer contributions (old age), 12.22% is allocated to the main NDC account, 4.38% to an NDC sub-account, and 2.92% to the individual account.

**Social assistance:** None.

##### Self-employed person

**Social insurance:** 19.52% of declared covered earnings (old age) and 8% (disability and survivors).

The minimum income used to calculate contributions is 60% of the national average monthly earnings set by law.

The national average monthly earnings are 4,271.51 zlotys (2017).

**NDC only:** 19.52% of declared covered earnings (old age) and 8% (disability and survivors).

Of the self-employed person's contribution (old age), 12.22% is allocated to the main NDC account and 7.3% to an NDC sub-account.

**NDC and individual account:**

**NDC:** 16.6% of declared covered earnings (old age) and 8% (disability and survivors).

Of the self-employed person's contribution (old age), 12.22% is allocated to the main NDC account and 4.38% to an NDC sub-account.

Individual account: 2.92% of declared covered earnings (old age) and up to 1.75% of contributions (annual administrative fees).

The minimum income used to calculate contributions is 60% of the national average monthly earnings set by law.

The national average monthly earnings are 4,271.51 zlotys (2017).

*Social assistance:* None.

### Employer

*Social insurance:* 9.76% of covered payroll (old age) and 6.5% (disability and survivors).

There are no minimum earnings used to calculate contributions.

The maximum annual earnings used to calculate contributions are 30 times the national average monthly earnings set by law.

The national average monthly earnings are 4,271.51 zlotys (2017).

The employer pays an additional 1.5% of covered payroll for workers engaged in certain forms of hazardous employment to finance the old-age bridging pension.

*NDC only:* 9.76% of covered payroll (old age) and 6.5% (disability and survivors).

Of the combined insured person and employer contributions, 12.22% is allocated to the main NDC account and 7.3% to an NDC sub-account.

*NDC and individual account:*

NDC: 9.76% of covered payroll (old age) and 6.5% (disability and survivors).

Of the combined insured person and employer contributions, 12.22% is allocated to the main NDC account and 4.38% to an NDC sub-account.

Individual account: None.

The minimum earnings used to calculate contributions is 60% of the national average monthly earnings set by law.

The national average monthly earnings are 4,271.51 zlotys (2017).

*Social assistance:* None.

### Government

*Social insurance, NDC only, and NDC and individual account:* The total cost of the guaranteed minimum pension; pays pension contributions for insured persons taking child care leave or receiving maternity allowances, for persons receiving unemployment benefits, and for unemployed graduates. None for the individual account.

*Social assistance:* The total cost.

### Qualifying Conditions

**Old-age pension (social insurance):** Age 65 with at least 25 years of coverage (men) or age 60 with at least 20 years of coverage (women). Noncontributory years (for example, years spent raising children or while receiving certain benefits) must not exceed 33.3% of contributory years. The age requirement is reduced for workers in certain hazardous occupations.

Employment must cease immediately before retirement; thereafter employment may continue under certain conditions.

**Early pension:** The normal retirement age is reduced by five years with at least 35 years of coverage (men; 25 years if incapable of any work) or at least 30 years of coverage (women; 20 years if incapable of any work).

**Reduced pension:** Paid with at least 20 years of coverage (men) or at least 15 years of coverage (women).

**Guaranteed minimum pension:** Paid with at least 25 years of coverage (men) or at least 20 years of coverage (women) if the old-age social insurance pension is less than the minimum monthly old-age pension.

The minimum monthly old-age pension is 1,029.80 zlotys (as of March 1, 2018).

**Nursing allowance:** Aged 75 or older or assessed with a total incapacity for work and dependent on others.

**Old-age pension (NDC only):** Age 65 (men) or age 60 (women) with at least one day of contributions.

**Guaranteed minimum pension:** Paid with at least 25 years of coverage (men) or at least 20 years of coverage (women) if the NDC old-age benefit is insufficient to finance the minimum monthly old-age pension.

The minimum monthly old-age pension is 1,029.80 zlotys (as of March 1, 2018).

**Old-age pension (NDC and individual account):**

Age 65 (men) or age 60 (women) with at least one day of contributions.

**Guaranteed minimum pension:** Paid with at least 25 years of coverage (men) or at least 20 years of coverage (women) if the total monthly amount of the NDC old-age pension and the annuity from the individual account is less than the minimum monthly old-age pension.

The minimum monthly old-age pension is 1,029.80 zlotys (as of March 1, 2016).

**Disability pension (social insurance):** Paid for a total disability (incapacity for any work) or partial disability (greatly impaired earning capacity or total incapacity for usual work) with at least five years of coverage (one to four years if younger than age 30) during the last 10 years, or a total of 25 years (men) or 20 years (women) of coverage. Noncontributory years (for example, years spent raising children or while receiving certain benefits) must not

exceed 33.3% of contributory years. The disability must have begun during the coverage period or within 18 months of the cessation of contributions (waived if the insured has 25 years (men) or 20 years (women) of coverage).

**Partial disability pension:** Paid for a partial disability (greatly impaired earning capacity or total incapacity for usual work).

**Nursing allowance:** Must be assessed with a total incapacity for work and dependent on others.

**Training pension:** No longer capable of work in his or her usual job and is in vocational retraining.

**Disability social pension (social assistance):** Aged 18 or older and assessed with a total incapacity for all work that began before age 18 or while a full-time student.

**Survivor pension (social insurance):** The deceased received or was entitled to receive an old-age or disability pension at the time of death.

Eligible survivors include a widow(er) aged 50 or older at the time of the insured's death, incapable of work, raising a child younger than age 16 (age 18 if a student), or caring for a child with a disability that began before age 16 (age 25 if a student); a divorced spouse entitled to alimony who meets the requirements for a widow(er); dependent children younger than age 16 (age 25 if a student; no limit if disabled before age 16 or age 25 if a student); and dependent parents who meet the requirements for a widow(er).

**Funeral grant (social insurance):** Paid when the insured, a pensioner, or a member of his or her family dies.

Benefits are only payable abroad within the countries of the European Union, European Economic Area, or in countries with bilateral agreements with Poland.

### Old-Age Benefits

**Old-age pension (social insurance):** The pension is the sum of 24% of the base amount, 1.3% of the insured's earnings multiplied by the number of contribution years, and 0.7% of the insured's earnings multiplied by the number of eligible noncontributory years.

The insured's earnings used to calculate the pension are either those in 10 consecutive calendar years chosen by the insured from the 20 years before the year of the claim or in 20 years selected from the total coverage period.

The maximum earnings used to calculate benefits for each contributory year are 250% of the base amount in the previous calendar year.

The base amount is 3,731.13 zlotys (as of March 1, 2018).

The minimum monthly old-age pension is 1,029.80 zlotys (as of March 1, 2018).

The maximum monthly old-age pension is 3,731.13 zlotys (as of March 1, 2018).

**Early pension:** Calculated in the same way as the old-age pension. There is no minimum pension.

**Reduced pension:** Calculated in the same way as the old-age pension. There is no minimum pension.

**Guaranteed minimum pension:** The difference between the old-age social insurance pension and the minimum old-age pension set by law is paid.

The minimum monthly old-age pension set by law is 1,029.80 zlotys (as of March 1, 2018).

**Nursing allowance:** 208.67 zlotys a month is paid (as of March 1, 2016).

**Earnings test:** For pensioners younger than the normal retirement age, the monthly pension is reduced if income is greater than 70% but lower than 130% of the national average monthly earnings. The pension is suspended if the insured's income exceeds 130% of the national average monthly earnings.

The national average monthly earnings are 4,271.51 zlotys (2017).

**Benefit adjustment:** Benefits are adjusted annually based on the average annual index of consumer goods and services of the preceding calendar year, plus at least 20% of the real increase in the national average monthly wage in the preceding calendar year.

**Old-age pension (NDC):** The pension is based on the total value of collected and indexed pension contributions and the indexed initial capital, divided by average life expectancy at the insured's retirement.

The indexed initial capital is based on contributions made to the social insurance system before January 1, 1999.

**Guaranteed minimum pension:** The difference between the old-age NDC pension and the minimum old-age pension set by law is paid.

The minimum monthly old-age pension set by law is 1,029.80 zlotys (as of March, 2018).

**Old-age pension (individual account):** The pension is based on the individual account balance divided by average life expectancy at retirement.

### Permanent Disability Benefits

**Disability pension (social insurance):** For a total disability, the pension is the sum of 24% of the base amount, 1.3% of the insured's earnings multiplied by the number of contribution years, 0.7% of the insured's earnings multiplied by the number of eligible noncontributory years (for example, years spent raising children or receiving certain benefits), and 0.7% of the insured's earnings multiplied by the number of projected years needed to give a maximum of 25 years of coverage from the day of the claim up to age 60.

The insured's earnings used to calculate the pension are either those in 10 consecutive calendar years chosen by the

insured from the 20 years before the year of the claim or in 20 years selected from the total coverage period.

The maximum earnings used to calculate benefits for each contributory year are 250% of the base amount.

The base amount is 3,731.13 zlotys (as of March 1, 2018).

Earnings test: The pension is reduced if the insured's income is greater than 70% but lower than 130% of the national average monthly earnings. The pension is suspended if the insured's income exceeds 130% of the national average monthly earnings. There is no earnings test after reaching the normal retirement age.

The national average monthly earnings are 4,271.51 zlotys (2017).

The disability pension is replaced by an old-age pension at the normal retirement age.

The minimum monthly pension for a total disability is 1,029.80 zlotys (as of March 1, 2018).

Partial disability pension: 75% of the disability pension is paid.

Nursing allowance: 323.76 zlotys a month is paid (as of March 1, 2018).

Training pension: 75% of the earnings used to calculate the insured's disability pension is paid for up to six months; up to 30 months in certain cases.

The minimum monthly training pension is 100% of the minimum monthly pension for a partial disability.

Benefit adjustment: Benefits are adjusted annually based on the average annual index of consumer goods and services of the preceding calendar year, plus at least 20% of the real increase in the national average monthly wage of the preceding year.

**Disability social pension (social assistance):** 856.03 zlotys a month (84% of the minimum monthly pension for a total disability) is paid for the duration of the disability.

### Survivor Benefits

**Survivor pension (social insurance):** 85% of the old-age or disability pension the deceased received or was entitled to receive is paid for one survivor; 90% is split equally between two survivors; and 95% for three or more.

Earnings test: The pension is reduced if the insured's income is greater than 70% but lower than 130% of the national average monthly earnings. The pension is suspended if the insured's income exceeds 130% of the national average monthly earnings.

The national average monthly earnings are 4,271.51 zlotys (2017).

The minimum monthly survivor pension is 1,029.80 zlotys (as of March 1, 2016).

Benefit adjustment: Benefits are adjusted annually based on the average annual index of consumer goods and services

of the preceding calendar year, plus at least 20% of the real increase in the national average monthly wage of the preceding year.

**Funeral grant (social insurance):** A lump sum of up to 4,000 zlotys is paid.

### Administrative Organization

Ministry of Family, Labor, and Social Policy (<https://www.mpips.gov.pl/>) provides general supervision.

Social Insurance Institution (<http://www.zus.pl/>) collects contributions and administers the social insurance and NDC programs.

Polish Financial Supervision Authority (<https://www.knf.gov.pl/>) supervises pension fund management companies.

Individual pension fund management companies administer individual accounts.

### Sickness and Maternity

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#### Regulatory Framework

**First law:** 1920.

**Current laws:** 1997 (rehabilitation), 1999 (sickness and maternity), 2002 (cash benefits), 2003 (health fund), 2004 (health care benefits), and 2013 (maternity and parental leave).

**Type of program:** Social insurance system.

#### Coverage

**Cash sickness and maternity benefits:** Employed persons.

Voluntary coverage for self-employed persons.

**Medical benefits:** Employed and self-employed persons, pensioners, unemployment allowance beneficiaries, persons undergoing professional rehabilitation, students, and the insured's dependent family members.

Voluntary coverage is available.

Special systems for individual farmers, military personnel, and police personnel.

#### Source of Funds

##### Insured person

**Cash benefits:** 2.45% of gross earnings.

**Medical benefits:** 9% of gross earnings.

There are no maximum earnings used to calculate contributions.

##### Self-employed person

**Cash benefits:** 2.45% of declared income.

**Medical benefits:** 9% of declared income.



The minimum base amount used to calculate contributions is 60% of the national average monthly earnings set by law.

The national average monthly earnings are 4,599.72 zlotys (as of February 2018).

For the voluntarily insured, the maximum basis for assessment is 250% of the insured's average monthly income from the preceding quarter.

**Employer:** None.

**Government:** Provides subsidies for medical benefits.

### Qualifying Conditions

**Cash sickness benefit, rehabilitation benefit, compensatory allowance, and care allowance:** Must be currently in insured employment with at least 30 days of continuous coverage; 90 days of continuous coverage for the voluntarily insured.

Accidents that occur while commuting to and from work are covered.

**Cash maternity and paternity benefits:** Must be currently insured. There is no minimum qualifying period.

**Parental leave:** Must be currently insured.

**Medical benefits:** Must be currently insured or receiving social benefits.

### Sickness and Maternity Benefits

**Sickness benefit (Zasilek chorobowy):** 80% of the insured's average earnings (70% for hospitalization unless older than age 50) in the 12 months before the incapacity began is paid. 100% of earnings if the incapacity began during pregnancy, was the result of an accident while commuting to or from work, or was related to blood, tissue, or organ donation.

The benefit is paid from the 34th day of incapacity (15th day if older than age 50) for up to 182 days (may be extended to 270 days if there are complications arising from pregnancy or for tuberculosis). The employer pays the benefit for the first 33 days (14 days if older than age 50).

**Rehabilitation allowance (Swiadczenie rehabilitacyjne):** May be paid if recovery is likely when the insured is no longer eligible for a sickness benefit. 90% of the sickness benefit is paid for the first 90 days and 75% thereafter; 100% if the incapacity for work began during pregnancy. The benefit is paid for up to 12 months.

**Compensatory allowance (Zasilek wyrównawczy):** Paid to compensate for lost earnings resulting from a loss in working capacity. The insured must undergo vocational rehabilitation for up to 24 months. The benefit is the difference between the insured's average earnings during the last 12 months and the earnings received during vocational rehabilitation.

**Care allowance (Zasilek opiekuńczy):** 80% of the insured's average earnings in the last 12 months is paid for up to 60 days each calendar year if the insured takes leave from work to care for a healthy child younger than age 8 or a sick child younger than age 14. The allowance may be paid for up to 14 days to care for any other sick family member.

**Maternity benefit (Zasilek macierzyński):** 100% of the insured's average earnings in the last 12 months is paid for 20 weeks (31 to 37 weeks for multiple births, depending on the number of children born).

**Paternity benefit (Urlop ojcowski):** 100% of the insured's average earnings in the last 12 months is paid for two weeks. The paternity leave period must be claimed before the child is age 24 months.

**Parental leave:** 100% of the insured's average earnings in the last 12 months is paid to either parent for the first six weeks of parental leave (eight weeks for multiple births) following the end of maternity leave, then 60% of the insured's average earnings in the last 12 months to either parent for 26 weeks following the end of the maternity leave. The mother may choose to receive 80% of average earnings in the last 12 months for the full 52 weeks (including paid maternity leave, extended maternity leave, and parental leave). Part-time workers are entitled to 64 weeks (68 weeks for multiple births) of total maternity and parental leave.

Part of the benefit may be claimed later, but must be taken within six years of birth or adoption.

### Workers' Medical Benefits

Private health care providers under contract with the National Health Fund provide services directly to patients. Benefits include general and specialist care; hospitalization; surgeries specified by the Ministry of Health; laboratory services; dental care, including dental prostheses; ophthalmology and optician services; functional and vocational rehabilitation; free transportation; and basic prescription drugs.

Patients may choose the doctor and hospital.

There is no limit to duration if employed; if employment ceases, coverage continues for 30 days.

Cost sharing: There is no cost sharing for basic health care. The government provides a partial subsidy for basic prescription drugs.

### Dependents' Medical Benefits

Medical benefits for dependents are the same as those for the insured.

### **Administrative Organization**

Ministry of Family, Labor, and Social Policy (<https://www.mpips.gov.pl/>) supervises cash benefits.

Social Insurance Institution (<http://www.zus.pl/>) collects contributions and administers cash benefits.

Ministry of Health (<https://www.gov.pl/zdrowie/>) supervises medical benefits.

National Health Fund (<http://www.nfz.gov.pl/>) administers public health funds and contracts out medical services.

### **Work Injury**

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#### **Regulatory Framework**

**First law:** 1984.

**Current laws:** 2002 (cash benefits) and 2004 (health care benefits).

**Type of program:** Social insurance system.

#### **Coverage**

Economically active persons, including self-employed persons.

Special systems for individual farmers, military personnel, and police personnel.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** 1.8% of declared earnings.

The minimum income used to calculate contributions is 60% of the national average monthly earnings set by the budget law.

The national average monthly earnings are 4,599.72 zlotys (as of February 2018).

For the voluntarily insured, the maximum basis for assessment is 250% of the insured's average monthly income from the preceding quarter.

**Employer:** From 0.4% to 3.6% of gross payroll, depending on the assessed degree of risk and the number of employees.

There are no maximum earnings used to calculate contributions.

**Government:** The cost of specialized procedures promoting good public health practices.

#### **Qualifying Conditions**

Must be assessed with a work injury or occupational disease. Accidents that occur while travelling to and from work are covered under Sickness and Maternity.

### **Temporary Disability Benefits**

**Temporary disability benefit:** 100% of the insured's average earnings in the 12 months before the disability began is paid from the first day for up to 182 days (may be extended to 270 days).

**Rehabilitation allowance:** 100% of the insured's earnings is paid for up to 12 months if recovery is likely and the insured is no longer eligible for a temporary disability benefit.

### **Permanent Disability Benefits**

**Permanent disability benefit:** For a total disability, the pension is the sum of 24% of the base amount, 1.3% of the insured's earnings multiplied by the number of contribution years, 0.7% of the insured's earnings multiplied by the number of eligible noncontributory years (for example, for years spent raising children or while receiving certain benefits), and 0.7% of the insured's earnings multiplied by the number of projected years needed to give a maximum of 25 years of coverage from the day of the claim up to age 60.

The base amount is 3,731.13 zlotys (as of March 1, 2018).

The benefit is paid with at least five years of coverage (one to four years if younger than age 30) during the last 10 years, or a total of 25 years (men) or 20 years (women) of coverage. Noncontributory years must not exceed 33.3% of contributory years. The disability must have begun during the coverage period or within 18 months of the cessation of contributions.

The minimum permanent disability benefit is 120% of the minimum monthly old-age pension.

The minimum monthly old-age pension is 1,029.80 zlotys (as of March 1, 2018).

**Earnings test:** The benefit is reduced if the insured's income is greater than 70% but lower than 130% of the national average monthly earnings. The benefit is suspended if the insured's income exceeds 130% of the national average monthly earnings. There is no earnings test after reaching the normal retirement age.

The national average monthly earnings are 4,599.72 zlotys (February 2018).

**Nursing allowance:** 323.76 zlotys a month is paid (as of March 1, 2018).

**Partial disability pension:** At least 60% of the insured's earnings is paid.

The minimum monthly partial disability pension is 926.82 zlotys (as of March 1, 2018).

**Training benefit:** 100% of the earnings used for calculating the disability pension is paid to a person who is no longer capable of work in his or her usual job and is undergoing vocational retraining. The benefit is paid for six months; up to 36 months in certain cases.

The minimum training benefit is 120% of the minimum monthly old-age pension.

The minimum monthly old-age pension is 1,029.80 zlotys (as of March 1, 2016).

**Lump-sum benefit:** Paid for permanent or long-term health damage as the result of a work injury or an occupational disease. The benefit is 854 zlotys for each percentage of assessed permanent or long-term health damage. If the insured is assessed as fully incapable of work, a lump sum of 14,950 zlotys is paid (as of April 1, 2018).

### Workers' Medical Benefits

All necessary medical care is provided.

The National Health Fund pays the total cost of medical services.

There is no limit to duration.

### Survivor Benefits

**Survivor pension:** 85% of the old-age or disability pension the deceased received or was entitled to receive is paid for one survivor; 90% is split equally between two survivors; and 95% for three or more.

The minimum benefit is 120% of the minimum monthly survivors' pension paid under Old Age, Disability, and Survivors.

Eligible survivors include a widow(er) aged 50 or older at the time of the insured's death, incapable of work, raising a child younger than age 16 (age 18 if a student), or caring for a child with a disability that began before age 16 (age 25 if a student); a divorced spouse entitled to alimony who meets the requirements for a widow(er); dependent children younger than age 16 (age 25 if a student; no limit if disabled before age 16 or age 25 if a student); and dependent parents who meet the requirements for a widow(er).

### Administrative Organization

Ministry of Family, Labor, and Social Policy (<https://www.mpips.gov.pl/>) provides general supervision of cash benefits.

Social Insurance Institution (<http://www.zus.pl/>) collects contributions and administers the program.

Ministry of Health (<https://www.gov.pl/zdrowie/>) provides general supervision of medical benefits.

## Unemployment

### Regulatory Framework

**First law:** 1924.

**Current laws:** 2004 (employment promotion) and 2004 (early retirement).

**Type of program:** Social insurance system.

### Coverage

Employed persons.

Exclusions: Self-employed persons.

### Source of Funds

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** 2.45% of gross payroll.

There are no maximum earnings used to calculate contributions.

**Government:** Finances any deficit.

### Qualifying Conditions

**Unemployment benefit (Zasilek dla bezrobotnych):**

Must be older than age 18, registered with the employment bureau, able and ready to work, and involuntarily unemployed with no redundancy pay or compensation. The insured's earnings must have been at least equal to the legal minimum wage during at least 365 days in the 18-month period before unemployment (periods of military service, parental leave, and receipt of allowances are credited toward the 365-day period).

**Preretirement benefit (Swiadczenie przedemerytalne):**

Age 61 with at least 25 years of coverage (men) or age 56 with at least 20 years of coverage (women) with at least six years of service with the same employer and unemployed due to employer insolvency; age 60 with at least 35 years of coverage (men) or age 55 with at least 30 years of coverage (women) with at least six months of service with the same employer and involuntarily unemployed; or any age and involuntarily unemployed with at least 40 contributory or noncontributory years (for example, years spent raising children or while receiving certain benefits) of coverage (men) or at least 35 contributory or noncontributory years of coverage (women).

Age 60 with at least 25 years of contributions (men) or age 55 with at least 20 years of contributions (women) and has received the disability pension for at least five years.

The benefit is paid after receiving the unemployment benefit for six months. During this time, the insured person must be registered as unemployed and not refuse any suitable offer of employment.

### Unemployment Benefits

**Unemployment benefit (Zasilek dla bezrobotnych):**

A flat-rate base amount is paid with five to 20 years of employment; 80% of the base amount with less than five years; and 120% of the base amount with more than 20 years. The flat-rate base amount is 831.10 zlotys a month for the first three months; thereafter, 652.60 zlotys a month. The benefit is paid for six to 18 months, depending on the unemployment rate in the region.

**Preretirement benefit (Swiadczenie przedemerytalne):** 1,070.99 zlotys a month is paid (as of March 1, 2018).

### **Administrative Organization**

Ministry of Family, Labor, and Social Policy (<https://www.mpips.gov.pl/>) provides general supervision.

Voivodships (provinces) and local labor bureaus pay benefits and maintain registries of unemployed persons and job vacancies.

Social Insurance Institution (<http://www.zus.pl/>) collects payroll contributions from enterprises.

### **Family Allowances**

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#### **Regulatory Framework**

**First law:** 1947.

**Current laws:** 2003 (family benefits) and 2016 (child-raising benefit).

**Type of program:** Universal and social assistance system.

#### **Coverage**

Residents of Poland.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

#### **Qualifying Conditions**

**Family allowances (Zasilek rodzinny, social assistance, means tested):** Paid to a mother, father, or guardian of a child younger than age 18 (age 21 if a full-time secondary school student, age 24 if a full-time university student, disabled, or a student living alone).

Means test: The family's average per capita monthly income in the previous calendar year must not exceed 674 zlotys; 764 zlotys for families with a child with a disability. In some cases, a family with income slightly above this means test will receive a reduced family allowance benefit.

Childbirth lump-sum aid: Paid to a mother, father, or guardian for each child born after April 30, 2004. Monthly family income must not exceed 1,922 zlotys. The mother must have attended regular medical check-ups from the 10th week of pregnancy.

Childbirth lump-sum supplement: Paid to a mother, father, or guardian for each child.

Parental leave supplement: Paid to a mother, father, or guardian for the care of a child younger than age 4 (age 18 if disabled).

Single parent's child supplement: Paid to a single parent or guardian who is eligible for family allowances and meets the income test (alimony is excluded). The child must be younger than age 18 (age 21 if a student, age 24 with a learning disability).

Multiple children family supplement: Paid to a mother, father, or guardian for the third and each subsequent child.

Education and rehabilitation supplement: Paid to a mother, father, or guardian for up to 12 months to cover part of the cost of the rehabilitation or education of a child younger than age 16 with a disability (age 24 if moderately or severely disabled).

Beginning of school year supplement: Paid to a mother, father, or guardian in September each year for each eligible child.

School travel and board supplement: Paid to a mother, father, or guardian for 10 months (from September to June) for each eligible child.

**Nursing allowance (Zasilek pielagnacyjny, social assistance, means tested):** Paid to persons incapable of living independently, children younger than age 16 with a disability (at any age if severely disabled), adults with a moderate degree of disability whose disability began before age 21, and persons aged 75 or older. Must not be living in a care institution. Eligible persons must choose between the nursing allowance, the nursing benefit, and the special nursing benefit.

**Nursing benefit (Swiadczenie pielagnacyjne, universal):** Paid to a mother, father, or guardian who ceases work to care for a child younger than age 16 with a disability or for an older person with a severe disability. Eligible persons must choose between the nursing allowance, the nursing benefit, and the special nursing benefit

Special nursing benefit (Specjalny zasilek opiekunczy, social assistance, means tested): Paid to a mother, father, or guardian who ceases work to care for a child younger than age 16 with a disability or for an older person with a severe disability. Monthly family income must not exceed 764 zlotys. Eligible persons must choose between the nursing allowance, the nursing benefit, and the special nursing benefit

**Child-raising benefit (Rodzina 500 plus, universal):** Paid for the second and each subsequent child younger than age 18 (age 25 if disabled or still living at home and with siblings younger than age 18); paid from the first child if family per capita income is less than 800 zlotys (1,200 zlotys with a disabled child).

## **Family Allowance Benefits**

**Family allowances (Zasilek rodzinny, social assistance, means tested):** The amount paid depends on the child's age: up to 95 zlotys for a child up to age 5; up to 124 zlotys if aged 6 to 18; up to 135 zlotys if aged 19 to 24.

Childbirth lump-sum aid: 1,000 zlotys is paid for each child. Municipalities provide additional financial support, depending on their rules and regulations.

Childbirth lump-sum supplement: 1,000 zlotys is paid for each child.

Parental leave supplement: 400 zlotys a month is paid for up to 24 months for one child; 36 months for multiple births; and 72 months for a child with a disability.

Single parent's child supplement: 193 zlotys a month is paid for each child (273 zlotys a month for each child with a disability), up to 386 zlotys for each family.

Multiple children family supplement: 95 zlotys a month is paid for the third and each subsequent child.

Education and rehabilitation supplement: 90 zlotys a month is paid for a child younger than age 5; 110 zlotys if aged 5 to 24.

Beginning of school year supplement: A lump sum of 100 zlotys is paid.

School travel and board supplement: 113 zlotys a month is paid from September to June each year (69 zlotys for children who commute). If the child's home is far from school, the supplement covers part of the travel or boarding costs necessary to attend school.

**Nursing allowance (Zasilek pielęgnacyjny, social assistance, means tested):** 153 zlotys a month is paid.

**Nursing benefit (Swiadczenie pielęgnacyjne, universal):** 1,477 zlotys a month is paid.

Special nursing benefit (Specjalny zasilek opiekunczy, social assistance, means tested): 520 zlotys a month is paid.

**Child-raising benefit (Rodzina 500 plus, universal):** 500 zlotys a month is paid for each eligible child.

## **Administrative Organization**

Ministry of Family, Labor, and Social Policy (<https://www.mpips.gov.pl/>) provides general supervision.

Municipal authorities administer benefits.

## Portugal

Exchange rate: US\$1.00 = 0.83 euro (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1935 (1919 legislation not implemented).

**Current laws:** 1980 (noncontributory scheme); 1980 (social pension); 1990 (survivor pension); 1994 (survivor benefits); 2007 (general scheme); 2007 (social security system); 2009 (disability); and 2009, 2010, and 2011 (contributory schemes).

**Type of program:** Social insurance and social assistance system.

Note: In January 2018, a new social assistance disability benefit (social benefit for inclusion) was introduced to replace the disability social pension. Some components of the benefit have not yet been implemented.

#### Coverage

**Social insurance:** Employed persons; self-employed persons with gross annual income greater than six times the monthly social benefit rate.

Voluntary coverage for self-employed persons with gross annual income up to six times the monthly social benefit rate and for persons not covered by any other compulsory contributory program.

The monthly social benefit rate is €428.90.

Special systems are being gradually unified with the general system.

**Social assistance:** Residents of Portugal, including citizens of Australia, Brazil, Canada, Cabo Verde, and the European Union.

#### Source of Funds

##### Insured person

**Social insurance:** 11% of gross monthly earnings.

Of the combined insured person and employer contributions (34.75%), 20.21% finances old-age benefits, 4.29% finances disability benefits, and 2.44% finances survivor benefits.

There are no minimum or maximum earnings used to calculate contributions.

The insured person's contributions also finance sickness and maternity, occupational disease, and unemployment benefits.

**Social assistance:** None.

##### Self-employed person

**Social insurance:** 29.6% of the monthly reference income; 34.75% for special categories of self-employed persons (sole proprietors and owners of Single Member Limited Liability Companies as well as their spouses or partners).

The self-employed person chooses the reference income used to calculate contributions, which can range from one to 11 times the monthly social benefit rate.

The monthly social benefit rate is €428.90.

The self-employed person's contributions also finance sickness and maternity, and occupational disease benefits; for special categories of self-employed persons, the contributions also finance unemployment benefits.

**Social assistance:** None.

##### Employer

**Social insurance:** 23.75% of gross monthly payroll; 10% of the monthly reference income for self-employed persons who are economically dependent on an employer (if he or she receives 80% of total annual income from the employer).

Of the combined insured person and employer contributions (34.75%), 20.21% finances old-age benefits, 4.29% finances disability benefits, and 2.44% finances survivor benefits.

There are no minimum or maximum earnings used to calculate contributions.

The employer's contributions also finance sickness and maternity, occupational disease, and unemployment benefits.

**Social assistance:** None.

##### Government

**Social insurance:** Partially finances the program through a portion of the value-added tax.

**Social assistance:** The total cost.

#### Qualifying Conditions

##### Old-age pension (*Pensão de Velhice*, social insurance):

Age 66 and four months with at least 15 calendar years of contributions; age 60 with at least 48 calendar years of contributions (46 calendar years if contributory employment began before age 15); certain workers, such as miners, seamen, fishermen, air traffic controllers, dancers, and dock workers, may retire earlier with at least 15 calendar years of contributions.

The normal retirement age is adjusted annually based on increases in life expectancy.

A qualifying calendar year requires 120 days of registered pay. Calendar years with less than 120 days may be combined to complete a single year. Coverage periods under

other domestic or foreign social security programs may be included with at least one calendar year of registered earnings under the general system.

Employment must cease.

Early pension: Age 60 with at least 40 calendar years of contributions.

Deferred pension: The pension may be deferred until age 70.

Unemployed worker's old-age pension: Age 62 with at least 15 calendar years of contributions and unemployed; or age 57 with at least 22 calendar years of contributions and unemployed. Unemployment must have begun since age 57 (with 15 calendar years of contributions) or age 52 (with 22 calendar years of contributions), and the insured must have exhausted entitlement to unemployment benefits.

Dependent spouse's supplement: Paid to pensioners with a dependent spouse who first received a pension before January 1, 1994.

Long-term care supplement (Complemento por dependência, income tested): Paid for a first-degree dependence (the insured requires the attendance of another person to perform ordinary daily activities) or a second-degree dependence (the insured is bedridden or suffers from severe dementia). For a first-degree dependence, the insured's monthly income must not exceed €600.

The old-age pension is payable abroad.

**Old-age social pension (Pensão Social de Velhice, social assistance, means tested):** Age 66 and four months and not entitled to receive a contributory old-age benefit.

Means test: Monthly income must not exceed 40% (for a single person) or 60% (for a couple) of the monthly social benefit rate.

The monthly social benefit rate is €428.90.

Solidarity supplement (Complemento extraordinário de solidariedade): Paid to persons receiving an old-age social pension.

Long-term care supplement (Complemento por dependência): Paid for a first-degree dependence (the insured requires the attendance of another person to perform ordinary daily activities) or a second-degree dependence (the insured is bedridden or suffers from severe dementia).

The old-age social pension is payable abroad under reciprocal agreement.

**Solidarity supplement for the elderly (Complemento Solidário para Idosos, social assistance, means tested):** Paid to old-age and survivor pensioners who have reached the normal retirement age; to recipients of the social benefit for inclusion (until September 2018); and to recipients of the disability pension not receiving a social benefit for inclusion (as of October 2018). The insured must

have resided in Portugal for at least six consecutive years before the claim is made.

Means test: Annual income must not exceed €5,175.82 (for a single person) or €9,057.69 (for a couple).

**Disability pension (Pensão de Invalidez, social insurance):** Must be younger than age 65 and have a total disability (100% assessed loss of earning capacity) with at least three calendar years of contributions or a partial disability (at least a 66.7% assessed loss of earning capacity) with at least five calendar years of contributions.

A qualifying calendar year requires 120 days of registered pay. Calendar years with less than 120 days may be combined to complete a single year. Coverage periods under other domestic or foreign social security programs may be included with at least one calendar year of registered earnings under the general system.

A special disability pension is paid to persons with permanent disabilities who cannot work even with the help of assistive devices.

Long-term care supplement (Complemento por dependência, income tested): Paid for a first-degree dependence (the insured requires the attendance of another person to perform ordinary daily activities) or a second-degree dependence (the insured is bedridden or suffers from severe dementia). For a first-degree dependence, the insured's monthly income must not exceed €600.

The disability pension ceases at age 65 and is replaced by the old-age pension.

**Social benefit for inclusion (Prestação Social para a Inclusão, social assistance, means tested):** Must be aged 18 to the normal retirement age and assessed with a degree of disability of at least 60%.

Disability supplement (income tested): Must be assessed as needy.

Long-term care supplement (Complemento por dependência): Paid for a first-degree dependence (the insured requires the attendance of another person to perform ordinary daily activities) or a second-degree dependence (the insured is bedridden or suffers from severe dementia).

The social benefit for inclusion is payable abroad under reciprocal agreement.

**Survivor pension (Pensão de Sobrevivência, social insurance):** The deceased had at least 36 months of contributions at the time of death.

Eligible survivors include a widow(er), ex-spouse, or common-law partner who has cohabited with the deceased for more than two years, and children (including adopted children) younger than age 18 (age 27 if a student; no limit if disabled or if receiving a social pension).

The survivor pension is payable abroad.

**Spouse's social pension (Pensão de Viuvez, social assistance, means tested):** Paid if the deceased was receiving an old-age or disability social pension.

Means test: Monthly income must not exceed 40% (for a single person) or 60% (for a couple) of the monthly social benefit rate.

The monthly social benefit rate is €428.90.

**Orphan's social pension (Pensão de Orfandade, social assistance, means tested):** Paid if the deceased was receiving an old-age or disability social pension.

Means test: Monthly income must not exceed 40% (for a single person) or 60% (for a couple) of the monthly social benefit rate.

The monthly social benefit rate is €428.90.

**Death grant (Subsídio por Morte, social insurance):** Paid when an insured person dies. The grant may be paid to a widow(er), a partner who has cohabitated with the deceased for more than two years, a divorced spouse receiving alimony, a child up to age 18 (age 27 if a student; no limit if disabled) or a dependent stepchild up to age 18, a parent, a grandparent, or to the next of kin.

The death grant is payable abroad under reciprocal agreement.

**Funeral grant (Subsídio de Funeral, social assistance, means tested):** Paid to the person who paid for the funeral if he or she is not entitled to receive a death grant. The deceased must have been a resident of Portugal.

### Old-Age Benefits

**Old-age pension (Pensão de Velhice, social insurance):** 2% of reference earnings for each calendar year of contributions is paid with less than 21 calendar years of contributions; with at least 21 calendar years of contributions, the percentage of reference earnings paid for each calendar year of contributions, up to 40 years, varies depending on the reference earnings (from 2% to 2.3% of reference earnings based on five earnings brackets).

Reference earnings are the insured's average monthly earnings for all calendar years of contributions, up to 40 years.

The minimum monthly old-age pension is a fixed monthly amount that varies depending on the insured's calendar years of contributions (ranging from €269.08 with up to 15 calendar years of contributions to €389.34 with at least 31 calendar years).

The maximum old-age pension is 92% of the reference earnings used to calculate the pension.

Early pension: The pension is reduced by 0.5% for each calendar month the pension is claimed before the normal retirement age. (For each calendar year of contributions greater than 40 calendar years, four months of reductions are waived.) The early pension amount is also multiplied by the financial sustainability factor.

The financial sustainability factor is the average life expectancy at age 65 in 2000 divided by the average life expectancy at age 65 in the year before the pension is claimed.

Deferred pension: The pension is increased for each calendar month of contributions from the normal retirement age to age 70 (from 0.33% a month with 15 to 24 calendar years of contributions to 1% a month with at least 40 calendar years of contributions) plus 0.65% for each calendar month from the eligibility age for an early pension without a reduction and the normal retirement age.

Unemployed worker's old-age pension: If aged 62 or older with at least 15 calendar years of contributions, the pension is calculated in the same way as the old-age pension. If aged 57 or older with at least 22 calendar years of contributions, the pension is reduced by 0.5%.

Dependent spouse's supplement: €37.80 a month is paid.

Long-term care supplement (Complemento por dependência, income tested): €103.51 a month is paid for a first-degree dependence; €186.31 for a second-degree dependence.

Schedule of payments: Benefits are paid monthly, with additional payments in July and December.

Benefit adjustment: Benefits are adjusted annually based on changes in the gross domestic product (GDP) growth rate and the consumer price index without housing.

**Old-age social pension (Pensão Social de Velhice, social assistance, means tested):** €207.31 a month (plus additional payments in July and December) is paid.

Solidarity supplement (Complemento extraordinário de solidariedade): €18.02 a month is paid if younger than age 70; €36.02 if aged 70 or older.

Long-term care supplement (Complemento por dependência): €93.15 a month is paid for a first-degree dependence; €175.96 for a second-degree dependence.

**Solidarity supplement for the elderly (Complemento Solidário para Idosos, social assistance, means tested):** The annual supplement is the difference between the insured's annual income and the annual supplement threshold.

The annual supplement threshold is €5,175.82 (for a single person) or €9,057.69 (for a couple).

Benefit adjustment: Benefits are adjusted annually based on changes in the GDP growth rate and the consumer price index without housing.

### Permanent Disability Benefits

**Disability pension (Pensão de Invalidez, social insurance):** 2% of reference earnings for each calendar year of contributions is paid with less than 21 calendar years of contributions; with at least 21 calendar years of contributions, the percentage of reference earnings paid for each calendar year of contributions, up to 40 years, varies



depending on the reference earnings (from 2% to 2.3% of reference earnings based on five earnings brackets).

Reference earnings are calculated as the average monthly earnings for all years of coverage, up to 40 years.

The minimum disability pension is a fixed monthly amount depending on the number of calendar years of contributions, from €269.08 with less than 15 calendar years of contributions to €389.34 with 31 years or more.

The maximum disability pension is 92% of the reference earnings used to calculate the pension.

Long-term care supplement (Complemento por dependência, income tested): €103.51 a month is paid for a first-degree dependence; €186.31 for a second-degree dependence.

Schedule of payments: Benefits are paid monthly, with additional payments in July and December.

Benefit adjustment: Benefits are adjusted annually based on changes in the GDP growth rate and consumer's price index without housing.

**Social benefit for inclusion (Prestação Social para a Inclusão, social assistance, means tested):** The social benefit for inclusion consists of three components: A basic social benefit, a supplement (paid as of October 2018), and a top-up benefit (paid as of October 2018).

The monthly amount of the basic social benefit varies depending on the beneficiary's degree of disability and reference income, and an annual reference value of the base component.

The maximum basic social benefit is €264.32 (2017).

Disability supplement (income tested): A monthly supplement is paid based on the beneficiary's household income.

Long-term care supplement (Complemento por dependência): €93.15 is paid for a first-degree dependence; €175.96 for a second-degree dependence.

Benefit adjustment: Benefits are adjusted annually based on changes in the GDP growth rate and the consumer price index without housing.

## Survivor Benefits

**Survivor pension (Pensão de Sobrevivência, social insurance)**

*Spouse's pension (Pensão de viuvez):* 60% of the social insurance old-age or disability pension the deceased received or was entitled to receive (70% if both a widow(er) and a divorced spouse are eligible) is paid. For a widow(er) younger than age 35, the pension is paid for five years or, if the widow(er) has a child, until the youngest child is no longer entitled to receive an orphan's pension. There is no limit if the widower(er) has a total disability or is aged 35 or older.

*Orphan's pension (Pensão de orfandade):* 20% of the social insurance old-age or disability pension the deceased received or was entitled to receive is paid for one eligible child; 30% for two children; 40% for three or more children. The pension is doubled for full orphans.

*Other eligible survivor's pension (Pensão para os ascendentes a cargo do beneficiário falecido):* If there are no other eligible survivors, 30% of the social insurance old-age or disability pension the deceased received or was entitled to receive is paid for one eligible parent or grandparent; 50% for two; 80% for three.

The maximum combined survivor benefit is 100% of the social insurance old-age or disability pension the deceased received or was entitled to receive.

Schedule of payments: Benefits are paid monthly, with additional payments in July and December.

**Spouse's social pension (Pensão Social de Velhice, social assistance, means tested):** 60% of the monthly social pension is paid.

The monthly social pension is €207.01.

**Orphan's social pension (Pensão de Orfandade, social assistance, means tested):** 20% of the monthly social pension is paid for one eligible child; 30% for two children; 40% for three or more children. The pension is doubled for full orphans.

The monthly social pension is €207.01.

**Death grant (Subsídio por Morte, social insurance):** A lump sum of three times the monthly social benefit rate is paid.

The monthly social benefit rate is €428.90.

Benefit adjustment: Benefits are adjusted annually based on changes in the GDP growth rate and the consumer price index without housing.

**Funeral grant (Subsídio de Funeral, social assistance, means tested):** A lump sum of €214.93 is paid.

## Administrative Organization

Ministry of Labor, Solidarity, and Social Security (<https://www.portugal.gov.pt/pt/gc21/area-de-governo/trabalho-solidariedade-e-seguranca-social/>) provides general supervision through the State Secretariat for Social Security.

Social Security Institute (<http://www.seg-social.pt/>) administers the program through the National Pension Center.

Social Security Financial Management Institute (<http://www.seg-social.pt/igfss-ip-instituto-de-gestao-financeira-da-seguranca-social-ip/>) collects and manages contributions.

## Sickness and Maternity

### Regulatory Framework

**First law:** 1935 (1919 legislation not implemented).

**Current laws:** 1979 (National Health Service); 1990 (Framework Law on Health); 2004, 2005, 2009 (sickness); 2007 (social security); 2009 (contributory schemes); 2009 (parental benefits); 2010 (means test); and 2011 (copayments).

**Type of program:** Universal (medical benefits), social insurance (cash benefits), and social assistance (cash benefits) system.

### Coverage

**Universal (medical benefits):** Residents of Portugal, including illegal immigrants.

**Cash sickness benefit (Subsídio de Doença, social insurance):** Employed and self-employed persons, including household workers.

Voluntary coverage for certain categories of persons not covered by any other compulsory contributory program.

**Cash maternity, paternity, and adoption benefits (Subsídio Parental; Subsídio por Adoção; social insurance):** Employed and self-employed persons.

Exclusion: Short-term workers with up to 70 days of employment a year with the same employer.

Voluntary coverage for certain categories of persons not covered by any other compulsory contributory program.

**Cash maternity, paternity, and adoption benefits (Subsídio Social Parental; Subsídio Social por Adoção; social assistance):** Needy residents of Portugal.

### Source of Funds

#### Insured person

*Universal:* None.

*Social insurance:* See source of funds under Old Age, Disability, and Survivors.

Of the combined insured person and employer contributions (34.75%), 1.41% finances sickness benefits and 0.76% finances maternity benefits.

*Social assistance:* None.

#### Self-employed person

*Universal:* None.

*Social insurance:* See source of funds under Old Age, Disability, and Survivors.

Of the total self-employed person's contribution, a portion finances sickness and maternity benefits.

*Social assistance:* None.

#### Employer

*Universal:* None.

*Social insurance:* See source of funds under Old Age, Disability, and Survivors.

Of the combined insured person and employer contributions (34.75%), 1.41% finances sickness benefits and 0.76% finances maternity benefits.

*Social assistance:* None.

#### Government

*Universal:* The total cost.

*Social insurance:* None.

*Social assistance:* The total cost.

### Qualifying Conditions

**Cash sickness benefit (Subsídio de Doença, social insurance):** Must have at least six months of contributions, including 12 days of paid or credited contributions in the four months before the month in which the incapacity began.

Contributions may be credited for periods the insured received cash sickness, maternity, paternity, or adoption benefits and for compulsory military or community service.

**Cash maternity, paternity, and adoption benefits (Subsídio Parental; Subsídio por Adoção; social insurance):** Must have at least six months of contributions. For an adoption, the child must be younger than age 15. A disabled or sick child allowance is also paid to grandparents if the child's parent is younger than age 16 and lives at home.

**Maternity risk allowance (Subsídio por Risco Clínico durante a Gravidez, social insurance):** Paid for an at-risk pregnancy to insured women with at least six months of contributions before ceasing work because of the pregnancy. A medical certification is required.

**Special maternity social allowance (Subsídio por Riscos Específicos, social insurance):** Must have at least six months of contributions and work at night or be exposed to workplace health and safety risks, and be pregnant, recently have given birth, or be breastfeeding an infant.

**Grandparent's benefit (Subsídio para Assistência a Neto, social insurance):** Must have at least six months of contributions, the adolescent parent must be younger than age 16, and the child must live with the grandparents.

**Disabled or sick child allowance (Subsídio para Assistência a Filho, social insurance):** Paid to a parent with at least six months of contributions who takes care of a child due to sickness or accident. Both parents must be working.

**Cash maternity, paternity, and adoption benefits (Subsídio Social Parental; Subsídio Social por Adoção, social assistance, means tested):** Must not qualify for social insurance maternity or paternity benefits.

Means test: Total household assets (bank accounts, stocks, investment funds, etc.) must not exceed 240 times the monthly social benefit rate, and monthly household per capita income must not exceed 80% of the monthly social benefit rate.

The monthly social benefit rate is €428.90.

**Prenatal family allowance (Abono de Família Pré-natal, social assistance, means tested):** Paid to a resident pregnant mother from the 13th week of the pregnancy for six months or until childbirth. Must provide a medical certificate.

Means test: Total household assets (bank accounts, stocks, investment funds, etc.) must not exceed €101,116.80.

**Maternity risk social allowance (Subsídio Social por Risco Clínico durante a Gravidez, social assistance, means tested):** Paid for at-risk pregnancies to women who do not qualify for social insurance benefits. A medical certification is required stating the length of the leave.

Means test: Total household assets (bank accounts, stocks, investment funds, etc.) must not exceed 240 times the monthly social benefit rate and monthly household per capita income must not exceed 80% of the monthly social benefit rate.

The monthly social benefit rate is €428.90.

**Special maternity allowance (Subsídio Social por Riscos Específicos, social assistance, means tested):** Paid to a resident mother not entitled to the social insurance special maternity allowance who works at night or is exposed to workplace health and safety risks, and is pregnant, recently gave birth, or breastfeeds an infant.

Means test: Total household assets (bank accounts, stocks, investment funds, etc.) must not exceed 240 times the monthly social benefit rate and monthly household per capita income must not exceed 80% of the monthly social benefit rate.

The monthly social benefit rate is €428.90.

### **Sickness and Maternity Benefits**

**Sickness benefit (Subsídio de Doença, social insurance):** 55% of the insured's average daily earnings is paid for the first 30 days of incapacity; 60% from the 31st day up to the 90th day; 70% from the 91st day up to the 365th day; thereafter, 75%.

If the insured's monthly reference salary is €500 or less, if the insured has three or more children up to age 16 (age 24 if receiving family allowances), or if the insured receives family allowances (abono de família), 60% of the insured's average daily earnings is paid for the first 30 days of

incapacity; 65% from the 31st day up to the 90th day; 70% from the 91st day up to the 365th day; thereafter, 75%.

For tuberculosis, 80% of the insured's average daily earnings is paid if the insured has two dependents; 100% with three or more dependents.

The benefit is paid after a three-day waiting period (30 days for self-employed persons; no waiting period for hospitalization, tuberculosis, or during the postpartum period).

The benefit is paid for up to 1,095 days (365 days for self-employed persons); no limit for tuberculosis.

Average daily earnings are the insured's average net daily earnings (minus social insurance contributions and taxes) in the six months before the two months before the incapacity began.

The minimum sickness benefit is 30% of the monthly social benefit rate or 100% of the insured's average daily earnings, whichever is lower.

The monthly social benefit rate is €428.90.

The maximum sickness benefit is 100% of the insured's average daily earnings used for cash sickness benefit calculation.

**Maternity and paternity benefit (Subsídio Parental, social insurance):** 100% of the insured's average daily earnings is paid to an insured mother and father for a shared total of 120 days (may be extended for 30 days if the leave is shared by both parents in separate periods, and by 30 days for each additional child for multiple births). The insured can opt for a 150-day leave period paid at 80% of average daily earnings (may be extended for 30 days at 83% if the leave is shared by both parents in separate periods, and by 30 days for each additional child for multiple births).

In the event of clinical risk or voluntary interruption of pregnancy, 14 to 30 days of benefits are paid (may be extended for clinical risk).

Average daily earnings are the insured's average net daily earnings in the six months before the two months before the expected date of childbirth.

The benefit is paid exclusively to the mother for a minimum period of up to 72 days (30 optional days before and 42 compulsory days after childbirth for employed mothers; 42 days after childbirth for nonemployed mothers).

The benefit must be paid to the father for at least 15 days (five days immediately after childbirth and ten days in the 30 days following childbirth); may be extended by two days for each child for multiple births.

The benefit may be paid for up to an additional three months.

If one parent is unable to take leave due to physical or mental illness or death, 100% of the that parent's benefit is paid to the other parent.

The daily minimum maternity and paternity benefit is 80% of 1/30 of the monthly social benefit rate (40% for an extended benefit).

The monthly social benefit rate is €428.90.

**Adoption benefit (Subsídio por Adoção, social insurance):** 100% of the insured's average daily earnings is paid to an insured mother and father for a shared total of 120 days (may be extended for 30 days if the leave is shared by both parents in separate periods, and by 30 days for each additional child for multiple births). The insured can opt for a 150-day leave period paid at 80% of average daily earnings (may be extended for 30 days at 83% if the leave is shared by both parents in separate periods, and by 30 days for each additional child for multiple births).

Average daily earnings are the insured's average net daily earnings in the six months before the two months before the adoption.

The benefit may be paid for up to an additional three months.

The daily minimum benefit is 80% of 1/30 of the monthly social benefit rate (40% for an extended benefit).

The monthly social benefit rate is €428.90.

**Maternity risk allowance (Subsídio por Risco Clínico durante a Gravidez, social insurance):** 100% of the insured's average daily earnings is paid to an insured mother; the duration is determined by the medical certificate.

Average daily earnings are based on the insured's average net daily earnings in the six months before the two months before the expected date of childbirth.

**Special maternity allowance (Subsídio por Riscos Específicos, social insurance):** 65% of the insured's average daily earnings is paid.

Average daily earnings are based on the insured's average net daily earnings in the six months before the last two months before the expected date of childbirth.

The daily minimum special maternity allowance is 80% of 1/30 of the monthly social benefit rate (40% for an extended benefit).

The monthly social benefit rate is €428.90.

**Grandparent's benefit (Subsídio para Assistência a Neto, social insurance):** 100% of the insured's average daily earnings is paid to the grandparents for up to a shared total of 30 days after childbirth; 65% of the insured's average daily earnings for up to 30 days a year for the sickness or accident of a dependent grandchild younger than age 18 (no limit if disabled).

Average daily earnings are the insured's average net daily earnings in the six months before the two months before the expected date of childbirth.

**Disabled or sick child allowance (Subsídio para Assistência a Filho, social insurance):** 65% of the insured's average daily earnings is paid for up to 30 days a year to each sick or injured child (or stepchild) younger than age 12 (no limit for a child with disability) in need of care and living with the insured; 15 days for children aged 12 to 18 (at any age if dependent and living at home). The benefit period is increased by one day for each additional child. For a child with a serious disability or chronic illness, the allowance is paid for up to six months; may be extended for up to four years.

Average daily earnings are the insured's average net daily earnings in the six months before the two months before the month the incapacity began.

**Maternity, paternity, and adoption benefits (Subsídio Social Parental, Subsídio Social por Adoção, social assistance, means tested):** 80% of the daily social benefit rate is paid for a 120-day parental leave period; 64% for a 150-day parental leave period; 66% for a 180-day shared leave period.

The monthly social benefit rate is €428.90.

**Prenatal family allowance (Abono de Família Pré-natal, social assistance, means tested):** €95.08 to €146.42 a month is paid for one eligible child for six months; €190.16 to €292.84 for twins; and €285.24 to €439.26 for triplets; the benefit is increased by 35% for single parents. The allowance varies depending on the income bracket.

**Maternity risk social allowance (Subsídio Social por Risco Clínico durante a Gravidez, social assistance, means tested):** 80% of the daily social benefit rate is paid.

The monthly social benefit rate is €428.90.

**Special maternity social allowance (Subsídio Social por Riscos Específicos, social assistance):** 80% of the daily social benefit rate is paid.

The monthly social benefit rate is €428.90.

### **Workers' Medical Benefits**

The National Health Service (NHS) provides medical services through hospitals, local health services, health centers, and groups of health centers. Benefits include general and specialist care, maternity care, hospitalization, surgery, approved medications, transportation, and long-term care.

Cost sharing: Patients pay €4.50 for a general practitioner visit; €3.50 for a nurse (€4.50 at the hospital); €7.00 for a specialist; €9.00 (€9.50 primary care) for a home visit; and €14.00 for an emergency visit in NHS hospitals. There is no cost sharing for certain groups, including pregnant women, minors, certain needy persons, and certain unemployed persons.

No cost sharing for hospitalisation.

The government pays a portion of the cost of certain medicine; the total cost for listed essential medicine (such as insulin and immunomodulators). Needy elderly people may

be fully reimbursed for dentures, medicine, glasses, and contact lenses.

There is no limit to duration.

### **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

### **Administrative Organization**

Ministry of Labor, Solidarity, and Social Security (<https://www.portugal.gov.pt/pt/gc21/area-de-governo/trabalho-solidariedade-e-seguranca-social/>), through the State Secretariat for Social Security, provides general supervision.

Social Security Institute (<http://www.seg-social.pt/>) administers the cash benefits.

Social Security Financial Management Institute (<http://www.seg-social.pt/igfss-ip-instituto-de-gestao-financeira-da-seguranca-social-ip>) collects and manages contributions.

Regional health administrations administer the medical benefits and are supervised by the Ministry of Health.

## **Work Injury**

### **Regulatory Framework**

**First law:** 1913.

**Current law:** 2009 (work injury and occupational diseases).

**Type of program:** Social insurance (occupational diseases) and employer-liability (work injury) system.

### **Coverage**

Employed and self-employed persons.

Special system for civil servants.

### **Source of Funds**

#### **Insured person**

*Social insurance (occupational diseases):* See source of funds under Old Age, Disability, and Survivors.

*Employer liability (work injury):* None.

Self-employed person

*Social insurance (occupational diseases):* See source of funds under Old Age, Disability, and Survivors.

*Employer liability (work injury):* The total cost (pays insurance premiums to a private carrier).

#### **Employer**

*Social insurance (occupational diseases):* See source of funds under Old Age, Disability, and Survivors.

*Employer liability (work injury):* The total cost (pays insurance premiums to a private carrier).

#### **Government**

*Social insurance (occupational diseases):* None.

*Employer liability (work injury):* None.

### **Qualifying Conditions**

Must be assessed with a work injury or occupational disease.

### **Temporary Disability Benefits**

70% of the insured's reference earnings is paid for the first 12 months; thereafter, 75%. The benefit is paid until full recovery or certification of permanent total disability.

Reference earnings are based on the insured's gross annual wage.

The minimum reference earnings to calculate benefits are three times the monthly social benefit rate.

The monthly social benefit rate is €428.90.

Partial disability: 70% of the insured's lost earning capacity is paid.

### **Permanent Disability Benefits**

**Permanent disability pension (social insurance and employer liability):** For a total (100%) assessed loss of work capacity, 80% of the insured's reference earnings plus 10% for each dependent, up to 100%, is paid. For a total assessed loss of work capacity in the usual profession, 50% to 70% of the insured's reference earnings is paid, depending on the insured's residual earning capacity.

Reference earnings are based on the insured's gross annual wage.

Partial disability: For an assessed loss of working capacity of at least 30% but less than total, 70% of the insured's lost earning capacity is paid annually; for an assessed loss of work capacity of less than 30%, a lump sum is paid.

### **Survivor Benefits**

**Survivor pension (Pensão de Sobrevivência, social insurance and employer liability)**

*Spouse's pension (Pensão de viuvez):* 30% of the deceased's reference earnings is paid to a widow(er), partner, or divorced spouse; 40% if the beneficiary is aged 65 or older or disabled.

Reference earnings are based on the deceased's annual wage (work injury) or the average monthly wage (occupational disease).

*Orphan's pension (Pensão de orfandade):* 20% of the deceased's reference earnings is paid for one child younger than age 18 (age 22 if in secondary education; age 25 if in higher education; no limit if disabled); 40% for two

children; 50% for three or more children. Full orphans receive double benefits, up to 80% of the deceased's earnings.

Reference earnings are based on the deceased's annual wage (work injury) or the average monthly wage (occupational disease).

*Parent's pension (Pensão para os ascendentes a cargo do beneficiário falecido):* 10% of the deceased's reference earnings is paid to each surviving parent, up to a total of 30%.

Reference earnings are based on the deceased's annual wage (work injury) or the average monthly wage (occupational disease).

**Funeral grant (Subsídio por Despesas de Funeral, social insurance and employer liability):** The cost of the funeral is paid, up to four times 1.1 times the monthly social benefit rate; the grant is doubled if transportation costs are necessary.

The monthly social benefit rate is €428.90.

**Death grant (Subsídio por Morte, social insurance and employer liability):** A lump sum of 12 times 1.1 times the monthly social benefit rate is paid (50% to the widow(er) and 50% to the children; 100% with only one dependent survivor).

The monthly social benefit rate is €428.90.

Certain other allowances are paid under certain conditions, such as the need for constant attendance or training.

### Administrative Organization

**Work Injury:** Ministry of Finance (<https://www.portugal.gov.pt/>), through the Insurance and Pension Funds Supervision Authority (ASF), provides general supervision.

Insurance companies manage work accident insurance policies.

**Occupational disease:** Ministry of Labor, Solidarity, and Social Security (<https://www.portugal.gov.pt/pt/gc21/area-de-governo/trabalho-solidariedade-e-seguranca-social/>) provides general supervision of the program.

Social Security Institute (<http://www.seg-social.pt/>), through the National Occupational Disease Insurance Fund, administers the program.

Social Security Financial Management Institute (<http://www.seg-social.pt/igfss-ip-instituto-de-gestao-financeira-da-seguranca-social-ip>) collects and manages contributions.

## Unemployment

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### Regulatory Framework

**First law:** 1975.

**Current laws:** 2006 and 2010 (unemployment), 2009 (contributory schemes), and 2010 (means test).

**Type of program:** Social insurance and social assistance system.

### Coverage

Employed persons; previously disabled persons reassessed as capable of work; and certain categories of self-employed persons, including sole proprietors and owners of Single Member Limited Liability Companies and their spouses or partners, and persons who are economically dependent on an employer (if he or she receives 80% of total annual income from the employer).

### Source of Funds

#### Insured person

*Social insurance:* See source of funds under Old Age, Disability, and Survivors.

Of the combined insured person and employer contributions (34.75%), 5.14% finances unemployment benefits.

*Social assistance:* None.

#### Self-employed person

*Social insurance:* Of the total contribution to Old Age, Disability, and Survivors (see above), a portion finances unemployment benefit.

*Social assistance:* None.

#### Employer

*Social insurance:* See source of funds under Old Age, Disability, and Survivors.

Of the combined insured person and employer contributions (34.75%), 5.14% finances unemployment benefits.

10% of reference income for self-employed persons who are economically dependent on an employer (if he or she receives more than 80% of total annual income from the employer or 7% for the other situations).

*Social assistance:* None.

#### Government

*Social insurance:* None.

*Social assistance:* The total cost.

### Qualifying Conditions

**Unemployment benefit (Subsídio de Desemprego, social insurance):** Must have at least 360 days of contributions in the 24 months before unemployment (720 days in

the last 48 months if self-employed), register at an employment office, and be capable of and available for work. Unemployment must be involuntary.

**Unemployment social benefit (Subsídio Social de Desemprego, social assistance, means tested):** Must have at least 180 days of contributions in the 12 months before unemployment and be ineligible for or have exhausted unemployment benefits. The insured must register at an employment office and be capable of and available for work. Unemployment must be involuntary.

Means test: Total household assets (bank accounts, stocks, investment funds, etc.) must not exceed 240 times the value of the monthly social benefit rate and monthly household per capita income must not exceed 80% of the monthly social benefit rate.

The monthly social benefit rate is €428.90.

**Part-time unemployment benefit (Subsídio de Desemprego Parcial, social insurance):** The insured must receive unemployment benefits and work part-time from 20% to 70% of normal weekly working time with earnings less than the unemployment benefit.

### Unemployment Benefits

**Unemployment benefit (Subsídio de Desemprego, social insurance):** 65% of the insured's average earnings is paid for the first 180 days. The benefit is increased by 10% if both household members (spouses or common law partners) are receiving unemployment benefits and have dependent children.

Average earnings are the insured's earnings in the 12 months before the two months before the month unemployment began.

For self-employed persons, 65% of the reference earnings (based on earnings from one to 11 times the monthly social benefit rate) multiplied by the percentage of the insured's level of economic dependency is paid.

The monthly social benefit rate is €428.90.

The minimum monthly unemployment benefit is the monthly social benefit rate.

The maximum monthly unemployment benefit is 2.5 times the monthly social benefit rate or 75% of the net amount of the reference earnings used for the calculation of the unemployment benefit (for self-employed persons).

The net amount of the reference earnings used for the calculation of the unemployment benefit for self-employed persons is the net monthly income.

The duration of benefits depends on the insured's age and the number of months with registered earnings since the last period of unemployment. For insured persons up to age 29, from 150 up to 330 days (30 extra days for every five years of registered earnings in the last 20 years); if aged 30 to 39, from 180 up to 420 days (30 extra days for every five years of registered earnings in the last 20 years);

if aged 40 to 49, from 210 up to 540 days (45 extra days for every five years of registered earnings in the last 20 years); if aged 50 or older, from 270 up to 540 days (60 extra days for every five years of registered earnings in the last 20 years).

If the insured had 450 days of contributions by March 31, 2012, the benefit is paid for a period ranging from 270 to 900 days for the first period of unemployment.

See Old Age, Disability, and Survivors for early old-age pension for long-term unemployed persons.

**Unemployment social benefit (Subsídio Social de Desemprego, social assistance, means tested):** 80% of the monthly social benefit rate is paid to a single person; 100% with dependents.

The monthly social benefit rate is €428.90.

The duration of benefits depends on the beneficiary's age when contributory unemployment benefits cease. If aged 40 or older, the duration is the same as the social insurance unemployment benefit; if under age 40, the duration is half of the social insurance unemployment benefit.

The social assistance unemployment benefit may be renewed until early retirement age provided the insured became unemployed at age 52 or later.

**Part-time unemployment benefit (Subsídio de Desemprego Parcial, social insurance):** The benefit is the difference between 135% of the unemployment benefit and the value of earnings from part-time work. The benefit is paid for the same duration as the social insurance unemployment benefit.

### Administrative Organization

Ministry of Labor, Solidarity, and Social Security (<https://www.portugal.gov.pt/pt/gc21/area-de-governo/trabalho-solidariedade-e-seguranca-social/>) provides general supervision through the State Secretariat for Solidarity and Social Security and the State Secretary for Employment.

Social Security Institute (<http://www.seg-social.pt/>) administers the program.

Social Security Financial Management Institute (<http://www.seg-social.pt/igfss-ip-instituto-de-gestao-financeira-da-seguranca-social-ip>) collects and manages contributions.

Employment centers review claimants' eligibility.

### Family Allowances

#### Regulatory Framework

**First law:** 1942.

**Current laws:** 1997, 1999, and 2003 (family benefits); 2007 (social security); and 2010 (means test).

**Type of program:** Social insurance and social assistance system.

Note: In October 2017, the Social Benefit for Inclusion replaced the Lifelong Allowance (Subsídio Mensal Vitalício). See Old Age, Disability, and Survivors.

### Coverage

Citizens of Portugal, foreign citizens, refugees, and noncitizen residents of Portugal.

### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

### Qualifying Conditions

**Family allowance (Abono de Família para Crianças e Jovens, social assistance, means tested):** Paid for children younger than age 16 (age 24 if a student) who are not in gainful activity.

Means test: Total household assets (bank accounts, stocks, investment funds, etc.) must not exceed 240 times the monthly social benefit rate, and annual household reference income must not exceed €9,006.90 (or €15,011.50 for children up to 36 months).

The monthly social benefit rate is €428.90.

Constant-attendance supplement (Subsídio por assistência de terceira pessoa): Paid for each child with a disability who requires the constant attendance of others to perform daily functions.

Education supplement (Montante adicional): Paid each September to help with school fees for children aged 6 to 16 in low-income households.

Education allowance (Bolsa de estudo): Paid to secondary school students younger than age 18 in households with total annual income less than €6,004.60.

**Disability supplement (Bonificação por Deficiência, social insurance and social assistance):** Paid for financially dependent family members younger than age 24 with an assessed physical or mental disability. The disabled dependent must not work under the compulsory social insurance system.

For the social insurance benefit, 12 months of contributions in the last 14 months are required.

For the social assistance benefit, the disabled dependent must not work under the compulsory social insurance system and monthly family income must be less than 1.5 times the monthly social benefit rate or the individual monthly income must not exceed €128.67.

The monthly social benefit rate is €428.90.

Special education allowance (Subsídio de educação especial): Paid to children with a disability younger than age 24 attending special education or private school, kindergarten, or receiving support from a specialized institution.

**Minimum income (Rendimento Social de Inserção, social assistance, means tested):** Paid to needy families.

Means test: Total household assets (bank accounts, stocks, investment funds, etc.) must not exceed 60 times the monthly social benefit rate, and monthly household per capita income must not exceed €183.84 for a single person plus €128.69 for each additional adult and €91.92 for each dependent child.

The monthly social benefit rate is €428.90.

### Family Allowance Benefits

**Family allowances (Abono de Família para Crianças e Jovens, social assistance, means tested):** An allowance is paid depending on the reference family income and the age of each eligible child.

Reference family income is calculated by dividing the total income of all working family members by the number of eligible children plus one. Reference income is grouped into five levels indexed to the monthly social benefit rate.

The monthly social benefit rate is €428.90.

If the reference family income is up to 50% of the monthly social benefit rate multiplied by 14, €146.42 a month is paid for each child up to age 12 months; €73.21 to €146.41 a month is paid for each child aged 12 to 36 months, depending on the number of children; and €36.60 a month for each child older than age 36 months.

Eligible children aged 6 to 16 receive an additional payment each September toward education fees.

If the reference family income is 51% to 100% of the monthly social benefit rate multiplied by 14, €120.86 a month is paid for each child up to age 12 months; €60.43 to €120.87 a month for each child aged 12 to 36 months, depending on the number of children; and €30.22 a month for each child older than age 36 months. If the reference family income is 101% to 150% of the monthly social benefit rate multiplied by 14, €95.08 a month is paid for each child up to age 12 months; €49.93 to €104.62 a month for each child aged 12 to 36 months, depending on the number of children; and €27.35 a month for each child older than age 36 months.

For families whose income is 151% to 250% of the monthly social benefit rate multiplied by 14, an amount of €18.91 is paid for each child older than age 36 months.

Constant-attendance supplement (Subsídio por assistência de terceira pessoa): €101.68 a month is paid for each eligible child.

Education supplement (Montante adicional): An additional family allowance benefit is paid in September.



Education allowance (Bolsa de estudo): If the reference family income is 51% to 100% of the monthly social benefit rate times 14, €36.60 a month is paid (€49.41 to single-parent families); if the reference family income is from 101% to 150% of the monthly social benefit rate times 14, €30.22 a month is paid (€40.80 to single-parent families).

**Disability supplement (Bonificação por Deficiência, social insurance and social assistance):** €61.57 a month is paid for each eligible child up to age 14 (€83.12 for single-parent family); €89.67 a month for each child aged 14 to 18 (€121.05 for single-parent family); €120.04 a month for each child aged 18 to 24 (€162.05 for single-parent family).

Special education allowance (Subsídio de educação especial): A variable amount is paid depending on household income.

**Minimum income (Rendimento Social de Inserção, social assistance, means tested):** The difference between the minimum monthly income and the monthly household income per capita is paid for 12 months.

The minimum monthly income is €186.68.

### **Administrative Organization**

Ministry of Labor, Solidarity, and Social Security (<https://www.portugal.gov.pt/pt/gc21/area-de-governo/trabalho-solidariedade-e-seguranca-social/>), through the State Secretariat for Solidarity and Social Security, provides general supervision.

Social Security Institute (<http://www.seg-social.pt/>) administers the programs. Social Security Financial Management Institute (<http://www.seg-social.pt/igfss-ip-instituto-de-gestao-financeira-da-seguranca-social-ip>) collects and manages contributions.

## Romania

Exchange rate: US\$1.00 = 3.88 lei.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1912.

**Current laws:** 2004 (mandatory individual accounts); 2010 (public pension system), implemented in 2011; and 2015 (fiscal code).

**Type of program:** Social insurance and mandatory individual account system.

#### Coverage

**Social insurance:** Employed persons with individual labor contracts; civil servants; unemployment benefit recipients; self-employed persons with average net monthly income of at least 1,900 lei; and certain other workers.

Voluntary coverage is available.

Exclusions: Self-employed persons with average net monthly income of less than 1,900 lei.

Special systems for certain professions, including lawyers, notaries, and the clergy; and military personnel.

**Mandatory individual account:** Employed and self-employed persons younger than age 35 on January 1, 2008.

Voluntary coverage for employed and self-employed persons aged 35 to 45 on January 1, 2008.

#### Source of Funds

##### Insured person

**Social insurance:** 25% of gross earnings (social insurance only); 21.25% of gross earnings (social insurance and mandatory individual account).

The maximum monthly earnings used to calculate contributions are 20,810 lei (for unemployment benefit recipients only).

**Mandatory individual account:** 3.75% of gross earnings (including administrative fees).

The maximum monthly earnings used to calculate contributions are 20,810 lei (for unemployment benefit recipients only).

##### Self-employed person

**Social insurance:** 25% of covered earnings (social insurance only); 21.25% of covered earnings (social insurance and mandatory individual account).

The minimum monthly earnings used to calculate contributions are the national monthly minimum gross wage.

The national monthly minimum gross wage is 1,900 lei.

There are no maximum earnings used to calculate contributions.

**Mandatory individual account:** 3.75% of gross earnings (including administrative fees).

There are no maximum earnings used to calculate contributions.

##### Employer

**Social insurance:** 4% of gross payroll for employees who work in arduous conditions; 8% for employees who work in very arduous conditions; none for other types of employees.

There are no maximum earnings used to calculate contributions.

**Mandatory individual account:** None.

##### Government

**Social insurance:** Finances any deficit.

**Mandatory individual account:** None.

#### Qualifying Conditions

**Old-age pension (social insurance and mandatory individual account):** Age 65 (men) or age 60 and nine months (women, gradually rising to age 63 by 2030) with at least 15 years of contributions. The full pension is paid with at least 35 years (men) or 30 years and nine months (women, gradually rising to 35 years by 2030) of contributions.

Lower age requirements apply to persons employed in arduous and very arduous work, and to certain categories of disabled persons.

Contributions may be credited for periods during which social insurance benefits are received, periods of university study or military service, and certain other periods.

**Early pension:** Paid from up to five years before the normal retirement age if the insured's number of paid contributions exceeds the number of contributions required for the full pension by at least eight years.

**Partial early pension:** Paid from up to five years before the normal retirement age if the insured's number of paid contributions exceeds the number of contributions required for the full pension by less than eight years.

The old-age pension is payable abroad.

**Disability pension (Pensia de invaliditate, social insurance):** Must have at least a 50% assessed loss of working capacity as the result of an accident (including work-related accidents) or disease (including occupational diseases). The insured must be assessed with a Group I (incapacity for any work and requiring constant attendance), Group II (incapacity for any work but not requiring constant attendance), or Group III (incapacity for usual work) disability.

For students and apprentices, only disabilities resulting from work are covered. The contribution requirements vary depending on the insured's age when the disability began, and are waived if the disability is the result of a work accident, an occupational disease, neoplasia, schizophrenia, HIV/AIDS, or military service.

Constant-attendance supplement: Paid if the insured is assessed with a Group I disability.

The disability pension is payable abroad.

**Disability pension (mandatory individual account):**

Must be assessed with a permanent disability and incapacity for any work.

**Survivor pension (Pensia de urmas, social insurance):**

The insured received or was entitled to receive a social insurance old-age or disability pension at the time of death.

Eligible survivors include a widow(er) who has reached the normal retirement age and was married to the deceased for at least 15 years at the time of death; at any age if the widow(er) is disabled and was married to the deceased for at least one year before the death, if the death was caused by a work accident or occupational disease (income tested), or has a dependent child up to age 7 (income tested); and children up to age 16 (age 26 if a student, depending on the duration of studies; no limit if disabled).

The survivor pension is payable abroad under bilateral agreement.

**Survivor pension (mandatory individual account):** Paid if the insured dies before receiving a benefit from the individual account.

**Funeral grant (Ajutorul de deces, social insurance):**

Paid when the insured or the insured's dependent dies. The benefit is paid to an eligible survivor, the deceased's legal heir, or the person who paid for the funeral.

### Old-Age Benefits

**Old-age pension (Pensie pentru limita de varsta, social insurance):** The monthly pension is the insured's lifetime average accumulated score (based on pension points) multiplied by the pension point value at the date of retirement.

The lifetime average accumulated score is calculated by dividing the insured's total pension points by the years of contributions required for a full pension. Pension points are calculated by dividing the insured's average gross monthly earnings in a year by the national average gross monthly wage for that year.

The pension point value is 1,000 lei (1,100 lei as of July 1, 2018).

The national average gross monthly wage is 4,162 lei.

Employment may continue.

Early pension: The pension is calculated in the same way as the old-age pension except that credited contributions are not taken into account.

Partial early pension: The pension is reduced for each month it is claimed before the normal retirement age, depending on the number of years of contributions: by 0.50% a month if the insured has less than one year of contributions exceeding the years of contributions required for the full pension; by 0.45% with at least one but less than two years; by 0.40% with at least two but less than three years; by 0.35% with at least three but less than four years; by 0.30% with at least four but less than five years; by 0.25% with at least five but less than six years; by 0.20% with at least six but less than seven years; and by 0.15% with at least seven but less than eight years. Credited contributions are not taken into account for pension calculation purposes.

The minimum monthly old-age pension is 520 lei (640 lei as of July 1, 2018).

Benefit adjustment: Benefits are adjusted annually based on changes in the pension point value, which is adjusted annually based on 100% of the change in the inflation rate plus 50% of the real growth in the average wage.

**Old-age pension (mandatory individual account):** The account balance is paid as a lump sum. If the accumulated capital is sufficient to finance a monthly pension above a prescribed monthly minimum, a monthly pension may be paid for up to five years.

### Permanent Disability Benefits

**Disability pension (Pensia de invaliditate, social insurance):** The pension is the insured's lifetime average accumulated score (based on pension points) multiplied by the value of the pension point at the time the claim is made.

The lifetime average accumulated score is calculated by dividing the insured's total pension points by the years of contributions required for a full pension. Pension points are calculated by dividing the insured's average gross monthly earnings in a year by the national average gross monthly wage for that year. Additional credits may be given for missed contributions due to a Group I or II disability.

The pension point value is 1,000 lei (1,100 lei as of July 1, 2018).

The national average gross monthly wage is 4,162 lei.

Constant-attendance supplement: A lump sum of 80% of the pension point value is paid.

The disability pension ceases at the normal retirement age and is replaced by the social insurance old-age pension.

The minimum monthly disability pension is 520 lei (640 lei as of July 1, 2018).

Benefit adjustment: Benefits are adjusted annually based on changes in the pension point value, which is adjusted annually based on 100% of the change in the inflation rate plus 50% of the real growth in the average wage.

**Disability pension (mandatory individual account):** The account balance is paid as a lump sum. If the accumulated

lifetime capital is sufficient to finance a monthly pension is above a certain monthly minimum, a monthly pension may be paid for up to five years.

### **Survivor Benefits**

**Survivor pension (Pensia de urmas, social insurance):** 50% of the social insurance old-age or disability pension the deceased received or was entitled to receive is paid for one survivor; 75% for two; or 100% for three or more. A pension is paid for six months to a low-income uninsured spouse who does not meet the eligibility requirements.

If the deceased did not qualify for the social insurance old-age pension or received a disability, early, or early partial old-age pension, the survivor pension is based on a disability pension for a Group I disability.

If the survivor is entitled to receive a social insurance old-age pension in his or her own right, the greater of the two benefits is paid. Full orphans receive two pensions if both parents were insured.

The minimum monthly survivor pension is 520 lei (640 lei as of July 1, 2018).

**Benefit adjustment:** Benefits are adjusted annually based on changes in the pension point value, which is adjusted annually based on 100% of the change in the inflation rate plus 50% of the real growth in the average wage.

**Survivor pension (mandatory individual account):**

The value of the insured's accumulated assets is split and transferred to the individual accounts of eligible survivors. If eligible survivors are not participants in the individual account system, the accumulated assets are paid to them as a lump sum or as a fixed-term annuity for up to five years.

**Funeral grant (Ajutorul de deces, social insurance):** A lump sum of 4,162 lei is paid for the insured's funeral; the grant is reduced by 50% for the funeral of the insured's dependent.

### **Administrative Organization**

Ministry of Labor and Social Justice (<http://www.mmuncii.ro/>) is responsible for general supervision and policy development for the social insurance program.

National House of Public Pensions (<https://www.cnpp.ro/>) administers the social insurance program.

Financial Supervisory Authority (<https://asfromania.ro/>) regulates and supervises private pension fund administrators.

Private pension fund administrators manage individual accounts and pay pensions.

## **Sickness and Maternity**

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### **Regulatory Framework**

**First law:** 1930.

**Current laws:** 2005 (benefits), 2006 (health reform), and 2015 (fiscal code).

**Type of program:** Social insurance (cash and medical benefits) and social assistance (medical benefits) system.

### **Coverage**

**Social insurance (cash benefits):** Employed persons with individual labor contracts; civil servants; unemployment benefit recipients; self-employed persons; and certain other workers.

**Social insurance (medical benefits):** Employed persons.

**Social assistance (medical benefits):** Residents of Romania not covered by social insurance, including children up to age 18 (age 26 if a full-time student), persons with disabilities, unemployed persons, prisoners, and women receiving prenatal or postnatal care.

### **Source of Funds**

#### **Insured person**

*Social insurance (cash benefits):* None.

*Social insurance (medical benefits):* 10% of monthly earnings.

There are no maximum earnings used to calculate contributions.

*Social assistance (medical benefits):* None.

#### **Self-employed person**

*Social insurance (cash benefits):* 1% of taxable income.

There are no maximum earnings used to calculate contributions.

The national monthly minimum gross wage is 1,900 lei.

*Social insurance (medical benefits):* 10% of earnings.

The minimum monthly earnings used to calculate contributions are 12 times the national monthly minimum gross wage.

The national monthly minimum gross wage is 1,900 lei.

There are no maximum earnings used to calculate contributions.

The self-employed person's contributions for medical benefits also finance work injury medical benefits.

*Social assistance (medical benefits):* None.

**Employer**

**Social insurance (cash benefits):** 2.25% of average gross monthly income.

The employer's contribution also finances work injury and unemployment benefits.

Approximately 40% of the employer's contribution is allocated to the Unique National Fund of Health Insurance for cash sickness benefits.

**Social insurance (medical benefits):** None.

**Social assistance (medical benefits):** None.

**Government**

**Social insurance (cash benefits):** None; contributes as an employer.

**Social insurance (medical benefits):** Provides subsidies.

**Social assistance (medical benefits):** The total cost.

**Qualifying Conditions**

**Cash sickness benefit (Concediu medical si indemnizatie pentru incapacitate temporara de munca, social insurance):** Must have at least six months of contributions in the 12 calendar months before the incapacity began; no contribution requirement for emergency surgery and in cases of contagious diseases, tuberculosis, neoplasia, or AIDS.

**Cash maternity benefit (Concediu medical si indemnizatie pentru maternitate, social insurance):** Must have at least six months of contributions in the 12 months before the maternity leave began.

**Maternity risk benefit (Indemnizatia de risc maternal, social insurance):** Paid to a pregnant worker or breastfeeding woman who is exposed to certain workplace-related risks. There is no minimum qualifying period.

**Child care allowance (Concediu medical si indemnizatie pentru ingrijirea copilului bolnav, social insurance):** Paid for providing care to a sick child younger than age 7 (age 16 if seriously ill; age 18 if disabled). Must have at least six months of contributions in the 12 calendar months before the month in which the medical leave began.

**Medical benefits (social insurance and social assistance):** There is no minimum qualifying period.

**Sickness and Maternity Benefits**

**Sickness benefit (Concediu medical si indemnizatie pentru incapacitate temporara de munca, social insurance):** 75% of the insured's average gross monthly earnings in the last six months (100% for emergency surgery, tuberculosis, neoplasia, AIDS, and other contagious diseases) is paid after a five-day waiting period for up to 183 days a year for each illness; may be extended in some cases. (The employer pays benefits for the first five days.)

The maximum monthly earnings used to calculate benefits are 12 times the national monthly minimum gross wage.

The national monthly minimum gross wage is 1,900 lei.

**Maternity benefit (Concediu medical si indemnizatie pentru maternitate, social insurance):** 85% of the insured's average gross monthly earnings in the six months before the expected date of childbirth is paid for up to 126 days.

The maximum monthly earnings used to calculate benefits are 12 times the national monthly minimum gross wage.

The national monthly minimum gross wage is 1,900 lei.

**Maternity risk benefit (Indemnizatia de risc maternal, social insurance):** 75% of the insured's average gross monthly earnings in the six months before the expected date of childbirth is paid for up to 120 days.

The maximum monthly earnings used to calculate benefits are 12 times the national monthly minimum gross wage.

The national monthly minimum gross wage is 1,900 lei.

**Child care allowance (Concediu medical si indemnizatie pentru ingrijirea copilului bolnav, social insurance):** 85% of the insured's average gross monthly earnings in the six months before the claim is made is paid for up to 45 days for each calendar year (may be extended in case of surgery, neoplasia, immobilization due to plaster casts, and certain other contagious diseases).

The maximum monthly earnings used to calculate benefits are 12 times the national monthly minimum gross wage.

The national monthly minimum gross wage is 1,900 lei.

**Workers' Medical Benefits**

**Social insurance:** Providers under contract with health insurance funds provide medical services directly to patients. Medical benefits include general and specialist care, primary medical assistance, dental care, outpatient care, hospitalization, medicine, appliances, rehabilitation, preventive medical care, maternity care, and transportation.

**Social assistance:** Medical benefits include a minimum package of health care services, including emergency care, maternity care, and family planning.

**Dependents' Medical Benefits**

Dependents are entitled to the social assistance medical benefits for insured workers.

**Administrative Organization**

National Health Insurance House (<http://www.cnas.ro/>) administers cash sickness, maternity, and medical benefits.

## Work Injury

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### Regulatory Framework

**First law:** 1912.

**Current laws:** 2002 (work injury); 2006 (safety and health); and 2010 (social insurance), implemented in 2011.

**Type of program:** Social insurance system.

### Coverage

Certain residents of Romania, including persons with individual labor contracts; civil servants; unemployment benefit recipients; full-time students, apprentices, and students in occupational training.

Voluntary coverage is available for self-employed persons, agricultural workers and certain other workers.

### Source of Funds

**Insured person:** None.

**Self-employed person:** A contribution is paid.

The minimum monthly income used to calculate contributions is the national monthly minimum gross wage.

The national monthly minimum gross wage is 1,900 lei.

For work injury medical benefits see, source of funds under Sickness and Maternity.

**Employer:** See source of funds under Sickness and Maternity.

**Government:** See source of funds under Sickness and Maternity.

### Qualifying Conditions

**Temporary and permanent disability benefits (social insurance):** Must be assessed with a work injury or occupational disease. There is no minimum qualifying period.

**Illness prevention and rehabilitation for work benefit (social insurance):** Must have at least six months of contributions in the 12 calendar months before the month in which medical leave began.

### Temporary Disability Benefits

**Temporary disability benefit (Indemnizatie pentru incapacitate temporara de munca):** 80% of the insured's average wage in the six calendar months before the disability began (or during the entire insured period, if shorter) is paid from the first day of disability for up to 183 days a year (may be extended up to 270 days); 100% if the insured has to undergo emergency medical treatment. The benefit is paid by the employer until recovery or certification of permanent disability.

**Illness prevention and rehabilitation for work benefit (social insurance):** A monthly benefit of up to 25% of the

insured's average monthly gross earnings in the six months before the incapacity began is paid for up to 90 days a year.

An additional benefit of 75% of the insured's average gross monthly earnings in the six months before the incapacity began is paid to persons who are in quarantine.

The maximum monthly earnings used to calculate benefits are 12 times the national monthly minimum gross wage.

The national monthly minimum gross wage is 1,900 lei.

### Permanent Disability Benefits

**Permanent disability pension (Pensia de invaliditate):**

See Old Age, Disability, and Survivors.

### Workers' Medical Benefits

Providers under contract with health insurance funds provide medical services directly to patients. Medical benefits include general and specialist care, outpatient care, hospitalization, medicine, appliances, glasses, hearing aids, rehabilitation, preventive medical care, maternity care, and transportation.

### Survivor Benefits

Survivor pensions are paid under Old Age, Disability, and Survivors.

**Funeral grant (Ajutor de deces):** A lump sum of four times the insured's monthly average gross earnings is paid when the insured dies.

### Administrative Organization

Ministry of Labor and Social Justice (<http://www.mmuncii.ro/>) is responsible for general supervision and policy development.

National House of Public Pensions (<https://www.cnpp.ro/>) administers the program.

National Agency for Fiscal Administration (<https://www.anaf.ro/>) collects contributions.

## Unemployment

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### Regulatory Framework

**First law:** 1991.

**Current law:** 2002.

**Type of program:** Social insurance system.

### Coverage

Employed persons with individual labor contracts and civil servants.

Voluntary coverage for self-employed persons and certain other persons.

## Source of Funds

**Insured person:** None.

**Self-employed person:** 0.45% of covered declared earnings.

The maximum monthly earnings used to calculate contributions are five times the national average gross monthly wage.

The national average gross monthly wage is 4,162 lei.

**Employer:** See source of funds under Sickness and Maternity.

**Government:** Finances any deficit; contributes as an employer.

## Qualifying Conditions

**Unemployment benefits (income tested):** Must be involuntarily unemployed, have at least 12 months of contributions in the 24 months before unemployment, be aged 16 to the normal retirement age, and be registered at the local labor office.

First-time job seekers older than age 16 with no independent income who have not found employment 60 days after the end of their school or university studies are also eligible.

Income test: Monthly income must be below the monthly reference social index.

The monthly reference social index is 500 lei.

## Unemployment Benefits

**Unemployment benefit (income tested):** 75% of the monthly reference social index plus 3% to 10% of the insured's average gross monthly earnings in the last 12 months is paid for six months if the insured has at least one year of contributions; nine months with at least five and up to 10 years; 12 months with more than 10 years.

Graduates who are first-time job seekers receive 50% of the reference social index for six months.

The monthly reference social index is 500 lei.

An unemployed person who resumes full-time employment before the awarded benefit period ends receives 30% of the benefit during the remaining period.

Additional benefits may be paid if the new workplace is more than 50 kilometers from the insured's home or if relocation is necessary.

Certain other incentives in the form of subsidies, exemption from unemployment insurance contribution payments, or access to loans under favorable conditions are awarded to certain employers to enhance job creation and encourage the recruitment of unemployed persons.

## Administrative Organization

National Agency for Employment (<http://www.anofm.ro/>) provides general supervision.

Local offices administer the program.

## Family Allowances

### Regulatory Framework

**First law:** 1950.

**Current laws:** 1993 (State children allowances), 2001 (minimum guarantee), 2002 (HIV/AIDS benefits), 2004 (children's rights), 2006 (rights of people with disabilities), 2006 (asylum), 2010 (family support), 2010 (parental leave and child raising benefit), 2011 (social assistance), and 2011 (social protection in the cold season).

**Type of program:** Universal and social assistance system.

### Coverage

Residents of Romania.

### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

### Qualifying Conditions

**Child allowance (Alocatie de stat pentru copii, universal):** Paid for children younger than age 18 (older if a full-time student or trainee).

**Family income supplement (Alocatie pentru sustinerea familiei, social assistance, income tested):** Paid to families with children younger than age 18.

Income test: Average monthly per capita family net income must not exceed 530 lei.

**Single-parent allowance (social assistance, income tested):** Paid to single parents.

Income test: Average monthly per capita family net income must not exceed 530 lei.

**Parental leave benefit (Concediu si indemnizatie pentru cresterea copilului):** Paid to a parent caring for a child younger than age 2 (age 3 if disabled). The parent must have earned income from work or have received social security benefits for at least 12 months in the two years before childbirth.

**Insertion incentive (Stimulent de insertie):** Paid to parents receiving the parental leave benefit for returning to work before the end of the parental leave period.

**Care allowance for disabled children and parents**

**(universal):** Paid to persons who care for a child aged 3 to 7 and for parents with disabilities raising a child.

**Monthly placement allowance (Alocatia de plasament, universal):** Paid for each child placed in the care of a foster parent, guardian, family member, or authorized residential care facility.

**Benefits for persons diagnosed with HIV/AIDS (Alocatiilor de hrana pentru bolnavii HIV/SIDA, universal):** Paid to persons diagnosed with HIV/AIDS.

**Benefits for disabled persons (universal):** Paid to persons with disabilities, depending on the degree of disability.

**Attendance allowance (universal):** Paid to persons assessed as blind if they require the assistance of others to perform daily functions.

**Guaranteed minimum income (Nivelul veniturii minim garantat, social assistance, means tested):** Paid to families and persons with income below a legally defined threshold.

Means test: The means test is based on family income and property.

**Home heating allowance (Ajutor pentru energia termica, social assistance, income tested):** Paid to single persons and households with per capita income less than a fixed amount (the amount varies depending on the type of energy source).

**Family Allowance Benefits**

**Child allowance (Alocatie de stat pentru copii, universal):** 200 lei a month is paid for each eligible child up to age 2; 84 lei a month for each child aged 3 to 18 (older if a full-time student or trainee); and 200 lei a month for each disabled child aged 3 to 18.

**Family income supplement (Alocatie pentru sustinerea familiei, social assistance, income tested):** If average monthly per capita family net income is up to 200 lei, 82 lei a month is paid for one child; 164 lei for two; 246 lei a month for three; or 328 lei a month for four or more children. If average monthly per capita family income is 201 lei to 530 lei, 75 lei a month is paid for one child; 150 lei a month for two; 225 lei a month for three; or 300 lei a month for four or more children.

**Single-parent allowance (social assistance, income tested):** If average monthly per capita family net income is up to 200 lei, 107 lei a month is paid for one child; 214 lei a month for two; 321 lei a month for three; or 428 lei a month for four or more children. If average monthly per capita family net income is 201 lei to 530 lei, 102 lei a month is paid for one child; 204 lei a month for two; 306 lei a month for three; or 408 lei a month for four or more children.

**Parental leave benefit (Concediu si indemnizatie pentru cresterea copilului):** 85% of the insured's average net income in the last 12 months is paid for each eligible child.

The minimum monthly benefit is 1,250 lei.

The maximum monthly benefit is 8,500 lei.

**Insertion incentive (Stimulent de insertie):** 650 lei a month is paid until the child reaches age 2 (age 3 if disabled); may be extended for up to one additional year if the insured returns to work at least 60 days before the end of the parental leave period.

**Care allowance for disabled children and parents (universal):** 188 lei to 1,250 lei a month is paid.

**Monthly placement allowance (Alocatia de plasament, universal):** 600 lei a month is paid.

**Benefits for persons diagnosed with HIV/AIDS (Alocatiilor de hrana pentru bolnavii HIV/SIDA, universal):** 15 lei a day is paid for an eligible child; 16 lei a day for an adult.

**Benefits for disabled persons (universal):** 325 lei a month is paid for a severe disability; 250 lei a month for a moderate disability. A monthly supplement of 125 lei, 100 lei, or 50 lei is paid under certain conditions.

**Attendance allowance (universal):** 1,160 lei a month is paid.

**Guaranteed minimum income (Nivelul veniturii minim garantat, social assistance, means tested):** The difference between household income and the guaranteed minimum income is paid.

The guaranteed minimum income varies depending on the size of the household: 142 lei a month for households with one person; 255 lei a month with two persons; 357 lei a month with three persons; 442 lei a month with four persons; 527 lei a month with five persons; plus 37 lei for each additional person above five persons.

**Home heating allowance (Ajutor pentru energia termica, social assistance, income tested):** Cash benefits range from 16 lei to 262 lei a month, depending on the type of energy source and household per capita income.

Emergency assistance may be paid to persons, including refugees, assessed as needy.

**Administrative Organization**

Ministry of Labor and Social Justice (<http://www.mmuncii.ro/>) is responsible for general supervision and policy development.

The National Agency for Payments and Social Inspection (<http://www.mmanpis.ro/>) administers all social benefits.

Local offices, local councils, and other institutions pay the benefits.



## Russia

Exchange rate: US\$1.00 = 57.85 rubles.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1922.

**Current laws:** 1995 (disability); 1996 (mandatory pension insurance); 1998 (nonstate pension funds); 2001 (public pensions); 2001 (labor pensions); 2001 (mandatory pension insurance); 2002 (early labor pension); 2002 (insurance period); 2002 (investments); 2004 (tax code), implemented in 2005; 2011 (funded pensions); 2013 (mandatory pension insurance), implemented in 2014; 2013 (insurance pensions), implemented in 2015; 2013 (funded pensions), implemented in 2015; and 2016 (tax code).

**Type of program:** Social insurance and social assistance system.

Note: A system of individual accounts was introduced in 2011 for persons born in 1967 or later. Currently, contributions to the individual accounts are diverted to the social insurance program.

#### Coverage

**Social insurance:** Employed and self-employed persons, including independent farmers.

Special systems for civil servants, military and police personnel, cosmonauts, war veterans, and victims of major industrial accidents.

**Social assistance:** Residents of Russia.

#### Source of Funds

**Insured person:** None.

**Self-employed person:** In general, an annual contribution of 26,545 rubles for annual earnings up to 300,000 rubles plus 1% of annual earnings above this amount. Different contribution rates apply for certain categories of self-employed persons.

**Employer:** 22% of payroll. Reduced rates of insurance contributions are applied to certain categories of employers.

The maximum annual earnings used to calculate contributions are 1,021,000 rubles plus 10% of payroll above this amount for general categories of employers.

**Government:** The total cost of social pensions. Regional and local governments may finance supplementary benefits.

#### Qualifying Conditions

**Old-age pension (social insurance):** Age 60 (men) or age 55 (women) with at least nine years of coverage (gradually rising by one year a year until reaching 15 years by 2024) and at least 13.8 pension points (gradually rising by 2.4 pension points a year until reaching 30 pension points by 2025).

The number of pension points is calculated based on the insured's number of contributions and the length of the insured's insurance record.

The qualifying conditions are reduced for persons who have worked in regions of the Far North and in certain other areas, or in hazardous or dangerous work, for mothers who have five or more children or have children with disabilities, and for some specified professional categories, such as teachers. Unemployed persons may claim the pension up to two years early (at age 58 or 59 for men or age 53 or 54 for women) with approval from the employment services.

Deferred pension: The pension may be deferred.

Retirement is not necessary. There is no income test for a working pensioner.

The old-age pension is payable abroad in accordance with national legislation and reciprocal agreements.

**Old-age social pension (social assistance):** Age 65 (men) or age 60 (women) and does not qualify for a social insurance old-age pension. Resident foreign nationals must have at least 15 years of residence.

Retirement is not necessary. There is no income test for a working pensioner.

The old-age social pension is not payable abroad.

**Disability pension (social insurance):** Must be assessed with a Group I disability (100% assessed loss of working capacity and requires constant attendance), a Group II disability (100% assessed loss of working capacity and does not require constant attendance), or Group III disability (at least a 50% assessed loss of working capacity and does not require constant attendance), and have at least one day of work.

**Disability social pension (social assistance):** Must be assessed with a Group I, II, or III disability and be younger than age 18 or have no work history.

**Survivor pension (social insurance):** Paid irrespective of the deceased's length-of-service and coverage periods.

Eligible survivors include a dependent, nonworking family member caring for a child younger than age 14 or disabled; children, brothers, sisters, and grandchildren up to age 18 (age 23 if a student, no limit if disabled since childhood); and widow(er)s, parents, or grandparents aged 60 or older (men) or aged 55 or older (women) or disabled.

The survivor pension is payable abroad in accordance with national legislation and reciprocal agreements.

**Survivor social pension (social assistance):** Paid to a child up to age 17 (age 23 if a full-time student) who has lost one or both parents or whose parents are unknown.

The survivor social pension is not payable abroad.

### Old-Age Benefits

**Old-age pension (social insurance):** The pension consists of a basic flat-rate benefit and an earnings-related benefit.

*Basic flat-rate benefit:* For insured persons up to age 80, the monthly benefit is 4,982.90 rubles with no dependents, 6,643.87 rubles with one dependent, 8,304.84 rubles with two dependents, or 9,965.81 rubles with three or more dependents. For insured persons aged 80 or older, the monthly benefit is 9,965.80 rubles with no dependents, 11,626.77 rubles with one dependent, 13,287.74 rubles with two dependents; or 14,948.71 rubles with three or more dependents.

*Earnings-related benefit:* The monthly benefit is the insured's pension points multiplied by the value of a pension point in the year the pension is claimed.

The value of a pension point is 81.49 rubles.

For persons who contributed to an individual account, the individual account balance is paid in addition to the social insurance old-age pension.

Deferred pension: An increased pension is paid.

Benefit adjustment: Benefits are adjusted based on changes in the inflation rate

**Old-age social pension (social assistance):**

5,180.248 rubles (April 2018) a month is paid.

Benefit adjustment: Benefits are adjusted based on changes in the inflation rate.

### Permanent Disability Benefits

**Disability pension (social insurance):** The pension consists of a basic flat-rate benefit and an earnings-related benefit.

*Basic flat-rate benefit:* For insured persons with no dependents, the monthly benefit is 9,665.80 rubles (Group I), 4,982.90 rubles (Group II), or 2491.45 rubles (Group III). For insured persons with one dependent, the monthly benefit is 11,626.77 rubles (Group I), 6,643.87 rubles (Group II), or 4,152.42 rubles (Group III). For insured persons with two dependents, the monthly benefit is 13,287.74 rubles (Group I), 8,304.84 rubles (Group II), or 5,813.39 rubles (Group III). For insured persons with three or more dependents, the monthly benefit is 14,948.71 rubles (Group I), 9,965.81 rubles (Group II), or 7,474.36 rubles (Group III).

*Earnings-related benefit:* The monthly benefit is the insured's pension points multiplied by the value of a pension point in the year the pension is claimed.

The value of a pension point is 81.49 rubles.

Benefit adjustment: Benefits are adjusted based on changes in the inflation rate and the average wage.

**Disability social pension (social assistance):**

12,432.44 rubles a month is paid if assessed with a Group I disability that began before age 18; 10,360.52 a month if assessed with a Group I disability that began since age 18 or with a Group II disability that began before age 18; 5,180.24 rubles a month if assessed with a Group II disability that began since age 18; or 4,403.24 a month if assessed with a Group III disability regardless of when it began (April 2018).

Benefit adjustment: Benefits are adjusted based on changes in the inflation rate and the average wage.

### Survivor Benefits

**Survivor pension (social insurance):** The pension consists of a basic flat-rate benefit and an earnings-related benefit.

*Basic flat-rate benefit:* 2,491.45 rubles a month is paid for each eligible survivor; 4,982.90 a month for full orphans.

*Earnings-related benefit:* The monthly benefit is the insured's pension points multiplied by the value of a pension point in the year the pension is claimed.

The value of a pension point is 81.49 rubles.

The earnings-related benefit is split equally among all eligible survivors.

**Survivor social pension (social assistance):** Paid to a child up to age 17 (age 23 if a full-time student) who has lost one or both parents or whose parents are unknown.

The survivor social pension is not payable abroad.

Benefit adjustment: Benefits are adjusted based on changes in the inflation rate and the average wage.

Benefit adjustment: Benefits are adjusted based on changes in the inflation rate and the average wage.

### Administrative Organization

Pension Fund of the Russian Federation (<http://www.pfrf.ru/>) and its regional bodies administers the programs.

Ministry of Labor and Social Protection of the Russian Federation (<https://rosmintrud.ru/>) is responsible for policy development.

Federal Tax Service (<https://www.nalog.ru>) collects contributions.

### Sickness and Maternity

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#### Regulatory Framework

**First law:** 1912.

**Current laws:** 1995 (child benefits), 1999 (mandatory social insurance), 2001 (labor code), 2006 (sickness and maternity

benefits), 2011 (on health care), and 2014 (sickness and maternity).

**Type of program:** Social insurance system.

### Coverage

**Cash benefits:** Employed persons, including temporary and permanent residents of Russia.

Exclusions: Self-employed persons.

**Medical benefits:** Citizens of Russia and refugees.

### Source of Funds

#### Insured person

**Cash benefits:** None.

**Medical benefits:** None. (The insured may contribute to voluntary supplemental medical and maternity insurance. The rates vary by plan.)

#### Self-employed person

**Cash benefits:** Not applicable.

**Medical benefits:** None. (The self-employed person may contribute to voluntary supplemental medical and maternity insurance. The rates vary by plan.)

#### Employer

**Cash benefits:** 2.9% of payroll; 1.8% of payroll for foreign citizens temporarily residing in Russia.

The maximum annual earnings used to calculate contributions are 815,000 rubles.

**Medical benefits:** 5.1% of payroll.

The employer's contributions for medical benefits also finance family allowances.

#### Government

**Cash benefits:** None; contributes as an employer.

**Medical benefits:** Federal and local governments provide partial funding.

### Qualifying Conditions

**Cash sickness, maternity, and adoption benefits and funeral grant:** There is no minimum qualifying period.

**Childbirth grant:** Paid to an insured woman who registers with a medical facility at the beginning of a pregnancy.

**Pregnancy registration supplement:** Paid when an insured woman registers a pregnancy in the first 12 weeks.

**Child care leave benefit:** Paid to insured or unemployed parents for the care of children up to age 18 months.

**Medical benefits:** There is no minimum qualifying period.

### Sickness and Maternity Benefits

**Sickness benefit:** The benefit varies depending on the length of the insured's coverage period: 60% of the insured's earnings is paid with less than five years of coverage; 80% with five to eight years; 100% with more than eight years (or if the insured has three or more dependent children); up to the legal monthly minimum wage with less than six months.

For care of a sick child younger than age 7, the benefit is provided for the period of sickness, up to 60 days a year (90 days in certain cases); for a child aged 7 to 15, for 15 to 45 days a year; for an adult family member older than age 15 who is hospitalized, for seven to 30 days a year.

The minimum monthly sickness benefit is 5,693.40 rubles.

The maximum average monthly sickness benefit is 61,375 rubles.

**Maternity benefit:** 100% of the insured's average gross monthly earnings in the last 24 months is paid for 70 days before the expected date of childbirth (84 in case of a pregnancy with multiples) and 70 days after childbirth (86 days in the case of complications at child birth; 110 days for multiple births).

The minimum monthly maternity benefit is 100% of the legal monthly minimum wage.

The legal monthly minimum wage is 9,489 rubles (February 2018).

The maximum total maternity benefit is 282,493.40 rubles (314,778.36 rubles in the case of complications at child birth; 391,455.14 rubles in the case of multiple births).

**Childbirth grant:** A lump sum of 16,759.09 rubles is paid. The local government pays an additional amount.

**Pregnancy registration supplement:** A lump sum of 628.47 rubles, increased by a factor that varies depending on region, is paid (February 2018).

**Adoption benefit:** A lump sum of up to 105,000 rubles is paid.

**Child care leave benefit:** 40% of the insured's average monthly earnings in the last 24 months is paid. The benefit must be at least 3,142.33 rubles a month for the first child and 6,284.65 rubles a month for the second and each subsequent child.

The maximum monthly child care leave benefit is 24,536.57 rubles.

Parents of a child with a disability also receive benefits for four vacation days a month.

**Funeral grant:** A lump sum of up to 5,701.31 rubles is paid, depending on local government financial resources.

### **Workers' Medical Benefits**

Compulsory medical insurance covers medical services provided directly to patients by public and private health providers. Benefits include general, preventive, and emergency care; hospitalization; laboratory services; dental care; maternity care; vaccinations; and transportation.

Cost sharing: Medicine prescribed during hospitalization is provided free or at reduced rates to persons with certain categories of illness, persons with disabilities, and war veterans.

Voluntary medical insurance covers specialized care, higher-cost medicine, and appliances.

Some categories of the population, including the elderly, persons with disabilities, and war veterans, may receive a cash reimbursement for some medicine.

### **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

### **Administrative Organization**

Social Insurance Fund of the Russian Federation (<http://fss.ru/>) and regional social insurance funds administer most cash benefits.

Regional departments of social protection administer the cash maternity benefits for the unemployed and other non-working citizens.

Ministry of Health (<https://www.rosminzdrav.ru/>) and regional health departments implement state health care policy and develop health care programs.

Federal Compulsory Medical Insurance Fund (<https://www.rosminzdrav.ru/>) implements health care policy within the state social insurance system.

Regional governments administer medical insurance.

Federal Tax Service (<https://www.nalog.ru/>) collects contributions.

Medical services are provided through clinics, hospitals, maternity homes, and other medical facilities, including private health care providers.

### **Work Injury**

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#### **Regulatory Framework**

**First law:** 1903.

**Current laws:** 1995 (social protection of the disabled); 1998 (work injury and occupational diseases), implemented in 2000; 2001 (labor code); 2005 (risk classification); and 2015 (contributions).

**Type of program:** Social insurance system.

### **Coverage**

Employed persons, including temporary and permanent residents of Russia.

Exclusions: Self-employed persons.

### **Source of Funds**

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** From 0.2% to 8.5% of payroll based on 32 classes of professional risk related to 22 industry categories. Employers may finance supplemental benefits.

**Government:** None; regional and local governments may finance supplemental benefits.

### **Qualifying Conditions**

Must be assessed with a work injury or occupational disease.

### **Temporary Disability Benefits**

100% of the insured's average gross earnings is paid from the first day of incapacity until the insured is fully rehabilitated or assessed with a permanent disability.

Average gross earnings are based on the insured's earnings immediately before certification of the degree of disability.

The Medical and Social Assessment Service assesses the degree of disability once a year if assessed with a Group II or III disability; every two years if assessed with a Group I disability.

Lump-sum compensation: A lump sum of up to 96,368.45 rubles is paid depending on the assessed loss of working capacity (February 2018). The benefit is adjusted depending on regional environmental conditions.

### **Permanent Disability Benefits**

**Permanent disability pension:** The pension amount varies depending on the assessed degree of disability.

Must have at least a 10% loss of work capacity.

The maximum monthly benefit is 74,097.66 rubles (February 2018) (set annually by the Social Insurance Fund).

Medical and Social Assessment Service assesses the degree of disability once a year if assessed with a Group II or III disability; every two years if assessed with a Group I disability.

Constant-attendance allowance: 1,200 rubles a month is paid if the insured requires special medical care; 225 rubles a day if the insured requires the attendance of others to perform daily functions.

## Workers' Medical Benefits

Compulsory medical insurance covers medical services provided directly to patients by public and private health care providers. Benefits include general, preventive, and emergency care; hospitalization; laboratory services; dental care; transportation; free appliances and medicine; and the cost of professional rehabilitation.

Specialized care may be provided under voluntary supplemental insurance offered by the employer.

## Survivor Benefits

**Survivor pension:** Survivor pensions are paid under Old Age, Disability, and Survivors.

**Lump-sum compensation:** In addition to the pension, a lump sum of 96,368.45 rubles (February 2018) is paid and split equally among all eligible survivors.

**Death grant:** A lump sum of up to 1,000,000 rubles is paid. (The employer may pay an additional benefit.)

## Administrative Organization

Social Insurance Fund of the Russian Federation (<http://fss.ru/>) and regional funds administer temporary disability benefits.

Enterprises and employers pay benefits to employees.

Pension Fund of the Russian Federation (<http://www.pfrf.ru/>) administers permanent disability pensions.

Federal Tax Service (<https://www.nalog.ru/>) collects contributions.

Ministry of Health (<https://www.rosminzdrav.ru/>) administers the provision of medical services through clinics, hospitals, maternity homes, and other medical facilities, including private health care providers.

Regional health departments implement and administer state health care policies and programs.

## Unemployment

### Regulatory Framework

**First law:** 1921.

**Current laws:** 1991 (employment), 2001 (labor code), and 2004 (cash compensation).

**Type of program:** Social insurance and social assistance system.

### Coverage

Citizens of Russia.

## Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** Financed from federal and local government budgets. Regional and local governments may finance supplemental benefits for unemployed persons and their dependents.

## Qualifying Conditions

**Unemployment benefit:** Must be registered at an employment office, have 26 weeks of full-time employment in the last 12 months (or the 26-week equivalent for part-time employment), and be willing and able to work.

Benefits may be reduced, postponed, suspended, or terminated if the worker is dismissed because of misconduct, leaving employment without good cause, violating conditions for job placement or vocational training, or filing a fraudulent claim.

Unemployed persons who do not meet the coverage conditions or persons who have never worked may be eligible for reduced benefits.

**Early pension for the unemployed:** Paid to unemployed workers aged 58 to 59 (men) or aged 53 to 54 (women).

## Unemployment Benefits

**Unemployment benefit:** 75% of the insured's average monthly wage is paid for the first three months, 60% for the next four months, 45% for the next five months, and thereafter (up to an additional 12 months) the local minimum subsistence level increased by a factor that varies depending on region.

The benefit is increased by 10% of the regional minimum subsistence level for victims of radiation and persons living in radiation-contaminated zones.

The minimum monthly unemployment benefit is 850 rubles.

The maximum monthly unemployment benefit is 4,900 rubles.

For unemployed persons who do not meet the coverage conditions or for persons who have never worked, the benefit is 30% of the regional minimum subsistence level for the first six months and 20% of the regional minimum subsistence level for the next six months, but not less than 100 rubles a month.

**Early pension for the unemployed:** The benefit is the same as the old-age pension under Old Age, Disability, and Survivors.

### **Administrative Organization**

Ministry of Labor and Social Protection of the Russian Federation (<https://rosmintrud.ru/>) provides general supervision.

Regional employment services administer the program.

Local employment services pay benefits.

### **Family Allowances**

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#### **Regulatory Framework**

**First law:** 1944.

**Current laws:** 1995 (child benefits), 2004 (cash compensation), 2006 (on compulsory social insurance), and 2006 (families with children).

**Type of program:** Universal and social insurance.

#### **Coverage**

**Universal:** Citizens of Russia.

**Social insurance:** Employed persons, including temporary and permanent residents of Russia.

Exclusions: Self-employed persons.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** None.

**Employer:** See source of funds under Sickness and Maternity. Employers may finance supplementary benefits.

**Government:** The total cost of the family grant. Federal and local government budgets subsidize the cost of benefits. Regional and local governments may finance supplementary benefits.

#### **Qualifying Conditions**

**Child allowance (social insurance, income tested):** Paid for children from age 18 months to age 18 (age 23

if a full-time student). The children must reside in the household.

**Income test:** Family income must be less than the locally determined minimum subsistence level.

**Sick child care allowance (social insurance):** Paid to a parent caring for a sick child.

**Family grant (maternal capital, universal):** Paid to women after the birth or adoption of the second, third, or subsequent child after January 1, 2007. In special cases, men are entitled to the grant after the adoption of two or more children.

The family grant is paid only once.

#### **Family Allowance Benefits**

**Child allowance (social insurance, income tested):** An allowance that varies depending on geographic region is paid for each eligible child. The allowance is doubled for single-parent households.

Supplements are paid if a parent fails to pay alimony.

**Sick child care allowance (social insurance):** 60% to 100% of the insured's wages is paid for the first 10 days of illness; thereafter, 50% of wages is paid until the child's full recovery.

**Family grant (maternal capital, universal):** A lump sum of 453,026 rubles is paid.

#### **Administrative Organization**

Ministry of Labor and Social Protection of the Russian Federation (<https://rosmintrud.ru/>) provides general supervision.

Regional and local departments of social protection pay benefits.

Pension Fund of the Russian Federation (<http://www.pfrf.ru/>) and its regional bodies administer the family grant.

Federal Tax Service (<https://www.nalog.ru/>) collects contributions for the child allowances.

## San Marino

Exchange rate: US\$1.00 = 0.83 euro (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First and current laws:** 1955 (social security system); 2011 (mandatory individual account), implemented in 2012; and 2017 (early retirement).

**Type of program:** Social insurance and mandatory individual account system.

#### Coverage

**Social insurance:** Employed and self-employed persons.

**Mandatory individual account:** Employed and self-employed persons covered by social insurance younger than age 50 in 2012.

Voluntary coverage for employed and self-employed persons aged 50 or older in 2012.

#### Source of Funds

##### Insured person

**Social insurance:** 5.4% of gross earnings.

The insured person's contributions also finance work injury benefits.

**Mandatory individual account:** 2% of gross earnings.

##### Self-employed person

**Social insurance:** 15% to 22% of gross income from €15,000 to €28,000 a year, depending on the category of self-employment.

The self-employed person's contributions also finance work injury benefits.

**Mandatory individual account:** 4% of income.

##### Employer

**Social insurance:** 16.10% of payroll.

The employer's contributions also finance work injury benefits.

**Mandatory individual account:** 2% of payroll.

##### Government

**Social insurance:** 5% of total contributions (higher contributions are made for agricultural workers) or up to 25% to cover any deficit; contributes as an employer.

Government contributions also finance work injury benefits.

**Mandatory individual account:** Provides subsidies as needed; contributes as an employer.

#### Qualifying Conditions

**Old-age pension (social insurance):** Age 65 (gradually rising to age 66 from 2019 to 2021) with at least 20 years of contributions; age 60 with at least 40 years of contributions. For insured persons with at least 216 days of contributions before January 1, 2006, transitional provisions apply.

Partial pension: Age 60 with 35 to 39 years of contributions.

Early pension: Age 57 to the normal retirement age if the sum of the insured's age plus the insured's years of contributions is at least 100; age 59 years and 6 months with at least 35 years of contributions if the insured has exhausted all unemployment benefits, the place of employment has closed, or in the event of mass unemployment.

Deferred pension: The pension may be deferred. There is no age limit.

##### Old-age pension (mandatory individual account):

Age 65 (gradually rising to age 66 from 2019 to 2021) with at least 20 years of contributions.

Early withdrawals: Funds can be withdrawn before the normal retirement age to pay for health care costs, the purchase and renovation of a first home for the insured or the insured's children, or college expenses for the insured and his or her family members.

Early pension: Age 60 to the normal retirement age if the sum of the insured's age plus the insured's years of contributions is at least 100.

**Disability pension (social insurance):** Must have an assessed loss of working capacity of at least 65% and at least seven years of contributions, including at least two years in the last three years before the disability began. For insured persons with at least 216 days of contributions before January 1, 2006, transitional provisions apply.

A medical board of the National Social Security Institute assesses the loss of working capacity.

##### Disability pension (mandatory individual account):

Must have an assessed loss of working capacity of at least 65%.

A medical board of the National Social Security Institute assesses the loss of working capacity.

**Survivor pension (social insurance):** The deceased had at least seven years of contributions, including at least one year of contributions in the five years before death; or a total of at least 15 years of contributions.

Eligible survivors include a widow, an unemployed widower with a disability, and children younger than age 18 (age 26 if a student or disabled). The widow(er) must have

been married to and living with the deceased at the time of death.

The widow(er)'s pension ceases upon remarriage.

**Survivor pension (mandatory individual account):** Paid on the death of the insured.

Eligible survivors include a widow, an unemployed widower with a disability, and children younger than age 18 (age 26 if a student or disabled). A widow(er) must have been married and living with the deceased at the time of death; a surviving partner must have lived with the deceased for at least 15 years.

### **Old-Age Benefits**

**Old-age pension (social insurance):** The pension is 2% of half of the legally fixed amount for each year of contributions plus 0.75% of the portion of reference earnings that exceeds the legally fixed amount (1.5% for coverage periods completed before January 1, 2012). For insured persons with at least 216 days of contributions before January 1, 2006, transitional provisions apply.

The legally fixed amount is €45,501.63.

Reference earnings used to calculate benefits are the insured's average daily earnings in the last 20 years (10 years for coverage periods completed before January 1, 2012) before retirement, multiplied by 16.615.

A minimum old-age pension is paid if the insured satisfies a means test.

The maximum monthly old-age pension is 100% of the insured's last monthly earnings before retirement.

Partial pension: The pension is reduced by 15% with 35 years of contributions; 10% with 36 years; 6% with 37 years; 4% with 38 years; and 2% with 39 years.

Early pension: The pension is reduced by 20% if the insured retires at age 57, by 15% at age 58, or by 10% at age 59.

Deferred pension: The pension is increased by 3% for each year of deferral after the normal retirement age.

Benefit adjustment: Benefits are adjusted based on changes in the cost-of-living index.

**Old-age pension (mandatory individual account):** An annuity is paid based on the account balance.

Early withdrawals: Up to 30% of the account balance may be withdrawn.

Early pension: The pension is reduced by 10%.

### **Permanent Disability Benefits**

**Disability pension (social insurance):** The pension is 2% of half of the legally fixed amount for each year of contributions plus 0.75% of the portion of reference earnings that

exceeds the legally fixed amount (1.5% for coverage periods completed before January 1, 2012). For insured persons with at least 216 days of contributions before January 1, 2006, transitional provisions apply.

The legally fixed amount is €45,501.63.

Reference earnings used to calculate benefits are the insured's average daily earnings in the last 20 years (10 years for coverage periods completed before January 1, 2012) before retirement, multiplied by 16.615.

A minimum old-age pension is paid if the insured satisfies a means test.

The maximum disability pension is 100% of the insured's last monthly earnings before the disability began.

Benefit adjustment: Benefits are adjusted based on changes in the cost-of-living index.

**Disability pension (mandatory individual account):** An annuity is paid based on the account balance.

### **Survivor Benefits**

**Survivor pension (social insurance):** 65% to 100% of the social insurance old-age or disability pension the deceased received or was entitled to receive is paid to the widow(er) and children, depending on the number of survivors.

**Survivor pension (mandatory individual account):** A benefit is paid.

### **Administrative Organization**

National Social Security Institute (<http://www.iss.sm/>) administers the social insurance program and collects contributions.

Complementary Social Security Fund of the National Social Security Institute administers the mandatory individual account program.

### **Sickness and Maternity**

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#### **Regulatory Framework**

**First law:** 1955 (medical benefits).

**Current laws:** 1974 (temporary incapacity), 1977 (cash benefits), and 1990 (social security).

**Type of program:** Universal (medical benefits) and social insurance (cash benefits) system.

#### **Coverage**

**Universal (medical benefits):** Residents of San Marino.

**Social insurance (cash benefits):** Employed and self-employed persons.



## Source of Funds

**Insured person:** None.

**Self-employed person:** Up to 4% of gross earnings, depending on the category of self-employment.

**Employer:** 5% of payroll.

**Government:** 50% of direct taxes (medical benefits) contributes as an employer (cash benefits).

## Qualifying Conditions

**Cash sickness and maternity benefits:** There is no minimum qualifying period.

**Medical benefits:** There is no minimum qualifying period.

## Sickness and Maternity Benefits

**Sickness benefit (social insurance):** 86% of the insured's monthly earnings is paid for the first 15 days, 100% until the end of the sixth month, and 86% until the end of the 12th month. The benefit is paid for up to 365 days for workers with permanent employment contracts; to the end of the employment contract for workers with short-term employment contracts.

**Maternity benefit (social insurance):** 100% of the insured's monthly earnings is paid for five months (two months before and three months after the expected date of childbirth); thereafter, mothers can remain on leave and receive a benefit of 30% of monthly earnings for one year and 20% for an additional six months, or they can return to work and take up to two hours of leave a day with full pay until the child is age 1.

## Workers' Medical Benefits

Doctors of the National Social Security Institute and state hospitals provide medical services. Benefits include all medical services, hospitalization, maternity care, and medications.

There is no cost sharing.

There is no limit to duration.

## Dependents' Medical Benefits

Medical benefits for dependents are the same as those for the insured. Dental services are free for children up to age 14.

## Administrative Organization

National Social Security Institute (<http://www.iss.sm/>) administers the program and collects contributions.

## Work Injury

### Regulatory Framework

**First and current laws:** 1983 (pensions) and 2008 (pensions).

**Type of program:** Social insurance system.

### Coverage

Employed and self-employed persons.

### Source of Funds

**Insured person:** See source of funds under Old Age, Disability, and Survivors.

**Self-employed person:** See source of funds under Old Age, Disability, and Survivors.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** See source of funds under Old Age, Disability, and Survivors.

### Qualifying Conditions

Must be assessed with a work injury or occupational disease.

### Temporary Disability Benefits

100% of the insured's average daily earnings in the month before the disability began is paid.

### Permanent Disability Benefits

If assessed with a total disability, the pension is based on the insured's annual earnings in the last year before the disability began.

Partial disability: For an assessed degree of disability of at least 15% but less than a total disability, a percentage of the full permanent disability pension is paid depending on the assessed degree of disability.

Benefit adjustment: Benefits are adjusted based on changes in the cost-of-living index.

### Workers' Medical Benefits

All necessary medical services and benefits are provided free of charge.

### Survivor Benefits

**Survivor pension:** 65% to 100% of the old-age or disability pension the deceased received or was entitled to receive is paid to the surviving spouse and children, depending on the number of survivors.

The pension ceases if a widow(er) remarries.

## Administrative Organization

National Social Security Institute (<http://www.iss.sm/>) administers the program and collects contributions.

State hospitals, or government-approved establishments, deliver medical services.

## Unemployment

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### Regulatory Framework

**First law:** 1967 (unemployment).

**Current laws:** 2010 and 2017 (unemployment).

**Type of program:** Social insurance system.

### Coverage

**General unemployment benefits:** Employed persons.

Exclusions: Self-employed persons and public-sector workers.

**Temporary unemployment benefit:** Employed persons in most sectors of work.

Exclusions: Self-employed persons and public-sector workers.

### Source of Funds

#### Insured person

*General unemployment benefits:* 0.5% of gross earnings.

*Temporary unemployment benefit:* None.

#### Self-employed person

*General unemployment benefits:* Not applicable.

*Temporary unemployment benefit:* Not applicable.

#### Employer

*General unemployment benefits:* 1.9% of payroll.

*Temporary unemployment benefit:* 7% of payroll.

#### Government

*General unemployment benefits:* None.

*Temporary unemployment benefit:* None.

### Qualifying Conditions

#### General unemployment benefits

*Unemployment benefit (Indennità di disoccupazione):* Must have worked at least 121 days in the last two years.

*Special economic benefit (Indennità Economica Speciale per mobilità, IES):* Paid in the event of mass unemployment or the closure of the place of employment.

*Extraordinary unemployment benefit:* Must have received the special economic benefit, be involuntarily unemployed,

and have at least six months of contributions in the last two years.

**Temporary unemployment benefit:** Paid for temporary unemployment that results from unforeseen circumstances, restructuring, or a short-term market downturn.

### Unemployment Benefits

#### General unemployment benefits

*Unemployment benefit (Indennità di disoccupazione):* The benefit varies depending on the insured's days of contributions. With 121 to 242 days, 30% of the insured's average earnings in the four months before unemployment is paid for up to 90 days; with at least 243 days and aged 50 or younger, 60% is paid for the first six months and 50% from the seventh to the eighth month; with at least 243 days of contributions and older than age 50, 40% of the insured's average earnings in the four months before unemployment is paid from the ninth to the 12th month of unemployment.

*Special economic benefit (Indennità Economica Speciale per mobilità, IES):* With at least 216 days of work with the same employer, 70% of the insured's earnings is paid for up to six months; thereafter, 65% of earnings for up to six months. With 162 to 215 days of work with the same employer, 60% of the insured's earnings is paid for up to six months; thereafter, 50% of earnings for up to six months.

*Extraordinary unemployment benefit:* The benefit varies depending on the insured's months of contributions in the last two years. With 6 months (121 days) to 12 months (242 days) of contributions, 40% of the insured's average earnings in the four months before unemployment is paid for up to 6 months; with more than 12 months (243 days) of contributions, 40% of the insured's average earnings in the four months before unemployment is paid for up to 9 months.

**Temporary unemployment benefit:** 72% to 82% of the insured's earnings is paid for up to nine months, depending on the reason for unemployment.

### Administrative Organization

National Social Security Institute (<http://www.iss.sm/>) administers the program and collects contributions.

## Family Allowances

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### Regulatory Framework

**First and current law:** 1976 (family allowances) and 2009 (supplementary family allowance).

**Type of program:** Social insurance system.

### Coverage

Employed persons, pensioners, and certain self-employed persons.

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### **Source of Funds**

**Insured person:** None.

**Self-employed person:** None.

**Employer:** 2.8% of payroll.

**Government:** None.

### **Qualifying Conditions**

**Family allowance:** Must reside in San Marino.

Eligible dependents include a spouse, children younger than age 16 (age 19 if a full-time student), and parents.

**Family allowance supplement (dell'assegno familiare integrative, means tested):** Must reside in San Marino and have annual household per capita income of up to €8,500.

### **Family Allowance Benefits**

**Family allowance:** €69.50 a month is paid for the first dependent; €90.50 a month for the second; €112.50 a month for the third; €133.50 a month for the fourth; €160.50 a month for the fifth.

**Family allowance supplement (dell'assegno familiare integrative, means tested):** €69.50 a month is paid for the first dependent; €90.50 a month for the second; €112.50 a month for the third; €133.50 a month for the fourth; €160.50 a month for the fifth. For each child older than age 16 and in secondary education, the monthly benefit is increased by 5% to 10%.

### **Administrative Organization**

National Social Security Institute (<http://www.iss.sm/>) administers the program and collects contributions.

## Serbia

Exchange rate: US\$1.00 = 101.33 dinars

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1922, implemented in 1937.

**Current laws:** 2003 (pension and disability insurance), 2004 (social insurance contributions), and 2009 (financing).

**Type of program:** Social insurance system.

#### Coverage

Employed and self-employed persons, including farmers and contract workers.

#### Source of Funds

**Insured person:** 14% of covered earnings.

The minimum monthly earnings used to calculate contributions are 35% of the national average gross monthly wage in the previous three months.

The maximum monthly earnings used to calculate contributions are five times the national average gross monthly wage in the previous month.

The national average gross monthly wage is 65,866 dinars.

**Self-employed person:** 26% of covered income.

The minimum monthly income used to calculate contributions is 35% of the national average gross monthly wage in the previous three months.

The maximum monthly income used to calculate contributions is five times the national average gross monthly wage in the previous month.

The national average gross monthly wage is 65,866 dinars.

**Employer:** 12% of covered payroll; a temporary reduced contribution rate for newly hired workers.

The minimum monthly earnings used to calculate contributions are 35% of the national average gross monthly wage in the previous three months.

The maximum monthly earnings used to calculate contributions are five times the national average gross monthly wage in the previous month.

The national average gross monthly wage is 65,866 dinars.

**Government:** Covers any deficit; contributes as an employer.

#### Qualifying Conditions

**Old-age pension (Starosna penzija):** Age 65 (men) or age 62 (women, gradually rising by six months a year until reaching age 63 in 2020 and then by two months a year until reaching age 65 in 2032) with at least 15 years of coverage. At any age with at least 45 years of coverage.

Early pension (Pprevremena starosna penzija): Age 60 (men, gradually rising to age 60 by 2023) or age 56 and four months (women, gradually rising to age 60 by 2023) with at least 40 years (men) or 38 years (women, gradually rising to 40 years by 2023) of coverage.

The old-age pension is payable abroad under reciprocal agreement.

**Disability pension (Invalidska penzija):** Must be younger than the normal retirement age, be assessed as incapable of all work (total disability), and have one year of coverage if younger than age 20 when the disability began; two years if aged 20 to 24; three years if aged 25 to 29; and at least five years if aged 30 or older. There is no minimum qualifying period for a disability resulting from a work injury or occupational disease.

If the insured is younger than age 58, work capacity must be reassessed within three years of original assessment.

Cash compensation for body impairment (Naknada za telesno oštećenje): Paid for a body impairment of at least 30% resulting from a work injury or occupational disease.

Constant-attendance supplement (Naknada za pomoć i negu drugog lica): Paid if the insured requires the constant attendance of others to perform daily functions.

The disability pension is payable abroad under reciprocal agreement.

**Survivor pension (Porodica penzija):** The deceased was a pensioner or had at least five years of coverage.

Eligible survivors include a widow aged 53 or older or a widower aged 58 or older who is disabled or caring for a child younger than age 15 (age 26 if a student; no limit if disabled); a dependent mother aged 60 or older or disabled; a dependent father aged 65 or older or disabled; children younger than age 15 (age 26 if a student; no limit if disabled); and dependent grandchildren, brothers, and sisters.

A widow(er) must have been married to the deceased for at least two years or had a child with the deceased if the deceased was age 65 or older (men) or age 60 or older (women) at the time of marriage.

The widow(er)'s pension does not cease upon remarriage.

The survivor pension is suspended if the survivor is working in covered employment or self-employment.

If a survivor is entitled to a pension in his or her own right, the survivor can only receive one pension.

The survivor pension is payable abroad under reciprocal agreement.

**Funeral grant (Naknada pogrebnih troškova):** Paid on the death of a pensioner to the person who paid for the funeral. The funeral grant is payable abroad under reciprocal agreement.

### Old-Age Benefits

**Old-age pension (Starosna penzija):** The pension is calculated based on the number of years of contributions (up to 45 years), the ratio of the individual's gross earnings to the national average annual wage in each year of contributions, and the value of the general point.

The value of the general point is 772.31 dinars (December 2017).

**Early pension (Preвременa starosna penzija):** The pension is reduced by 0.34% for each month it is claimed before the normal retirement age, up to 20.4%.

**Schedule of payments:** Pensions are paid twice a month; once a month for pensioners who were previously self-employed.

**Benefit adjustment:** Benefits are adjusted twice a year in April and October based on changes in the consumer price index in the previous six months.

### Permanent Disability Benefits

**Disability pension (Invalidska penzija):** The pension is calculated based on the number of years of contributions, the ratio of the individual's gross earnings to the national average annual wage in each year of contributions, and the value of the general point.

The value of the general point is 772.31 dinars (December 2017).

**Cash compensation for body impairment (Naknada za telesno oštećenje):** A monthly benefit is paid.

**Constant-attendance supplement (Naknada za pomoć i negu drugog lica):** A monthly benefit is paid.

**Schedule of payments:** Pensions are paid twice a month; once a month for pensioners who were previously self-employed.

**Benefit adjustment:** Benefits are adjusted twice a year in April and October based on changes in the consumer price index in the previous six months.

### Survivor Benefits

**Survivor pension (Porodicna penzija):** 70% of the old-age pension the deceased received or was entitled to receive is paid for one survivor (140% for a full orphan); 80% for two survivors (160% for full orphans); 90% for three survivors (180% for full orphans); or 100% for four or more survivors (200% for full orphans). The pension is split equally among all eligible survivors.

The minimum survivor pension is the old-age pension calculated based on 20 years of coverage.

**Benefit adjustment:** Benefits are adjusted twice a year in April and October based on changes in the consumer price index in the previous six months.

**Funeral grant (Naknada pogrebnih troškova):** The cost of the funeral is paid, up to 150% of the average pension paid in the last quarter before the pensioner's death.

### Administrative Organization

Ministry of Labor, Employment, Veteran, and Social Affairs (<http://www.minrzs.gov.rs/>) provides general supervision.

Republic Fund for Pension and Disability Insurance (<http://www.pio.rs/>) administers benefits.

Tax Administration under the Ministry of Finance (<http://www.poreskauprava.gov.rs/>) collects contributions.

Institute for Social Insurance (<http://www.zso.gov.rs/>) coordinates the implementation of international social security agreements.

### Sickness and Maternity

#### Regulatory Framework

**First law:** 1922.

**Current laws:** 2002 (families with children), 2004 (social insurance contributions), 2005 (health insurance), 2005 (labor), and 2013 (health care for children and pregnant women).

**Type of program:** Social insurance system.

#### Coverage

**Cash benefits:** Employed and self-employed persons.

**Medical benefits:** Employed and self-employed persons, farmers, pensioners, persons aged 65 or older, children up to age 18 (age 26 if a full-time student), persons with mental or physical disabilities, pregnant women, and persons receiving unemployment, maternity, or social assistance benefits.

Voluntary coverage for medical benefits is available.

Special system for military personnel.

#### Source of Funds

**Insured person:** 5.15% of covered earnings; 10.3% of covered declared earnings (medical benefits only) for the voluntarily insured.

The minimum monthly earnings used to calculate contributions are 35% of the national average gross monthly wage in the previous three months.

The maximum monthly earnings used to calculate contributions are five times the national average gross monthly wage in the previous month.

The national average gross monthly wage is 65,866 dinars.

**Self-employed person:** 10.3% of covered income.

The minimum monthly income used to calculate contributions is 35% of the national average gross monthly wage in the previous three months.

The maximum monthly income used to calculate contributions is five times the national average gross monthly wage in the previous month.

The national average gross monthly wage is 65,866 dinars.

**Employer:** 5.15% of covered payroll; a temporary reduced contribution rate for newly hired workers.

The minimum monthly earnings used to calculate contributions are 35% of the national average gross monthly wage in the previous three months.

The maximum monthly earnings used to calculate contributions are five times the national average gross monthly wage in the previous month.

The national average gross monthly wage is 65,866 dinars.

**Government:** Finances any deficit; contributes as an employer; and pays social insurance contributions for persons aged 65 or older, children younger than 18 (26 if a full-time student), women during pregnancy and up to 12 months after childbirth, unemployed persons, persons with income below a certain threshold, and certain other persons.

### **Qualifying Conditions**

**Cash sickness benefit:** Must have least three continuous months of coverage or six months of coverage in the last 18 months. There is no minimum qualifying period for an incapacity resulting from a work injury or an occupational disease. The benefit is also paid if the insured provides care to a sick family member (up to four months in one calendar year) or donates tissue or an organ.

If the insured receives benefits for more than six continuous months or for longer than 12 months within an 18-month period and is still incapable of work, a disability pension may be paid.

**Cash maternity benefit (Porodiljsko odsustvo):** Paid for the birth or adoption of child to either of the child's parents, a guardian, or a foster parent.

**Medical benefits:** Must have at least three consecutive months of contributions or six months of contributions in the last 18 months.

### **Sickness and Maternity Benefits**

**Sickness benefit:** 65% of the calculation base (100% for a work injury, occupational disease, or organ or tissue donation) is paid after a 30-day waiting period until full recovery or the award of a disability pension. (The employer pays benefits for the first 30 days.)

The calculation base is the insured's average gross monthly earnings in the last three months, up to five times the national average gross monthly wage. If the benefit is paid for more than two months, the calculation base is adjusted each month based on changes in the average wage in the insured's place of employment. For self-employed persons, the calculation base is the insured's average covered income in the last three months.

The national average gross monthly wage is 65,866 dinars.

**Maternity benefit (Porodiljsko odsustvo):** A monthly benefit is paid based on the insured's average gross monthly earnings in the 18 months before the maternity leave began, up to three times the national average gross monthly wage (as of July 2018).

For the first and second child, the benefit is paid from 28 days before the expected date of childbirth for one year for the first and second child; for two years for each additional child.

The national average gross monthly wage is 65,866 dinars.

The minimum maternity benefit is the minimum monthly net wage.

The minimum monthly net wage is 26,312 dinars.

### **Workers' Medical Benefits**

Health insurance institutions under contract with public and private health care services provide medical services directly to patients.

Services include measures for prevention and early detection of diseases, medicine, surgery, family planning and maternity care (for up to 12 months after childbirth), dental treatment, and prostheses.

The insured pays up to 35% of the cost of medical services and treatments, according to a schedule in law; no copayment for medical services for work injury or occupational disease. Reduced copayments for disabled military war veterans and civil victims of war, blind persons, and persons with a permanent disability, persons receiving financial compensation for providing care to another person, and voluntary blood donors.

### **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

### **Administrative Organization**

Ministry of Health (<http://www.zdravlje.gov.rs/>) provides general supervision.

Republic Fund of Health Insurance (<http://www.rfzo.rs/>) administers benefits.

Tax Administration under the Ministry of Finance (<http://www.poreskauprava.gov.rs/>) collects contributions.

Institute for Social Insurance (<http://www.zso.gov.rs/>) coordinates the implementation of international social security agreements.

## Work Injury

### Regulatory Framework

There is no specific program for work injury. Cash and medical benefits for a work injury or an occupational disease are provided through the Old Age, Disability, and Survivors, and Sickness and Maternity programs.

## Unemployment

### Regulatory Framework

**First law:** 1927.

**Current laws:** 2004 (social insurance contributions), 2009 (unemployment insurance), 2009 (vocational rehabilitation), and 2015 (citizens employed abroad).

**Type of program:** Social insurance system.

### Coverage

Employed and self-employed persons.

Exclusions: Farmers.

### Source of Funds

**Insured person:** 0.75% of covered earnings.

The minimum monthly earnings used to calculate contributions are 35% of the national average gross monthly wage in the previous three months.

The maximum monthly earnings used to calculate contributions are five times the national average gross monthly wage in the previous month.

The national average gross monthly wage is 65,866 dinars.

**Self-employed person:** 1.5% of covered income.

The minimum monthly earnings used to calculate contributions are 35% of the national average gross monthly wage in the previous three months.

The maximum monthly income earnings used to calculate contributions is five times the national average gross monthly wage in the previous month.

The national average gross monthly wage is 65,866 dinars.

**Employer:** 0.75% of covered payroll.

The minimum monthly earnings used to calculate contributions are 35% of the national average gross monthly wage in the previous three months.

The maximum monthly earnings used to calculate contributions are five times the national average gross monthly wage in the previous month.

The national average gross monthly wage is 65,866 dinars.

**Government:** Finances any deficit; contributes as an employer.

### Qualifying Conditions

**Unemployment benefit (Novcana naknada):** Must have at least 12 consecutive months of coverage or 12 months of coverage in the last 18 months. A gap in coverage of up to 30 days is permitted.

The benefit may be reduced for part-time work.

### Unemployment Benefits

**Unemployment benefit (Novcana naknada):** A monthly benefit is paid for a duration that varies depending on the length of the coverage period or the insured's age: the benefit is paid for up to three months with one to five years of coverage; up to six months with six to 15 years of coverage; up to nine months with 16 to 25 years of coverage; up to 12 months with more than 25 years of coverage; or up to 24 months if the insured will reach the normal retirement age within the next two years. The unemployment benefit is paid as a lump sum if the funds will be used as start-up capital for a new business.

The minimum monthly unemployment benefit 22,390 dinars.

The maximum monthly unemployment benefit is 51,905 dinars.

**Benefit adjustment:** Benefits are adjusted based on changes in the consumer price index in the previous year.

### Administrative Organization

Ministry of Labor, Employment, Veteran, and Social Affairs (<http://www.minrzs.gov.rs/>) provides general supervision.

National Employment Service (<http://www.nsz.gov.rs/>) registers all employers and jobseekers and administers the program.

Tax Administration under the Ministry of Finance (<http://www.poreskauprava.gov.rs/>) collects contributions.

Institute for Social Insurance (<http://www.zso.gov.rs/>) coordinates the implementation of international social security agreements.

Republic Council for Employment advises the government on employment policy and legislation.

## Family Allowances

### Regulatory Framework

**First law:** 1949.

**Current laws:** 2002 (financial support to families).

**Type of program:** Universal and social assistance system.

### **Coverage**

Resident citizens of Serbia.

### **Source of Funds**

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost through the central government budget. Municipal governments may provide supplements or additional benefits.

### **Qualifying Conditions**

**Parental allowance (Roditeljski dodatak, universal):** Paid to a mother (or, under certain conditions, a father if there is no mother) for the births of up to four children. Until June 2018, the mother must be covered for health insurance.

**Child allowance (Deciji dodatak, social assistance, income test):** Paid to a parent or guardian (or a foster parent until June 2018) for raising up to four children younger than age 19 (age 20 as of July 2018; age 26 if the child has special needs). Until June 2018, the parent, guardian, or foster parent must be covered for health insurance.

Income test: Monthly per capita family income must not exceed 8,605 dinars (December 2017); 10,326 dinars (December 2017) for a guardian, foster parent, single parent, or the parents of a child with a disability. Per capita family income levels are adjusted monthly based on changes in the cost of living.

### **Family Allowance Benefits**

**Parental allowance (Roditeljski dodatak, universal):** A lump sum of 39,503 dinars (December 2017) is paid for the first eligible child; 154,473 dinars (December 2017) for the second child; 278,038 dinars (December 2017) for the third child; and 370,713 dinars (December 2017) for the fourth child. For the second, third, and fourth child, the lump sum is paid in 24 equal monthly instalments.

Benefit adjustment: Benefits are adjusted twice a year in April and October based on changes in the consumer price index in the previous six month.

**Child allowance (Deciji dodatak, social assistance, income test):** 2,761 dinars (December 2017) a month is paid for each eligible child, up to four children.

Kindergarten costs for orphans, foster children, children with disabilities, and children in low-income families are reimbursed.

Benefit adjustment: Benefits are adjusted twice a year in April and October based on changes in the consumer price index in the previous six months.

### **Administrative Organization**

Ministry of Labor, Employment, Veteran, and Social Affairs (<http://www.minrzs.gov.rs/>) provides general supervision. Municipal governments provide benefits.

Institute for Social Insurance (<http://www.zso.gov.rs/>) coordinates the implementation of international social security agreements.



## Slovakia

Exchange rate: US\$1.00 = 0.83 euro (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First laws:** 1906 (salaried employees) and 1924 (wage earners).

**Current laws:** 1998 (funeral grant), implemented in 1999; 2003 (social insurance), implemented in 2004; 2003 (employment services), implemented in 2004; and 2004 (individual accounts), implemented in 2005.

**Type of program:** Universal (funeral grant), social insurance, and individual account system.

Note: Since January 1, 2013, participation in the individual account program is voluntary for new entrants to the labor force. The decision to contribute to an individual account must be made before age 35 and cannot be reversed.

#### Coverage

**Universal (funeral grant):** Residents of Slovakia.

**Social insurance and individual account system:** Employed persons, and self-employed persons with annual earnings greater than 12 times the minimum monthly assessment basis.

The minimum monthly assessment basis is €456.

Voluntary coverage is available.

Special systems for certain intelligence, security, police, fire, customs, and military personnel.

#### Source of Funds

##### Insured person

**Universal (funeral grant):** None.

**Social insurance:** 4% of gross monthly covered earnings (old age) plus 3% (disability). Voluntarily insured persons also pay the employer's contributions.

There are no minimum earnings used to calculate contributions for employed persons.

The minimum monthly earnings used to calculate contributions for voluntarily insured persons are €456.

The maximum monthly earnings used to calculate contributions are €6,384.

**Individual account:** None. Voluntarily insured persons pay the employer's contribution.

##### Self-employed person

**Universal (funeral grant):** None.

**Social insurance:** 18% of monthly covered declared earnings (old age) plus 6% (disability) for social insurance only; 13.5% (gradually decreasing by 0.25% a year until reaching 12% in 2024) of monthly covered declared earnings (old age) plus 6% (disability) for social insurance and individual account.

The monthly declared earnings for self-employed persons with compulsory coverage is 1/1.486 of average monthly taxable income from the previous year. The voluntarily insured can choose their declared income.

The minimum monthly earnings used to calculate contributions are €456.

The maximum monthly earnings used to calculate contributions are €6,384.

**Individual account:** 4.5% (gradually rising by 0.25% a year until reaching 6% in 2024) of earnings plus administrative fees.

##### Employer

**Universal (funeral grant):** None.

**Social insurance:** 14% of gross monthly covered payroll (old age) plus 3% (disability) for insured persons who participate in social insurance only; 9.5% (gradually decreasing by 0.25% a year until reaching 8% in 2024) of gross monthly covered payroll (old age) plus 3% (disability) for insured persons who participate in social insurance and individual accounts.

There are no minimum earnings used to calculate contributions.

The maximum monthly earnings used to calculate contributions are €6,384.

**Individual account:** 4.5% (gradually rising by 0.25% a year until reaching 6% in 2024) of gross monthly payroll for insured persons with individual accounts.

##### Government

**Universal (funeral grant):** The total cost.

**Social insurance:** Finances any deficit; contributes for persons caring for children up to age 6 (age 18 with serious chronic health conditions), for maternity benefit recipients, and for disability benefit recipients (until the normal retirement age or until the early retirement pension is paid).

**Individual account:** Contributes for persons caring for children up to age 6 (age 18 with serious chronic health conditions), for maternity benefit recipients, and for disability benefit recipients (until retirement age or until the early retirement pension is paid).

## Qualifying Conditions

**Old-age pension (social insurance):** Age 62 and 139 days (gradually rising based on increases in life expectancy) with at least 15 years of coverage. The retirement age is reduced for women with children and under certain other circumstances.

Employment may continue.

Guaranteed minimum old-age pension: Paid at the normal retirement age with at least 30 years of coverage if the insured's total monthly pension income (including from social insurance, individual accounts, and abroad) is less than the monthly minimum.

The monthly minimum is 136% of the legal monthly subsistence minimum plus 2% for each year of coverage from 30 to 39 years and 3% for each year of coverage exceeding 39 years.

The legal monthly subsistence minimum is €199.48.

Early pension: Paid from two years before the normal retirement age with at least 15 years of coverage. The total monthly early pension from social insurance and the individual account must be at least 1.2 times the legal monthly subsistence minimum.

The legal monthly subsistence minimum is €199.48.

The legal subsistence minimum is adjusted annually in July by the Ministry of Labor, Social Affairs, and Family.

Employment or self-employment must cease.

Deferred pension: The pension may be deferred. There is no age limit.

The old-age pension is payable abroad

**Compensation allowance (social insurance):** Must have at least 25 years of coverage before the dissolution of the Czech-Slovak Federative Republic on January 1, 1993, at least one year of coverage from 1993 to 2003, and have claimed all other pensions to which the insured was entitled.

**Old-age pension (individual account):** Age 62 years and 139 days (gradually rising based on increases in life expectancy) with at least 15 years of coverage. The retirement age is reduced for women with children and under certain other circumstances.

Early pension: The total monthly early pension from social insurance and the individual account must be at least 1.2 times the legal monthly subsistence minimum.

The legal monthly subsistence minimum is €199.48.

The legal subsistence minimum is adjusted annually in July by the Ministry of Labor, Social Affairs, and Family.

Deferred pension: The pension may be deferred. There is no age limit.

The old-age pension is payable abroad.

**Disability pension (social insurance):** Must be assessed with a total disability (at least a 70% loss of earning capacity). The pension is paid with less than one year of coverage if younger than age 21; with at least one year if aged 21 to 24; with at least two years if aged 25 to 28; with at least five years if aged 29 to 34; with at least eight years if aged 35 to 40; with at least 10 years if aged 41 to 45; or with at least 15 years if aged 46 or older. The insured must not qualify for an old-age pension.

Partial pension: Must be assessed with at least a 40% but less than a 70% loss of earning capacity.

Disability pensioners may continue to work.

A medical examiner of the Social Insurance Agency assesses the degree of disability.

The disability pension ceases at the normal retirement age and is replaced by an old-age pension of the same value. The pension is increased to the value of the minimum old-age pension if it was lower.

The disability pension is payable abroad.

**Survivor pension (social insurance):** The deceased received or was entitled to receive a social insurance old-age or disability pension or qualified for an early social insurance old-age pension at the time of death. There is no minimum qualifying period if the insured's death was the result of a work injury or an occupational disease.

Eligible survivors include a widow(er) who was married to the deceased, children younger than the age at which they can legally leave school (age 26 if a full-time student or disabled).

The widower(er)'s pension ceases upon remarriage.

The survivor pension is payable abroad.

**Survivor pension (individual account):** Paid if the account holder died before receiving a benefit from the individual account, if they had received less than 84 monthly annuity payments, or if the annuity provided insurance for survivors.

The survivor pension is payable abroad.

**Funeral grant (prispevok na pohreb, universal):** Paid to the person who paid for the funeral.

## Old-Age Benefits

**Old-age pension (social insurance):** The monthly pension is the product of the average personal wage point, the years of coverage, and the current pension value (€11.9379).

The average personal wage point is the insured's total personal wage points earned during particular calendar years of coverage divided by the total years of coverage. The maximum average personal wage point is three.

The personal wage point is the proportion of the insured's gross annual income in relation to the national average annual wage.

The insured's total covered earnings since 1984 are used to calculate the pension.

**Guaranteed minimum old-age pension:** The difference between the insured's total monthly pension income and the monthly minimum is paid.

The monthly minimum is 136% of the legal monthly subsistence minimum plus 2% for each year of coverage from 30 to 39 years and 3% for each year of coverage exceeding 39 years.

The legal monthly subsistence minimum is €199.48.

The legal subsistence minimum is adjusted annually in July by the Ministry of Labor, Social Affairs, and Family.

There is no maximum old-age pension.

**Early pension:** The old-age pension is reduced by 0.5% for each 30-day period the pension is claimed before the normal retirement age.

**Deferred pension:** The old-age pension is increased by 0.5% for each 30-day period the pension is claimed after the normal retirement age.

**Benefit adjustment:** Benefits are adjusted annually in January based on changes in the pensioner consumer price index; until 2021, each increase must be at least 2%.

**Compensation allowance (social insurance):** The difference between the value of all pensions received and the old-age social insurance pension the insured would be entitled to receive based on total years of coverage (including years prior to 1993 when the current system was not in place) is paid.

**Old-age pension (individual account):** The account holder has three payment options: a life annuity, a fixed-term annuity, or programmed withdrawals. Life insurance companies pay annuities. Pension management companies pay programmed withdrawals.

**Early pension:** Calculated in the same way as the old-age pension (individual account). Life insurance companies take into account the age of account holder.

**Deferred pension:** Calculated in the same way as the old-age pension (individual account). Life insurance companies take into account the age of account holder.

### **Permanent Disability Benefits**

**Disability pension (social insurance):** The monthly pension is the product of the average personal wage point, the length of the coverage period, and the current pension value (€11.9379).

The average personal wage point is the insured's total personal wage points earned during particular calendar years of coverage divided by the total years of coverage. The maximum average personal wage point is three.

The personal wage point is the proportion of the insured's gross annual income in relation to the national average annual wage.

The insured's total covered earnings since 1984 are used to calculate the pension.

**Partial disability:** A percentage of the full disability pension is paid based on the assessed degree of disability.

There is no minimum monthly disability pension.

There is no maximum monthly disability pension.

**Benefit adjustment:** Benefits are adjusted annually in January based on changes in the pensioner consumer price index; until 2021, each increase must be at least 2%.

### **Survivor Benefits**

#### **Survivor pension (social insurance)**

**Spouse's pension:** 60% of the social insurance old-age or disability pension the deceased received or was entitled to receive is paid. The pension is paid for one year; for life if the survivor has a disability with an assessed loss of earning capacity of at least 70%, cares for a dependent child, has raised at least three children, is at least age 52 and has raised two children, or has reached the normal retirement age.

There is no minimum survivor pension.

**Orphan's pension:** 40% of the social insurance old-age or disability pension the deceased received or was entitled to receive is paid to eligible children.

There is no minimum orphan's pension.

The maximum combined survivor benefit is 100% of the social insurance old-age or disability pension the deceased received or was entitled to receive.

**Benefit adjustment:** Benefits are adjusted annually in January based on changes in the pensioner consumer price index; the increase is at least 2%.

**Survivor pension (individual account):** If the account holder dies before receiving a benefit from the individual account, the value of the balance is paid. If the deceased was an old-age pensioner receiving a life annuity but had received less than 84 monthly payments, the difference between the sum of 84 monthly payments and the amount already received is paid. If the deceased bought an annuity with insurance for survivors, a survivor pension of the same amount as the deceased's pension is paid for the specified period (one or two years).

**Funeral grant (prispevok na pohreb, universal):** A lump sum of €79.67 is paid.

### **Administrative Organization**

Ministry of Labor, Social Affairs, and Family (<https://www.employment.gov.sk/>) provides supervision of the social insurance and universal programs.

## Slovakia

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Social Insurance Agency (<https://www.socpoist.sk/>) administers the social insurance program and collects contributions for the social insurance and individual account programs.

Central Office of Labor, Social Affairs, and Family (<https://www.upsvar.sk/>) administers the universal program.

National Bank of Slovakia (<https://www.nbs.sk/>) licenses and supervises pension funds for the individual account program.

Licensed pension management companies (<http://www.adss.sk/>) manage the individual accounts.

## Sickness and Maternity

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### Regulatory Framework

**First law:** 1888.

**Current laws:** 2003 (social insurance), implemented in 2004; 2003 (income replacement), implemented in 2004; 2004 (health care and services); 2004 (health insurance); 2011 (medical products and devices); and 2013 (childbirth allowances), implemented in 2014.

**Type of program:** Universal (medical benefits) and social insurance (cash benefits) system.

### Coverage

**Universal (medical benefits):** Residents of Slovakia and employed persons.

Exclusions: Persons insured abroad and non-Slovak citizens working in Slovakia for employers with diplomatic privileges.

**Social insurance (cash benefits):** Employed persons; and self-employed persons with annual earnings greater than 12 times the minimum monthly assessment basis.

The minimum monthly assessment basis is €456.

Voluntary coverage is available for persons with voluntary coverage for old-age, disability, and survivor benefits.

Special systems for certain intelligence, security, police, fire, customs, and military personnel.

### Source of Funds

#### Insured person

**Universal:** 4% of gross monthly earnings.

There are no minimum or maximum earnings used to calculate contributions.

**Social insurances:** 1.4% of gross monthly covered earnings; 4.4% of monthly covered declared income for the voluntarily insured.

There are no minimum earnings used to calculate contributions for employees.

The minimum monthly earnings used to calculate contributions for the voluntarily insured are €456.

The maximum monthly earnings used to calculate contributions are €6,384.

#### Self-employed person

**Universal:** 14% of gross monthly covered declared income.

The minimum monthly earnings used to calculate contributions are €456.

There are no maximum earnings used to calculate contributions.

**Social insurance:** 4.4% of the monthly covered declared income.

The minimum monthly earnings used to calculate contributions is €456.

The maximum monthly earnings used to calculate contributions is €6,384.

#### Employer

**Universal:** 10% of gross monthly payroll.

There are no minimum or maximum earnings used to calculate contributions.

**Social insurance:** 1.4% of gross monthly covered payroll.

There are no minimum earnings used to calculate contributions.

The maximum monthly earnings used to calculate contributions are €6,384.

#### Government

**Universal:** Contributes for nonemployed persons, and finances any deficit of the General Health Insurance Company.

**Social insurance:** Finances any deficit.

### Qualifying Conditions

**Cash sickness benefit (social insurance):** Paid for a temporary incapacity for work; voluntarily insured persons must also have at least 270 days of coverage in the two years before the incapacity began. The insured must not be receiving the maternity benefit.

**Care for a sick relative benefit (osetrovné, social insurance):** There is no minimum qualifying period for salaried workers; self-employed must not have outstanding contributions; voluntarily insured must have 270 days of contributions in the last two years. Must be caring for a sick child, spouse, parent or parent-in-law, or a healthy child younger than age 11.

**Cash maternity benefit (social insurance):** Must have at least 270 days of coverage in the two years before the date of childbirth. The benefit can also be paid to the child's father, the husband of the child's mother, and to certain other persons.

**Birth allowance and multiple birth allowance (universal):** See Family Allowances. Equalization benefit (social insurance): Paid to women who are exempt from some types of work while pregnant and who are transferred by their employers to other jobs paying lower wages.

**Medical benefits (universal):** There is no minimum qualifying period.

### **Sickness and Maternity Benefits**

**Sickness benefit (social insurance):** For employees, 55% of the daily assessment basis is paid from the 11th day of the temporary incapacity for work (the employer pays a benefit for the first 10 days). For self-employed and voluntarily insured persons, 25% of the daily assessment basis is paid for the first three days; thereafter, 55%. The benefit is paid for up to 52 weeks.

The daily assessment basis is the insured's average daily earnings in the last year before the incapacity began.

**Care for a sick relative benefit (osetrovné, social insurance):** 55% of the daily assessment basis is paid from the first day of nursing for up to 10 days.

The daily assessment basis is the insured's average daily earnings in the last year before the care leave began.

**Maternity benefit (social insurance):** 75% of the daily assessment basis is paid from six to eight weeks before the expected date of childbirth for a total of 34 weeks (37 weeks for a single mother; 43 weeks for multiple births).

The daily assessment basis is the insured's average daily earnings in the last year before receiving the benefit.

**Birth allowance and multiple birth allowance (universal):** See Family Allowances.

**Equalization benefit (social insurance):** 55% of the difference between the insured woman's earnings before and after job transfer is paid until the end of the ninth month after childbirth.

### **Workers' Medical Benefits**

Medical benefits include medical treatment, hospitalization, medicine, dental care (with limited cost sharing), maternity care, appliances, travel expenses, sanatorium, spa treatment, preventive examinations, vaccination, dispensary care, and convalescent stays for selected professions.

Medicine is free of charge or partially reimbursed, according to a schedule in law. There are no annual ceilings or limits. There is no limit to duration.

Cost sharing: Part of the cost for transportation (€0.07 per kilometer by ambulance); up to €3.32 a day for accompanying a person to hospital; €1.99 for emergency medical care; and €0.17 for every prescription submitted to a pharmacy for processing.

### **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

### **Administrative Organization**

Ministry of Labor, Social Affairs, and Family (<https://www.employment.gov.sk/>) provides supervision.

Social Insurance Agency (<https://www.socpoist.sk/>) administers and collects contributions for the cash benefit program.

Ministry of Health (<http://www.health.gov.sk/>) and the Health Care Supervision Authority supervises the provision of medical benefits through health centers and clinics.

Health Insurance Companies administer and collect contributions for medical benefits.

### **Work Injury**

#### **Regulatory Framework**

**First law:** 1887.

**Current laws:** 2001 (labor code), implemented in 2002; 2003 (income tax), implemented in 2004; 2003 (social insurance), implemented in 2004; 2004 (compensation); 2006 (minimum requirements); and 2006 (workplace security and health).

**Type of program:** Social insurance system.

#### **Coverage**

Employed persons, students, and certain voluntary fire fighters and rescue workers.

Exclusions: Self-employed persons.

Special systems for police and military personnel.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** 0.8% of gross monthly payroll.

There are no minimum or maximum earnings used to calculate contributions.

**Government:** Finances any deficit.

#### **Qualifying Conditions**

Must be assessed with a work injury or occupational disease. Benefits are paid for 47 occupational diseases, according to a schedule in law. Accidents that occur while commuting to and from work are not covered.

### **Temporary Disability Benefits**

**Temporary disability supplement:** 55% of the daily assessment basis is paid from the first to the third day of incapacity; thereafter, 25%. The insured must be unable to work.

The daily assessment basis is the insured's average daily earnings in the last year before the disability began.

The temporary disability supplement is paid in addition to the cash sickness benefit (see sickness and maternity).

**Rehabilitation benefit:** 80% of the insured's daily assessment basis is paid during occupational rehabilitation.

The daily assessment basis is the insured's average daily earnings in the last year before the disability began.

**Retraining benefit:** 80% of the insured's daily assessment basis is paid during retraining.

The daily assessment basis is based on earnings in the last year before the disability began.

In-kind benefits are also paid for professional rehabilitation. Lump sums are paid for compensation for pain and difficulties with social reintegration following a work injury or occupational disease.

### **Permanent Disability Benefits**

For an assessed loss of earning capacity of greater than 40%, the monthly benefit is 80% of 30.4167 times the daily assessment basis multiplied by the assessed loss of earning capacity.

The daily assessment basis is the insured's average daily earnings in the last year before the disability began.

If the beneficiary receives the disability pension (see Old Age, Disability, and Survivors), the work injury permanent disability benefit is decreased by the amount of the disability pension.

The permanent disability benefit ceases at the normal retirement age and is replaced by the social insurance old-age pension.

**Partial disability:** For an assessed loss of earning capacity of 10% to 40%, a lump sum of 365 times the daily assessment basis multiplied by the assessed loss of earning capacity is paid.

The daily assessment basis is the insured's average daily earnings in the last year before the disability began.

### **Workers' Medical Benefits**

Health care centers and clinics provide all necessary medical services directly to patients.

The insured is reimbursed up to €27,286.90 for the cost of treatment for a work accident or occupational disease.

### **Survivor Benefits**

Survivor pensions are paid under Old Age, Disability, and Survivors.

**Survivor lump-sum benefit (jednorazové odškodnenie):** 730 times the deceased's daily assessment basis is paid to the surviving spouse, up to €54,573.30. Children receive 50% of the amount paid to the surviving spouse, up to €54,573.30. The lump-sum benefit is reduced proportionately if the deceased had more than two children.

The daily assessment basis is the insured's average daily earnings in the last year before the disability began.

**Divorced survivor's benefit:** A pension equal to the alimony amount is paid to divorced spouses who receive alimony (based on a court ruling) at the date of the insured's death. The benefit ceases when the deceased would have reached the normal retirement age.

**Funeral grant:** A lump sum of up to €2,729.30 is paid to the person who paid for the funeral.

### **Administrative Organization**

Ministry of Labor, Social Affairs, and Family (<https://www.employment.gov.sk/>) provides supervision.

Social Insurance Agency (<https://www.socpoist.sk/>) administers and collects contributions for the cash benefit program.

Ministry of Health (<http://www.health.gov.sk/>) and the Health Care Supervision Authority supervises the provision of medical benefits through health centers and clinics.

Health Insurance Companies administer and collect contributions for medical benefits.

### **Unemployment**

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#### **Regulatory Framework**

**First law:** 1991.

**Current laws:** 2003 (social insurance), implemented in 2004; and 2004 (employment services).

**Type of program:** Social insurance system.

#### **Coverage**

Employed persons.

Voluntary coverage for persons with voluntary coverage for cash sickness and old-age, disability, and survivor benefits; and self-employed persons legally residing in Slovakia who are currently or were previously covered for mandatory cash sickness and old age, disability, and survivors insurance.

## Source of Funds

**Insured person:** 1% of gross monthly covered earnings; 2% of monthly covered declared income for the voluntarily insured.

There are no minimum earnings used to calculate contributions for employees.

The minimum monthly earnings used to calculate contributions for the voluntarily insured is €456.

The maximum monthly earnings used to calculate contributions are €6,384.

**Self-employed persons:** 2% of the monthly covered declared income.

The minimum monthly earnings used to calculate contributions is €456.

The maximum monthly earnings used to calculate contributions is €6,384.

**Employer:** 1% of gross monthly covered payroll.

There are no minimum earnings used to calculate contributions.

The maximum monthly earnings used to calculate contributions are €6,384.

**Government:** Finances any deficit.

## Qualifying Conditions

**Unemployment benefit:** Must register with the labor office as a job seeker and have at least two years of contributions in the last four years.

**Special allowance (Osobitný príspevok, social assistance, means tested):** See Family Allowances.

## Unemployment Benefits

**Unemployment benefit:** 50% of the daily assessment basis is paid for up to six months.

The daily assessment basis is the insured's average daily covered earnings in the two years before unemployment.

**Special allowance (Osobitný príspevok, social assistance, means tested):** See Family Allowances.

## Administrative Organization

Ministry of Labor, Social Affairs, and Family (<https://www.employment.gov.sk/>) provides supervision.

Social Insurance Agency (<https://www.socpoist.sk/>) administers the program and collects contributions.

## Family Allowances

### Regulatory Framework

**First law:** 1945.

**Current laws:** 2003 (child allowances), implemented in 2004; 2003 (subsistence minimum); 2004 (employment service); 2005 (family and child care); 2009 (parental allowance); 2013 (assistance in material need); and 2013 (birth allowance).

**Type of program:** Universal and social assistance system.

### Coverage

**Universal:** Residents of Slovakia.

**Social assistance:** Needy residents of Slovakia.

### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

### Qualifying Conditions

**Child allowance (universal):** Paid for a child up to age 16 (age 18 with chronic health problems, age 25 if a full-time student or disabled).

**Child care allowance (príspevku na starostlivosť o dieťa, universal):** Paid for children younger than age 3 (age 6 with chronic health problems) if the parents are working or studying and pay for child care from an accredited caregiver or home worker.

**Parental allowance (rodicovský príspevok, universal):** Paid for the care of at least one child up to age 3 (age 6 with chronic health problems). The child must not attend a nursery school. A parent must not receive the maternity benefit.

**Birth allowance (príspevok pri narodení dieťaťa, universal):** Paid for the birth of a child who lives at least 28 days.

**Multiple birth allowance (príspevok na viac súčasne narodených detí, universal):** Paid to parents on the birth of triplets or more children or the birth of two sets of twins in a two-year period.

**Material need allowances (Príspevky k dávke, social assistance, means tested):** Paid to needy households with incomes below the monthly subsistence minimum. Must have first claimed all social insurance and social assistance benefits to which they are eligible. Must be registered with the Office of Labor, Social Affairs, and Family.

The monthly subsistence minimum is €199.48 for the first adult in the household, plus €139.16 for each additional adult and €91.06 for each dependent child.

**Basic benefit (Dávka v hmotnej núdzi):** A benefit is paid.

**Protecting Allowance (Ochranný príspevok):** Paid to single persons who are at least four months pregnant and attend monthly preventive check-ups, care for a child younger than age 1, are sick for more than 30 days but less than 12 months, have reached normal retirement age, are disabled (at least a 70% loss in earning capacity), or care for a severely disabled person.

**Activation allowance (Aktivacný príspevok):** Must earn at least the minimum wage, be registered as a job seeker and enrolled in a back-to-work program, or studying with a child younger than age 3 and receiving a parental allowance.

**Housing Benefit (Príspevok na bývanie):** Paid to cover the cost of housing.

**Allowance for a dependent child (Príspevok na nezaopatrené dieťa):** Paid for a dependent child from age 6 to 16 who is enrolled in compulsory education.

**One-off benefit (Jednorazová dávka, social assistance, means tested):** Paid to partially cover the extraordinary expenses of the household receiving assistance in material need.

**Special allowance (Osobitný príspevok, social assistance, means tested):** Paid to unemployed persons with monthly earnings up to two times the legal monthly minimum wage who are starting a new job.

### Family Allowance Benefits

**Child allowance (universal):** €3.68 a month is paid for each eligible child.

**Child care allowance (príspevku na starostlivosť o dieťa, universal):** Up to €280 a month is paid for each eligible child.

**Parental allowance (rodicovský príspevok, universal):** €214.70 a month is paid. May be increased for multiple births.

**Birth allowance (príspevok pri narodení dieťaťa, universal):** A lump sum of €829.86 is paid for each birth for the first, second, and third child; €151.37 for the birth of the fourth child and each additional child. For multiple births of three or more (or two sets of twins in a two-year period), the lump sum is increased by €75.69 for each child.

**Multiple birth allowance (príspevok na viac súčasne narodených detí, universal):** €110.36 a year is paid.

**Material need allowances (Príspevky k dávke, social assistance, means tested)**

**Basic benefit (Dávka v hmotnej núdzi):** The monthly benefit is the difference between the monthly subsistence minimum and the actual monthly family income, up to €61.60 (for a single person), €117.20 (for a single parent with up to four children), €171.20 (for a single parent with five or more children), €107.10 (for a couple), €160.40 (for a couple with up to four children), or €216.10 (for a couple with five or more children).

The benefit is reduced by €61.60 for each adult not in a gainful activity for at least 32 hours a month or not willing to accept offers of suitable work for 32 hours a month.

**Protecting Allowance (Ochranný príspevok):** Up to €63.07 a month is paid for an eligible person who has reached the normal retirement age, is disabled, or is caring for a person with a severe disability; up to €34.69 a month for an eligible sick person; up to €13.50 a month for an eligible pregnant woman and a single parent.

**Activation allowance (Aktivacný príspevok):** Up to €63.07 a month is paid.

**Housing Benefit (Príspevok na bývanie):** Up to €55.80 a month is paid for a single person; €89.20 a month for a household with two or more persons.

**Allowance for a dependent child (Príspevok na nezaopatrené dieťa):** Up to €17.20 a month is paid for each eligible child.

**One-off benefit (Jednorazová dávka, social assistance, means tested):** A lump sum of up to three times the monthly subsistence minimum is paid.

The monthly subsistence minimum is €199.48 for the first adult in the household, plus €139.16 for each additional adult and €91.06 for each dependent child.

**Special allowance (Osobitný príspevok, social assistance, means tested):** Up to €126.14 a month is paid for up to six months; €63.07 a month for up to an additional six months.

### Administrative Organization

Ministry of Labor, Social Affairs, and Family (<https://www.employment.gov.sk/>) provides supervision.

Central Office of Labor, Social Affairs, and Family (<https://www.upsvar.sk/>) administers the programs.



## Slovenia

Exchange rate: US\$1.00 = 0.83 euro (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1922.

**Current laws:** 2010 (social benefits), implemented in 2012; and 2012 (social insurance), implemented in 2013.

**Type of program:** Social insurance and social assistance system.

#### Coverage

**Social insurance:** Employed persons; self-employed persons, including farmers; and recipients of unemployment benefits.

Voluntary coverage for permanent residents aged 15 or older not covered by compulsory insurance, certain categories of workers with low salaries, part-time workers, recipients of survivor and occupational pensions, and citizens of Slovenia working abroad.

**Social assistance:** Residents of Slovenia, including foreigners with permanent residence.

#### Source of Funds

##### Insured person

**Social insurance:** 15.5% of gross earnings; the voluntarily insured pay 24.35% of assessed income. (Contribution rates may vary in certain cases.)

The minimum monthly earnings used to calculate contributions are 54% (gradually rising by two percentage points a year until reaching 60% by 2021) of the insured's average monthly wage in the last year.

There are no maximum earnings used to calculate contributions.

The minimum assessed income used to calculate contributions for voluntarily insured persons is 60% of the insured's average monthly wage over the last year for which information is known.

**Social assistance:** None.

##### Self-employed person

**Social insurance:** 24.35% of assessed income; certain farmers contribute 15.5% of assessed income.

Assessed income is 75% of the profit made in the last year.

The minimum monthly assessed income used to calculate contributions is 60% of the insured's average monthly wage in the last year.

The maximum monthly assessed income used to calculate contributions is 3.5 times the insured's average monthly wage in the last year.

**Social assistance:** None.

##### Employer

**Social insurance:** 8.85% of gross payroll. (Contribution rates may vary in certain cases.)

The minimum monthly earnings used to calculate contributions are 54% (gradually rising by two percentage points a year until reaching 60% by 2021) of the insured's average monthly wage in the last year.

There are no maximum earnings used to calculate contributions.

**Social assistance:** None.

##### Government

**Social insurance:** Covers the cost for certain groups, including unemployed persons, beneficiaries of the parental allowance, war veterans, police personnel, and former military personnel; covers any deficit in the event of an unforeseen decline in contributions; finances social assistance benefits; contributes as an employer, including for farmers who are mandatorily or voluntarily insured.

**Social assistance:** The total cost.

#### Qualifying Conditions

**Old-age pension (social insurance):** Age 65 with at least 15 years of paid or credited contributions (including purchased contributions); age 64 (women, rising to age 64 and 6 months in 2019) with at least 20 years of paid or credited contributions (including purchased contributions) (being phased out in 2020); age 60 with at least 40 years of paid or credited contributions (excluding purchased contributions).

An insured person may purchase up to five years of contributions to qualify for or increase the amount of an old-age pension.

**Early pension:** Age 60 (men) or age 59 and 8 months (women, rising to age 60 in 2019) with at least 40 years of paid or credited contributions (excluding purchased contributions).

Employment must cease.

**Deferred pension:** The pension may be deferred if the insured is aged 60 or older with at least 40 years of paid or credited contributions (excluding purchased contributions). There is no age limit.

**Partial pension:** A reduced pension is paid if the insured continues to work part time.

The old-age pension is payable abroad under reciprocal agreement.

**Disability pension (social insurance):** Must be assessed with a total loss of work capacity (total disability) and have at least three months of paid or credited contributions or been insured when the disability began if younger than age 21; at least 25% of the total possible years of paid or credited contributions (15 years) if aged 21 to 29; or at least 33.3% (20 years) if aged 30 or older. There is no minimum qualifying period if the disability is the result of a work injury or occupational disease.

Contributions may be credited for each complete contributory week the insured received the maternity or sickness benefit and for periods of occupational rehabilitation. If the disability began before age 60, contributions may be credited for 66.7% of the period from the date the disability began to age 60 and 50% of the period from age 60 to age 65. If the disability began after the insured reached age 60, contributions may be credited for 50% of the period from the date the disability began to age 65. In addition, for persons with a loss of work capacity of at least 70%, an additional 25% of compulsory paid contributions are credited.

Partial disability: Paid for a greatly reduced capacity for the usual or similar work (partial disability). Must meet the contribution requirement for the full disability pension.

A board of medical examiners of the Institute of Pension and Invalidity Insurance of Slovenia assesses and reviews the disability.

Constant-attendance allowance: Paid to permanent residents of Slovenia who require the constant attendance of others to perform daily functions.

The disability pension is payable abroad under reciprocal agreement.

**Survivor pension (social insurance):** The deceased received or was entitled to receive an early, old-age, or disability pension. There is no minimum qualifying period if the death was the result of a work injury or occupational disease.

Eligible survivors include a widow(er) or cohabitating partner aged 56 or older (gradually rising by six months a year until reaching age 58 by 2022) (at any age if the deceased was disabled at the time of death or in the year before death); children younger than age 15 (age 26 if a student); a dependent mother or father aged 60 or older; and dependent stepchildren, grandchildren, and orphans. At any age if incapable of work.

The pension ceases if the surviving spouse remarries before age 60 (widower) or age 59 and 8 months (widow, gradually rising by four months a year until reaching age 60), except if assessed with a total incapacity for work.

The survivor pension is payable abroad under reciprocal agreement.

**Death benefit (social assistance, income tested):** Paid to a dependent family member when the insured dies.

Income test: The maximum assessed income varies depending on family composition, from €484.97 for a single person (€566.02 from June 1, 2018) to €1,077.06 for a couple with two children (€1,282.21 from June 1, 2018).

**Funeral allowance (social assistance, income tested):** Paid to the family member who paid for the insured's funeral with an assessed income of up to €617 for a single person and €925 for a family, depending on family composition.

### Old-Age Benefits

**Old-age pension (social insurance):** The monthly pension is 26% (men) or 29% (women) of the insured's average adjusted earnings for the first 15 years of 40 years of paid or credited contributions (including purchased contributions) plus 1.25% (men) or 1.38% (women, falling to 1.3% in 2020 and to 1.25% in 2023) of average adjusted earnings for each additional year of paid or credited contributions (including purchased contributions).

Average adjusted earnings are the insured's average monthly earnings in the best consecutive 24-year period of contributions after January 1, 1970. The insured's earnings used to calculate benefits are adjusted based on changes in average wages.

The minimum monthly average adjusted earnings used to calculate benefits are €797.16.

The maximum monthly average adjusted earnings used to calculate benefits are €3,188.64.

Early pension: The pension is reduced by 0.3% for each month it is claimed before age 65.

Deferred pension: The pension is increased by 1% for every three months of paid or credited contributions (excluding purchased contributions) beyond age 60 (men) or age 59 and 8 months (women) with at least 40 years of paid or credited contributions (excluding purchased contributions), for up to three years. The worker may remain in the labor force indefinitely.

Partial pension: Calculated based on an early or old-age pension and in proportion to the reduction in working time. The pension is increased by 5% up to the age 65.

Benefit adjustment: Benefits are adjusted once a year based on changes in the national average gross monthly wage and the average change in consumer prices.

### Permanent Disability Benefits

**Disability pension (social insurance):** The monthly pension is 26% (men) or 29% (women) of the insured's average adjusted earnings for the first 15 years of paid or credited contributions plus 1.25% (men) or 1.38% (women) of average adjusted earnings for each additional year of paid or credited contributions.

Average adjusted earnings are the insured's average monthly earnings in the best consecutive 24-year period of contributions after January 1, 1970. The insured's earnings used to calculate benefits are adjusted based on changes in average wages.

If the disability began before age 60, contributions are credited for 66.7% of the period from the date the disability began to age 60 and 50% of the period from age 60 to age 65. If the disability began after the insured reaches age 60, contributions are credited for 50% of the period from the date the disability began to age 65.

The minimum monthly disability pension for a disability that began before age 65 is 36% (men) or 39% (women) of the insured's average adjusted earnings. The minimum monthly disability pension for a disability that began at age 65 or older is 26% (men) and 29% (women) of the insured's average adjusted earnings.

Average adjusted earnings are the insured's average monthly earnings in the best consecutive 24-year period of contributions after January 1, 1970.

The minimum monthly average adjusted earnings used to calculate benefits are €797.16.

The maximum monthly average adjusted earnings used to calculate benefits are €3,188.64.

Partial disability: 12.5% to 50% of the full disability pension is paid, depending on the number of hours worked a day. In certain cases, the partial pension may be increased by up to 40%.

The maximum partial disability pension is 80% of the full disability pension.

Constant-attendance allowance: 76%, 53%, or 26.5% of the minimum average adjusted earnings is paid, depending on the assessed degree of disability and the assessed need for constant attendance.

Benefit adjustment: Benefits are adjusted once a year based on changes in the national average gross monthly wage and the average change in consumer prices.

### **Survivor Benefits**

**Survivor pension (social insurance):** 70% of the early, old-age, or disability pension the deceased received or was entitled to receive is paid for one survivor; 80% for two survivors; 90% for three survivors; or 100% for four or more survivors or for full orphans. The benefit is split equally among a surviving spouse and children (lower amounts for other eligible dependents).

Benefit adjustment: Benefits are adjusted once a year based on changes in the national average gross monthly wage and the average change in consumer prices.

**Death benefit (social assistance, income tested):** A lump sum of €297.53 is paid.

### **Funeral allowance (social assistance, income tested):**

The cost of the funeral, up to €595.06, is paid.

### **Administrative Organization**

Ministry of Labor, Family, Social Affairs, and Equal Opportunities (<http://www.mddsz.gov.si/>) provides general supervision.

Institute for Pension and Invalidity Insurance of Slovenia (<http://www.zpiz.si/>), through nine regional units, administers the programs.

Ministry of Finance collects contributions through the Financial Administration of the Republic of Slovenia (<http://www.fu.gov.si/>).

### **Sickness and Maternity**

#### **Regulatory Framework**

**First laws:** 1922 (sickness) and 1949 (maternity).

**Current laws:** 1992 (health care and health insurance) and 2014 (parental care and family benefits).

**Type of program:** Social insurance system.

#### **Coverage**

**Cash sickness benefit:** Employed and self-employed persons, including farmers.

**Cash maternity benefit and medical benefits:** Employed and self-employed persons, farmers, pensioners, recipients of unemployment benefits and social assistance cash benefits, and their dependents.

#### **Source of Funds**

**Insured person:** 6.36% of gross earnings (sickness and medical benefits) and 0.1% of gross earnings (maternity benefits).

The minimum monthly earnings used to calculate contributions are 54% (gradually rising by two percentage points until reaching 60% by 2021) of the insured's average monthly wage in the last year.

There are no maximum earnings used to calculate contributions.

**Self-employed person:** 12.92% of assessed income (sickness and medical benefits) for sole proprietors and persons carrying out professional activities; 6.36% of assessed income (sickness and medical benefits) for farmers or 18.78% of deemed income (medical benefits only) from land for farmers; and 0.2% of assessed income (maternity benefits).

Assessed income is 75% of the profit made in the last year.

The minimum monthly assessed income used to calculate contributions is 60% of the insured's average monthly wage in the last year.

The maximum assessed income used to calculate contributions is 3.5 times the insured's average monthly wage in the last year.

**Employer:** 6.56% of gross payroll (sickness and medical benefits), 0.53% of gross payroll (occupational disease and work injury), and 0.1% of gross payroll (maternity benefits).

The minimum monthly earnings used to calculate contributions are 54% (gradually rising by two percentage points until reaching 60% by 2021) of the insured's average monthly wage in the last year.

There are no maximum earnings used to calculate contributions.

**Government:** Covers the cost for certain groups of insured persons and the unemployed; pays for the health care of military personnel and emergency health care for uninsured persons; finances 92% of the cost of maternity benefits from general taxation; contributes as an employer.

### Qualifying Conditions

**Cash sickness benefit and medical benefits:** There is no minimum qualifying period (some exceptions for certain medical services, like glasses, hearing aids, or dental appliances).

**Cash maternity, paternity, and child care benefits:** There is no minimum qualifying period. Parental benefits during leave periods are paid to the mother, father, adoptive parent, or any other person caring for the child.

**Birth grant (pomoch ob rojstvu otroka, income tested):** See Family Allowances.

### Sickness and Maternity Benefits

**Sickness benefit:** 70% of the insured's average monthly gross wage in the year before the incapacity began is paid for a nonwork-related injury, for up to 90 days (80% thereafter); 80% for a nonwork-related sickness, for up to 90 days (90% thereafter); 80% if caring for a family member; 90% for quarantine periods or for a war invalid, or a civilian invalid of war, for up to 90 days (100% thereafter); 100% for an organ or blood donation for up to 90 days; 100% for a work-related injury or occupational disease until recovery or certification of a permanent disability.

The benefit is paid after a 30-day waiting period (the employer pays for the first 30 days). There is no waiting period for an organ or blood donation, quarantine periods, if caring for a family member, for students in vocational training, for disabled persons who are in training, and for certain unemployed persons.

The minimum monthly sickness benefit is the legal monthly guaranteed wage.

The legal monthly guaranteed wage is €237.73.

**Maternity benefit:** 100% of the insured's average earnings in the year before the maternity leave began is paid

for 28 days before and 77 days after the expected date of childbirth.

In the event of multiple births or the birth of a child with a mental or physical disability, the maternity benefit may be extended for an additional 90 days for each child; for up to 280 days for a premature birth; for 30 days if the parents are raising two children aged 8 or younger at the time of the birth of another child; for 60 days if raising three children; or for 90 days if raising four or more children.

The minimum monthly maternity benefit is €588.25 (55% of the legal monthly minimum wage with adjustments).

The maximum monthly maternity benefit is two times the national average monthly wage with adjustments.

The national average monthly wage with adjustments is €1,431.42.

**Paternity benefit:** 90% of the insured's average earnings in the year before the paternity leave began is paid for 30 calendar days (15 days must be taken in the first six months after the child is born and 15 days after the childcare leave until the child finishes first grade of elementary school).

**Child care benefit:** 90% of the insured's average earnings in the year before the parental leave began is paid for up to 260 days, starting after the maternity benefit ceases.

**Birth grant (pomoch ob rojstvu otroka, income tested):** See Family allowances.

### Workers' Medical Benefits

Benefits include general and specialist care, dental care, surgery, hospitalization, rehabilitation, transportation, medicine, and medical devices. A six-month coverage period is required for eyesight aids (e.g. eyeglasses), hearing aids, and dental appliances; and three months for other medical devices, including orthopaedic aids. Medical benefits are provided until rehabilitation.

The Health Insurance Institute provides resources for medical services.

Cost sharing: Compulsory health insurance covers 100% of the costs of services for children up to age 15 (age 18 if a full-time student or age 26 without coverage in their own right). For other family members, copayments vary depending on the type and complexity of the service provided. Compulsory insurance covers from 10% to 90% of the costs of certain medical benefits. There is no cost sharing from accidents at work and occupational diseases are covered.

Persons with an assessed physical disability of at least 70%, persons with disabilities receiving assistance allowances, and social assistance recipients receive free or partially subsidized benefits.

### Dependents' Medical Benefits

Medical benefits for dependents are the same as those for the insured.

Family members are insured if they reside permanently in Slovenia (or are covered by a reciprocal agreement). Eligible dependents include a spouse or partner without coverage in their own right and children up to the age 15 (age 18 if a full-time student or age 26 without coverage in their own right).

### **Administrative Organization**

Health Insurance Institute (<http://www.zzzs.si/>), directed by a board of directors and elected representatives of employers, government, and employees, administers cash sickness and medical benefits through 10 regional units and 45 local offices.

Ministry of Labor, Family, Social Affairs, and Equal Opportunities (<http://www.mddsz.gov.si/>) administers maternity and paternity benefits through 62 local social work centers.

Ministry of Finance collects contributions through the Financial Administration of the Republic of Slovenia (<http://www.fu.gov.si/>).

### **Work Injury**

#### **Regulatory Framework**

**First law:** 1922.

**Current laws:** 1992 (health care and health insurance) and 2012 (pension and invalidity), implemented in 2013.

**Type of program:** Social insurance system.

Note: There is no specific program for work injuries and occupational diseases. Cash and medical benefits are provided through the Sickness and Maternity and Old Age, Disability, and Survivors' programs.

#### **Coverage**

Employed persons; self-employed persons; students in vocational training; disabled persons who are in training; and certain unemployed persons.

#### **Source of Funds**

**Insured person:** For temporary disability and medical benefits, see source of funds under Sickness and Maternity. For permanent disability benefits, see source of funds under Old Age, Disability, and Survivors.

**Self-employed person:** For temporary disability and medical benefits, see source of funds under Sickness and Maternity. For permanent disability benefits, see source of funds under Old Age, Disability, and Survivors.

**Employer:** For temporary disability and medical benefits, see source of funds under Sickness and Maternity. For permanent disability benefits, see source of funds under Old Age, Disability, and Survivors.

The employer pays flat-rate contributions for students in vocational training, disabled persons in training, certain unemployed persons, and certain other groups.

There are no minimum or maximum earnings used to calculate contributions.

**Government:** Covers any deficit caused by a decline in contributions for permanent disability benefits.

#### **Qualifying Conditions**

Must be assessed with a work injury or occupational disease.

#### **Temporary Disability Benefits**

See cash sickness benefit under Sickness and Maternity.

#### **Permanent Disability Benefits**

See Old Age, Disability, and Survivors.

#### **Workers' Medical Benefits**

See workers' medical benefits under Sickness and Maternity.

#### **Survivor Benefits**

See Old Age, Disability, and Survivors.

#### **Administrative Organization**

Ministry of Labor, Family, Social Affairs, and Equal Opportunities (<http://www.mddsz.gov.si/>) provides general supervision.

Institute for Pension and Invalidity Insurance of Slovenia (<http://www.zpiz.si/>), through nine regional units, administers the permanent disability and survivors program.

Ministry of Health (<http://www.mz.gov.si/>) provides general supervision of the health insurance system.

Health Insurance Institute (<http://www.zzzs.si/>), directed by a board of directors and elected representatives of employers, government, and employees, administers temporary disability benefits and medical benefits through 10 regional units and 45 local offices.

Ministry of Finance collects contributions through the Financial Administration of the Republic of Slovenia (<http://www.fu.gov.si/>).

### **Unemployment**

#### **Regulatory Framework**

**First law:** 1927.

**Current law:** 2010 (unemployment).

**Type of program:** Social insurance system.

### Coverage

Employed persons, including public-sector employees, part-time employees, and self-employed persons.

Voluntary coverage for citizens employed by foreign employers in certain foreign countries and their family members, and persons during employment contract suspension.

### Source of Funds

**Insured person:** 0.14% of gross earnings.

The minimum monthly earnings used to calculate contributions are 54% (gradually rising by two percentage points until reaching 60% by 2021) of the insured's average monthly wage in the last year.

There are no maximum earnings used to calculate contributions.

**Self-employed person:** 0.2% of assessed income.

Assessed income is 75% of the profit made in the previous year.

The minimum monthly assessed income used to calculate contributions are 60% of the insured's average monthly wage in the last year.

The maximum monthly assessed income used to calculate contributions is 3.5 times the insured's average monthly wage in the last year.

**Employer:** 0.06% of gross payroll.

The minimum monthly earnings used to calculate contributions are 54% (gradually rising by two percentage points until reaching 60% by 2021) of the insured's average monthly wage in the last year.

There are no maximum earnings used to calculate contributions.

**Government:** Contributes as an employer for recipients of unemployment benefits.

### Qualifying Conditions

Must have been employed at least nine months in the 24 months before unemployment (six months for unemployed persons younger than age 30; for part-time employees, periods of work are converted into an equivalent full-time period). Must be involuntarily unemployed, registered with the Employment Service within 30 days after unemployment occurred, and actively seeking employment.

### Unemployment Benefits

80% of the insured's average monthly earnings in the last eight months is paid for the first three months; 60% for the next nine months; and 50% thereafter.

The duration of the benefit varies depending on the length of the coverage period. Benefits are paid for up to two months with at least six but less than nine months of

coverage (only for insured persons younger than age 30); for up to three months with at least nine months but less than five years of coverage; for up to six months with at least five years but less than 15 years of coverage; for up to nine months with at least 15 years but less than 25 years of coverage; for up to 12 months with at least 25 years of coverage; for up to 19 months if aged 50 to 54 with at least 25 years of coverage; or for up to 25 months if aged 55 or older with at least 25 years of coverage.

The minimum monthly unemployment benefit is €350.

The maximum monthly unemployment benefit is €892.50.

Benefit adjustment: Benefits are adjusted annually.

### Administrative Organization

Labor Market and Employment Directorate of the Ministry of Labor, Family, Social Affairs, and Equal Opportunities (<http://www.mddsz.gov.si/>) provides general supervision.

Employment Service of Slovenia (<https://www.ess.gov.si/>), directed by a managing director and elected representatives of employers, government, and employees, administers the program through its headquarters, 12 regional units, and several local offices.

Ministry of Finance collects contributions through the Financial Administration of the Republic of Slovenia (<http://www.fu.gov.si/>).

### Family Allowances

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#### Regulatory Framework

**First law:** 1949.

**Current law:** 2014 (family benefits).

**Type of program:** Universal system.

Note: Financial Social Assistance–(FSA) (denarna socialna pomoč) or Supplementary Allowance (SA) (varstveni dodatek) may be provided to needy individuals and families.

#### Coverage

Residents of Slovenia or the European Union (child benefit); permanent residents of Slovenia or the EU (birth grant, large family allowance, special child care allowance, and parent income supplement).

#### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

## Qualifying Conditions

**Child benefit (otroški dodatek):** Paid for children younger than age 18. The benefit is paid to a parent or guardian.

Single-parent supplement: Paid for children living in a single-parent family.

Child care supplement: Paid for preschool children who do not receive child care services.

**Birth grant (pomoch ob rojstvu otroka, income tested):** Paid to purchase clothing and other necessities for a newborn child.

Income test: Family per capita income must not exceed €659.30 (64% of the national average net wage).

**Large family allowance (dodatek za veliko družino, income tested):** Paid to a family with three or more children younger than age 18 (age 26 if a student).

Income test: Family per capita income must not exceed €659.30 (64% of the national average net wage).

**Special child care allowance (dodatek za nego otroka):** Paid for children younger than age 18 (age 26 if a student) who need special medical care.

The special child care allowance may be combined with the parent income supplement.

**Parent income supplement (delno plachilo za izgubljeni dohodek):** Paid to a parent who has ceased or reduced work to care for a child younger than age 18 with a severe physical or mental disability.

The parent income supplement may be combined with the special child care allowance.

## Family Allowance Benefits

**Child benefit (otroški dodatek):** The monthly benefit is paid based on eight income categories and the number of children in the family.

The minimum monthly child benefit is paid for children in households with earnings from €844.74 to €1,019.86 per family member in the calendar year before the benefit is claimed. The minimum monthly child benefit for one child living with both parents is €19.88.

The maximum monthly child benefit is paid for children in households with earnings up to €185.43 per family member in the calendar year before the benefit is claimed. The maximum monthly child benefit for one child living with both parents is €114.31.

Higher rates are paid for the second and third child, depending on family income.

Single-parent supplement: The benefit is increased by 30%.

Child care supplement: The benefit is increased by 20%.

**Birth grant (pomoch ob rojstvu otroka, income tested):** A lump sum of €280 is paid.

**Large family allowance (dodatek za veliko družino, income tested):** €395 (for three children) and €480 (for four or more children) a year is paid.

**Special child care allowance (dodatek za nego otroka):** €100 a month is paid; €200 a month is paid for a child in need of constant care.

**Parent income supplement (delno plachilo za izgubljeni dohodek):** €734.15 a month is paid.

Benefit adjustment: Benefits are adjusted annually in January based on changes in the prices of basic necessities.

## Administrative Organization

Ministry of Labor, Family, Social Affairs, and Equal Opportunities (<http://www.mddsz.gov.si/>) administers the program through 62 local social work centers.

## Spain

Exchange rate: US\$1.00 = 0.83 euro (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1919.

**Current law:** 2015 (social security).

**Type of program:** Social insurance and social assistance system.

#### Coverage

**Social insurance:** Employees in industry, commerce, and services based on 11 occupational classes. Agricultural workers and household workers under certain conditions.

Voluntary coverage for insured persons who leave covered employment.

Special systems for public-sector employees, military personnel, self-employed persons, seamen, and coal miners.

**Social assistance:** Needy elderly or disabled persons.

#### Source of Funds

##### Insured person

**Social insurance:** 4.7% of covered earnings.

The minimum monthly earnings used to calculate contributions are €825.60 (€858.60 as of January 29, 2018); the minimum daily earnings used to calculate contributions are €27.52 (€28.62 as of January 29, 2018).

The maximum monthly earnings used to calculate contributions are €3,751.20; the maximum daily earnings used to calculate contributions for certain occupational classes are €125.04.

The insured person's contributions also finance sickness, maternity, and paternity benefits.

**Social assistance:** None.

##### Self-employed person

**Social insurance:** Not applicable.

**Social assistance:** None.

##### Employer

**Social insurance:** 23.6% of covered earnings.

The minimum monthly earnings used to calculate contributions are €825.60 (€858.60 as of January 29, 2018); the minimum daily earnings used to calculate contributions are €27.52 (€28.62 as of January 29, 2018)..

The maximum monthly earnings used to calculate contributions are €3,751.20; the maximum daily earnings used to calculate contributions are €125.04.

The employer's contributions also finance sickness, maternity, and paternity benefits.

**Social assistance:** None.

#### Government

**Social insurance:** Provides an annual subsidy.

**Social assistance:** Finances the total cost.

#### Qualifying Conditions

**Old-age pension (Pensión de jubilación, social insurance):** Age 65 and 6 months (gradually rising to age 67 by 2027) with at least 15 years of contributions, including at least two years of contributions in the last 15 years. (The full pension is paid with 35 years and six months (gradually rising to 37 years by 2027) of contributions). Age 65 with 36 years and six months of contributions (gradually rising by three months a year until reaching 38 years and six months in 2027).

The retirement age is lower for those working under hazardous, dangerous, or unhealthy conditions; and for persons with assessed disabilities of at least 65% (45% if the assessed disability is expected to reduce life expectancy).

Involuntary early retirement pension (Jubilación anticipada involuntaria): Age 61 and 6 months (gradually rising to age 63 by 2027) with at least 33 years (25 years if assessed with a disability of at least 33%) of contributions.

The insured must be involuntarily unemployed as a result of a restructuring or closing of a business because of economic conditions or the death, retirement, or disability of the business's owner; and be registered as a job seeker for at least six months before applying for the pension.

Voluntary early retirement pension (Jubilación anticipada voluntaria): Age 63 and 6 months (gradually rising to age 65 by 2027) with at least 35 years of contributions.

Partial pension (Jubilación parcial): Age 61 and 10 months (gradually rising to age 65 by 2027) with 33 years of contributions and working time reduced from 25% to 50% of full-time hours (75% if a full-time worker is hired as a replacement). Must have at least six years of employment with the same employer.

Deferred pension (Pensión diferida): The pension may be deferred if the insured has at least 15 years of contributions, including at least two years of contributions in the last 15 years.

Earnings test: A pensioner who receives the minimum monthly old-age pension may earn up to €7,133.97 a year (excluding the old-age pension); €8,321.85 with a dependent spouse.



The minimum monthly old-age pension is €639.30 for a single person without dependents; €606.70 with a nondependent spouse; €788.90 with a dependent spouse.

The old-age pension is payable abroad under reciprocal agreement.

**Noncontributory old-age pension (Pensión de vejez no contributiva, social assistance, mean tested):** Age 65 with at least 10 years of residence in Spain since age 16.

**Disability pension (Pensión de incapacidad, social insurance):** Must have a total incapacity for work in the usual occupation, an absolute incapacity for any work, or a severe disability requiring constant attendance. If younger than age 31, must have contributed in 33% of the period from age 16 to the date the disability began; if aged 31 or older, must have contributed in 25% of the period from age 20 to the date the disability began and have at least five years of contributions, with 20% of the contributions paid in the last 10 years. Must not qualify for an old-age pension.

Constant-attendance supplement (Complemento por gran invalidez): Paid if the insured is assessed with a severe disability and requires the constant attendance of others to perform daily functions.

Partial disability (Incapacidad parcial): Must be assessed with at least a 33% permanent loss of work capacity in the usual occupation. Must have at least 1,800 days of contributions within the 10 years immediately before the date the disability began and not qualify for an old-age pension.

A multiprofessional Team for Disability Assessment under the supervision of the National Institute of Social Security assesses and reviews the disability.

Earnings test: A disability pensioner who receives the minimum monthly disability pension may earn up to €7,133.97 a year (excluding the pension); €8,321.85 with a dependent spouse.

The minimum monthly disability pension is €639.30 for a single person without dependents; €606.70 with a nondependent spouse; €788.90 with a dependent spouse.

The disability pension is payable abroad under reciprocal agreement.

**Noncontributory disability pension (Pensión de incapacidad no contributiva, social assistance, means tested):** Must be aged 18 to 65 with at least a 65% permanent loss of work capacity and at least five years of residence in Spain.

#### **Survivor pension (social insurance)**

*Spouse's pension (Pensión de viudedad):* The deceased was paying social insurance contributions, had at least 500 days of contributions in the last five years, and died from a common illness; received an old-age or disability pension at the time of death; or had at least 15 years of contributions at the time of death.

The pension ceases upon remarriage. The widow(er) or partner may continue to receive a partial or full pension under certain conditions (income, age, or disability).

If the insured's death was caused by an accident, the contribution requirement is waived.

Eligible survivors include a widow(er) who was married to the deceased for at least one year (including separated or divorced partners under certain conditions), cohabited with the deceased for a total of at least two years, or who had children with the deceased.

*Orphan's pension (Pensión de orfandad):* Paid to children younger than age 21 (age 25 if unemployed, earning less than the legal monthly minimum wage, or a student; no limit if disabled).

The legal monthly minimum wage is €735.90.

*Other eligible survivor's pension (Otros sobrevivientes derechohabientes):* Paid to (in order of priority) grandchildren, brothers and sisters younger than age 18, parents, grandparents, and brothers or sisters older than age 45.

All survivors must have lived with the deceased, be economically dependent, and satisfy an earnings test.

Earnings test: A survivor who receives the survivor pension may earn up to €7,133.97 a year (excluding the pension); €8,321.85 with a dependent spouse.

**Funeral grant (Auxilio por defunción, social insurance):** Paid to the person(s) who paid for the funeral.

Benefits are payable abroad under reciprocal agreement.

### **Old-Age Benefits**

**Old-age pension (Pensión de jubilación, social insurance):** 50% of the insured's average earnings is paid for the first 15 years of contributions, plus 0.21% for each additional month of contributions up to 163 additional months and 0.19% for each additional month from 164 to 246 months.

Average earnings are the insured's total earnings in the last 21 years (252 months; rising by one year each year until reaching 25 years in 2022) divided by 294 (gradually rising to 350 by 2022). The earnings period used to calculate benefits may be adjusted to account for certain noncontributory periods, such as time spent caring for a dependent child.

An additional 5% of the old-age pension is paid to women with two children; 10% with three children; and 15% with at least four children.

The minimum monthly old-age pension is €639.30 for a single person without dependents; €606.70 with a nondependent spouse; €788.90 with a dependent spouse.

The maximum monthly old-age pension is €2,580.13 (€36,121.82 a year).

Involuntary early retirement (Jubilación anticipada involuntaria): The pension is reduced for each year the pension

is claimed before the normal retirement age, based on the number of years of contributions: by 7.5% a year with less than 38.5 years of contributions, by 7% with at least 38.5 but less than 41.5 years, by 6.5% with at least 41.5 but less than 44.5 years, or by 6% with at least 44.5 years.

Voluntary early retirement (*Jubilación anticipada voluntaria*): The pension is reduced for each year the pension is claimed before the normal retirement age, based on the number of years of contributions: by 8% a year with less than 38.5 years of contributions, by 7.5% with at least 38.5 but less than 41.5 years, by 7% with at least 41.5 but less than 44.5 years, or by 6.5% with at least 44.5 years.

The minimum monthly voluntary early retirement pension is €598 for a single person without dependents; €565.30 with a nondependent spouse; €739.50 with a dependent spouse.

Partial pension (*Jubilación parcial*): A reduced pension is paid. The minimum partial pension is based on the minimum old-age pension at the normal retirement age and is calculated in proportion to the reduction in working hours.

Deferred pension (*Pensión diferida*): The pension is increased by 2% for each year of deferral after the normal retirement age with 15 to 24 years of contributions; 2.75% with 25 to 36 years; and 4% with 37 years or more.

The maximum monthly deferred pension (not including additional supplements) is €2,580.13 (€36,121.82 a year), the maximum monthly deferred pension (including any additional supplements) may not exceed the maximum annual earnings used to calculate contributions.

Schedule of payments: 14 payments a year.

Benefit adjustment: Benefits are adjusted annually in January based on the revaluation index, which is based on a number of factors including income and expenses of the social security system. The minimum annual increase is 0.25% of the change in the consumer price index (CPI); the maximum is the change in the CPI plus 0.5%.

**Noncontributory old-age pension (*Pensión de vejez no contributiva, social assistance, means tested*):** €92.48 to €369.90 a month is paid, depending on personal income and family composition.

### **Permanent Disability Benefits**

**Disability pension (*Pensión de incapacidad, social insurance*):** 55% of the insured's monthly base earnings is paid for a total incapacity for work in the insured's usual occupation; may be increased to 75% if the insured is older than age 55 or is unlikely to be employed again in his or her usual occupation due to personal and professional circumstances. 100% of the insured's base earnings is paid for an absolute incapacity for any work.

If the disability is the result of a work-related accident or occupational disease, the monthly base earnings are the insured's average daily earnings in the last calendar month

(including average earnings from extra hours worked and any other earnings received in the last year) multiplied by 365 and divided by 12.

If the disability is the result of a nonwork-related accident, the monthly base earnings are the insured's earnings in any continuous 24-month period in the last seven years divided by 28. If the disability is the result of a common illness or the person is not covered, the monthly base earnings are the insured's earnings in the last 96 months divided by 112.

Constant-attendance supplement (*Complemento por gran invalidez*): 45% of the insured's monthly base earnings before the disability began plus 30% of the insured's last base earnings is paid. The minimum increase paid must be at least 45% of the disability pension.

The minimum monthly earnings used to calculate contributions are €825.60 (€858.60 as of January 29, 2018).

The minimum monthly pension including the constant-attendance supplement is €959 (€1,183.40 with a dependent spouse; €910.10 if the spouse is not dependent).

The minimum monthly pension for an incapacity for work in the insured's usual occupation is €598 if aged 60 to 65 (€739.50 with a dependent spouse; €565.30 if the spouse is not dependent).

The minimum monthly pension for an incapacity for any work and for insured persons aged 65 or older is €639.30; €788.90 with a dependent spouse; €606.70 if the spouse is not dependent).

An additional 5% of the disability pension is paid to women with two children; 10% with three children; and 15% with four children or more.

Partial disability (*Incapacidad parcial*): A lump-sum of 24 months of the insured's monthly base earnings in the last calendar month before the disability began is paid.

The minimum monthly earnings used to calculate benefits are €825.60 (€858.60 as of January 29, 2018).

The maximum monthly earnings used to calculate benefits are €3,751.20.

Schedule of payments: 14 payments a year.

Benefit adjustment: Benefits are adjusted annually in January based on the revaluation index, which is based on a number of factors including income and expenses of the social security system. The minimum annual increase is 0.25% of the change in the consumer price index (CPI); the maximum is the change in the CPI plus 0.5%.

**Noncontributory disability pension (*Pensión de incapacidad no contributiva, social assistance, means tested*):** €92.48 to €554.85 a month is paid, depending on personal income, family composition, and the need for constant care.

## Survivor Benefits

### Survivor pension (social insurance)

*Spouse's pension (Pensión de viudedad):* 52% of the deceased's monthly base earnings used to calculate the old-age or disability pension the deceased received or was entitled to receive is paid; 70% of the deceased's base earnings if there are dependent children and the surviving spouse's assessed income is below a government-set level.

If the deceased was working at the time of death, the monthly base earnings are the deceased's earnings in the best continuous 24-month period in the last 15 years before death divided by 28.

The minimum monthly earnings used to calculate benefits are €825.60 (€858.60 as of January 29, 2018).

The maximum monthly earnings used to calculate benefits are €3,751.20.

The minimum monthly spouse's pension is €484.20 if younger than age 60; €598 if aged 60 to 64; €639.30 if aged 65 or older, or with a degree of disability of at least 65%; or €739.50 if the surviving spouse has other dependents.

An additional 5% of the spouse's pension is paid to women with two children; 10% with three children; and 15% with at least four children.

Schedule of payments: 14 payments a year.

*Orphan's pension (Pensión de orfandad):* 20% of the deceased's base earnings used to calculate the old-age or disability pension the deceased received or was entitled to receive is paid.

The minimum monthly earnings used to calculate benefits are €825.60 (€858.60 as of January 29, 2018).

The maximum monthly earnings used to calculate benefits are €3,751.20.

The minimum monthly orphan's pension is €195.30 for a half-orphan (€384.40 if younger than age 18 with a degree of disability of at least 65%); €195.30 plus €484.20 for a full orphan. If there are two or more eligible full orphans, the €484.20 are split equally among all of them.

Schedule of payments: 14 payments a year.

The maximum combined spouse's and orphan's pension is 100% of the deceased's base earnings used to calculate the old-age or disability pension the deceased received or was entitled to receive; if the combined pension exceeds this amount, the orphan's pension is reduced accordingly (the full spouse's pension is always paid).

*Other eligible survivor's pension (Pensión en favor de familiares):* 20% of the deceased's base earnings used to calculate the old-age or disability pension the deceased received or was entitled to receive is paid to other survivors based on their order of priority; may be increased by the amount

of the spouse's pension if there is no surviving spouse or eligible surviving children.

If the deceased was working at the time of death, the monthly base earnings are the deceased's earnings in the best continuous 24-month period in the last 15 years before death divided by 28.

The minimum monthly earnings used to calculate benefits are €825.60 (€858.60 as of January 29, 2018).

The maximum monthly earnings used to calculate benefits are €3,751.20.

The minimum monthly survivor pension for each other eligible survivor is €195.30 (€472.10 in the absence of a widow(er) or orphan for one eligible survivor aged 65 or older; €444.90 for one eligible survivor aged younger than 65). If there is no eligible widow(er) or orphan and there are two or more eligible survivors, an increment of €288.90 is paid, which is split equally among all eligible survivors.

Earnings test: A survivor who receives the minimum pension may earn up to €7,133.97 a year.

The maximum combined survivor benefit is 100% of the deceased's base earnings.

Schedule of payments: 14 payments a year.

Benefit adjustment: Benefits are adjusted annually in January based on the revaluation index, which is based on a number of factors including income and expenses of the social security system. The minimum annual increase is 0.25% of the change in the consumer price index (CPI); the maximum is the change in the CPI plus 0.5%.

### Funeral grant (Auxilio por defunción, social insurance):

A lump sum of €46.50 is paid.

### Administrative Organization

Ministry of Employment and Social Affairs (<http://www.empleo.gob.es/>) provides general supervision.

General Treasury of Social Security (<http://www.seg-social.es/>) administers the revenue of the social security system, registers employers and insured persons, and collects contributions.

National Institute of Social Security (<http://www.seg-social.es/>), an independent institution under the Ministry of Employment and Social Affairs, administers the social insurance program and pays benefits.

Institute of Elderly and Social Services (<http://www.imerso.es/>), under the Ministry of Employment and Social Affairs or most autonomous regions, administer noncontributory pensions and in-kind complementary benefits for elderly persons and persons with disabilities.

## Sickness and Maternity

### Regulatory Framework

**First laws:** 1929 (maternity) and 1942 (sickness).

**Current laws:** 2009 (maternity benefits), 2011 (child care), and 2015 (social security).

**Type of program:** Social insurance system.

### Coverage

Employed persons.

Pensioners are covered for medical benefits only.

Voluntary coverage for insured persons who leave covered employment.

Special systems for public-sector employees, military personnel, certain self-employed persons, seamen, and coal miners.

### Source of Funds

**Insured person:** See source of funds under Old Age, Disability, and Survivors.

**Self-employed person:** Not applicable.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** An annual subsidy.

### Qualifying Conditions

**Cash sickness benefit (Prestaciones económicas por incapacidad temporal):** Must have at least 180 days of contributions in the last five years. There is no minimum qualifying period for an incapacity resulting from an accident.

**Contributory cash maternity benefit (Prestaciones de maternidad en dinero):** There is no minimum contribution requirement if the insured is younger than age 21. If aged 21 to 26, the insured must have at least 90 days of contributions in the seven years before childbirth or before the official date of fostering (or adopting) a child; or a career total of at least 180 days of contributions. If older than age 26, the insured must have at least 180 days of contributions in the seven years before childbirth or before the official date of fostering (or adopting) a child; or a career total of at least 360 days of contributions. The adopted or fostered child must be younger than age 6 (younger than age 18 with an assessed degree of disability of at least 33%).

**Noncontributory cash maternity benefit (Prestación de maternidad en dinero):** The insured does not qualify for the contributory cash maternity benefits.

**Cash paternity benefits (Prestación de paternidad en dinero):** Paid during the authorized leave period for the birth, adoption, or fostering of a child. Must have at least

180 days of contributions in the seven years before childbirth or before the official date of fostering (or adopting) a child; or a career total of at least 360 days of contributions.

**Maternity risk allowance (Prestaciones de riesgo durante el embarazo):** Paid to an insured woman who is unable to continue in the usual or any similar job due to risks to the fetus during pregnancy or because the job is incompatible with breastfeeding. A medical certificate may be required. There is no minimum contribution requirement.

**Nursing allowance (Subsidio de lactancia):** Paid to a nursing mother who is unable to continue in the usual or any similar job to protect her child's or her own health. A medical certification may be required. There is no minimum contribution requirement.

**Sick child care allowance (Cuidado de menores afectados por cáncer u otra enfermedad grave):** Paid to parents who have reduced working hours by at least 50% to care for a severely ill child who requires long-term hospitalization or treatment. The insured person must have at least three months of contributions in the seven years before the claim is made if aged 21 to 25 (or a career total of at least six months); six months in the last seven years if aged 26 or older (or a career total of at least 12 months).

**Medical benefits (Prestaciones médicas):** Must be currently insured, a pensioner, or receiving other social security benefits. There is no minimum contribution requirement.

Eligible dependents include the spouse or a partner that has cohabited with the insured for at least a year, children (including adopted children), and parents. All dependents must live with the insured, be economically dependent, and satisfy an earnings test.

### Sickness and Maternity Benefits

**Sickness benefit (Prestación económica por incapacidad temporal):** 60% of the insured's average daily covered earnings in the last calendar month before the incapacity began is paid from the 4th to the 20th day; 75% from the 21st day for up to 12 months; may be extended for six months. (The employer pays from the 4th to the 15th day).

The minimum monthly earnings used to calculate benefits are €825.60 (€858.60 as of January 29, 2018).

The maximum monthly earnings used to calculate benefits are €3,751.20.

**Contributory maternity benefit (Prestaciones de maternidad en dinero):** 100% of the insured's average daily earnings in the last calendar month before the maternity, adoption, or foster leave period is paid for 16 weeks (two additional weeks for each additional child born, adopted, or in foster care, at the same time, or if the child has a disability; up to 13 additional weeks if the child is hospitalized in the neonatal unit).

If the mother does not qualify but the father does, the father may receive the benefit for 10 weeks.

If both parents are employed, the benefit can be shared between the mother and the father (except for the six weeks immediately after childbirth) and the leave period may be taken on a part-time basis.

The minimum monthly earnings used to calculate benefits are €825.60 (€858.60 as of January 29, 2018).

The maximum monthly earnings used to calculate benefits are €3,751.20.

**Noncontributory maternity benefit (Prestación de maternidad en dinero):** 100% of the index of wages with multiple effects (IPREM) is paid for 42 days; may be extended by 14 days for a single parent, multiple births, if the mother or the child are disabled, or the child is born into a large family. The mother is also entitled to 16 weeks of unpaid maternity leave.

The IPREM is €537.84 a month.

**Paternity benefit (Prestación de paternidad en dinero):** 100% of the insured's average daily earnings in the last calendar month before the paternity, adoption, or foster leave period began is paid for four weeks; for multiple births (including adoption or foster care), may be extended by two days for each child.

The minimum monthly earnings used to calculate benefits are €825.60 (€858.60 as of January 29, 2018).

The maximum monthly earnings used to calculate benefits are €3,751.20.

**Maternity risk allowance (Prestación de riesgo durante el embarazo):** 100% of the insured's average daily earnings in the last calendar month plus the average daily earnings for extra hours worked in the last 12 months is paid from the day the work ceased until the date of childbirth (for a risk to the fetus) or until the child reaches age 9 months (for a risk to breastfeeding).

The minimum monthly earnings used to calculate benefits are €825.60 (€858.60 as of January 29, 2018).

The maximum monthly earnings used to calculate benefits are €3,751.20.

**Nursing allowance (Subsidio de lactancia):** 100% of the insured's average daily earnings in the calendar month before the maternity leave period began plus the average daily earnings for extra hours worked in the last 12 months is paid from the day work ceases until the child reaches age 9 months or dies.

**Sick child care allowance (Cuidado de menores afectados por cáncer u otra enfermedad grave):** 100% of the insured's average daily earnings in the last calendar month before the claim is made plus the average daily earnings for extra hours worked in the last 12 months is paid in proportion to the reduced working hours. The benefit is paid until recovery or until the child reaches age 18.

## Workers' Medical Benefits

Benefits include general and specialist care, hospitalization, medicine, dental care, laboratory services, appliances, and transportation. There may be a limit to duration in certain cases.

Previously insured workers who are no longer in insured employment may receive medical benefits for up to 52 weeks, depending on the number of contributions made in the last year and family status.

Medical services are provided to patients directly through the facilities of the National Health Management Institute, the regional autonomous health services, or by doctors and hospitals under contract.

Cost sharing: The insured normally pays 10% to 60% of the cost of prescribed medication depending on income; for some specific and chronic diseases, the patient pays 10% of the cost up to €4.24 for each item. Medication is free for recipients of social assistance, including pensioners and unemployed persons who have exhausted unemployment benefits; for work injury beneficiaries; and for all insured persons when dispensed by social security facilities. If the price of a product exceeds the reference price (a standard maximum), the insured pays the difference.

## Dependents' Medical Benefits

Medical benefits for dependents are the same as those for the insured.

## Administrative Organization

Ministry of Employment and Social Affairs (<http://www.empleo.gob.es/>) and the Ministry of Health, Social Services, and Equality (<http://www.msc.es/>) provide general supervision.

General Treasury of Social Security (<http://www.seg-social.es/>) administers the revenue of the social security system, registers employers and insured persons, and collects contributions.

National Institute of Social Security (<http://www.seg-social.es/>), an independent institution supervised by the Ministry of Employment and Social Affairs, administers the social insurance program and pays cash benefits.

National Health Management Institute (<http://www.ingesa.msssi.gob.es/>), supervised by the Ministry of Health, Social Services and Equality, operates its own medical centers.

Mutual organizations for working accidents and professional diseases administer programs that compensate parents for lost working hours while caring for their ill child.

Regional autonomous health services provide medical benefits.

## Work Injury

### Regulatory Framework

**First law:** 1900.

**Current law:** 2015 (social security).

**Type of program:** Social insurance system.

### Coverage

Employed persons.

Voluntary coverage for certain self-employed persons.

### Source of Funds

**Insured person:** None.

**Self-employed person:** A percentage of a contribution base, depending on the type of economic activity and occupation.

The minimum monthly contribution base is €825.60 (€858.60 as of January 29, 2018).

The maximum monthly contribution base is €3,751.20.

**Employer:** 0.90% to 7.15% of covered payroll, depending on the assessed degree of risk. The average contribution rate is 1.98% of covered payroll.

The minimum monthly earnings used to calculate contributions are €825.60 (€858.60 as of January 29, 2018).

The maximum monthly earnings used to calculate contributions are €3,751.20.

**Government:** None.

### Qualifying Conditions

There is no minimum qualifying period.

### Temporary Disability Benefits

75% of the insured's average daily earnings in the last calendar month before the disability began plus the average daily covered earnings for extra hours worked in the last 12 months is paid. The benefit is paid from the day after the disability began for up to 12 months; may be extended for six months if rehabilitation is anticipated.

The minimum monthly earnings used to calculate benefits are €825.60 (€858.60 as of January 29, 2018).

The maximum monthly earnings used to calculate benefits are €3,751.20.

### Permanent Disability Benefits

**Permanent disability pension (Pensión por incapacidad permanente):** 55% of the insured's monthly base earnings is paid for a total incapacity for work in the insured's usual occupation; may be increased to 75% if the insured is older than age 55 and is unlikely to be employed again in his

or her usual occupation due to personal and professional circumstances. 100% of the insured's base earnings is paid for a total incapacity for any work or for a severe disability requiring constant attendance.

Monthly base earnings are the insured's average daily earnings in the last calendar month (including average earnings from extra hours worked and any other earnings received in the last year) multiplied by 365 and divided by 12.

Constant-attendance supplement (Complemento por gran invalidez): If the insured is assessed with a severe disability, 45% of the insured's monthly base earnings plus 30% of the insured's last gross earnings used to calculate contributions is paid. The minimum increase paid must be at least 45% of the disability pension.

The minimum monthly earnings used to calculate contributions are €825.60 (€858.60 as of January 29, 2018).

The minimum monthly pension for a total incapacity for work in the insured's usual occupation is €639.30 if aged 65 when the disability began (€788.90 with a dependent spouse; €606.70 if the spouse is not dependent).

The minimum monthly pension for a total incapacity for work in the insured's usual occupation is €598 if aged 60 to 64 when the disability began (€739.50 with a dependent spouse; €595.30 if the spouse is not dependent).

The minimum monthly pension for a total incapacity for any work is €639.30 (€788.90 with a dependent spouse; €606.70 if the spouse is not dependent).

The minimum monthly pension including the constant-attendance supplement is €959 (€1,183.40 with a dependent spouse; €910.10 if the spouse is not dependent).

Partial permanent disability benefit (Prestación por incapacidad permanente parcial): For an assessed loss of working capacity of at least 33% in the usual job, a lump sum of 24 months of the insured's average daily covered earnings in the last calendar month before the disability began plus the average daily earnings for extra hours worked in the last 12 months is paid.

The minimum monthly earnings used to calculate benefits are €825.60 (€858.60 as of January 29, 2018).

The maximum monthly earnings used to calculate benefits are €3,751.20.

Schedule of payments: 14 payments a year.

A multiprofessional Team for Disability Assessment under the supervision of the National Institute of Social Security assesses and reviews the disability.

Benefit adjustment: Benefits are adjusted annually in January based on the revaluation index, which is based on a number of factors including income and expenses of the social security system. The minimum annual increase is 0.25% of the change in the consumer price index (CPI); the maximum is the change in the CPI plus 0.5%.

## Workers' Medical Benefits

Benefits include general and specialist care, hospitalization, medicine, social health care, dietetic products, appliances, rehabilitation, and transportation.

Medical services are provided to patients directly through the facilities of the National Health Institute or the regional autonomous health services.

There is no limit to duration.

## Survivor Benefits

### Survivor pension

*Spouse's pension (Pensión de viudedad):* 52% of the base earnings used to calculate the permanent disability pension the deceased received or was entitled to receive is paid; 70% if there are dependent children and income is below a government-set level.

The monthly base earnings used to calculate the permanent disability pension the deceased received or was entitled to receive are the sum of the deceased's daily earnings (including annual earnings from extra hours worked and any other earnings received in the last year) multiplied by 365 and divided by 12.

The minimum monthly earnings used to calculate benefits are €825.60 (€858.60 as of January 29, 2018).

The maximum monthly earnings used to calculate benefits are €3,751.20.

The minimum monthly spouse's pension is €484.20 if younger than age 60; €598 if aged 60 to 64; €639.30 if aged 65 or older with an assessed degree of disability of 65% or more; and €739.50 if there are dependent family members.

A survivor who receives the minimum survivor pension may earn up to €7,133.97 a year (excluding the pension).

The pension ceases upon remarriage or cohabitation, except under certain conditions (income, age, or disability) for which a partial or full pension may continue to be paid.

If the surviving spouse was divorced or legally separated from the deceased, a reduced pension is paid based on the period of time that the survivor lived with the deceased.

*Orphan's pension (Pensión de orfandad):* 20% of the base earnings used to calculate the permanent disability pension the deceased received or was entitled to receive is paid to each orphan; €679.5 a month is split equally among full orphans.

The monthly base earnings used to calculate the permanent disability pension the deceased received or was entitled to receive are the sum of daily earnings (including annual earnings from extra hours worked and any other earnings received in the last year) multiplied by 365 and divided by 12.

The minimum monthly earnings used to calculate benefits are €825.60 (€858.60 as of January 29, 2018).

The maximum monthly earnings used to calculate benefits are €3,751.20.

The minimum monthly orphan's pension is €195.30 for each orphan (€384.40 if assessed with at least a 65% degree of disability and younger than age 18); €195.30 plus €484.20 is split equally among two or more eligible full orphans.

*Other eligible survivor's pension (Pensión en favor de familiares):* If the sum of the spouse's and orphan's pension does not exceed 100% of the base earnings used to calculate the permanent disability pension the deceased received or was entitled to receive, 20% of the base earnings used to calculate the permanent disability pension the deceased received or was entitled to receive is paid to other survivors based on their order of priority (parents, siblings, grandchildren and grandparents); may be increased by the amount of the spouse's pension (52%) if there is no surviving spouse, cohabiting partner, divorced spouse, or eligible surviving child.

The monthly base earnings used to calculate the permanent disability pension the deceased received or was entitled to receive are the sum of daily earnings (including annual earnings from extra hours worked and any other earnings received in the last year) multiplied by 365 and divided by 12.

The minimum monthly earnings used to calculate benefits are €825.60 (€858.60 as of January 29, 2018).

The maximum monthly earnings used to calculate benefits are €3,751.20.

The minimum monthly pension for other eligible survivors is €195.30 each. If there is no eligible widow(er) or orphan, the minimum monthly pension for one beneficiary is €472.10 if aged 65 or older (€444.90 if younger than age 65); €195.30 plus €288.90 is split equally among several beneficiaries.

Earnings test: A survivor who receives the minimum survivor pension may earn up to €7,133.97 a year (excluding the pension); €8,321.85 with a dependent spouse.

The maximum combined survivor benefit is 100% of the deceased's base earnings; otherwise, the widow(er)'s pension is paid in full and the orphans' pensions are reduced accordingly.

Benefit adjustment: Benefits are adjusted annually in January based on the revaluation index, which is based on a number of factors including income and expenses of the social security system. The minimum annual increase is 0.25% of the change in the consumer price index (CPI); the maximum is the change in the CPI plus 0.5%.

**Lump-sum survivor benefits (Indemnización a tanto alzado):** A lump sum of six months of the deceased's base earnings is paid to a widow(er), cohabiting partner, or divorced spouse; one month for an eligible orphan; nine

## Spain

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months for a dependent parent (12 months if both parents were dependent on the deceased).

**Funeral grant (Auxilio por defunción):** A lump sum of €46.50 is paid to the person who paid for the funeral.

### Administrative Organization

Ministry of Employment and Social Affairs (<http://www.empleo.gob.es/>) and the Ministry of Health, Social Services and Equality (<http://www.msc.es/>) provide general supervision.

General Treasury of Social Security (<http://www.seg-social.es/>) administers the revenue of the social security system, registers employers and insured persons, and collects contributions.

National Institute of Social Security (<http://www.seg-social.es/>), an independent institution under the Ministry of Employment and Social Affairs, administers the social insurance program and pays cash benefits.

National Health Management Institute (<http://www.ingesa.msssi.gob.es/>), under the Ministry of Health, Social Services and Equality, and autonomous regions provide medical services through health centers.

## Unemployment

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### Regulatory Framework

**First law:** 1919.

**Current laws:** 1985 (unemployment) and 2015 (social security).

**Type of program:** Social insurance system.

### Coverage

Employees in industry, commerce, and services are covered based on 11 occupational classes.

Voluntary coverage for self-employed persons.

Exclusions: Household workers.

Special system for public-sector workers.

### Source of Funds

**Insured person:** 1.55% of covered earnings; 1.6% of covered earnings if employed under a fixed-term contract.

The minimum monthly earnings used to calculate contributions are €825.60 (€858.60 as of January 29, 2018); the minimum daily earnings used to calculate contributions are €27.52 (€28.62 as of January 29, 2018).

The maximum monthly earnings used to calculate contributions are €3,751.20; the maximum daily earnings used to calculate contributions for certain occupational classes are €125.04.

**Self-employed person:** 2.2% of covered earnings.

The minimum monthly earnings used to calculate contributions are €893.10.

The maximum monthly earnings used to calculate contributions are €3,751.20.

**Employer:** 5.5% of covered payroll; 6.7% for those employed under fixed-term contracts.

The minimum monthly earnings used to calculate contributions are €825.60 (€858.60 as of January 29, 2018); the minimum daily earnings used to calculate contributions are €27.52 (€28.62 as of January 29, 2018).

The maximum monthly earnings used to calculate contributions are €3,751.20; the maximum daily earnings used to calculate contributions for certain occupational classes are €125.04.

**Government:** Subsidizes the program.

### Qualifying Conditions

**Unemployment benefit (Prestación de desempleo):**

Must have at least 360 days of contributions in the last six years and be registered at an employment office.

The benefit ceases if the insured refuses a suitable job offer or training.

**Unemployment assistance (Subsidio por desempleo, income tested):** Must have at least six months of contributions (at least three months if the insured has dependents) and have exhausted entitlement to (or does not qualify for) the contributory unemployment benefit.

Income test: Monthly income must not exceed 75% of the legal monthly minimum wage.

The legal monthly minimum wage is €735.90.

### Unemployment Benefits

**Unemployment benefit (Prestación de desempleo):** 70% of the insured's average earnings in the last six months is paid for the first 180 days; thereafter, 50%.

The duration of the benefit varies depending on the number of days of contributions; from 120 days (with 360 days of contributions) up to 720 days (with at least 2,160 days of contributions).

The minimum monthly earnings used to calculate benefits are €825.60 (€858.60 as of January 29, 2018).

The minimum monthly unemployment benefit is €501.98; €671.40 with dependent children.

The maximum monthly unemployment benefit is €1,098.09; €1,254.96 with one dependent child; €1,411.83 with two or more dependent children.

**Unemployment assistance (Subsidio por desempleo, income tested):** €430.27 is paid for up to six months.

The benefit may be extended for two additional six-month periods; for up to a maximum of 30 months under special circumstances. If the beneficiary is older than age 55, the



benefit may be paid until retirement age under certain conditions.

### **Administrative Organization**

Ministry of Employment and Social Affairs (<http://www.empleo.gob.es/>) provides general supervision.

General Treasury of Social Security (<http://www.seg-social.es/>) administers the economic resources of the social security system, registers employers and insured persons, and collects contributions.

State Public Service for Employment (<http://www.sepe.es/>), under the Ministry of Employment and Social Affairs, administers the program.

### **Family Allowances**

#### **Regulatory Framework**

**First law:** 1938.

**Current laws:** 2005 (family) and 2015 (social security).

**Type of program:** Social assistance system.

#### **Coverage**

Legal residents of Spain.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

#### **Qualifying Conditions**

**Family allowances (Asignación económica por hijo o menor a cargo, income tested):** Paid for dependent children (or adopted children) younger than age 18 (no limit with an assessed disability of at least 65%). Each child's annual earnings must not exceed €11,605.77, and the family must not receive any other state family or social security benefit for the child.

**Income test:** Annual family income must not exceed €11,605.77 for a family with one dependent child plus 15% for each additional child. For families officially designated as large, annual family income must not exceed €17,467.40 with three children plus €2,829.24 for each additional child. There is no income limit for a child younger than age 18 with an assessed disability of at least 33% or older than age 18 with an assessed disability of at least 65%.

**Special family allowance (Prestación económica por nacimiento o adopción de hijo en supuestos de familias numerosas, monoparentales y de madres con discapacidad, income tested):** Paid after the birth or adoption of a child in single-parent family, a family officially designated

as large, or a family with a disabled mother (with an assessed disability of at least 65%) if no other state family or social security benefits are paid for the child.

**Income test:** Annual family income must not exceed €11,605.77 for a family with one child plus 15% for each additional dependent child. For families officially designated as large, annual family income must not exceed €17,467.40 with three children plus €2,829.24 for each additional child. There is no income limit for a child younger than age 18 with an assessed disability of at least 33% or older than age 18 with an assessed disability of at least 65%.

**Multiple births or adoptions grant (Prestación por parto o adopción multiples, no income test):** Paid on the birth or adoption of two or more children at the same time in Spain. The recipients must not receive any other state family or social security benefit.

#### **Family Allowance Benefits**

**Family allowances (Asignación económica por hijo o menor a cargo, income tested):** €291 a year is paid for each eligible child; €1,000 a year for a dependent child with an assessed disability of at least 33%. €4,438.80 for each child older than age 18 with an assessed disability of at least 65%; €6,658.80 for each child with an assessed disability of at least 75% who requires constant attendance.

The allowance is paid in January and July; paid monthly for a disabled child older than age 18.

**Special family allowance (Prestación económica por nacimiento o adopción de hijo en supuestos de familias numerosas, monoparentales y de madres con discapacidad, income tested):** A lump sum of up to €1,000 is paid.

**Multiple births or adoptions grant (Prestación por parto o adopción múltiples, no income test):** A lump sum of four times the legal monthly minimum wage is paid for the birth of twins or the adoption of two children at the same time; eight times for triplets or three adopted children; and 12 times for four or more children.

The legal monthly minimum wage is €735.90.

#### **Administrative Organization**

Ministry of Employment and Social Affairs (<http://www.empleo.gob.es/>) provides general supervision.

National Institute of Social Security (<http://www.seg-social.es/>), an independent institution under the Ministry of Employment and Social Affairs, administers the program and pays benefits.

## Sweden

Exchange rate: US\$1.00 = 8.19 kronor.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1913.

**Current laws:** 1962 (national insurance); 1998 (pensions), implemented in 1999; 2000 (pensions); 2008 (sickness); and 2010 (social insurance), implemented in 2011.

**Type of program:** Universal, social insurance, notional defined contribution (NDC), and mandatory individual account system.

Note: The social insurance old-age pension system covers employed and self-employed persons born before 1938 (contributions can no longer be made to this system). There is a gradual transition from the earnings-related social insurance system to the NDC and mandatory individual account system for persons born from 1938 to 1953.

#### Coverage

**Universal:** Residents of Sweden.

**Social insurance (disability):** Employed and self-employed persons.

**NDC:** Employed and self-employed persons born since 1954. Special transition rules apply to those born from 1938 to 1953.

**Mandatory individual account:** Employed and self-employed persons.

#### Source of Funds

##### Insured person

*Universal:* None.

*Social insurance (disability):* None.

*NDC and mandatory individual account:* 7% of assessable income (old age) plus an average of 0.030% of the NDC account value (2016) and an average of 0.35% of the mandatory individual account value (2016) for administrative fees; an additional cost for voluntary survivor benefits under the mandatory individual account program.

The minimum annual income used to calculate contributions is 19,247 kronor.

The maximum annual income used to calculate contributions is 504,375 kronor.

Of the combined insured person and employer contributions for old age (17.21%), 2.5% finances the mandatory individual account.

##### Self-employed person

*Universal:* None.

*Social insurance (disability):* See source of funds under Sickness and Maternity.

*NDC and mandatory individual account:* 17.21% of assessable income (old age) plus 0.70% (survivors) plus an average of 0.030% of the NDC account value (2016) and an average of 0.35% of the mandatory individual account value (2016) for administrative fees; an additional cost for voluntary survivor benefits under mandatory individual account program.

The minimum annual income used to calculate contributions is 19,247 kronor.

The maximum annual income used to calculate contributions is 504,375 kronor.

Of the self-employed person's contributions for old age, 2.5% finances the mandatory individual account.

##### Employer

*Universal:* None.

*Social insurance (disability):* See source of funds under Sickness and Maternity.

*NDC and mandatory individual account:* 10.21% of payroll (old age) and 0.70% of payroll (survivors).

Of the combined insured person and employer contributions, 2.5% finances the premium pension (mandatory individual account).

##### Government

*Universal:* The total cost.

*Social insurance (disability):* See source of funds under Sickness and Maternity.

*NDC and mandatory individual account:* Contributes as an employer; pays contributions for persons receiving sickness or disability benefits, student aid, or cash parental benefits.

#### Qualifying Conditions

**Old-age pension (ålderspension):** The pension consists of an income pension, a premium pension, and a guarantee pension.

*Income pension (inkomstpension, NDC):* The retirement age is flexible, beginning at age 61. The insured must have at least three years with annual earnings of at least the minimum earnings used to calculate contributions for each year.

The minimum earnings used to calculate contributions in 2018 is 19,247 kronor.

**Premium pension (premiepension, mandatory individual account):** The retirement age is flexible, beginning at age 61. The insured must have at least three years with annual earnings of at least the minimum earnings used to calculate contributions for each year.

**Guarantee pension (garantipension, universal, income tested):** Age 65 with at least 40 years of residence from age 16 to age 64.

**Income test:** The guarantee pension is subject to recovery if the insured receives monthly income from earnings-related pensions (including the income pension, premium pension, widow's pension, and foreign pensions) exceeding a certain amount.

**Partial pension:** A reduced guarantee pension is paid with at least three but less than 40 years of residence from age 16 to age 64.

The old-age pension is payable abroad.

**Disability pension (sjukersättning):** The pension consists of an earnings-related pension and a guarantee pension.

**Earnings-related pension (inkomstrelaterad sjukersättning, social insurance):** Must be aged 19 to 64 and have a total (100%) loss of work capacity, and have at least one year of covered income in Sweden within a certain period.

**Partial disability:** A reduced pension is paid if the insured is aged 30 to 64 with an assessed loss of work capacity of 25%, 50%, or 75%. The partial disability pension is not available to insured persons aged 19 to 29.

**Guarantee pension (garantiersättning, universal, income tested):** Must be aged 19 to 64, have a total (100%) loss of work capacity, be covered when the disability began, and have at least 40 years of residence from age 16 to age 64. (Years of residence are credited for the period from the date the disability began to the age 65.)

**Income test:** The guarantee pension is subject to recovery if the insured receives an earnings-related pension.

**Partial pension:** A reduced guarantee pension is paid with at least three but less than 40 years of residence from age 16 to age 64 (including years credited from the date the disability began to age 65).

**Partial disability:** A reduced pension is paid if the insured is aged 30 to 64 with an assessed loss of work capacity of 25%, 50%, or 75%. The partial disability pension is not available to insured persons aged 19 to 29.

**Constant-attendance supplement (handikappersättning):** Paid if the insured requires the constant attendance of others to perform daily functions.

The earnings-related disability pension is payable abroad. The guarantee disability pension is payable abroad to insured persons living in the European Union, European Economic Area, Switzerland, and, under certain conditions, Canada.

**Widow's pension (änkepension, social insurance):** Paid to women born in 1944 or earlier who were married to the deceased before January 1, 1990, and met the qualifying conditions at the date of death. Transitional rules apply to women born in 1945 or later and who were married to the deceased before January 1, 1990, until the date of the deceased's death, and met the qualifying conditions on December 31, 1989, and at the date of the deceased's death. The deceased must have had at least three years of income in Sweden within a given period. Widows younger than age 65 may receive an adjustment pension. Under certain circumstances, when the spouse's adjustment pension ceases a widow may receive a widow's pension.

**Supplement for young widows:** Paid to eligible widows younger than age 65.

The widow's pension is payable abroad.

**Spouse's adjustment pension (omställningspension):** The pension consists of an earnings-related pension and a guarantee pension.

**Earnings-related pension (inkomstrelaterad omställningspension, NDC):** The deceased was a pensioner or had a notional account balance.

**Guarantee pension (garantiepension till omställningspension, universal, income tested):** The deceased had at least 40 years of residence from age 16 to age 64. (Years of residence are credited for the period from the date of death to age 65.)

**Income test:** The guarantee pension is subject to recovery if the insured receives an earnings-related pension.

**Partial pension:** A reduced guarantee pension is paid if the deceased had at least three but less than 40 years of residence from age 16 to age 64 (including years of residence credited for the period from the date of death to age 65).

Eligible survivors (for earnings-related pension and guarantee pension) include a widow(er) or civil partner (or a cohabiting partner who had a child with the deceased or was previously married to or a civil partnership the deceased) younger than age 65 who lived with the deceased for at least five consecutive years immediately before the death or was caring for a child younger than age 18 at the time of the death.

The pension (earnings-related pension and guarantee pension) ceases upon remarriage (on cohabiting under certain conditions) or when the survivor reaches age 65.

The earnings-related adjustment pension is payable abroad. The guarantee adjustment pension is payable abroad to insured persons living in the European Union, European Economic Area, Switzerland, and, under certain circumstances, Canada.

**Spouse's premium pension (premiepension, mandatory individual account):** Paid to the surviving spouse or partner if the insured elected coverage for this benefit.

The spouse's premium pension is payable abroad.

**Orphan's pension (barnpension, NDC):** Paid to a surviving child up to age 18 (age 20 if a student).

The orphan's pension is payable abroad.

**Orphan's allowance (efterlevandestöd till barn, universal, income tested):** Paid to a surviving child up to age 18 (age 20 if a student) with a small or no orphan's pension.

The orphan's allowance is payable abroad to insured persons living in the European Union, European Economic Area, and Switzerland.

### Old-Age Benefits

**Old-age pension (ålderspension):** The pension consists of an income pension, a premium pension, and a guarantee pension.

*Income pension (inkomstpension, NDC):* The pension is based on lifetime earnings (including any disability pension payments received), an annual index of trends in average wages, an annuity factor depending on average life expectancy at the time of retirement for the appropriate age cohort (based on the most recent five-year average of unisex life expectancy projections), and the expected increase of average wages in future years.

**Benefit adjustment:** Benefits are adjusted annually based on changes in wages.

*Premium pension (premiépension, mandatory individual account):* The insured may choose between single or joint life annuities based on the accumulated capital in the individual account. Annuities can be fixed or variable rate.

**Benefit adjustment:** Benefits are adjusted annually based on account values and life expectancy.

*Guarantee pension (garantipension, universal, income tested):* Up to 96,912 kronor a year is paid to a single pensioner (86,448 kronor a year if married) born in 1938 or later; 99,252 kronor a year is paid to a single pensioner (88,428 kronor a year if married) born in 1937 or earlier.

**Income test:** The guarantee pension is gradually reduced depending on the amount of any earnings-related pension (including the income pension, premium pension, widow's pension, and foreign pensions) received.

**Partial pension:** The pension is proportionally reduced for each year of residence less than 40 years from age 16 to age 64.

The pension is paid monthly.

**Benefit adjustment:** Benefits are adjusted annually based on changes in prices.

### Permanent Disability Benefits

**Disability pension (sjukersättning):** The pension consists of an earnings-related pension and a guarantee pension.

*Earnings-related pension (inkomstrelaterad sjukersättning, social insurance):* 64.7% of the insured's assumed future annual income is paid.

Assumed future income is based on the average of the insured's three best income years within a certain period immediately before the year of the claim.

The maximum annual income used to calculate benefits is 341,250 kronor.

The maximum annual earnings-related pension is 217,392 kronor (220,789 kronor as of March 1, 2018).

**Partial disability:** A reduced pension is paid at 75%, 50%, or 25% of the full pension depending on the assessed loss of working capacity.

*Guarantee pension (garantiersättning, universal, income tested):* 8,027 to 8,960 kronor a month is paid if aged 19 to 29 (8,152 to 9,100 kronor a month as of March 1, 2018; 8,455 to 9,403 kronor as of July 1, 2018), depending on the age; 9,147 kronor a month is paid if aged 30 or older (9,290 kronor a month as of March 1, 2018; 9,593 kronor a month as of July 1, 2018).

**Income test:** The guarantee pension is gradually reduced depending on the amount of any earnings-related pension received.

**Partial pension:** The guarantee pension is proportionally reduced for each year of residence less than 40 years.

**Partial disability:** A reduced pension is paid at 75%, 50%, or 25% of the full pension depending on the assessed loss of working capacity.

**Constant-attendance supplement (handikappersättning):** 69%, 53%, or 36% of the annual base amount is paid, depending on the level of care needed.

The annual base amount is 44,800 kronor (45,500 kronor as of March 1, 2018).

**Benefit adjustment:** Benefits are adjusted annually based on changes in prices.

### Survivor Benefits

**Widow's pension (änkepension, social insurance):** 40% of the social insurance earnings-related old-age pension the deceased received or was entitled to receive is paid to the widow; 35% if the orphan's pension is paid.

**Supplement for young widows:** 90% of the annual base amount is paid to a widow aged 50 to 64 at the time of the death or with children younger than age 16. The amount is reduced by 6.7% a year for each year the widow is younger than age 50.

The annual base amount is 44,800 kronor (45,500 kronor as of March 1, 2018).

If the widow receives or is entitled to an old-age pension in her own right, the widow's pension is reduced proportionately.

Benefit adjustment: Benefits are adjusted annually based on changes in wages.

**Spouse's adjustment pension (omställningspension):**

The pension consists of an earnings-related pension and a guarantee pension.

*Earnings-related pension (inkomstrelaterad omställningspension, NDC):* 55% of the old-age or disability income pension the deceased received or was entitled to receive is paid. If the deceased was younger than age 65, the old-age income pension is calculated as if he or she had worked to until age 65.

*Guarantee pension (garantiepension till omställningspension, universal, income tested):* 96,915 kronor a year is paid.

Income test: The guarantee pension is gradually reduced depending on the amount of any earnings-related pension received.

Partial pension: The guarantee pension is proportionally reduced for each year of residence less than 40 years.

The total pension (earnings-related pension and guarantee pension) is paid for up to 12 months to an eligible widow(er) or partner with no dependent children; up for 24 months to an eligible widow(er) or partner with a dependent child younger than age 18; or until the youngest child reaches age 12 to an eligible widow(er) or partner with a dependent child or children younger than age 12. The pension ceases if the widower(er) reaches age 65.

Benefit adjustment: Earnings-related benefits are adjusted annually based on changes in wages. Guaranteed benefits are adjusted annually based on changes in prices.

**Spouse's premium pension (premiepension, mandatory individual account):** If the insured dies after retiring, a lifetime annuity is paid.

**Orphan's pension (barnpension, NDC):** If the youngest eligible child is younger than age 12, 35% of the old-age income pension the deceased received or was entitled to received is paid for the youngest child; 25% for each additional child. If the youngest child is aged 12 or older, 30% of the old-age income pension is paid for the youngest child; 20% for each additional child. The total pension is split equally among all eligible children.

If the deceased was younger than age 65, the old-age income pension is calculated as if he or she had worked until age 65.

The maximum combined orphan's pension is 100% of the deceased's old-age income pension (80% if an adult is receiving an adjustment pension or a widow's pension).

Benefit adjustment: Benefits are adjusted annually based on changes in wages.

**Orphan's allowance (efterlevandestöd till barn, universal, income tested):** 18,204 kronor a year is paid to an eligible child not receiving an orphan's pension. If a child

receives the orphan's pension, the orphan's allowance is reduced by the amount of the orphan's pension received.

Benefit adjustment: Benefits are adjusted annually based on changes in prices.

## Administrative Organization

Swedish Pensions Agency (<https://www.pensionsmyndigheten.se/>) administers the old-age and survivor programs.

Self-employed persons and employers pay contributions along with income tax.

Swedish Social Insurance Agency (<https://www.forsakringskassan.se/>) administers and supervises the disability program.

Regional and local social insurance bodies administer the disability program.

## Sickness and Maternity

### Regulatory Framework

**First laws:** 1891 (cash benefits) and 1931 (medical benefits).

**Current laws:** 1982 (medical benefits); 1991 (sick pay); 1995 (parental leave); and 2010 (social insurance), implemented 2011.

**Type of program:** Universal (parental and medical benefits) and social insurance (cash benefits) system.

### Coverage

**Universal (medical benefits):** Residents of Sweden.

**Social insurance (cash sickness benefits):** Employed and self-employed persons with annual earnings of at least 10,700 kronor, and involuntarily unemployed persons registered with the employment service.

**Social insurance and universal (parental benefits):** Residents of Sweden.

### Source of Funds

#### Insured person

*Universal:* None.

*Social insurance:* None.

#### Self-employed person

*Universal:* None.

*Social insurance:* 3.62% to 4.8% of earnings (sickness), according to the choice of waiting period and self-employed person's income, plus 2.6% (parental benefits).

The self-employed person's contributions for sickness also finance disability benefits (see Old Age, Disability, and Survivors).

## Employer

*Universal:* None.

*Social insurance:* 4.35% of payroll (sickness) plus 2.6% (parental benefits).

The employer's contributions for sickness also finance disability benefits (see Old Age, Disability, and Survivors).

## Government

*Universal:* Regional county councils pay the total cost.

*Social insurance:* None; contributes as an employer.

The government's contributions also finance disability benefits (see Old Age, Disability, and Survivors).

## Qualifying Conditions

### Cash sickness benefit (sjukpenning, social insurance):

Must have at least a 25% assessed loss of work capacity. There is no minimum qualifying period.

### Cash parental benefit (föräldrapenning, social insurance and universal):

Paid to a parent or guardian who stops working, studying, or seeking work to care for a child up to age 8 (age 12 for children born on or after January 1, 2014). Benefits may be paid up to 60 days before the expected date of childbirth. The rate of the benefit varies depending on the insured's earnings.

**Cash pregnancy benefit (graviditetspenning, social insurance):** Paid to a pregnant woman employed in a physically demanding or dangerous job whose employer is not able to transfer her to less demanding or dangerous work.

### Cash temporary parental benefit (tillfällig föräldrapenning, social insurance):

Paid for the absence of a parent from work to care for a sick child younger than age 12 (age 16 or 18 if seriously ill; age 21 if chronically ill or disabled).

**Medical benefits (universal):** There is no minimum qualifying period.

## Sickness and Maternity Benefits

**Sickness benefit (sjukpenning, social insurance):** 80% of the insured's lost covered earnings is paid from day 15 through day 364 of the incapacity (longer if a serious disease); thereafter, 75% of the insured's lost covered earnings is paid until recovery or certification of a permanent incapacity for work. (Employers pay 80% of the insured's lost earnings from day two through day 14.) Pensioners are limited to 180 days of the benefit after retirement.

For unemployed persons, 80% of covered earnings from the previous employment is paid from day two of the incapacity. For self-employed persons and other qualifying nonemployed persons, 80% of lost covered earnings may be paid from day two to day 91 (depending on the choice of waiting period).

The minimum annual income used to calculate benefits is 10,700 kronor (10,900 kronor as of March 1, 2018).

The maximum annual income used to calculate benefits is 336,000 kronor (341,200 kronor as of March 1, 2018; 364,000 kronor as of July 1, 2018).

The maximum daily sickness benefit is 714 kronor (725 kronor as of March 1, 2018; 774 kronor as of July 1, 2018); 543 kronor for unemployed persons.

Benefit adjustment: Benefits are adjusted annually based on changes in prices.

### Parental benefit (föräldrapenning, social insurance and universal):

An earnings-related or higher flat-rate benefit is paid to each eligible parent for up to 195 days (up to 390 days for a single parent), including up to 60 days before the expected date of childbirth, followed by 180 kronor a day for up to 45 days (up to 90 days for a single parent). Benefits are paid for longer periods for multiple births. Parents can transfer days of benefits to each other, but 90 days paid at the earnings-related rate or higher flat-rate are reserved for each parent.

If the parent was covered for cash sickness benefits greater than 180 kronor a day for at least 240 days before the expected date of birth, an earnings-related benefit of 80% of the insured's lost covered earnings is paid; otherwise, a higher flat-rate of 250 kronor a day is paid for the first 180 days (combined total of both parents) and from day 181 to day 390, 80% of the insured's lost covered earnings or 250 kronor a day, whichever is greater.

The maximum annual earnings used to calculate benefits is 448,000 kronor (455,000 kronor as of March 1, 2018).

The minimum daily earnings-related benefit for the 195-day period is 250 kronor.

The maximum daily earnings-related benefit for the 195-day period is 952 kronor (967 kronor as of March 1, 2018).

### Pregnancy benefit (graviditetspenning, social insurance):

80% of the insured's lost covered earnings is paid. For women in a physically demanding job, the benefit is paid for up to 50 days, beginning 60 days and no later than 11 days before the expected date of childbirth. For women in a dangerous job, the benefit is paid for the whole pregnancy as long as the risk appears up to 11 days before the expected date of childbirth.

The maximum annual income used to calculate benefits is 336,000 kronor (341,200 kronor as of March 1, 2018; 364,000 kronor as of July 1, 2018).

The maximum daily pregnancy benefit is 714 kronor (725 kronor as of March 1, 2018; 774 kronor as of July 1, 2018).

Benefit adjustment: Benefits are adjusted annually based on changes in prices.

**Temporary parental cash benefit (tillfällig föräldrapening, social insurance):** 80% of the insured's lost covered earnings is paid. The total benefit duration for both parents combined is 60 days for each child a year; may be extended for up to 60 days for each child. The father (or other parent) is entitled to 10 extra days of benefits in connection with the child's birth.

The maximum annual income used to calculate benefits is 336,000 kronor (341,200 kronor as of March 1, 2018; 364,000 kronor as of July 1, 2018).

The maximum daily benefit is 714 kronor (725 kronor as of March 1, 2018; 774 kronor as of July 1, 2018)

Benefit adjustment: Benefits are adjusted annually based on changes in prices.

### **Workers' Medical Benefits**

Benefits include free medical care for children up to age 20 and free dental care for children up to age 22, subsidies for basic and preventive dental care, a high-cost limit for prosthetic treatment, and free insulin.

Cost sharing: The insured pays from 0 kronor to 300 kronor for each visit to a general practitioner; 200 kronor to 400 kronor for a specialist (up to 420 kronor in case of emergency), up to 1,100 kronor in a 12-month period; up to 100 kronor a day (reduced for low-income earners) for inpatient treatment in a public hospital (including in a maternity ward). Fees are waived for outpatient care for persons aged 85 or older.

A percentage of transportation costs are reimbursed.

The insured pays the full cost of medicine up to 1,125 kronor in a 12-month period; thereafter, the partial cost of medicine up to 2,250 kronor a year.

### **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

### **Administrative Organization**

Swedish Social Insurance Agency (<https://www.forsakringskassan.se/>) provides central administration and supervision of the cash benefits.

Regional and local social insurance offices administer the cash benefits.

The Health and Social Care Inspectorate (<https://www.ivo.se/>) provides central supervision of the medical benefits.

Regional county councils administer the medical benefits.

## **Work Injury**

### **Regulatory Framework**

**First law:** 1901.

**Current laws:** 1976 (social insurance), implemented in 1977; 1991 (sick pay); and 2010 (social insurance), implemented in 2011.

**Type of program:** Social insurance system.

### **Coverage**

Employed and self-employed persons.

### **Source of Funds**

**Insured person:** None.

**Self-employed person:** 0.2% of declared earnings.

**Employer:** 0.2% of payroll.

**Government:** None; contributes as an employer.

### **Qualifying Conditions**

**Temporary disability benefits:** Must be assessed with a work injury or occupational disease.

**Permanent disability benefits:** Must have an assessed loss of earning capacity of at least 6.66% (1/15th) for at least one year due to a work injury or occupational disease. The annual of income loss must also be at least 25% (1/4th) of the annual base amount.

The annual base amount is 44,800 kronor (45,500 kronor as of March 1, 2018).

### **Temporary Disability Benefits**

80% of the insured's lost covered earnings is paid from day 15 through day 364 (longer if a serious disease); may be extended up to 550 days at 75% of the insured's lost covered earnings. (Employers pay 80% of the insured's earnings from day two through day 14.) Pensioners are limited to 180 days of benefits after retirement.

The minimum annual earnings used to calculate benefits is 10,920 kronor.

The maximum annual earnings used to calculate benefits is 341,250 kronor.

Self-employed persons receive 80% of lost earnings from days two to 90 (depending on the waiting period chosen).

The maximum daily benefit is 726 kronor; the maximum annual benefit is 332,250 kronor.

Benefit adjustment: Benefits are adjusted annually based on changes in prices.

### **Permanent Disability Benefits**

**Permanent disability pension:** For a total (100%) loss of earning capacity, 100% of the insured's lost earnings is paid as an annuity.

The maximum annual earnings used to calculate benefits is 341,250 kronor.

Partial disability: For an assessed loss of earning capacity of 6.7% to 99%, the full pension is multiplied by the percentage of assessed loss in earning capacity is paid.

The payment of the permanent disability pension is coordinated with the payment of the disability pension under Old Age, Disability, and Survivors.

Benefit adjustment: Benefits are adjusted annually based on changes in the combined wage and consumer price index.

### **Workers' Medical Benefits**

Benefits include a high-cost limit for prosthetic treatment.

Cost sharing: The insured pays from 100 kronor to 350 kronor for each doctor's visit, up to 1,100 kronor in a 12-month period; up to 100 kronor a day (reduced for low-income earners) for inpatient treatment in a public hospital (including in a maternity ward).

A percentage of transportation costs are reimbursed.

The insured pays the full cost of medicine, up to 1,125 kronor in a 12-month period; thereafter, patients pay the partial cost of medicine, up to 2,250 kronor in a 12-month period.

### **Survivor Benefits**

**Spouse's pension (adjustment annuity):** 45% of the permanent disability pension the deceased received or was entitled to receive is paid; 20% if an orphan's pension is paid for the deceased's children.

The pension is paid for 12 months. If the survivor has custody of a child younger than age 18, the pension is extended for 12 months; for a child or children younger than age 12, the pension continues until the youngest child reaches age 12.

Eligible survivors include a widow(er) younger than age 65 who was married to or, under certain conditions, cohabited with the deceased for at least five years or was raising a child younger than age 18 at the date of the insured's death.

**Orphan's pension (child annuity):** 40% of the permanent disability pension the deceased received or was entitled to receive is paid to one orphan younger than age 18 (age 20 if a student); the pension is increased by 20% for each additional orphan. The total pension amount depends on the number of eligible orphans. If there is more than one eligible orphan, the pension is split equally.

The maximum combined survivor benefit is 100% of the pension that the deceased received or was entitled to receive based on a total loss of working capacity at the date of death.

**Funeral grant:** A lump sum of 30% of the base amount is paid to the widow(er).

The base amount is 44,800 kronor (45,500 kronor as of March 1, 2018).

Benefit adjustment: Benefits are adjusted annually based on changes in wages.

### **Administrative Organization**

Swedish Social Insurance Agency (<https://www.forsakringskassan.se/>) provides central administration and supervision.

Regional and local social insurance offices administer the program.

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### **Unemployment**

#### **Regulatory Framework**

**First law:** 1934.

**Current law:** 1997, implemented in 1998.

**Type of program:** Social insurance and voluntary income-related insurance system.

#### **Coverage**

**Voluntary income-related insurance:** Employed and self-employed persons who are members of an unemployment insurance fund. Membership for each fund is open to employees in a specific occupation or industry.

**Social insurance (grundförsäkring, basic program):** Employed and self-employed persons not covered by the voluntary income-related program.

#### **Source of Funds**

**Insured person:** None for the basic program; a membership fee for the voluntary program.

**Self-employed person:** 0.10% of earnings and a membership fee for the voluntary program.

**Employer:** 2.64% of payroll for the basic or voluntary program.

**Government:** Subsidizes the basic program; none for the voluntary program.

#### **Qualifying Conditions**

**Basic and voluntary unemployment benefits (social insurance and voluntary income-related insurance):** Must be aged 20 (no limit for the voluntary program) to 65. For the basic program, must not qualify for the voluntary program. Must be unemployed, registered as a job seeker at the public employment service, and able and willing to accept a suitable job for at least three hours a day and an average of at least 17 hours a week.



The insured must have been employed for at least six months (at least 80 hours a month) or for at least 480 hours in six consecutive months (at least 50 hours a month) in the last 12 months before unemployment. To receive the voluntary income-related benefit, the insured must have been a member of an unemployment fund for at least 12 months.

Unemployment benefits are suspended for one, five, or 10 benefit days for not job seeking seriously; five, 10, or 45 benefit days for extending a period of unemployment; 45 benefit days if unemployment is due to voluntarily leaving or misconduct. The benefit may be terminated for repeated offences.

### Unemployment Benefits

**Basic unemployment benefit (grundförsäkring, social insurance):** 365 kronor a day is paid if the insured was working 40 hours a week before unemployment; the benefit is reduced in proportion to the number of hours less than 40 hours. The benefit is paid after a seven-day waiting period for up to 300 days for each benefit period. If the insured has at least one child younger than age 18, the benefit may be paid for an additional 150 days. The benefit is paid for five days a week.

Benefit adjustment: The government adjusts benefits on an ad hoc basis.

**Voluntary unemployment benefit (inkomstbortfallsförsäkring, voluntary income-related insurance):** 80% of the insured's daily average income in the last 12 months is paid after a seven-day waiting period for the first 200 days; 70% for the next 100 days. If the insured has at least one child younger than age 18, the benefit may be paid for an additional 150 days. The benefit is paid for five days a week.

The maximum voluntary unemployment benefit is 910 kronor a day for the first 100 days; subsequently, 760 kronor a day.

Benefit adjustment: The government adjusts benefits on an ad hoc basis.

### Administrative Organization

Swedish Unemployment Insurance Board (<http://www.iaf.se/>) supervises 28 unemployment insurance funds.

## Family Allowances

### Regulatory Framework

**First laws:** 1947 (child allowance) and 1964 (maintenance advance).

**Current laws:** 1947 (child allowance), 1993 (housing allowance), and 1996 (maintenance support).

**Type of program:** Universal and social assistance system.

### Coverage

Residents of Sweden.

### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost. (The cost of maintenance support is partly covered by repayments made by parents liable for maintenance.)

### Qualifying Conditions

**Child allowance (barnbidrag):** Paid to the end of the quarter in which the child reaches age 16 or until the child finishes primary education (no age limit for children with learning difficulties who are attending a special school).

Supplement (flerbarnstillägg): Paid to families with two or more children.

**Maintenance support (underhållsstöd, income tested):** Paid for a child younger than age 18 (until June of the year in which the student reaches age 20) who lives permanently with only one of the parents, and the parent liable for child support does not pay any support or pays less than the maintenance support amount (1,573 kronor a month for each child until the month in which the child reaches age 15 and then 1,723 kronor a month). From March 2018, maintenance support will be gradually phased out for children who alternate between residences, and cease completely by 2021.

**Housing allowance (bostadsbidrag, social assistance, means tested):** Paid to low-income households (families and young childless persons older than age 18 and younger than age 29) to subsidize housing costs. From March 2018, families in which the child alternates between residences are eligible for housing allowance.

**Child care allowance (vårdbidrag):** Paid to a parent for the care of a sick child or child with a disability who needs special care or supervision or to compensate for additional expenses incurred from the child's illness or disability.

**Adoption allowance (adoptionsbidrag):** Paid for the adoption of a foreign citizen and non-resident of Sweden younger than age 10. The adoption must take place through an authorized adoption agency.

### Family Allowance Benefits

**Child allowance (barnbidrag):** 1,050 kronor (1,250 kronor as of March 1, 2018) a month is paid for each eligible child.

Supplement (flerbarnstillägg): 150 kronor is paid for the second child, 730 kronor for the third child, 1,740 kronor for the fourth child, 2,990 kronor for the fifth child, and 4,240 kronor for the sixth and subsequent children.

**Maintenance support (underhållsstöd, income tested):** 1,573 kronor a month is paid for each eligible child until the month in which the child reaches age 15; 1,723 kronor a month if older. Top-up maintenance support is paid when the parent liable for child support pays less than 1,573 kronor, or 1,723 kronor, a month. Maintenance support will be reduced by 200 kronor per parent a year for children who alternate between residences, and cease completely by 2021.

Income test: If the child has income above 60,000 kronor a year, the maintenance support is reduced by half the amount that exceeds 60,000 kronor.

**Housing allowance (bostadsbidrag, social assistance, means tested):** An allowance is paid depending on the household's composition, income, and housing arrangement.

**Child care allowance (vårdbidrag):** 25%, 50%, 75%, or 100% of the full monthly child care allowance is paid for each eligible child. An additional supplement of up to 2,576 kronor (2,616 kronor as of March 1, 2018) a month may be paid.

The full monthly child care allowance is 9,333 kronor (9,479 kronor as of March 1, 2018).

**Adoption allowance (adoptionsbidrag):** A lump sum of 75,000 kronor is paid.

Benefit adjustment: The government adjusts benefits on an ad hoc basis.

### **Administrative Organization**

Swedish Social Insurance Agency (<https://www.forsakringskassan.se/>) provides central administration and supervision.

Regional and local social insurance offices administer the program.

## Switzerland

Exchange rate: US\$1.00 = 0.98 francs.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First and current laws:** 1946 (old-age and survivor base pensions); 1959 (disability base pensions); 1982 (occupational old-age, disability, and survivor pensions); and 2000 (social insurance).

**Type of program:** Social insurance and mandatory occupational pension system.

#### Coverage

**Social insurance (base pension):** Residents or gainfully employed persons in Switzerland.

Voluntary coverage for citizens of Switzerland, European Union (EU) countries, and European Free Trade Association (EFTA) countries if they live outside Switzerland and the EU/EFTA countries and had at least five continuous years of previous mandatory insurance in Switzerland.

**Mandatory occupational pension:** Employees with annual earnings above 21,150 francs with the same employer. Unemployed persons are covered for disability and survivor benefits.

Voluntary coverage for some salaried workers who are ineligible for mandatory insurance and for self-employed persons.

#### Source of Funds

##### Insured person

**Social insurance (base pension):** 4.2% of gross earnings (old age and survivors) and 0.7% of gross earnings (disability).

There are no maximum earnings used to calculate contributions.

Nonworking insured persons pay annual contributions from 392 francs to 19,600 francs (old age and survivors) and from 65 francs to 3,250 francs (disability), depending on their means and other factors.

**Mandatory occupational pension:** 3.5% to 9% of gross monthly earnings from 24,675 francs to 84,600 francs, depending on the insured's age. (Employers may make additional voluntary contributions to cover part of their employees' share.)

##### Self-employed person

**Social insurance (base pension):** 7.8% of gross income (old age and survivors) and 1.4% of gross income (disability) for income of 56,400 francs and above; lower rates for lower incomes.

There are no maximum earnings used to calculate contributions.

**Mandatory occupational pension:** Varies depending on the insured's pension fund.

##### Employer

**Social insurance (base pension):** 4.2% of payroll (old age and survivors) and 0.7% of payroll (disability).

There are no maximum earnings used to calculate contributions.

**Mandatory occupational pension:** 3.5% to 9% of gross monthly payroll from 24,675 francs to 84,600 francs, depending on the insured's age.

The employer's contribution must be at least equal to the value of the insured person's contribution. Employers may make additional voluntary contributions to cover part of their employees' share.

##### Government

**Social insurance (base pension):** Provides annual federal subsidies to cover 19.55% of the cost of old-age and survivors benefits and from 37.7% to 50% of the cost of disability benefits (depending on economic conditions). (A portion of the revenues from the value added tax (VAT) and all of the taxes collected on casino profits are also used to finance old-age benefits.)

**Mandatory occupational pension:** None; contributes as an employer.

#### Qualifying Conditions

**Old-age base pension (social insurance):** Age 65 (men) or age 64 (women) with contributions made in each year since age 21.

**Partial pension:** Age 65 (men) or age 64 (women) with at least one year of contributions.

**Early pension:** Retirement is possible one or two years before the normal retirement age.

**Deferred pension:** The pension may be deferred up to age 70 (men) or age 69 (women).

**Dependent's supplement (child's pension):** Age 65 (men) or age 64 (women) with children younger than age 18 (age 25 if a student or an apprentice).

**Constant-attendance supplement (helplessness allowance):** Paid if the insured requires the constant attendance of others to perform daily functions and does not receive a constant-attendance supplement under Work Injury.

The old-age base pension is payable abroad to Swiss nationals and under international agreement.

**Old-age pension (mandatory occupational pension):**

Age 65 (men) or age 64 (women).

Dependent's supplement (child's pension): Age 65 (men) or age 64 (women) with children younger than age 18 (age 25 if a student or an apprentice).

The old-age pension (mandatory occupational pension) is payable abroad (regardless of nationality).

**Disability base pension (social insurance):** Must be assessed with a disability of at least 40% and have made contributions in each year since age 21.

Partial pension: Must be assessed with a disability of at least 40% and have at least three years of contributions.

Extraordinary pension: Paid to Swiss nationals (or persons who started residing in Switzerland before age 21) who became disabled before age 23 and who do not have at least three years of contributions.

Dependent's supplement (child's pension): Must be receiving a disability pension and have children younger than age 18 (age 25 if a student or an apprentice).

Constant-attendance supplement (helplessness allowance): Paid if the insured requires the constant attendance of others to perform daily functions. Must not receive a constant-attendance supplement under Work Injury.

The disability pension ceases at the normal retirement age and is replaced by an old-age base pension of the same value, including the value of any constant-attendance supplement.

The disability base pension is payable abroad to Swiss nationals and under international agreement.

**Disability pension (mandatory occupational pension):**

Must be assessed with a disability of at least 40%.

Dependent's supplement (child's pension): Must be receiving a disability pension and have children younger than age 18 (age 25 if a student or an apprentice).

The disability pension (mandatory occupational pension) is payable abroad (regardless of nationality).

**Survivor base pension (social insurance):** The deceased made contributions in each year since age 21.

Partial pension: Paid if the deceased had at least one year of contributions since age 21.

Eligible survivors include a widow with one or more children; a widow aged 45 or older who was married to the deceased for at least five years; a widower (or registered civil partner) with one or more dependent children younger than age 18; a divorced spouse (or separated civil partner) under certain conditions; and children younger than age 18 (age 25 if a student or an apprentice).

The spouse's survivor pension upon remarriage and under certain other conditions.

The survivor base pension is payable abroad to Swiss nationals and under international agreement.

**Survivor pension (mandatory occupational pension):**

The deceased was a pensioner or insured at the time of death or when the incapacity that resulted in his or her death began.

Eligible survivors include a widow(er) (or registered civil partner) with one or more dependent children; a widow(er) (or registered civil partner) aged 45 or older who was married to (or in a registered civil partnership with) the deceased for at least five years; a divorced spouse (or separated civil partner) with one or more children who was married to (or in a registered civil partnership with) the deceased for at least 10 years and who was entitled to alimony; and children younger than age 18 (age 25 if a student or an apprentice).

The survivor pension (mandatory occupational pension) is payable abroad (regardless of nationality).

### Old-Age Benefits

**Old-age base pension (social insurance):** If the insured's average annual income is up to 42,300 francs, a flat-rate amount of 10,428 francs a year is paid plus a variable amount calculated by multiplying the insured's average annual income by 13/600; if the insured's average annual income is greater than 42,300 francs, a flat-rate amount of 14,664 francs a year is paid plus a variable amount calculated by multiplying the insured's average annual income by 8/600.

All income from gainful activity, including income in the form of education or assistance grants and the contributions paid by nonworking insured persons, is taken into account for the calculation of the insured's lifetime average annual income.

The minimum monthly old-age base pension is 1,175 francs.

The maximum monthly old-age base pension is 2,350 francs. The combined individual pensions paid to a couple must not exceed 150% of the maximum monthly old-age base pension (3,525 francs).

Partial pension: The full pension is reduced by 1/44 for each missing year of contributions since age 21.

Early pension: The pension is reduced by 6.8% for each year it is claimed before the normal retirement age.

Deferred pension: The pension is increased by 5.2% to 31.5% depending on the length of deferral after the normal retirement age.

Dependent's supplement (child's pension): 40% of the insured's pension is paid for each eligible child.

The minimum monthly dependent's supplement is 470 francs.

The maximum monthly dependent's supplement is 940 francs.

Constant-attendance supplement (helplessness allowance): 20% to 80% of the minimum monthly old-age base pension is paid, depending on the assessed need for constant attendance.

Benefit adjustment: Benefits are adjusted every two years based on changes in prices and wages.

**Old-age pension (mandatory occupational pension):**

The annual pension is 6.8% of the total balance in the personal account at the time of retirement.

Dependent's supplement (child's pension): 20% of the full occupational disability pension that the insured would have received is paid for each eligible child.

Benefit adjustment: Benefits are adjusted based on price increases, depending on the insurance institution's financial resources.

**Permanent Disability Benefits**

**Disability base pension (social insurance):** If the insured's average annual income is up to 42,300 francs, 10,428 francs a year is paid plus a variable amount calculated by multiplying the insured's annual income by 13/600; if the insured's average annual income is greater than 42,300 francs, 14,664 francs a year is paid plus a variable amount calculated by multiplying the insured's average annual income by 8/600.

The full pension is paid if the insured is assessed with a disability of at least 70%; 75% of the full pension is paid if assessed with a disability of 60% to 69%; 50% of the full pension if assessed with a disability of 50% to 59%; 25% of the full pension if assessed with a disability of 40% to 49%.

All income from gainful activity, including income in the forms of education or assistance grants and the contributions paid by nonworking insured persons, is taken into account for the calculation of the insured's lifetime average annual income.

The minimum full monthly disability base pension is 1,175 francs.

The maximum full monthly disability base pension is 2,350 francs.

Partial pension: A percentage of the full pension is paid based on the insured's total number of years of contributions and the average number of years of contributions of the insured's cohort.

Extraordinary pension: The pension is 133.3% of the minimum full monthly disability base pension (100% if the insured became disabled after age 20 but before age 23).

Dependent's supplement (child's pension): 40% of the insured's pension is paid for each eligible child.

The minimum monthly dependent's supplement is 470 francs.

The maximum monthly dependent's supplement is 940 francs.

Constant-attendance supplement (helplessness allowance): A benefit is paid, based on the type of care received and the insured's age.

Benefit adjustment: Benefits are adjusted every two years based on changes in prices and wages.

**Disability pension (mandatory occupational pension):**

The annual pension is 6.8% of the funds that would have been accumulated at the normal retirement age had the pensioner been able to continue to work on the same conditions as before the disability began.

The full pension is paid if the insured is assessed with a disability of at least 70%; 75% of the full pension if assessed with a disability of 60% to 69%; 50% of the full pension if assessed with a disability of 50% to 59%; 25% of the full pension if assessed with a disability of 40% to 49%.

Dependent's supplement (child's pension): 20% of the full occupational disability pension that the insured receives or would have received is paid for each eligible child.

Benefit adjustment: Benefits that have been paid for more than three years are adjusted based on price increases at the beginning of the subsequent calendar year; subsequent adjustments take place at the same time as adjustments to the base pension.

**Survivor Benefits**

**Survivor base pension (social insurance)**

*Spouse's base pension:* 80% of the old-age or disability base pension the deceased received or was entitled to receive is paid.

The minimum monthly survivor base pension is 940 francs.

The maximum monthly survivor base pension is 1,880 francs.

Partial spouse's pension: A percentage of the full pension is paid based on the insured's total number of years of contributions and the number of years of contributions of the insured's cohort.

*Orphan's base pension:* 40% of the old-age or disability base pension the deceased received or was entitled to receive is paid to each eligible child; 80% for a full orphan.

The minimum monthly orphan's pension is 470 francs.

The maximum monthly orphan's pension is 940 francs; 1,410 francs for a full-orphan pension.

Benefit adjustment: Benefits are adjusted every two years based on changes in prices and wages.

**Survivor pension (mandatory occupational pension)**

*Spouse's pension:* 60% of the full occupational disability pension that the deceased received or would have been entitled to receive is paid.

## Switzerland

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*Orphan's pension:* 20% of the full occupational disability pension the deceased received or would have been entitled to receive is paid to each eligible child.

**Benefit adjustment:** Benefits that have been paid for more than three years are adjusted for price increases at the beginning of the following calendar year; subsequent adjustments take place at the same time as adjustments to the base pension.

### Administrative Organization

#### Social insurance (base pension)

Federal Department of Home Affairs (<https://www.edi.admin.ch/>) provides general supervision.

Federal Social Insurance Office (<https://www.bsv.admin.ch/>) supervises implementation of legislation.

Decentralized network of cantonal, industrial, and federal compensation funds collect and record contributions and pay pensions.

Central Compensation Office (<https://www.zas.admin.ch/>) maintains a register of all insured persons and pensioners.

#### Mandatory occupational pension

Regional authorities provide direct supervision. The High Commission for the Supervision of Occupational Pensions (<https://www.oak-bv.admin.ch/>) supervises the regional authorities.

Around 1,648 (2016) registered occupational pension institutes administer the program.

### Sickness and Maternity

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#### Regulatory Framework

**First and current laws:** 1911 (employer-liability), 1952 (maternity insurance), 1994 (sickness insurance), and 2000 (social insurance).

**Type of program:** Social insurance (cash maternity benefits and medical benefits), and employer-liability (cash sickness benefits) system.

#### Coverage

**Social insurance (cash maternity benefit):** Employed and self-employed women involved in gainful activity.

**Social insurance (medical benefits):** Residents of Switzerland.

**Employer liability (cash sickness benefit):** Employed persons.

Note: Collective agreements may require employers to purchase collective cash sickness insurance for their employees. Under certain conditions, the benefits provided by this insurance can replace the employer-liability cash sickness benefits. Voluntary cash sickness insurance is available to employed persons and residents of Switzerland aged 15 to

65. The premiums and benefits for this voluntary insurance vary by insurance plan.

### Source of Funds

#### Insured person

**Social insurance (cash maternity benefit):** 0.225% of gross salary. Nonworking insured persons pay an annual flat-rate contribution from 21 francs to 1,050 francs, depending on their means and other factors.

There are no maximum earnings used to calculate contributions.

**Social insurance (medical benefits):** Contributions vary depending on the canton of residence and the insurer. Persons without mandatory insurance in the case of accidents (see Work Injury) pay contributions for nonwork-related accidents.

**Employer liability (cash sickness benefit):** None.

#### Self-employed person

**Social insurance (cash maternity benefit):** 0.45% of gross income for income of 56,400 francs and above; lower rates for lower incomes.

**Social insurance (medical benefits):** Contributions vary depending on the canton and the insurer. Persons without mandatory insurance in the case of accidents (see Work Injury) pay contributions for nonwork-related accidents.

**Employer liability (cash sickness benefit):** Not applicable.

#### Employer

**Social insurance (cash maternity benefit):** 0.225% of payroll.

There are no maximum earnings used to calculate contributions.

**Social insurance (medical benefits):** None.

**Employer liability (cash sickness benefit):** The total cost. Employers are exempt from paying employer-liability sickness benefits if they purchase collective cash sickness insurance for their employees, pay at least half of the insurance premiums, and meet certain other conditions.

#### Government

**Social insurance (cash maternity benefit):** None; contributes as employer.

**Social insurance (medical benefits):** Provides annual federal subsidies to cantons that finance a system to reduce the premiums for low-income persons.

**Employer liability (cash sickness benefit):** None; contributes as employer.

## Qualifying Conditions

**Cash sickness benefit (employer liability):** Must have at least three months of service or an employment contract that lasts for more than three months.

**Cash accident benefit (social insurance):** See Work Injury.

**Cash maternity benefit (social insurance):** Must have paid contributions toward the old-age and survivor base pensions in the nine months before childbirth and have been gainfully employed for at least five of the nine months. Employment must cease.

**Medical benefits (social insurance):** There is no minimum qualifying period.

## Sickness and Maternity Benefits

**Sickness benefit (employer liability):** 100% of the employee's earnings is paid for up to three weeks with up to one year of service; for longer periods with at least one year of service.

For employees covered by a collective agreement providing cash sickness benefits, the benefit amount varies. The amount is usually 80% of the employee's last salary. The benefit is usually paid after a two-day waiting period for a maximum of 720 days.

**Cash accident benefit (social insurance and mandatory private insurance):** See Work Injury.

**Maternity benefit (social insurance):** 80% of the insured's last daily earnings, up to 196 francs, is paid for up to 98 days (14 weeks) after childbirth.

## Workers' Medical Benefits

A comprehensive list of covered service benefits is set by law. Funds may provide additional benefits through complementary insurance.

There is no limit to duration.

**Cost sharing:** The patient pays a deductible (franchise) from 300 to 2,500 francs (0 to 600 francs for children) of medical care expenses during the calendar year plus 10% of costs above this amount up to an annual ceiling (700 francs for adults and 350 francs for children; however, several children of one family insured by the same insurer pay together a maximum of 1,000 francs); a daily contribution of 15 francs for hospitalization costs (except for insured children younger than age 18, persons younger than age 25 who are in training, and pregnant women). There is no cost sharing for maternity care.

Certain drugs are cost-shared at 20%.

Persons without mandatory insurance in case of accidents (see Work Injury) receive medical benefits in the event of a nonwork-related accident.

## Dependents' Medical Benefits

Individuals are insured in their own right and there is no family coverage.

## Administrative Organization

Federal Office of Public Health (<https://www.bag.admin.ch/>) supervises compliance with the health and sickness insurance legislation.

Statutory health and sickness insurance companies collect contributions and pay benefits.

Federal Social Insurance Office (<https://www.bsv.admin.ch/>) supervises compliance with the maternity benefit legislation.

Compensation funds of the old-age and survivor insurance (base pension) program administer the maternity benefit.

## Work Injury

### Regulatory Framework

**First law:** 1911.

**Current laws:** 1981 (accident insurance) and 2000 (social insurance).

**Type of program:** Social insurance and mandatory private insurance system.

### Coverage

Employees, including home workers, apprentices, trainees, and volunteers, and persons receiving unemployment benefits (nonwork-related injuries only).

Voluntary coverage for self-employed persons who reside in Switzerland.

### Source of Funds

#### Insured person

*Work-related injuries and occupational diseases:* None.

*Nonwork-related accidents:* The total cost. Premiums vary depending on the assessed degree of risk.

The maximum annual earnings used to calculate contributions are 148,200 francs.

**Self-employed person:** The total cost. Premiums vary depending on the assessed degree of risk.

#### Employer

*Work-related injuries and occupational diseases:* The total cost. Premiums vary depending on the assessed degree of risk.

The maximum annual earnings used to calculate contributions are 148,200 francs.

*Nonwork-related accidents:* None.

## Government

*Work-related injuries and occupational diseases:* None; contributes as an employer.

*Nonwork-related accidents:* None.

## Qualifying Conditions

**Work and nonwork injury benefits:** There is no minimum qualifying period. Benefits are paid for work-related and nonwork-related accidents and occupational diseases.

If working time does not exceed eight hours a week, only work-related injuries (including travel to and from work) are covered.

## Temporary Disability Benefits

For a temporary total disability, 80% of the insured's last daily earnings (including family allowances) is paid after a three-day waiting period until recovery or certification of permanent disability.

The maximum daily earnings used to calculate benefits are 406 francs.

Temporary partial disability: A percentage of the full benefit is paid, depending on the assessed degree of disability.

## Permanent Disability Benefits

**Permanent disability pension:** For a total disability, 80% of the insured's annual earnings (including family allowances) in the year before the accident occurred or the occupational disease began is paid.

The maximum monthly earnings used to calculate benefits are 12,350 francs.

Disability lump sum: Up to three times the insured's annual salary is paid instead of the pension in special cases.

Constant-attendance supplement (helplessness allowance): If the insured requires the constant attendance of others to perform daily functions, from two to six times the maximum insured daily earnings is paid depending on the assessed degree of disability.

The maximum daily earnings used to calculate benefits are 406 francs.

Partial disability: A percentage of the full pension is paid depending on the assessed degree of disability.

Integrity allowance: If the insured is assessed with serious and long-term loss of physical or mental capacity a lump sum is paid according to a schedule in law.

The permanent disability pension is payable abroad.

Benefit adjustment: Pensions are adjusted every two years based on changes in the cost-of-living index (at the same time as adjustments are made to the old-age base pension).

## Workers' Medical Benefits

Benefits include medical, hospital, and pharmaceutical treatment; prostheses and other necessary care; and travel expenses.

There is no limit to duration.

## Survivor Benefits

### Survivor pension

*Spouse's pension:* 40% of the deceased's monthly earnings is paid.

The maximum monthly earnings used to calculate benefits are 12,350 francs.

Eligible survivors include a widow aged 45 or older; a widow(er) (or registered civil partner) with dependent children; or a widow(er) (or registered civil partner) who is assessed with a disability of at least 66.7%.

*Orphan's pension:* 15% of the deceased's monthly earnings (25% for a full orphan) is paid to each orphan younger than age 18 (age 25 if a student).

The maximum monthly earnings used to calculate benefits are 12,350 francs.

*Other eligible survivors' pension:* Up to 20% of the deceased's monthly earnings is paid to a surviving divorced spouse (or registered civil partner) who had been eligible for alimony.

The maximum monthly earnings used to calculate benefits are 12,350 francs.

The maximum combined survivor benefit is 70% of the deceased's monthly earnings; 90% if benefits are paid to both the current and the divorced spouse (or registered civil partner).

**Widow's settlement:** A lump sum is paid to a widow who is ineligible for a spouse's pension. The lump sum varies depending on the duration of the widow's marriage to the deceased.

**Funeral grant:** A lump sum of up to 2,842 francs is paid.

Benefit adjustment: Pensions are normally adjusted every two years based on changes in the cost-of-living index.

## Administrative Organization

Federal Office of Public Health (<https://www.bag.admin.ch/>) supervises compliance.

Swiss National Accident Insurance Fund (<https://www.suva.ch/>), authorized private insurance companies, and public sickness and accident insurance funds collect contributions and administer benefits.



## Unemployment

### Regulatory Framework

**First law:** 1924.

**Current laws:** 1982 (unemployment insurance) and 2000 (social insurance).

**Type of program:** Social insurance system through public or private carriers.

### Coverage

Employed persons younger than the normal retirement age who reside in Switzerland.

Exclusions: Self-employed persons.

### Source of Funds

**Insured person:** 1.1% of gross monthly earnings up to 12,350 francs plus a solidarity contribution of 0.5% of gross monthly earnings of 12,350 francs or greater.

There are no maximum earnings used to calculate contributions.

**Self-employed person:** Not applicable.

**Employer:** 1.1% of gross monthly payroll up to 12,350 francs plus a solidarity contribution of 0.5% gross monthly earnings of 12,350 francs or greater.

There are no maximum earnings used to calculate contributions.

**Government:** Up to 0.159% of gross monthly earnings toward the cost of the employment service and for labor market-related measures. If necessary, provides loans at the prevailing market rate to unemployment funds.

### Qualifying Conditions

**Unemployment benefit:** Must be totally or partially unemployed, have at least two consecutive unpaid working days, have completed mandatory schooling, not be receiving an old-age base pension, have at least 12 months of contributions in the last two years (waived for certain categories of persons), be able and willing to work, and satisfy any other requirements.

**Reduced working-hours allowance (indemnités en cas de réduction de l'horaire de travail):** Paid for a temporary reduction in working hours for economic reasons or due to bad weather (in certain sectors of the economy).

### Unemployment Benefits

**Unemployment benefit:** 80% of the insured's earnings is paid; 70% if the insured has no dependent children younger than age 25, is receiving a full daily benefit that exceeds 140 francs, and does not receive a disability pension. The benefit is generally paid after a five-day waiting period.

Benefits are paid for up to 260 days with at least 12 months of contributions; 400 days with at least 18 months of contributions; 520 days if aged 55 or older or if receiving a disability pension with at least 22 months of contributions; 200 days if the insured is younger than age 25 and has no dependent children; or 90 days for persons exempt from the contribution requirement.

**Reduced working-hours allowance (indemnités en cas de réduction de l'horaire de travail):** 80% of the insured's lost earnings is paid for up to 12 months in a two-year period for a reduction in working hours for economic reasons and for up to six months for a reduction in working hours due to bad weather.

### Administrative Organization

State Secretariat for Economic Affairs (<https://www.seco.admin.ch/>) approves and supervises unemployment funds.

Federal Social Insurance Office (<https://www.bsv.admin.ch/>) supervises contributions.

Cantonal and regional unemployment funds (public funds), and approved private unemployment funds administer the program for cantons or regions and for certain professional groups.

Regional placement offices and government approved employment agencies assist unemployed persons in finding employment.

## Family Allowances

### Regulatory Framework

**First and current federal laws:** 1952 (agricultural workers), 2000 (social insurance), and 2006 (family allowances).

**First and current cantonal laws:** 26 cantonal laws.

**Type of program:** Social insurance system.

### Coverage

Federal program covers agricultural employees and self-employed farmers.

Cantonal programs cover non-agricultural employees and self-employed workers as well as needy nonemployed persons.

### Source of Funds

**Insured person:** None (except in Valais, 0.3% of salary).

**Self-employed person:** 0.3% to 3.4% of gross covered income, depending on the canton and the fund. None for self-employed farmers (federal program).

The maximum annual earnings used to calculate contributions are 148,200 francs.

## Switzerland

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**Employer:** 0.1% to 3.63% of payroll, depending on the canton and the fund; 2% of payroll (federal program) for agricultural employees.

**Government:** Federal and cantonal governments share the residual cost for agricultural employees and the total cost for self-employed farmers (66.7% for the federal government and 33.3% for cantonal governments).

The canton pays the contributions for needy nonworking persons with resources below a certain minimum.

### **Qualifying Conditions**

**Child allowance:** Paid for children younger than age 16 (age 20 if incapable of any gainful employment).

**Birth grant:** Paid for the birth or adoption of a child in some cantons.

**Vocational training allowances:** Paid to students and apprentices younger than age 25.

**Household allowance:** Paid to married agricultural employees.

### **Family Allowance Benefits**

**Child allowance:** The federal program for agriculture pays 200 francs a month for each eligible child (220 francs in mountain regions).

In the cantonal programs, the legal minimum allowance is 200 francs a month for each eligible child, but cantons may set higher amounts.

**Birth grant:** A lump sum of 850 francs to 2,000 francs is paid, depending on the canton, for each birth or adoption.

**Vocational training allowances:** The federal program for agriculture pays 250 francs a month for each eligible child (270 francs in mountain regions). The legal minimum allowance in the cantonal programs is 250 francs a month for each child, but cantons may set higher amounts.

**Household allowance:** 100 francs a month is paid for each married agricultural employee.

### **Administrative Organization**

**Federal program:** Cantonal old-age and survivor insurance funds collect contributions and pay allowances.

**Cantonal programs:** Family allowance funds (cantonal funds and authorized professional and inter-professional funds) administer the program.

Employers usually pay allowances directly and combined with wages. The specific fund reimburses the employer.

## Turkey

Exchange rate: US\$1.00 = 3.79 liras.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First laws:** 1949 (old age) and 1957 (old age, disability, and survivors).

**Current laws:** 1964 (social insurance), implemented in 1965; 1971 (self-employed persons); 1983 (agricultural employee social insurance), implemented in 1984; 2006 (social security institution); 2006 (social security and general health insurance), implemented in 2007 and 2008; and 2008 (social security).

**Type of program:** Social insurance system.

#### Coverage

Employed persons, including civil servants; self-employed persons; and full-time household workers.

Exclusions: Part-time household workers.

Voluntary coverage is available.

Special systems for employees of banks, insurance companies, chambers of commerce, and stock exchanges.

#### Source of Funds

**Insured person:** 9% of gross monthly covered earnings.

The minimum monthly earnings used to calculate contributions are the gross legal monthly minimum wage.

The maximum monthly earnings used to calculate contributions are 7.5 times the gross legal monthly minimum wage.

The gross legal monthly minimum wage is 2,029.50 liras.

**Self-employed person:** 20% of gross monthly covered declared earnings.

The minimum monthly earnings used to calculate contributions are the gross legal monthly minimum wage.

The maximum monthly earnings used to calculate contributions are 7.5 times the gross legal monthly minimum wage.

The gross legal monthly minimum wage is 2,029.50 liras.

**Employer:** 11% of gross monthly covered payroll.

The minimum monthly earnings used to calculate contributions are the gross legal monthly minimum wage.

The maximum monthly earnings used to calculate contributions are 7.5 times the gross legal monthly minimum wage.

The gross legal monthly minimum wage is 2,029.50 liras.

**Government:** 25% of total contributions collected; finances any deficit; contributes as an employer.

#### Qualifying Conditions

**Old-age pension (Yaslılık aylığı):** Age 60 (men, gradually rising to age 65 from 2036 to 2044) or age 58 (women, gradually rising to age 65 from 2036 to 2048) with at least 7,200 days of paid contributions (9,000 days for civil servants and self-employed persons); age 63 (men, gradually rising to age 65 from 2036 to 2044) or age 61 (women, gradually rising to age 65 from 2036 to 2048) with at least 5,400 days of paid contributions.

At any age with an assessed degree of disability of at least 60% that began before starting covered employment and at least 15 years of coverage, including at least 3,600 days of paid contributions; for an assessed degree of disability of 50% to 59%, at least 16 years of coverage, including at least 4,320 days of paid contributions; or for an assessed degree of disability of 40% to 49%, at least 18 years of coverage, including at least 4,680 days of paid contributions.

Special conditions for military and police personnel; for persons aged 55 or older and prematurely aged; and for miners.

Mothers of children with disabilities who require constant attendance may receive credit to retire before the normal retirement age.

Employment may continue under certain circumstances.

Deferred pension: The pension may be deferred up to age 65 (civil servants, military and police personnel). There is no age limit for private-sector employees.

The old-age pension may be partially payable abroad under reciprocal agreement.

**Old-age settlement (Yaslılık toptan ödemesi):** Age 60 (men, gradually rising to age 65 from 2036 to 2044) or age 58 (women, gradually rising to age 65 from 2036 to 2048) and does not meet the contribution or coverage requirements for an old-age or disability pension; age 55 (men and women) if prematurely aged and does not meet the contribution or coverage requirements for the old-age or disability pension.

The old-age settlement may be partially payable abroad under reciprocal agreement.

**Disability pension (Malullük aylığı):** Must be assessed with at least a 60% loss of working capacity that began after starting covered employment and have at least 10 years of coverage, including at least 1,800 days of paid contributions. The requirement for the years of coverage is waived if the insured requires constant attendance.

Constant-attendance allowance: The insured requires the constant attendance of others to perform daily functions.

The disability pension may be partially payable abroad under reciprocal agreement.

**Survivor pension (Ölüm aylığı):** The deceased received or was entitled to receive an old-age or disability pension at the time of death or had at least five years of coverage, including at least 900 days of paid contributions (1,800 days for civil servants and self-employed persons).

Eligible survivors include a spouse; children younger than age 18 (age 20 if a pre-university student, age 25 if a university student); a son aged 18 or older who is disabled and unemployed; an unmarried, widowed, or divorced daughter of any age who is not in covered employment or receiving any other pension in her own right; and dependent parents.

The survivor pension for a spouse or daughter ceases upon remarriage.

Marriage grant: Paid when the widow or the deceased's daughter remarries.

The survivor pension may be payable abroad under bilateral agreement.

**Survivor settlement (Ölüm toptan ödemesi):** The deceased did not meet the contribution or coverage requirements for an old-age or disability pension at the time of death.

The survivor settlement may be payable abroad under bilateral agreement.

**Funeral grant (Cenaze ödeneği):** Paid when an insured person or an old-age or disability pensioner dies.

### Old-Age Benefits

**Old-age pension (Yaslılık aylığı):** The pension is the insured's average monthly earnings multiplied by the accrual rate.

Average monthly earnings are the insured's total lifetime earnings divided by the total days of paid contributions, multiplied by 30.

The accrual rate is 2% for each 360-day contribution period (reduced proportionately for periods of less than 360 days), up to 90%.

A special calculation applies if first insured before October 1, 2008.

The minimum monthly old-age pension is 1,402 liras (2017); 1,871 liras for civil servants (2017).

Deferred pension: A deferred pension is paid.

Benefit adjustment: Benefits are adjusted in January and July of each year based on changes in the consumer price index.

**Old-age settlement (Yaslılık toptan ödemesi):** A lump sum of total contributions is paid.

### Permanent Disability Benefits

**Disability pension (Malullük aylığı):** The pension is the insured's average monthly earnings multiplied by the accrual rate.

Average monthly earnings are the insured's total lifetime earnings divided by the total days of paid contributions before the disability began, multiplied by 30.

The accrual rate is 2% for each 360-day contribution period (reduced proportionately for periods of less than 360 days), up to 90%. For insured persons with less than 7,200 days of paid contributions (9,000 days for civil servants and self-employed persons), the accrual rate is calculated as if they had 7,200 days of paid contributions (9,000 days for civil servants and self-employed persons).

A special calculation applies if first insured before October 1, 2008.

Constant-attendance allowance: 10% of the insured's average monthly earnings is paid.

Benefit adjustment: Benefits are adjusted in January and July of each year based on changes in the consumer price index.

### Survivor Benefits

#### Survivor pension (Ölüm aylığı)

*Spouse's pension:* 50% of the old-age or disability pension the deceased received or was entitled to receive is paid to a widow(er); 75% if the widow(er) does not have children and is not working or receiving a pension.

*Orphan's pension:* 25% of the old-age or disability pension the deceased received or was entitled to receive is paid to each eligible orphan; 50% for a full orphan.

*Other eligible survivors:* 25% of the old-age or disability pension the deceased received or was entitled to receive is paid to dependent parents.

Marriage grant: A lump sum of two years of the survivor pension is paid upon (re)marriage.

The maximum combined survivor benefit is 100% of the old-age or disability pension the deceased received or was entitled to receive.

Dependent parents older than age 65 may receive 25% of the deceased's pension even if all survivor benefits combined exceed 100% of the deceased's pension.

A special calculation applies if first insured before October 1, 2008.

A minimum pension is paid.

**Survivor settlement (Ölüm toptan ödemesi):** A lump sum is split among survivors according to a schedule.

**Funeral grant (Cenaze ödeneği):** A lump sum of 594 liras is paid.

Benefit adjustment: Benefits are adjusted in January and July of each year based on changes in the consumer price index.

### Administrative Organization

Ministry of Labor and Social Security (<https://www.csgb.gov.tr/>) provides general supervision.

Social Security Institution (<http://www.sgk.gov.tr/>) collects contributions and administers the program.

### Sickness and Maternity

#### Regulatory Framework

**First laws:** 1945 (maternity) and 1950 (sickness).

**Current laws:** 1964 (social insurance), implemented in 1965; 1983 (agricultural employee social insurance), implemented in 1984; 2006 (social security institution); 2006 (social security and general health insurance), implemented in 2007 and 2008; and 2008 (social security reform).

**Type of program:** Social insurance system (cash benefits) and universal (medical benefits).

#### Coverage

**Cash and medical benefits:** Public- and private-sector employees (including foreign nationals) working under a service contract and their dependent family members, including self-employed persons and full-time household workers. The spouse of an insured man is eligible for the nursing benefit.

**Medical benefits only:** Citizens of Turkey not covered by social insurance, including children under age 18; pensioners and recipients of unemployment benefits; homeless people and refugees; and foreigners who have legally resided in Turkey for at least one year.

Voluntary coverage is available.

Special systems for civil servants.

#### Source of Funds

##### Insured person

**Cash sickness and maternity benefits:** None.

**Medical benefits:** 5% of gross monthly covered earnings.

The minimum monthly earnings used to calculate contributions are the gross legal monthly minimum wage.

The maximum monthly earnings used to calculate contributions are 7.5 times the gross legal monthly minimum wage.

The gross legal monthly minimum wage is 2,029.50 liras.

##### Self-employed person

**Cash sickness and maternity benefits:** 2% of gross monthly covered declared earnings.

The minimum monthly earnings used to calculate contributions are the gross legal monthly minimum wage.

The maximum monthly earnings used to calculate contributions are 7.5 times the gross legal monthly minimum wage.

The gross legal monthly minimum wage is 2,029.50 liras.

**Medical benefits:** 12.5% of gross monthly covered declared earnings.

The minimum monthly earnings used to calculate contributions are the gross legal monthly minimum wage.

The maximum monthly earnings used to calculate contributions are 7.5 times the gross legal monthly minimum wage.

The gross legal monthly minimum wage is 2,029.50 liras.

The self-employed person's contributions also finance work injury benefits.

##### Employer

**Cash sickness and maternity benefits:** 2% of gross monthly payroll.

The minimum monthly earnings used to calculate contributions are the gross legal monthly minimum wage.

The maximum monthly earnings used to calculate contributions are 7.5 times the gross legal monthly minimum wage.

The gross legal monthly minimum wage is 2,029.50 liras.

**Medical benefits:** 7.5% of gross monthly payroll.

The minimum monthly earnings used to calculate contributions are the gross legal monthly minimum wage.

The maximum monthly earnings used to calculate contributions are 7.5 times the gross legal monthly minimum wage.

The gross legal monthly minimum wage is 2,029.50 liras.

The employer's contributions also finance work injury benefits.

##### Government

**Cash sickness and maternity benefits:** None; contributes as an employer.

**Medical benefits:** 25% of total contributions collected; the total cost of premiums for persons with total family income of less than 33.3% of the gross legal monthly minimum wage and persons entitled to medical benefits only.

The gross legal monthly minimum wage is 2,029.50 liras.

A portion of the government's contribution also finances work injury benefits.

#### Qualifying Conditions

**Cash sickness benefit (Geçici is göremezlik ödeneği):**

Must have at least 90 days of contributions in the year

## Turkey

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before the diagnosis of illness. Coverage continues for 10 days after employment ceases.

**Maternity benefit (Geçici is göremezlik ödeneği):** Must have at least 90 days of contributions in the year before the childbirth.

**Nursing benefit (Emzirme ödeneği):** Must be currently insured or have given birth within 300 days after termination of insurance and have at least 120 days of contributions in the 15 months before the childbirth.

**Medical benefits:** Must have at least 30 days of contributions (60 days if self-employed) in the year before the illness or accident occurred. Coverage continues for 10 days following termination of employment; for 90 days with at least 90 days of contributions in the year before the illness or accident occurred. There is no minimum qualifying period for children aged 18 or younger.

### Sickness and Maternity Benefits

**Sickness benefit (Geçici is göremezlik ödeneği):** 66.7% of the insured's average daily earnings in the last three months (50% if hospitalized) is paid after a two-day waiting period.

Benefit adjustment: The minimum and maximum daily covered earnings used to calculate benefits are adjusted based on changes in the legal minimum wage.

**Maternity benefits (Geçici is göremezlik ödeneği):** 66.7% of the insured's average daily earnings is paid for up to eight weeks before and eight weeks after the expected date of childbirth; may be extended for two weeks for multiple births.

**Nursing benefit (Emzirme ödeneği):** A lump sum of 133 liras is paid (2017).

Benefit adjustment: The minimum and maximum daily covered earnings used to calculate benefits are adjusted based on changes in the legal monthly minimum wage.

### Workers' Medical Benefits

Health care facilities provide medical services to patients under an agreement with the Social Security Institution. Benefits include medical treatment, including preventive care; maternity care, laboratory service, surgery, and hospitalization; vision, hearing, and dental care; assisted reproductive services; transplants; medicine; transportation; and a daily allowance and expenses for a companion when seeking care in another province or abroad.

Cost sharing: No copayment for general care or hospitalization. The insured pays 6 liras for outpatient specialist care in public hospitals; 8 liras in university hospitals; 15 liras in private hospitals.

Certain prescription drugs are fully reimbursed for certified chronic conditions and emergency room visits. The insured pays 20% (10% if an old-age or survivor pensioner) of the

cost of all other prescription drugs. The reimbursement payment for prescription drugs is usually based on the least expensive available brand, but the insured may opt to pay the difference for a more expensive brand.

### Dependents' Medical Benefits

Medical benefits for dependents are the same as those for the insured.

### Administrative Organization

Ministry of Labor and Social Security (<https://www.esgb.gov.tr/>) provides general supervision.

Social Security Institution (<http://www.sgk.gov.tr/>) collects contributions, administers cash benefits, and contracts with health care providers for medical services.

### Work Injury

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#### Regulatory Framework

**First law:** 1945 (industrial accidents).

**Current laws:** 1964 (social insurance), implemented in 1965; 1983 (agricultural employee social insurance), implemented in 1984; 2006 (social security institution); 2006 (social security and general health insurance), implemented in 2007 and 2008; and 2008 (social security).

**Type of program:** Social insurance system.

#### Coverage

Employed persons, including household workers, part-time and casual public transportation workers, casual workers in agriculture and forestry; self-employed persons; applicants for apprenticeships, apprentices, and interns; artists, writers, and intellectuals; and prisoners working in prison workshops.

Special systems for civil servants and employees of banks, insurance companies, chambers of commerce, and stock exchanges.

#### Source of Funds

**Insured person:** None.

**Self-employed person:** See source of funds under Sickness and Maternity.

**Employer:** See source of funds under Sickness and Maternity.

**Government:** See source of funds under Sickness and Maternity; covers the cost of contributions for apprentices and students in technical schools and universities.

#### Qualifying Conditions

Must be assessed with a work injury or occupational disease.

## Temporary Disability Benefits

66.7% of the insured's average daily earnings in the last three months is paid from the first day of incapacity; 50% of average daily earnings if hospitalized.

Benefit adjustment: The minimum and maximum daily covered earnings used to calculate benefits are adjusted based on changes in the legal monthly minimum wage.

## Permanent Disability Benefits

**Permanent disability pension (Malullük aylığı):** For a total (100%) disability, 70% of the insured's average monthly earnings is paid; 100% if the insured requires the constant attendance of others to perform daily functions.

Average monthly earnings are the insured's total lifetime earnings divided by the total days of paid contributions before the disability began, multiplied by 30.

Partial disability: For an assessed degree of disability of at least 10%, a percentage of the full pension is paid depending on the assessed degree of disability.

For an assessed degree of disability of at least 25%, the minimum permanent disability pension is 70% of the gross legal monthly minimum wage.

The gross legal monthly minimum wage is 2,029.50 liras.

There is no maximum permanent disability pension.

Benefit adjustment: Benefits are adjusted in January and July of each year based on changes in the consumer price index.

## Workers' Medical Benefits

Benefits are provided under the universal health insurance program (see medical benefits under Sickness and Maternity). Benefits include medical treatment, including preventive care; laboratory services, surgery, and hospitalization; vision, hearing, and dental care; assisted reproductive services; transplants; medicine; transportation; and a daily allowance and expenses for a companion when seeking care in another providence or abroad.

There is no limit to duration.

## Survivor Benefits

Survivor pensions and a funeral grant are paid under Old Age, Disability, and Survivors.

## Administrative Organization

Ministry of Labor and Social Security (<https://www.csgb.gov.tr/>) provides general supervision.

Social Security Institution (<http://www.sgk.gov.tr/>) collects contributions, administers cash benefits, and contracts with health care providers for medical services.

## Unemployment

### Regulatory Framework

**First and current laws:** 1999 (unemployment insurance), implemented in 2000; 2006 (social security institution); 2006 (social security and general health insurance), implemented in 2007 and 2008; and 2008 (social security).

**Type of program:** Social insurance system.

Note: In 2017, an amendment to the Unemployment Insurance Law provides for the extension of coverage to self-employed persons as of January 1, 2020.

### Coverage

Private-sector employees (including foreign nationals) aged 18 or older working under a service contract, and certain other groups.

Exclusions: Civil servants, workers in agriculture and forestry, household workers, military personnel, students, and self-employed persons.

Voluntary coverage is available.

### Source of Funds

**Insured person:** 1% of gross monthly earnings, up to a maximum.

**Self-employed person:** Not applicable.

**Employer:** 2% of gross monthly payroll.

**Government:** 1% of gross monthly earnings, up to a maximum.

### Qualifying Conditions

**Unemployment benefit (İssizlik ödeneğinden):** Must have paid contributions in the last 120 days of employment and have at least 600 days of paid contributions in the three years before unemployment. The claim for the unemployment benefit must be made within 30 days after the labor contract expires or is terminated.

The unemployed person must be registered and available for suitable employment.

### Unemployment Benefits

**Unemployment benefit (İssizlik ödeneğinden):** The minimum daily benefit is 40% of the insured's average daily earnings in the last four months. The benefit is paid for up to 180 days with at least 600 days of paid contributions; 240 days with at least 900 days of paid contributions; and 300 days with at least 1,080 days of paid contributions.

The maximum monthly unemployment benefit is 80% of the gross legal monthly minimum wage.

The gross legal monthly minimum wage is 2,029.50 liras.

### ***Administrative Organization***

Ministry of Labor and Social Security (<https://www.csgb.gov.tr/>) provides general supervision.

Social Security Institution (<http://www.sgk.gov.tr/>) collects contributions.

Employment Agency (<http://www.iskur.gov.tr/>) administers the program.



## Ukraine

Exchange rate: US\$1.00 = 28.15 hryvnias.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1922.

**Current laws:** 1991 (pensions), implemented in 1992; 1993 (qualifying conditions); 1996 (social protection); 2003 (mandatory state pension insurance), implemented in 2004; 2004 (social assistance); 2010 (single contribution); and 2011 (social insurance).

**Type of program:** Social insurance and social assistance system.

#### Coverage

**Social insurance:** Residents and stateless persons employed under labor agreements or under civil law agreements, including those who work abroad; and self-employed persons.

Voluntary coverage is available.

Special systems for civil servants, legislators, judges, National Bank employees, diplomats, journalists, scientists, local governors, and victims of the Chernobyl disaster.

**Social assistance:** Citizens of Ukraine.

#### Source of Funds

##### Insured person

**Social insurance:** None.

**Social assistance:** None.

##### Self-employed person

**Social insurance:** 22% of the legal monthly minimum wage.

The legal monthly minimum wage is 3,723 hryvnias.

The maximum monthly earnings used to calculate contributions is 15 times the legal monthly minimum wage (55,845 hryvnias).

The self-employed person's contributions also finance sickness, maternity, work injury, and unemployment benefits.

**Social assistance:** None.

##### Employer

**Social insurance:** 22% of covered payroll.

The maximum monthly earnings used to calculate contributions is 15 times the legal monthly minimum wage (55,845 hryvnias).

The employer's contributions also finance sickness, maternity, work injury, and unemployment benefits.

**Social assistance:** None.

#### Government

**Social insurance:** Provides subsidies as needed from central and local governments; contributes as an employer.

The government's contributions also finance cash sickness and maternity benefits, work injury, and unemployment benefits.

**Social assistance:** The total cost.

#### Qualifying Conditions

**Old-age pension (social insurance):** Age 60 with at least 35 years of coverage (men) or age 58 (women, rising to age 60 in 2021) with at least 30 years of coverage.

The qualifying conditions are reduced for certain persons with disabilities; for women with five or more children or a child with a disability; for persons who worked under hazardous or dangerous conditions; and for certain persons affected by the Chernobyl disaster.

Coverage may include years spent in higher education, the armed services, caring for persons with disabilities or children younger than age 3, or being unemployed and seeking a job.

**Partial pension:** Age 60 (men) or age 58 (women, rising to age 60 in 2021) with at least 25 years of coverage (gradually rising by one year each year until reaching 35 years in 2038) and does not meet the contribution requirements for a full pension; age 63 with at least 15 years of coverage (gradually rising by one year each year until reaching 25 years in 2038) and does not meet the contribution requirements for a full pension.

**Deferred pension:** The pension may be deferred from one to 10 years after the normal retirement age.

The pension is payable abroad under reciprocal agreement, otherwise a lump-sum of six months of the old-age pension is paid the month the pensioner leaves the country.

**Old-age caregiver's allowance (social insurance):** Paid to an unpaid caregiver of a person older than age 80 in need of constant attendance.

**Old-age social pension (social assistance, income tested):** Age 63 (men) or age 60 and 6 months (women, gradually rising by six months a year until reaching age 63 in 2021) who do not meet the qualifying conditions for the old-age pension.

**Social pension supplement:** Paid to supplement the old-age social pension.

**Disability pension (social insurance):** Must be assessed with a Group I (incapacity for any work and requires constant attendance), Group II (incapacity for any work and does not require constant attendance), or Group III

(incapacity for usual work) disability. For a Group I disability, the insured must have from one year of coverage (if aged 25 or younger) to 10 years of coverage (if aged 54 to 59) when the disability began. For a Group II or Group III disability, the insured must have from one year of coverage (if aged 23 or younger) to 14 years of coverage (if aged 56 to 59) when the disability began. There is no coverage requirement if the disability occurred during fixed-term military service or during certain public protests.

Insured persons with Group III disabilities who have at least 35 years (men) or 30 years (women) of coverage may opt to receive the old-age pension instead.

**Disability caregiver's allowance (social insurance):** Paid to an unpaid caregiver of a person with a Group I disability.

**Disability social pension (social assistance, income tested):** Must be assessed with a disability and not meet the qualifying conditions for a disability pension or work injury benefit.

Social pension supplement: Paid to supplement the disability social pension.

**Survivor pension (social insurance):** The deceased had at least one to 15 years of coverage, depending on the deceased's age at the time of death.

Eligible survivors include nonworking dependents, including a widow(er), father, and mother of pensionable age or disabled; children younger than age 18 (age 23 if a student or a full orphan; no limit if disabled before age 18). In the absence of a widow(er), the pension is paid to a parent, sibling, or grandparent, if they are not employed and care for the deceased's dependent child younger than age 8.

Survivor pension supplement: Paid if the survivor pension is less than 100% (for one survivor), 120% (for two survivors), or 150% (for three survivors) of the minimum monthly subsistence level for persons with disabilities.

The minimum monthly subsistence level for persons with disabilities is 1,373 hryvnias (1,435 hryvnias as of July 1, 2018).

**Funeral grant (social insurance):** Paid when an employee, student, unemployed person, or his or her dependent; or a pensioner, including a military pensioner, dies.

Eligible survivors include nonworking dependents, including a widow(er); children, siblings, or grandchildren younger than age 18 (age 23 if a student; no limit if disabled before age 18); and parents or grandparents.

### Old-Age Benefits

**Old-age pension (social insurance):** 1% (1.35% in practice) of the average monthly wage base is paid for each full year of coverage.

The average monthly wage base is based on the average national wage in the 36 months before the year of retirement and the insured's earnings.

The minimum monthly old-age pension is 1,452 hryvnias if younger than age 65; 40% of the legal monthly minimum wage if aged 65 or older.

The legal monthly minimum wage is 3,723 hryvnias.

The maximum monthly old-age pension is 10 times the minimum monthly subsistence level for persons with disabilities.

The minimum monthly subsistence level for persons with disabilities is 1,373 hryvnias (1,435 hryvnias as of July 1, 2018).

Partial pension: The pension is proportionally reduced for each year of coverage less than 35 years (men) or 30 years (women).

Deferred pension: The pension is increased by 0.5% for each month of deferral for the first 60 months after the normal retirement age; by 0.75% for each additional month of deferral, up to 120 months.

**Old-age caregiver's allowance (social insurance):** A monthly allowance is paid.

**Old-age social pension (social assistance, income tested):** The monthly pension varies from 30% to 100% of the minimum monthly subsistence level for persons with disabilities.

The minimum monthly subsistence level for persons with disabilities is 1,373 hryvnias (1,435 hryvnias as of July 1, 2018).

Social pension supplement: The difference between the social pension and the minimum monthly subsistence level for persons with disabilities is paid.

Benefit adjustment: Benefits are adjusted periodically based on changes in the national average wage and inflation.

### Permanent Disability Benefits

**Disability pension (social insurance):** 100% of the old-age pension is paid for a Group I disability; 90% for a Group II disability; 50% for a Group III disability.

The minimum monthly disability pension is 1,452 hryvnias.

The minimum monthly partial disability pension is the monthly disability social pension.

**Disability caregiver's allowance (social insurance):** A monthly allowance is paid.

**Disability social pension (social assistance, income tested):** 100% of the minimum monthly subsistence level for persons with disabilities is paid for a Group I disability; 80% for a Group II disability; 60% for a Group III disability.

The minimum monthly subsistence level for persons with disabilities is 1,373 hryvnias (1,435 hryvnias as of July 1, 2018).

Social pension supplement: The difference between the social pension and the minimum monthly subsistence level for persons with disabilities is paid.

Benefit adjustment: Benefits are adjusted periodically based on changes in the national average wage and inflation.

### Survivor Benefits

**Survivor pension (social insurance):** 50% of the old-age pension the deceased would have been entitled to receive is paid for one survivor; 100% for two or more survivors.

Survivor pension supplement: The difference between the survivor pension and 100% (for one survivor), 120% (for two survivors), or 150% (for three survivors) of the minimum monthly subsistence level for persons with disabilities is paid.

The minimum monthly subsistence level for persons with disabilities is 1,373 hryvnias (1,435 hryvnias as of July 1, 2018).

**Funeral grant (social insurance):** A lump sum of 2,200 hryvnias is paid for the funeral of an employee, student, unemployed person, or his or her dependent; two months of the old-age pension the deceased would have been entitled to receive is paid for the funeral of a pensioner; three months for a military pensioner.

The minimum funeral grant is the minimum monthly subsistence level for able-bodied people.

The minimum monthly subsistence level for able-bodied people is 1,762 hryvnias (1,841 hryvnias as of July 1, 2018).

Benefit adjustment: Benefits are adjusted periodically based on changes in the national average wage and inflation.

### Administrative Organization

Ministry of Social Policy (<https://www.msp.gov.ua/>) is responsible for policy and provides general coordination.

Regional and local social protection departments administer the program.

Pension Fund (<http://www.pfu.gov.ua/>) administers pensions.

State Fiscal Service (<http://sfs.gov.ua/>) collects contributions.

### Sickness and Maternity

#### Regulatory Framework

**First law:** 1912.

**Current laws:** 1999 (compulsory insurance) and 2010 (collection and contributions).

**Type of program:** Universal (medical benefits), social insurance (cash benefits), and social assistance (parental leave) system.

### Coverage

**Universal and social assistance (medical benefits and parental leave):** Residents of Ukraine.

**Social insurance (cash sickness benefits):** Employed persons, including employees on leave to pursue education or training; registered unemployment persons and persons unemployed as a result of closed businesses; and military personnel.

**Social insurance (cash maternity benefits):** Employed persons.

### Source of Funds

#### Insured person

*Universal (medical benefits):* None; may purchase a voluntary medical insurance policy.

*Social insurance (cash benefits):* None.

*Social assistance (parental leave):* None.

#### Self-employed person

*Universal (medical benefits):* None.

*Social insurance (cash benefits):* See source of funds under Old Age, Disability, and Survivors.

*Social assistance (cash benefits):* None.

#### Employer

*Universal (medical benefits):* None.

*Social insurance (cash benefits):* See source of funds under Old Age, Disability, and Survivors.

*Social assistance (cash benefits):* None.

#### Government

*Universal (medical benefits):* The total cost.

*Social insurance (cash benefits):* See source of funds under Old Age, Disability, and Survivors.

*Social assistance (cash benefits):* Central and local governments pay the cost of maternity cash benefits for the uninsured.

### Qualifying Conditions

**Cash sickness, maternity, and medical benefits (social insurance):** There is no minimum qualifying period.

**Cash parental leave (social assistance, income tested):** Paid to a woman who was employed or studying prior to maternity leave and who is caring for a child younger than age 3. Parental leave may be transferred to the father, grandparent, adoptive parent, foster parent, guardian, or any other relative caring for the child.

## **Sickness and Maternity Benefits**

**Sickness benefit (social insurance):** 50% of the insured's average gross earnings in the last three months is paid with less than three years of work; 60% with at least three but less than five years; 70% with at least five but less than eight years; and 100% with at least eight years or for a person injured in the Chernobyl disaster, a person caring for a child up to age 14 who was injured in the Chernobyl disaster, a WWII veteran, a surviving spouse of a veteran or soldier killed in combat, or a blood donor. The benefit is paid after a five-day waiting period until recovery or certification of permanent disability (the employer pays benefits for the first five days).

**Maternity benefit (social insurance):** 100% of the insured's earnings is paid to employed women for 70 days before and 56 days after (70 days for a complicated birth or multiple births) the expected date of childbirth; for 90 days before and 90 days after the expected date of childbirth for women injured in the Chernobyl disaster.

**Parental leave (social assistance, income tested):** The monthly benefit is based on the number of children, the minimum monthly subsistence level for able-bodied people, and average family income.

The minimum monthly parental leave benefit is 860 hryvnias.

The maximum monthly parental leave benefit is the minimum monthly subsistence level for able-bodied people.

The minimum monthly subsistence level for able-bodied people is 1,762 hryvnias (1,841 hryvnias as of July 1, 2018).

## **Workers' Medical Benefits**

Government health providers offer medical services directly to patients. Benefits include preventive, general, specialist, dental, and maternity care; hospitalization; laboratory services; and transportation. Care in sanatoria and nursing homes may also be provided, with preference given to workers who pay part of the cost.

**Cost sharing:** The patient usually pays part of the cost of dental appliances and glasses.

Free medication is provided during hospitalization, for all children younger than age 1, for children younger than age 16 with disabilities, and for pensioners receiving the minimum pension.

## **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

## **Administrative Organization**

Ministry of Social Policy (<https://www.msp.gov.ua/>) and Social Insurance Fund for Temporary Disability (<http://www.fse.gov.ua/>) provide general oversight of the program for cash benefits.

Ministry of Social Policy (<https://www.msp.gov.ua/>) and social protection departments of local governments administer benefits.

Ministry of Health (<http://www.moz.gov.ua/>) and health departments of local governments provide general supervision and coordinate medical benefits.

State Fiscal Service (<http://sfs.gov.ua/>) collects contributions.

## **Work Injury**

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### **Regulatory Framework**

**First law:** 1912.

**Current laws:** 1999 (work injury) and 2010 (collection and contributions).

**Type of program:** Universal (medical benefits) and social insurance (cash benefits) system.

### **Coverage**

**Universal (medical benefits):** Residents of Ukraine.

**Social insurance (cash benefits):** Employed persons, students, and apprentices.

Voluntary coverage is available.

Special provisions for victims of the Chernobyl disaster.

### **Source of Funds**

**Insured person:** See source of funds under Sickness and Maternity.

**Self-employed person:** See source of funds under Old Age, Disability, and Survivors.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** See source of funds under Old Age, Disability, and Survivors; subsidizes the cost for miners.

### **Qualifying Conditions**

Must be assessed with a work injury or occupational disease.

### **Temporary Disability Benefits**

100% of the insured's average earnings is paid after a five-day waiting period (the employer pays the first five days), until recovery or certification of a permanent disability.

### **Permanent Disability Benefits**

**Permanent disability pension:** 70% of the insured's average monthly earnings in the last six months is paid for a Group I disability (incapacity for any work and requires constant attendance); 60% for a Group II disability (incapacity for any work and does not require constant

attendance); and 40% for a Group III disability (incapacity for usual work).

**Permanent disability settlement:** A lump sum is paid for an assessed loss of work capacity at least a 5%. The benefit is based on the assessed loss of working capacity multiplied by 17 times the minimum monthly subsistence level for able-bodied people on the day of benefit entitlement.

The minimum monthly subsistence level for able-bodied people is 1,762 hryvnias (1,841 hryvnias as of July 1, 2018).

### **Workers' Medical Benefits**

Government health providers offer medical services directly to patients. Benefits include preventive, general, specialist, dental, and maternity care; hospitalization; laboratory services; transportation; and the full cost of appliances and medicine.

### **Survivor Benefits**

**Survivor pension and funeral grant (social insurance):** See Old Age, Disability, and Survivors.

**Death grant:** A lump sum of five times the deceased's monthly earnings is paid for the funeral of an employee, plus 12 months of the deceased's monthly earnings for each eligible dependent and for children of the deceased born within 10 months of the date of death.

### **Administrative Organization**

Social Insurance Fund (<http://www.fssu.gov.ua/>) supervises temporary disability benefits and pays benefits to employees.

Ministry of Social Policy (<https://www.msp.gov.ua/>) and social protection departments of local governments administer benefits.

Ministry of Health (<http://www.moz.gov.ua/>) and health departments of local governments provide general supervision and coordinate medical benefits.

Ministry of Health and local health departments administer medical services through clinics, hospitals, maternity homes, and other facilities.

State Fiscal Service (<http://sfs.gov.ua/>) collects contributions.

## **Unemployment**

### **Regulatory Framework**

**First law:** 1921.

**Current laws:** 2000 (unemployment), 2010 (single contribution), 2012 (employment), and 2013 (collection and contributions).

**Type of program:** Social insurance system.

### **Coverage**

Employed persons, including casual workers and military personnel; and self-employed persons.

Special provisions for Chernobyl workers, persons unemployed as a result of military reform, women with children younger than age 6, single mothers with children younger than age 14 or disabled, and certain other categories.

### **Source of Funds**

**Insured person:** See source of funds under Old Age, Disability, and Survivors.

**Self-employed person:** See source of funds under Old Age, Disability, and Survivors.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** See source of funds under Old Age, Disability, and Survivors; provides subsidies as needed.

### **Qualifying Conditions**

Must have at least 26 weeks of work in the 12 months before unemployment began, be registered at an employment office, be able and willing to work, and have income less than the legal monthly minimum wage. The benefit may be reduced, suspended, or terminated if the worker is discharged for violating work rules, leaving employment without good cause, violating conditions for job placement or vocational training, or filing a false or fraudulent claim.

The legal monthly minimum wage is 3,723 hryvnias.

### **Unemployment Benefits**

50% of the insured's average earnings is paid after a 7-day waiting period (90-day period if voluntarily unemployed) with less than two years of covered employment; 55% with two to six years; 60% with seven to 10 years; and 70% with more than 10 years. 100% of the benefit is paid for the first 90 calendar days; 80% for the next 90 calendar days; 70% thereafter. Benefits are paid for up to 360 days in a two-year period; up to 720 calendar days for insured persons within two years of retirement.

The minimum monthly unemployment benefit is 1,440 hryvnias for insured persons; 544 hryvnias for non-insured persons.

The maximum monthly unemployment benefit is four times the minimum monthly subsistence level for able-bodied people.

The minimum monthly subsistence level for able-bodied people is 1,762 hryvnias (1,841 hryvnias as of July 1, 2018).

The unemployment benefit may be combined with a family allowance (See Family Allowances).

### **Administrative Organization**

Ministry of Social Policy (<https://www.msp.gov.ua/>) provides general policy coordination.

State Employment Service (<https://www.dcz.gov.ua/>) administers the program.

State Fiscal Service (<http://sfs.gov.ua/>) collects contributions.

### **Family Allowances**

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#### **Regulatory Framework**

**First law:** 1944.

**Current laws:** 1992 (child benefits) and 2000 (social assistance).

**Type of program:** Social assistance system.

#### **Coverage**

Residents of Ukraine.

Special provisions for victims of the Chernobyl disaster.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** Central and local governments pay allowances for children of unemployed families or nonworking mothers.

#### **Qualifying Conditions**

**Birth benefit (income tested):** Paid to a parent or guardian who lives with the child. The benefit must be claimed within 12 months of the birth.

**Adoption benefit (income tested):** Paid to low-income families for the adoption of a child. The benefit must be claimed within 12 months of the adoption.

**Single mother (adoptive parent) allowance (income tested):** Paid to single mothers with children younger than age 18 (age 23 if a student). Widow(er)s raising children may receive the allowance if they do not receive a survivor pension or any other social assistance.

**Adoptive child (or guardianship) allowance (income tested):** Paid to low-income families for an adopted child or a child under guardianship.

### **Family Allowance Benefits**

**Birth grant and adoption benefit (income tested):** 41,280 hryvnias is paid in installments, beginning with an initial lump sum of 10,320 hryvnias, followed by monthly payments until the child reaches age 3.

**Single mother (adoptive parent) allowance (income tested):** The allowance is based on the minimum monthly subsistence level for the child's age cohort and average family income.

The minimum monthly subsistence level for children younger than age 6 is 1,492 hryvnias (1,559 hryvnias as of July 1, 2018); from age 6 to 18, 1,860 hryvnias (1,944 hryvnias as of July 1, 2018).

**Adoptive child (or guardianship) allowance (income tested):** The allowance is based on the minimum monthly subsistence level for the child's age cohort.

The minimum monthly subsistence level for children younger than age 6 is 1,492 hryvnias (1,559 hryvnias as of July 1, 2018); from age 6 to 18, 1,860 hryvnias (1,944 hryvnias as of July 1, 2018).

### **Administrative Organization**

Ministry of Social Policy (<https://www.msp.gov.ua/>) provides general supervision and administers the program.

## United Kingdom

Exchange rate: US\$1.00 = 0.74 pounds (£).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First laws:** 1908 (old-age pension), 1911 (disability insurance), and 1925 (old-age and survivors' insurance).

**Current laws:** 1992 (consolidated legislation), 1995 (pensions), 1999 (welfare reform and pensions), 2000 (child support, pensions, and social security), 2002 (pension credit), 2004 (pensions), 2007 (pensions), 2009 (welfare reform), 2011 (pensions), 2014 (pensions), and 2015 (State pension regulations).

**Type of program:** Social insurance and social assistance system.

Note: In April 2016, a new State Pension was introduced for workers retiring on or after April 6, 2016. The new State Pension replaces the previous two-tier system that consisted of the basic state retirement pension and the additional state pension.

#### Coverage

**Social insurance:** Employed persons with weekly earnings of £157 (£162 as of April 2018) to £866 (£892 as of April 2018).

Self-employed persons with income of at least £6,025 a year (£6,205 as of April 2018).

Voluntary coverage is available (basic state retirement pension and survivor benefits only).

**Employment and support allowance (contributory and means-tested ESA):** Employed and self-employed persons ineligible for statutory sick pay or statutory maternity pay; certain unemployed and nonemployed persons (contributory ESA only).

**Social assistance:** Residents of the United Kingdom.

#### Source of Funds

##### Insured person

**Social insurance:** 12% of weekly earnings (5.85% for certain married women and widows) from £157 to £866 (£162 to £892 as of April 2018) plus 2% of weekly earnings greater than £866 (£892 as of April 2018).

The voluntarily insured pay a flat rate of £14.25 a week (£14.65 a week as of April 2018).

The insured person's contributions also finance sickness and maternity benefits, work injury benefits, and unemployment benefits.

**Social assistance:** None.

##### Self-employed person

**Social insurance:** A flat rate of £2.85 a week (£2.95 a week as of April 2018) for earnings greater than £6,025 (£6,205 as of April 2018) but less than £8,164 (£8,424 as of April 2018) plus 9% of declared annual earnings from £8,164 to £45,000 (£8,424 to £46,350 as of April 2018) plus 2% of declared annual earnings greater than £45,000 (£46,350 as of April 2018).

15.5% of the self-employed person's contribution is allocated to the National Health Service for medical benefits.

The self-employed person's contributions also finance the employment and support allowance (incapacity benefit) and maternity allowance.

**Social assistance:** None.

##### Employer

**Social insurance:** 13.8% of employee's earnings greater than £157 a week (£162 a week as of April 2018).

The employer's contributions also finance work injury benefits and unemployment benefits.

**Social assistance:** None.

##### Government

**Social insurance:** Covers any deficit in the contributory programs.

The government's contributions also finance cash sickness, work injury, and unemployment benefits.

**Social assistance:** The total cost of means-tested allowances and other noncontributory benefits.

#### Qualifying Conditions

##### Basic state retirement pension (social insurance):

Age 65 (men) or age 63 (women) before April 6, 2016, with at least 30 years of paid or credited contributions. The basic state retirement pension is being phased out and will no longer be paid to insured persons who reach the normal retirement age on or after April 6, 2016.

Contributions may be credited for periods the insured cared for a child or an elderly or disabled relative or if the insured received certain benefits.

Partial pension: Must have at least one year of contributions.

Dependent's supplement: Paid for a dependent adult if the dependent's earnings from work are below a specified amount. New claims are no longer possible and the supplement for existing beneficiaries will cease in April 2020.

Deferred pension: The pension may be deferred. There is no age limit.

Age addition: Aged 80 or older before April 6, 2016.

The basic state retirement pension is payable abroad, but is adjusted only if ordinarily residing in a European Union or European Economic Area member country, Switzerland, or a country with a reciprocal agreement.

**State second pension (social insurance, SSP):** Age 65 (men) or age 63 (women) before April 6, 2016, with at least 30 years of paid or credited contributions. Must have earnings of at least the lower earnings limit or receive certain benefits. The state second pension is being phased out and will no longer be paid to insured persons who reach the normal retirement age on or after April 6, 2016.

The lower earnings limit is £5,876 a year (£6,032 a year as of April 2018).

**New state pension (social insurance, nSP):** Age 65 (men, gradually rising to age 66 from 2018 to 2020 and to age 67 from 2026 to 2028) or age 63 (women, gradually rising to age 65 by October 2018, to age 66 from 2018 to 2020, and to age 67 from 2026 to 2028) on or after April 6, 2016, with at least 35 years of paid or credited contributions.

Contributions may be credited for periods the insured cared for a child or an elderly or disabled relative or if the insured received certain benefits.

Partial pension: Must have at least 10 years of contributions.

Deferred pension: The pension may be deferred. There is no age limit.

The new state pension is payable abroad, but is adjusted only if ordinarily residing in a European Union or European Economic Area member country, Switzerland, or a country with a reciprocal agreement.

**Old-person's pension (social assistance, income tested):** Aged 80 or older, entitled to less than 60% of the full basic state retirement pension, and a resident of the United Kingdom for at least 10 years in any 20-year consecutive period after age 60.

**Pension credit (noncontributory):** Awarded to low-income pensioners aged 65 or older (men) or aged 63 or older (women, gradually rising to age 65 by October 2018) and residing in Great Britain. Persons who reached the normal retirement age before April 6, 2016, with modest retirement savings may receive an additional savings credit from age 65.

The pension credit can only be paid abroad for a temporary absence from Great Britain.

**Employment and support allowance (social insurance):** Paid to persons aged 16 up to the normal retirement age with at least four consecutive days of sickness within a period of incapacity for work. The insured must have paid contributions on earnings of at least 26 times the weekly

lower earnings limit in one of the last two tax years before the claim is made, and paid or credited contributions on earnings of at least 50 times the weekly lower earnings limit in both of the last two tax years before the claim is made. Paid for up to one year, after which individuals may be moved onto the means-tested employment and support allowance.

The lower earnings limit is £113 a week (£116 a week as of April 2018).

**Employment and support allowance (social assistance, means tested):** Paid to persons aged 16 up to state pension age with at least four consecutive days of sickness within a period of incapacity for work. May be paid if the insured does not meet the contribution requirements, but subject to a means test and certain other conditions.

**Disability living allowance (noncontributory, non-means tested):** Paid to children younger than age 16 who are assessed with a disability that requires more attention than a nondisabled child of the same age.

**Personal independence payment (noncontributory, non-means tested):** Paid to persons aged 16 to 64 (gradually rising to age 65 by October 2018) with a long-term health condition or disability. The person must have resided permanently in the United Kingdom for at least two of the last three years. The allowance is paid if difficulties with daily-living activities or mobility have existed for three months and are expected to last for at least nine months (paid immediately if terminally ill).

**Attendance allowance (noncontributory, non-means tested):** Must have a severe disability that began at age 65 or later and have a high level need for care. Must ordinarily reside in the United Kingdom and have lived in Great Britain for at least two of the last three years. The allowance is usually paid after six months of disability (paid immediately if the beneficiary's life expectancy is six months or less).

**Carer's allowance (social assistance, income tested):** Paid to a person older than age 16 who forgoes full-time work to care for a person with a severe disability (who is receiving certain qualifying benefits) for at least 35 hours a week. The caregiver must ordinarily reside in the United Kingdom, have lived in Great Britain for at least two of the last three years, and not be a full-time student (21 hours or more a week).

Income test: Weekly income must not exceed £116 (£120 as of April 2018) after deducting allowable expenses.

Disability living allowance, attendance allowance, and carer's allowance are payable abroad for up to 13 weeks of temporary absence abroad, or for up to 26 weeks if the absence is due to medical treatment. Benefits are payable abroad within the countries of the European Union or European Economic Area under certain conditions.



**Bereavement Support Payment (social insurance):** The deceased must have paid contributions on at least 25 times the minimum weekly covered earnings in any tax year.

The minimum weekly covered earnings are £157 (£162 as of April 2018).

**Widowed parent's allowance (social insurance):** The deceased received or was entitled to receive an old-age pension at the date of death. The widowed parent's allowance is gradually being phased out and is only paid if the death occurred from April 9, 2001, to April 5, 2017.

Eligible survivors include a widow(er) or civil partner younger than the state pension age who is receiving a child benefit for at least one child whose parent was the deceased. Also paid to pregnant widows.

If the widow(er) is no longer eligible for the widowed parent's allowance within 52 weeks of the death, he or she may receive the bereavement allowance for the remainder of the 52 weeks.

**Bereavement allowance (social insurance):** The deceased received or was entitled to receive an old-age pension at the date of death. The bereavement allowance is gradually being phased out and is only paid if the death occurred from April 9, 2001, to April 5, 2017.

Eligible survivors include a widow(er) or civil partner aged 45 or older but younger than the state pension age and without dependent children.

**Bereavement payment (social insurance):** The deceased received or was entitled to receive an old-age pension at the date of death. The bereavement payment is gradually being phased out and is only paid if the death occurred from April 9, 2001, to April 5, 2017.

**Guardian's allowance (noncontributory):** Paid for a person caring for an orphan whose deceased parents were born in the United Kingdom or lived in the United Kingdom since age 16 for at least 52 weeks in any two-year period, and who qualified for the child benefit (see Family Allowances). In certain cases, the allowance is paid for a person caring for a child with one surviving parent.

The bereavement allowance, bereavement payment, and guardian's allowance are payable abroad, but are adjusted only if ordinarily residing in a European Union or European Economic Area member country, Switzerland, or a country with a reciprocal agreement.

### Old-Age Benefits

**Basic state retirement pension (social insurance):** Up to £122.30 a week (£125.95 a week as of April 2018) is paid.

Partial pension: A percentage of the full pension is paid, depending on the number of years of contributions.

Dependent's supplement: £73.30 a week (April 2017) is paid.

Deferred pension: The pension is increased by approximately 10.4% for each year of deferral beyond the state pension age. Insured persons who defer for at least 12 consecutive months can opt to take the deferred portion of the state pension as a one-time taxable lump sum plus interest.

Age addition: £0.25 a week (April 2017) is paid.

**State second pension (social insurance, SSP):** The pension is based on the insured's average indexed earnings.

**New state pension (social insurance, nSP):** Up to £159.55 a week (April 2017) is paid.

Partial pension: A percentage of the full pension is paid, depending on the number of years of contributions.

Deferred pension: The pension is increased by 1% for every nine weeks (approximately 5.8% a year) the insured defers beyond the normal retirement age.

Transitional provisions: Persons who contributed under the basic state retirement pension and the second state pension (old system) before April 6, 2016, and would have been entitled to a higher pension under the old system than under the STP, receive the difference as a protected payment.

**Old-person's pension (social assistance, income tested):** The difference between any basic state retirement pension the beneficiary receives or is entitled to receive and £73.30 a week is paid.

**Pension credit (noncontributory):** Income the insured receives is topped up to at least £159.35 a week (single person) or £243.25 a week (couple). Persons eligible for the savings credit receive up to an additional £13.20 a week (single person) or up to £14.90 a week (couple). (April 2017).

Benefit adjustment: Working-age benefits and tax credits are adjusted by 1% a year. Old-age and disability benefits are adjusted annually based on changes in the consumer price index for the previous September. The Pension Credit is adjusted at least to average earnings (not applicable to savings credit). The state pension is adjusted by the growth in average earnings, price increases, or by 2.5%, whichever is greater.

### Permanent Disability Benefits

**Employment and support allowance (social insurance):** £73.10 (£57.90 if aged 16 to 24) a week is paid after a seven-day waiting period for up to 13 weeks while the capacity for work is assessed. After the assessment, £73.10 (£57.90 if aged 16 to 24) a week plus £36.20 a week (if the disability has a severe effect on the ability to work) is paid. (April 2017). Additional amounts may be paid under certain circumstances.

**Employment and support allowance (social assistance, means tested):** The benefit depends on income, savings, and other circumstances.

**Disability living allowance (noncontributory, non-means tested):** The allowance consists of a care

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component and a mobility component and is paid after a three-month waiting period (no waiting period if terminally ill).

Care component: £83.10, £55.65, or £22.00 a week is paid depending on the level of care needed (£85.60, £57.30 or £22.75 a week as of April 2018).

*Mobility component:* £58.00 or £22.00 a week is paid depending on the level of mobility impairment (£59.75 or £22.65 a week as of April 2018).

**Personal independence payment (noncontributory, non-means tested):** The amount depends on daily living and mobility needs. The daily living support component is £83.10 or £55.65 a week depending on the level of care needed (£85.60 or £57.30 a week as of April 2018). The mobility component is £57.45 or £21.80 a week depending on the level of mobility impairment (£59.75 or £22.65 a week as of April 2018).

**Attendance allowance (noncontributory, non-means tested):** £83.10 or £55.65 a week (£85.60 or £57.30 a week as of April 2018) is paid depending on the level of care needed.

**Carer's allowance (social assistance, income tested):** £62.70 a week (£64.60 a week as of April 2018) is paid.

Benefit adjustment: Working-age benefits and tax credits are increased by 1% a year. Old-age and disability benefits are adjusted annually based on changes in the consumer price index for the previous September. The state pension is adjusted by the growth in average earnings, price increases, or by 2.5%, whichever is greater.

### Survivor Benefits

**Bereavement Support Payment (social insurance):**

A lump sum of £2,500 plus £100 a month is paid for up to 18 months; £3,500 plus £350 a month is paid for up to 18 months if the widow(er) receives or is entitled to receive family benefits.

The allowance does not cease upon remarriage or cohabitation.

**Widowed parent's allowance (social insurance):** Up to £113.70 a week (£117.10 a week as of April 2018) is paid.

The allowance ceases upon remarriage or cohabitation.

**Bereavement allowance (social insurance):** The amount varies with the survivor's age when widowed or when the widowed parent's allowance ends, and with the deceased's number of contributions: up to £112.55 a week (April 2016) if aged 55 or older; a percentage of the full rate if aged 45 to 54. The allowance is paid for up to 52 weeks after the death.

The allowance ceases upon remarriage or cohabitation.

**Bereavement payment (social insurance):** A lump sum of £2,000 (April 2017) is paid.

**Guardian's allowance (noncontributory):** £16.70 a week (£17.20 a week as of April 2018) is paid for each eligible child.

Benefit adjustment: Working-age benefits and tax credits are increased by 1% a year. Old-age and disability benefits are adjusted annually based on changes in the consumer price index for the previous September. The state pension is adjusted by the growth in average earnings, price increases, or by 2.5%, whichever is greater.

### Administrative Organization

Pension Service of the Department for Work and Pensions (<https://www.gov.uk/government/organisations/department-for-work-pensions/>) administers the state pension system and provides services and support to pensioners.

Her Majesty's Revenue and Customs (<https://www.gov.uk/government/organisations/hm-revenue-customs/>) administers the National Insurance contribution system.

Jobcentre Plus of the Department for Work and Pensions (<https://www.gov.uk/government/organisations/department-for-work-pensions/>) administers benefits for people of working age and helps them find work.

### Sickness and Maternity

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#### Regulatory Framework

**First law:** 1911.

**Current laws:** 1977 (national health service), 1992 (consolidated legislation), 1994 (sick pay), 1999 (welfare reform and pensions), 2005 (work and families), 2007 (welfare), 2009 (welfare reform), 2012 (welfare reform), and 2014 (shared parental leave).

**Type of program:** Universal (medical benefits), social insurance, and social assistance (cash benefits) system.

Note: The universal credit is being gradually introduced across the United Kingdom and will replace a number of existing benefits with a single monthly payment by 2022.

#### Coverage

**Statutory sick pay:** Employed persons with average earnings of at least £113 a week (£116 a week as of April 2018).

**Employment and support allowance (social insurance, means-tested):** Employed and self-employed persons ineligible for statutory sick pay; unemployed and nonemployed persons.

**Universal credit (means test):** Residents of Great Britain.

**Maternity allowance:** Female employed and self-employed persons ineligible for statutory maternity pay; unpaid family laborers.

**Statutory maternity pay:** Female employed persons with average earnings of at least £113 a week (£116 a week as of April 2018).

**Statutory paternity pay:** Employed persons with average earnings of at least £113 a week (£116 a week as of April 2018) whose wife or partner is expecting a baby.

**Statutory adoption pay:** Employed persons with average earnings of at least £113 a week (£116 a week as of April 2018) who are adopting a child.

**Statutory shared parental pay:** Employed persons sharing responsibility for a child (natural or adopted).

**Medical benefits:** Residents of the United Kingdom.

### Source of Funds

#### Insured person

*Universal (medical benefits):* 2.05% of earnings from £157 to £866 a week (£162 to £892 as of April 2018) and 1% of earnings greater than £866 (£892 as of April 2018).

*Social insurance (cash benefits):* For the employment and support allowance (incapacity benefit) and maternity allowance, see source of funds under Old Age, Disability, and Survivors.

*Social assistance (cash benefits):* None.

#### Self-employed person

*Universal (medical benefits):* See source of funds under Old Age, Disability, and Survivors.

*Social insurance (cash benefits):* For the employment and support allowance (incapacity benefit), see source of funds under Old Age, Disability, and Survivors.

*Social assistance (cash benefits):* None.

#### Employer

*Universal (medical benefits):* 1.9% of employee earnings.

*Social insurance (cash benefits):* The total cost of statutory sick pay; 8% of statutory maternity, paternity, and shared parental pay. For the employment and support allowance (incapacity benefit) and maternity allowance, see source of funds under Old Age, Disability, and Survivors.

*Social assistance (cash benefits):* None.

#### Government

*Universal (medical benefits):* Most of the cost of medical benefits (funded from general taxation).

*Social insurance (cash benefits):* 92% of statutory maternity, paternity, and shared parental pay (100% in the case of some small employers); see also source of funds under Old Age, Disability, and Survivors.

*Social assistance (cash benefits):* The total cost of means-tested allowances.

### Qualifying Conditions

**Statutory sick pay:** Must be currently employed with at least four consecutive days of sickness within a period of incapacity for work.

**Employment and support allowance (social insurance):** Aged 16 to the normal retirement age with at least four consecutive days of sickness within a period of incapacity for work. Must have paid or credited contributions on earnings of at least 50 times the weekly lower earnings limit in each of the last two tax years and paid contributions on earnings of at least 26 times the weekly lower earnings limit in one of the last two tax years before the claim is made.

The lower earnings limit is £113 (£116 as of April 2018).

**Employment and support allowance (social insurance, means tested):** Aged 16 to the normal retirement age with at least four consecutive days of sickness within a period of incapacity for work. May be paid if the insured does not meet the contribution requirements, but subject to a means test and certain other conditions.

**Universal credit (means tested):** Paid to low-income or unemployed persons of working age. Must sign a claimant commitment describing the person's plans to find work or to increase his or her earnings if already employed.

**Maternity allowance:** Must have worked for at least 26 weeks in the 66-week period before the expected date of childbirth with average earnings of at least £30 a week (April 2017) in a 13-week period. A reduced benefit may be paid to unemployed or self-employed women or women in unpaid family labor for at least 26 weeks in the 66-week period before the expected date of childbirth.

**Statutory maternity pay:** Must be employed continuously for at least 26 weeks by the same employer up to and including the 15th week before the expected week of childbirth. The insured's weekly earnings must not be lower than the lower earnings limit.

The lower earnings limit is £113 (£116 as of April 2018).

**Statutory paternity pay:** Must be employed continuously for at least 26 weeks by the same employer up to and including the 15th week before the expected week of childbirth.

**Statutory adoption pay:** Must be employed continuously for at least 26 weeks by the same employer up to the week immediately before the date of adoption is confirmed.

**Statutory shared parental pay:** The employee must be eligible for statutory maternity or adoption pay; or must be eligible for statutory paternity pay and his or her partner

must be eligible for statutory maternity pay, maternity allowance, or statutory adoption pay.

**Maternity grant (Sure start maternity grant):** Must be expecting a first child or a subsequent multiple birth if the insured already has children younger than age 16, and must be receiving certain low-income benefits.

**Medical benefits (universal):** There is no minimum qualifying period.

### **Sickness and Maternity Benefits**

**Statutory sick pay:** The employer pays £89.34 a week (£92.05 a week as April 2018) for up to 28 weeks of incapacity after a three-day waiting period.

**Employment and support allowance (social insurance):** £73.10 (£57.90 if aged 16 to 24) a week is paid after a seven-day waiting period for up to 13 weeks while the capacity for work is assessed. After the assessment, £73.10 (£57.90 if aged 16 to 24) a week plus £36.55 a week (if the disability has a severe effect on the ability to work) is paid. (April 2017). Additional amounts may be paid under certain circumstances.

**Employment and support allowance (social insurance, means tested):** The benefit depends on income, savings, and other circumstances.

**Universal credit (means tested):** The benefit depends on the claimant's age and on household income and composition.

**Maternity allowance:** £140.98 a week (£145.18 a week as of April 2018) or 90% of average weekly earnings (whichever is lower) is paid for up to 39 weeks starting from the 11th week before the expected date of childbirth; or £27 a week is paid for 14 weeks (employed or self-employed women or women in unpaid family labor).

**Statutory maternity pay:** The employer pays 90% of average weekly earnings for the first six weeks; £140.98 a week (£145.18 a week as of April 2018) or 90% of average weekly earnings (whichever is lower) for the next 33 weeks, up to a total of 39 weeks.

**Statutory paternity pay:** The employer pays £140.98 a week (£145.18 a week as of April 2018) or 90% of average weekly earnings (whichever is lower) for one or two weeks (as chosen by the employee).

**Statutory adoption pay:** The employer pays £140.98 a week (£145.18 a week as of April 2018) or 90% of average weekly earnings (whichever is lower) for up to 39 weeks.

**Statutory shared parental pay:** The employer pays £140.98 a week (£145.18 a week as of April 2016) or 90% of average weekly earnings (whichever is lower) to either parent for up to 37 weeks after the mandatory two-week maternity leave.

The total combined statutory maternity, paternity, adoption, and shared parental pay period cannot exceed 39 weeks.

**Maternity grant (Sure Start maternity grant):** A lump sum of £500 is paid (£1,000 for triplets if the insured has previously had a single child). (April 2017).

**Benefit cap:** The maximum total of benefits paid to persons of working age (currently age 16 up to age 65) is £350 a week for a single person without children or whose children do not live with them, or £500 a week for a couple or a single parent whose children live with them. Persons receiving the support component of the employment and support allowance, or working tax credit, are not subject to this cap. (April 2016).

**Benefit adjustment:** Working-age benefits and tax credits are increased by 1% a year.

### **Workers' Medical Benefits**

The National Health Service (NHS) pays directly for medical services provided by public hospitals and by doctors and dentists under contract with the NHS. Benefits include general practitioner care, specialist services, hospitalization, maternity care, dental care, medicine, appliances, home nursing, and family planning.

**Cost sharing:** Patients in England pay £8.60 (£8.80 as of April 2018) for each prescription item and up to £244.30 for dental treatment depending on the course of treatment. For individuals needing four or more prescription items in a three-month period, or 12 items in one year, a prescription prepayment certificate limits the maximum amount payable to £29.10 for three months, or £104 a year.

Those receiving certain means-tested benefits and their adult dependents, children younger than age 16 (age 19 if a full-time student), pregnant women, and nursing mothers are exempt from dental and prescription charges. Persons aged 60 or older and certain other groups are exempt from prescription charges.

In Scotland, Wales, and Northern Ireland prescriptions are free of charge.

There is no limit to duration.

### **Dependents' Medical Benefits**

Medical benefits for dependents are the same as those for the insured.

### **Administrative Organization**

Jobcentre Plus of the Department for Work and Pensions (<http://www.gov.uk/government/organisations/department-for-work-pensions/>) administers benefits for people of working age and helps them find work.

Department of Health (<https://www.gov.uk/government/organisations/department-of-health/>) administers medical benefits and services through the National Health Service.

## Work Injury

### Regulatory Framework

**First law:** 1897.

**Current law:** 1992 (consolidated legislation).

**Type of program:** Social insurance and social assistance system.

### Coverage

Employed persons.

Exclusions: Self-employed persons.

### Source of Funds

**Insured person:** See source of funds under Old Age, Disability, and Survivors.

**Self-employed person:** Not applicable.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** See source of funds under Old Age, Disability, and Survivors.

### Qualifying Conditions

**Employment and support allowance (social insurance):** See Sickness and Maternity.

**Employment and support allowance (means tested):** See Sickness and Maternity.

**Industrial injuries disablement benefit (social insurance):** For a work-related injury, the insured must be an employee and assessed (by medical examination) with at least a 14% disability (with some exceptions). For an occupational disease, the insured must have developed a recognized disease during the course of employment.

### Temporary Disability Benefits

**Employment and support allowance (social insurance):** See Sickness and Maternity.

**Employment and support allowance (means tested):** See Sickness and Maternity.

### Permanent Disability Benefits

**Industrial injuries disablement benefit (social insurance):** If the insured is assessed with a 100% disability, £169.70 a week (£174.80 a week as of April 2018) is paid from the 15th week after the work-related accident occurred or the occupational disease began.

Partial disability: The benefit varies from £33.94 a week (£34.96 a week as of April 2018) for an assessed degree of disability of 20% to £152.73 a week (£157.32 a week as of

April 2018) for an assessed degree of disability of 90% if aged 18 or older.

Reduced earnings allowance: Paid for a work-related accident or an occupational disease that occurred before October 1990. Up to £67.00 a week (April 2017) is paid if the insured is assessed with a disability of at least 1% and is unable to do the usual job, resulting in a loss of earnings.

Constant-attendance allowance: If the insured requires the constant attendance of others to perform daily functions, £135.80, £101.85, £67.90, or £33.95 a week is paid depending on attendance needs (£139.80, £104.85, £69.90, or £34.95 a week as of April 2018).

Exceptionally severe disablement allowance: £67.90 a week (£69.90 a week as of April 2018) is paid if receiving either of the top two rates of constant-attendance allowance.

Benefit adjustment: Working-age benefits and tax credits are increased by 1% a year. Old-age and disability benefits are adjusted annually based on changes in the consumer price index for the previous September.

### Workers' Medical Benefits

All necessary benefits are provided under the National Health Service.

### Survivor Benefits

#### Bereavement Support Payment (social insurance):

A lump sum of £2,500 plus £100 a month is paid for up to 18 months; £3,500 plus £350 a month is paid for up to 18 months if the widow(er) receives or is entitled to receive family benefits.

**Widowed Parent's allowance:** Up to £113.70 a week (April 2017) is paid to a widowed parent receiving child benefits for at least one dependent child.

**Bereavement allowance:** The amount varies with the survivor's age when widowed or when the widowed parent's allowance ends: up to £113.70 a week (April 2017) is paid if aged 55 or older; a percentage of the full rate if aged 45 to 54. The allowance is paid for up to 52 weeks after the death.

**Bereavement payment:** A lump sum of £2,000 (April 2017) is paid immediately to the surviving spouse or civil partner.

**Guardian's allowance:** £16.70 a week (April 2017) is paid for each child.

Benefit adjustment: Working-age benefits and tax credits are increased by 1% a year. Old-age and disability benefits are adjusted annually based on changes in the consumer price index for the previous September.

### Administrative Organization

Jobcentre Plus of the Department for Work and Pensions (<http://www.gov.uk/government/organisations/department>)

-for-work-pensions/) administers cash benefits for people of working age and helps them find work.

Her Majesty's Revenue and Customs (<http://www.gov.uk/government/organisations/hm-revenue-customs/>) is responsible for the administration of the National Insurance contribution system, payment of tax credits and child benefit.

### Unemployment

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#### Regulatory Framework

**First law:** 1911.

**Current laws:** 1995 (job seekers), 2009 (welfare reform), and 2013 (uprating).

**Type of program:** Social insurance and social assistance system.

Note: The universal credit is being gradually introduced across the United Kingdom and will replace a number of existing benefits with a single monthly payment by 2022.

#### Coverage

**Contributory job seeker's allowance (social insurance):** Employed persons.

Exclusions: Self-employed and voluntarily insured persons.

**Job seeker's allowance (means test):** Residents of the United Kingdom.

**Universal credit (means test):** Residents of Great Britain.

#### Source of Funds

##### Insured person

**Social insurance:** See source of funds under Old Age, Disability, and Survivors.

**Social assistance:** None.

##### Self-employed person

**Social insurance:** None.

**Social assistance:** None.

##### Employer

**Social insurance:** See source of funds under Old Age, Disability, and Survivors.

**Social assistance:** None.

##### Government

**Social insurance:** See source of funds under Old Age, Disability, and Survivors. The total cost of means-tested allowances.

**Social assistance:** The total cost.

### Qualifying Conditions

#### Contributory job seeker's allowance (social insurance):

Aged 18 or older and unemployed or working less than 16 hours a week (if aged 16 or 17, may qualify only under specified conditions). Contributions must have been paid on earnings of at least 26 times the weekly lower earnings limit in one of the two relevant tax years on which a claim is based plus paid or credited contributions on earnings of at least 50 times the weekly lower earnings limit in each of the relevant tax years on which a claim is based.

The weekly lower earnings limit is £113 (£116 as of April 2018).

Must be registered as unemployed; be capable of, available for, and actively seeking employment; and have a current Jobseeker's Agreement (drafted and signed by the job seeker and the job seeker's advisor obliging the job seeker to actively seek training and work).

**Job seeker's allowance (means tested):** Paid to those who do not qualify for the contributory job seeker's allowance and have savings of less than £16,000. Must work less than 16 hours a week on average and have a partner who works up to 24 hours a week.

Must be registered as unemployed; be capable of, available for, and actively seeking employment; and have a current Jobseeker's Agreement. The Jobseeker's Agreement is drafted and signed by the job seeker and the job seeker's advisor. It obliges the job seeker to actively seek training and work. Failure to sign a Jobseeker's Agreement results in the suspension of benefits.

**Universal credit (means tested):** Paid to low-income or unemployed persons of working age. Must sign a claimant commitment describing the person's plans to find work or to increase his or her earnings if already employed.

### Unemployment Benefits

#### Contributory job seeker's allowance (social insurance):

£73.10 a week is paid if aged 25 or older; £57.90 if younger than age 25 (April 2017). The allowance is paid after a three-day waiting period for up to 26 weeks.

**Job seeker's allowance (means tested):** The amount of the allowance depends on the claimant's age and on household income and composition. £57.90 a week is paid to an unmarried person younger than age 25; £73.10 if aged 25 or older (£114.85 for a couple if both are aged 18 or older) (April 2017). The allowance is paid after a seven-day waiting period.

**Universal credit (means tested):** The benefit depends on the claimant's age and on household income and composition.

Benefit cap: The maximum total of benefits paid to persons of working age (currently age 16 up to age 65) is £350 a week for a single person without children or whose children

do not live with them, or £500 a week for a couple or a single parent whose children live with them.

Benefit adjustment: Working-age benefits and tax credits are increased by 1% a year.

### Administrative Organization

Jobcentre Plus of the Department for Work and Pensions (<https://www.gov.uk/government/organisations/department-for-work-pensions/>) administers benefits for people of working age and helps them find work.

Her Majesty's Revenue and Customs (<https://www.gov.uk/government/organisations/hm-revenue-customs/>) is responsible for the administration of the National Insurance contribution system.

### Family Allowances

#### Regulatory Framework

**First laws:** 1945 (child benefit) and 1987 (family credit).

**Current laws:** 1992 (consolidated legislation) and 2002 (child tax credit).

**Type of program:** Universal (child benefit) and tax credits system.

Note: The universal credit is being gradually introduced across the United Kingdom and will replace a number of existing benefits with a single monthly payment by 2022.

#### Coverage

**Child benefit and child tax credit:** Residents of the United Kingdom with one or more children.

**Working tax credit:** Low-income workers with or without children.

**Income support (social assistance):** Residents of the United Kingdom.

**Universal credit (means tested):** Residents of Great Britain.

#### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

#### Qualifying Conditions

**Child benefit (universal, income tested):** The child must be younger than age 16 (age 18 if not a full-time student and does not work more than 24 hours a week; age 20 if a full-time student). Eligibility also depends on residence and presence in the United Kingdom. If one person's income

in the household exceeds £50,000 a year, some or all of the benefit may be recovered through a tax charge.

**Child tax credit (social assistance, income tested):** The child must be younger than age 16 (age 18 and has left full-time education and works less than 24 hours a week; age 20 if a full-time student). Eligibility also depends on residence and presence in the United Kingdom, and income.

Income test: Annual household income must not exceed £26,200 for families with one child; £32,900 for families with two children.

**Working tax credit (social assistance):** The claimant must work as an employed or self-employed person for at least 16 hours a week.

**Income support (social assistance, income tested):**

Paid to persons aged 16 up to the eligibility age of the pension credit who are pregnant, caring for a child younger than age 5, or (in certain circumstances) unable to work due to an illness or disability. Must not be receiving a means-tested employment support allowance or a job seeker's allowance and must work less than 16 hours a week on average or have a partner who works up to 24 hours a week.

Income test: Household income must be below prescribed levels, and the individual must have sufficient income for his or her needs and savings of less than £16,000.

**Universal credit (means tested):** Paid to low-income or unemployed persons of working age. Must sign a claimant commitment describing the person's plans to find work or to increase his or her earnings if already employed.

#### Family Allowance Benefits

**Child benefit (universal, income tested):** £20.70 a week is paid for the eldest qualifying child, and £13.70 is paid for each additional child (April 2017).

The benefit is paid weekly or monthly.

**Child tax credit (social assistance, income tested):** The tax credit amount depends on income and family status and may include approved childcare costs. Additional tax credit amounts are provided for children with disabilities. Employment is not required (see working tax credit).

Up to £3,330 a year is paid to a person with one child and with no income; £6,110 with two children; or £8,890 with three children (April 2018).

Up to £1,730 a year is paid to a person with one child and with an annual income of up to £20,000; £4,515 with two children; or £7,295 with three children (April 2018).

**Working tax credit (social assistance):** The tax credit depends on income and number of hours worked a week and can include approved childcare costs. Additional amounts are provided for workers with disabilities and persons with severe disabilities.

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Up to £395 a year is paid to a single person without children if working at least 30 hours a week and with an annual income of up to £12,215; up to £2,405 for a couple (April 2018).

Up to £7,300 a year is paid to a family with one child and an annual income of up to £6,240; £10,080 with two children; or £12,865 with three children (April 2018).

**Income support (social assistance, income tested):** The amount depends on income and circumstances.

**Universal credit (means tested):** The benefit depends on the claimant's age and on household income and composition.

**Benefit cap:** The maximum total of benefits paid to persons of working age (currently age 16 up to age 65) is £350 a week for a single person without children, or whose

children do not live with them, or £500 a week for a couple or a single parent whose children live with them. Persons receiving certain benefits to support needs related to disability, or working tax credit, are not subject to this cap.

**Benefit adjustment:** Working-age benefits and tax credits are increased by 1% a year.

### **Administrative Organization**

Her Majesty's Revenue and Customs (<http://www.gov.uk/government/organisations/hm-revenue-customs/>) administers child benefits and tax credits.

Jobcentre Plus of the Department for Work and Pensions (<https://www.gov.uk/government/organisations/department-for-work-pensions/>) administers the universal credit program.