

# Social Security Programs Throughout the World: Europe, 2010



*Benefits America!*

Social Security Administration  
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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 6-month intervals over a 2-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). Founded in 1927, the ISSA is a nonprofit organization bringing together institutions and administrative bodies from countries throughout the world. The ISSA deals with all forms of compulsory social protection that, by legislation or national practice, are an integral part of a country's social security system.

Previous editions of this report, which date back to 1937, were issued as one volume and were prepared by SSA staff. With the introduction of the four-volume format in 2002, however, the research and writing has been contracted out to the ISSA. The ISSA has conducted the research largely through its numerous country-based correspondents, as well as its Social Security Worldwide Database and a myriad of other types of data that must be drawn together to update this report. Members of the ISSA's Social Security Observatory analyzed the information and revised the publication to reflect detailed changes to each social security program. *Social Security Programs Throughout the World* is based on information available to the ISSA and SSA with regard to legislation in effect in January 2010, or the last date for which information has been received.

Barbara Kritzer and John Jankowski managed the preparation of this report. Staff of the Division of Information Resources edited the report and prepared the print and Web versions for publication.

Your suggestions and comments on this report are welcome. Any suggestions, comments, or questions about the report should be sent to Barbara Kritzer at [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 <http://www.socialsecurity.gov/policy>. For additional copies, please e-mail [op.publications@ssa.gov](mailto:op.publications@ssa.gov).

**Manuel de la Puente**  
**Associate Commissioner**  
**for Research, Evaluation, and Statistics**

August 2010

***Errata Policy***

If there are any additions or corrections to the data published herein, they will be posted as errata on the Web at <http://www.socialsecurity.gov/policy/docs/progdsc/ssptw/2010-2011/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. The combined findings of this series, which also includes volumes on Asia and the Pacific, Africa, and the Americas, are published at 6-month intervals over a 2-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 have issued no information 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 2010 or on the last date for which information has been received.<sup>1</sup> 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. 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. Benefit arrangements of private employers or individuals are not described in any detail, even though such arrangements may be mandatory in some countries or available as alternatives to statutory programs.

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. 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 term *country* has been used throughout the volume even though in some instances the term *jurisdiction* may be more appropriate.

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### Sources of Information

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) under the sponsorship of the U.S. Social Security Administration (SSA). This information was supplemented by data collected from the ISSA's Developments and Trends Annual Survey. Empirical data were also provided by numerous social security officials throughout the world. (For a listing of countries and jurisdictions that responded to the survey, see page 2.) Important sources of published information include the ISSA Documentation Service; the legislative database of the International Labour Office; and official publications, periodicals, and selected documents received from social security institutions. Information was also received from the European Commission, the Organisation for Economic Co-operation and Development, the World Bank, the International Monetary Fund, and the United Nations Development Programme. 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

### **All European Countries Responded to the Social Security Programs Throughout the World Survey**

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

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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 sufficient residency. Universal 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 usually administered locally.

In this report, when national means-tested programs supplement an employment-related benefit, the existence of a means-tested program is generally noted, but no details concerning it are given. When a means-tested program represents the only or principal form of social security, however, further details are provided.

### **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

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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 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 discusses five types of programs:

- 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 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 aliens 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 members of the armed forces, 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

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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, domestic 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 funds 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.

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, less commonly, disability.

In a number of developing countries, particularly in those that were once British colonies, this initial step has come via the institutional form of provident funds. Most provident funds provide coverage for wage and salary workers in the government 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 according to 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

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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 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 the norm has been for the differential to be about 5 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 5 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 rearing, 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 3 to 5 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

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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 countries 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, usually 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, according to 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

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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, 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 incapacitated. 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. A widower usually 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 generally 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 a few 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.)

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

An important reason for grouping these numerous benefits together is that each deals with the risk of temporary incapacity. Moreover, in most instances, such benefits are furnished as part of a single system with common financing and administration. Most countries provide medical care services for sickness and maternity as an integral part of the health insurance system and link those services directly with the provision of cash benefits. In some instances, however, maternity cash grants are covered under family allowance programs. Occasionally, 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.

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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 insurance 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, a fixed percentage of wages, up to a ceiling, is contributed by employees and employers directly to a separate program that administers 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 1 month to 6 months or more and is ordinarily somewhat longer for cash maternity benefits. Usually the period must be fairly recent, such as during the last 6 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 2 to 7 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

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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 2 to 3 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.

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 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 6 weeks before the expected date of childbirth and end 6 to 8 weeks afterward.

A nursing allowance—usually 20 percent or 25 percent of the regular maternity benefit and payable for up to 6 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 medicines, 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

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services to the whole population, patients are generally required to pay a small fixed fee per medical treatment or prescription or per 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 spouse and young children (and, in some cases, other adults or young relatives living with and 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 medicines.

**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

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vary according to 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.

**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 1 to 3 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 equal to 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 equal to 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

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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 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. Noninsured 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.

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**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 6 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 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 according to 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 3 and 7 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 8 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.

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**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 persons 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, 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.

**Types of Systems and Coverage.** Family allowance programs are of two types: universal and employment-related. 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, the self-employed. A few systems cover some categories of nonemployed persons as well. 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.

**Source of Funds.** The differences in family allowance programs are reflected in the methods used for financing. In universal systems, the entire cost is usually covered by general revenue. 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 or stimulate population growth. The allowance in most countries is a uniform amount for every child, regardless of the number of children in a family. 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 per 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 available to all families and financed from general revenues, the program is usually administered by a government department. 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.**  
**Types of social security programs**

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

(Continued)

**Table 1.**  
**Types of social security programs—Continued**

Country	Old age, disability, and survivors	Sickness and maternity			Unemployment	Family allowances
		Cash benefits for both	Cash benefits plus medical care <sup>a</sup>	Work injury		
Poland	X	X	X	X	X	X
Portugal	X	X	X	X	X	X
Romania	X	X	X	X	X	X
Russia	X	X	X	X	X	X
San Marino	X	X	X	X	X	X
Serbia	X	X	X	b	X	X
Slovak Republic	X	X	X	X	X	X
Slovenia	X	X	X	X	X	X
Spain	X	X	X	X	X	X
Sweden	X	X	X	X	X	X
Switzerland	X	X	X	X	X	X
Ukraine	X	X	X	X	X	X
United Kingdom	X	X	X	X	X	X

SOURCE: Based on information in the country summaries in this volume.

- a. Coverage is provided for medical care, hospitalization, or both.
- b. Coverage is provided under other programs or through social assistance.
- c. Coverage is provided through France's program.

**Table 2.**  
**Types of mandatory systems for retirement income**

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

(Continued)

**Table 2.**  
**Types of mandatory systems for retirement income—Continued**

Country	Flat-rate	Earnings-related	Means-tested	Flat-rate universal	Provident funds	Occupational retirement schemes	Individual retirement schemes
Poland	X <sup>b</sup>	X <sup>b</sup>					X <sup>d</sup>
Portugal		X	X				
Romania		X					X
Russia	X <sup>b</sup>	X <sup>b</sup>		X			X <sup>e</sup>
San Marino		X					
Serbia		X					
Slovak Republic		X					X
Slovenia		X	X				
Spain		X					
Sweden		X	X				X
Switzerland	X <sup>b</sup>	X <sup>b</sup>	X			X	
Ukraine		X	X				
United Kingdom	X	X	X				

SOURCE: Based on information in the country summaries in this volume.

NOTE: The types of mandatory systems for retirement income are defined as follows:

**Flat-rate pension:** A pension of uniform amount or one based on years of service or residence but independent of earnings. It is financed by payroll tax contributions from employees, employers, or both.

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

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

**Flat-rate universal pension:** A pension of uniform amount normally based on residence but independent of earnings. 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 retirement schemes:** 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 retirement schemes:** 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.
- The pension formula contains a flat-rate component and an earnings-related element. Earnings-related benefits are awarded only to those with entitlement since January 22, 1979.
- The government provides a guaranteed minimum pension.
- The benefit from the individual account is to be paid beginning in 2013.

**Table 3.**  
**Demographic and other statistics related to social security, 2010**

Country	Total population (millions)	Percentage 65 or older	Dependency ratio <sup>a</sup>	Life expectancy at birth (years)		Statutory pensionable age		Early pensionable age <sup>b</sup>		GDP per capita (US\$)
				Men	Women	Men	Women	Men	Women	
Albania	3.2	9.7	48.4	74.2	80.4	65	60	62	57	7,041
Andorra	0.08	12.6	39.3	80.3	84.6	65	65	c	c	41,235
Austria	8.4	17.6	47.7	78.2	83.2	65	60	62	57.5	37,370
Belarus	9.6	13.4	39.0	64.5	76.0	60	55	c	c	10,841
Belgium	10.7	17.4	51.9	77.7	83.9	65	65	60	60	34,935
Bulgaria	7.5	17.6	45.1	70.9	77.7	63	60	c	c	11,222
Croatia	4.4	17.3	47.7	73.8	80.4	65	60	60	55	16,027
Cyprus	0.88	13.2	44.1	77.9	82.6	65	65	63	63	24,789
Czech Republic	10.4	15.3	41.5	74.3	80.3	62.2	60.7	59.2	57.7	24,144
Denmark	5.5	16.7	53.1	76.7	81.4	65	65	c	c	36,130
Estonia	1.3	17.1	48.0	68.9	79.3	63	61	60	58	20,361
Finland	5.3	17.2	50.9	77.2	83.6	65	65	62	62	34,526
France	62.6	17.0	54.7	78.6	85.1	60	60	c	c	33,674
Germany	82.1	20.5	51.1	77.8	83.1	65	65	63	63	34,401
Greece	11.2	18.3	48.2	77.7	82.5	65	60	60	55	28,517
Guernsey	0.65	17.8	47.3	77.6	82.8	65	65	c	c	44,600 <sup>d</sup>
Hungary	10.0	16.4	45.2	70.4	78.3	62	62	c	c	18,755
Iceland	0.33	11.8	47.3	80.8	83.9	67	67	65	65	35,742
Ireland	4.6	11.4	47.3	78.1	82.9	65	65	c	c	44,613
Isle of Man	0.76	17.3	51.5	76.0	82.1	65	60	c	c	35,000 <sup>d</sup>
Italy	60.1	20.4	52.9	78.6	84.6	65	60	c	c	30,353
Jersey	0.91	16.6	47.6	77.4	82.6	65	65	63	63	57,000 <sup>d</sup>
Latvia	2.2	17.4	45.5	68.7	78.1	62	62	60	60	16,377
Liechtenstein	0.35	14.5	44.6	76.7	83.7	64	64	60	60	85,382
Lithuania	3.3	16.4	44.9	67.0	78.3	62.5	60	57.5	55	17,575
Luxembourg	0.49	14.0	46.4	77.8	82.8	65	65	60	60	79,485
Malta	0.41	14.8	42.9	78.4	82.0	61	60	c	c	23,080
Moldova	4.3	10.6	35.7	67.4	75.0	62	57	c	c	2,551
Monaco	0.03	26.1	63.2	85.8	93.9	65	65	60	60	30,000 <sup>d</sup>
Netherlands	16.7	15.4	49.2	78.5	82.6	65	65	c	c	38,694
Norway	4.9	15.0	51.0	79.2	83.4	67	67	c	c	53,433

(Continued)

**Table 3.**  
**Demographic and other statistics related to social security, 2010—Continued**

Country	Total population (millions)	Percentage 65 or older	Dependency ratio <sup>a</sup>	Life expectancy at birth (years)		Statutory pensionable age		Early pensionable age <sup>b</sup>		GDP per capita (US\$)
				Men	Women	Men	Women	Men	Women	
Poland	38.0	13.5	39.4	72.3	80.4	65	60	c	c	15,987
Portugal	10.7	17.8	49.3	76.1	82.6	65	65	55	55	22,765
Romania	21.2	14.9	43.0	70.3	77.2	63.8	58.8	58.8	53.8	12,369
Russia	140.4	12.9	38.7	61.9	74.1	60	55	c	c	14,690
San Marino	0.03	17.7	52.7	80.5	85.7	65	65	60	60	41,900
Serbia	9.9	14.3	47.0	72.5	77.1	64	59	53	53	10,248
Slovak Republic	5.4	12.3	37.8	71.8	79.3	62	62	60	60	20,076
Slovenia	2.0	16.4	43.3	75.4	82.6	63	61	c	c	26,753
Spain	45.3	17.2	47.3	78.6	84.7	65	65	c	c	31,560
Sweden	9.3	18.3	53.4	79.6	83.6	65	65	61	61	36,712
Switzerland	7.6	17.3	48.0	80.2	84.7	65	64	c	c	40,658
Ukraine	45.4	15.6	41.8	63.9	74.3	60	55	c	c	6,914
United Kingdom	61.9	16.6	51.4	77.8	82.3	65	60	c	c	35,130

SOURCES: United Nations Population Division, Department of Economic and Social Affairs. *World Population Prospects: The 2008 Revision Population Database*, available at <http://esa.un.org/unpp> (2008); *Human Development Report 2009*, prepared for the United Nations Development Programme (Gordonville VA: Palgrave Macmillan, 2009); U.S. Central Intelligence Agency. *The World Factbook, 2009* (Washington D.C.: Central Intelligence Agency, 2009).

NOTES: Information on statutory and pensionable ages is taken from the country summaries in this volume.

GDP = gross domestic product.

- 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. The country has no early pensionable age, has one only for specific groups, or information is not available.
- d. Data dates from 2005 or earlier.

**Table 4.**  
**Contribution rates for social security programs, 2010 (in percent)**

Country	Old age, disability, and survivors			All social security programs <sup>a</sup>		
	Insured person	Employer	Total	Insured person	Employer	Total
Albania <sup>b</sup>	8.8	12.8	21.6	11.2	16.7	27.9 <sup>d</sup>
Andorra	5.5 <sup>c</sup>	14.5 <sup>c</sup>	20 <sup>c</sup>	5.5	14.5	20
Austria <sup>b</sup>	10.25	12.55	22.8	17.2	25.15	42.35
Belarus	1	5	6	1	11.3	12.3
Belgium <sup>b</sup>	7.5	8.86	16.36	13.07	24.77	37.84
Bulgaria <sup>b</sup>	7.1	8.9	16	12.1	16.8	28.9 <sup>d</sup>
Croatia <sup>b</sup>	20 <sup>c</sup>	0	20 <sup>c</sup>	20	16.7	36.7 <sup>d</sup>
Cyprus <sup>b</sup>	6.8 <sup>c</sup>	6.8 <sup>c</sup>	13.6 <sup>c</sup>	6.8	6.8	13.6 <sup>d</sup>
Czech Republic <sup>b</sup>	6.5	21.5	28	11	34 <sup>e</sup>	45 <sup>d,e</sup>
Denmark	f	f	f	f	f	d,f
Estonia	2	20	22	2.6	33.3	35.9 <sup>d</sup>
Finland	4.5	17.1	21.6	7.1	20.38	27.48 <sup>d</sup>
France <sup>b</sup>	6.65 <sup>g</sup>	9.9 <sup>g</sup>	16.55 <sup>g</sup>	9.8	32.68 <sup>e</sup>	42.48 <sup>e</sup>
Germany <sup>b</sup>	9.95	9.95	19.9	19.25	19.61	38.86 <sup>d</sup>
Greece <sup>b</sup>	6.67	13.33	20	11.55	22.1	33.65
Guernsey <sup>b</sup>	6 <sup>c</sup>	6.5 <sup>c</sup>	12.5 <sup>c</sup>	6	6.5	12.5 <sup>d</sup>
Hungary <sup>b</sup>	9.5 <sup>c</sup>	24 <sup>c</sup>	33.5 <sup>c</sup>	17	27 <sup>h</sup>	44 <sup>d,h</sup>
Iceland	4	16.65 <sup>c</sup>	20.65 <sup>c</sup>	4	16.65	20.65 <sup>d</sup>
Ireland	4 <sup>c</sup>	8.5 <sup>c</sup>	12.5 <sup>c</sup>	4	8.5	12.5 <sup>i</sup>
Isle of Man	10 <sup>c</sup>	12.8 <sup>c</sup>	22.8 <sup>c</sup>	10	12.8	22.8 <sup>d</sup>
Italy <sup>b</sup>	9.19	23.81	33	9.19	30.17	39.36
Jersey <sup>b</sup>	6 <sup>c</sup>	6.5 <sup>c</sup>	12.5 <sup>c</sup>	6.8	7.7	14.5 <sup>d,j</sup>
Latvia	9 <sup>c</sup>	24.09 <sup>c</sup>	33.09 <sup>c</sup>	9	24.09	33.09 <sup>d</sup>
Liechtenstein <sup>b</sup>	10.55	12.55	23.1	12.3	15.63 <sup>e</sup>	27.93 <sup>e</sup>
Lithuania	3	23.3	26.3	9	30.98	39.98
Luxembourg <sup>b</sup>	8	8	16	12.35	11.4	23.75 <sup>d</sup>
Malta <sup>b</sup>	10 <sup>c</sup>	10 <sup>c</sup>	20 <sup>c</sup>	10	10	20
Moldova <sup>b</sup>	6 <sup>c</sup>	23 <sup>c</sup>	29 <sup>c</sup>	6	23	29
Monaco <sup>b</sup>	6.15 <sup>k</sup>	6.15 <sup>k</sup>	12.3 <sup>k</sup>	6.15	21.35 <sup>e</sup>	27.5 <sup>e</sup>
Netherlands <sup>b</sup>	19	5.7	24.7	22.5 <sup>h</sup>	17.5	40 <sup>d,h</sup>
Norway	7.8 <sup>c</sup>	14.1 <sup>c</sup>	21.9 <sup>c</sup>	7.8	14.1	21.9 <sup>d</sup>

(Continued)

**Table 4.**  
**Contribution rates for social security programs, 2010 (in percent)—*Continued***

Country	Old age, disability, and survivors			All social security programs <sup>a</sup>		
	Insured person	Employer	Total	Insured person	Employer	Total
Poland <sup>b</sup>	11.26	14.26	25.52	22.71	17.61	40.32 <sup>d</sup>
Portugal	11 <sup>c</sup>	23.75 <sup>c</sup>	34.75 <sup>c</sup>	11	23.75	34.75
Romania	10.5	20.8	31.3	16.2	27.8	44 <sup>d</sup>
Russia <sup>b</sup>	0	26	26	0	34.2	34.2 <sup>j</sup>
San Marino	3.6 <sup>c</sup>	16.1 <sup>c</sup>	19.7 <sup>c</sup>	4.1	30	34.1
Serbia <sup>b</sup>	11 <sup>c</sup>	11 <sup>c</sup>	22 <sup>c</sup>	17.9	17.9	35.8 <sup>d</sup>
Slovak Republic <sup>b</sup>	4	14	18	10.4	27.2	37.6 <sup>d</sup>
Slovenia	15.5 <sup>c</sup>	8.85 <sup>c</sup>	24.35 <sup>c</sup>	22.1	16.1	38.2 <sup>d</sup>
Spain <sup>b</sup>	4.7 <sup>c</sup>	23.6 <sup>c</sup>	28.3 <sup>c</sup>	6.25	31.08	37.33 <sup>d</sup>
Sweden	7 <sup>g</sup>	11.91	18.91	7	23.43 <sup>l</sup>	30.43 <sup>d,l</sup>
Switzerland <sup>b</sup>	11.9 <sup>h</sup>	11.9	23.8	13.05	13.15 <sup>e</sup>	26.2 <sup>e</sup>
Ukraine <sup>b</sup>	2 <sup>c</sup>	32.2 <sup>c</sup>	34.2 <sup>c</sup>	2.85	36.3	39.15
United Kingdom <sup>b</sup>	11 <sup>c</sup>	12.8 <sup>c</sup>	23.8 <sup>c</sup>	11	12.8	23.8 <sup>d</sup>

SOURCE: Based on information in the country summaries in this volume.

- a. Includes Old Age, Disability, and Survivors; Sickness and Maternity; Work Injury; Unemployment; and Family Allowances. In some countries, the rate may not cover all of these programs. In some cases, only certain groups, such as wage earners, are represented. When the contribution rate varies, either the average or the lowest rate in the range is used.
- b. Contributions are subject to a ceiling on some benefits.
- c. Also includes the contribution rates for other programs.
- d. Government pays the total cost of family allowances.
- e. Employers pay the total or most of the cost of work injury benefits.
- f. Portion of set amount for Old Age, Disability, and Survivors. Central and local government and other types of contributions for the other programs.
- g. Contributions finance old-age benefits only. Additional contributions are required for survivor and disability benefits.
- h. Plus flat-rate contributions for medical benefits.
- i. Government pays for most of the cost of family allowance benefits.
- j. Government pays the total cost of unemployment benefits.
- k. Disability benefits are paid under another program.
- l. Government pays the total cost of basic unemployment insurance; employer and employee pay the cost of voluntary unemployment insurance.

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# Country Summaries





## Albania

Exchange rate: US\$1.00 equals 95.43 leks.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1947.

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

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

#### Coverage

Employed and self-employed persons.

#### Source of Funds

**Insured person:** 8.8% of covered monthly earnings.

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

The maximum earnings used to calculate contributions are 5 times the monthly minimum wage.

The monthly minimum wage is 16,120 leks.

**Self-employed person:** 23% of the monthly minimum wage.

The monthly minimum wage is 16,120 leks.

**Employer:** 12.8% of covered monthly payroll.

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

The maximum earnings used to calculate contributions are 5 times the monthly minimum wage.

The monthly minimum wage is 16,120 leks.

**Government:** Any deficit; pays contributions for persons in compulsory military service and credits contributions for unemployed persons; covers the costs of the special state pensions for certain persons; contributes as an employer.

#### Qualifying Conditions

**Old-age pension:** Age 65 (men) or age 60 (women) with at least 35 years of contributions; age 50 with at least 30 years of contributions for a mother with six or more children older than age 8.

**Partial pension:** Age 65 (men) or age 60 (women) with 15 to 34 years of contributions.

**Early pension:** Age 62 (men) or age 57 (women) with at least 35 years of contributions.

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

**Disability pension:** Paid for a total disability (blind, severely disabled, or incapable of any work) or partial disability (incapable of usual work but capable of work under special conditions) with coverage in at least 50% of the difference in years between the insured's age and age 20.

**Reduced disability pension:** A reduced pension is paid if the insured has a total disability but does not satisfy the coverage conditions for the full disability pension.

The degree of disability is assessed by the Medical Experts Committee.

**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 (25 if a student or disabled).

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

**Survivor pension:** The deceased was an old-age or disability pensioner, was insured at the time of death, or had previous coverage not more than 1 year before death.

Eligible survivors include a surviving spouse caring for a dependent child younger than age 8; a spouse with a disability; a spouse aged 50 or older (widow) or aged 60 or older (widower); dependent orphans younger than age 18 (age 25 if a 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 survivor pension for a spouse ceases on remarriage.

#### Old-Age Benefits

**Old-age pension:** The monthly pension consists of a flat-rate monthly amount of 10,276 leks for urban workers (6,344 leks for rural workers) and an earnings-related amount of 1% for each year of coverage multiplied by the insured's average covered earnings used to calculate contributions.

The maximum monthly pension is 20,552 leks for urban workers (8,416 for rural workers) or 75% of the insured's average net earnings in 3 of the last 10 years of employment, whichever is less.

**Partial pension:** A percentage of the full pension is paid, according to the number of years worked.

**Early pension:** The pension is permanently reduced by 0.6% for each month it is awarded before the normal pensionable age.

**Deferred pension:** The pension is increased by 0.34% for each month of deferral after the normal retirement age.

**Benefit adjustment:** The Council of Ministers adjusts the flat-rate pension annually according to average paid contributions.

### **Permanent Disability Benefits**

**Disability pension:** The monthly pension consists of a flat-rate monthly amount of 10,276 leks for urban workers (6,344 leks for rural workers) and an earnings-related amount of 1% for each year of coverage multiplied by the insured's average covered earnings used to calculate contributions.

The maximum monthly pension is 20,552 leks for urban workers (8,416 for rural workers) or 80% of the insured's last average net earnings, whichever is less.

**Reduced disability pension:** A percentage of the full disability pension is paid based on the difference between the actual years of coverage and those required for the full disability pension.

**Partial disability pension:** 50% of the insured's full disability pension is paid.

**Constant-attendance supplement:** A monthly supplement is paid.

**Child's supplement:** 5% of the flat-rate pension is paid per child, up to 30% of the flat-rate pension.

**Benefit adjustment:** Benefits are adjusted annually according to changes in the old-age pension.

### **Survivor Benefits**

**Survivor pension:** The spouses receive 50% of the deceased's old-age pension.

**Orphan's pension:** Each orphan and each other dependent receive 25% of the deceased's old-age pension (50% for a full orphan if there are no other eligible dependents).

**Other eligible survivors:** Each dependent receives 25% of the deceased's old-age pension.

All survivor benefits combined must not exceed 100% of the deceased's old-age pension; 50% if the surviving spouse is working or receiving a pension in his or her own right.

### **Administrative Organization**

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

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

### **Sickness and Maternity**

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#### **Regulatory Framework**

**First law:** 1947.

**Current laws:** 1993 (social insurance) and 1994 (health insurance).

**Type of program:** Social insurance (cash benefits) and universal (medical benefits) system.

### **Coverage**

**Cash sickness benefits:** Employed persons.

Voluntary coverage is possible.

**Cash maternity benefits:** Employed persons, employers, and self-employed persons.

**Medical benefits:** All persons residing in Albania.

### **Source of Funds**

**Insured person:** 0.1% of covered earnings (sickness benefits), 0.6% of covered earnings (maternity benefits), and 1.7% of covered earnings (medical benefits).

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

The maximum earnings used to calculate contributions are 5 times the monthly minimum wage.

The monthly minimum wage is 16,120 leks.

**Self-employed person:** 1.4% of the monthly minimum wage (maternity benefits) and 3% to 7% of the monthly minimum wage (medical benefits), depending on the self-employed person's geographical area.

The monthly minimum wage is 16,120 leks.

**Employer:** 0.2% of covered payroll (sickness benefits), 0.8% of covered payroll (maternity benefits), and 1.7% of covered payroll (medical benefits).

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

The maximum earnings used to calculate contributions are 5 times the monthly minimum wage.

The monthly minimum wage is 16,120 leks.

**Government:** The total cost of medical benefits for persons not currently in the labor force.

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

The maximum earnings used to calculate contributions are 5 times the monthly minimum wage.

The monthly minimum wage is 16,120 leks.

### **Qualifying Conditions**

**Cash sickness benefits:** Must be currently insured.

**Cash maternity benefits:** The insured must have at least 12 months of contributions.

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

### **Sickness and Maternity Benefits**

**Sickness benefit:** 70% of the insured's average daily wage in the last calendar year is paid if the insured has less than 10 years of contributions; 80% with 10 years or more; 50% during hospitalization if there are no dependents. The benefit

is paid from the 15th day of medical certification (the first 14 days are paid by the employer) for up to 6 months; may be extended up to 3 months if the Medical Experts Committee certifies the likelihood of recovery in that period.

Compensation is paid for a loss of income from a change of employment due to health reasons.

**Maternity benefit:** Up to 365 days of maternity leave is paid for at least 35 days before the expected date of childbirth and 42 days after (for multiple births, up to 390 days with at least 60 days before and 42 days after). The monthly benefit is 80% of the insured's average daily wage in the last calendar year for the period of leave before childbirth and for 150 days after; 50% for the remaining period. Benefits are also paid for the adoption of a child.

For employers and self-employed persons, the benefit is equal to the flat-rate old-age pension.

A woman who must change employment because she is pregnant is paid for a loss in income.

The flat-rate old-age pension is 10,276 leks for urban workers; 6,344 leks for rural workers.

**Birth grant:** A lump sum of 50% of the monthly minimum wage is paid to either insured parent with at least 1 year of contributions.

The monthly minimum wage is 16,120 leks.

### **Workers' Medical Benefits**

All general medical services are free.

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

The Health Insurance Institute pays 90% and the insured pays 10% of the cost for some types of examinations.

There is no limit to duration.

### **Dependents' Medical Benefits**

All general medical services are free.

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

The Health Insurance Institute pays 90% and the insured pays 10% of the cost for some types of examinations.

Free benefits are provided for children up to age 12 months, persons with disabilities, WWII invalids and veterans, and persons diagnosed with certain serious illnesses.

There is no limit to duration.

### **Administrative Organization**

Ministry of Finance (<http://www.minfin.gov.al>) and Ministry of Health Protection provide general supervision.

Social Insurance Institute (<http://www.iss.gov.al>) administers sickness and maternity benefits.

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

## **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 payroll.

**Government:** None.

### **Qualifying Conditions**

**Work injury benefits:** There is no minimum qualifying period. The incapacity for work is assessed by the Medical Experts Committee. Occupational diseases are defined by the Council of Ministers.

### **Temporary Disability Benefits**

The benefit is 100% of the insured's average daily wage in the last 3 years and is paid for up to 12 months.

### **Permanent Disability Benefits**

**Permanent disability benefit:** For an assessed loss of working capacity of at least 67%, the benefit is 80% of the insured's average monthly earnings in the last 3 years but not less than the flat-rate old-age pension.

The flat-rate old-age pension is 10,276 leks for urban workers; 6,344 leks for rural workers.

**Partial permanent disability:** For an assessed loss of at least 33% of working capacity, the benefit is 50% to 80% of the insured's average monthly earnings in the last 3 years, depending on the degree of loss of working capacity.

**Minor permanent disability:** For an assessed loss of between 10% and 33% of working capacity, a lump sum is paid according to a schedule in law. Material damages incurred by the insured person are compensated in full.

### **Workers' Medical Benefits**

Compensation is available for medical care and the cost of rehabilitation.

### **Survivor Benefits**

**Survivor pension:** The surviving spouse receives 50% of the deceased's old-age pension.

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

**Orphan's pension:** 25% of the deceased's old-age pension is paid for each dependent orphan younger than age 18 (age 25 if a student, no limit if disabled from childhood); 50% for a full orphan if there are no other eligible dependents.

**Other eligible survivors:** 25% of the deceased's old-age pension is paid for each dependent parent, grandparent aged 65 or older who lived with the deceased for the last 12 months, and dependent grandchildren.

All survivor benefits combined must not exceed 100% of the deceased's old-age pension.

### **Administrative Organization**

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

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

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### **Unemployment**

#### **Regulatory Framework**

**First law:** 1947.

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

**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:** 0.9% of payroll.

**Government:** None.

#### **Qualifying Conditions**

**Unemployment benefit:** The insured must have at least 1 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 is paid for up to 12 months or for a total of 365 calendar days if the insured has temporary periods of employment. The benefit must be no less than the flat-rate old-age pension.

The flat-rate old-age pension is 10,276 leks for urban workers; 6,344 leks for rural workers.

**Child's supplement:** Each dependent child younger than age 18 (25 if a student or disabled) receives 5% of the unemployment benefit, up to 30%. The supplement is reduced by 50% if one parent is employed or receiving a pension.

### **Administrative Organization**

Ministry of Labor, Social Affairs, and Equal Opportunities (<http://www.mpcs.gov.al>) provides general supervision.

National Employment Service administers benefits.

Social Insurance Institute (<http://www.iss.gov.al>) collects contributions.

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### **Family Allowances**

#### **Regulatory Framework**

**First law:** 1947.

**Current law:** 1993 (financial aid and social services).

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

#### **Coverage**

Families residing in Albania.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

#### **Qualifying Conditions**

**Family allowances (social assistance):** Families residing in Albania with low or inadequate income or with a family member who is disabled or blind.

#### **Family Allowance Benefits**

**Family allowances (social assistance):** Financial aid is provided to eligible families.

### **Administrative Organization**

Ministry of Labor, Social Affairs, and Equal Opportunities (<http://www.mpcs.gov.al>) provides general supervision.

State Social Service administers the program at district and local levels.

## Andorra

Exchange rate: US\$1.00 equals 0.70 euros (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1966 (social security).

**Current law:** 2008 (social security), implemented in 2009.

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

#### Coverage

Employed persons, their dependents, and self-employed persons.

#### Source of Funds

**Insured person:** A choice of 2.5%, 5%, or 7.5% of gross earnings (old-age) plus 3% of gross earnings (disability, survivors, sickness, maternity and work injury).

There are no maximum earnings used to calculate contributions.

**Self-employed person:** A choice of 10%, 12.5%, or 15% of average monthly earnings contributed by all insured persons in the National Social Security Fund in the previous year (€1,979.51 in 2010) plus 10% of gross earnings (disability, survivors, sickness, maternity and work injury).

There are no maximum earnings used to calculate contributions.

**Employer:** 7.5% of gross earnings (old-age) plus 7% of gross earnings (disability, survivors, sickness, and work injury).

There are no maximum earnings used to calculate contributions.

**Government:** None.

#### Qualifying Conditions

**Old-age pension:** Age 65 (men and women), with at least 145 months of contributions (85 to 144 months of contributions if at least 60% of the contributions were made before age 50).

**Disability pension:** Paid for the loss of at least 60% of earning capacity. Insured persons younger than age 21 must have at least 12 months of contributions; 36 months if aged 21 to 40; 96 months if aged 41 to 65.

The pension is paid for a total disability (at least 60% loss of earning capacity and incapable of any gainful employ-

ment) or partial disability (at least 60% loss of earning capacity and capable of some gainful employment).

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

**Survivor pension:** The deceased must have had a certain number of months of contributions according to his or her age. If the death occurred as the result of an accident or occupational disease, the contribution period is waived.

Eligible survivors are a spouse, divorced spouse, or cohabitating partner older than age 55.

A surviving spouse younger than age 55 receives a pension for a limited amount of time.

**Noncontributory supplement:** Paid if the survivor pension is less than 50% of the minimum wage.

**Funeral grant:** The grant is paid to the insurance fund that paid for the cost of the funeral.

#### Old-Age Benefits

**Old-age pension:** The value of the insured's pension is linked to the number of contributions made and the contribution rate chosen by the insured. Each monthly contribution is converted into pension points by dividing total monthly contributions (insured person and employer) by the value of the pension point used to calculate the pension contribution (€16,496 in 2010). On retirement, an annual pension is calculated by multiplying the insured's total pension points by the value of the pension point used to calculate the pension benefit (€2,062 in 2010). The benefit is paid monthly.

**Spouse's supplement:** Paid if the insured's spouse is aged 65 or older and is not eligible for a pension in his or her own right. The supplement is 10% of the insured's monthly pension.

Benefits are payable abroad.

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

#### Permanent Disability Benefits

**Disability pension:** If the insured is assessed as incapable of any gainful activity (total disability), the monthly pension is 75% of the insured's average monthly earnings in the 12 months before the disability began.

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

**Partial disability:** If the insured is assessed as incapable of performing his or her normal work (partial disability), the monthly pension is 50% of the insured's average monthly earnings in the 12 months before the disability began; 30%

if the insured is assessed as capable of performing his or her normal work.

The disability pension is replaced by the old-age pension at age 65 if the old-age pension amount is greater than the disability pension.

Benefit adjustment: Benefits are adjusted annually according to changes in the consumer price index.

Benefits are payable abroad.

### **Survivor Benefits**

**Survivor pension:** 50% of the deceased's old-age pension is paid.

Noncontributory supplement: Up to €50 is paid.

**Orphan's pension:** Each eligible child receives 30% of the minimum wage.

Noncontributory supplement: If the orphan's pension is less than 30% of the minimum wage, the pension is increased up to this amount.

Benefits are payable abroad.

**Funeral grant:** A lump sum of €1,979.51 is paid.

Benefit adjustment: Benefits are adjusted annually according to changes in the consumer price index.

### **Administrative Organization**

National Social Security Fund (<http://online.cass.ad/web/lacass/home>), managed by an Administrative Council and Director, administers the program.

### **Sickness and Maternity**

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#### **Regulatory Framework**

**First law:** 1966 (social security).

**Current law:** 2008 (social security), 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:** None.

#### **Qualifying Conditions**

**Cash sickness benefits:** If the insured is unemployed, he or she must have at least 25 days of contributions for the

first claim. For subsequent claims, with less than 1 year of contributions, the insured must have at least 15 days of employment in the last 30 days; with 1 to 3 years of contributions, at least 10 days in the last 60 days; with 3 to 5 years, at least 5 days in the last 90 days; and with more than 5 years of contributions, benefits are provided from the first day.

**Cash maternity benefits:** The insured must have at least 6 months of coverage before the expected date of childbirth (or adoption) or 3 months of employment in the previous 6 months. A self-employed person must have at least 1 year of coverage.

#### **Sickness and Maternity Benefits**

**Sickness benefit:** The daily benefit is 53% of 1/30 of the insured's salary in the last 12 months; from the 30th day, 70% of 1/30 of the insured's salary in the last 12 months.

Benefits are paid after a 3-day waiting period.

**Maternity benefit:** For mothers, the daily benefit is 100% of the previous average daily wage, paid for 16 weeks. For multiple births, 2 additional weeks are paid for each child. For fathers, the daily benefit is paid for 14 days after childbirth or 14 days after the mother returns to work.

#### **Workers' Medical Benefits**

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

Cost sharing: The National Social Security Fund reimburses medical expenses, up to 75% of the scheduled fees (100% for maternity care; 90% for hospitalization).

There is no limit to duration.

#### **Dependents' Medical Benefits**

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

Cost sharing: The National Social Security Fund reimburses medical expenses, up to 75% of the scheduled fees (100% for maternity care; 90% for hospitalization).

There is no limit to duration.

#### **Administrative Organization**

National Social Security Fund (<http://online.cass.ad/web/lacass/home>), managed by an Administrative Council and Director, administers the program.

### **Work Injury**

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#### **Regulatory Framework**

**First and current law:** 1966 (social security).

**Current law:** 2008 (social security), implemented in 2009.

Type of program: Social insurance system for work injuries and occupational diseases.

### Coverage

Employed and self-employed persons.

### Source of Funds

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

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

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

**Government:** None.

### Qualifying Conditions

**Work injury benefits:** There is no minimum qualifying period.

#### Temporary Disability Benefits

For the first month, the daily benefit is 66% of 1/30 of the insured's salary in the last 12 months; from the second month, 80%. The benefit is paid from the first day of incapacity until the degree of disability has been assessed.

#### Permanent Disability Benefits

**Permanent disability pension:** If the insured has a disability of a least 60%, the monthly pension is 100% of the average monthly earnings in the last 12 months multiplied by the assessed degree of disability.

Partial disability: If the assessed disability is from 41% to 60%, the monthly pension is the average monthly earnings in the last 12 months multiplied by 75% of the assessed degree of disability. If the assessed disability is from 10% to 40%, the monthly pension is the average monthly earnings in the last 12 months multiplied by 50% of the assessed degree of disability.

For an assessed degree of disability of less than 10%, a lump sum of 3 times the insured's average monthly salary in the last 12 month is paid.

The permanent disability pension is replaced by the old-age pension at the age of 65 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 National Social Security Fund.

Benefits are payable abroad.

Benefit adjustment: Benefits are adjusted annually according to changes in the consumer price index.

### Workers' Medical Benefits

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

Scheduled fees are reimbursed in full within the limits of conventional rates.

### Survivor Benefits

**Survivor pension:** The monthly pension is 50% of the deceased's reference earnings. The pension is paid to a nondivorced spouse older than age 55 who is not gainfully employed and ineligible for a pension in his or her own right.

If the insured's death is the result of an accident or occupational disease, a surviving spouse younger than age 55 receives a temporary pension.

**Orphan's pension:** Each child younger than age 18 receives 30% of the minimum wage.

Benefits are payable abroad.

Benefit adjustment: Benefits are adjusted annually according to changes in the consumer price index.

### Administrative Organization

National Social Security Fund (<http://online.cass.ad/web/lacass/home>), managed by an Administrative Council and Director, administers the program.

### Unemployment

#### Regulatory Framework

There is no separate unemployment program, but government assistance is available for identified cases of need.

### Family Allowances

#### Regulatory Framework

There is no separate family allowances program, but assistance is made available by the government for identified cases of need.

## Austria

Exchange rate: US\$1.00 equals 0.70 euros (€).

### 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 act applies to insured persons aged 50 or older on January 1, 2005. The 2004 law applies to insured persons younger than age 50 on January 1, 2005. Under the 2004 law, all special systems now provide similar benefits.

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

#### Coverage

Wage earners and salaried employees earning €366.33 or more a month and apprentices.

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

#### Source of Funds

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

The maximum monthly earnings used to calculate contributions are €4,110.

**Self-employed person:** Contributions vary between 16.25% and 20% of covered earnings, according to profession; farmers contribute 15% of earnings.

The maximum monthly earnings used to calculate contributions are €4,795.

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

The maximum monthly earnings used to calculate contributions are €4,110.

**Government:** A subsidy and the cost of the care benefit and income-tested allowance.

#### Qualifying Conditions

**Old-age pension:** Age 65 (men) or age 60 (women) with at least 180 months of coverage in the last 30 years, a total of at least 300 months of coverage, or 180 months of contributions.

Early pension: Age 62 (men) or age 57.5 (women). (The early pensionable age is gradually increasing by 1 month per quarter to reach age 65 (men) or age 60 (women) by 2017.) The insured must have from 420 to 450 months of coverage and monthly earnings of up to €366.33.

Early pension for workers in physically demanding jobs: Age 60 with at least 540 months of coverage, of which 120 months are based on employment in physically demanding jobs in the last 240 months and with monthly earnings no greater than €366.33. (The early pension for women in physically demanding jobs is effective in 2024. Until then, women can claim the statutory old-age pension at age 60.)

Early pension for the long-term insured: Age 60 (men born before December 31, 1950) with at least 45 years of contributions or age 55 (women born before December 31, 1955) with at least 40 years of contributions. Age limits increase for men and women born after these dates.

Corridor pension: Age 62 (men and women) with at least 450 months of coverage and with monthly earnings up to €366.33. (The corridor pension for women is effective in 2028. Until then, women can claim the statutory old-age pension at age 60.)

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

Income-tested allowance: Paid for low-income pensioners.

**Care benefit (old-age):** Paid to old-age pensioners who require personal care.

Benefits are payable abroad (a reciprocal agreement may be required if the benefit is paid abroad for a period longer than 2 months).

**Disability pension:** Paid for an assessed loss of more than 50% of earning capacity. The insured must have at least 60 months of contributions (plus 1 month for each month from age 50) in the last 10 years (plus 2 months for each month from age 50), 300 months of coverage, or a total of 180 months of contributions. The qualifying conditions are less strict for persons aged 57 or older.

Reduced pension: The full pension is reduced if monthly earnings exceed €1,037.20.

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

Income-tested allowance: Paid for low-income pensioners.

**Care benefit (disability):** Paid to disability pensioners who require personal care.

**Survivor pension:** The deceased met the coverage or contribution requirements for a disability pension or was a pensioner at the time of death.

Income-tested allowance: Paid for low-income survivors.

**Care benefit (survivors):** Paid to pensioners who require personal care.

### Old-Age Benefits

**Old-age pension:** The pension is calculated as 1.78% of the assessment base for each year of coverage.

The assessment base is the adjusted average earnings in the best 22 years, up to €3,533.09 a year. (The assessment period is increasing gradually by 12 months a year until it reaches 40 years in 2028.)

For insured persons born after January 1, 1955, with coverage only after January 1, 2005, the pension is calculated as 1.78% of the sum of contributions for each calendar year plus the sum of the adjusted annual contributions of all years of contributions divided by 14.

For insured persons born after January 1, 1955, with periods of coverage before and after January 1, 2005, the pension is based on the insured's total coverage period before and after the 2004 law.

**Early pension:** The benefit is reduced by 4.2% for each year it is received before age 65 (men) or age 60 (women), up to 15%. Special conditions apply for the long-term insured, workers in physically demanding jobs, and those who qualify for a corridor pension.

**Child's supplement:** €29.07 is paid for each eligible child.

**Income-tested allowance:** An amount is paid to increase the pension for one person to €783.99 a month; to €1,175.45 for a married couple; plus €82.16 for each child for whom a child's supplement is paid.

**Schedule of payments:** Fourteen payments a year.

**Benefit adjustment:** Benefits are adjusted annually

**Care benefit:** €154.20 to €1,655.80 is paid, depending on the amount of care required. The benefit is paid 12 times a year.

### Permanent Disability Benefits

**Disability pension:** The pension is calculated as 1.78% of the assessment base for each year of coverage.

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

The assessment base is the adjusted average earnings in the best 22 years, up to €3,533.09 a year. (The assessment period is increasing gradually by 12 months a year until it reaches 40 years in 2028.)

The maximum pension is 60% of the assessment base.

**Reduced pension:** The full pension may be reduced up to 50% for monthly earnings above €1,037.20.

**Child's supplement:** €29.07 is paid for each child younger than age 18 (age 27 if a student or in training, no limit if disabled).

**Income-tested allowance:** An amount is paid to increase the pension for one person to €783.99 a month; to €1,175.45 for a married couple; plus €82.16 for each child for whom a child's supplement is paid.

**Schedule of payments:** Fourteen payments a year.

**Benefit adjustment:** Benefits are adjusted annually.

**Care benefit:** €154.20 to €1,655.80 is paid, depending on the amount of care required. The benefit is paid 12 times a year.

### Survivor Benefits

**Survivor pension:** A widow(er) receives up to 60% of the deceased's pension.

**Income-tested allowance:** An allowance is paid to increase the survivor pension to €783.99 a month.

**Orphan's pension:** Each orphan younger than age 18 (age 27 if a student or in training, no limit if disabled) receives 40% of the survivor pension; 60% for a full orphan.

**Income-tested allowance:** An allowance is paid to increase the orphan's pension to €288.36 a month (€432.97 for a full orphan); after age 24, the allowance increases the orphan's pension to €512.41 a month (€783.99 for a full orphan).

**Schedule of payments:** Fourteen payments a year.

**Benefit adjustment:** Benefits are adjusted annually.

**Care benefit:** €154.20 to €1,655.80 is paid, depending on the amount of care required. The benefit is paid 12 times a year.

### Administrative Organization

Federal Ministry for Labor, Social Affairs and Consumer Protection (<http://www.bmask.gv.at>), the Federal Ministry for Health, Family, and Youth (<http://www.bmgfj.gv.at>), and the Federal Ministry of Finance (<http://www.bmf.gv.at>) provide general supervision.

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

Pension Insurance Institution (<http://www.pensionsversicherung.at>) administers 85% of all pensions. Separate institutions operate for railroad employees, mining employees, and self-employed persons.

Sickness funds collect contributions and transfer them to pension insurance institutions and maintain contribution records for individual workers. The pension insurance institutions of self-employed persons collect contributions directly from insured self-employed persons.

## Sickness and Maternity

### Regulatory Framework

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

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

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

### Coverage

Employed persons earning €366.33 or more a month, apprentices, and pensioners.

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

### Source of Funds

**Insured person:** 3.95% of covered wages (wage earners), 3.82% of covered salary (salaried employees), or 5.10% of the pension (pensioners).

The maximum monthly earnings used to calculate contributions are €4,110.

**Self-employed person:** 7.65% of covered earnings.

The maximum monthly earnings used to calculate contributions are €4,795.

**Employer:** 3.70% of covered payroll (wage earners) or 3.83% of covered payroll (salaried employees).

The maximum monthly earnings used to calculate contributions are €4,110.

**Government:** 70% of cash maternity benefits.

The maximum monthly earnings used to calculate contributions are €4,110.

### Qualifying Conditions

**Cash sickness and maternity benefits:** The insured must be currently in covered employment.

**Medical benefits:** The insured must be currently in covered employment.

### Sickness and Maternity Benefits

**Sickness benefit:** The employer pays 100% of the insured's earnings for up to 12 weeks (plus an additional 4 weeks at 50%), depending on the insured's length of service period.

After the right to full benefits from the employer ceases, sickness funds pay 50% (60% after 6 weeks) of the assessment base. The assessment base is the average amount of daily earnings (25% to those receiving 50% of earnings from the employer) plus family supplements (depending

on the regulation of the sickness fund) for 26 to 52 weeks, depending on the length of the coverage period.

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

**Maternity benefit:** The benefit is 100% of the insured's average earnings and is paid for 8 weeks before and 8 weeks (12 to 16 weeks in special cases) after the expected date of childbirth.

Average earnings are based on the insured's earnings in the last 13 weeks or 3 months of employment.

### 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 (including psychotherapy), maternity, and dental care; hospitalization; medicine; appliances; home care; preventive examinations; and transportation.

Cost sharing: Patients pay €5 per prescription, part of the cost for dental care, and up to 20% of the cost of appliances. The insured pays at least €27.40 toward the cost of appliances; waived for patients with limited means.

There is no limit to duration.

### Dependents' 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 (including psychotherapy), maternity, and dental care; hospitalization; medicine; appliances; home care; preventive examinations; and transportation.

Cost sharing: Patients pay €5 per prescription, part of the cost for dental care, up to 20% of the cost of appliances, and 10% of the cost during the first 4 weeks of hospitalization. The insured pays at least €27.40 toward the cost of appliances; waived for patients with limited means.

The wife of an insured man receives the same maternity care as an insured woman.

There is no limit to duration.

### Administrative Organization

Federal Ministry of Health (<http://www.bmg.gv.at>) provides general supervision.

Nine district and seven occupational sickness funds administer contributions and benefits. Sickness funds are managed by elected representatives of insured persons and employers.

Separate institutions operate for railroad, mining, and public-sector employees and self-employed persons.

## Work Injury

### Regulatory Framework

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

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

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

### Coverage

Employed and self-employed persons, apprentices, and students.

Special system for public-sector employees.

### Source of Funds

**Insured person:** None.

**Self-employed person:** 1.9% of covered income or a flat-rate contribution of €8.03 a month, according to the profession, plus supplementary payments.

The maximum monthly income used to calculate contributions is €4,110; an annual maximum amount also exists for supplementary payments.

**Employer:** 1.4% of covered payroll.

The maximum monthly earnings used to calculate contributions are €4,110; an annual maximum amount also exists for supplementary payments.

**Government:** Federal government contributes to farmers' accident insurance.

Family Allowances Equalization Fund reimburses the General Accident Insurance Fund for students' accident insurance.

### Qualifying Conditions

**Work injury benefits:** There is no minimum qualifying period.

### 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.

The employer pays the amounts due based on the relevant regulations for the specific professional category (for example, 100% of the insured's earnings for up to 10 weeks for the category of workers).

After the right to full benefits from the employer ceases, sickness funds pay 50% (60% after 6 weeks) of covered earnings (25% to those receiving 50% of earnings from the employer) plus family supplements (depending on the regulation of the sickness fund) for 26 to 52 weeks, depending on the length of the coverage period.

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

### Permanent Disability Benefits

**Permanent disability pension:** The full pension of 66.6% of the assessment base is paid for a 100% reduction in earning capacity.

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

**Partial pension:** A proportionately reduced pension is paid with at least a 20% reduction in earning capacity; at least a 50% reduction in earning capacity for a severe disability pension.

**Supplementary pension:** 20% of the severe disability pension is paid for a reduction in earning capacity from 50% to 70%; 50% if the reduction in earning capacity is greater than 70%.

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

The maximum supplement is €76.31 for each child.

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

**Schedule of payments:** Fourteen payments a year.

**Benefit adjustment:** Benefits are adjusted annually according to the rules of the accident insurance institution.

**Care benefit:** Pensioners who need personal care may be entitled to a monthly benefit varying of €154.20 to €1,655.80, depending on the amount of care required. The benefit is paid 12 times a year.

### Workers' Medical Benefits

Comprehensive care, including rehabilitation (the first 4 weeks are provided under Sickness and Maternity) and allowances for training and relocation.

### Survivor Benefits

**Survivor pension:** A widow aged 60 or older or a widower aged 65 or older receives 40% of the assessment base. Other widow(er)s receive 20% of the assessment base.

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

**Orphan's pension:** Each orphan younger than age 18 (age 27 if a student or in training, no limit if disabled) receives 20% of the assessment base (30% for a full orphan).

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

**Other dependent's pension:** 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 last year before death.

All survivor benefits combined must not exceed 80% of the assessment base.

**Survivor allowance:** A flat-rate payment of 40% of the assessment base is paid to a widow(er) who is not eligible to receive the survivor pension.

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

Schedule of payments: Fourteen payments a year.

Benefit adjustment: Benefits are adjusted annually according to the rules of the accident insurance institution.

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

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

### **Administrative Organization**

Federal Ministry of Health (<http://www.bmg.gv.at>) provides general supervision.

General Accident Insurance Institution (<http://www.auva.at>) administers long-term benefits. (A separate institution operates for railway employees, public-sector employees, and the agricultural self-employed.)

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

## **Unemployment**

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### **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 €349.01 or more a month and apprentices.

Exclusions: Public-sector employees and self-employed persons.

### **Source of Funds**

**Insured person:** 3% of covered earnings.

The maximum monthly earnings used to calculate contributions are €3,930.

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

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

The maximum monthly earnings used to calculate contributions are €3,930.

**Government:** Any deficit.

### **Qualifying Conditions**

**Unemployment benefit:** The insured must have at least 28 weeks of contributions in the last 12 months; 52 weeks in the last 24 months for a first-time claim. For a first-time claim made before age 25, the insured must have at least 26 weeks of contributions in the last 12 months. The insured must be registered at an employment office and be capable of and willing to work.

Unemployment must not be due to voluntary leaving without good reason, misconduct, work stoppage, or the refusal of a suitable job offer, in which case disqualification usually lasts 4 weeks.

Family supplement: Paid for each dependent.

Supplementary benefit: Paid for an unmarried person with low income.

**Emergency assistance (income-tested):** The insured must be unemployed, capable of and willing to work, and assessed as requiring emergency assistance.

### **Unemployment Benefits**

**Unemployment benefit:** The benefit is 55% of net earnings and is paid for up to 20 weeks; may be extended to 30 weeks with at least 156 weeks of coverage in the last 5 years; 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.

Family supplement: €0.97 a day is paid for each dependent. The total benefit including the family supplement must not be more than 80% of net earnings.

Supplementary benefit: For an unmarried person with low income, the unemployment benefit is raised to €747 but must not be more than 60% of net earnings.

**Emergency assistance (income-tested):** The assistance varies according to the number of dependents and the income of the unemployed person and his or her spouse or cohabiting partner. Assistance of between 92% and 95% of the unemployment benefit is paid to unemployed citizens with no time limit when the right to receive social insurance unemployment benefits ceases; 95% of the unemployment benefit is paid if the unemployment benefit is less than €747; between 92% and 95% if the unemployment benefit is greater than €747.

In addition, family supplements are paid for each dependent.

### **Administrative Organization**

Federal Ministry of Economy, Family and Youth (<http://www.en.bmwfj.gv.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**

#### **Regulatory Framework**

**First law:** 1948.

**Current law:** 1967.

**Type of program:** Universal system.

#### **Coverage**

Persons residing permanently in Austria with one or more children. Noncitizens are eligible if employed for more than 3 months or residing permanently in Austria for at least 5 consecutive years.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** None. (A portion of the land tax is allocated to finance family allowances for agricultural self-employed persons.)

**Employer:** 4.5% of payroll.

**Government:** States contribute €1.74 a year for each inhabitant. A portion of federal tax receipts is transferred to the Family Allowances Equalization Fund.

Federal government, states, and municipalities with more than 2,000 inhabitants pay family allowances out of their own budget but do not pay employer contributions.

Child care allowances are financed entirely from the funds of the Family Allowances Equalization Fund.

#### **Qualifying Conditions**

**Family allowances:** The child must be younger than age 18 (age 26 if a student, in training or vocational training, or severely disabled).

Severely disabled child supplement: Paid for a child with a severe disability.

**Child care allowance:** Paid to parents with annual earnings below €14,600 and with children born after January 1, 2002, who are eligible for family allowances.

Supplement (income-tested): Paid for low-income families.

Large family supplement: Paid to families with at least 3 children if eligible for family allowances and if the taxable family income does not exceed a defined income limit.

Multiple birth supplement: Paid for multiple births.

### **Family Allowance Benefits**

**Family allowances:** €105.40 a month is paid for the first child younger than age 3; €112.70 for the first child aged 3 to 9; €130.90 for the first child aged 10 to 18; and €152.70 for the first child from age 19.

The benefit for the first child is increased by €12.80 a month for the second child and by €25.50 a month for each subsequent child.

Severely disabled child supplement: A supplement of €138.30 a month is paid.

**Child care allowance:** €14.53 a day is paid for a child up to age 30 months; up to age 36 months in certain cases.

Supplement (income-tested): The daily amount is increased by €6.06 for single parents with annual earnings up to €5,200; for a mother or father whose spouse or partner has income up to €7,200. If the income of the spouse or partner exceeds €7,200, the difference is deducted from the supplement.

Large family supplement: €36.40 a month is paid for the third and each subsequent child.

Multiple birth supplement: €7.07 a day is paid for the second and each subsequent newborn child in the event of multiple births.

### **Administrative Organization**

Family Allowances Equalization Fund of the Federal Ministry of Labor, Social Affairs and Consumer Protection (<http://www.bmask.gv.at>) administers the program.

Tax administration pays allowances directly to recipients.

Federal government, states, and municipalities with more than 2,000 inhabitants pay family allowances out of their own budget.

Separate organization for public-sector employees.

## Belarus

Exchange rate: US\$1.00 equals 2,880 rubles.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1956.

**Current laws:** 1992 (pensions), 1995 (social insurance), 2003 (public service), and 2008 (occupational pensions), implemented in 2009.

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

Note: In 2009, a mandatory occupational pension system was introduced to supplement the social insurance system for certain persons in hazardous or arduous work and in specific professions. Funded by employer contributions, the pension will be paid 5 to 15 years before normal retirement age, depending on working conditions and profession.

#### Coverage

All employed persons residing permanently in Belarus, including priests and employees of religious organizations, members of cooperatives, and farmers.

Special systems for aviators, teachers, artists, professional athletes, government employees, specific categories of medical personnel, and persons injured in the Chernobyl catastrophe.

#### Source of Funds

**Insured person:** 1% of earnings.

The funeral grant is financed under Sickness and Maternity.

**Self-employed person:** 29% of declared income.

The funeral grant is financed under Sickness and Maternity.

**Employer:** 5% to 28% of payroll, according to the type of industry and business.

The funeral grant is financed under Sickness and Maternity.

**Government:** The cost of social pensions and subsidies.

#### Qualifying Conditions

**Old-age pension (social insurance):** Age 60 with at least 25 years of coverage including at least 5 years of paid contributions (men) or age 55 with at least 20 years of coverage including at least 5 years of paid contributions (women).

Qualifying conditions are reduced for 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:** Paid if the insured does not fulfill the coverage requirements for a full old-age pension.

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

Benefits are payable abroad under reciprocal agreement.

**Disability pension (social insurance):** A pension is paid for a group I disability (total disability requiring constant attendance), a group II disability (total disability), or a group III disability (partial disability), with at least 1 to 15 years of covered employment, depending on the insured's age when the disability began.

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

**Survivor pension (social insurance):** The deceased was the head of the household.

Eligible survivors are 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 are of pensionable age, disabled, or care for a child younger than age 8 and do not work; and dependent grandparents.

**Funeral grant (social insurance):** Paid to the person who pays for the funeral.

**Social pension (social assistance):** Nonworking citizens who are not eligible for an old-age, disability, or survivor pension and are at least age 60 (men) or age 55 (women), disabled since childhood, younger than age 18 and disabled, or orphans younger than age 18 (no limit if disabled before age 18).

#### Old-Age Benefits

**Old-age pension (social insurance):** The monthly pension is 55% of the wage base plus 1% of the wage base (but not less than 1% of the minimum old-age pension) for each year of coverage over 25 (men) and 20 (women) years. An additional 1% of the wage base for each year of coverage exceeding 10 years in hazardous work (7.5 years for women), up to 20%.

The minimum pension is 25% of the national average subsistence income level plus 15% of the national average wage.

The national average subsistence income level is 266,230 rubles a month.

The national average wage is 1,116,820 rubles (April 2010).

The maximum pension is 75% of the wage base.

The wage base is determined by the Council of Ministers.

Partial pension: The monthly benefit is reduced in proportion to the number of years of coverage less than that required for a full pension.

The minimum partial pension is 50% of the minimum pension; 100% of the minimum pension for mothers of at least 5 children.

Constant-attendance supplement: 50% of the minimum old-age pension is paid for a pensioner aged 80 or older who requires care; regardless of age for single pensioners.

Benefit adjustment: Benefits are adjusted when the average wage increases by more than 15% a quarter.

**Social old-age pension (social assistance):** 50% of the national average subsistence income level is paid.

The national average subsistence income level is 266,230 rubles a month.

Benefit adjustment: The social pension is adjusted according to changes in the national average subsistence income level.

### **Permanent Disability Benefits**

**Disability pension (social insurance):** The Group I disability pension is 75% of the wage base; the Group II disability pension is 65% of the wage base; and the Group III disability pension is 40% of the wage base.

The wage base is determined by the Council of Ministers.

The minimum disability pension is 100% of the minimum old-age pension for Groups I and II and 50% of the minimum old-age pension for Group III.

The minimum old-age pension is 25% of the national average subsistence income level plus 15% of the national average wage.

The national average subsistence income level is 266,230 rubles a month.

Expert medical rehabilitation commissions assess the degree of disability.

Constant-attendance supplement: 100% of the minimum old-age pension is paid for a pensioner with a Group I disability; 50% if assessed with a Group II disability and requiring some care.

Benefit adjustment: Benefits are adjusted when the average wage increases by more than 10%.

**Social disability pension (social assistance):** The pension is 85% of the national average subsistence income level for a Group I disability; 75% for a Group II disability that began in childhood; 65% for a Group II disability that began in adulthood; and 55% for a Group III disability.

For children younger than age 18 with disabilities, the pension is 60% to 85% of the national average subsistence income level, depending on the assessed disability.

The national average subsistence income level is 266,230 rubles a month.

Expert medical rehabilitation commissions assess the degree of disability.

Benefit adjustment: The social pension is adjusted according to changes in the national average subsistence income level.

### **Survivor Benefits**

**Survivor pension (social insurance):** 40% of the wage base is paid for each eligible survivor; 50% for full orphans.

The wage base is determined by the Council of Ministers.

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

The minimum old-age pension is 25% of the national average subsistence income level plus 15% of the national average wage.

The national average subsistence income level is 266,230 rubles a month.

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

Benefit adjustment: Benefits are adjusted when the national average wage increases by more than 15%.

**Social orphan's pension (social assistance):** 65% of the national average subsistence income level is paid.

The national average subsistence income level is 266,230 rubles a month.

Benefit adjustment: The social pension is adjusted according to changes in the national average subsistence income level.

### **Administrative Organization**

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

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

### **Sickness and Maternity**

#### **Regulatory Framework**

**First law:** 1955.

**Current laws:** 1992, 1993 (health), 1995 (social insurance), and 1997 (sickness).

**Type of program:** Social insurance (cash benefits) and universal (medical benefits) system.

### Coverage

**Cash sickness and maternity benefits:** Persons in covered employment or in military service; and registered unemployed women (maternity benefits only).

**Medical benefits:** All persons residing in Belarus.

### Source of Funds

**Insured person:** None.

**Self-employed person:** 6% of declared income.

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

**Employer:** 6% of the payroll.

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

**Government:** The cost of medical benefits; the cost of maternity benefits for members of the armed forces, the interior service, and students.

### Qualifying Conditions

**Cash sickness benefits:** Paid for insured workers, including foreign citizens and persons without citizenship working in Belarus.

**Cash maternity benefits:** There is no minimum qualifying period. Unemployed women must be receiving an unemployment benefit.

**Parental care grant:** Paid to those registered with the state health care system.

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

### Sickness and Maternity Benefits

**Sickness benefit:** The benefit is 80% of the insured's average earnings for the first 6 days of incapacity; thereafter, 100%.

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

The benefit is also paid at 100% of the insured's average earnings for the insured to provide care for a sick child younger than age 14 for up to 14 days or for periods of hospitalization as recommended by a doctor.

**Maternity benefit:** Employed women receive 100% of average monthly earnings; students on leave from employment receive 100% of the education grant; unemployed women receive 100% of the unemployment benefit.

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

The monthly maximum benefit is 3 times the national average wage in the month before childbirth and maternity leave.

The national average subsistence income level is 266,230 rubles a month.

Benefits are paid for 126 calendar days (140 calendar days in the case of complications or multiple births). For the adoption of a child younger than 3 months, the benefit is paid for 70 days, starting from the date of the adoption.

**Prenatal care grant:** A lump sum of the average subsistence income level is paid during the first 12 weeks of pregnancy.

The national average subsistence income level is 266,230 rubles a month.

### Workers' Medical Benefits

Medical services are provided directly by government health providers and include general and specialist care, hospitalization, prostheses, medication, and other medical care services.

### Dependents' Medical Benefits

Medical services are provided directly by government health providers and include general and specialist care, hospitalization, prostheses, medication, and other medical care services.

### 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 finances sickness and maternity benefits.

Employers and local social protection offices pay temporary disability benefits, as specified by law.

Ministry of Health (<http://minzdrav.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

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#### Regulatory Framework

**First law:** 1939.

**Current law:** 2003 (work injury and occupational diseases), implemented in 2004.

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

#### Coverage

Employed persons, prisoners working in prison workshops, persons employed based on a civil or legal agreement, and students engaged in vocational training.

Exclusions: Self-employed persons.

### Source of Funds

**Insured person:** None.

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

**Employer:** Contributions vary from 0.3% to 0.9% of payroll according to the assessed professional risk. (Contributions are reduced by 50% for nongovernmental associations with disabled persons or pensioners accounting for at least 50% of the staff, and for members of collective and state-owned farms and government-funded organizations.)

**Government:** None.

### Qualifying Conditions

**Work injury benefits:** There is no minimum qualifying period. Work injury benefits are reduced by up to 25% if the work injury is deemed to be caused by gross negligence on the part of the insured.

### Temporary Disability Benefits

**Temporary disability benefit:** The benefit is based on the insured's adjusted earnings before the certification of disability and according to the assessed loss of working capacity. The benefit is paid from the first day of incapacity until recovery or certification of permanent disability. The adjusted monthly earnings must not be less than 60% of the national average monthly wage.

**Temporary disability grant:** A lump sum of 6 times the temporary disability benefit is paid.

### Permanent Disability Benefits

**Permanent disability pension:** The pension is based on the insured's adjusted monthly earnings before the disability began and according to the assessed loss of working capacity. The adjusted monthly earnings used to calculate the pension must not be less than 60% of the national average monthly wage.

Earnings-related benefits for work injury or occupational diseases may be paid in addition to other pensions.

**Permanent disability grant:** A lump sum of 6 times the value of the permanent disability pension is paid.

### Workers' Medical Benefits

Medical services are provided directly by government health providers and include general and specialist care, hospitalization, prostheses, medication, and other medical care services. Supplementary compensation is provided for food, transportation, and other special services necessary in cases of serious injuries.

### Survivor Benefits

**Survivor pension:** If the insured's death is the result of a work injury or an occupational disease, a monthly pension is paid.

Eligible survivors are the widow(er), survivors younger than age 18 (age 23 if a student), old-age pensioners, disabled persons, 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 deceased's average monthly earnings is paid.

Eligible survivors are the widow(er), regardless of working capacity, survivors younger than age 18 (age 23 if a student), old-age pensioners, disabled persons, 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://www.bgs.by>) administers the work injury and occupational diseases insurance program.

Employers and local social protection offices pay temporary disability benefits, as specified by law.

Ministry of Labor and Social Protection (<http://mintrud.gov.by>) and its local offices administer the permanent disability and survivor pensions program.

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

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; the Ministry of Health and local health departments administer medical services.

### Unemployment

#### Regulatory Framework

**First law:** 1921.

**Current law:** 2006 (employment).

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

#### Coverage

Citizens aged 16 and older residing permanently in Belarus.

#### Source of Funds

**Employee:** None.

**Self-employed person:** See source of funds under Sickness and Maternity.

**Employer:** See source of funds under Sickness and Maternity.

**Government:** Subsidies as needed from state and local budgets.

### Qualifying Conditions

**Unemployment benefit:** The insured must be unemployed, of working-age, and residing in Belarus. 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 average earnings of all employees at the last place of employment are 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).

For an unemployed person who had more than 12 months of covered employment (but fewer than 12 weeks of paid work in the last 12 months) or for workers returning to work after a period of interruption longer than 12 months but with at least 12 months of covered employment, the benefit is 100% of the wage base for the first 13 weeks and 75% for the next 13 weeks.

For an unemployed person who is a first time job seeker or for an unemployed person who has had a prolonged interruption from work and who has worked for less than a year in total, the benefit is 85% of the wage base for 13 weeks and 70% for the next 13 weeks.

For an unemployed person who is ineligible for regular unemployment benefits, but was gainfully employed in public works for at least 22 days, the benefit is 100% of the wage base for the first 13 weeks and 75% of the wage base for the next 13 weeks.

The maximum benefit is twice the wage base.

The wage base is determined by the Council of Ministers.

### Administrative Organization

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

### Family Allowances

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#### Regulatory Framework

**First law:** 1944.

**Current law:** 1992 (family benefits).

**Type of program:** Universal and social assistance system.

### Coverage

Families permanently residing in Belarus with one or more children.

### 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:** Subsidies as needed from federal and local governments.

### Qualifying Conditions

**Family allowances:** Paid for all children younger than age 3 and for children aged 3 to 16 (aged 18 if a student and not receiving an education grant) if their families' monthly income does not exceed 80% of the national average subsistence income level as of September in the previous year.

Families caring for a child aged 3 to 18 with a disability are not subject to a means test and receive full benefits.

The national average subsistence income level is 266,230 rubles a month.

**Sick child care allowance:** Paid for a child younger than age 14 in outpatient care or a child younger than age 5 if hospitalized.

**Disabled child care allowance:** Paid to nonworking persons who are not pensioners and who care for a child younger than age 18 with a disability.

**Additional monthly allowances:** Paid for children under certain conditions.

Birth grant: Paid for the birth of a child.

### Family Allowance Benefits

**Family allowances:** For a child younger than age 3, monthly allowances of 100% of the national average subsistence income level are paid to non-working women; 50% to women employed more than 50% or with a child in kindergarten.

For a child older aged 3 or older, 30% of the national average subsistence income level is paid for each child whose family income does not exceed 60% of the average national average subsistence income level for September of the previous year; 50% of the benefit is paid if family income is 61% to 80% of the average national average subsistence income level for September of the previous year.

The national average subsistence income level is 266,230 rubles a month.

**Sick child care allowance:** 100% of the salary of the parent who cares for the child is paid for up to 14 days for outpatient care; without limit for hospitalization.

**Disabled child care allowance:** 65% of the national average subsistence income level is paid.

The national average subsistence income level is 266,230 rubles a month.

**Additional monthly allowances:** 75% of the national average subsistence income level is paid for children up to age 18 months with an unmarried mother; 40% for children from age 18 months to age 3 with an unmarried mother.

A single parent not receiving alimony receives 40% the national average subsistence income level for each child until age 16 (age 18 if a student).

Families with children younger than age 18 with disabilities as well as wives of soldiers on regular duty receive 40% of the national average subsistence income level.

Each child younger than age 18 diagnosed with HIV or AIDS receives 45% of the national average subsistence income level.

The national average subsistence income level is 266,230 rubles a month.

**Birth grant:** A lump sum of 500% of the national average subsistence income level is paid for the first child; 700% for subsequent children.

The national average subsistence income level is 266,230 rubles a month.

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>) administers the program.

Enterprises and employers pay benefits to employees.

Local offices of the Ministry of Labor and Social Protection (<http://mintrud.gov.by>) administers benefits for nonworking mothers.

## Belgium

Exchange rate: US\$1.00 equals 0.70 euros (€).

### 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 provisions for miners and seamen.

Special systems for self-employed persons and civil servants.

#### Source of Funds

**Insured person:** 7.5% of reference earnings. Pensioners and prepensioners contribute from 0.5% to 2.0% of the pension or prepension. (The prepension is paid under Unemployment to insured persons aged 60 or older with at least 30 years (men) or 26 years (women) of employment.)

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.

The insured's contributions finance old-age and survivor pensions. Disability pensions and funeral grants are financed under Sickness and Maternity.

If the insured person and employer are affiliated with all branches of social security, a global contribution is paid to the National Social Security Office and split according to each branch's needs. The global contribution rate is 37.84% of reference earnings (13.07% is paid by the employee and 24.77% by the employer).

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

**Employer:** 8.86% of reference earnings.

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.

The employer's contributions finance old-age and survivor pensions. Disability pensions and funeral grants are financed under Sickness and Maternity.

If the insured person and employer are affiliated with all branches of social security, a global contribution is paid to the National Social Security Office and split according to each branch's needs. The global contribution rate is 37.84%

of reference earnings (13.07% is paid by the employee and 24.77% by the employer).

**Government:** Annual subsidies.

#### Qualifying Conditions

**Old-age pension:** Age 65 with at least 45 years of coverage (men and women).

Partial pension: Paid for an incomplete qualifying period.

Early pension: Age 60 with at least 35 years of coverage (men and women).

Vacation allowance: Paid annually to pensioners.

**Special old-age pension (means-tested):** Paid at age 60 to the divorced husband or wife of a retired person.

Means test: The income and individual pension of the divorced husband or wife is taken into consideration.

Guaranteed income for the elderly (means-tested): Paid to low-income elderly persons aged 65 or older.

Means test: Monthly income must not exceed €1,000 for a single person; €625 if cohabiting (family allowances, alimony, and certain other benefits are not included).

**Disability pension:** Paid for the loss of 66.7% of earning capacity in the usual occupation for at least 12 months. The insured must have been covered during the two quarters before the quarter in which the disability began, have completed 120 days of actual or credited work (or 400 hours for part-time workers), and met the legal requirements for a regular worker during the last 30 days before the disability began.

**Survivor pension:** Paid to a widow(er) aged 45 or older (any age if disabled or caring for a child) who was married to the deceased for at least 1 year; conditions are waived if a child was born during the marriage or if the death was the result of an accident.

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

**Funeral grant:** Paid on the insured's death.

#### Old-Age Benefits

**Old-age pension:** The full pension is 60% of average lifetime earnings (75% for a married couple). 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 €19,131.53.

For each year of the insured's career, the maximum adjusted earnings used to calculate benefits are €46,895.18.

The minimum annual pension is €12,058.41 for a single person with a full contribution record; €15,068.27 a year for a married couple. For workers with at least 66.7% of a full contribution record under the salaried workers' scheme, a proportionately reduced minimum pension is awarded.

Partial pension: A reduced pension is paid according to the number of years of coverage less than what is required for a full career record.

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

Vacation allowance: €568.80 is paid annually in May for a single person; €711.01 for a couple.

**Special old-age pension (means-tested):** The pension is half the former spouse's pension based on 75% of average lifetime earnings minus any pension income earned by the divorced person in his or her own right.

Means test: Income must not exceed €1,000 a month for a single person; €625 a month if cohabiting (family allowances, alimony, and certain other benefits are not included).

**Guaranteed income for the elderly (means-tested):** €892.99 a year is paid for a single person; €595.33 a year if cohabiting.

Means test: Income must not exceed €1,000 a month for a single person; €625 a month if cohabiting (family allowances, alimony, and certain other benefits are not included).

Benefit adjustment: Benefits are adjusted periodically according to changes in the retail price index.

### **Permanent Disability Benefits**

**Disability pension:** The benefit is 65% of reference earnings if the insured has dependents; 40% if the insured cohabits but has no dependents; 55% if the insured lives alone. The pension is paid after 1 year of incapacity.

Reference earnings are the salary the insured would have received on the date the disability began.

The maximum daily earnings used to calculate benefits are €113.98 if the disability began before January 1, 2005; €116.26 if the disability began between January 1, 2005, and December 31, 2006; €117.42 if the disability began between January 1, 2007, and December 31, 2008; €118.36 if the disability began on or after January 1, 2009.

The minimum daily pension for a regular worker is €48.30 if the insured has dependents; €33.14 if the insured cohabits but has no dependents; €38.65 if the insured lives alone. If the insured does not meet the legal requirements for a regular worker, the minimum daily pension is €27.91 with no dependents; €37.22 with dependents.

The maximum daily pension depends on the date the disability began.

### **Survivor Benefits**

**Survivor pension:** The widow(er) receives 80% of the pension the deceased received or would have been entitled to receive.

The minimum annual pension is €11,868.82 if the deceased was insured with a full contribution record. For survivors of insured persons with at least 66.7% of the full contribution

record, a proportionately reduced minimum pension is awarded.

The survivor pension plus the widow(er)'s own pension entitlement must not exceed 110% of the value of his or her own pension entitlement.

A noneligible widow(er) receives a survivor pension for a limited period of 12 months.

Vacation allowance: €568.80 is paid annually in May.

**Funeral grant:** A lump sum of €148.74 is paid.

Benefit adjustment: Benefits are adjusted periodically according to changes in the retail price index (except for the funeral grant).

### **Administrative Organization**

Social Security Federal Public Service (<http://www.socialsecurity.fgov.be>) provides general supervision.

National Social Security Office (<http://www.onss.be>) collects and administers contributions.

National Pensions Office (<http://www.onprvp.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 possible.

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 benefits and disability pensions). Pensioners contribute 3.55% of the old-age or survivor pension (low-income pensioners are exempt from contributions).

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.

## Belgium

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If the insured person and employer are affiliated with all branches of social security, a global contribution is paid to the National Social Security Office and split according to each branch's needs. The global contribution rate is 37.84% of reference earnings (13.07% is paid by the employee and 24.77% by the employer).

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

**Employer:** 3.8% of reference earnings (medical benefits), 2.2% of reference earnings (cash 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.

If the insured person and employer are affiliated with all branches of social security, a global contribution is paid to the National Social Security Office and split according to each branch's needs. The global contribution rate is 37.84% of reference earnings (13.07% is paid by the employee and 24.77% by the employer).

**Government:** Subsidy for the management of the social security system; proceeds from a surcharge on automobile insurance and on hospitalization insurance premiums; a tax on the profit made on certain prescribed medicines; and other taxes.

### Qualifying Conditions

**Sickness and maternity cash benefits:** The insured must have been covered during the two quarters before the quarter in which the sickness or maternity leave period started, have completed 120 days of actual or credited work (400 hours for part-time workers), and met the legal requirements for a regular worker during the last 30 days before the incapacity began.

**Medical benefits:** There is no minimum qualifying period (6 months of contributions are required in certain special cases).

### Sickness and Maternity Benefits

**Cash sickness benefit:** The benefit is 60% of the insured's earnings. After the 31st day of incapacity, the entitlement is 55%; 60% if there are dependents or if the insured is the sole breadwinner. Benefits are normally not paid if the employer provides a guaranteed salary.

The maximum daily earnings used to calculate benefits are €118.36 (January 2009).

**Cash maternity benefit:** During the first 30 days, the maternity benefit for employees is 82% of total earnings; for the unemployed or other eligible persons, 79.5% of earnings (up to a maximum). The benefit for all eligible persons from the 31st day is 75% of daily earnings (up to a maximum).

The benefit is paid for up to 15 weeks (19 weeks in the case of multiple births), including up to 6 weeks (8 weeks in the case of multiple births) before the expected date of childbirth (of which at least 1 week is compulsory) and at least 9 weeks after childbirth.

When earnings are subject to a maximum, the maximum daily earnings used to calculate benefits are €118.36 (January 2009).

### Workers' Medical Benefits

The benefits provided include general and specialist care, surgery, hospitalization, medicine, laboratory services, maternity care, dental care, nursing, rehabilitation, transportation, and appliances.

The insured makes copayments that vary according to the insured's income and status.

There is no limit to duration.

### Dependents' Medical Benefits

The benefits provided include general and specialist care, surgery, hospitalization, medicine, laboratory services, maternity care, dental care, nursing, rehabilitation, transportation, and appliances.

The insured makes copayments that vary according to the insured's income and status.

There is no limit to duration.

### Administrative Organization

Social Security Public Federal Service (<http://www.socialsecurity.fgov.be>) provides general supervision.

National Social Security Office (<http://www.onss.be>) collects contributions.

National Sickness and Invalidity Insurance Institute (<http://www.inami.fgov.be>) coordinates the program together with various management committees for cash and medical benefits.

Local agencies, including about 65 approved mutual benefit societies represented by five national unions and a separate fund for railway employees, pay benefits. District offices of the public auxiliary fund 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:** None.

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

## Employer

**Work injury:** 0.32% of reference earnings plus an insurance premium that varies according to the assessed degree of risk.

**Occupational disease:** 1% of reference earnings plus 0.01% for asbestos-related illnesses.

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.

If the insured person and employer are affiliated with all branches of social security, a global contribution is paid to the National Social Security Office and split according to each branch's needs. The global contribution rate is 37.84% of reference earnings (13.07% is paid by the employee and 24.77% by the employer).

**Government:** None.

## Qualifying Conditions

**Work injury benefits:** There is no minimum qualifying period. Accidents that occur while commuting to and from work are covered.

## Temporary Disability Benefits

90% of the insured's reference earnings are paid until recovery or certification of permanent disability.

Daily reference earnings are 1/365 of the full-year earnings for the year before the accident or the cessation 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 full-year earnings used to calculate benefits are €5,948.76.

The maximum full-year earnings used to calculate benefits are €36,809.73.

Benefit adjustment: Benefits are adjusted periodically according to changes in the retail price index.

## Permanent Disability Benefits

**Permanent disability pension:** If the insured is assessed with a total disability, the pension is 100% of the insured's reference earnings.

Reference earnings are total earnings in the year before the accident or the cessation of work because of an occupational disease.

The minimum full-year earnings used to calculate benefits are €5,948.76.

The maximum full-year earnings used to calculate benefits are €36,809.73.

Constant-attendance supplement: The supplement varies according to 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.

Partial disability: A percentage of reference earnings is paid according to the assessed degree of permanent disability, except where the assessed degree of disability is less than 10% (the percentage paid is reduced by half for an assessed disability of less than 5% and by a quarter if between 5% and 10%).

The benefit is payable abroad.

Benefit adjustment: Benefits are adjusted periodically according to changes in the retail price index (except 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:** A widow(er)'s pension is 30% of the deceased's covered earnings.

The pension does not cease on remarriage.

The minimum full-year earnings used to calculate benefits are €5,948.76.

The maximum full-year earnings used to calculate benefits are €36,809.73.

**Orphan's pension:** Each orphan younger than age 18 (aged 18 or older if entitled to family allowances) receives 15% of the deceased's covered earnings (20% for a full orphan).

All orphans' pensions combined must not exceed 45% of the deceased's covered earnings; 60% for full orphans.

**Other eligible survivors (in the absence of orphans):** A pension is paid to parents, grandchildren, and brothers or sisters younger than age 18.

All survivor benefits combined must not exceed 75% of the deceased's covered earnings.

Benefits are payable abroad.

## Belgium

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**Benefit adjustment:** Benefits are adjusted periodically according to changes in the retail price index.

**Funeral grant:** A lump sum of 30 days of earnings is paid; the minimum grant is the sickness benefit. Transportation costs, including administrative costs and the cost of transporting the body to the place of burial (including abroad), are also provided.

### Administrative Organization

Social Security Federal Public Service (<http://www.socialsecurity.fgov.be>) provides general supervision.

**Work injury:** Work Injury Fund (<http://www.faofat.fgov.be>), a public social security institution administered jointly by employers and workers, administers the program and controls the benefits paid by private companies.

**Occupational disease:** Occupational Diseases Fund (<http://www.fmp.fgov.be>), a public social security institution administered jointly by employers and employees, is responsible for the compensation of injured workers.

### Unemployment

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#### Regulatory Framework

**First law:** 1920.

**Current laws:** 1944 (social security) and 1991 (unemployment regulation).

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

#### Coverage

Employed persons.

Coverage is also possible for first-time job seekers, stage performers, certain teachers, home workers, workers with disabilities, professional athletes, and students receiving a scholarship.

Exclusions: Self-employed persons.

#### Source of Funds

**Insured person:** 0.87% of reference earnings.

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.

If the insured person and employer are affiliated with all branches of social security, a global contribution is paid to the National Social Security Office and split according to each branch's needs. The global contribution rate is 37.84% of reference earnings (13.07% is paid by the employee and 24.77% by the employer).

**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's gross earnings for white-collar workers and 108% of the insured's gross earnings for blue-collar workers.

If the insured person and employer are affiliated with all branches of social security, a global contribution is paid to the National Social Security Office and split according to each branch's needs. The global contribution rate is 37.84% of reference earnings (13.07% is paid by the employee and 24.77% by the employer).

**Government:** Covers any deficit.

#### Qualifying Conditions

**Unemployment benefit:** If younger than age 36, the insured must have at least 312 days of covered employment or deemed employment in the 18 months before the date of the claim for benefits; if aged 36 to 50, 468 days in 27 months; if older than age 50, 624 days in 36 months. The insured must register at an unemployment office and be capable of and available for work. Unemployment must be involuntary; otherwise, the insured is disqualified for 4 to 52 weeks or loses eligibility for benefits.

**Job search benefit:** The insured must be younger than age 30, must not meet the employment qualifying condition for the unemployment benefit, and must register at an unemployment office and be capable of and available for work. Benefits are paid after a waiting period.

**Prepension supplement:** Aged 60 or older with at least 30 years (men) or 26 years (women) of employment.

**Aged unemployed person's supplement:** The insured must be aged 50 or older with at least 20 years of employment, be unemployed for at least 12 months, and not be entitled to the prepension supplement.

#### Unemployment Benefits

**Unemployment benefit:** The benefit is calculated on average daily earnings. The average daily earnings are based on the last monthly earnings, up to €2,206.46 for the first 6 months of benefit; €2,056.46 for the next 6 months; €1,921.71 after the first 12 months.

If the insured is older than age 21 and has not worked in the last 6 months before applying for benefits, the benefit is based on flat-rate monthly earnings of €1,387.49.

The benefit depends on the insured's family status and the period of unemployment. If the insured is cohabiting or has dependents (a spouse, partner, or another person with no individual income or for whom alimony is paid), the benefit is 60% of earnings for the entire period of unemployment. For a single person living alone, 60% of earnings is paid for the first year; thereafter, 53.8%. If the insured is cohabiting with a person who has income, 60% of earnings is paid for

the first year; 40% for a second period (the minimum duration of the second period is 3 months, and the total duration depends on the person's professional career record); thereafter, a flat-rate monthly benefit of €447.20 is paid.

**Job search benefit:** The benefit depends on the insured's age and family status. For a single person younger than age 18 living alone, €278.98 is paid; if aged 18 to 20, €438.36; if aged 21 or older, €726.18. If the insured is cohabiting or has dependents (a spouse, partner, or another person with no individual income or for whom alimony is paid), €981.76 is paid regardless of age. For an insured person younger than age 18 cohabiting with persons with an income, €239.20 is paid; otherwise, €381.68.

**Prepension supplement:** 50% of the difference between the monthly benefit (calculated as 60% of last gross earnings) and net earnings (gross earnings up to €3,476.03, reduced by social contributions and certain other deductions) is paid. The supplement may be paid until the insured reaches retirement age.

**Aged unemployed person's supplement:** A monthly supplement is paid according to age (50 or older) and family status. Single persons aged 55 or older are guaranteed 60% of their last earnings.

Benefit adjustment: Benefits are adjusted periodically according to 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 (<http://www.onss.be>) collects contributions.

National Employment Office (<http://www.onem.be>) adjudicates claims, supervises the paying agencies, and oversees employment policies through 30 regional offices.

Public payment offices, or trade unions for their own members, pay benefits at the local level.

### Family Allowances

#### Regulatory Framework

**First law:** 1930.

**Current laws:** 1939 (salaried workers), 1965 (civil servants), 1971 (guaranteed family allowances), and 1976 (self-employed persons).

**Type of program:** Social insurance and social assistance (guaranteed family allowances) system.

#### Coverage

Children of salaried workers (including active, unemployed, retired, disabled, or deceased workers).

Children not covered under any statutory system are eligible to receive guaranteed family allowances, subject to an income test.

Special systems for civil servants and self-employed persons.

### Source of Funds

**Insured person:** None.

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

**Employer:** 7% of reference earnings.

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.

If the insured person and employer are affiliated with all branches of social security, a global contribution is paid to the National Social Security Office and split according to each branch's needs. The global contribution rate is 37.84% of reference earnings (13.07% is paid by the employee and 24.77% by the employer).

**Government:** Certain subsidies.

### Qualifying Conditions

**Family allowances:** 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 for a disabled person who was aged 21 or older before July 1, 1987; age 25 if a student, an apprentice, or a job seeker registered for less than 270 days and not receiving earnings or social benefits of more than €480.47).

Eligible children are the insured's children, the children of the insured's partner, adopted children under certain conditions, dependent brothers and sisters, and any other children in the insured's household.

### Family Allowance Benefits

**Basic family allowance:** €83.40 a month is paid for the first child; €154.33 for the second child; €230.42 for the third and each subsequent child. Each orphan receives €320.40 a month.

**Social supplement:** €42.46 a month is paid for the first child of a pensioner, a single parent, or a person unemployed for longer than 6 months, and €91.35 is paid for the first child of a worker with a disability; €26.32 for the second child of a pensioner, a single parent, a person unemployed for longer than 6 months, or a worker with a disability; €4.62 for the third and each subsequent child of a pensioner, a person unemployed for longer than 6 months, or a worker with a disability (the third child in a single-parent family receives €21.62 a month under certain conditions).

**Age supplement (children born before January 1, 1991):** For a healthy first child not entitled to a social supplement and born from January 1, 1985, to December 31, 1990, the

monthly supplement is €31.12; otherwise, €29.91. For a healthy first child born from January 1, 1981, to December 31, 1984, the monthly supplement is €46.42. For other children or any sick child, the monthly supplement is €28.98 if aged 6 to 11; €44.27 if aged 12 to 18; otherwise, €56.29.

**Age supplement (children born after December 31, 1990):** For a healthy first child not entitled to social supplement, the monthly supplement is €14.53 if aged 6 and 11; €22.12 if aged 12 to 18; €25.50 if aged 18 or older. For other children or for any sick child, the monthly supplement is €28.98 if aged 6 to 11; €44.27 if aged 12 to 18; €56.29 if aged 18 or older.

**Sick or disabled child supplement (old system):** For a child with a disability born before December 31, 1992, with an assessed degree of disability of at least 66%, the monthly supplement varies between €375.22 and €439.07. The child's degree of disability is calculated according to a schedule of 0 to 9 points.

**Sick or disabled child supplement (new system implemented May 1, 2003):** For a child with a disability born after December 31, 1992, supplements are awarded according to the impact of the illness on the physical and mental capacity of the child, the activity and participative capacity of the child, and the implications for the child's next of kin. The monthly supplement varies between €73.14 and €487.60.

**Birth grant:** €1,129.95 is paid for the first birth (or per child for multiple births); €850.15 for the second and each subsequent birth.

**Adoption allowance:** €1,129.95 is paid for each child adopted.

Benefit adjustment: Benefits are adjusted periodically for wage and price changes and other economic factors.

### **Administrative Organization**

Social Security Public Federal Service (<http://www.socialsecurity.fgov.be>) provides general supervision.

National Social Security Office (<http://www.onss.be>) collects and administers contributions.

Family allowances are paid by about 15 approved private occupational, regional, and specialist funds and by two public organizations.

National Family Allowances Office (<http://www.onafts.fgov.be>) supervises private funds and administers allowances to families not covered by a private fund.

## Bulgaria

Exchange rate: US\$1.00 equals 1.36 leva.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1924.

**Current laws:** 2000 (social insurance) and 2000 (pensions).

**Type of program:** Social insurance, mandatory individual account, and social assistance system.

#### Coverage

**Social insurance:** All employed persons and self-employed persons, freelance professionals, artists, craftsmen, and farmers.

Voluntary coverage is not possible.

**Mandatory individual account:** All persons born after December 31, 1959, who are covered by social insurance.

#### Source of Funds

##### Insured person

**Social insurance:** For persons born before January 1, 1960, 7.1% of covered earnings; for persons born after December 31, 1959, 4.9% of covered earnings.

The minimum monthly earnings used to calculate contributions are 240 leva.

The maximum monthly earnings used to calculate contributions are 2,000 leva.

**Mandatory individual account:** 2.2% of covered earnings plus up to 1% per year of accumulated funds for administrative fees.

The minimum monthly earnings used to calculate contributions are 240 leva.

The maximum monthly earnings used to calculate contributions are 2,000 leva.

##### Self-employed person

**Social insurance:** For persons born before January 1, 1960, 16% of declared covered earnings; for persons born after December 31, 1959, 11% of declared covered earnings.

The minimum monthly earnings used to calculate contributions are 240 leva.

The maximum monthly earnings used to calculate contributions are 2,000 leva.

**Mandatory individual account:** 5% of declared covered earnings plus up to 1% per year of accumulated funds for administrative fees.

The minimum monthly earnings used to calculate contributions are 240 leva.

The maximum monthly earnings used to calculate contributions are 2,000 leva.

#### Employer

**Social insurance:** For persons born before January 1, 1960, 8.9% of covered payroll; for persons born after December 31, 1959, 6.1% of covered payroll.

The minimum monthly earnings used to calculate contributions are 240 leva.

The maximum monthly earnings used to calculate contributions are 2,000 leva.

**Mandatory individual account:** 2.8% of covered payroll.

The minimum monthly earnings used to calculate contributions are 240 leva.

The maximum monthly earnings used to calculate contributions are 2,000 leva.

#### Government

**Social insurance:** Any deficit and the cost of social pensions; contributes as an employer.

**Mandatory individual account:** None; contributes as an employer.

#### Qualifying Conditions

**Old-age pension (social insurance):** Age 63 (men) or age 60 (women). Must have at least 100 points (men) or 94 points (women). (Individuals are awarded one point for each year of age and one point for each year of coverage.)

If the insured has insufficient points, a pension is paid with at least 15 years of coverage (including at least 12 years of actual service) at age 65 (men and women).

**Deferred pension:** The pension can be deferred. There is no maximum deferral period.

Benefits are payable abroad.

##### Old-age pension (mandatory individual account):

Age 63 (men) or age 60 (women).

**Early pension:** An early pension is possible, depending on the insured's occupation.

Benefits are payable abroad under reciprocal agreement.

**Old-age social pension (income-tested):** Aged 70 or older (men and women) and monthly income of no more than the guaranteed minimum monthly income per family member in the last 12 months.

The guaranteed minimum monthly income is 65 leva.

**Disability pension (social insurance):** There is no minimum qualifying period for persons younger than age 20 or for persons assessed as blind; 1 year for those aged 25 to 29; 3 years for those aged 30; 5 years for those older than age 30.

## Bulgaria

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Ministry of Health Medical Expert Commissions assess the degree of loss of working capacity.

Benefits are payable abroad.

**Disability social pension (income-tested):** Aged 16 or older with an assessed loss of working capacity greater than 71%.

Ministry of Health Medical Expert Commissions are responsible for assessing the degree of loss of working capacity.

**Survivor pension (social insurance):** Paid for children up to age 18 (age 26 if a student or in military service, no limit if disabled), a surviving spouse within 5 years of attaining the normal retirement age (earlier 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.

Benefits are payable abroad.

### Old-Age Benefits

**Old-age pension (social insurance):** The pension is 1.1% of taxable income for each year of coverage. Taxable income used to calculate benefits is reduced proportionately for partial years of coverage.

The minimum old-age pension for pensioners with the required number of points at the normal retirement age is 136.08 leva a month; pensioners without the required number of points receive 115.67 leva.

Benefit adjustment: The minimum pension is set annually by law.

**Old-age pension (mandatory individual account):** A pension is paid based on the accumulated capital in the individual account and life expectancy. The pension insurance company pays benefits directly to the insured.

**Old-age social pension (income-tested):** 92.53 leva a month is paid.

### Permanent Disability Benefits

**Disability pension (social insurance):** The pension is based on the number of years of contributions, taxable income, the age of the insured if younger than the normal retirement age, and the assessed loss of working capacity.

The minimum disability pension varies from 85% to 115% of the minimum old-age pension, according to the assessed loss of working capacity (from 115.67 leva to 156.49 leva a month).

The minimum old-age pension is 136.08 leva a month.

**Disability social pension (income-tested):** The pension is calculated as a percentage of the old-age social pension (92.53 leva), according to the assessed loss of working capacity: 120% of the old-age social pension (111 leva) is paid for a loss of working capacity greater than 90%; 110%

of the old-age social pension (101.78 leva) for a loss of working capacity of 71% to 90%.

### Survivor Benefits

**Survivor pension (social insurance):** 50% of the deceased's pension 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 pension for each survivor is 75% of the minimum old-age pension.

The minimum old-age pension is 136.08 leva a month.

### Administrative Organization

#### Social insurance

Ministry of Labor and Social Policy (<http://www.mlsp.government.bg>) is responsible for national social insurance and social assistance 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 allocated to the social insurance system to the National Social Security Institute.

#### Mandatory individual account

Financial Supervision Commission (<http://www.fsc.bg>) is responsible for licensing and supervising pension insurance companies and overseeing the system of mandatory individual accounts.

National Revenue Agency (<http://www.nra.bg>) collects social security contributions and transfers the part of the contributions allocated to the mandatory individual accounts to the respective pension insurance companies.

### Sickness and Maternity

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#### Regulatory Framework

**First law:** 1918.

**Current laws:** 1998 (health insurance) and 2000 (social insurance).

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

#### Coverage

**Cash sickness and maternity benefits:** Employees working for more than 5 days or 40 hours a month, including civil servants, judges, prosecutors, investigators, bailiffs, military personnel, members of cooperatives, paid public officials, and clergy.

Voluntary coverage for registered freelance professionals and artisans, sole proprietors, owners or partners in commercial companies, registered farmers, and working pensioners.

**Medical benefits:** All residents of Bulgaria.

### Source of Funds

#### Insured person

*Cash benefits:* 1.4% of covered earnings.

*Medical benefits:* 3.2% of covered earnings.

The minimum monthly earnings used to calculate contributions are 240 leva.

The maximum monthly earnings used to calculate contributions are 2,000 leva.

#### Self-employed person

*Cash benefits:* Voluntary contributions of 3.5% of declared covered earnings.

*Medical benefits:* 8% of declared covered earnings.

The minimum monthly earnings used to calculate contributions are 240 leva.

The maximum monthly earnings used to calculate contributions are 2,000 leva.

#### Employer

*Cash benefits:* 2.1% of payroll.

*Medical benefits:* 4.8% of payroll.

The minimum monthly earnings used to calculate contributions are 240 leva.

The maximum monthly earnings used to calculate contributions are 2,000 leva.

**Government:** Any deficit; contributes as an employer.

### Qualifying Conditions

**Cash sickness and maternity benefits:** The insured must have at least 6 months of coverage for sickness benefits or 12 months of coverage for maternity benefits.

There is no qualifying period for an insured person younger than age 18.

**Medical benefits:** Must be a resident of Bulgaria.

### Sickness and Maternity Benefits

**Sickness benefit:** The benefit is 80% of the insured's earnings and is paid for up to 90 days. Benefits are also paid for the entire period of a temporary incapacity if the patient is quarantined. Benefits may be paid for sanatorium treatment, depending on the health authority.

Earnings are based on the insured's average daily gross wage or average daily insured earnings in the 6 calendar months before the incapacity began.

Benefits are paid for providing care to sick family members and accompanying them to medical treatment: for up to 10 days for a family member older than age 18; for up to 60 days if the family member is younger than age 18; for caring for a sick child up to age 3 who is hospitalized; or to provide care to a family member for the duration of the quarantine period.

**Maternity benefit:** The benefit is 90% of the insured's average daily covered earnings and is paid for a period of 410 days, beginning 45 days before the expected date of childbirth.

**Child care benefit:** 240 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 giving birth, a monthly allowance paid for a child until the insured leaves secondary education or up to age 20, and a monthly allowance paid for child care for a child up to age 1.

**Funeral grant:** Twice the minimum wage is split equally among the surviving spouse, children, and parents.

The monthly minimum wage is 240 leva a month.

### 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, or home; hospitalization; prescribed medicine; dental care; and necessary appliances.

### Dependents' 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, or home; hospitalization; prescribed medicine; dental care; and necessary appliances.

### 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 Health Insurance Fund (<http://www.nhif.bg>) administers medical benefits.

### Work Injury

#### Regulatory Framework

**First law:** 1924.

**Current law:** 2000 (social insurance).

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

### Coverage

Employees working for more than 5 days or 40 hours a month, including civil servants, judges, prosecutors, investigators, bailiffs, military personnel, members of cooperatives, paid public officials, and clergy.

Voluntary coverage for registered freelance professionals and artisans, sole proprietors, owners or partners in commercial companies, registered farmers, and working pensioners.

### Source of Funds

**Insured person:** None.

**Self-employed person:** Voluntary contributions of 0.4% to 1.1% of income, according to the assessed degree of risk.

**Employer:** 0.4% to 1.1% of payroll, according to the assessed degree of risk.

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

### Qualifying Conditions

**Work injury benefits:** There is no minimum qualifying period for work injury or occupational disease benefits.

### Temporary Disability Benefits

The benefit is 90% of the insured's earnings and is paid from the first day of incapacity until recovery or certification of permanent disability.

Ministry of Health Medical Expert Commissions are responsible for assessing the degree of loss of working capacity.

### Permanent Disability Benefits

**Permanent disability pension:** The monthly pension is between 30% and 40% of the insured's earnings, according to the assessed loss of working capacity.

The minimum disability pension varies from 100% to 125% of the minimum old-age pension, according to the assessed loss of working capacity (from 136.08 leva to 170.10 leva a month).

The minimum old-age pension is 136.08 leva a month.

Constant-attendance allowance: If the insured requires the constant attendance of others to perform daily functions, 75% of the old-age social pension (69.40 leva) is paid.

The old-age social pension is 92.53 leva a month.

Ministry of Health Medical Expert Commissions are responsible for assessing the degree of loss of working capacity.

### Survivor Benefits

**Survivor pension:** One survivor receives 50% of the deceased's disability pension; two survivors receive a combined total of 75%; three survivors or more receive a combined total of 100%.

The minimum pension is 75% of the minimum old-age pension.

The minimum old-age pension is 136.08 leva a month.

### 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.

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### Unemployment

#### Regulatory Framework

**First law:** 1925.

**Current law:** 2000 (social insurance).

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

#### Coverage

Employed persons.

Exclusions: Self-employed persons.

#### Source of Funds

**Insured person:** 0.4% of covered earnings.

The maximum monthly earnings used to calculate contributions are 2,000 leva.

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

**Employer:** 0.6% of covered payroll.

The maximum monthly earnings used to calculate contributions are 2,000 leva.

**Government:** None.

#### Qualifying Conditions

**Unemployment benefits:** The insured must have at least 9 months of coverage.

#### Unemployment Benefits

The benefit is 60% of the insured's average earnings in the last 9 months. The benefit is paid for up to 4 months with at least 3 years of coverage; for up to 12 months with more than 25 years of coverage.

The minimum benefit is 6 leva per day.

The maximum benefit is 12 leva per day.

The benefit is proportionately reduced for part-time workers.

If an eligible worker becomes unemployed within 3 years of previous entitlement, the benefit is paid for up to 4 months.

The benefit may be combined with a disability pension and family benefits paid for a child younger than age 18.

For voluntarily unemployed persons and persons who are dismissed or who become eligible for unemployment benefits within 3 years of previous entitlement, only the minimum benefit is paid.

### **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.

### **Family Allowances**

#### **Regulatory Framework**

**First law:** 1942.

**Current law:** 2002 (family benefits).

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

#### **Coverage**

All residents of Bulgaria.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

### **Qualifying Conditions**

**Family allowances:** The monthly income for each family member must not be greater than 350 leva (except if the child has a permanent disability). The child must reside in Bulgaria, attend school (from age 7 to age 20), and not be in a specialized child care institution.

**Child-rearing allowance:** The monthly income for each family member must not be greater than 350 leva. The child must reside in Bulgaria and not be in a specialized child care institution. The allowance is paid until the child is age 1 if the mother is not receiving maternity benefits; age 2 if the child has a disability, regardless of any family income.

**Birth grant:** Paid for each live birth regardless of family income.

### **Family Allowance Benefits**

**Family allowances:** Each child receives 35 leva a month; for a child with a disability, 100 leva a month is paid.

**Child-rearing allowance:** 100 leva a month is paid.

**Birth grant:** 250 leva is paid for the birth of the first child, 600 leva for the second, and 200 leva for the birth of each subsequent child. For the birth of a child with a disability, an additional 100 leva is paid.

### **Administrative Organization**

Social Assistance Agency (<http://www.mlsp.government.bg>) of the Ministry of Labor and Social Assistance administers the program.

## Croatia

Exchange rate: US\$1.00 equals 5 kunas.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1922.

**Current laws:** 1998 (pension insurance), implemented in 1999; 1998 (maximum pension); 1998 (disability); 1998 (occupational diseases); 1998 (medical reports); 1999 (pension funds); 1999 (pension insurance companies and savings); 1999 (insurance); 1999 (medical assessment); 2002 (contributions); 2004 (contribution collection); and 2006 (compulsory insurance).

**Type of program:** Social insurance and mandatory individual account system.

#### Coverage

**Social insurance:** Employed persons in industry, commerce, or services; apprentices; civil servants and public-sector employees; military and police personnel; judiciary officers; temporary contract workers; and self-employed persons.

**Mandatory individual account:** All persons who were younger than age 40 on January 1, 1999, who are covered by social insurance. Those between ages 40 and 50 who were already insured under the social insurance system could voluntarily join the two-pillar system until June 30, 2002.

#### Source of Funds

##### Insured person

**Social insurance:** 20% of covered earnings if insured under social insurance only; 15% of covered earnings if insured under the social insurance and mandatory individual account system.

The minimum monthly earnings used to calculate contributions are 2,611 kunas.

The maximum monthly earnings used to calculate contributions are 44,760 kunas.

The insured's contributions also finance disability and survivors benefits and work injury and occupational disease benefits.

**Mandatory individual account:** 5% of gross earnings plus administrative fees.

##### Self-employed person

**Social insurance:** 20% of covered earnings if insured under social insurance only; 15% of the insurance base if insured under the social insurance and mandatory individual account system.

Self-employed farmers who are not required to pay income taxes contribute 10% of covered earnings if insured under social insurance only; 5% of the insurance base if insured under the social insurance and mandatory individual account system.

The insurance base is defined as a percentage of the gross average wage of all employed persons (from 50% to 110%, from 7,460 kunas), depending on the category of self-employment and the individual's level of education.

The self-employed person's contributions also finance disability and survivor benefits and work injury and occupational disease benefits.

The minimum monthly earnings used to calculate contributions are 2,611 kunas.

The maximum monthly earnings used to calculate contributions are 44,760 kunas.

**Mandatory individual account:** 5% of covered earnings plus administrative fees.

The minimum monthly earnings used to calculate contributions are 2,611 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:** Covers all or part of the cost of social insurance for military and police personnel, judiciary officials, parliamentary deputies, members of government, and war veterans with disabilities.

**Mandatory individual account:** None.

#### Qualifying Conditions

##### Old-age pension

**Social insurance:** Age 65 with at least 15 years of coverage (men) or age 60 with at least 15 years of coverage (women).

Early pension: Age 60 with at least 35 years of coverage (men) or age 55 with at least 30 years of coverage (women).

A pensioner who receives a social insurance pension must cease work.

**Mandatory individual account (old-age):** The insured must meet the qualifying conditions for a social insurance pension.

## Disability benefits

Paid for a permanent reduction in, or loss of, the ability to work resulting from an occupational or nonoccupational injury or disease.

*General disability pension:* The insured must be assessed with a permanent loss of working capacity resulting from permanent changes in health occurring before age 65 (men and women). 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 insured persons with a university degree). There is no minimum qualifying period if the general (full) disability is the result of a work injury or an occupational disease.

The insured must cease employment.

*Occupational (partial) disability pension:* The insured must be younger than age 66 (men and women); no limit if there is no likelihood of rehabilitation for work. If the disability began after age 50, must have a permanent reduction in working capacity greater than 50%; if the disability began before age 50, must have a reduced capacity to work that is not likely to be improved by occupational rehabilitation. The insured must have coverage during at least 33.3% of the working life. There is no minimum qualifying period if the disability is the result of a work injury or an occupational disease.

*Occupational rehabilitation and salary compensation:* Paid if the disability began before age 50 and it is likely that the person will regain the capacity to work full time (40 hours a week). The insured is eligible during the rehabilitation process, until employment begins in another job with the same employer; if no other job is available or acceptable, the insured is eligible for the benefit for up to 12 months of unemployment after the 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 as was required for the job performed before the disability began; if none is available, the job must require the next lower degree of education.

Medical experts of the Croatian Pension Insurance Institute and senior medical experts assess the degree of disability. The assessment is subject to review by a special medical committee composed of appointed members of the Croatian Pension Insurance Institute.

*Compensation allowance for a physical injury:* Paid for organ or body part loss or damage that is the result of a work injury or an occupational disease. The insured's injury must be assessed as at least 30%. The allowance is paid regardless of whether the physical injury led to an assessed disability.

*Mandatory individual account (disability):* Paid if the insured meets the qualifying conditions for a social insurance pension and the value of the mandatory individual account

pension combined with the social insurance disability pension is greater than the regular disability pension. (Persons insured under the insurance system only receive a regular disability pension.)

## Survivor pension

*Social insurance:* The deceased was a pensioner, an occupational rehabilitation beneficiary, or had completed 5 years of coverage, a 10-year qualifying period, or met the qualifying period conditions for a disability pension. There is no minimum qualifying period if the death resulted from a work injury or an occupational disease.

Eligible survivors are a widow(er) aged 50 or older, caring for eligible children, or disabled (a woman who is widowed at age 45 becomes eligible on reaching age 50); and children up to age 15 (age 18 if unemployed, age 26 if a student, no limit if disabled).

If the widow(er) remarries and is younger than age 50 or disabled, the pension ceases.

*Mandatory individual account (survivors):* Paid if the deceased met the qualifying conditions for a social insurance pension and the value of the mandatory individual account pension, combined with the social insurance survivor pension is greater than the regular survivor pension. (Survivors of a deceased person insured under the social insurance system only receive a regular survivor pension.)

## Old-Age Benefits

**Old-age pension (social insurance only):** The pension is calculated based on the insured's earnings, according to the average wage of all employed persons and the length of the insured's coverage period (including the period before 2002).

The minimum pension is calculated as 0.825% of the adjusted average gross salary of all employees in 1998 for each year of coverage. For insured persons retiring in 2009, the value of the minimum pension is 56.59 kunas for each year of coverage.

The maximum pension depends on the length of the insured's coverage period and previous earnings, up to a maximum.

**Early pension:** The pension is reduced by 0.15% for each month the pension is taken before the normal retirement age. This reduction is permanent and continues after the recipient reaches the normal retirement age.

Benefits are payable abroad.

**Benefit adjustment:** Benefits are adjusted every 6 months according to changes in the cost of living and national average gross earnings.

**Old-age pension (social insurance with mandatory individual account):** For periods of coverage under the social insurance system since 2002, the pension is based on the average gross salary of all employed persons in the

preceding year, the insured's number of years of coverage under the new system, and previous earnings up to a ceiling.

Benefits are payable abroad.

**Benefit adjustment:** Benefits are adjusted every 6 months according to 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 accumulated assets in the mandatory individual account and average life expectancy at retirement.

Benefits are payable abroad.

### **Permanent Disability Benefits**

**General disability pension (social insurance):** The full amount is paid for a general disability.

The minimum pension is calculated as 0.825% of the adjusted average gross salary of all employees in 1998 for each year of coverage. For 2009, the value of the minimum pension is 56.69 kunas for each year of coverage.

The maximum pension depends on the length of the insured's coverage period and previous earnings, up to a maximum.

**Occupational (partial) disability pension (social insurance):** The pension is 80% of the general disability pension; 50% if the pensioner is still employed.

The minimum pension is calculated as 0.825% of the adjusted average gross salary of all employees in 1998 for each year of coverage. For 2009, the value of the minimum pension is 56.69 kunas for each year of coverage.

The maximum pension depends on the length of the insured's coverage period and previous earnings, up to a maximum.

Benefits are payable abroad.

**Occupational rehabilitation and salary compensation (social insurance):** The benefit is the same as the occupational disability pension unless the disability was caused by a work injury or an occupational disease, in which case it is the same amount as the general disability pension based on 40 years of coverage.

**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. There is no minimum qualifying period. The allowance is paid to employed and self-employed persons for life.

**Benefit adjustment:** Benefits are adjusted every 6 months according to changes in the cost of living and national average gross earnings.

**Disability pension (mandatory individual account):** The pension is based on the accumulated assets in the mandatory individual account. If the value of the mandatory individual account pension combined with the social disability pension is less than the regular disability pension, the funds in the mandatory individual account are transferred to the Croatian Pension Insurance Institute and the social insurance disability pension is paid at a higher rate. (Persons insured under the social insurance system only receive a regular disability pension.)

### **Survivor Benefits**

**Survivor pension (social insurance):** The amount is based on the old-age or disability pension that the deceased received or was entitled to receive and the number of survivors. The minimum number of years of coverage used to calculate the pension is 21; if the insured's death was the result of a work injury or an occupational disease, the minimum number of years of coverage used to calculate the pension is 40.

In most cases, benefits are paid under social insurance.

The minimum pension is calculated as 0.825% of the adjusted average gross salary of all employees in 1998 for each year of coverage. For insured persons who died in 2009, the value of the minimum pension is 56.69 kunas for each year of coverage.

The maximum pension depends on the length of the deceased's coverage period, the deceased's previous earnings (up to a maximum), and on the number of survivors; 100% of the deceased's pension is paid for four survivors or more.

Benefits are payable abroad.

**Benefit adjustment:** Benefits are adjusted every 6 months according to changes in the cost of living and national average gross earnings.

**Survivor pension (mandatory individual account):**

The pension is based on the accumulated assets in the mandatory individual account. If the value of the mandatory individual account pension combined with the social insurance survivor pension is not greater than the regular survivor pension, the funds in the mandatory individual account are transferred to the Croatian Pension Insurance Institute and the social insurance survivor pension is paid at a higher rate. (Survivors of a deceased person insured under the social insurance system only receive a regular survivor pension.)

### **Administrative Organization**

#### **Social insurance**

Ministry of Economy, Labor, and Entrepreneurship (<http://www.mingo.hr>) and the Ministry of Finance (<http://www.mfin.hr>) provide general supervision.

Croatian Pension Insurance Institute (<http://www.mirovinsko.hr>) administers benefits.

### **Mandatory individual account**

Ministry of Economy, Labor, and Entrepreneurship (<http://www.mingo.hr>) and the Ministry of Finance (<http://www.mfin.hr>) provide general supervision.

Agency for the Supervision of Pension Funds and Insurance provides legal supervision.

Central Registry, pension companies, and pension insurance companies provide general administrative services and administer benefits.

## **Sickness and Maternity**

### **Regulatory Framework**

**First law:** 1954.

**Current laws:** 1997 (health care of foreigners); 2004 (patients rights); 2006 (voluntary health insurance); 2008 (health care), implemented in 2009; 2008 (maternity), 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 if they are not covered under the employer's country provisions.

**Maternity benefits:** All employed and unemployed persons.

**Medical benefits only:** Farmers, pensioners, unemployed persons, children up to age 18 (age 26 if a student), and dependents of an insured person.

### **Source of Funds**

**Insured person:** None.

**Self-employed person:** 15% of income; non-taxpaying farmers contribute 7.5%.

The minimum monthly earnings used to calculate contributions are 2,700.60 kunas.

The maximum monthly earnings used to calculate contributions are 46,296 kunas.

**Employer:** 15% of covered payroll.

The minimum monthly earnings used to calculate contributions are 2,700.60 kunas.

The maximum monthly earnings used to calculate contributions are 46,296 kunas.

**Government:** The cost of parental leave, maternity benefits for unemployed persons, and newborn child assistance.

### **Qualifying Conditions**

**Cash sickness and medical benefits:** There is no minimum qualifying period. 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); additional periods are determined by the decision of the medical commission of the Croatian Institute for Health Insurance.

Benefits are provided for up to 6 months; thereafter, the disability commission of the Croatian Pension Insurance Institute decides whether the insured should receive a disability pension.

**Cash maternity and parental leave benefits:** A designated doctor in a primary health care institution must certify the pregnancy. Adoptive parents qualify for some benefits.

**Newborn child assistance:** Paid on the birth of a child.

### **Sickness and Maternity Benefits**

**Sickness benefit:** Benefits vary between 70% and 100% of the insured's average monthly earnings in the previous 6-month period; 100% for an incapacity that is the result of a work injury or an occupational disease, participation in the Homeland War, pregnancy, childbirth, or the donation of transplantation tissues or organs, if nursing a sick child up to age 3, or due to quarantine.

The employer pays the first 42 days of sick leave (except for pregnancy, maternity leave, or participation in Homeland War); thereafter, the Croatian Institute for Health Insurance.

The minimum monthly benefit is 831.50 kunas.

The maximum monthly benefit is 4,257.28 kunas.

**Maternity benefit:** The monthly benefit is 100% of the insured's monthly earnings and is paid by the Croatian Institute for Health until the child is age 6 months. Mandatory parental leave for the mother begins 28 days before the expected date of childbirth (45 days in case of complications resulting from the pregnancy) and lasts up to 42 days after childbirth (after the 42nd day the father can opt to take the parental leave in place of the mother, below).

**Parental leave benefit:** After the maternity benefit has ceased, between 1,663 kunas and 2,666.80 a month is paid for 6 months; thereafter, 1,663 kunas a month is paid for 24 months for the third and subsequent children only.

Parental leave can be used by the father or mother in consecutive or nonconsecutive periods until the child reaches age 8.

**Unemployed parents' assistance:** Unemployed parents receive 1,663 kunas a month for the first 12 months for a first and second child; 36 months for the third and subsequent children.

**Newborn child assistance:** A lump sum of 2,328.20 kunas is paid.

### **Workers' Medical Benefits**

Benefits are provided by public and private health institutions contracted with the Croatian Institute for Health Insurance. 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:** 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. Up to 3,000 kunas is paid by the Croatian Institute for Health for each service. Medical services are free for children younger than age 18, persons with low income, persons with disabilities and in need of constant assistance, Homeland War veterans with disabilities, persons registered as unemployed at the Croatian Institute for Health Insurance, and voluntary blood donors who have made 35 donations (men) or 25 donations (women).

### **Dependents' Medical Benefits**

Benefits are provided by public and private health institutions contracted with the Croatian Institute for Health Insurance. 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:** 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. Up to 3,000 kunas is paid by the Croatian Institute for Health for each service. Medical services are free for children younger than age 18, persons with low income, persons with disabilities and in need of constant assistance, Homeland War veterans with disabilities, persons registered as unemployed at the Croatian Institute for Health Insurance, and voluntary blood donors who have made 35 donations (men) or 25 donations (women).

### **Administrative Organization**

Ministry of Health and Social Welfare (<http://www.mzss.hr>) provides general supervision.

Croatian Institute for Health Insurance (<http://www.hzzo-net.hr>), with 20 district offices and 91 branch offices, administers benefits.

## **Work Injury**

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### **Regulatory Framework**

Under the 2006 Health Insurance Act, benefits for an assessed incapacity or disability that are paid as the result of a work injury or an occupational disease are provided under more favorable conditions and at higher rates than general sickness and disability benefits (see Old Age, Disability, and Survivors, and Sickness and Maternity). Supervised by the Ministry of Health and Social Welfare (<http://www.mzss.hr>), the Croatian Institute for Health Insurance of Health Protection at Work oversees prevention measures and the detection of occupational diseases.

## **Unemployment**

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### **Regulatory Framework**

**First law:** 1952.

**Current laws:** 2002 (occupational rehabilitation), 2008 (contributions), 2008 (unemployment), and 2009 (compulsory insurance).

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

### **Coverage**

All employed persons with insurance coverage based on an employment contract, including public-sector employees, civil servants, military and police personnel, and judiciary officers.

**Exclusions:** Self-employed persons and farmers.

### **Source of Funds**

**Insured person:** None.

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

**Employer:** 1.7% of covered payroll.

The minimum monthly earnings used to calculate contributions are 2,611 kunas (contributions for employees with lower earnings are paid as though they earned 2,611 kunas).

The maximum monthly earnings used to calculate contributions are 44,760 kunas.

**Government:** Provides periodic subsidies and the total or partial cost of benefits for certain categories of persons.

### **Qualifying Conditions**

**Unemployment benefit:** The insured must be between ages 15 and 65 with at least 9 months of employment in the last 24 months. The insured must register with the Employment Service in the first 30 days of unemployment. There is no qualifying period for unemployed mothers caring for children younger than age 1.

Persons whose employment ceased as a result of willful misconduct or by agreement with the employer are not entitled to unemployment benefits.

Unemployed workers with at least 32 years of coverage are covered until they are reemployed.

Unemployed persons who are of retirement age but are missing up to 5 years of coverage to meet the minimum coverage period for the old-age pension are entitled to unemployment benefits.

**Unemployment assistance:** Paid to unemployed persons who participate in vocational training.

**Reimbursement of traveling and removal costs:** Paid for the cost of finding new employment and relocating.

### Unemployment Benefits

**Unemployment benefit:** The benefit is the insured's average wage in the last 3 months. The benefit is paid for a period between 78 and 450 days, depending on the duration of previous employment.

For the first 3 months, 70% of the base salary is paid, up to 2,251.20 kunas a month; thereafter, 50%, up to 1,800.96 kunas a month. For unemployed workers with at least 32 years of coverage, 40% of the base salary is paid after 12 months, up to 1,350.72 kunas a month.

**Unemployment assistance:** 1,600 kunas a month is paid.

**Reimbursement of traveling and removal costs:** A lump sum is paid.

### Administrative Organization

Ministry of the Economy, Labor, and Entrepreneurship (<http://www.mingo.hr>) is responsible for general supervision.

Croatian Employment Service (<http://www.hzz.hr>), managed by a tripartite nine-member committee through its central office and 22 regional and 95 local offices, administers the program.

### Family Allowances

#### Regulatory Framework

**First law:** 1949.

**Current laws:** 2001 (children allowances), implemented in 2002; and 2004 (income tax), implemented in 2005.

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

#### Coverage

Parents or guardians who are Croatian citizens or hold a permit for permanent settlement, who have resided in Croatia for at least 3 years; foreign citizens with temporary residence 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 3 consecutive months, except if otherwise covered by a bilateral international social security agreement or the European Union's coordination instruments.

### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

### Qualifying Conditions

**Family allowances (income-tested):** Children younger than age 15 (younger than age 19 if a full-time student, until age 21 if incapacitated, or until age 27 if severely disabled). No allowances are paid if the child resides permanently in a specialized institution.

**Income test:** The total household income in the year before the year of the claim must not exceed 50% of the state budget base.

The state budget base is 3,326 kunas (2008).

There is no minimum qualifying period or an employment requirement for parents.

### Family Allowance Benefits

**Family allowances (income-tested):** Households whose income is between 33.67% and 50% of the state budget base receive at least 199.56 kunas a month per child. Households whose income is 16.34% to 33.66% of the state budget base receive at least 249.45 kunas a month per child. Households whose income does not exceed 16.33% of the state budget base receive at least 299.34 kunas a month per child.

The state budget base is 3,326 kunas (2008).

Allowances for eligible single-parent households are 15% higher than the income-tested award.

Allowances for eligible full orphans and for eligible households with children with disabilities are 25% higher than the income-tested award.

Allowances for eligible children with severe disabilities are 25% of the state budget base (831.50 kunas a month per child).

### Administrative Organization

Family Division of the Ministry of Family, Defenders, and Intergenerational Solidarity (<http://www.mobms.hr>) provides general and legal supervision.

Croatian Pension Insurance Institute (<http://www.mirovinsko.hr>) administers the program.

## Cyprus

Exchange rate: US\$1.00 equals 0.70 euros (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1957.

**Current laws:** 1980 (social insurance) and 1995 (social pension).

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

#### Coverage

**Social insurance:** Employed and self-employed persons aged 16 to 65.

Voluntary coverage for formerly covered persons and citizens working abroad for Cypriot employers.

Exclusions: Family labor.

**Social assistance:** Persons aged 65 or older who are residents of Cyprus and ineligible for social insurance benefits.

#### Source of Funds

##### Social insurance

**Insured person:** 6.8% of covered earnings; 11% of covered earnings for voluntary contributors working in Cyprus; 13.6% of covered earnings for voluntary contributors working abroad.

The maximum weekly earnings used to calculate contributions are €973.

The insured's contributions also finance cash sickness and maternity, work injury, and unemployment benefits.

**Self-employed person:** 12.6% of covered earnings.

The maximum weekly earnings used to calculate contributions are €973.

The self-employed person's contributions also finance cash sickness and maternity benefits.

**Employer:** 6.8% of covered payroll.

The maximum weekly earnings used to calculate contributions are €973.

The employer's contributions also finance cash sickness and maternity, work injury, and unemployment benefits.

**Government:** 4.3% of covered payroll; 3.8% for voluntary contributors.

The maximum weekly earnings used to calculate contributions are €973.

The government contributions also finance cash sickness and maternity, work injury, and unemployment benefits.

#### Social assistance

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost of the social pension is financed from general revenue.

#### Qualifying Conditions

**Old-age pension (social insurance):** Age 65 (age 63 for miners) with at least 5 years of contributions, covered earnings of at least 260 times the weekly basic covered earnings, and paid and credited weekly average earnings of at least 25% of basic covered earnings since 1964 or age 16. Weekly basic covered earnings are €162.22.

Early pension: Age 63 if the weekly average of paid and credited earnings is at least 70% of weekly basic covered earnings. (Miners aged 58 or older with at least 5 years of employment may receive a pension 1 month earlier for every 5 months of mining work if they retire from that occupation.)

Benefits are payable abroad.

**Old-age settlement (social insurance):** Paid at age 68 to an insured person who does not meet the contribution conditions for the old-age pension because their weekly average covered earnings are less than 208 times the weekly basic covered earnings.

Weekly basic covered earnings are €162.22.

**Social pension (social assistance):** Age 65 or older and a resident of Cyprus for at least 20 years after age 40 or 35 years after age 18.

**Special allowance to pensioners:** A special allowance is paid to old-age pensioners under certain conditions.

**Disability pension (social insurance):** Paid for a permanent incapacity for work with at least 5 years of contributions. The insured must have covered earnings of at least 156 times the weekly basic covered earnings and paid and credited weekly average earnings of at least 25% of basic covered earnings since 1964 or age 16. Additionally, paid or credited contributions in the year before the disability began or average covered earnings in the last 2 years must be at least 20 times the weekly basic covered earnings. 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 €162.22.

Benefits are payable abroad.

**Survivor pension (social insurance):** The deceased had at least 3 years of contributions, covered earnings of at least

156 times the weekly basic covered earnings, and paid and credited weekly average earnings of at least 25% of basic covered earnings since 1964 or age 16, or was entitled to an old-age pension.

Weekly basic covered earnings are €162.22.

If the death is caused by an accident, the same qualifying conditions apply as for the cash sickness benefit (see qualifying conditions under Sickness and Maternity).

Benefits are payable abroad.

**Orphan's pension (social insurance):** The deceased was insured and supported the child; for full orphans, one of the parents must have been insured.

Benefits are payable abroad.

**Survivor settlement (social insurance):** Paid if a widow(er) is not entitled to the survivor pension because the deceased's weekly average covered earnings were less than 156 times the weekly basic covered earnings. The survivor may not receive a social pension and a survivor settlement at the same time.

Weekly basic covered earnings are €162.22.

**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.

### Old-Age Benefits

**Old-age pension (social insurance):** The monthly basic pension is 60% of average basic covered earnings plus a supplementary pension of 1.5% of covered earnings exceeding basic covered earnings.

Weekly basic covered earnings are €162.22.

The maximum weekly earnings used to calculate benefits are €973.

Past earnings are adjusted once a year according to changes in wages.

The minimum pension is 85% of the full basic pension.

Dependent's supplement: The basic pension is increased by 33.3% for the first dependent and by 16.6% for the second and third dependents; for a married female beneficiary, 16.7% of the basic pension is paid for each child, up to two children.

Schedule of payments: Thirteen payments a year.

**Old-age settlement (social insurance):** A lump sum is paid of 15% of the total paid and credited covered earnings.

**Social pension (social assistance):** €315.36 a month is paid. If receiving another pension or a similar payment that is less than the social pension, the difference between the two pensions is paid.

**Special allowance to pensioners:** Up to €854.30 is paid (excluding dependent supplements).

Benefit adjustment: Benefits are adjusted in January and July each year according to changes in wages and prices.

### Permanent Disability Benefits

**Disability pension (social insurance):** The monthly basic pension is 60% of average basic covered earnings plus a supplementary pension of 1.5% of covered earnings exceeding basic covered earnings.

Weekly basic covered earnings are €162.22.

The maximum weekly earnings used to calculate benefits are €973.

Past earnings are adjusted once a year according to changes in wages.

Dependent's supplement: The basic pension is increased by 33.3% for the first dependent and by 16.7% for the second and third dependents; for a married female beneficiary, 16.7% of the basic pension is paid for each child, up to two children.

Schedule of payments: Thirteen payments a year.

Benefit adjustment: Benefits are adjusted in January and July each year according to changes in wages and prices.

### Survivor Benefits

**Survivor pension (social insurance):** The monthly basic pension is 60% of the insured's average basic covered earnings plus a supplementary pension of 60% of the insured's supplementary pension (1.5% of covered earnings exceeding basic covered earnings). The pension is paid to a dependent widow(er).

Weekly basic covered earnings are €162.22.

The maximum weekly earnings used to calculate benefits are €973.

Past earnings are adjusted once a year according to changes in wages.

The survivor pension ceases on remarriage and a lump sum of a year of pension is paid.

A person may receive a survivor pension and an old-age or disability pension (including the supplementary pension) at the same time, up to a maximum depending on covered earnings.

**Orphan's pension (social insurance):** The benefit is 20% of the deceased's basic covered earnings for one child, 30% for two children, and 40% for three or more children; for full orphans, 40% of the deceased's basic covered earnings is paid plus 50% of the supplementary widow(er)'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 son who is a full-time student or is serving in the National Guard, no limit if disabled).

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Termination settlement: When an orphan's pension ends due to age restrictions, a lump sum of a year of pension is paid.

Weekly basic covered earnings are €162.22.

The maximum weekly earnings used to calculate benefits are €973.

Schedule of payments: Thirteen payments a year.

**Survivor settlement (social insurance):** A lump sum of 15% of the deceased's basic covered earnings plus 9% of the deceased's earnings exceeding basic covered earnings is paid.

Weekly basic covered earnings are €162.22.

The maximum weekly earnings used to calculate benefits are €973.

**Missing person's allowance (social insurance):** The pension is 60% of average basic covered earnings plus a supplementary pension of 1.5% of covered earnings exceeding basic covered earnings.

A person receiving a missing person's allowance may also receive an old-age pension or disability pension including the supplementary pensions, up to a maximum depending on covered earnings.

Dependent's supplement: The basic pension is increased by 33.3% for the first dependent and by 16.7% for the second and third dependents; for a married female beneficiary, 16.7% of the basic pension is paid for each child, up to two children.

**Funeral grant (social insurance):** €668 is paid for the death of the insured or a pensioner; €334 for the death of a dependent.

Benefit adjustment: Benefits are adjusted in January and July each year according to changes in wages and prices.

### Administrative Organization

Social Insurance Service of the Ministry of Labor and Social Insurance (<http://www.mlsi.gov.cy>), directed by a tripartite advisory Social Insurance Board and the Director of Social Insurance Services, administers the program.

### Sickness and Maternity

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#### Regulatory Framework

**First law:** 1957.

**Current law:** 1980 (social insurance).

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

#### Coverage

**Cash benefits:** Employed and self-employed persons aged 16 to 63.

Voluntary coverage for citizens aged 16 to 63 working abroad for Cypriot employers. Persons aged 64 or 65 are covered if they are not entitled to the old-age pension.

Exclusions: Family labor.

**Medical benefits:** Certain categories of persons residing in Cyprus, including civil servants, police force and armed forces 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

**Sickness benefits:** The insured must have at least 26 weeks of paid contributions including 20 contributions paid or credited in the last year. After entitlement to sickness benefits ceases, the insured can qualify for additional benefits after 26 more weekly contributions.

**Maternity benefits:** The insured must have at least 26 weeks of paid contributions including at least 20 contributions paid or credited in the last year.

**Maternity grant:** The insured must have 26 weeks of paid contributions including at least 20 contributions paid or credited in the last year. The grant is also paid to the non-working wife of an insured man.

**Medical benefits:** The insured must reside in Cyprus.

#### Sickness and Maternity Benefits

**Sickness benefit:** The benefit is 60% of the insured's average basic covered earnings in the last year plus a supplement of 50% of average covered earnings exceeding basic covered earnings in the last year, up to twice the basic covered earnings. The benefit is paid after a 3-day waiting period (9 days for self-employed persons) for up to 52 weeks.

Weekly basic covered earnings are €162.22.

Dependent's supplement: The supplement is 33.3% of the basic benefit for a dependent spouse and 16.7% for each other dependent, up to two dependents. A spouse is considered dependent if he or she is not working or is not receiving any benefit from the Social Insurance Fund.

The maximum weekly earnings used to calculate benefits are €973.

Past earnings are adjusted once a year according to changes in wages.

**Maternity benefit:** The benefit is 75% of the insured's average covered earnings during the last year. The benefit is paid for 18 weeks beginning between the 6th and 2nd week before the expected date of childbirth.

The benefit is also paid for 16 weeks to a stepmother of a child adopted before age 13.

The maximum weekly earnings used to calculate benefits are €973.

Past earnings are adjusted once a year according to changes in wages.

**Maternity grant:** A lump sum of €491 is paid.

### **Workers' Medical Benefits**

Medical services are provided directly to patients in government hospitals and dispensaries. Benefits include medical treatment, hospitalization, maternity care, and medicine.

Benefits are free for active and retired civil servants, police force and armed forces personnel, recipients of social assistance and their dependents, unmarried persons with annual income not exceeding €15,377.41, families with annual income not exceeding €30,754.83 plus €1,708.60 for each dependent child (no income limit for families with four or more children), and persons diagnosed with certain chronic diseases.

Cost sharing: A copayment is made for unmarried persons with annual income between €15,379.12 and €20,503.22 and for families with total annual income between €30,756.53 and €37,589.23 plus €1,708.60 for each dependent child.

### **Dependents' Medical Benefits**

Medical services are provided directly to patients in government hospitals and dispensaries. Benefits include medical treatment, hospitalization, maternity care, and medicine.

Benefits are free for the dependents of active and retired civil servants, the dependents of police force and armed forces personnel, dependents of social assistance recipients, families with annual income not exceeding €30,754.83 plus €1,708.60 for each dependent child (no income limit for families with four or more children), and persons diagnosed with certain chronic diseases.

Cost sharing: A copayment is made for families with total annual income between €30,756.53 and €37,589.23 plus €1,708.60 for each dependent child.

### **Administrative Organization**

Social Insurance Service of the Ministry of Labor and Social Insurance (<http://www.mlsi.gov.cy>), directed by a

tripartite advisory Social Insurance Board and the Director of Social Insurance Services, administers the program.

Ministry of Health (<http://www.moh.gov.cy>) provides medical services through government hospitals.

## **Work Injury**

### **Regulatory Framework**

**First law:** 1957.

**Current law:** 1980 (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**

**Work injury benefits:** There is no minimum qualifying period.

### **Temporary Disability Benefits**

The monthly basic benefit is 60% of average basic covered earnings in the last year plus a supplementary benefit of 50% of average covered earnings exceeding basic covered earnings in the last year, up to twice the basic covered earnings. Benefits are paid after a 3-day waiting period for up to 12 months.

Dependent's supplement: The supplement is 33.3% of the benefit for a dependent spouse and 16.7% for each other dependent, up to two dependents. A spouse is dependent if he or she is not working or is not receiving any benefit from the Social Insurance Fund.

Weekly basic covered earnings are €162.22.

The maximum weekly earnings used to calculate benefits are €973.

The minimum benefit plus supplements is €162.22 a week.

Past earnings are adjusted once a year according to changes in wages.

### **Permanent Disability Benefits**

**Permanent disability pension:** If the insured has an assessed disability of 100%, the monthly basic pension is €389.33 plus a supplementary pension of 60% of average covered earnings exceeding basic covered earnings in the last two years.

Past earnings are adjusted once a year according to changes in wages.

Partial disability: A percentage of the full (basic and supplementary) pension is paid according to the assessed degree of disability of between 20% and 99%; a lump sum is paid for an assessed degree of disability of between 10% and 19%.

Weekly basic covered earnings are €162.22.

The maximum weekly earnings used to calculate benefits are €973.

Dependent's supplement: The supplement is 33.3% of the basic pension for a dependent spouse and 16.7% for other dependents, up to two dependents. A spouse is dependent if he or she is not working or is not receiving any benefit from the Social Insurance Fund.

Constant-attendance supplement: €211.73 a month is paid if the insured requires the constant attendance of others to perform daily functions.

Benefit adjustment: Benefits are adjusted in January and July each year according to 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 dispensaries and hospitals.

### **Survivor Benefits**

**Survivor pension:** A dependent widow(er) receives €211.73 a week plus 60% of the supplementary permanent disability pension.

The supplementary permanent disability pension is 60% of the deceased's average covered earnings exceeding basic covered earnings in the last 2 years.

Weekly basic covered earnings are €162.22.

The maximum weekly earnings used to calculate benefits are €973.

Past earnings are adjusted once a year according to changes in wages.

The survivor pension ceases on remarriage and a lump sum of a year of pension is paid.

**Orphan's pension:** The benefit is 20% of the deceased's basic covered earnings for one child, 30% for two children, and 40% for three or more children; for full orphans, 40%

of the deceased's basic covered earnings is paid plus 50% of the supplementary widow'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 son who is a full-time student or is serving in the National Guard, no limit if disabled).

Weekly basic covered earnings are €162.22.

The maximum weekly earnings used to calculate benefits are €973.

Termination settlement: When an orphan's pension ends due to age restrictions, a lump sum of a year of pension is paid.

**Dependent parent's pension (in the absence of the above):** The weekly pension is 40% of basic covered earnings plus 30% of the supplementary permanent disability pension.

Weekly basic covered earnings are €162.22.

The maximum weekly earnings used to calculate benefits are €973.

**Funeral grant:** A lump sum of €668 is paid to the widow(er) or the person who paid for the funeral.

### **Administrative Organization**

Social Insurance Service of the Ministry of Labor and Social Insurance (<http://www.mlsi.gov.cy>), directed by a tripartite advisory Social Insurance Board and the Director of Social Insurance Services, administers the program.

Ministry of Health (<http://www.moh.gov.cy>) provides medical services through government-owned hospitals.

### **Unemployment**

#### **Regulatory Framework**

**First law:** 1956.

**Current law:** 1980 (social insurance).

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

#### **Coverage**

Employed persons aged 16 to 63 (including voluntarily insured persons who work for Cypriot employers abroad).

Employed persons aged 64 or 65 are covered if they 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:** The insured must have at least 26 weeks of paid contributions including at least 20 contributions paid or credited in the last year. After entitlement to the benefit ceases, the insured can qualify for additional benefits with 26 more weekly contributions. The insured must be capable of and available for work and must report weekly 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 6 weeks.

### Unemployment Benefits

The benefit is 60% of the insured's average basic covered earnings in the last year plus a supplement of 50% of average covered earnings exceeding basic covered earnings in the last year, up to twice the basic covered earnings. The benefit is paid after a 3-day waiting period (30 days for the voluntarily insured) for at least 156 days.

Weekly basic covered earnings are €162.22.

The maximum weekly earnings used to calculate benefits are €973.

**Dependent's supplement:** The supplement is 33.3% of the basic benefit for a dependent spouse and 16.7% for other dependents, up to two dependents. A spouse is dependent if he or she is not working or is not receiving any benefit from the Social Insurance Fund.

### Administrative Organization

Social Insurance Service of the Ministry of Labor and Social Insurance (<http://www.mlsi.gov.cy>), directed by a tripartite advisory Social Insurance Board and the Director of Social Insurance Services, administers the program.

### Family Allowances

#### Regulatory Framework

**First law:** 1987.

**Current laws:** 2002 (child benefit) and 2003 (mother's allowance).

**Type of program:** Universal system.

### Coverage

**Child benefit:** All residents of Cyprus with at least one child.

**Mother's allowance:** Mothers residing in Cyprus with at least four children who are not entitled to a child benefit.

### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

### Qualifying Conditions

**Child benefit:** Paid to parents living with at least one dependent child. The child must be younger than age 15 (age 18 if unmarried; age 23 if a student; age 25 if in the National Guard; no limit if disabled).

**Supplementary annual benefit:** Paid to families according to gross family income in the 3 years before applying for the child benefit (annual income up to €34,172 in 2006).

**Mother's allowance:** Paid to mothers residing in Cyprus with at least four children who have ceased to be entitled to the child benefit as a result of exceeding the age limit.

**Marriage grant:** Paid if insured for at least 26 weeks and the insured has paid contributions on covered earnings that are at least 26 times the weekly amount of the basic covered earnings and has paid or been credited with covered earnings in the previous contribution year that are at least 20 times the weekly amount of the basic covered earnings.

Weekly basic covered earnings are €162.22.

### Family Allowance Benefits

**Child benefit:** The annual basic benefit is €409.99 for families with one eligible child, €820 for two eligible children, €2,459.94 for families with three eligible children, and €1,352.98 per child for families with four or more children.

**Supplementary annual benefit:** If the annual family income is up to €17,086.11, the benefit is €102.49 for one eligible child, €409.98 for two eligible children, €922.50 for families with three eligible children, and €430.86 per child for families with four or more children.

If the annual family income is between €17,086.01 and €34,172.03, the benefit is €51.25 for families with one eligible child, €307.49 for two eligible children, €768.72 for families with three eligible children, and €281.87 per child for families with four or more children.

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**Mother's allowance:** An eligible mother receives €66.07 a month regardless of the number of children.

Schedule of payments: Thirteen payments a year.

**Marriage grant:** €668 a month is paid for a year. The grant is divided equally between the two spouses if either spouse satisfies the contribution conditions.

Benefit adjustment: Benefits are adjusted in January each year according to changes in the cost of living.

### ***Administrative Organization***

Ministry of Finance (<http://www.mof.gov.cy>) administers the child benefit and mother's allowance programs.

Social Insurance Service of the Ministry of Labor and Social Insurance (<http://www.mlsi.gov.cy>), directed by a tripartite advisory Social Insurance Board and the Director of Social Insurance Services, administers the program.

## Czech Republic

Exchange rate: US\$1.00 equals 18.12 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:** Social insurance system.

#### Coverage

Employed and self-employed persons, including students, unemployed persons, persons caring for children, needy persons, and military personnel.

Voluntary coverage for unemployed persons and students not compulsorily covered by the 1995 law, persons employed abroad, and persons performing certain kinds of volunteer work. Other persons older than age 18 may voluntarily insure for a maximum of 10 years.

#### Source of Funds

**Insured person:** 6.5% of monthly covered earnings.

The maximum annual earnings used to calculate contributions are 72 times the national average monthly wage.

Voluntary contributors pay at least 25% of the national average monthly wage.

The national average monthly wage is 25,752 koruna (4th quarter of 2009).

**Self-employed person:** 28% of declared monthly covered earnings; a flat-rate of 5,928 koruna if declared earnings for full-time work are less than 25% of the national average monthly wage.

Declared earnings are 50% of the difference between income and expenses. The minimum declared earnings for a part-time, self-employed person are 10% of the national average monthly wage.

The maximum annual earnings used to calculate contributions are 72 times the national average monthly wage.

The national average monthly wage is 25,752 koruna (4th quarter of 2009).

**Employer:** 21.5% of monthly payroll.

The maximum annual earnings used to calculate contributions are 72 times the national average monthly wage.

The national average monthly wage is 25,752 koruna (4th quarter of 2009).

**Government:** Any deficit.

#### Qualifying Conditions

**Old-age pension:** Age 62 and 2 months with at least 26 years of coverage (men); age 60 and 8 months with at least 26 years of coverage (women), or less according to the number of children reared; age 65 (men and women) with at least 15 years of coverage. (The retirement age and required years of coverage are gradually increasing until reaching age 65 (men and women) in 2030, with at least 35 years of coverage.)

Persons who receive the old-age pension at the normal retirement age may continue in gainful activity.

**Early pension:** Retirement is possible up to 3 years before the normal retirement age with at least 26 years of contributions. All employment must cease.

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

Old-age pensions are payable abroad.

**Disability pension:** Paid for a total disability (70% loss of earning capacity) or partial disability (from 50% to 69% loss of earning capacity). The insured must have a minimum period of coverage according to the insured's age when the disability began: less than 1 year of coverage if younger than age 20; 1 year if aged 20 to 21; 2 years if aged 22 to 23; 3 years if aged 24 to 25; 4 years if aged 26 to 27; 5 years in the last 10 years from age 28 to 38; 10 years in the last 20 years for those older than age 38.

Czech Social Security Administration assesses the degree of disability.

**Disabled from youth pension:** The full disability pension is paid if the disability began before age 18.

District administrations assess the degree of disability for individuals whose disability began before age 18.

Total disability and partial disability pensioners may engage in gainful activity; the partial disability pension is subject to an earnings test.

Disability pensions are payable abroad if all gainful activity has ceased.

**Survivor pension:** The deceased qualified for a pension, was a pensioner at the time of death, or died as a result of a work injury or an occupational disease.

Eligible survivors include the spouse and children up to age 26. The surviving spouse must have been married to the deceased.

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

Survivor pensions are payable abroad.

**Funeral grant:** Paid for the funeral of a dependent child or his or her parent.

### **Old-Age Benefits**

**Old-age pension:** The monthly pension consists of a flat-rate monthly amount of 2,170 koruna and an earnings-related amount of 1.5% of the personal assessment base per year of coverage.

The personal assessment base is calculated using average gross earnings in the 10 years before retirement (rising by 1 year each year to 30 years). Covered earnings are indexed to the average wage.

If the personal assessment base is greater than 10,500 koruna, earnings used to calculate the pension are as follows: 100% of earnings up to 10,500 koruna; 30% of earnings from 10,500 koruna to 27,000 koruna; and 10% of earnings greater than 27,000 koruna.

The minimum monthly old-age pension is 2,940 koruna, equal to the flat-rate amount plus 770 koruna.

**Early pension:** The pension is reduced by 0.9% for each 90-day period the pension is received before the normal retirement age. This reduction is permanent and continues after the recipient reaches the normal retirement age.

**Deferred pension:** The pension is increased by 1.5% of the personal assessment base for each 90-day period of gainful activity during which the claim for an old-age pension is deferred.

**Benefit adjustment:** Benefits are adjusted every January according to the change in the consumer price index in the 12-month period before the previous July and by at least 33.3% of average real wage growth in the 12-month period before the previous January. Further adjustments are made when the consumer price index changes by at least 5%.

### **Permanent Disability Benefits**

**Disability pension:** The monthly full disability pension consists of a flat-rate monthly amount of 2,170 koruna and an earnings-related amount of 1.5% of the personal assessment base per year of coverage. The projected coverage period is credited from the date the disability began up to the normal retirement age.

The personal assessment base is calculated using average gross earnings in the last 10 years (rising by 1 year each year to 30 years). Covered earnings are indexed to the average wage.

If the personal assessment base is greater than 10,500 koruna, earnings used to calculate the pension are as follows: 100% of earnings up to 10,500 koruna; 30% of earnings from 10,500 koruna to 27,000 koruna; and 10% of earnings greater than 27,000 koruna.

**Partial disability:** The monthly benefit is the flat-rate amount (2,170 koruna) plus 0.75% of the personal assessment base for each year of coverage.

**Disabled from youth pension:** The monthly full disability pension consists of a flat-rate monthly amount of 2,170 koruna and an earnings-related amount of 45% of the annual general assessment base. The annual general assessment base is calculated using the national average monthly wage.

The national average monthly wage is 25,752 koruna (4th quarter of 2009).

**Benefit adjustment:** Benefits are adjusted every January according to the change in the consumer price index in the 12-month period before the previous July and by at least 33.3% of average real wage growth in the 12-month period before the previous January. Further adjustments are made when the consumer price index changes at least 5%.

### **Survivor Benefits**

**Survivor pension:** The widow(er) receives a monthly flat-rate amount of 2,170 koruna plus 50% of the earnings-related amount paid to the deceased. The pension is paid to all widow(er)s for 1 year; thereafter, only to widows aged 56 or older or widowers aged 58 or older; any age if disabled or caring for a dependent or disabled child or a disabled parent.

The minimum monthly survivor pension for a widow(er) is 2,555 koruna, equal to the flat-rate amount (2,170 koruna) plus 385 koruna.

**Remarriage grant:** The widow(er) pension ceases on remarriage and a lump sum of 12 times the last monthly pension is paid.

**Orphan's pension:** A monthly flat-rate amount of 2,170 koruna plus 40% of the earnings-related amount paid to the deceased is paid to each dependent child. For full orphans, the flat-rate amount is paid for one parent plus 40% of the sum of the earnings-related amount paid to both parents.

The minimum monthly orphan's pension is 2,478 koruna, equal to the flat-rate amount (2,170 koruna) plus 308 koruna.

If the survivor is also entitled to an old-age or disability pension, the amount paid is the greater of the two pensions plus half of the earnings-related amount of the other pension (see Old-Age and Permanent Disability Benefits).

**Benefit adjustment:** Benefits are adjusted every January according to the change in the consumer price index in the 12-month period before the previous July and by at least 33.3% of average real wage growth in the 12-month period before the previous January. Further adjustments are made when the consumer price index changes at least 5%.

**Death grant:** A lump sum of 5,000 koruna is paid to the person who paid for the funeral.

### **Administrative Organization**

Ministry of Labor and Social Affairs (<http://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 through its central administration and 77 district administrations.

### **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); and 2006 (labor code).

**Type of program:** Social insurance (cash benefits) and universal (medical benefits) system.

#### **Coverage**

**Cash benefits:** Employed persons. Self-employed persons insured under Old-Age, Disability, and Survivors are covered for sickness and maternity benefits.

**Medical benefits:** All persons permanently residing in the Czech Republic or employees whose employers reside in the Czech Republic.

Voluntary coverage for self-employed persons for medical benefits.

#### **Source of Funds**

**Insured person:** 4.5% of monthly covered earnings (medical benefits); none for cash sickness and maternity benefits.

The maximum annual earnings used to calculate contributions are 72 times the national average monthly wage.

The national average monthly wage is 25,752 koruna (4th quarter of 2009).

**Self-employed person:** 1.4% of declared monthly covered earnings (cash sickness and maternity benefits) and 13.5% of declared monthly covered earnings (medical benefits); a flat-rate of 5,928 koruna if declared earnings for full-time work are less than 25% of the national average monthly wage.

Declared earnings are 50% of the difference between income and expenses. The minimum declared earnings for a part-time, self-employed person are 10% of the national average monthly wage. The minimum declared earnings used to calculate contributions for medical benefits are 50% of the national average monthly wage.

The maximum annual earnings used to calculate contributions are 72 times the national average monthly wage.

The national average monthly wage is 25,752 koruna (4th quarter of 2009).

**Employer:** 2.3% of covered monthly payroll (cash sickness and maternity benefits) and 9% of covered monthly payroll (medical benefits).

The maximum annual earnings used to calculate contributions are 72 times the national average monthly wage.

The national average monthly wage is 25,752 koruna (4th quarter of 2009).

**Government:** Any deficit (cash sickness and maternity benefits); 13.5% of a monthly reference wage for special categories of persons (medical benefits).

#### **Qualifying Conditions**

**Cash sickness benefits:** The insured must have gross monthly earnings greater than 2,000 koruna or work more than 15 days a month. A doctor's certificate is required from the first day of incapacity. There is no minimum period of employment or residence. There is no waiting period.

**Cash maternity benefits:** The insured must have at least 270 days of coverage in the 2 years before childbirth, have reported a loss of earnings, and be the mother of the child or be the child's substitute caregiver (substitute caregivers may include men). The mother must have undergone medical examination to confirm the pregnancy.

Self-employed persons must have at least 180 days of coverage in the year before childbirth.

**Maternity compensation benefits:** Paid for a loss of income resulting from a change of employment because of the pregnancy or childbirth.

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

#### **Sickness and Maternity Benefits**

**Sickness benefit:** The benefit is paid for up to a year; up to 2 years if recovery is likely.

The benefit is 60% of the daily assessment base from the 4th to the 14th day. Thereafter, 60% of the hourly average earnings base.

The daily assessment base is calculated as a percentage of the insured's gross earnings: 90% of gross earnings up to 791 koruna plus 60% from 791 koruna to 1,186 koruna plus 30% from 1,186 to 2,371 koruna.

The maximum gross earnings used to calculate the daily assessment base are 2,371 koruna.

The hourly average earnings base is calculated as a percentage of the insured's gross earnings: 90% of earnings up to 138.44 koruna plus 60% of earnings from 138.45 koruna to 207.54 koruna plus 30% of earnings from 207.55 koruna to 414.93 koruna.

The maximum gross earnings used to calculate the hourly average earnings base are 414.93 koruna.

The maximum daily assessment base used to calculate sickness benefits is 1,305 koruna.

**Maternity benefit:** The benefit is 60% of the daily assessment base and is paid for 28 weeks (37 weeks for multiple births), including at least 6 weeks before the expected date of childbirth.

The daily assessment base is calculated as a percentage of the insured's gross earnings: 90% of gross earnings up to 790 koruna plus 60% from 791 koruna to 1,185 koruna plus 30% from 1,186 to 2,371 koruna.

The maximum gross earnings used to calculate the daily assessment base are 2,371 koruna.

The maximum daily benefit is 783 koruna.

**Maternity compensation benefit:** The benefit is the difference between the earnings before and after job transfer. The benefit 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 9th month after the date of childbirth.

### **Workers' Medical Benefits**

Benefits include medical treatment in outpatient and inpatient care facilities; emergency and rescue services; preventive care (including in the workplace); medical aid; appliances; stomatologic treatment (diseases of the mouth); spa treatments; the care of children in special medical institutions and convalescent homes; transportation; medical assessments; and examination, autopsy, and transportation of the deceased insured person.

Certain pharmaceutical products are reimbursed in part or in full, according to a schedule in law.

The health insurance system covers transportation costs.

Cost sharing: 30 koruna for a clinical examination by a doctor, specialist, or dentist; 90 koruna for a visit by an emergency service doctor; 60 koruna per day for hospitalization; 30 koruna for each prescribed drug that is at least partially reimbursed by the public health insurance system. Some groups of patients pay nothing.

Medical charges must not exceed 5,000 koruna each.

There is no limit to duration.

### **Dependents' Medical Benefits**

Individuals are insured in their own right.

Benefits include medical treatment in outpatient and inpatient care facilities; emergency and rescue services; preventive care (including in the workplace); medical aid; appliances; stomatologic treatment (diseases of the mouth); spa treatments; the care of children in special medical institutions and convalescent homes; transportation; medical assessments; and the examination of deceased insured persons and autopsy, including the transportation of the dead.

Certain pharmaceutical products are reimbursed in part or in full, according to a schedule in law.

The health insurance system covers transportation costs.

Cost sharing: 30 koruna for a clinical examination by a doctor, specialist, or dentist; 90 koruna for a visit by an emergency service doctor; 60 koruna per day for hospitalization; 30 koruna for each prescribed drug that is at least partially reimbursed by the public health insurance system. Some groups of patients pay nothing.

Medical charges must not exceed 5,000 koruna each.

There is no limit to duration.

### **Administrative Organization**

Ministry of Labor and Social Affairs (<http://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 services.

Medical services are provided in state and private outpatient and inpatient care facilities based on contracts with individual insurance companies.

Insurance companies are responsible for benefits in kind, such as medical treatment, hospitalization, or prescription drugs.

### **Work Injury**

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#### **Regulatory Framework**

**First law:** 1887.

**Current laws:** 2006 (occupational disease and injuries), 1956 (benefits), 1990 (self-employed), 1993 (occupational diseases and injuries), 1994 (labor code), 1995 (pensions), 1995, and 2001 (compensation).

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

## Coverage

Employees; public officials; persons with disabilities; students; blood donors; and certain fire and rescue workers.

Exclusions: Self-employed persons.

Special systems for military and police force personnel.

## Source of Funds

**Insured person:** None.

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

**Employer:** Contributions are paid every 3 months and are calculated from the social insurance tax base of all employees. The premium depends on the type of activity performed.

**Government:** Pays any deficit.

## Qualifying Conditions

**Work injury benefits:** There is no minimum qualifying period. Accidents that occur while commuting to and from work are not covered.

## Temporary Disability Benefits

A lump sum is paid equal to the difference between the insured's average earnings before the work injury or the occupational disease began and the full amount of sickness benefit.

There is no maximum benefit.

## Permanent Disability Benefits

**Permanent disability pension:** The full pension is paid for a total permanent disability (66.7% loss of earning capacity or more). The monthly pension is the average gross earnings in the 3 months before the disability began and is payable up to age 65.

Partial disability: Paid with a loss of earning capacity of 33% to 66.6%.

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 (in special circumstances).

**Funeral grant:** A lump sum of 5,000 koruna is paid to the person who paid for the funeral.

## Administrative Organization

Ministry of Labor and Social Affairs (<http://www.mpsv.cz>) provides general supervision for the provision 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.

Administrative roles are also played by two insurance companies and by large-scale employers.

Ministry of Health (<http://www.mzcr.cz>) provides general supervision for the provision of medical benefits.

Insurance companies insure private-sector employers employing at least one employee against liability for damage caused by injuries at work and by occupational diseases.

## Unemployment

### Regulatory Framework

**First law:** 1991.

**Current law:** 2004.

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

### Coverage

Citizens of the Czech Republic and the European Union and their dependents. Non-EU citizens who reside permanently in the Czech Republic.

### Source of Funds

**Insured person:** None.

**Self-employed person:** 1.2% of declared monthly covered earnings; a flat-rate of 5,928 koruna if declared earnings for full-time work are less than 25% of the national average monthly wage.

Declared earnings are 50% of the difference between income and expenses. The minimum declared earnings for a part-time, self-employed person are 10% of the national average monthly wage.

The maximum annual earnings used to calculate contributions are 72 times the national average monthly wage.

The national average monthly wage is 25,752 koruna (4th quarter of 2009).

**Employer:** 1.2% of monthly payroll.

**Government:** Any deficit.

### **Qualifying Conditions**

**Unemployment benefits:** The insured must be registered as a job seeker and have been employed for at least 12 months in the last 3 years.

The employment period can include periods of vocational training up to 6 months; job training, if disabled; periods receiving a total disability pension; periods of basic military or civilian service; and periods providing care for a child up to age 4 (age 18 if seriously disabled).

### **Unemployment Benefits**

The benefit is 65% of the insured's average net monthly earnings in the last quarter for the first 2 months; thereafter, 45%.

60% of average net monthly earnings are paid if undergoing retraining.

The maximum monthly benefit is 13,370 koruna; 14,913 koruna if undergoing retraining.

When entitlement to social insurance unemployment benefits cease, social benefits and allowances are paid.

### **Administrative Organization**

Ministry of Labor and Social Affairs (<http://www.mpsv.cz>) provides general supervision.

Benefits are administered by labor offices.

### **Family Allowances**

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#### **Regulatory Framework**

**First law:** 1945.

**Current law:** 1995 (state support), implemented in 2004.

**Type of program:** Universal system.

#### **Coverage**

Families with children. Persons who reside permanently in the Czech Republic, 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 (income-tested):** Paid for dependent children in education (up to age 26) or with disabilities who reside permanently in the Czech Republic. Family income must not exceed 2.4 times the monthly living minimum.

The monthly living minimum is defined as 3,216 koruna for a unmarried person; 2,880 koruna for the first adult in a family; 2,600 koruna for another adult in the family; 1,600 koruna for children younger than age 6; 1,960 koruna for children aged 6 to 15; and 2,250 koruna for children aged 16 to 26.

**Birth grant:** The family must reside permanently in the Czech Republic.

**Parent's allowance:** Paid to parents caring for a child at home.

### **Family Allowance Benefits**

**Child allowance (income-tested):** A flat-rate amount is paid according to the child's age: 500 koruna for a child younger than age 6; 610 koruna for a child aged 6 to 15; 700 koruna for a child aged 16 to 26.

Child allowances are paid monthly.

**Birth grant:** A lump sum of 13,000 koruna is paid per child.

**Parent's allowance:** The value of the allowance varies according to the child's age: a flat-rate amount of 11,400 koruna is paid each month until the child is aged 24 months; 7,600 koruna from the 25th month to the 36th month; and 3,800 koruna from the 37th month until the 48th month. Parents of a child with a disability receive 7,600 koruna a month for up to 7 years.

Parent's allowances are paid monthly.

### **Administrative Organization**

Ministry of Labor and Social Affairs (<http://www.mpsv.cz>) provides general supervision.

Benefits are administered by labor offices.

## Denmark

Exchange rate: US\$1.00 equals 5.17 kroner.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First laws:** 1891 (old-age) and 1921 (disability).

**Current laws:** 2005 (partial early retirement pension), 2006 (ATP pension), 2007 (social pensions), and 2007 (anticipatory pensions).

**Type of program:** Universal and social insurance.

Note: The Special Pensions Savings Scheme (SP) was closed on April 30, 2010 and account balances are being distributed. Contributions to the SP had been suspended since 2004.

#### Coverage

**Universal pension:** Citizens residing in Denmark and noncitizens meeting the minimum residency requirements or covered by reciprocal agreements.

**Labor-market supplementary pension (ATP):** Employees aged 16 to 65, including recipients of disability (voluntary for disability pensions granted before 2003) cash sickness, maternity, unemployment, and social assistance benefits.

Voluntary coverage for persons previously insured for at least 3 years who begin nonsalaried or self-employed work and for recipients of disability pensions (mandatory for disability pensions granted as of 2003), or early retirement benefits (see Unemployment).

Exclusions: Employees working less than 9 hours a week.

#### Source of Funds

##### Insured person

*Universal basic pension:* None.

*ATP:* Up to 1,080 kroner a year for a full-time worker. Recipients of sickness and maternity benefits, unemployment benefits, and certain vocational training benefits pay double contributions.

The insured's contributions are paid monthly or quarterly.

##### Self-employed person

*Universal basic pension:* None.

*ATP:* Up to 3,240 kroner a year.

##### Employer

*Universal basic pension:* None.

*ATP:* Up to 2,160 kroner (for a full-time worker) per employee per year.

Contributions are paid quarterly.

#### Government

*Universal basic pension:* The total cost.

*ATP:* Up to 2,160 kroner (for a full-time worker) a year for recipients of social assistance benefits. Double contributions are paid for recipients of sickness and maternity benefits, unemployment benefits, or certain adult education benefits.

Contributions are paid monthly or quarterly.

#### Qualifying Conditions

##### Old-age pension

*Universal basic pension (earnings-tested):* For Danish nationals, from age 65 with at least 3 years of residence between ages 15 and 65. For foreign nationals, at least 10 years of residence including the last 5 years before the pensionable age.

For the full pension, the insured must have at least 40 years of residence between ages 15 and 65; benefits are proportionately reduced with fewer years of residence.

Earnings test: The benefit may be reduced for annual earnings (from work) greater than 277,700 for an unmarried pensioner.

Benefits are payable abroad.

*Universal pension supplement (income-tested):* For Danish nationals, from age 65 with at least 3 years of residence between ages 15 and 65. For foreign nationals, at least 10 years of residence including the last 5 years before the pensionable age.

Income test: The supplement is reduced for total income greater than 61,300 kroner a year for an unmarried pensioner or 123,000 kroner a year for each person in a married couple.

Deferred universal old-age pension (basic and supplement): If the insured works at least 1,000 hour a year, the pension and supplement may be deferred until age 75.

*ATP:* Age 65. The benefit is actuarially related to the individual's contributions. The full ATP pension requires a full and continuous contribution record since the start of the program in 1964 (or from age 16 if later).

Deferred ATP pension: The pension may be deferred until age 75.

Benefits are payable abroad.

*Supplementary pension benefit (income-tested):* Paid to needy pensioners.

##### Disability pension

*Disability (anticipatory) pension (income-tested):* The insured has an assessed, permanent reduced working

capacity and cannot assure his or her own subsistence from any kind of paid work. (No pension is awarded if it is likely that the insured's assessed working capacity can be improved through rehabilitation or other measures.)

Danish nationals must have at least 3 years of residence between ages 15 and 65. Foreign nationals must have at least 10 years of residence or be covered by a reciprocal agreement. The pension is first paid from the month following the award.

**Income test:** The pension is reduced for annual income exceeding 66,500 kroner for unmarried persons (105,500 kroner if married or cohabitating); no pension is paid if the unmarried insured's annual income exceeds 701,600 kroner (1,185,200 kroner if married or cohabitating).

Following a medical assessment, the working capacity is assessed by nonmedical staff of the municipality. If the working capacity of the insured improves, a medical review is required.

At the pensionable age, the pension is replaced by the old-age pension.

**Disability supplement:** Paid to help meet extra costs resulting from the assessed disability. Expected extra costs must exceed 6,000 kroner a year or 500 kroner a month. There is no income test.

Benefits are payable abroad.

### Survivor pension

**Universal pension:** No statutory benefits are provided for a surviving spouse; benefits are paid to a surviving spouse under the old-age pension or disability pension if eligible in his or her own right.

Orphans younger than age 18 are eligible for benefits under Family Allowances.

**Death grant:** A lump sum is provided under Sickness and Maternity.

**Dependent survivor's pension:** Paid when one of two cohabiting spouses or partners (including a same-sex partner) dies and both received a social pension.

**Dependent survivor's allowance (income-tested):** Paid to a surviving spouse or cohabitant (including a same-sex partner) who lived with the deceased for at least 3 years.

**Income test:** A reduced benefit is paid if the annual income of the surviving spouse or cohabitation partner exceeds 211,070 kroner; no benefit is paid if annual income exceeds 329,793 kroner.

**ATP:** If the deceased had at least 2 years of contributions after 2002, a benefit is paid to a surviving spouse (including a same-sex partner) and each child younger than age 21. If the deceased had contributions before 2003 only, a benefit is paid to a surviving spouse (including a registered same-sex partner) and each child younger than age 19.

### Old-Age Benefits

#### Universal old-age basic pension (earnings-tested):

65,376 kroner a year is paid for unmarried, married, or cohabiting pensioners with at least 40 years of residence in Denmark before the pensionable age. The full amount is reduced by 2.5% for each year of residence in Denmark less than 40.

#### Universal old-age pension supplement (income-tested):

67,896 kroner a year is paid for an unmarried pensioner; 32,820 kroner a year for a married or cohabitating pensioner.

**Income test:** If annual earnings are above the limit, the supplement is reduced by 32% of the amount that exceeds the limit.

**Deferred universal old-age pension (basic and supplement):** The pension is increased for each month of deferral from age 65 to 75.

**ATP pension:** The pension is calculated based on the individual's contribution record.

The maximum annual pension is approximately 23,000 kroner.

Pensions under 1,240 kroner are paid as a lump sum.

**Deferred ATP pension:** The pension is increased for each month of deferral from age 65 to 75.

**Benefit adjustment:** Accrued pension rights and cash pensions under the ATP are adjusted depending on the financial resources of the system.

**Supplementary pension benefit (income-tested):** A supplementary benefit is paid. (Old-age pensioners may also claim additional social benefits to help meet daily living and housing costs.)

### Permanent Disability Benefits

#### Disability (anticipatory) pension (income-tested):

195,420 kroner a year is paid for an unmarried person; 166,104 kroner a year is paid for a married or cohabiting person.

The minimum pension is 7.5% of the full amount.

**Income test:** The pension for an unmarried person is reduced by 30% of income exceeding 66,500 kroner; 105,500 kroner if married or cohabitating.

**Disability supplement:** The amount is set according to individual circumstances, taking into account expected extra costs. The minimum monthly supplement is 1,500 kroner.

**Benefit adjustment:** Benefits are adjusted annually according to changes in wages.

## Survivor Benefits

**Death grant (means-tested):** Depending on the deceased's assets and liabilities, a lump sum is provided under Sickness and Maternity.

Benefit adjustment: The grant is adjusted annually according to changes in wages.

**Dependent survivor's pension:** The deceased's pension(s) is paid to the survivor for 3 months.

**Dependent survivor's allowance (income-tested):** A lump sum of 12,840 kroner is paid to an eligible spouse.

Income test: A reduced benefit is paid if annual income exceeds a certain amount.

**ATP:** With at least 2 years of contributions after 2002, a lump sum of 50,000 kroner is paid to an eligible spouse and orphans; with contributions before 2003 only, a lump sum based on the deceased's accrued rights is paid.

## Administrative Organization

### Universal pension

Ministry of Employment (<http://www.bm.dk>) provides general supervision and national administration.

Local (municipal) governments administer pensions.

National Pension Board administers universal pensions paid abroad.

### ATP

Labor Market Supplementary Pension Institution (<http://www.atp.dk>), an independent institution headed by a bipartite board of directors, administers the program.

Danish Financial Supervisory Authority (<http://www.finanstilsynet.dk>) supervises the program.

## Sickness and Maternity

### Regulatory Framework

**First law:** 1892.

**Current laws:** 2005 (health) and 2006 (maternity).

**Type of program:** Universal (medical benefits) and employment-related (cash benefits) system.

### Coverage

**Cash sickness and maternity benefits:** All employed and self-employed persons.

**Medical benefits:** All persons residing in Denmark.

### Source of Funds

**Insured person:** None.

**Self-employed person:** Voluntary contributions to finance cash benefits during the first 2 weeks of incapacity.

**Employer:** The total cost of cash benefits for the first 2 weeks of incapacity if the employee worked for the same employer for at least 8 weeks before the incapacity began. No contribution is made for medical benefits.

The employer's contributions also finance temporary disability benefits under Work Injury.

**Government:** Local (municipal) government meets the total cost of cash benefits from the third week (from day 1 if the insured is ineligible for the 2-week benefit from the employer). Local (municipal) government is reimbursed fully by central government up to the end of the fourth week; thereafter, the cost is split equally between local and central governments. Local government (county level) finances the total cost of medical benefits.

Government contributions also finance temporary disability benefits under Work Injury.

### Qualifying Conditions

**Cash sickness and maternity benefits:** For employer-financed sickness benefits, the insured must have at least 74 hours of employment in the previous 8 weeks. For local government-financed sickness and maternity benefits, the insured must have at least 120 hours of work in the 13 weeks before the incapacity began and be in paid vocational training, in flexible employment with a public- or private-sector employer, receiving unemployment benefits, or have just completed vocational training for 18 months. Self-employed persons must have at least 6 months of work in the last 12 months, including the month before the incapacity began.

Cash sickness benefits are also paid to a parent to care for a seriously ill child younger than age 14.

**Medical benefits:** The insured must reside in Denmark; there is a 6-week qualifying period if moving to Denmark from another country.

### Sickness and Maternity Benefits

**Sickness benefit:** Up to 3,760 kroner a week is paid, based on the insured's hourly wage; for employees, the benefit is paid from the first day of incapacity; for self-employed persons, the benefit is paid from the third week of incapacity (may insure voluntarily for the first 2 weeks).

The employer is reimbursed by local government for the cost of sickness benefits paid directly to employees (the benefit paid for the first day of incapacity is not reimbursed.)

The weekly benefits provided under the national cash benefit program are paid for 52 weeks within any 18-month period; may be extended under specified circumstances.

Local government assesses the incapacity every 8 weeks.

**Partial benefit:** A reduced benefit is paid for a partial incapacity to work.

## Denmark

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**Death grant (means-tested):** Depending on the deceased's assets and liabilities, a lump sum of up to 8,850 kroner (7,400 kroner if the survivor is younger than age 18) is paid.

**Benefit adjustment:** The grant is adjusted annually according to changes in wages.

**Maternity benefit:** Up to 3,760 kroner a week is paid. For employees, the benefit is paid for up to 52 weeks, including from 4 weeks before or from 14 weeks after the expected date of childbirth for the mother and, concurrently, 2 weeks paid leave for the father; after the 14th week, both parents may share a 32-week leave period that may be split between them or postponed but must be taken before the child's 9th birthday.

For the adoption of a child, the benefit is paid for a 46-week leave period beginning from the date the parent takes charge of the child. After the 14th week, both parents may share a 32-week leave period that may be split between them; may be postponed but must be taken before the child's 9th birthday.

Additional leave of up to 3 months is awarded if the child is hospitalized as a result of a congenital disease.

### **Workers' Medical Benefits**

Free service 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 850 kroner a year of 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**

Free service 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 850 kroner a year of 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).

### **Administrative Organization**

**Sickness and maternity benefits:** Ministry of Employment (<http://www.bm.dk>) provides general supervision and national administration.

Local (municipal) governments administer sickness and maternity benefits at the local level.

**Medical benefits:** Ministry of Health provides general supervision and national administration.

Local (municipal) and regional governments administer medical benefits at the local level.

## **Work Injury**

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### **Regulatory Framework**

**First law:** 1898.

**Current law:** 2006 (occupational injury).

**Type of program:** Universal (medical benefits) and direct provision (cash benefits) system, involving compulsory income security provisions through a private carrier (accidents) and the Labor Market Occupational Disease Fund (occupational diseases).

### **Coverage**

All 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 all self-employed persons and their spouses.

Special system for military personnel.

### **Source of Funds**

**Insured person:** None.

**Self-employed person:** Voluntary contributions for benefits in the first 2 weeks of incapacity.

**Employer:** For temporary disability benefits, see source of funds for sickness benefits under Sickness and Maternity. For permanent disability benefits, the total cost of compulsory income security provisions through a private carrier (work injuries) and the Labor Market Occupational Disease Fund (occupational diseases).

**Government:** See source of funds under Sickness and Maternity.

### **Qualifying Conditions**

**Work injury benefits:** There is no minimum qualifying period. A claim for a benefit for a work injury or an occupational disease must be made within a year; beyond a year in special circumstances.

### **Temporary Disability Benefits**

Up to 3,760 kroner a week is paid, based on the insured's hourly wage. For employees, the benefit is paid from the first day of incapacity; for self-employed persons, the

benefit is paid from the 3rd week of incapacity (may insure voluntarily for the first 2 weeks).

The employer is reimbursed by local government for the cost of sickness benefits paid directly to employees (except for the benefit paid for the first day of incapacity).

The benefits provided under the national cash benefit program are paid weekly for 52 weeks within any 18-month period; may be extended under specified circumstances.

Local government assesses the incapacity every 8 weeks.

Partial benefit: A reduced benefit is paid for a partial incapacity to work.

### **Permanent Disability Benefits**

**Permanent disability pension:** For a total disability (100%), the pension is 80% of the insured's earnings for the previous year.

The minimum annual earnings used to calculate benefits are 168,000 kroner. The maximum annual earnings used to calculate benefits are 451,000 kroner. The maximum earnings are adjusted annually.

For an assessed loss in earning capacity of 15% to 50%, a lump sum is paid. If the loss in earning capacity is 50% or less, the insured may choose a monthly benefit or a lump sum. If the loss in earning capacity is more than 50%, a monthly pension is paid (the insured may receive part of the total benefit as a lump sum calculated based on a 50% loss in earning capacity).

The National Board of Industrial Injuries assesses the degree of disability, which may be reviewed at any time in the first 5 years after the award is made if the insured's condition changes.

The pension ceases at age 65.

**Permanent injury compensation:** For a total disability (100%), a lump sum of 752,000 kroner is paid; may be higher in special cases, up to 902,400 kroner.

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 obtained under ordinary sickness insurance).

### **Survivor Benefits**

**Survivor pension:** 30% of the insured's annual earnings are paid for up to 10 years to the surviving spouse or to a cohabiting partner (including a same-sex partner) who lived with the deceased for at least 2 years. The pension is paid if the survivor (re)marries.

The maximum annual benefit is 135,300 kroner.

The survivor pension ceases at age 65.

**Orphan's pension:** Each orphan up to age 18 (age 21 if a student) receives 10% of the deceased's annual earnings, up to 40%. Each full orphan up to age 18 (age 21 if a student) receives 20% of the deceased's annual earnings, up to 50%.

**Transitional allowance:** If the insured's death is the result of a work injury or an occupational disease, a lump sum of 141,500 kroner is paid to a spouse or cohabiting partner (including a same-sex partner) or, depending on circumstances, other persons.

Benefit adjustment: Benefits are adjusted annually.

### **Administrative Organization**

Ministry of Employment (<http://www.bm.dk>) provides general supervision.

Danish Financial Supervisory Authority (<http://www.ftnet.dk>) provides direct supervision of private carriers for work accidents and the Labor Market Occupational Diseases Fund.

National Board of Industrial Injuries (<http://www.ask.dk>) assesses entitlements for insured persons and survivors.

Labor Market Occupational Disease Fund (an independent self-governing institution) administers the employer-funded programs for occupational diseases.

### **Unemployment**

#### **Regulatory Framework**

**First law:** 1907.

**Current laws:** 2005 (unemployment insurance) and 2008 (unemployment insurance).

**Type of program:** Subsidized voluntary insurance system.

Note: If an unemployed person is not eligible for benefits and has no means of support, local (municipal) government may provide social assistance.

#### **Coverage**

Employees aged 18 to 63, self-employed persons, persons who have completed at least 18 months of vocational training, persons holding public office in central or local government, and persons in military service. Must be members of an approved unemployment fund established voluntarily by trade unions.

#### **Source of Funds**

**Insured person:** Membership contributions to an unemployment insurance fund consists of a variable contribution toward financing the fund (rates vary according to fund), a mandatory fixed contribution toward the payment of unemployment insurance, and a voluntary fixed contribution toward payment of early retirement pay.

## Denmark

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(All employed persons, regardless of membership with an unemployment fund, pay 8% of their monthly gross salary or earnings toward the Labor Market Fund to cover state expenditure on unemployment insurance benefits and voluntary early retirement pay.)

Contributions are paid monthly, quarterly, or annually, depending on the unemployment insurance fund.

**Self-employed person:** Membership contributions to an unemployment insurance fund consist of a variable contribution toward financing the fund (rates vary according to fund), a mandatory fixed contribution toward payment of unemployment insurance, and a voluntary fixed contribution toward payment of early retirement pay.

(All self-employed persons, regardless of membership with an unemployment fund, pay 8% of their monthly gross salary or earnings toward the Labor Market Fund to cover state expenditure on unemployment insurance benefits and voluntary early retirement pay.)

Contributions are paid monthly, quarterly, or annually, depending on the unemployment insurance fund.

**Employer:** Certain employers make contributions.

**Government:** Provides a subsidy.

### Qualifying Conditions

**Unemployment benefit:** Membership in the unemployment fund during the last 12 months and 52 weeks (1,924 hours) of insured employment in the last 3 years.

Unemployment must not be due to voluntary leaving, misconduct, a labor dispute, or the refusal of a suitable job offer. The claimant must be registered for employment and capable of and willing to work.

**Part-time unemployment benefit:** Membership in the unemployment fund during the last 12 months and 34 weeks (1,258 hours) of insured employment in the last 3 years.

**Voluntary early retirement pay scheme:** Persons residing in Denmark aged 60 to 65 and a member of an unemployment fund for at least 25 of the last 30 years (including contributions paid to finance early retirement pay); 20 of the last 25 years if born before July 1, 1964, but after February 29, 1952; 10 of the last 15 years if born before March 1, 1952.

### Unemployment Benefits

**Unemployment benefit:** The benefit is 90% of average earnings in the previous 12 weeks, up to 3,760 kroner a week. (Young unemployed persons who complete a period of vocational training or military service receive up to 3,085 kroner a week.) The benefit is paid from the first day of unemployment (5 days a week) for up to 4 years. Self-employed persons have a waiting period of 3 weeks.

If the unemployed person is aged 55 to 59, the period may be extended until the 60th birthday to allow entitlement to the voluntary early retirement pay scheme.

**Part-time unemployment benefit:** The maximum benefit is 66.7% of the maximum unemployment benefit.

**Voluntary early retirement pay scheme:** The maximum benefit is 91% of the highest unemployment benefit, but not more than 3,420 kroner a week. Additional incentives apply to workers staying in the labor market for at least a period of 2 years after age 60.

### Administrative Organization

Ministry of Employment (<http://www.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

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#### Regulatory Framework

**First law:** 1952.

**Current law:** 2004 (child benefits).

**Type of program:** Universal system.

#### Coverage

Danish citizens residing in Denmark, noncitizens residing in Denmark for a year or more (3 years for a special supplement) or 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

**Family allowances:** The child must be younger than age 18 and reside in Denmark. The parent must pay taxes in Denmark.

**Birth grant:** Paid for multiple births.

**Adoption grant:** Paid for the adoption of a foreign child.

#### Family Allowance Benefits

**Family allowances:** The basic annual allowance is 16,998 kroner for each child up to age 2, 13,448 kroner for each child aged 3 to 6, and 10,580 kroner for each child aged 7 to 17.

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Single parent's supplement: 4,868 kroner a year is paid for each child (for example, in the case of a family with a single breadwinner). Eligibility is assessed annually.

Orphan's supplement: Full orphans receive 28,080 kroner a year; half orphans receive 14,040 kroner a year.

Children of pensioners supplement: Children of pensioners receive 12,432 kroner a year (one pensioner parent) or 14,080 kroner a year (two pensioner parents).

Study supplement: 6,388 kroner a year is paid for each parent who is studying.

All benefits and supplements are paid quarterly.

**Birth grant:** 8,024 kroner a month is paid for the second and each subsequent child.

The grant is paid quarterly until the children are age 7.

**Adoption grant:** A lump sum of 46,214 kroner is paid.

Benefit adjustment: Benefits are adjusted annually according to changes in wages.

In addition, some child care and educational costs and parental leave periods are provided.

### **Administrative Organization**

Ministry of Social Welfare (<http://www.social.dk>) provides general supervision and national administration.

Local (municipal) governments administer the program.

## Estonia

Exchange rate: US\$1.00 equals 10.87 kroons.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1924.

**Current laws:** 1992 (old-age pensions); 1992 (superannuated pensions); 2000 (funeral benefit); 2001 (funded pensions); 2004 (individual accounts); and 2004 (investments).

**Type of program:** Social insurance and mandatory individual account system.

#### Coverage

**Social insurance:** All persons residing permanently in Estonia; noncitizens residing temporarily in Estonia and legal refugees.

**Mandatory individual account:** All 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, or before January 1, 1983.

Voluntary coverage is possible.

#### Source of Funds

##### Insured person

*Social insurance:* None.

*Mandatory individual account:* 2% of earnings plus administrative fees.

There are no maximum earnings used to calculate contributions.

##### Self-employed person

*Social insurance:* 16% of declared covered earnings.

The maximum monthly declared earnings used to calculate contributions are 26,053 kroons.

*Mandatory individual account:* 4% of declared earnings plus administrative fees.

##### Employer

*Social insurance:* 16% of gross payroll.

There are no maximum earnings used to calculate contributions.

*Mandatory individual account:* 4% of gross payroll.

There are no maximum earnings used to calculate contributions.

#### Government

*Social insurance:* The total cost of national pensions and pension supplements and allowances for some categories of insured persons; and the cost of funeral grants.

*Mandatory individual account:* None.

#### Qualifying Conditions

##### Social insurance

*Old-age pension:* Age 63 with at least 15 years of service (men) or age 61 with at least 15 years of service (women). (The retirement age for women is being raised gradually until it reaches age 63 in 2016; the retirement age for men and women will be raised gradually from 2017 to 2026 until it reaches age 65.)

Retirement is possible up to 5 years before the normal retirement age with at least 15 years of service if the insured worked under dangerous or hazardous conditions.

*Early pension:* Retirement is possible up to 3 years before the normal retirement age with at least 15 years of service (men and women).

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

*National old-age pension:* Age 63 and does not qualify for a social insurance old-age pension. Must have resided in Estonia for at least 5 years before applying for benefits and must not be receiving a pension from any other country.

*Pension supplement:* The supplement is paid to veterans of the Estonian War of Independence and their widow(er)s; persons assessed as at least 40% incapacitated for work as a result of a nuclear test or accident; and veterans of WWII or members of the Estonian Defense Force.

*Disability pension:* Paid to insured persons from age 21 to 23 with at least 1 year of coverage to age 60 to 62 with at least 14 years of coverage; no coverage requirement from age 16 to 20.

The pension is paid for a total disability (100% loss of earning capacity) or partial disability (40% to 99% loss of earning capacity).

The pension is paid for 6 months; for 1, 2, 3, or 5 years (renewable periods); or until retirement age, according to the assessed degree of disability.

A medical expert assesses the degree of disability.

*National disability pension:* The insured must be assessed with a loss of at least 40% of earning capacity, must not qualify for a social insurance disability pension, and must not receive a pension from any other country.

*Pension supplement:* The supplement is paid to veterans of the Estonian War of Independence and their widow(er)s; persons assessed as at least 40% incapacitated for work as a result of a nuclear test or accident; veterans of WWII

or members of the Estonian Defense Force; and certain prisoners of war.

*Survivor pension:* Survivors must be incapable of gainful activity. Paid to insured persons from age 21 to 23 with at least 1 year of coverage to age 60 to 62 with at least 14 years of coverage; no coverage requirement from age 16 to 20.

An eligible spouse must satisfy one of the following conditions: in at least the 12th week of pregnancy; nonworking and rearing the deceased's child who is younger than age 3; permanently disabled and married to the deceased for at least a year; divorced and permanently incapable of work before the divorce or if the incapacity began in the year immediately after the divorce, must have been married for at least 25 years and reached pensionable age within 3 years after the divorce; or of pensionable 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 stepparents of pensionable age or disabled; or a nonemployed guardian rearing the deceased's children.

*National survivor pension:* Paid on the death of the family breadwinner who was not eligible for a social insurance pension. The survivor must not receive a pension from any other country.

#### **Mandatory individual account**

*Old-age pension:* age 63 with at least 15 years of service (men) or age 61 with at least 15 years of service (women), receiving the social insurance old-age pension, and first contributed to the individual account at least 5 years before the date of retirement. (The retirement age for women is being raised gradually by 6 months each year until it reaches age 63.)

*Survivor pension:* The pension is paid to survivors named by the deceased; in the absence of named survivors, the pension is paid to the deceased's spouse and orphans.

### **Old-Age Benefits**

#### **Social insurance**

*Old-age pension:* A monthly flat-rate amount of 1,793.44 kroons (April 2010) plus a length-of-service component (for years of service up to December 31, 1998) and an insurance component (for those who have paid the social tax since January 1, 1999).

The monthly length-of-service component is 67.94 kroons (April 2010) multiplied by the number of years of service up to December 31, 1998.

The insured component is the sum of annual factors for each year of pension insurance multiplied by 67.94 kroons (April 2010).

Persons receiving an old-age pension may continue working.

Early pension: For each month the old-age pension is received before the normal retirement age, the pension is reduced by 0.4%.

Persons receiving the early pension must cease all gainful activity.

Deferred pension: For each month the claim for an old-age pension is deferred, the pension is increased by 0.9%.

The minimum monthly old-age pension is the national pension rate of 2,008.80 kroons (April 2010).

There is no maximum old-age pension.

Benefit adjustment: Benefits are adjusted annually in April according to changes in the consumer price index and the annual increase in social tax contributions.

*National old-age pension:* The monthly national pension is the national pension rate of 2,008.80 kroons (April 2010).

Pension supplement: Veterans of the Estonian War of Independence and their widow(er)s receive 100% of the national pension rate; persons incapacitated for work as a result of a nuclear test or accident and veterans of WWII or members of the Estonian Defense Force receive 10%.

The monthly national pension rate is 2,008.80 kroons (April 2010).

Benefit adjustment: The national pension is adjusted annually by the Estonian parliament.

#### **Mandatory individual account**

*Old-age pension:* The value of the pension depends on the insured's contributions plus accrued interest. At retirement, the accumulated capital must be used to provide a life annuity or if the pension is less than 25% of the national pension rate, to make programmed withdrawals.

The monthly national pension rate is 2,008.80 kroons (April 2010).

### **Permanent Disability Benefits**

#### **Social insurance**

*Disability pension:* The monthly disability pension is the insured's old-age pension or the sum of a flat-rate amount of 1,793.44 kroons (April 2010) plus a length-of-service component based on 30 years of coverage multiplied by the assessed degree of disability, whichever is greater.

The monthly length-of-service component is 67.94 kroons (April 2010) multiplied by the number of years of service up to December 31, 1998.

The minimum monthly disability pension is the national pension rate of 2,008.80 kroons (April 2010).

There is no maximum disability pension.

Persons receiving a disability pension may continue working.

The disability pension is replaced by an old-age pension at retirement age.

## Estonia

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**Benefit adjustment:** Disability pensions are adjusted annually in April according to changes in the consumer price index and the annual increase in social tax contributions.

**National disability pension:** A percentage of the monthly national pension rate is paid according to the assessed degree of disability. The monthly national pension rate is 2,008.80 kroons (April 2010).

Persons receiving the national pension may continue working.

**Pension supplement:** Veterans of the Estonian War of Independence and their widow(er)s receive 100% of the national pension rate; persons incapacitated for work as a result of a nuclear test or accident and veterans of WWII or members of the Estonian Defense Force receive 10%; and certain prisoners of war receive 20%.

The monthly national pension rate is 2,008.80 kroons (April 2010).

**Benefit adjustment:** The national pension rate is adjusted annually by the Estonian parliament.

### Survivor Benefits

#### Social insurance

**Survivor pension:** The monthly survivor pension is a percentage of the reference pension corresponding to the number of eligible survivors. One survivor receives 50% of the reference pension, two survivors receive 80%, and three survivors or more receive 100%. The amount is split equally among all eligible survivors.

The reference pension is the higher of the deceased's old-age pension or the sum of the flat-rate amount of 1,793.44 (April 2010) plus a length-of-service component based on 30 years of coverage (see old-age pension).

The survivor pension is paid for 12 months after remarriage.

Full orphans receive the survivor pension for both parents.

The minimum survivor pension is 40% of the old-age pension payable for a person with a length-of-service component based on 30 years of coverage (see old-age pension).

The maximum survivor pension is 100% of the old-age pension payable for a person with a length-of-service component based on 30 years of coverage (see old-age pension).

**National survivor pension:** For one survivor the monthly pension is 50% of the national pension rate; for two survivors, 80%; and for three survivors or more, 100%. The amount is split equally among eligible survivors.

The monthly national pension rate is 2,008.80 kroons (April 2010).

**Benefit adjustment:** The national pension rate is adjusted annually by the Estonian parliament.

**Death grant:** A lump sum of 3,000 kroons is paid by local governments only.

#### Mandatory individual account

**Survivor pension:** 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 5 years.

### Administrative Organization

#### Social insurance

Ministry of Social Affairs (<http://www.sm.ee>) is responsible for general management and supervision.

National Social Insurance Board (<http://www.ensib.ee>) is responsible for overall planning and coordination.

Regional pension offices administer the program at the local level.

#### 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 (<http://www.e-register.ee>) sets up a pension account for each insured person.

### Sickness and Maternity

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#### 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 benefits:** Insured employees, employers, and self-employed persons.

**Medical benefits:** Insured persons with an employment contract; an insured person's spouse who is not less than 5 years away from retirement age; public servants; the non-working spouses of diplomats and public servants; conscripts in the Defense Forces; persons receiving unemployment benefits, child care or social allowances, or state pensions; persons caring for persons with disabilities; persons who worked in the elimination of nuclear waste; persons younger than age of 19; and students.

Voluntary coverage for persons who were previously insured for at least 12 months in the last 2 years and for persons receiving a pension from another country.

## Source of Funds

**Insured person:** None.

Voluntarily contributors pay 1,679 kroons a month.

**Self-employed person:** 13% of declared earnings.

The self-employed person's contributions also finance work injury benefits.

**Employer:** 13% of payroll.

The employer's contributions also finance work injury benefits.

**Government:** None.

## Qualifying Conditions

**Cash benefits:** The insured 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 second day of incapacity.

**Medical benefits:** The insured must be a current member of the Health Insurance Fund.

Insured persons must satisfy a qualifying period: 14 days for workers with an employment or service contract exceeding 1 month, self-employed persons, and civil servants; 3 months for persons with contracts under the Law of Obligations. There is no 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 insured's average wages is paid by the employer from the fourth to the eighth day of incapacity. Thereafter, the benefit is paid by the Health Insurance Fund as a percentage of the reference wage: 70% for temporary sick leave from employment or periods of quarantine; 80% for hospitalization, outpatient treatment, nursing a child younger than age 12 or a sick family member at home, or caring for a child younger than age 16 with a disability; and 100% for an occupational disease or a work injury, or if the incapacity is the result of an act to prevent a criminal offense, protect the national or public interest, or save a human life.

The reference wage is the insured's average gross daily wage in the previous calendar year. There is no maximum reference wage.

The benefit is paid for up to 182 calendar days for each case of sickness; for up to 240 calendar days for tuberculosis.

Benefits also include wage compensation for a temporary transfer to another job as a result of the incapacity. The benefit is equal to the difference between earnings before and after the job transfer. The benefit is paid from the transfer day for up to 60 calendar days.

Pensioners receive cash benefits for prostheses every 3 years.

**Maternity benefit:** The benefit is 100% of the reference wage and is paid for up to 140 calendar days; an adoption allowance is paid for up to 70 calendar days for the adoption of a child younger than age 10.

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 equal to the difference between earnings before and after the job transfer. The benefit is paid from the transfer day until the start of the maternity leave period.

## 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 2 months.

**Pharmaceutical products:** Only products approved by the Health Insurance Fund are eligible for compensation based on the diagnosis and according to a schedule in law.

**Cost sharing:** The insured pays 20 to 50 kroons and between 0% and 50% of the cost of prescribed medicines, according to a schedule in law. The Health Insurance Fund pays up to 200 kroons per prescription when the insured pays 50% of the cost. The insured's copayment is paid to the pharmacy; the Health Insurance Fund pays the discount part directly to the pharmacy on receipt of the relevant documentation.

Pharmaceutical products are free for children younger than age 4. Children aged 4 to 16 years, insured persons older than age 63, and persons receiving disability pensions under the National Pension Insurance Act or a pension under the State Pension Insurance Act pay 10% for certain pharmaceutical products.

The Health Insurance Fund also compensates the insured for 50% of the annual cost of medicines between 6,000 and 10,000 kroons, up to 2,000 kroons; plus 75% of the costs from 10,000 to 20,000 kroons, up to 7,500 kroons.

A copayment of up to 50 kroons is made for each home visit or visit for specialized outpatient care and up to 25 kroons for hospitalization. No copayment is required for periods of intensive care, inpatient specialized medical care as the result of pregnancy or childbirth, or inpatient medical care for a child.

The insured receives temporary prosthesis after amputation and certain additional appliances.

The Health Insurance Fund may authorize planned medical treatment abroad in special cases.

### **Dependents' 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 2 months.

Pharmaceutical products: Only products approved by the Health Insurance Fund are eligible for compensation based on the diagnosis and according to a schedule in law.

Cost sharing: The insured pays 20 to 50 kroons and between 0% and 50% of the cost of prescribed medicines, according to a schedule in law. The Health Insurance Fund pays up to 200 kroons per prescription when the insured pays 50% of the cost. The insured's copayment is paid to the pharmacy; the Health Insurance Fund pays the discount part directly to the pharmacy on receipt of the relevant documentation.

Pharmaceutical products are free for children younger than age 4. Children aged 4 to 16 years, insured persons older than age 63, and persons receiving disability pensions under the National Pension Insurance Act or a pension under the State Pension Insurance Act pay 10% for certain pharmaceutical products.

The Health Insurance Fund also compensates the insured for 50% of the annual cost of medicines between 6,000 and 10,000 kroons, up to 2,000 kroons; plus 75% of the costs from 10,000 to 20,000 kroons, up to 7,500 kroons.

A copayment of up to 50 kroons is made for each home visit or visit for specialized outpatient care and up to 25 kroons for hospitalization. No copayment is required for periods of intensive care, inpatient specialized medical care as the result of pregnancy or childbirth, or inpatient medical care for a child.

The insured receives temporary prosthesis after amputation and certain additional appliances.

Children younger than age of 19 receive free dental care.

The Health Insurance Fund may authorize planned medical treatment abroad in special cases.

### **Administrative Organization**

Ministry of Social Affairs (<http://www.sm.ee>) is responsible for general management, supervision, and planning.

Health Insurance Fund (<http://www.haigekassa.ee>) coordinates health insurance.

Doctors, polyclinics, and hospitals provide medical benefits.

Health Insurance Fund administers benefits.

### **Work Injury**

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#### **Regulatory Framework**

**First law:** 1924.

**Current laws:** 1956 (civil code), 1999 (work injuries and occupational diseases), 2001 (pension insurance), 2002 (health insurance), and 2002 (obligations).

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

Insured employed and self-employed persons.

#### **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:** The payment of compensation for employees with work injuries or occupational diseases whose employer is insolvent.

#### **Qualifying Conditions**

**Work injury benefits:** All employed and self-employed persons who reside permanently in Estonia. Accidents that occur while commuting to and from work are covered.

#### **Temporary Disability Benefits**

The benefit is 100% of the reference wage until the degree of disability has been assessed.

The reference wage is the insured's average gross daily wage in the previous calendar year. There is no maximum reference wage.

A medical commission assesses the degree of disability.

#### **Permanent Disability Benefits**

**Permanent disability pension:** A permanent disability pension is paid with at least a 40% loss of earning capacity.

The monthly pension is the reference pension multiplied by the assessed degree of loss of earning capacity.

The reference pension is the greater of the old-age pension or the sum of the flat-rate amount of 1,793.44 kroons (April 2010) plus a length-of-service component based on 30 years of coverage.

The monthly length-of-service component is 67.94 kroons (April 2010) multiplied by the number of years of service up to December 31, 1998.

The minimum monthly pension is the monthly national pension rate of 2,008.80 kroons (April 2010).

There is no maximum permanent disability pension.

Benefit adjustment: Benefits are adjusted annually in April according to changes in the consumer price index and the annual increase in social tax contributions.

**Compensation benefit:** A benefit is paid for a loss of earning capacity between 10% and 40%. The benefit is the insured's average gross earnings in the last 12 months before the work injury 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 the provision of 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 responsible employer is obliged to meet the cost of prostheses and aids, prescribed medicines, treatment in a sanatorium, travel expenses to a health establishment or sanatorium, and expenses for auxiliary care.

### **Survivor Benefits**

**Survivor pension:** The monthly pension is a percentage of the reference pension corresponding to the number of eligible survivors. One survivor receives 50% of the reference pension, two survivors receive 80%, and three survivors or more receive 100%. The amount is split equally among all entitled survivors.

The reference pension is the higher of the old-age pension or the sum of the flat-rate amount of 1,793.44 kroons (April 2010) multiplied by a length-of-service component based on 30 years of coverage.

The monthly length-of-service component is 67.94 kroons (April 2010) multiplied by the number of years of service up to December 31, 1998.

The survivor pension is paid for 12 months after remarriage.

Full orphans receive the survivor pension of both parents.

The minimum survivor pension is 40% of the old-age pension payable for a person with a length-of-service component based on 30 years of coverage.

The maximum survivor pension is 100% of the old-age pension payable for a person with a length-of-service component based on 30 years of coverage.

**Death grant:** A lump sum of 3,000 kroons is paid by local governments.

### **Administrative Organization**

Ministry of Social Affairs (<http://www.sm.ee>) is responsible for general management and supervision.

Health Insurance Fund (<http://www.haigekassa.ee>) administers health insurance in counties and towns.

Medical benefits are provided by doctors, polyclinics, and hospitals.

Regional pension offices administer permanent disability benefits.

## **Unemployment**

### **Regulatory Framework**

**First law:** 1991.

**Current laws:** 2000 (unemployment); and 2001 (unemployment insurance).

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

### **Coverage**

All persons residing permanently in Estonia aged 16 to the retirement age who are capable of gainful activity, noncitizens residing temporarily in Estonia, and legal refugees.

### **Source of Funds**

#### **Insured person**

*Unemployment insurance benefit:* 0.6% of gross earnings.

*Unemployment allowance:* None.

#### **Self-employed person**

*Unemployment insurance benefit:* None.

*Unemployment allowance:* None.

#### **Employer**

*Unemployment insurance benefit:* 0.3% of gross payroll.

*Unemployment allowance:* None.

#### **Government**

*Unemployment insurance benefit:* None.

*Unemployment allowance:* The total cost.

## **Qualifying Conditions**

### **Unemployment insurance benefit (social insurance):**

The insured must be aged 16 to the normal retirement age (except for early pensioners), registered as unemployed with the employment service, and be involuntarily unemployed with at least 12 months of work in the 36 months before registering as unemployed.

There is a waiting period of 7 calendar days.

The benefit is suspended if the insured does not register with the local employment office at least once every 30 calendar days or refuses a suitable job offer.

**Unemployment allowance (social assistance):** The insured must be aged 16 to the retirement age (except for early pensioners), registered as unemployed with the employment service, have at least 180 calendar days of employment in the 12 months before applying for benefits, and personal income must be less than the value of the unemployment allowance. Employment periods include full-time education, military service, rearing a child younger than age 7, treatment in a hospital, providing care for a sick person, or periods of disability or detention.

There is a waiting period of 7 calendar days; 60 calendar days for recently graduated students, for voluntary unemployment, or for dismissal for cause.

## **Unemployment Benefits**

### **Unemployment insurance benefit (social insurance):**

The benefit is 50% of reference earnings for the first 100 calendar days; thereafter, 40% of reference earnings. The benefit is paid for 180 calendar days with a coverage period of up to 56 months; for 270 calendar days with 56 to 110 months; or for 360 calendar days with 111 months or more.

Reference earnings are average daily earnings on which unemployment insurance contributions have been paid during the 12 months before registering as unemployed.

The maximum daily earnings used to calculate benefits are 3 times the national average daily income for the previous calendar year.

**Unemployment allowance (social assistance):** A daily allowance of 32.90 kroons is paid for up to 270 calendar days; 210 calendar days for unemployed persons who left their previous employment on the initiative of the employer for a breach of duties, loss of confidence, or indecent act. Unemployed persons who have received unemployment insurance benefits for a period shorter than 270 days are eligible to receive the unemployment allowance until the end of the 270-day period.

The unemployment allowance may be extended up to the pensionable age if there are less than 180 calendar days until the claimant reaches the pensionable age; up to the

expected date of childbirth if the insured is pregnant and there are less than 70 calendar days until the expected date of childbirth; or for up to 90 days if the insured is rearing at least three children younger than age 18.

An additional retraining grant of 1.5 times the unemployment allowance is paid if the claimant attends retraining courses.

## **Administrative Organization**

Ministry of Social Affairs (<http://www.sm.ee>) is responsible for legislation and supervision.

Estonian Unemployment Insurance Fund (<http://www.tootukassa.ee>) registers the unemployed and pays benefits.

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## **Family Allowances**

### **Regulatory Framework**

**First law:** 1922.

**Current laws:** 2004 (family) and 2001 (family benefits).

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

### **Coverage**

All persons residing permanently in Estonia; stateless persons and their spouses and children who are of Estonian origin; noncitizens residing temporarily in Estonia; and refugees and their children.

### **Source of Funds**

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

### **Qualifying Conditions**

**Family allowances:** All children younger than age 16 (age 19 if a full-time student).

The child and parent must reside in Estonia.

### **Family Allowance Benefits**

**Childbirth allowance:** 5,000 kroons is paid for each child; also paid to adoptive parents.

**Child allowance:** A monthly allowance is paid at twice the child allowance rate for each of the first two children; at 6 times the child allowance rate for each additional child.

The child allowance rate is 150 kroons.

**Single parent's child allowance:** A monthly benefit of twice the child allowance is paid if a child does not have a father at the registration of his or her birth or who has a parent who is a fugitive.

The child allowance rate is 150 kroons.

Disabled child allowance: A monthly benefit of 2.7 times the social benefit rate is paid for a child with a moderate disability or 3.15 times for a severe disability.

The social benefit rate is 400 kroons.

Large family supplement: For families with at least seven children, a monthly benefit of 2.2 times the child allowance rate is paid for each child.

The child allowance rate is 150 kroons.

**Child care allowance:** A monthly allowance is paid for each child at 0.5 times the child care allowance rate to one parent (or guardian) raising one or more children younger than age 3; at 0.25 times the child care allowance rate for each child between ages 3 and 8 in a family of at least 3 children.

The child care allowance rate is 1,200 kroons.

Supplementary child care allowance: As a monthly allowance of 100 kroons is paid to a parent rearing children at home for up to a year.

**Disabled student allowance:** A monthly allowance of between 25% and 100% of the social benefit rate (depending on expenses incurred by the student) is paid to a nonworking, disabled student completing secondary school or attending vocational or higher education (not paid in July and August).

**Conscript's child allowance:** A monthly allowance is paid for children of conscripts in the Defense Forces at 5 times the child allowance rate.

The child allowance rate is 150 kroons.

**Child's school allowance:** A lump sum is paid at 3 times the child allowance rate for each child enrolled in school. The allowance is paid annually at the beginning of the school year.

The child allowance rate is 150 kroons.

**Foster care allowance:** A monthly allowance is paid at 20 times the child allowance rate for children up to age 16 cared for by a guardian or foster parent.

The child allowance rate is 150 kroons.

**Start in independent life allowance:** A lump sum of 6,000 kroons is paid to persons without parental care who have grown up in a social welfare institution or school for children with special needs.

**Parental benefit:** A lump sum of 100% of the reference wage is paid for 435 days, after the maternity benefit period ends.

The reference wage is the insured's average gross daily wage in the previous calendar year calculated based on the insured income used to calculate the social tax contribution.

The minimum parental benefit is 4,350 kroons.

The maximum parental benefit is 35,315 kroons.

### **Administrative Organization**

Ministry of Social Affairs (<http://www.sm.ee>) is responsible for general management and supervision.

National Social Insurance Board (<http://www.ensib.ee>) coordinates and administers benefits.

Regional pension offices administer benefits at the local level.

## Finland

Exchange rate: US\$1.00 equals 0.70 euros (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1937.

**Current laws:** 1961 (earnings-related pensions); 1969 (survivor pensions); 1986 (partial pension and early pension); 2007 (universal pensions), implemented in 2008; and 2007 (disability benefit), implemented in 2008.

**Type of program:** Universal and social insurance system.

#### Coverage

**Universal pension (income-tested):** All persons residing in Finland for at least 3 years after age 16; persons whose disabilities began while living in Finland and before reaching age 19, regardless of the length of residence in Finland.

**Earnings-related pension:** All employees aged 18 to 68, persons caring for a child younger than age 3, and students who received a degree for study periods up to 5 years.

Special systems for maritime workers, public-sector employees, and farmers.

#### Source of Funds

##### Insured person

*Universal pension:* None.

*Earnings-related pension:* 4.5% of gross monthly earnings for employees younger than age 53; 5.7% of gross monthly earnings for employees aged 53 or older.

The minimum monthly earnings used to calculate contributions are €51.57.

There is no maximum limit on the earnings used to calculate contributions.

##### Self-employed person

*Universal pension:* None.

*Earnings-related pension:* 21.2% of declared covered monthly earnings if younger than age 53; 22.4% of declared covered monthly earnings if aged 53 or older.

Self-employed persons setting up a business for the first time pay 25% less for the first 48 months of contributions. If the business closes down before the end of the 48th month, the remaining months can be applied toward a second period of self-employment. There is no limit on the interval between these periods.

The minimum annual earnings used to calculate contributions for self-employed persons are €6,775.60.

The maximum annual earnings used to calculate contributions are €153,875.

##### Employer

*Universal pension:* None.

*Earnings-related pension:* The average monthly contribution is 17.1%.

The minimum monthly earnings used to calculate contributions are €51.57.

There is no maximum limit on the earnings used to calculate contributions.

##### Government

*Universal pension:* Total cost of universal pensions, housing allowances, disability allowances, pensioner care allowances, survivor pensions, and war veterans' benefits.

*Earnings-related pension:* The total cost of the earnings-related pension for self-employed persons whose earnings are less than the minimum annual earnings used to calculate contributions. The total cost of covered study periods for students and unpaid periods of child care for persons caring for a child younger than age 3.

The minimum annual earnings used to calculate contributions for self-employed persons are €6,775.60.

#### Qualifying Conditions

##### Old-age pension

*Universal old-age pension (income-tested):* Age 65. An old-age pensioner may continue working.

The pension is payable abroad for a year if the person was a resident of Finland for at least 1 year before moving abroad.

*Early pension:* Aged 62 to 64.

*Deferred pension:* The pension may be deferred from age 65.

*Child's supplement:* Paid for a child younger than age 16.

*Housing allowance:* Paid to pensioners according to income, housing expenses, municipality, marital status, and the number of family members.

*Unemployment pension:* Paid to persons born before 1950, aged 60 to 64 if the insured is no longer entitled to the unemployment basic benefit (after at least 500 days of benefit or reaching age 60) and has worked for at least 5 of the last 15 years.

*Care allowance for pensioners:* Paid to a pensioner aged 16 or older with an assessed disability or long-term illness.

*Special assistance for immigrants (income-tested):* Paid to immigrants aged 65 or older who do not meet the residence requirement for a universal pension, but reside permanently

in Finland and have been living in the country for at least the last 5 years.

*Earnings-related old-age pension:* The benefit is paid between ages 63 and 68. The insured must retire from covered employment.

*Early pension:* A reduced earnings-related pension is paid at age 62; no reduction for unemployment beneficiaries.

*Part-time old-age pension:* Paid at age 58 for those born before 1953 and age 60 for those born in 1953 or later. The insured must have a reduced work schedule (16 to 28 hours a week and earning between 35% and 70% of full-time earnings), be employed full time for 12 of the last 18 months, and be covered during at least 5 of the last 15 years.

*Deferred pension:* The pension may be deferred after age 68.

*Unemployment pension:* Paid to unemployed persons born before 1950, at age 60 if no longer entitled to unemployment benefits (after a maximum duration of 500 days) and covered by the scheme for at least 5 of the last 15 years.

### Disability pension

*Universal disability pension (income-tested):* Aged 16 to 64 and assessed with a permanent incapacity for suitable work. There is no partial pension. The universal pension can be awarded for a limited or an indefinite period.

*Disability allowance (aged 16 or older):* Paid to nonpensioners or persons with disabilities not receiving a full pension who are aged 16 to 64.

Social Insurance Institution (SII) doctors may request a review of the insured's assessed degree of incapacity at any time. Persons receiving the disability pension must inform the SII of any changes in circumstances that may affect entitlement. SII doctors perform the review based on medical reports from the insured's doctor.

*Child's supplement:* Paid for a child younger than age 16.

*Housing allowance:* Paid to pensioners according to income, housing expenses, municipality, marital status, and the number of family members.

*Care allowance for pensioners:* Paid to a pensioner aged 16 or older with an assessed disability or long-term illness.

*Disability allowance (younger than aged 16):* Paid for children younger than age 16 with an assessed disability or long-term illness.

*Rehabilitation benefit:* Paid to an insured person undergoing rehabilitation for more than 30 days for an assessed disability.

*Special assistance for immigrants (income-tested):* Paid to immigrants aged 16 to 64 with disabilities who do not meet the residence requirement for a universal pension, but reside permanently in Finland and have been living in the country for at least 5 years.

*Earnings-related disability pension:* The full earnings-related disability pension is paid to persons aged 18 to 62 with an assessed loss of working capacity of at least 60% who are no longer entitled to the cash sickness allowance (300 days excluding Sundays). The old-age pension replaces the disability pension when the insured reaches age 63.

*Partial disability:* Paid with an assessed loss of working capacity of 40% to 59%.

*Rehabilitation benefit:* Paid to an employee or a person with a disability who may experience a loss of working capacity due to illness or injury. The benefit is granted for a specific period of time.

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.

### Survivor pension

*Universal survivor pension (income-tested):* The insured must have lived in Finland after age 16 for at least 3 years. The initial pension is paid for a 6-month period; thereafter, the pension amount depends on the beneficiary's other income.

A widow(er) must be younger than age 65, have been married to the deceased before age 65, be caring for a child younger than age 18, or, if childless, be at least age 50 at the time of the spouse's death; in addition, the widow(er) must have been married to the deceased for at least 5 years and must have lived in Finland at the date of death or have moved to Finland within a year of the death and lived in Finland for at least 3 years after age 16.

*Universal orphan's pension:* 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 insured's death.

*Orphan's supplement (income-tested):* Younger than age 18 (students aged 18 to 20 do not qualify).

*Earnings-related survivor pension:* The deceased was insured or a pensioner at the time of death. The widow(er) is eligible if he or she had a child with the deceased and the couple were married (or in a registered partnership) before the deceased spouse's 65th birthday. If childless, the couple must have been married for at least 5 years (or in a registered partnership) and the survivor must have been younger than age 50 at the date of marriage and have been aged 50 or older or a disability pensioner for at least 3 years when widowed. The pension is paid to a former spouse if he or she received alimony from the deceased.

*Earnings-related orphan's pension:* Paid to a child younger than age 18.

### Old-Age Benefits

**Universal old-age pension (income-tested):** The pension is €6.21 to €584.13 a month, according to marital status and the value of other pension income received.

**Income test:** The benefit is reduced to 50% of the difference between other pension income and €51.50 a month; the pension is not paid if other pension income exceeds €1,075.25 or €1,207.33 a month, according to marital status. The amount is also adjusted to the length of the period of residence in Finland, with the full amount paid if the insured resided in Finland 80% of the time from age 16 to the date the pension was first paid or age 65.

**Early pension:** The pension is permanently reduced by 0.4% for each month the pension is taken before age 65.

**Deferred pension:** The pension is increased by 0.6% for each month the pension is deferred after age 65.

**Child's supplement:** €20.37 a month.

**Housing allowance:** The allowance is €3.11 to €618.02 a month, according to income, housing expenses, municipality, marital status, and the number of family members.

**Unemployment pension:** The pension is income tested and varies from €6.21 to €584.13 a month, according to marital status and the value of other pension income received.

**Care allowance for pensioners:** The allowance is €57.32, €142.70, or €301.75 a month, according to the extent of care needed.

**Special assistance for immigrants (income-tested):** The benefit varies from €6.21 to €584.13 a month, according to marital status, the value of other pension income received, and the disposable income of the applicant and his or her spouse.

**Benefit adjustment:** The universal pension and allowance supplements are adjusted automatically each year according to changes in the cost-of-living index.

**Earnings-related old-age pension:** Pension rights accrue from age 18 up to age 68. From age 18 to 52, the pension accrues at the rate of 1.5% of annual earnings; from age 53 to 62, by 1.9%; from age 63, by 4.5%. Earnings used to calculate contributions are based on average lifetime earnings.

There is no maximum earnings-related pension.

**Early pension:** The pension is reduced by 0.6% for each month the pension is taken before age 63, up to 7.2%.

**Part-time old-age pension:** 50% of the difference between the former full-time income and the current part-time income is paid.

For persons born in 1946 or earlier, the part-time pension is calculated based on current accrual conditions: the accrual rate on earnings from part-time work is 1.5% a year up to age 60; thereafter, the accrual rate is 2.5%. For persons born in 1947 or later, pension rights accrue from part-time work at a rate of 1.9% a year between ages 58 and 62 and 4.5% a year from age 63.

**Deferred pension:** The pension is increased by 0.4% for each month the pension is deferred after age 68.

**Unemployment pension:** Pension rights are accrued during years of employment. Rights to a projected service component (time between the date unemployment began and the retirement age) are added to the old-age or survivor pension.

**Benefit adjustment:** Earnings-related benefits are adjusted according to a weighted index of changes in the consumer price index (80%) and wages (20%).

### **Permanent Disability Benefits**

**Universal disability pension (income-tested):** The pension varies from €6.21 to €584.13 a month, according to marital status and the value of other pension income received.

**Income test:** The benefit is reduced to 50% of the difference between other pension income and €51.50 a month; the pension is not paid if other pension income exceeds €1,075.25 or €1,204.33 a month, according to marital status. The amount is also adjusted for the length of the residence period in Finland, with the full amount paid if residing in Finland for at least 80% of the time from age 16 to the date the pension was first paid.

The pension ceases if the insured begins new employment.

**Disability allowance (aged 16 or older):** €199.71 a month, €387.26 a month, or €370.24 a month is paid, depending on the insured's circumstances.

**Child's supplement:** A flat rate of €20.37 a month is paid for a child younger than age 16.

**Housing allowance:** The allowance varies from €3.11 to €618.02 a month, according to income, housing expenses, municipality, marital status, and the number of family members.

**Care allowance for pensioners:** The allowance is €57.32, €142.70, or €301.75 a month, according to the extent of care needed.

**Disability allowance (younger than aged 16):** €85.59 a month, €199.71 a month, or €387.26 a month is paid, depending on the insured's circumstances.

**Rehabilitation benefit:** The allowance is 10% of the universal disability pension.

**Special assistance for immigrants (income-tested):** The benefit varies from €6.21 to €584.13 a month, according to marital status, the value of other pension income received, and the disposable income of the applicant and his or her spouse.

**Benefit adjustment:** The universal pension and allowances are adjusted automatically each year according to changes in the cost-of-living index.

**Earnings-related disability pension:** Pension rights accrue at the rate of 1.5% a year from age 18 to 52, 1.9% from age 53 to 62, and 4.5% from age 63 to 68. All

disability pensioners have the right to projected service from the date the disability began until age 63. The accrual rate for projected service is 1.5% of salary a year.

There is no maximum earnings-related disability pension. The insured can receive earnings from employment of up to 40% of the pension (up to €600 a month).

Partial disability pension: 50% of the full pension is paid if the assessed loss of working capacity is between 40% and 59%. The insured can receive earnings from employment that equal up to 60% of the pension (up to €600 a month).

**Rehabilitation benefit:** The benefit amount for a full and partial disability is based on the assessed degree of disability plus a 33% increment for periods of active vocational rehabilitation.

Benefit adjustment: Earnings-related benefits are adjusted according to a weighted index of changes in the consumer price index (80%) and wages (20%).

### Survivor Benefits

**Universal survivor pension (income-tested):** Paid to a widow(er) for the first 6 months following the spouse's death. The maximum basic pension is €301.27 a month plus a possible housing allowance. From the 7th month, at least €94.37 is paid if the surviving spouse is caring for a dependent child, otherwise the pension is income-tested. The value of the pension varies according to the deceased's length of residence in Finland.

**Universal orphan's pension:** A child younger than age 18 (age 20 if a full-time student) receives €55.43 a month; up to €110.86 a month for a full orphan.

Orphan's pension supplement (income-tested): The orphan's pension may be increased up to €83.84 (half orphan) or €167.68 (full orphan) a month.

Income test: Pensions for a widow(er) and orphans are reduced to 50% of the difference between other pension income and €51.50 a month; the income-tested widow(er)'s pension is not paid if other monthly pension or other income exceeds €886.58 or €1,031 a month, according to marital status and the age of children. The orphan's pension supplement is not paid if other pension income exceeds €219.16 a month. The value of the widow(er)'s pension varies according to the deceased's length of residence in Finland, with the full amount paid if the deceased lived in Finland at least 80% of the time after attaining age 16 up to the date the pension was first paid or age 65.

Benefit adjustment: The universal pension and allowances are adjusted automatically each year according to changes in the cost-of-living index.

**Earnings-related survivor pension:** The widow(er) receives up to 50% of the deceased's pension or up to 50% of the disability pension that the deceased would have been entitled to receive.

The widow(er)'s pension is split if there is a divorced spouse receiving alimony, depending on the amount of the alimony.

There is no means test for the first 6 months if the surviving spouse is younger than age 65 and is 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.

Income test: The old-age pension or disability pension accrued by the surviving spouse (even if not in payment) reduces the amount of the earnings-related survivor pension.

**Earnings-related orphan's pension:** One orphan receives 33.3% of the deceased's pension; up to 83.3% of the deceased's pension is paid for four orphans or more.

The maximum earnings-related survivor pension is 100% of the deceased's pension.

Benefit adjustment: Earnings-related benefits are adjusted according to a weighted index of changes in the consumer price index (80%) and wages (20%).

### Administrative Organization

Ministry of Social Affairs and Health (<http://www.stm.fi>) provides general supervision.

#### Universal pensions

Social Insurance Institution (<http://www.kela.fi>) administers universal and disability pensions through district offices.

A governing body appointed by parliament manages the Social Insurance Institution.

Local boards determine claims for old-age and survivor pensions. Disability pension claims are determined by the central administration.

Municipalities collect the universal pension contributions with municipal taxes.

#### Earnings-related pensions

The Finnish Centre for Pensions (<http://www.etk.fi>), a tripartite board, oversees the earnings-related pension system.

Carriers for earnings-related pension plans are licensed nonprofit insurance companies, pension funds, and foundations.

Financial Supervision Authority (<http://www.finanssivalvonta.fi>) supervises the carriers.

### Sickness and Maternity

#### Regulatory Framework

**First law:** 1963 (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: Health care is provided by both a private-sector sickness insurance program and a public-sector (municipal) health services program financed primarily by local and national taxes.

### Coverage

**Cash sickness and maternity benefits:** All persons residing in Finland.

**Medical benefits:** All persons residing in Finland.

### Source of Funds

#### Insured person

*Cash sickness and maternity benefits:* 0.93% of gross monthly earnings.

*Medical benefits:* 1.47% of gross monthly earnings; 1.64% of gross monthly earnings for pensioners and other beneficiaries.

Contributions are calculated on all earnings.

#### Self-employed person

*Cash sickness and maternity benefits:* 0.93% or 1.05% of gross monthly earnings.

*Medical benefits:* 1.47% of net monthly earnings.

Contributions are calculated on all earnings.

#### Employer

*Cash sickness and maternity benefits:* 2.23% of monthly payroll (private employers and local and central government).

*Medical benefits:* 2.23% of monthly payroll.

#### Government

*Cash sickness and maternity benefits:* Subsidies as required; 100% of the cost of minimum daily allowances.

*Medical benefits:* 50% of the cost of medical benefits.

### Qualifying Conditions

**Cash sickness benefits:** The insured must have been employed during the last 3 months, unless involuntarily unemployed. The incapacity for work must be certified by a doctor from the 9th day.

**Cash sickness allowances (means-tested):** The insured is not eligible for cash sickness benefits. The allowance is paid after 55 days of incapacity provided that annual earnings are less than €1,264.

**Rehabilitation benefits:** The insured must be receiving medical treatment, vocational training, or both under a social security rehabilitation program.

**Special sickness benefits:** The allowance is paid to parents helping to care for a sick child younger than age 16 in a hospital or at home.

**Cash maternity benefits:** The insured must reside in Finland; new residents must complete a 180-day waiting period.

**Medical benefits:** The insured must reside in Finland.

### Sickness and Maternity Benefits

**Sickness benefit:** The benefit is 70% of daily earnings for annual earnings up to €32,892, 40% of daily earnings for annual earnings of €32,893 to €50,606, and 25% of daily earnings for annual earnings of €50,607 or more.

The benefit is paid after a 10-day waiting period for up to 300 days (excluding Sundays). (The employer pays 100% of earnings for the first 9 days for employees who have worked for at least a month; otherwise, 50%.) Insured persons who have been unemployed during the last 4 months receive at least 86% of the unemployment benefit.

The minimum daily benefit is €22.04.

**Sickness allowance (means-tested):** The allowance is paid after 55 days of incapacity provided that annual earnings are less than €1,264. The daily benefit is €22.04.

**Rehabilitation benefit:** The benefit is 70% of daily earnings for annual earnings up to €32,832, 40% of daily earnings for annual earnings of €32,893 to €50,606, and 25% of daily earnings for annual earnings of €50,607 or more.

**Special sickness benefit:** The allowance is paid for up to 60 days in hospital and 60 days at home (90 days if the treatment is ongoing). The benefit is 70% of daily earnings for annual earnings up to €32,892, 40% of daily earnings for annual earnings of €32,893 to €50,606, and 25% of daily earnings for annual earnings of €50,607 or more.

The minimum daily benefit is €22.04.

**Maternity benefit:** The benefit is 70% of daily earnings for annual earnings up to €32,892, 40% of daily earnings for annual earnings of €32,893 to €50,606, and 25% of daily earnings for annual earnings of €50,606 or more.

The minimum daily benefit is €22.04.

The benefit is paid to an expectant mother from 50 to 30 days before the expected date of childbirth for up to 105 days.

A special maternity allowance is paid throughout the pregnancy if the mother is exposed to risk factors that cannot be eliminated.

**Paternity allowance:** Paid for up to 18 days; may be extended for 1 to 12 days.

**Parent's allowance:** After entitlement to maternity benefits cease, the parent's allowance is paid to either parent for 158 days (excluding Sundays). The allowance is paid

for 60 extra days for multiple births and from 100 days to 234 days for the adoption of a child.

### **Workers' Medical Benefits**

Cash refunds are provided for certain medical expenses according to a schedule in law. The cash refunds include 60% of private doctors' fees and 60% of private dental fees; 75% of the cost of prescribed examinations and prescribed treatment greater than €13.46; 42% to 100% of the cost of medicines greater than €1.50 to €3, according to a schedule; and 100% of transportation costs greater than €9.25.

If total annual copayments exceed €672.70 for medicines, 100% of the cost above €672.70 is reimbursed (the insured's copayment is 1.50 per prescription); €157.25 for transportation (no copayment).

Sickness insurance also covers 50% of the occupational health care costs incurred by the employer.

For municipal health services, the fee for a doctor's visit is €13.70 per visit for the first three visits or an annual fee of €27.40. All other services are free.

For hospital care, the fees are €27.40 a day for outpatient treatment, €32.50 a day for inpatient treatment, and €89.90 a day for day surgery.

Prenatal and postnatal maternity health care at medical centers is free.

### **Dependents' Medical Benefits**

Cash refunds are provided for certain medical expenses according to a schedule in law. The cash refunds include 60% of private doctors' fees and 60% of private dental fees; 75% of the cost of prescribed examinations and prescribed treatment greater than €13.46; 42% to 100% of the cost of medicines greater than €1.50 to €3, according to a schedule; and 100% of transportation costs greater than €9.25.

If total annual copayments exceed €672.70 for medicines, 100% of the cost above €672.70 is reimbursed (the insured's copayment is 1.50 per prescription); €157.25 for transportation (no copayment).

Sickness insurance also covers 50% of the occupational health care costs incurred by the employer.

For municipal health services, the fee for a doctor's visit is €13.70 per visit for the first three visits or an annual fee of €27.40. All other services are free.

For hospital care, the fees are €27.40 a day for outpatient treatment, €32.50 a day for inpatient treatment, and €89.90 a day for day surgery.

Prenatal and postnatal maternity health care at medical centers is free.

### **Administrative Organization**

Ministry of Social Affairs and Health (<http://www.stm.fi>) provides general supervision.

### **Sickness insurance**

Social Insurance Institution (<http://www.kela.fi>) administers the program nationally, reimburses employees' sickness funds, and reimburses employers providing medical benefits directly to their employees.

### **Medical benefits**

Municipalities or the federation of municipalities provide services.

### **Work Injury**

#### **Regulatory Framework**

**First law:** 1895.

**Current laws:** 1948 (employment accidents) and 1988 (occupational diseases).

**Type of program:** Employer-liability and mandatory insurance with a private carrier system.

#### **Coverage**

All employed persons.

Voluntary coverage for self-employed persons.

Special systems for farmers, public-sector employees, and scholarship recipients.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** Self-employed persons pay the total cost of the annual premium, which varies according to the assessed degree of risk for the profession.

**Employer:** 0.3% to 8% of annual payroll, according to the assessed degree of risk for the profession.

**Government:** None.

#### **Qualifying Conditions**

**Work injury benefits:** There is no minimum qualifying period. Accidents that occur while commuting to and from work are covered.

#### **Temporary Disability Benefits**

The benefit is paid from the first day for up to one year or until certification of a permanent disability. The insured must be assessed with a loss of working capacity of at least 10% and a reduction in earnings of at least 5%. The incapacity must last at least 3 days.

For the first 4 weeks, the benefit is 70% of the insured's daily earnings for annual earnings up to €32,892, 40% of daily earnings for annual earnings of €32,893 to €50,606, and 25% of daily earnings for annual earnings of €50,607 or more; thereafter, the daily benefit is 1/360 of the insured's annual earnings.

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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 according to the pension index prescribed by law.

### Permanent Disability Benefits

**Permanent disability pension:** If assessed with a total disability, the basic pension is 85% of the insured's annual earnings up to age 65; thereafter, 70% of earnings.

Annual earnings are the earnings the insured would have earned in one year if the disability had not begun. The minimum annual earnings used to calculate the pension are €11,340.

Partial disability: The pension is reduced proportionately for a partial disability of 10% or more.

The degree of disability is assessed by the insurance company or Social Insurance Institution based on a statement issued by the insured's doctor.

Constant-attendance supplement: €26.46 a day is paid if the insured requires the constant attendance of others to perform daily functions.

Inconvenience allowance: The allowance is paid for a permanent general disability, according to 20 categories of disability. The value of the allowance varies according to age. Up to 60% of the minimum annual earnings used to calculate the permanent disability pension (€11,340) is paid.

Benefit adjustment: Benefits are adjusted annually according to the pension index prescribed by law.

### Workers' Medical Benefits

Free medical care without limit and the cost of rehabilitation.

### Survivor Benefits

**Survivor pension:** A widow(er) without dependents receives 40% of the deceased's annual earnings.

**Orphan's pension:** One child younger than age 18 (age 24 if a student or disabled) receives 25% of the deceased's annual earnings; two children share 40%; three children share 50%; and four children or more share 55%.

All survivor benefits combined must not exceed 70% of the deceased's earnings.

**Funeral grant:** A lump sum of €4,350 is normally paid to the deceased's estate.

Benefit adjustment: Benefits are adjusted annually according to the pension index prescribed by law.

### Administrative Organization

Ministry of Social Affairs and Health (<http://www.stm.fi>) provides general supervision.

Federation of Accident Insurance Institutions (<http://www.tvl.fi>) coordinates statutory accident insurance legislation.

Insurance is administered by licensed private companies.

## Unemployment

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### Regulatory Framework

**First laws:** 1917 (unemployment insurance) and 1960 (unemployment assistance).

**Current laws:** 1997 (unemployment), 1998 (financing), 1998 (unemployment insurance fund), and 2002 (assistance).

**Type of program:** Voluntary subsidized insurance (unemployment fund) and social assistance system.

### Coverage

**Basic unemployment and earnings-related unemployment benefits:** All gainfully employed workers aged 17 to 68; and self-employed persons and entrepreneurs aged 17 to 64.

Membership in an earnings-related unemployment fund is voluntary.

**Unemployment assistance (means-tested):** Job seekers who have never worked and insured persons who have exhausted entitlement to basic and earnings-related benefits.

### Source of Funds

#### Insured person

*Basic unemployment benefit:* None.

*Earnings-related unemployment benefit:* An average contribution of 0.2% to 0.4% of earnings.

*Unemployment assistance:* None.

#### Self-employed person

*Basic unemployment benefit:* None.

*Earnings-related unemployment benefit:* 2.70% to 2.75% of income.

*Unemployment assistance:* None.

#### Employer

*Basic unemployment benefit:* None.

*Earnings-related unemployment benefit:* Mandatory contributions of 0.75% of payroll when the total amount of all salaries is €1,846,500 or less; or 2.95% of payroll when the total amount of all salaries is greater than €1,846,500.

*Unemployment assistance:* None.

#### Government

*Basic unemployment benefit:* The total cost.

*Earnings-related unemployment benefit:* The remainder of the total cost. Municipalities finance half of the cost of

basic unemployment benefits paid for unemployment of over 500 days.

*Unemployment assistance:* The total cost.

### Qualifying Conditions

#### Basic and earnings-related unemployment benefits:

The insured must reside in Finland and have worked at least 43 weeks of the 28 months before unemployment began. Entrepreneurs must have worked as an entrepreneur for at least 24 of the last 48 months.

Unemployment is not due to voluntary leaving, work stoppage, or the refusal of a suitable job offer.

For the earnings-related benefit, the insured must have been a member of an unemployment fund for at least 10 months.

For the increased earnings-related benefit, the insured must have worked for at least 20 years and have been a member of an unemployment fund for at least 5 years.

Reemployment program supplement: The benefit is paid to those who have worked for at least 3 years before the employment contract was terminated for production-related or economic reasons, have been a member of an unemployment fund for at least 10 months, and are registered in the Employment Office reemployment program.

**Unemployment assistance (means-tested):** The insured must reside in Finland. Job seekers younger than age 24 must have completed vocational training and must not have refused a suitable job offer.

### Unemployment Benefits

**Unemployment benefit (basic benefit):** €25.63 a day is paid.

Child's supplement: A daily supplement of €4.86 is paid for one dependent child; €7.13 for two; €9.19 for three or more dependent children.

**Earnings-related benefit (unemployment fund):** If monthly earnings are less than €2,205.90, the basic daily benefit is €24.51 plus 45% of the daily wage; if monthly earnings are €2,205.90 or more, the daily benefit is €59.65 plus 20% of daily earnings in excess of €102.60.

**Increased earnings-related benefit (unemployment fund):** The increased benefit is 55% of the difference between daily wages and the basic daily benefit. If the monthly wage exceeds €2,205.90, the earnings-related benefit declines to 32.5% of the difference between daily wages and the basic daily benefit for the part in excess.

Reemployment program supplement (unemployment fund): The earnings-related benefit with the reemployment program supplement is 65% of the difference between daily wages and the basic daily benefit. If the monthly salary exceeds €2,205.90, the earnings-related benefit declines to 37.5% of the difference between daily wages and the basic daily benefit for the part in excess.

Child's supplement: A daily supplement of €4.64 is paid for one dependent child; €6.82 for two; €8.79 for three or more dependent children.

The maximum benefit, including the dependent child's supplement, is 90% of the insured's daily wage.

All unemployment benefits are paid after a 7-day waiting period. The benefit is paid 5 days a week for up to 500 days (if the recipient was born before 1950 and reaches age 57 before the benefit has been paid for 500 days, the benefit is paid until the end of the calendar month in which the recipient reaches age 60).

**Unemployment assistance (means-tested):** The flat-rate benefit varies according to family size and circumstances. Up to €25.63 a day is paid if monthly earnings are less than €253 for an unmarried person; €1,490 a day for a family with one child. There is no limit to duration.

Child's supplement: A daily supplement of €4.86 is paid for one dependent child; €7.13 for two; €9.19 for three or more dependent children.

### Administrative Organization

Ministry of Social Affairs and Health (<http://www.stm.fi>) supervises unemployment insurance.

Social Insurance Institution (<http://www.kela.fi>), through its local offices, administers the basic benefit program.

Approved unemployment funds administer the voluntary program.

Unemployment Insurance Fund (<http://www.tvr.fi>) collects contributions and pays benefits.

### 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

All persons residing in Finland (parents or guardians) with one or more children.

#### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost. Municipal authorities meet the total cost of the child home care allowance.

### **Qualifying Conditions**

**Family allowances:** The child must be younger than age 17 and reside in Finland.

**Birth grant:** Paid to a pregnant woman who has undergone necessary medical examinations and whose pregnancy lasts for at least 154 days. The grant is also paid for the adoption of a child younger than age 18. The grant is increased for multiple births or adoptions.

**Adoption grant:** Paid to cover the expenses of adopting a child from abroad.

**Child home care allowance:** The child must be younger than age 3. One of the parents must care for the child at home.

### **Family Allowance Benefits**

**Family allowances:** €1,200 a year is paid for one child, €2,526 for two, €4,218 for three, €6,156 for four, and €2,184 a year for each additional child.

Single-parent supplement (or legally separated or unmarried parent): €559.20 a year is paid for each qualifying child.

**Birth grant:** The mother can choose to receive clothing and other necessities (layette) for the newborn or a cash benefit of €140.

**Adoption grant:** A lump sum of between €1,900 and €4,500 is paid.

**Child home care allowance:** A basic amount of €3,771 a year is paid for one child younger than age 3 who is cared for at home; a supplement of €725.52 a year is paid for each additional child younger than age 7.

Means-tested supplement: Up to €168.19 a month is paid.

Partial home care allowance: €90 a month is paid to a parent who has reduced his or her working hours up to 30 hours a week.

### **Administrative Organization**

Ministry of Social Affairs and Health (<http://www.stm.fi>) provides general supervision.

Social Insurance Institution (<http://www.kela.fi>) administers the program nationally.

## France

Exchange rate: US\$1.00 equals 0.70 euros (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1910.

**Current laws:** 1945 (nonagricultural employees); 1975 (disabled persons); 1996 (social security organization); 2001 (dependency benefits); 2003 (pension reform); 2006 (retirement reform); and 2009 (combination of disability benefit and gainful activity).

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

Note: A system of mandatory supplementary pensions is administered jointly by employers and employees.

#### Coverage

**Social insurance:** Employed persons in commerce and industry; housewives under certain conditions.

Voluntary coverage for nonworking heads of household (old-age pension only), noncovered persons who previously had mandatory coverage for at least 6 months, nonemployed persons caring for a family member with a disability, and French citizens working abroad.

Special systems for agricultural, mining, railroad, public utility, and public-sector employees; seamen; nonagricultural self-employed persons; and agricultural self-employed persons.

**Social assistance:** All elderly and dependent persons residing in France.

#### Source of Funds

**Insured person:** 6.65% of covered earnings for old-age benefits (up to a maximum) and 0.10% of earnings (without limit) for the survivor allowance. (Persons receiving an unemployment allowance greater than the legal minimum wage contribute 11.37% of the allowance for old-age benefits.)

The legal hourly minimum wage is €8.86.

Voluntary contributors pay quarterly contributions according to fixed income bands.

The maximum monthly earnings used to calculate contributions are €2,885.

Disability benefits and part of the cost of survivor benefits are financed under Sickness and Maternity.

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

**Employer:** 8.3% of covered payroll for old-age benefits (up to a maximum) and 1.6% of gross payroll (without limit) for the survivor allowance.

The maximum monthly earnings used to calculate old-age benefits are €2,885.

Employer contributions are reduced on wages less than 1.6 times the legal minimum wage; contributions made for newly recruited employees younger than age 23 are reimbursed under certain conditions.

The legal hourly minimum wage is €8.86.

Disability benefits and part of the cost of survivor benefits are financed under Sickness and Maternity.

A social solidarity contribution for old-age benefits for certain nonsalaried workers is made under Sickness and Maternity.

**Government:** Variable subsidies.

#### Qualifying Conditions

**Old-age pension:** Age 60 with at least 162 quarters of coverage under any scheme (rising gradually to 168 quarters by 2020). Persons who began working at age 16 and 17 may receive the pension at age 56 and 59 respectively.

A pensioner can begin a new gainful activity immediately after receiving the pension but must wait 6 months before resuming the same gainful activity performed before retirement.

Periods during which the insured received the unemployment benefit, preretirement benefit, or a disability pension (with an assessed degree of disability of more than 66.7%) are taken into account for the calculation of the coverage period. Coverage period bonuses are awarded under certain conditions to insured women who have given birth and to parents who have interrupted work to rear a child or to care for a sick or disabled child, up to 8 quarters per child.

There are special qualifying conditions for persons with disabilities, working mothers, and war veterans.

**Partial pension:** A reduced pension is awarded at age 60 with at least one quarter of coverage.

**Deferred pension:** The pension can be deferred after age 60.

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

**Spouse's supplement (income-tested):** Paid for a spouse; the full benefit is paid if the insured had 150 quarters of coverage in the social insurance system.

**Dependent child's supplement:** Paid for a dependent child.

**Child-rearing supplement:** Paid if the insured has reared at least three children.

**Solidarity allowance for the elderly (means-tested):** Awarded to low-income pensioners at age 65 (age 60 if

disabled). The solidarity allowance can supplement other old-age benefits.

Means test: A single pensioner must have an annual income of less than €8,309.27; less than €13,765.73 for a couple.

**Disability pension:** The insured must be younger than age 60, have an assessed loss of at least 66.7% of earning capacity in any occupation, and have at least 12 months of coverage before the disability began and 800 hours of employment in the last 12 months, including 200 hours in the last 3 months or has contributed based on earnings of at least 2,030 times the hourly legal minimum wage including at least 1,015 times the hourly legal minimum wage in the last 6 months.

The legal hourly minimum wage is €8.86.

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

**Survivor pension (means-tested):** Eligible survivors must be aged 55 or older or disabled. Eligible survivors include a divorced wife who has not remarried. Nonmarried partners are not eligible, even if a civil partnership with the deceased had been contracted.

Means test: If the survivor is unmarried, annual personal income must be less than 2,030 times the hourly legal minimum wage. A reduced benefit may be paid on remarriage or cohabitation. The means-test threshold is adjusted annually in January.

The legal hourly minimum wage is €8.86.

Child's supplement: Paid if a survivor is younger than age 65, not eligible for a pension under the social insurance system, and has given birth to or reared three or more children.

**Survivor allowance (means-tested):** Paid if the deceased had at least 3 months of compulsory or voluntary coverage in the last 12 months before death. The survivor must be younger than age 55, reside in France or in French Polynesia, must have been married to and not divorced from the deceased, and must not have remarried or cohabited since the insured's death.

Means test: Personal income must be less than €2,119.23 per quarter.

**Death grant:** 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 66.6%).

### Old-Age Benefits

**Old-age pension:** The full pension is 50% of the insured's reference earnings.

Reference earnings are average adjusted earnings in the best 25 years for those born after 1948.

The maximum monthly earnings used to calculate benefits are €2,885.

Partial pension: The pension is proportionately reduced for coverage of less than 150 quarters. The partial pension must not be less than 25% of the insured's reference earnings.

Deferred pension: The pension amount is increased by 1.25% for each quarter of activity exceeding the number of quarters required for a full pension or for each quarter of activity after age 60 if the insured has yet to qualify for a full pension at that age.

If the insured continues to work on a reduced basis after the retirement age, 30% to 70% 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 pension is €6,958.21 a year. The benefit is reduced proportionately with less than 162 quarters of coverage.

Constant-attendance allowance: €12,129.94 a year is paid.

Spouse's supplement (income-tested): €609.80 a year is paid at age 65 (ages 60 to 64 if disabled) if the insured had at least 150 quarters of coverage. The benefit is reduced proportionately with less than 150 quarters.

Dependent child's supplement: Each child receives €84.69 a month.

Child-rearing supplement: 10% of the pension is paid.

### Solidarity allowance for the elderly (means-tested):

Paid to increase the old-age pension for a single person to €8,309.27 a year; to €13,765.73 for a couple.

Benefit adjustment: Benefits are adjusted periodically according to changes in the cost of living.

### Permanent Disability Benefits

**Disability pension:** If the insured is assessed as incapable of any professional activity, the pension is 50% of the insured's average earnings; 30% if capable of some gainful activity.

Average earnings are based on adjusted earnings in the best 10 years.

The maximum monthly earnings used to calculate benefits are €2,885.

The minimum annual pension is €3,201.24.

Constant-attendance supplement: 40% of the disability pension. The minimum supplement is €1,029.10 a month.

The monthly disability pension is replaced by the old-age pension at age 60.

If the insured resumes gainful activity, the pension continues to be paid for 6 months without an income test; thereafter, the pension is suspended if total income from the pension and earnings exceeds the average wage paid during the calendar year before the year the disability began.

Benefit adjustment: Benefits are adjusted periodically according to changes in the cost of living.

### Survivor Benefits

**Survivor pension (means-tested):** The pension is 54% of the pension the deceased received or was entitled to receive. If the deceased was married more than once, the pension is split among the surviving widow(er)s according to the length of their marriage to the deceased.

If the deceased had at least 60 quarters of coverage, the minimum annual pension is €3,153.30; the pension is reduced proportionately for coverage of less than 60 quarters.

The maximum annual pension is €9,263.16.

Child's supplement: 10% of the survivor pension is paid. The supplement is reduced if the survivor pension is reduced according to a means test.

**Survivor allowance (income-tested):** €565.13 a month is paid for up to 2 years following the insured's death; may be extended until age 55 if the survivor is at least age 50.

**Death allowance:** A lump sum of 90 times the deceased's average daily wage in the 3 months before death is paid.

The maximum monthly earnings used to calculate benefits are €2,885.

The minimum lump-sum benefit is €86.55.

The maximum lump-sum benefit is €8,655.

Benefit adjustment: Benefits are adjusted periodically according to changes in the cost of living.

### Administrative Organization

Ministry of Health, Youth, Sports, and Communities (<http://www.sante.gouv.fr>) and Ministry of Economy and Finance (<http://www.minefi.gouv.fr>) provide general supervision and issue regulations.

National Old-Age Pension Insurance Fund (<http://www.cnaf.fr>) administers old-age pensions and survivor allowances.

Joint collection agencies (<http://www.urssaf.fr>) collect contributions.

Central Agency of Social Security Institutions (<http://www.acoss.fr>) administers contributions.

### Sickness and Maternity

#### Regulatory Framework

**First law:** 1928.

**Current laws:** 1945 (nonagricultural employees), 1996 (social security organization), 1999 (universal coverage), 2001 (paternity leave), 2004 (maternity insurance), and 2004 (sickness insurance reform).

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

### Coverage

Employed persons, job seekers, students, and persons in vocational training.

Pensioners and some groups of nonemployed persons are also covered for medical benefits.

Voluntary coverage is possible, including for French citizens working abroad.

Special systems for agricultural, mining, railroad, public utility, and public-sector employees; clergy; seamen; nonagricultural self-employed persons; and agricultural self-employed persons (medical benefits are provided under the social insurance system for some groups).

### Source of Funds

**Insured person:** 0.75% of gross earnings. Old-age pensioners contribute 1.4% of the old-age pension (low-income pensioners are exempt) and 2.4% of any private pension. Job seekers contribute 1.7% of the preretirement allowance or 2% of the guaranteed minimum income plus 1% of unemployment benefits and training allowances. Students, young persons, and other groups make flat-rate contributions. For voluntarily insured persons working abroad, see Old Age, Disability, and Survivors.

The insured's contributions also finance disability and survivor benefits.

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

**Employer:** 12.8% of payroll plus 0.3% of payroll for the long-term dependency assistance program and a social solidarity contribution of 0.13% of profits (0.16% if profits exceed €760,000) for old-age benefits for certain nonsalaried workers.

The employer's contributions also finance disability and survivor benefits.

**Government:** Proceeds from a 12% surcharge on automobile insurance premiums plus proceeds from an earmarked tax on the costs of pharmaceutical advertising, alcohol, and tobacco. Proceeds from a contribution levied on all individual income finance sickness insurance and family benefits. Government also provides funds for new hospital construction and part of the cost for certain health and social services.

Government contributions also finance disability and survivor benefits.

### Qualifying Conditions

**Cash sickness benefits:** The benefit is paid for up to 6 months if the insured has at least 200 hours of employment in the last 3 months; paid for more than 6 months but less than 3 years with at least 800 hours of employment in the last 12 months, including at least 200 hours in the

first 3 months or has contributed based on earnings of at least 2,030 times the hourly legal minimum wage including at least 1,015 times the hourly legal minimum wage in the last 6 months. Job seekers who are currently receiving, or who have received, an unemployment benefit during the last 12 months or who have ceased work within the last 12 months are eligible to receive cash sickness benefits calculated based on their last wage.

The legal hourly minimum wage is €8.86.

**Cash maternity benefits:** The insured must have at least 10 months of coverage and 200 hours of employment in the 3 months before certification of pregnancy. The insured must cease work for at least 8 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. Female job seekers receiving, or who have received, an unemployment benefit during the last 12 months or who have ceased work within the last 12 months are eligible for the cash maternity or adoption benefit based on their last wage.

**Paternity benefit:** The insured must have at least 10 months of coverage and 200 hours of salaried employment in the 3 months before the paternity leave period. The beneficiary must be the child's natural father. Male job seekers receiving, or who have received, an unemployment benefit during the last 12 months or who have ceased work within the last 12 months are eligible for the cash paternity benefit based on their last wage.

**Medical benefits:** Benefits are provided for up to a year if the insured has 60 hours of employment in the last month, has paid contributions on wages of at least 60 times the minimum wage in the last month, has 120 hours of employment in the last 3 months, or has contributions of at least 120 times the legal minimum wage in the last 3 months. Benefits are provided for up to 2 years if the insured has 1,200 hours of employment in the last year or contributions of at least 2,030 times the minimum wage in the last year. Job seekers are eligible for medical benefits while receiving unemployment benefits and remain eligible for 4 years after the unemployment benefit ceases. The dependent survivors of an insured person are eligible to receive medical benefits for up to 4 years after the insured's death; no limit for a married or divorced surviving spouse who is rearing or has reared three children and for work injury beneficiaries and their dependents.

The legal hourly minimum wage is €8.86.

### **Sickness and Maternity Benefits**

**Sickness benefit:** The benefit is 50% of the insured's average daily wage in the 3 months before the incapacity began and is paid for the first 30 days of sick leave; thereafter, 66.7% if the insured has at least three dependent children. The benefit is paid after a 3-day waiting period for up to

360 days in a 3-year period. For a chronic or prolonged illness, the total payment period is 3 years.

The maximum monthly earnings used to calculate benefits are €2,885.

The minimum daily benefit is €8.64 (€11.51 if the insured has dependent children).

The maximum daily benefit is €48.08 (€65.94 if the insured has dependent children).

A partial or full benefit is paid if the beneficiary resumes part-time work for rehabilitation purposes.

Benefit adjustment: Benefits are adjusted according to changes in wages once benefits have been paid for more than 3 months.

**Maternity benefit:** 100% of the insured's average earnings in the 3 months before the maternity leave period (minus a tax deduction) is paid for 6 weeks before and 10 weeks after the expected date of childbirth for the first and second child; for 8 weeks before and 18 weeks after the expected date of childbirth for the third child; for 12 weeks before and 22 weeks after the expected date of childbirth for twins; for 24 weeks before and 22 weeks after the expected date of childbirth for multiple births of three or more children.

The benefit is paid for 2 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 postnatal 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 rearing 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).

The maximum monthly earnings used to calculate benefits are €2,885.

The minimum daily benefit is €8.63.

The maximum daily benefit is €77.24.

**Paternity benefit:** 100% of the insured's average earnings in the 3 months before the paternity leave begins is paid for up to 11 consecutive days; 18 consecutive days for multiple births. The paternity leave period must be taken in the first 4 months after the date of childbirth.

The paternity leave period is paid in addition to a 3-day leave period paid for by the employer under the labor code.

The maximum monthly earnings used to calculate benefits are €2,885.

The minimum daily benefit is €8.63.

The maximum daily benefit is €77.24.

Benefit adjustment: Maternity, paternity, and adoption benefits are adjusted annually.

### **Workers' Medical Benefits**

Benefits include general and specialist care, hospitalization, laboratory services, medicines, optical and dental care, maternity care, appliances, and transportation. The insured normally pays for services and is reimbursed by the local sickness fund.

Cost sharing: A €1 flat-rate contribution is paid for each medical service up to €50 a year. After the deduction of the flat-rate contribution, the amount reimbursed depends on the type of service: 70% to 100% for medical services; 60% for paramedic services; 35% or 65% for pharmaceuticals; 60% or 70% for laboratory services; 65% for optical and appliance fees up to an annual maximum; and 80% for hospitalization (after a daily contribution of €13.50 or €18). Certain categories of beneficiaries are exempt from cost sharing.

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**

Benefits include general and specialist care, hospitalization, laboratory services, medicines, optical and dental care, maternity care, appliances, and transportation. The insured normally pays for services and is reimbursed by the local sickness fund.

Cost sharing: A €1 flat-rate contribution is paid for each medical service up to €50 a year. After the deduction of the flat-rate contribution, the amount reimbursed depends on the type of service: 70% to 100% for medical services; 60% for paramedic services; 35% or 65% for pharmaceuticals; 60% or 70% for laboratory services; 65% for optical and appliance fees up to an annual maximum; and 80% for hospitalization (after a daily contribution of €13.50 or €18). Certain categories of beneficiaries are exempt from cost sharing.

The insured can voluntarily insure against all or part of the remaining medical costs with a complementary insurance product.

Insured persons who are eligible for means-tested universal sickness insurance have access to free complementary insurance.

There is no limit to duration.

### **Administrative Organization**

Ministry of Health, Youth, Sports, and Communities (<http://www.sante.gouv.fr>) and Ministry of Economy and Finance (<http://www.minefi.gouv.fr>) provide general supervision.

National Union of Sickness Insurance Funds negotiates agreements with health practitioners and sets the medical fees reimbursement schedule.

National Sickness Insurance Fund (<http://www.ameli.fr>), governed by a bipartite body, administers the system.

101 Primary Sickness Insurance Funds and the 4 Overseas General Sickness Insurance Funds, governed by bipartite bodies, register the insured, pay cash benefits, and administer refunds of medical expenses.

Joint collection agencies (<http://www.urssaf.fr>) collect contributions.

Central Agency of Social Security Institutions (<http://www.acoss.fr>) administers 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, vocational education trainees, certain job seekers, certain nonpaid members of social service organizations, and prisoners.

Voluntary coverage for French citizens employed abroad and for persons without mandatory coverage.

Special systems for agricultural, mining, railroad, public utility, and public-sector employees; seamen; and self-employed persons.

#### **Source of Funds**

**Insured person:** None; voluntarily insured persons pay variable contributions according to the assessed degree of risk.

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

**Employer:** The total cost. Contributions vary according to the assessed degree of risk. The average contribution is 2.26% of total payroll.

**Government:** None.

#### **Qualifying Conditions**

**Work injury benefits:** There is no minimum qualifying period. Accidents that occur while commuting to and from work are covered.

### **Temporary Disability Benefits**

During the first 28 days, the benefit is 60% of average daily earnings in the last month, up to a maximum (0.834% of the maximum annual earnings for social security contribution); thereafter, 80%. The benefit is paid from the day after the incapacity for work began until recovery or certification of permanent disability.

The maximum daily benefit is €173.23 during the first 28 days and €230.98 thereafter.

Benefit adjustment: Benefits are adjusted according to changes in wages once benefits have been paid for a period exceeding 3 months.

### **Permanent Disability Benefits**

**Permanent disability pension:** The annual benefit is 100% of reference earnings.

Reference earnings are total earnings during the last 12 months up to €34,077.33, plus 33.33% of earnings exceeding €34,077.33.

The minimum annual earnings used to calculate benefits are €17,038.66.

The maximum annual earnings used to calculate benefits are €136,309.35.

Constant-attendance supplement: If the insured requires the constant attendance of others to perform daily functions, 40% of the pension but not less than €12,349.23 a year is paid.

Partial disability: The annual benefit is 100% of reference earnings multiplied by 0.5 times the assessed degree of disability for the portion of disability between 10% and 50% and by 1.5 for the portion greater than 50%.

Reference earnings are total earnings during the last 12 months up to €34,077.33 plus 33.33% of earnings exceeding €34,077.33.

The maximum annual earnings used to calculate benefits are €136,309.35.

A lump sum of €385.10 is paid for an assessed degree of disability of 1% up to €3,849.74 for an assessed degree of disability of 9%.

Schedule of payments: Benefits are paid quarterly; monthly if the assessed degree of disability is greater than 50%.

Benefit adjustment: Benefits are adjusted annually in January by decree according to changes in the consumer price index.

### **Workers' Medical Benefits**

All necessary care, including medical treatment and surgery, hospitalization, medicine, appliances, rehabilitation, and transportation. The fund pays for services directly.

There is no cost sharing.

There is no limit to duration.

### **Survivor Benefits**

**Survivor pension:** The pension is 40% of the deceased's average earnings in the last 12 months of work.

Eligible survivors are a nondivorced or separated spouse or partner whose marriage or civil partnership began before the accident 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 on remarriage and a lump sum of 3 years of pension is paid; if the survivor cares for one or more children receiving an orphan's pension, the survivor pension is paid until the payment of the orphan's pension ceases.

**Orphan's pension:** The pension is 25% of the deceased's average earnings in the last 12 months of work for each of the first two children younger than age 20; 20% for each subsequent child. Full orphans receive 30% each.

**Other eligible survivors:** The pension is 10% of the deceased's average earnings in the last 12 months of work for each dependent parent, up to 30%.

All survivor benefits combined must not exceed 85% of the deceased's average earnings in the last 12 months of work; otherwise, pensions are reduced proportionately.

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 by decree according to changes in the consumer price index.

**Funeral grant:** The cost of the funeral, up to a maximum.

### **Administrative Organization**

Ministry of Health, Youth, Sports, and Communities (<http://www.sante.gouv.fr>) and Ministry of Economy and Finance (<http://www.minefi.gouv.fr>) provide general supervision.

National Union of Sickness Insurance Funds negotiates agreements with health practitioners and sets the medical fees reimbursement schedule.

National Sickness Insurance Fund (<http://www.ameli.fr>), governed by a bipartite body, administers the system.

101 Primary Sickness Insurance Funds and the four Overseas General Sickness Insurance Funds, governed by bipartite bodies, register the insured, pay cash benefits, and administer refunds of medical expenses.

Joint collection agencies (<http://www.urssaf.fr>) collect contributions.

Central Agency of Social Security Institutions (<http://www.acoss.fr>) administers contributions.

## Unemployment

### Regulatory Framework

**First law:** 1905.

**Current laws:** 1958 (unemployment), 1973 (social assistance), 1984 (social insurance and social assistance), 1988 (minimum benefit), and 2009 (unemployment compensation).

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

### Coverage

**Unemployment insurance:** Employed persons in France or in the principality of Monaco, including apprentices, home workers, child caregivers, and some salaried public-sector workers other than civil servants.

Public-sector workers other than civil servants who are not mandatorily covered receive the same benefits directly from their employer.

Exclusions: Civil servants and self-employed persons.

Special systems for construction workers, dockworkers, merchant seamen, aviators, household workers, contract workers, doorkeepers, disabled personnel in sheltered workshops, journalists, performing artists, and certain expatriates.

**Unemployment assistance (means-tested):** Long-term unemployed persons residing in France who are no longer entitled to unemployment insurance benefits or are not eligible for unemployment insurance benefits and certain other designated categories of unemployed person.

### Source of Funds

**Insured person:** 2.4% of covered earnings.

The maximum monthly earnings used to calculate contributions are €11,092.

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

**Employer:** 4% of covered payroll; 0.15% of covered payroll finances the salary guarantee fund in the event the employer becomes bankrupt.

The maximum monthly earnings used to calculate contributions are €11,092.

The employer pays an additional contribution that varies according to the employee's age and the company's total number of employees if an employee older than age 50 is laid off.

**Government:** The total cost of social assistance.

### Qualifying Conditions

#### Social insurance benefits

**Unemployment benefit:** Younger than age 60, or between ages 60 and 65 and without the number of quarters of coverage required to qualify for a full old-age pension (162 quarters), with at least 4 months of work in the last 28 months (36 months, if aged 50 or more). The insured must reside in France, be registered at an employment office, and be capable of, and available for, work. Unemployment is not due to voluntary leaving, misconduct, or the refusal of a suitable job offer.

**Preretirement benefit:** The insured must be at least age 57 (or younger than age 56 under certain labor agreements) at the end of the labor contract, have at least 10 years of employment, and have worked with the same employer during the last year of employment. The employer must have concluded an agreement with the government. A reduced benefit is paid under certain conditions at age 55 if the labor contract is changed into a part-time labor contract.

#### Social assistance benefits

**Solidarity allowance (means-tested):** The insured must have at least 5 years of employment in the last 10 years before unemployment, be no longer entitled to unemployment benefits, and be registered at an employment office. The applicant can opt for the solidarity allowance instead of the unemployment benefit if aged 50 or older.

**Means test:** The household's average monthly income (excluding social benefits, savings, and alimony) in the last 12 months before entitlement to unemployment benefits ceased must not exceed €980 for a single person; €1,540 for a couple.

**Insertion allowance (means-tested):** Awarded to foreign nationals not covered by unemployment insurance, work injury beneficiaries, persons diagnosed with an occupational disease, refugees, certain groups of noncitizens, and persons who were previously in detention. The applicant must be registered at an employment office.

**Means test:** The household's average monthly income (social benefits, savings, and alimony are excluded) in the last 12 months before registration as a job seeker must not exceed €887.40 for a single person; €1,774.80 for a couple.

**Insertion minimum income (means-tested):** The insured must be aged 25 or older (waived for pregnant women or if the insured has dependent children), registered at an employment office, and ineligible to receive or no longer entitled to receive social insurance and social assistance benefits.

**Means test:** The household's average monthly income (including salaries, social benefits, and alimony) in the last 3 months must be less than the insertion minimum income.

*Activity minimum income:* Awarded to unemployed persons receiving the insertion minimum income for at least a year who receive an offer of part-time employment of 20 hours or more a week with a conventional labor contract.

*Unemployed retirement-equivalent allowance (means-tested):* Paid to unemployed persons younger than age 60 who have at least 162 quarters of contributions for the old-age pension. The allowance can replace social assistance benefits or supplement the unemployment benefit.

Means test: The household's average monthly income (excluding social benefits) in the last 12 months must not exceed €1,451.04 for a single person; €2,085.87 for a couple.

### Unemployment Benefits

#### Social insurance benefits

*Unemployment benefit:* The benefit rate varies according to the value of declared previous income between 57.4% and 75% of the average daily wage during the last 12 months. The benefit is paid for as many months as the insured has contributed, up to 24 months (36 months, if aged 50 or more).

The maximum monthly earnings used to calculate benefits are €11,092.

The benefit can be partially combined with income from gainful activity for up to 18 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 12 months (3 months for job seekers aged 50 or older) receive financial incentives.

*Preretirement allowance:* The allowance is 65% of the insured's average earnings in the last 12 months, up to €2,516, plus 50% of average earnings exceeding €2,516. A half-rate benefit is paid if the labor contract is changed to a part-time labor contract.

The maximum monthly earnings used to calculate benefits are €4,958.67.

The minimum monthly benefit is €888.60.

The benefit ceases if the beneficiary resumes full-time gainful activity, receives the old-age pension, or reaches age 65.

*Death allowance:* The benefit is paid to the surviving spouse and is 120 days of preretirement allowance (plus 45 days for each dependent child).

Social assistance benefits

*Solidarity allowance (means-tested):* The monthly benefit is €448 if the household's income is less than €560 for a single person or €1,120 for a couple; otherwise, the benefit is the difference between the means-test income (€1,031.80 for a single person; €1,621.40 for a couple) and the household's income. The benefit is awarded for a 6-month period (or for a year if the beneficiary is aged 55 or older and is exempt

from jobseeking) and is renewable if qualifying conditions are still satisfied. The benefit can also be extended for an additional 6-month period if the beneficiary creates a new company. The benefit ceases if the beneficiary resumes gainful activity, receives the old-age pension, or reaches age 65.

The means-tested solidarity allowance can be combined with earnings (up to a maximum) for up to 12 months (no limit if the beneficiary is older than age 50). The full allowance is paid if also receiving a work injury pension.

Schedule of payments: The benefit is paid monthly, with an additional payment in December.

*Insertion allowance (means-tested):* The monthly benefit is €315.55 if the household's income is less than €591.60 for a single person or €1,479.00 for a couple; otherwise, the benefit is the difference between the means-test income (€887.40 for a single person; €1,774.80 for a couple) and the household's income. The benefit is awarded for a 6-month period and is renewable for a further 6-month period if the qualifying conditions are still satisfied.

The means-tested insertion allowance can be combined with earnings (up to a maximum) for up to 12 months (without limit if the beneficiary is older than age 50). The full allowance is paid if also receiving a work injury pension.

Schedule of payments: The benefit is paid monthly, with an additional payment in December.

*Insertion minimum income (means-tested):* €447.91 a month is paid for a single person, €671.87 for a two-member household, €806.24 for a three-member household, €940.61 for a couple with two children. A supplement of €179.16 is paid for each additional child in a family with more than two children. The benefit is reduced by the value of any income. If the beneficiary receives the housing allowance (see Family Allowances) or other housing assistance benefits, the insertion minimum income is reduced to a fixed lump sum. The benefit is awarded for renewable 3-month periods.

The full benefit is paid if also receiving a work injury pension.

Schedule of payments: The benefit is paid monthly, with an additional payment in December.

*Activity minimum income:* The employer receives a sum of the insertion minimum income paid to a single person (€447.91), under certain conditions and for up to 18 months.

*Unemployed retirement-equivalent allowance (means-tested):* The monthly benefit is €968.00 if the household's income is less than €532.04 for a single person or €1,166.87 for a couple; otherwise, the benefit is the difference between the means-test income (€1,527.36 for a single person; €2,195.58 for a couple) and the household's income. The benefit is awarded for renewable 12-month periods, subject to the qualifying conditions being satisfied.

The unemployed retirement-equivalent allowance can also be combined with the social insurance unemployment benefit, up to €919 a month.

The means-tested unemployed retirement-equivalent allowance can be combined with earnings, up to a maximum. The full benefit is paid if also receiving a work injury pension.

Benefit adjustment: The solidarity allowance and insertion allowance amounts are fixed annually by decree.

## Administrative Organization

### Unemployment insurance

Ministry of Employment, Social Cohesion, and Housing (<http://www.travail.gouv.fr>) provides general supervision.

National Interoccupational Union for Employment in Industry and Commerce, governed by bipartite bodies, administers the program.

30 Employment Associations in Industry and Commerce (<http://www.assedic.fr>), governed by bipartite bodies, collect contributions, register job seekers, and pay unemployment insurance benefits at the local level.

### Unemployment assistance

Ministry of Employment, Social Cohesion, and Housing (<http://www.travail.gouv.fr>) administers unemployment social assistance.

Employment Associations in Industry and Commerce (<http://www.assedic.fr>) pay social assistance benefits.

Family Allowances Funds pay the insertion minimum income.

## Family Allowances

### Regulatory Framework

**First law:** 1932.

**Current law:** 1946.

**Type of program:** Universal system.

### Coverage

**Family allowances:** All families with 2 or more children residing in France.

### Source of Funds

**Insured person:** None.

**Self-employed person:** 5.4% of income.

**Employer:** 5.4% of payroll.

**Government:** See source of funds under Sickness and Maternity.

## Qualifying Conditions

**Family allowances:** A family must have at least two children younger than age 20. A working child must not earn more than 55% of the legal minimum wage.

The legal hourly minimum wage is €8.86.

**Young child benefit:** The benefit is paid for a child born, adopted, or fostered after December 31, 2003 (for a transitional period, children born, adopted, or fostered before January 1, 2004, receive alternative benefits).

The benefit has several components:

*Birth or adoption grant (means-tested):* Paid at the start of the 7th month of pregnancy (or for an adoption).

**Means test:** The total family income must not exceed a maximum that varies according to the number of children and family situation (a single person, a couple with a sole breadwinner, or a couple with two incomes).

*Base allowance (means-tested):* Paid from the month of birth until the child is age 3. The benefit can only be paid simultaneously for more than one child, if multiple births. A recipient of the base allowance means-tested benefit is not eligible for the means-tested family supplement.

**Means test:** The total family income must not exceed a maximum that varies according to the number of children and family situation (a single person, a couple with a sole breadwinner, or a couple with two incomes).

*Supplement for reduced work:* Paid to parents who decide to suspend or reduce work to rear a child younger than age 3. The parent must have contributed to social insurance for at least 4 quarters in the 2 years before the child's birth for the first child, in the last 4 years for families with two children, or in the last 5 years for families with three or more children.

*Optional supplement for reduced work:* Parents with 3 or more children including at least one child born or adopted after June 30, 2006, can choose an optional supplement instead of the supplement for reduced work.

*Supplement for child care:* Paid for children younger than age 6 if the parents are working and pay for child care by an accredited caregiver or home worker. The parents' contribution to the child caregiver's salary must not be less than 15%.

**Parental allowance for a sick child:** Paid for up to 12 months to a parent who has fully or partially ceased employment to care for a seriously sick, injured, or disabled child. A recipient of the parental allowance for a sick child is not eligible for a supplement for reduced work or the special parental allowance for a child with a disability.

**Special parental allowance for a disabled child:** Paid for children up to age 20 with an assessed disability of at least 50%. The allowance is not means-tested. A recipient of the

special parental allowance for a child with a disability is not eligible for the parental allowance for a sick child.

**Single-parent allowance (means-tested):** Guarantees a minimum family income for a single parent who has at least one child or is pregnant.

Means test: The monthly earnings of the beneficiary in the last 3 months must be less than the single-parent allowance amount.

**Family backing allowance:** The benefit is paid to an orphan or abandoned child.

**New school year allowance (means-tested):** Awarded to schoolchildren, apprentices, or students between ages 6 and 18. The earnings of a working child must not exceed €819.82 a month.

Means test: The total family income must be less than €22,321 for families with one child; €27,472 with two children; €32,623 with three children; plus €5,151 for each additional child. If family income exceeds the maximum by a small amount, a proportionately reduced allowance may be awarded.

**Family supplement (means-tested):** Awarded to families with at least three children older than age 3 but younger than age 21.

Means test: The total family income must not exceed a maximum that varies according to the number of children and family situation (a single person, a couple with a sole breadwinner, or a couple with two incomes). If family income exceeds the maximum by a small amount, a proportionately reduced allowance may be awarded.

**Housing allowance (means-tested):** The claimant is entitled to at least one of the family allowance benefits.

Means test: The total family income must not exceed a maximum that varies according to the number of children, family situation, amount of rent paid, and the location and status of the accommodation.

**Home moving allowance:** Awarded to large families with three or more children who move home because of an increase in their household size as the result of a newborn child or an adoption. The family must be entitled to the housing allowance.

### Family Allowance Benefits

**Family allowances:** €123.92 a month is paid for two children; €282.70 for three children; €441.48 for four children, plus €158.78 for each subsequent child.

A supplement of €34.86 is paid for children older than age 11 and €61.96 for children older than age 16 (except for the first child in a two-child family).

A flat-rate allowance of €78.36 a month is paid for up to a year to families with three or more children entitled to

family allowances including one child who is age 20. The earnings of a working child must not exceed €819.82.

**Young child benefits:** The benefit has several components:

**Birth grant (means-tested):** A lump sum of €889.72 is paid for each child at the 7th month of pregnancy (€1,779.43 for an adopted child).

**Base allowance (means-tested):** €177.95 a month is paid from the month of childbirth up to the month preceding the child's 3rd birthday. For the adoption of a child, the benefit is paid for up to 3 years, but no later than the child's 20th birthday.

**Supplement for reduced work:** €241.88 a month is paid if the insured person works less than half the normal working period (nonsalaried persons must work less than 77 hours a month) or €139.53 a month is paid if working between 50% and 80% of the normal working period (less than 122 hours a month for a nonsalaried person). The full rate is €374.17 a month; if the beneficiary is not entitled to the base allowance, the full rate is raised to €552.11; €419.83; or €317.48, according to the number of worked hours.

The supplement is paid from the month after childbirth, adoption, or the end of the maternity, paternity, or adoption leave period for 6 months if there is only one child or up to the month before the child's 3rd birthday if there is more than one child.

If the insured resumes work while the child is between 18 months and 29 months of age, the supplement continues to be paid for 2 months.

If both parents have a part-time job and both are eligible to receive the supplement, the combined maximum amount of both supplements must not exceed the full monthly rate.

The supplement for reduced work can be combined with the supplement for child care, subject to conditions.

**Optional supplement for reduced work:** €611.59 a month is paid for up to 12 months in the first year of birth or adoption. If the beneficiary is not entitled to the base allowance, the supplement is raised to €789.54.

**Supplement for child care:** An income-related cash benefit calculated according to the number of children and family income is paid to compensate for child care costs. The benefit is paid for each child where care is provided by an accredited caregiver or as a global payment to the family if the caregiver is a home worker.

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 worker. Social security contributions are paid on the care provider's salary, up to a maximum.

A family that uses the services of an accredited caregiver and a home worker may receive two types of child care supplement under certain conditions.

The child care supplement can be combined with the supplement for reduced work to parents who work part time.

**Parental allowance for a sick child:** A daily benefit of €41.17 (€48.92, for a single-parent family) is paid for each day of leave up to 22 days per month. The benefit is paid for up to 12 months. A reduced benefit is paid to each of the parents 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 3-year period to provide care for a sick child. In addition, a means-tested health care cost supplement of €101.22 is provided.

**Special parental allowance for a disabled child:** €124.54 a month is paid. A supplement varying between €93.41 and €1,010.82 is paid for care provided by a third person. An additional amount may be paid for expenses related to treatment for the child's medical condition.

**Single-parent allowance (means-tested):** Paid to a single parent who has at least one child or is pregnant.

**Family backing allowance:** €87.14 is paid for a single parent caring for a child; €116.18 if the child is not supported by either parent.

The family backing allowance can be combined with the single-parent allowance.

**New school year allowance (means-tested):** €280.76 if the child is aged 6 to 10; €296.22 if aged 11 to 14; €306.51 if aged 15 to 18. The benefit is paid in August for children younger than age 16; children aged 16 to 18 must provide evidence of continuing studies or apprenticeship.

**Family supplement (means-tested):** A monthly flat-rate allowance of €156.60 is paid per family.

**Housing allowance (means-tested):** A variable monthly amount is paid depending on rent level, income, and the number of children.

**Home moving allowance:** The benefit covers the cost of moving to another home, up to a maximum depending on the number of children.

Benefit adjustment: Family benefit amounts are adjusted annually in January according to forecasted changes in the retail price index. Means-tested benefits are adjusted in July according to the average change in the retail price index during the reference calendar year.

### **Administrative Organization**

Ministry of Labour, Family, Social Relations, Solidarity and the city (<http://www.famille.gouv.fr>) and Ministry of Economy and Finance (<http://www.minefi.gouv.fr>) provide general supervision.

National Family Allowances Fund (<http://www.caf.fr>), governed by a tripartite body, coordinates funds and ensures financial equalization.

123 Local Family Allowances Funds, governed by a tripartite body, pay benefits.

Joint collection agencies (<http://www.urssaf.fr>) collect contributions.

Central Agency of Social Security Institutions (<http://www.acoss.fr>) administers contributions.

## Germany

Exchange rate: US\$1.00 equals 0.70 euros (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1889 (old-age and disability), implemented in 1891; and 1911 (survivors), implemented in 1914.

**Current law:** 2002 (pension insurance).

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

*Note:* Effective 1992, the social security systems of the Federal Republic of Germany (FRG) and the German Democratic Republic (GDR) were merged and Part VI of the Social Act came into force throughout the entire federal territory. In the summary that follows, particular provisions that are in place in the new federal states are preceded by the designation “E -”.

#### Coverage

Employed persons (including apprentices), certain self-employed persons, persons caring for a child younger than age 3, recipients of social security benefits (such as unemployment benefits), conscripts or persons doing community service instead of military service, and voluntary care workers.

Voluntary coverage for persons aged 16 or older who are exempt from compulsory coverage, including German citizens residing abroad and foreign citizens residing in Germany.

Special systems for certain self-employed persons, miners, public-sector employees (supplementary insurance), civil servants, and farmers.

#### Source of Funds

**Insured person:** 9.95% of monthly earnings; none if earnings are less than €400 a month (voluntary contributions can be made); a reduced contribution is paid if monthly earnings are from €401 to €800.

The maximum annual earnings used to calculate contributions are €66,000 (E–€55,800) if covered by the German Pension Insurance; €81,600 (E–€68,400) if covered by the German Pension Insurance for Miners-Railwaymen-Seamen.

**Self-employed person:** 19.9% of monthly income.

The minimum monthly contribution is €79.60 and the maximum is €1,094.50 (E–€925.35) or a flat-rate amount of €508.45 (E–€431.83), depending on the type of coverage chosen by the self-employed person.

**Employer:** 9.95% of monthly payroll; 15% of earnings for employees with monthly earnings less than €400; 16.45% of payroll for employees covered by the German Pension Insurance for Miners-Railwaymen-Seamen.

The maximum annual earnings used to calculate contributions are €66,000 (E–€55,800) if covered by the German Pension Insurance; €81,600 (E–€68,400) if covered by the German Pension Insurance for Miners-Railwaymen-Seamen.

**Government:** Pays the cost of noninsurance-related benefits.

#### Qualifying Conditions

**Old-age pension:** Age 65 with at least 5 years of contributions. For all persons born after 1964, the pensionable age is 67. (For those born before 1965, the normal pensionable age will rise gradually from age 65 to age 67 with at least 5 years contributions from 2012 to 2029. From 2012, a special length of service pension will be paid at age 65 with 45 years of contributions.)

Age 63 (rising gradually to age 65 from 2012 to 2029) with an assessed degree of disability of at least 50% and at least 35 years of coverage. For insured persons born before 1952, age 65 with at least 15 years of contributions and unemployed for at least 52 weeks after age 58 and 6 months, or with at least 15 years of contributions for employees in part-time work for at least 24 months before the normal retirement age, or for women with at least 10 years of contributions after age 40. Age 60 (rising gradually to age 62 from 2012 to 2029) for miners with at least 25 years of contributions from employment in permanent underground work.

**Earnings test:** The pension paid to pensioners younger than age 65 depends on the level of individual earnings: if monthly earnings are less than €400, the full pension is paid; if earnings are greater than €400, a partial pension is paid at 33.3%, 50%, or 66.7% of the full pension, depending on earnings.

**Early pension:** Age 63 with at least 35 years of coverage, subject to conditions.

**Deferred old-age pension:** The pension may be deferred after the normal retirement age.

**Disability pension:** Paid for a full loss of working capacity (unable to work more than 3 hours a day in any form of work) or a partial loss of working capacity (able to work at least 3 hours but not more than 6 hours a day in any form of work; for insured persons born before January 2, 1961, unable to work at least 6 hours a day in the usual or a similar occupation). The insured must have at least 5 years of contributions and 36 months of compulsory contributions in the last 5 years. Special conditions apply for a reduction in earning capacity that is the result of a work injury.

**Survivor pension:** The deceased had at least 5 years of contributions or was a pensioner at the time of death. The pension is income tested.

Small widow(er) pension: Paid to a widow(er) or surviving civil partner for up to 24 months following the month of the insured's death. The survivor must not have remarried or entered a new civil partnership after the insured's death.

Large widow(er) pension: Paid to a widow(er) or surviving civil partner who meets the qualifying conditions for the small widow(er) pension and is aged 45 or older (rising gradually to age 47 from 2012 to 2029), cares for a child younger than age 18, or has a disability.

Orphan's pension: Paid until the orphan reaches age 27; after age 18 the pension is income tested and the orphan must be a student, in training, taking part in a voluntary social or ecological year (in lieu of military service), or have a disability.

Special conditions apply to marriages or civil partnerships that began after 2001 and marriages or civil partnerships that began before 2002 with both spouses or civil partners born after January 1, 1962.

Old-age pension splitting: Couples can opt for a pension-splitting arrangement instead of receiving a survivor benefit if their marriage or civil partnership began after 2001, or if their marriage or civil partnership began before 2002 with both spouses or civil partners born after January 1, 1962. Both spouses or civil partners must have at least 25 years of coverage and be eligible for a statutory old-age pension. Spouses or surviving civil partners can request that the entitlements to pension benefits accrued during their marriage or civil partnership be split.

Child's supplement: Paid to a widow(er) or surviving civil partner receiving the large widow(er) pension and rearing 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 was born before January 2, 1962.

### Old-Age Benefits

**Old-age pension:** The pension is based on total individual earnings points multiplied by the pension factor of 1.0 and the pension value. (Special rules apply to persons insured under the German Pension Insurance for Miners-Railwaymen-Seamen.)

Individual earnings points are calculated as individual annual earnings divided by the average earnings of all contributors multiplied by the entry factor. An individual earnings point of 1.0 is awarded if the individual's annual earnings correspond to the average earnings of all contributors. In the case of lower or higher individual annual earnings, a corresponding earnings point of less than or more than 1.0 is awarded.

The pension value is calculated as the monthly benefit amount for 1 year of average covered earnings, adjusted according to changes in wages. From July 1, 2009, the pension value is €27.20 (E-€24.13).

The normal entry factor is 1.0 and increases or decreases depending on the age at which the insured is first awarded a pension.

There is no statutory minimum pension.

Compensation amount for low-income workers: For low-income workers with at least 35 years of coverage and with less than 0.0625 earning points on average (calculated based on months with full contributions), the value of contributions paid before 1991 is increased to 1.5 times the value, up to 75% of the value of contributions for average earnings of all insured persons (0.0625 earning points).

For persons with at least 25 years of coverage, the value of contributions paid after 1992 while caring for a child younger than age 10 is increased to 1.5 times the value, up to the value of contributions for average earnings of all insured persons.

Early pension: The entry factor (1.0) is reduced by 0.003 for each calendar month the pension is taken before age 65.

Deferred pension: The entry factor (1.0) is increased by 0.005 for each calendar month the pension is deferred after age 65.

Benefit adjustment: Benefits are adjusted annually in July according to changes in the pension value. The adjustment formula also takes into account changes in the ratio between the number of pensioners and contributors and includes a rule preventing absolute decreases in pension benefits.

### Permanent Disability Benefits

**Disability pension:** The pension is based on total individual earnings points multiplied by the pension factor and the pension value.

Individual earnings points are calculated as individual annual earnings divided by the average earnings of all contributors multiplied by the entry factor. The pension factor for a full reduction in earning capacity is 1.0; for a partial reduction, 0.5. (Special rules apply to persons covered under the German Pension Insurance for Miners-Railwaymen-Seamen.)

The pension value is calculated as the monthly benefit amount for 1 year of average covered earnings, adjusted according to changes in wages. From July 1, 2007, the pension value is €26.27 (E-€23.09).

If the disability begins before age 60, the period from the date of the reduction in earning capacity up to age 60 is taken fully into account for the purpose of calculating the pension.

The normal entry factor (1.0) is reduced by 0.003 for every calendar month a pension is awarded before age 63, up to a maximum reduction of 0.108.

The disability pension ceases at age 65 and is replaced by the old-age pension. The old-age pension paid must be at least equal to the disability pension.

Benefit adjustment: Benefits are adjusted annually in July according to changes in the pension value. The adjustment formula also takes into account changes in the ratio between the number of pensioners and contributors and includes a rule preventing absolute decreases in pension benefits.

### Survivor Benefits

**Survivor pension:** The pension paid to a widow(er) or surviving civil partner is based on the total of the deceased's individual earnings points multiplied by the pension factor and the pension value.

Individual earnings points are calculated as individual annual earnings divided by the average earnings of all contributors multiplied by the entry factor. The pension factor is 1.0 for the first 3 months after the insured's death; thereafter, 0.25 if the survivor is receiving the small widow(er) pension or 0.55 if receiving the large widow(er) pension and if both spouses or civil partners were born after January 1, 1962, or if the marriage or civil partnership began after 2001 (0.6 if the marriage or civil partnership began before 2002 and one spouse or civil partner was born before January 2, 1962). (Special rules apply to persons covered by the German Pension Insurance for Miners-Railwaymen-Seamen.)

The pension value is calculated as the monthly benefit amount for 1 year of average covered earnings, adjusted according to changes in wages. From July 1, 2007, the pension value is €26.27 (E-€23.09).

The small widow(er) pension is paid for 2 years; an unlimited pension is paid if the marriage or civil partnership began before 2002 and the widowed spouse or civil partner was born before January 2, 1962.

Normally, a widow(er) pension is not paid if the marriage or civil partnership lasted less than a year. Special rules apply for spouses divorced before July 1, 1977.

Income test: 40% of the survivor's net income above €718.08 (E-€637.03) is deducted from the widow(er) pension from the 4th month of payment.

Old-age pension splitting: The pension of the surviving spouse or civil partner is calculated by splitting the pension rights accrued by both members of the couple during their marriage or civil partnership. The survivor pension is not paid.

Child's supplement: Additional earnings points are awarded for the large widow(er) pension if the spouse or civil partner

cares for children. Two earnings points are awarded per month for the first child; one earnings point for each additional child.

**Orphan's pension:** The pension factor is 0.1 for a half orphan and 0.2 for a full orphan. Supplements are paid depending on the length of the insured's coverage period and other factors. The pension is paid in full until the orphan reaches age 18; thereafter, if the orphan's net income is above €478.72 (E-€424.69), 40% of the orphan's net income above this limit is deducted from the pension. (Special rules apply to deceased's persons who were covered by the German Pension Insurance for Miners-Railwaymen-Seamen.)

Benefit adjustment: Benefits are adjusted annually in July according to changes in the pension value. The adjustment formula also takes into account changes in the ratio between the number of pensioners and contributors and includes a rule preventing absolute decreases in pension benefits.

### Administrative Organization

Federal Ministry of Labor and Social Policy (<http://www.bmas.bund.de>) provides general supervision. Federal Insurance Institute (<http://www.bva.de>) supervises the administrative functions of the German Pension Insurance.

Federal German Pension Insurance (<http://www.deutsche-rentenversicherung-bund.de>), regional agencies of the German Pension Insurance, and the German Pension Insurance for Miners-Railwaymen-Seamen (<http://www.deutsche-rentenversicherung-knappschaft-bahn-see.de>) administer the program.

Since October 1, 2005, administrative responsibilities have been set by a special procedure providing for a distribution of the insured among all pension insurance institutions. For certain insured persons, special responsibility lies with the German Pension Insurance for Miners-Railwaymen-Seamen.

Sickness funds collect contributions and forward them to pension insurance institutions.

### Sickness and Maternity

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#### Regulatory Framework

**First law:** 1883 (sickness insurance), implemented in 1884.

**Current laws:** 1924 (maternity), 1988 (sickness), and 1994 (long-term care).

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

#### Coverage

All wage and salary workers earning up to €49,950 a year (€45,000 if the employee was insured through private sickness insurance before 2003), including the insured's

spouse or civil partner and children up to age 18 (age 25 if a student or an apprentice) if they are not insured in their own right through a sickness or long-term care fund; pensioners; students; persons with disabilities under certain conditions; apprentices; and beneficiaries of unemployment benefits.

Exclusions: Self-employed persons.

Voluntary coverage for persons who were covered previously, subject to certain conditions.

Special systems for miners, artists, public-sector employees, and self-employed farmers.

Long-term care is provided for all persons covered by the statutory sickness insurance system and some special groups subject to certain conditions. Persons with private sickness insurance must buy equivalent private coverage for long-term care.

### Source of Funds

#### Sickness and maternity benefits

*Insured person:* The average contribution is 7.9% of covered earnings, up to a ceiling. No contributions are made if monthly earnings are less than €400; a reduced contribution is paid if monthly earnings are between €401 and €800. Pensioners contribute an average of 7.9% of the pension (and pension funds pay an additional 7% of the pension). Students contribute 10.43% of the student bursary amount.

The student bursary amount is €512.

The maximum annual earnings used to calculate contributions are €45,000.

*Self-employed person:* Not applicable.

*Employer:* The average contribution is 7% of covered earnings, up to a ceiling; 13% of covered earnings for employees with monthly earnings of less than €400.

The maximum annual earnings used to calculate contributions are €45,000.

*Government:* Subsidies for maternity benefits, pensioned farmers' health benefits, and noninsurance-related benefits.

#### Long-term care benefits

*Insured person:* 0.975% of earnings in most federal states. Pensioners contribute 1.95% of the pension. Childless insured persons older than age 23 contribute an additional 0.25% of earnings (with the exception of noncontributory unemployment benefit recipients, persons in civil or military service, and pensioners born before 1940).

The maximum annual earnings used to calculate contributions are €45,000.

*Self-employed person:* Not applicable.

*Employer:* 0.975% of earnings in most federal states.

The maximum annual earnings used to calculate contributions are €45,000.

*Government:* Contributes for unemployed persons, farmers, and students receiving benefits under the Federal Education Support Act.

### Qualifying Conditions

**Cash sickness and medical benefits:** Paid to members of sickness funds. No minimum membership period is required for medical benefits.

**Cash sickness benefits:** Paid to insured persons who are caring for a sick child younger than age 12.

**Cash maternity benefits:** Paid to female members of sickness funds.

**Long-term care benefits:** The insured must have at least 2 years of coverage in the last 10 years. Benefit entitlement varies according to the required need for care: a substantial need for care at least once a day (degree of care 1), a severe need for care at least 3 times a day (degree of care 2), or a critical need for care requiring round-the-clock care (degree of care 3). In addition, all levels of care must require assistance with housekeeping several times a week.

### Sickness and Maternity Benefits

**Sickness benefit:** The employer pays 100% of the insured's earnings for up to 6 weeks; thereafter, sickness funds pay 70% of gross earnings (up to 90% of net earnings) for up to 78 weeks in a 3-year period for the same illness.

Voluntarily insured full-time self-employed persons, short-term and irregular employees, artists, and writers may choose a contribution rate based on desired coverage.

Insured persons who are caring for a sick child receive sickness benefits for up to 10 working days per child but no longer than 25 days per insured person in each calendar year. In single-parent households, the benefit is paid for up to 20 working days per child and for up to 50 days in a calendar year.

**Maternity benefit:** For female members of a sickness fund with an employment contract, the benefit is 100% of average net earnings (up to €13 a day from the sickness fund with the remainder paid by the employer) during the previous 3 months and is paid 6 weeks before and 8 weeks after the expected date of birth (a total of 12 months for premature or multiple births); other fund members receive the same amount as for the sickness benefit. If net earnings are greater than the maximum maternity benefit, the employer must pay the difference as a subsidy.

For female employees who are not members of a sickness fund, Federal States pay maternity benefits equivalent to the sickness benefit.

**Long-term care allowance:** An allowance is paid to insured persons who organize care provision for themselves (for example, care provided by relatives). The allowance is €215, €420, or €675 a month, depending on the degree and frequency of care required.

The allowance may be combined with in-kind benefits (see home care benefits under medical benefits) provided by a professional care worker (the allowance decreases in proportion to claimed in-kind benefits).

Social security contributions for caregivers: Contributions are paid toward old-age pension insurance by long-term care funds for unpaid relatives who provide care for at least 14 hours a week for persons needing care at home and who are not in paid work for more than 30 hours a week. The paid contributions depend on the level of care required. Coverage for work injury is also provided. When care giving ceases, former caregivers have the right to a cost-of-living allowance to facilitate their return to work.

### **Workers' Medical Benefits**

**Medical benefits:** Benefits are provided to patients by doctors, hospitals, and pharmacists under contract with sickness funds. Benefits include comprehensive medical and dental care, preventive examinations and treatment, laboratory tests, maternity care with a midwife or doctor, hospitalization, surgery, appliances, and prescribed medicine.

Cost sharing: The insured has a copayment for certain benefits (including medicine, appliances, ambulatory care, hospitalization, and transportation) but not for hardship cases (depending on means).

**Long-term care (home care benefits):** Benefits include care at home and housework provided by professional care workers or outpatient care services, appliances and technical assistance (such as home modification), day and night care (including services partly provided by a care establishment), short-term institutional care, care at home if the care organized by the insured person (see long-term care benefits) is temporarily unavailable. Maximum benefit amounts are fixed for the different services.

In-kind benefits for care at home are €420, €980, €1,470, or €1,918, depending on the level of care required.

**Long-term care (institutional care benefits):** The cost of care services is covered up to maximum amounts. The insured pays the cost of room and meals.

### **Dependents' Medical Benefits**

**Medical benefits:** Benefits are provided to patients by doctors, hospitals, and pharmacists under contract with sickness funds. Benefits include comprehensive medical and dental care, preventive examinations and treatment, laboratory tests, maternity care with a midwife or doctor, hospitalization, surgery, appliances, and prescribed medicine.

Cost sharing: The patient has a copayment for certain benefits (including medicine, appliances, ambulatory care, hospitalization, and transportation) but not for hardship cases (depending on means).

**Long-term care (home care benefits):** Benefits include care at home and housework provided by professional care workers or outpatient care services, appliances and technical assistance (such as home modification), day and night care (including services partly provided by a care establishment), short-term institutional care, care at home if the care organized by the insured person (see long-term care benefits) is temporarily unavailable. Maximum benefit amounts are fixed for the different services.

In-kind benefits for care at home are €420, €980, €1,470, or €1,918, depending on the level of care required.

**Long-term care (institutional care benefits):** The cost of care services is covered up to maximum amounts. The patient pays the cost of room and meals.

### **Administrative Organization**

**Sickness and maternity:** Federal Ministry of Health (<http://www.bmg.bund.de>) provides general supervision.

Federal Insurance Institute (<http://www.bva.de>) supervises federal health insurance institutions and their long-term care funds.

Designated state authorities provide supervision at the state level.

Sickness funds 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 insured persons and employer representative), handles day-to-day administration of funds.

Regional physicians' associations contract annually with federations of funds for payment for medical services.

Physicians' associations apportion the total sum paid by sickness funds to participating doctors.

**Long-term care:** Federal Ministry of Health (<http://www.bmg.bund.de>) provides general supervision of long-term care. Separate funds for long-term care organized by sickness funds and private sickness insurance funds administer benefits. Federal states pay construction costs for long-term care institutions.

### **Work Injury**

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#### **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 person; voluntarily insured employers; apprentices; students; children in day care institutions or receiving care by qualified day care personnel; family helpers in agriculture; persons engaged in specified voluntary activities; persons undergoing rehabilitation in hospitals paid by health or pension insurance; and any other persons with a status similar to that of an employee.

Exclusions: Most categories of self-employed person.

Special system for civil servants and public-sector employees.

### Source of Funds

**Employees:** None.

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

**Employer:** Contributions vary according to the assessed degree of risk. The average contribution is 1.26% of payroll (2008).

**Government:** A subsidy for agricultural accident insurance and contributions for students, children in day care institutions, and persons engaged in specified voluntary activities. (Coverage for persons engaged in voluntary activities is financed from contributions paid by nonprofit associations, the overall premium income, or tax revenues.)

### Qualifying Conditions

**Work injury and occupational disease benefits:** There is no minimum qualifying period.

### Temporary Disability Benefits

After entitlement to the continuous wage payment ceases (in most cases, after 6 weeks), the accident insurance fund pays benefits. The benefit is paid from the day after the disability began for a work injury or an occupational disease until recovery or the award of a transition benefit. If recovery is not anticipated and occupational rehabilitation is not possible, the benefit is paid for up to 78 weeks. The benefit is 80% of the insured's last gross wage but must not exceed the last net income.

A transition benefit is paid during periods of vocational rehabilitation.

For insured persons aged 18 or older, the minimum annual earnings used to calculate benefits are €18,396 (E–€15,624).

The maximum annual earnings used to calculate benefits vary depending on the accident insurance fund but must not be less than €50,400 or more than €84,000.

### Permanent Disability Benefits

**Permanent disability pension:** If the insured is assessed with a total disability (100%), the annual pension is 66.7% of earnings in the year before the disability began.

**Partial disability:** If the assessed loss of earning capacity is 20% to 99%, a percentage of the full pension is paid according to the assessed loss of earning capacity.

**Severe disability supplement:** An additional 10% of the basic pension is paid if the assessed loss of earning capacity is 50% or more and the insured is not working and not receiving another pension; if the insured is unemployed, the pension is further increased for up to 2 years.

**Constant-attendance allowance:** €307 to €1,228 a month (E–€269 to €1,075) is paid if the insured requires the constant attendance of others to perform daily functions.

**Benefit adjustment:** Benefits are adjusted at the same time and according to changes made to pensions under Old Age, Disability, and Survivors.

### Workers' Medical Benefits

Benefits include comprehensive medical care; medical, occupational, and social rehabilitation; appliances; and help with housework.

### Survivor Benefits

**Survivor pension:** The pension is 66.7% of the deceased's last earnings and is paid for up to 3 calendar months; thereafter, 40% of the deceased's last earnings is paid if the widow(er) is aged 45 or older, disabled, or caring for at least one child (large widow(er) pension). If the widow(er) does not qualify for the large widow(er) pension, a pension of 30% of the deceased's income is paid for up to 24 calendar months (small widow(er) pension).

**Orphan's pension:** Each orphan younger than age 18 (age 27 if a student or in training) receives 20% of the deceased's earnings; 30% for a full orphan.

**Income test:** 40% of net income above a specified ceiling is deducted from the pension paid to survivors older than age 18.

**Widow(er) and orphan grant:** A lump sum of 40% of the deceased's earnings is paid if survivors are not eligible for a survivor pension and the deceased had been assessed with a severe loss of earning capacity of at least 50%. The grant is split equally among survivors.

**Other eligible survivors (means-tested):** Single parents and grandparents receive 20% of the deceased's earnings each; 30% if a couple.

Divorced spouses (if eligible) may receive a survivor pension. The amount is split between the surviving spouse and the divorced spouse according to the respective length of the marriage to the deceased.

## Germany

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All survivor benefits combined must not exceed 80% of the deceased's earnings.

**Death grant:** A lump sum of €4,380 (E–€3,720) is paid.

**Benefit adjustment:** Benefits are adjusted at the same time and according to changes made to pensions under Old Age, Disability, and Survivors.

### Administrative Organization

Federal Insurance Institute (<http://www.bva.de>) supervises federal accident insurance institutions.

Federal Ministry of Labor and Social Policy (<http://www.bmas.bund.de>) supervises the field of prevention.

Supreme administrative state authorities responsible for social insurance or authorities assigned by the provincial governments supervise the state accident insurance institutions.

Accident insurance funds (nonagricultural, agricultural, and public authorities), managed by elected representatives of employers and the insured, administer the program.

Agricultural accident insurance provides assistance to guarantee vital farming operations.

Medical benefits are provided exclusively by accident insurance funds.

## Unemployment

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### Regulatory Framework

**First laws:** 1927 (employment service and unemployment insurance) and 2003 (basic unemployment allowance).

**Current laws:** 1997 (employment promotion) and 2010 (basic unemployment allowance).

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

### Coverage

**Social insurance:** Employed persons, including household workers, apprentices, and trainees. Other groups (including participants in occupational training schemes) are also covered, subject to conditions.

Voluntary coverage for self-employed persons, caregivers, and foreign workers (from outside of the EU), subject to conditions.

**Exclusions:** Persons in irregular employment.

**Social assistance:** Employed and unemployed needy job seekers.

### Source of Funds

#### Insured person

**Social insurance:** 1.4% of covered earnings.

The maximum annual earnings used to calculate contributions are €66,000 (E–€55,800).

**Social assistance:** None.

#### Self-employed person

**Social insurance:** 2.8% of the monthly reference value. The monthly reference value is €2,555 (E–€2,170).

**Social assistance:** None.

#### Employer

**Social insurance:** 1.4% of covered earnings.

The maximum annual earnings used to calculate contributions are €66,000 (E–€55,800).

**Social assistance:** None.

#### Government

**Social insurance:** Loans or subsidies to cover any deficit for social insurance; federal and municipal governments pay the cost of noncontributory unemployment benefits.

**Social assistance:** Federal and local governments pay the total cost.

### Qualifying Conditions

**Unemployment benefit (social insurance):** The insured must have at least 12 months of covered work in the last 2 years, be registered at an employment office, and be capable of, available for, and actively seeking work.

In certain cases, the right to the unemployment benefit can be suspended (for up to 12 weeks).

**Short-time work benefit (social insurance):** Paid to short-time workers (work sharing) who lose working hours due to economic restructuring in the workplace.

**Short-time transfer allowance (social insurance):** Paid to short-time workers (work sharing) to avoid dismissal due to economic restructuring in the workplace.

**Bad weather allowance (social insurance):** Paid to construction workers whose work is halted because of bad weather.

**Unemployment benefit (social assistance, means-tested):** Paid to all needy job seekers 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.

If the qualifying conditions for the social assistance unemployment benefit are violated, the benefits may be reduced or suspended.

**Dependent's supplement:** Paid to the dependents of a social assistance unemployment beneficiary, including children

and nonemployed persons. Children under age 15 must not work.

### **Unemployment Benefits**

**Contributory unemployment benefit (social insurance):** The benefit is 67% (60% if without children) of the insured's net earnings. The benefit is paid for 6 to 24 months, according to the length of the covered work period and the claimant'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.

**Benefit adjustment:** Benefits are adjusted annually in July according to changes made to pensions under Old Age, Disability, and Survivors.

**Short-time work benefit (social insurance):** The benefit is 67% (60% if without children) of the difference between previous and current income and is usually paid for 6 months (up to 24 months).

**Short-time transfer allowance (social insurance):** The allowance is 67% (60% if without children) of the difference between previous and current income and is paid for up to 12 months.

**Bad weather allowance (social insurance):** The allowance is 67% (60% if without children) of the difference between previous and current income. The allowance is paid based on hours of stoppage between November 1 and March 31.

**Unemployment benefit (social assistance, means-tested):** €287, €323, or €359 a month is paid, depending on the person's family composition.

**Means test:** A portion of the beneficiary's income above €100 a month is deducted from the benefit (20% of income from €100.01 to €800.00; 10% of income from €800.01 to €1,200.00 or €1,500.00 (if the claimant has children). Certain types of income are exempt from the deduction. Benefits are not paid to persons with a certain level of savings.

In addition, support is provided for heating and housing costs and further provisions if needed.

There is no limit to duration.

**Dependent's supplement:** €215 a month is paid for children younger than age 6; €251 for children aged 6 to 14; €287 for spouses or civil partners under the age of 18 and other relatives who are needy and unable to work; and €323 for an adult spouse or civil partner who is needy and unable to work.

**Benefit adjustment:** Standard flat-rate benefits are adjusted annually in July according to changes made to pensions under Old Age, Disability, and Survivors.

### **Administrative Organization**

Federal Ministry of Labor and Social Policy (<http://www.bmas.bund.de>) provides overall supervision.

Federal Employment Agency (<http://www.arbeitsagentur.de>) administers contributory benefits.

Local employment offices are responsible for job placements, career guidance, and benefits administration.

Committees of employment agencies and 69 authorized local carriers administer noncontributory benefits.

Sickness funds collect contributions.

### **Family Allowances**

#### **Regulatory Framework**

**First laws:** 1954 (child benefit), implemented in 1955; and 1985 (child-rearing allowance).

**Current laws:** 2004 (child-rearing allowance); 2005 (child benefit); 2007 (parental benefit); and 2009 (income tax).

**Type of program:** Universal and social assistance system.

#### **Coverage**

Parents with one or more children.

Full orphans and children who have lost all contact with their parents.

#### **Source of Funds**

**Insured person:** None.

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

**Employer:** None.

**Government:** The total cost.

#### **Qualifying Conditions**

**Child benefit:** The child must be younger than age 18 (age 21 if unemployed; age 25 if a full-time student, searching for an apprenticeship or in a voluntary position; no limit for children with a disability that began before age 25). For children younger than age 18, the benefit ceases if the child's own annual income is greater than €8,004.

**Child allowance (income-tested):** Paid to parents with at least one child younger than age 25, who are able to meet their own needs but not those of their children. Must be entitled to the child benefit and have earnings between a specified minimum and maximum. Parents who receive non-contributory unemployment benefits, social benefits, or social assistance, are not eligible for a child allowance.

**Parental benefit (income-tested):** Paid to parents with a child younger than age 14 months. A parent with sole custody may receive the parental allowance for up to 12 months after the birth; other parents may share the entitlement for a combined maximum of 14 months (each parent must receive the benefit for at least 2 months).

### **Family Allowance Benefits**

**Child benefit:** €184 a month is paid for the first and the second child; €190 for the third; €215 for each additional child.

**Child allowance (income-tested):** Up to €140 per child is paid for up to 36 months; if entitled to an allowance for more than one child in the household, a combined total allowance is paid. The child's own income may reduce the benefit.

**Parental benefit (income-tested):** At least 67% of the net income of the last 12 months before birth is paid, up to €1,800 (€300 if not employed) a month.

### **Administrative Organization**

Federal Ministry for Family, Seniors, Women, and Youth (<http://www.bmfsfj.de>) provides general supervision.

Federal Revenue Office (<http://www.bzst.bund.de>) administers child benefits and child allowances through regional and local labor offices of the Federal Employment Agency (<http://www.arbeitsagentur.de>).

Child benefits for public employees are administered through salary payment offices.

Federal states are responsible for the enforcement of federal child-rearing and parental benefit laws. Child-rearing and parental benefit centers administer the program.

The federal government reimburses administrative costs.

## Greece

Exchange rate: US\$1.00 equals 0.70 euros (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1934.

**Current laws:** 1951 (social security), 1960, 1978 (legislation and regulation), 1981 (noncontributory old-age pension), 1988 (noninsured persons), 1990 (regulation), 1991 (pensions), 1992 (social security), 1997 (contributions), 2000 (financing and administration), 2002 (social security), 2004 (social security), and 2008 (social security reform).

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

Note: Noncontributory pensions are paid to eligible persons not covered by the social insurance system.

#### Coverage

Employees in industry, commerce, and related occupations and certain urban self-employed persons.

Exclusions: Employed and self-employed persons covered by approved occupational and public-sector funds providing equivalent benefits.

Voluntary coverage is possible, subject to conditions.

Special systems for agricultural workers, public-sector employees, doctors and dentists, architects, notaries, commercial motor vehicle operators, shipping agents, tradesmen, and craftsmen.

#### Source of Funds

**Insured person:** 6.67% of covered monthly earnings; 8.87% for arduous or unhealthy work.

There are no minimum earnings used to calculate contributions.

The maximum earnings used to calculate contributions for persons who were first insured after December 31, 1992, are €73,913.98 a year (or 14 monthly salaries of €5,279.57).

**Self-employed person:** 6.67% of covered monthly earnings; 8.87% for arduous or unhealthy work.

There are no minimum earnings used to calculate contributions.

The maximum earnings used to calculate contributions for persons who were first insured after December 31, 1992, are €73,913.98 a year (or 14 monthly salaries of €5,279.57).

**Employer:** 13.33% of covered monthly payroll; 14.73% for arduous or unhealthy work.

There are no minimum earnings used to calculate contributions.

The maximum earnings used to calculate contributions for persons who were first insured after December 31, 1992, are €73,913.98 a year (or 14 monthly salaries of €5,279.57).

**Government:** 10% of annual payroll as an employer and a guaranteed annual state.

#### Qualifying Conditions

**Old-age pension:** Age 65 (men) or age 60 (women) with at least 4,500 days of contributions; age 62 (men) or age 57 (women) with at least 10,000 days of contributions; or age 58 (men and women) with at least 10,500 days of contributions. The full pension is paid at any age to insured persons with at least 11,100 days of contributions and at the pensionable age to insured persons with specified disabilities and at least 4,050 days of contributions.

Age 60 (men) or age 55 (women) with at least 4,500 days of contributions including 3,600 in arduous or unhealthy work and 1,000 in the last 13 years; age 55 (men and women) with at least 10,500 days of contributions including 7,500 in arduous or unhealthy work. Age 58 (men) or age 53 (women) with at least 4,500 days of contributions including 3,600 in the construction or technical sector and 1,000 in the last 13 years, or at least 4,500 days of contributions in the construction or technical sector, including 500 in the last 13 years. Age 55 (women with dependent or disabled children) with at least 5,500 days of contributions; any age for mothers with disabled children and spouses of disabled persons with at least 7,500 days of contributions.

Pensioners younger than age 55 are not permitted to work and receive a pension at the same time. Pensioners age 55 or over may work but their pension is earnings-tested.

**Early pension:** First insured before January 1, 1993, age 60 (men) or age 55 (women) with at least 4,500 days of contributions, including 100 days of work in the last 5 years; age 60 (men) or age 55 (women) with at least 10,000 days of contributions, including 100 days of work in the last 5 years.

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

Benefits are payable abroad under a reciprocal agreement.

**Old-age social solidarity grant (income-tested):** Age 60 or older and residing in Greece.

**Income test:** Limit on overall net annual income (salaries and pensions) of €6,824.45; total annual personal taxable income, €7,961.87; and total annual family taxable income, €12,389.65.

**Disability pension:** 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 the insured began working after 1993), depending on age, or 1,500 days of contributions, including 600 days in the

5 years before the disability began. (For insured persons who began working after 1993, the contribution days in the 5 years before the disability began may include credited days of contributions.)

Constant-attendance allowance: Paid with an assessed degree of disability of at least 67%.

Partial disability: Assessed with a disability of 50% to 66.9%.

The Health Committee of the Social Insurance Institute normally assesses the degree of disability every 2 years.

Benefits are payable abroad under a reciprocal agreement.

**Special disability pension:** Paid if the insured is assessed as totally blind and has at least 4,050 days of contributions. There is no age requirement.

Benefits are payable abroad under a reciprocal agreement.

**Special disability allowance:** Paid to insured persons (or their family members) who have a severe and permanent disability. The insured must have at least 350 days of contributions in the last 4 calendar years before the disability began, including 50 days in the last 12 or 15 months, or a total of 1,000 days of contributions.

Benefits are payable abroad under a reciprocal agreement.

**Disability social solidarity grant (income-tested):** No age requirement and assessed with a disability of at least 50% and a resident of Greece.

Income test: Maximum net annual income from salary and pensions of €6,824.45; total annual personal taxable income, €7,961.87; and total annual family taxable income, €12,389.65.

**Survivor pension:** The qualifying conditions vary according to the date the deceased first entered the system. Normally, the number of contribution days is half that required for the disability pension.

For persons first insured before January 1, 1993, eligible survivors include: a widow (or a disabled widower without means) who was married to the deceased for at least 6 months (2 years if the deceased was a pensioner); a divorced spouse with limited income who was married to the deceased for at least 15 years and was receiving alimony; dependent children, grandchildren and stepchildren up to age 18 (age 24 if a student or a full orphan, no limit if disabled) who are unmarried, not working, and not receiving a pension; and dependent parents.

For persons first insured after December 31, 1992, eligible survivors include: a widow(er) who was married to the deceased for at least 1 year (2 years if the deceased was a pensioner; none if the spouse has a dependent child); a divorced spouse with limited income who was married to the deceased for at least 15 years and was receiving alimony; and dependent children up to age 18 (age 24 if a student or a full orphan, no limit if disabled) who are unmarried, not working, and not receiving a pension.

The pension ceases on remarriage.

A pension that has ceased or is less than 100% of the pension the deceased received or would have been entitled to receive is reinstated and paid in full when the survivor reaches age 65.

Benefits are payable abroad under a reciprocal agreement.

Funeral grant: Paid for the death of an insured person with at least 120 days of coverage (100 days if in construction) in the last calendar year or for an old-age or disability pensioner.

**Survivors social solidarity grant (income-tested):**

Aged 60 or older and residing in Greece.

Income test: Maximum net annual income from salary and pensions of €7,452.32; total annual personal taxable income, €8,694.38; and total annual family taxable income, €13,529.54.

A surviving divorced spouse who is eligible for a survivor pension is not eligible for the survivors social solidarity grant.

### Old-Age Benefits

**Old-age pension:** The pension is based on length of the coverage and pensionable earnings in the last 5 years; if first insured after December 31, 1992), the last 5 years or the best 5 years of the last 10 years (whichever is greater). An additional 1% of earnings for every 300 days of contributions between 3,300 days and 7,800 days plus 1.5% to 2.5% (depending on the insured's wage class) for every 300 days exceeding 7,800 days.

The minimum pension for an unmarried person is €486.84 a month; €523.37 with a spouse; €547.76, €571.99, or €592.80 with a spouse and one to three children; and €511.23, €535.46, or €559.78 with no spouse and one to three children.

The total maximum monthly pension is €3,547.77.

Earnings test: The pension is reduced by 70% if the beneficiary is aged 55 or older, without dependents, works and earns more than €733.78; a supplement of 20% of the pension is paid for each child up to age 18 (age 24 if a student, no limit if disabled).

Early pension: The pension is reduced by 0.37% for each month of early retirement.

Deferred pension: A deferred pension is paid.

Schedule of payments: Fourteen payments a year.

Benefit adjustment: Pensions are indexed to changes in the civil service pension.

**Old age social solidarity grant:** €195.15 a month is paid with net income up to €6,786.93; €146.36 with net income from €6,786.94 to €7,053.12; €97.58 with net income from €7,053.13 to €7,230.51; €48.79 with net income from €7,230.52 to €7,452.32.

Schedule of payments: Fourteen payments a year.

Benefit adjustment: Benefits are indexed to changes in the civil service pension.

### **Permanent Disability Benefits**

**Disability pension:** The pension is based on the length of coverage and pensionable earnings in the last 5 years plus 1% of earnings for every 300 days of contributions from 3,300 to 7,800 days plus 1.5% to 2.5% (depending on the insured's wage class) for every 300 days exceeding 7,800 days. An increase is also calculated for insured persons who paid contributions while employed in arduous and unhealthy work.

For a severe disability, 100% of the pension is paid; for an ordinary disability, 75% of the pension is paid (100% if the insured has 6,000 days of coverage and the disability is the result of a psychiatric condition).

Constant-attendance allowance: A monthly allowance is paid.

Partial disability: 50% of the pension is paid (75% for a psychiatric condition).

For persons who were first insured before January 1, 1993, the minimum monthly pension is €486.84 plus supplements for a dependent spouse and children.

For persons who were first insured after December 31, 1992, the minimum monthly pension is €481.48; €505.55 if the insured has one child; €534.43 with two children; €568.14 with three children; €601.85 with four children; €635.77 with five children.

The maximum monthly pension is €2,362.24.

**Special disability pension:** The pension is calculated as if the insured had at least 10,500 days of paid contributions.

**Special disability allowance:** The allowance is 20 times the minimum wage of an unskilled worker.

**Disability social solidarity grant:** €195.15 a month is paid with net income up to €6,786.93; €146.36 with net income from €6,786.94 to €7,053.12; €97.58 with net income from €7,053.13 to €7,230.51; €48.79 with net income from €7,230.52 to €7,452.32.

Schedule of payments: Fourteen payments a year.

Benefit adjustment: Benefits are indexed to changes in the civil service pension.

### **Survivor Benefits**

**Survivor pension:** The pension varies according to the date the deceased first entered the system and is paid for 3 years beginning the month following the death (may be extended for those who receive the full pension). The full pension the deceased received or would have been entitled to receive is paid if a surviving spouse does not work or receive any other pension or has an assessed mental or

physical disability of at least 67%; 70% is paid if the spouse is within 3 years of age 65 and working or receiving a pension; 50% if the spouse is younger than age 65 and working or receiving a pension; 70% if the spouse is aged 65 or older and working or receiving a pension.

The minimum survivor pension is €438.78 a month for persons first insured before January 1, 1993; €397.34 a month for persons first insured after December 31, 1992.

A surviving divorced spouse aged 65 or older or with an assessed disability of at least 67% may receive a pension of 30% of the survivor pension if he or she was married to the deceased for at least 15 years; 40% if married for at least 25 years. An eligible surviving divorced spouse is not entitled to receive the minimum survivor pension or the survivors social solidarity grant.

**Orphan's pension:** If the deceased was first insured before January 1, 1993, each eligible orphan receives 20% of the insured's basic pension; 50% for a full orphan. If the deceased was first insured after December 31, 1992, each eligible orphan receives 20% of the insured's basic pension; 60% for a full orphan.

The minimum orphan's pension is €438.78 a month for persons first insured before January 1, 1993; €397.34 a month for persons first insured after December 31, 1992.

**Grandchild's or parent's pension (in the absence of other eligible survivors):** 20% of the deceased's pension is paid for an eligible grandchild; 40% for a widowed mother; 40% for a dependent father. (The deceased must have been first insured before January 1, 1993.)

The minimum pension is €438.78 a month.

All survivor benefits combined must not exceed 100% of the deceased's pension.

Schedule of payments: Fourteen payments a year.

Benefit adjustment: Benefits are indexed to changes in the civil service pension.

**Survivors social solidarity grant (income-tested):** €195.15 a month is paid with net income up to €6,786.93; €146.36 with net income from €6,786.94 to €7,053.12; €97.58 with net income from €7,053.13 to €7,230.51; €48.79 with net income from €7,230.52 to €7,452.32.

Schedule of payments: Fourteen payments a year.

Benefit adjustment: Benefits are indexed to changes in the civil service pension.

### **Administrative Organization**

Ministry of Labor and Social Security (<http://www.ggka.gr>) provides general supervision.

Social Insurance Institute (<http://www.ika.gr>), managed by a governor and tripartite governing body, administers the program through branch offices for most covered workers.

Numerous special occupational and establishment funds administer programs for workers exempt from the general system.

## **Sickness and Maternity**

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### **Regulatory Framework**

**First law:** 1922.

**Current laws:** 1951 (social security) and 1983 (health).

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

### **Coverage**

Employees in industry, commerce, and related occupations and certain urban self-employed persons (including actors, newspaper vendors, and chartered accountants). Pensioners and noncontributory old-age pensioners are covered for medical benefits.

**Exclusions:** Employed and self-employed persons covered by approved occupational and public-sector funds providing equivalent benefits.

Special systems for agricultural workers, public-sector employees, doctors and dentists, architects, notaries, commercial motor vehicle operators, shipping agents, tradesmen, and craftsmen.

### **Source of Funds**

**Insured person:** 0.4% of covered monthly earnings (cash benefits) and 2.15% of covered monthly earnings (medical benefits). Pensioners contribute 4% of the monthly pension.

The insured's contributions also finance work injury benefits.

There are no minimum earnings used to calculate contributions.

The maximum earnings used to calculate contributions for persons who were first insured after December 31, 1992, are €73,913.98 a year (or 14 monthly salaries of €5,279.57).

**Self-employed person:** 0.4% of covered monthly earnings (cash benefits) and 2.15% of covered monthly earnings (medical benefits).

There are no minimum earnings used to calculate contributions.

The maximum earnings used to calculate contributions for persons who were first insured after December 31, 1992, are €73,913.98 a year (or 14 monthly salaries of €5,279.57).

**Employer:** 0.8% of covered monthly payroll (cash benefits) and 4.3% of covered monthly payroll (medical benefits).

The employer's contributions also finance work injury benefits.

There are no minimum earnings used to calculate contributions.

The maximum earnings used to calculate contributions for persons who were first insured after December 31, 1992, are €73,913.98 a year (or 14 monthly salaries of €5,279.57).

**Government:** A guaranteed annual state subsidy.

### **Qualifying Conditions**

**Cash sickness benefits:** The insured must have at least 120 days of contributions (100 if working in construction) in the calendar year before the incapacity began or 100 days of contributions in the last 15 months excluding the last quarter. The benefit is paid for 182 days to 720 days, according to the insured's contribution period.

**Cash maternity benefits:** The insured woman must have at least 200 days of contributions in the last 2 years.

**Medical benefits:** The insured 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:** Paid 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, according to wage class. There is a 3-day waiting period. (If the insured has worked for the same employer for at least a year, the employer must pay the difference between the cash benefit and the employee's earnings for a month; if the employment period is less than a year, the employer pays the difference for 2 weeks.)

**Dependent's supplement:** 10% of the benefit is paid for each dependent, up to 40%.

The daily benefit (including the dependents' supplements) for the first 15 days is up to €15.22; from the 16th day to the 30th day, up to €27.97; after the 30th day, up to 70% of the daily wage of the worker's wage class.

If the insured is hospitalized and there are no dependents, the benefit is paid at 33% of the rate.

**Funeral grant:** A lump sum of at least 8 times the insured earnings in the lowest of wage class is paid.

**Maternity benefit:** 50% of daily earnings is paid for up to 56 days before and 63 days after childbirth.

**Dependent's supplement:** 10% of the benefit is paid for each dependent, up to 40%.

The minimum benefit is 66.7% of the insured's earnings. (The insured may also receive a maternity supplement of up to 33.3% of earnings.)

The maximum daily benefit is €45.19 with no dependents; €63.27 a day with dependents.

**Birth grant:** €928.10 is paid for each child.

## Workers' Medical Benefits

The facilities of the Social Insurance Institute 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.

Cost sharing: The insured pays 25% of pharmaceutical costs and up to 25% of the cost of other services (including prostheses and eyeglasses) except for hospitalization. Social solidarity grant pensioners pay 10% of costs.

There is no limit to duration.

## Dependents' Medical Benefits

The facilities of the Social Insurance Institute 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.

Cost sharing: The insured pays 25% of pharmaceutical costs and up to 25% of the cost of other services (including prostheses and eyeglasses) except for hospitalization. Social solidarity grant pensioners pay 10% of costs.

There is no limit to duration.

## Administrative Organization

Ministry of Labor and Social Security (<http://www.ggka.gr>) provides general supervision.

Social Insurance Institute (<http://www.ika.gr>), managed by a governor and tripartite governing body, administers the program through branch offices for most covered workers.

Social Insurance Institute operates its own dispensaries, clinics, and hospitals and uses other public and private facilities.

Numerous special occupational and establishment funds administer programs for workers exempt from the general system.

## Work Injury

### Regulatory Framework

**First law:** 1914.

**Current law:** 1951 (social security).

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

### Coverage

Employees in industry, commerce, and related occupations.

Exclusions: Employed persons covered by approved occupational and public-sector funds providing equivalent benefits and all self-employed persons.

Voluntary coverage is not possible.

## 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 1% of monthly payroll, depending on the reported accident rate.

**Government:** Guaranteed annual state subsidy.

## Qualifying Conditions

### Work injury benefits

**Work injuries:** The injury must be reported in the 5 days following the accident. Accidents that occur while commuting 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 Health Commission of the Social Insurance Institute determines eligibility.

### Temporary Disability Benefits

**Temporary disability benefit:** The benefit is 50% of daily earnings, according to wage class. There is a 3-day waiting period. (If the insured has worked for the same employer for at least a year, the employer must pay the difference between the cash benefit and the employee's earnings for a month; if the employment period is shorter than a year, the employer pays the difference for 2 weeks.)

**Dependent's supplement:** 10% of the benefit is paid for each dependent, up to 40%.

The daily benefit (including dependents' supplements) for the first 15 days is up to €16.02; from the 16th day to the 30th day, up to €29.44; after the 30th day, up to 70% of the daily wage of the worker's insurance class.

If the insured is hospitalized and there are no dependents, the benefit is paid at 33% of the rate.

### Permanent Disability Benefits

**Permanent disability pension:** For an assessed degree of disability of 80% or more (severe), 100% of the pension is paid; for an assessed degree of disability of 67% to 79.9% (ordinary), 75% of the pension is paid (100% if the insured has at least 6,000 days of coverage and the disability is the result of a psychiatric condition).

The pension is calculated using the insured's average wage in the last 5 years (if first insured after December 31, 1992).

**Partial disability:** For an assessed degree of disability of 50% to 66.9%, 50% of the pension is paid (75% for a psychiatric condition).

The insured can request that the degree of disability be assessed every 6 months.

The Health Commission of the Social Insurance Institute assesses the degree of disability.

The minimum pension is 70% of the minimum wage plus supplements for a dependent spouse and children.

Schedule of payments: Fourteen payments a year.

Benefit adjustment: Benefits are adjusted annually according to changes in the consumer price index.

Constant-attendance allowance: Paid with an assessed degree of disability of at least 67%.

Benefit adjustment: Benefits are indexed to changes in the civil service pension.

### **Workers' Medical Benefits**

Medical services are ordinarily provided directly to patients through the facilities of the Social Insurance Institute. 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:** The survivor pension varies according to the date the deceased first entered the system and is paid for 3 years beginning the month following the death.

If the deceased was first insured before January 1, 1993, the widow(er)'s pension is 70% of the insured's pension. If the deceased was first insured after 1 January, 1993, the widow(er)'s pension is 50% of the insured's pension.

The pension ceases on remarriage.

A surviving divorced spouse may receive a pension of 30% of the survivor pension if he or she was married to the deceased for at least 15 years; 40% if married for at least 25 years. An eligible surviving divorced spouse is not entitled to receive the minimum survivor pension or the survivors social solidarity grant.

The minimum survivor pension is €438.78 a month for persons first insured before January 1, 1993; €397.34 a month for persons first insured after December 31, 1992.

**Orphan's pension:** If the deceased was first insured before January 1, 1993, each orphan up to age 18 (age 24 if a student, no limit if disabled) receives 20% of the insured's basic pension; 60% for a full orphan. If the deceased was first insured after December 31, 1992, each orphan up to age 18 (age 24 if a student, no limit if disabled) receives 25% of the insured's basic pension; 50% for a full orphan.

The minimum orphan's pension is €438.78 a month for persons first insured before January 1, 1993; €397.34 a month for persons first insured after December 31, 1992.

**Grandchild's or parent's pension (in the absence of other eligible survivors):** 20% of the deceased's pension

is paid for a grandchild up to age 18 (age 24 if a student, no limit if disabled); 40% for a widowed mother; 40% for a dependent father. (The deceased must have been first insured before January 1, 1993.)

The minimum survivor pension is €438.78 a month.

All survivor benefits combined must not exceed 100% of the deceased's pension.

Schedule of payments: Fourteen payments a year.

Benefit adjustment: Benefits are indexed to changes in the civil service pension.

**Funeral grant:** A lump sum of €760 is paid to the person who paid for the funeral.

### **Administrative Organization**

Ministry of Labor and Social Security (<http://www.ggka.gr>) provides general supervision.

Social Insurance Institute (<http://www.ika.gr>), managed by a governor and tripartite governing body, administers the program through branch offices for most covered workers.

Numerous special occupational and establishment funds administer programs for workers exempt from the general system.

### **Unemployment**

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#### **Regulatory Framework**

**First law:** 1954.

**Current laws:** 1985 (unemployment benefit), 1989, and 1990.

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

#### **Coverage**

Employees in industry, commerce, and related occupations and persons aged 20 to 29 who have never worked.

Exclusions: Self-employed persons.

Special systems for seamen and workers in the printing industry.

#### **Source of Funds**

**Insured person:** 1.33% of covered or gross earnings.

There are no minimum earnings used to calculate contributions.

The maximum earnings used to calculate contributions are €78.41 a day (€2,058.25 a month). (There are no maximum earnings used to calculate contributions for persons who were first insured after December 31, 1992.)

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

**Employer:** 2.67% of covered or gross earnings for employees.

There are no minimum earnings used to calculate contributions.

The maximum earnings used to calculate contributions are €78.41 a day (€2,058.25 a month). (There are no maximum earnings used to calculate contributions for persons who were first insured after December 31, 1992.)

**Government:** A guaranteed annual state subsidy.

### Qualifying Conditions

**Unemployment benefit:** The insured must have at least 125 days of contributions in the last 14 months, excluding working days in the last 2 months; 200 days in the last 2 years, excluding working days in the last 2 months (for a first-time beneficiary, at least 80 days in each of the last 2 years). The insured 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.

Young person's benefit: Must be aged 20 to 29 and have never worked.

**Special unemployment benefit (means-tested):** Paid if not eligible for the unemployment benefit or if the insured is no longer entitled to the unemployment benefit. Must be unemployed and income must not exceed €7,923.70.

**Special seasonal allowance:** Paid to workers in seasonal work (including tourist-sector employees, builders, tobacco workers, actors, and musicians).

### Unemployment Benefits

**Unemployment benefit:** 40% of daily wages (blue-collar workers) or 50% of monthly salary (white-collar workers) is paid. The benefit is paid after a 6-day waiting period for up to 5 months if the insured has at least 125 days of work; up to 8 months with at least 180 days; up to 10 months with at least 220 days; up to 12 months with at least 250 days and aged 49 or older.

The minimum daily benefit is €12.45.

Dependent's allowance: Each dependent receives 10% of the insured's earnings, up to 40%.

Young person's benefit: Paid for 5 months at the single-person rate plus a supplement for each child.

**Special unemployment benefit (means-tested):** €16.72 a day is paid for at least 13 days plus a 10% supplement for each dependent.

**Special seasonal allowance:** Paid annually, the lump sum varies according to type of work.

Benefit adjustment: Benefits are adjusted annually according to changes in the consumer price index.

### Administrative Organization

Ministry of Labor and Social Security (<http://www.ggka.gr>) provides general supervision.

Manpower Employment Organization (<http://www.oad.gr>), managed by a tripartite board, administers benefits and employment services through local employment offices.

Social Insurance Institute (<http://www.ika.gr>), managed by a governor and tripartite governing body, collects contributions.

### Family Allowances

#### Regulatory Framework

**First and current laws:** 1958 and 1999.

**Type of program:** Employment-related system.

#### Coverage

Employees in industry, commerce, and related occupations.

Exclusions: Employed persons covered by approved occupational and public-sector funds providing equivalent benefits and self-employed persons.

#### Source of Funds

**Insured person:** 1% of covered or gross earnings.

There are no minimum earnings used to calculate contributions.

The maximum earnings used to calculate contributions are €78.41 a day (€2,058.25 a month). (There are no maximum earnings used to calculate contributions for persons who were first insured after December 31, 1992.)

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

**Employer:** 1% of covered or gross earnings. There are no minimum earnings used to calculate contributions.

The maximum earnings used to calculate contributions are €78.41 a day (€2,058.25 a month). (There are no maximum earnings used to calculate contributions for persons who were first insured after December 31, 1992.)

**Government:** A guaranteed annual state subsidy.

### Qualifying Conditions

**Family allowances:** The child must be younger than age 18 (age 22 if a student, no limit if disabled), unmarried, and living in Greece or another European Union member country. For full allowances, the parent must have had at least 50 days of work in the preceding year, must have received unemployment benefits for at least 2 months, is unable to work for a continuous period of at least 2 months, or has been on maternity leave for 2 months.

### **Family Allowance Benefits**

**Family allowances:** €8.22 a month is paid for one child, €24.65 for two, €55.47 for three, €67.38 for four, and €11.29 for each additional child.

Single parent supplement (means-tested): An additional €3.67 a month per child may be paid if the parent is a widow(er), disabled, or a soldier.

Disabled child supplement: An additional €3.67 a month is paid for each child with a disability.

### **Administrative Organization**

Ministry of Labor and Social Security (<http://www.ggka.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.

Social Insurance Institute (<http://www.ika.gr>), managed by a governor and tripartite governing body, collects contributions.

## Guernsey

Exchange rate: US\$1.00 equals 0.62 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 (attendance and invalid care).

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

#### Coverage

**Social insurance:** Employed and self-employed persons aged 20 to 65; and non-employed persons aged 20 or older with an annual income of £14,820 or more, including all persons age 65 or older regardless of employment status.

Voluntary coverage for nonemployed persons under age 65 with an annual income of less than £14,820.

**Social assistance and disability income-tested allowances:** All persons residing in Guernsey.

#### Source of Funds

**Insured person:** 6% of covered earnings.

The minimum weekly earnings used to calculate contributions are £114.

The maximum weekly earnings used to calculate contributions are £1,536.

The insured's contributions also finance sickness, maternity, work injury, and unemployment benefits; prescription medicine; long-term care; and some medical services.

Nonemployed persons under age 65 contribute 9.9% of annual income for old-age and survivor benefits, prescription medicine, long-term care, and some medical services. All persons over 65 contribute 2.9% of annual income for long-term care and medical benefits only.

The minimum annual income of nonemployed persons used to calculate contributions is £14,820. Nonemployed persons with income above £14,820 pay contributions on the difference between their income and £6,290.

The maximum annual earnings of nonemployed persons used to calculate contributions are £79,872.

**Self-employed person:** 10.5% of covered earnings.

The minimum annual earnings used to calculate contributions are £5,928.

The maximum annual earnings used to calculate contributions are £79,872.

The self-employed person's contributions also finance sickness, maternity, and work injury benefits; prescription medicine; long-term care; and some medical services.

**Employer:** 6.5% of covered payroll.

The minimum weekly earnings used to calculate contributions are £114.

The maximum weekly earnings used to calculate contributions are £1,536.

The employer's contributions also finance sickness, maternity, work injury, and unemployment benefits; prescription medicine; long-term care; and some medical services.

**Government:** A grant of 15% of total contributions and the total cost of social assistance and other noncontributory benefits; contributes as an employer.

#### Qualifying Conditions

**Old-age pension:** Age 65 with at least 156 paid contributions and an annual average of 10 paid or credited weekly contributions in the 45-year period from age 20 to age 65. The full pension is paid for an annual average of at least 50 paid or credited weekly contributions.

**Partial pension:** The pension is proportionately reduced for an annual average of between 10 and 49 paid or credited weekly contributions.

**Dependent's supplement:** Paid for a dependent wife younger than age 65. (No new supplements paid as of 2013.)

Contributions may be credited for persons who are not working to care for a child younger than age 16.

Retirement from paid employment is not required.

The old-age pension is payable abroad.

**Disability pension (invalidity benefit):** The insured must be assessed as incapable of any work and have at least 50 paid or credited weekly contributions in the relevant contribution year for the full pension; 26 to 49 paid or credited weekly contributions for the reduced benefit. The benefit is paid after entitlement to cash sickness benefits ceases.

The disability pension is replaced by the old-age pension at age 65.

The disability pension is payable abroad under reciprocal agreement.

**Attendance allowance (income-tested):** Paid after 3 months of severe disability (special conditions apply if the person is terminally ill). The person was born in Guernsey or resided in Guernsey for at least 5 years. The annual income must not exceed £81,000.

**Invalid care allowance (income-tested):** Paid to a person caring for a person with a severe disability for at least 35 hours a week and earning less than £114 a week from employment. The annual income must not exceed £81,000.

**Bereavement payment (survivor grant):** The deceased had an annual average of at least 50 paid or credited weekly contributions between age 20 and the year of death for the full benefit; 10 to 49 paid or credited weekly contributions for the reduced benefit. The benefit is paid to all widow(er)s. The survivor must have been who were married to the deceased at the time of death.

The bereavement payment is in addition to other survivor benefits.

**Widowed parent's allowance:** The deceased had an annual average of at least 50 paid or credited weekly contributions between age 20 and the year of death for the full benefit; 10 to 49 paid or credited weekly contributions for the reduced benefit. The allowance is paid to a surviving spouse with at least one dependent child. The survivor must have been married to the deceased at the time of death.

The widowed parent's allowance ceases on remarriage or cohabitation.

The widowed parent's allowance is replaced by the old-age pension at age 65.

**Bereavement allowance:** The deceased had an annual average of at least 50 paid or credited weekly contributions between age 20 and the year of death for the full benefit; 10 to 49 paid or credited weekly contributions for the reduced benefit. The allowance is paid to a surviving spouse aged 45 to 64 with no dependent children who was married to the deceased at the time of death.

The bereavement allowance is replaced by the old-age pension at age 65.

**Death grant:** The deceased had an annual average of 45 to 52 paid or credited weekly contributions between age 20 and the year of death and 26 weekly contributions paid or credited since 1971 for the full benefit; 10 to 44 paid or credited weekly contributions for the reduced benefit. The grant is paid on the death of the insured, his or her spouse or surviving spouse, or his or her child.

All survivor payments, allowances, and grants are payable abroad.

**Supplementary benefits (income-tested):** Paid to persons older than age 60, persons with disabilities, persons caring for a family member, or single parents. The benefit is subject to a weekly income ceiling of £395.

### **Old-Age Benefits**

**Old-age pension:** The full weekly pension is £174.65.

Partial pension: The full weekly pension is proportionately reduced and varies between £34.95 and £171.15.

Dependent's supplement: The full weekly supplement for a dependent adult is £87.50. The reduced weekly supplement varies between £17.50 and £85.75 for an annual average number of weekly contributions between 10 and 49.

**Supplementary benefit (income-tested):** The benefit is paid according to the family's situation and the number and age of dependents, up to £395 a week.

Benefit adjustment: All old-age benefits are adjusted annually by the States of Guernsey on the recommendation of the Social Security Department.

### **Permanent Disability Benefits**

**Disability pension (invalidity benefit):** The full weekly pension is £156.52; £86.10 to £151.83 for the reduced benefit.

**Attendance allowance:** A weekly allowance of £87.71 is paid.

**Invalid care allowance:** A weekly allowance of £70.91 is paid.

**Supplementary benefit (income-tested):** The benefit is paid according to the family's income, housing arrangements, and the number and age of dependents, up to £395 a week.

Benefit adjustment: All disability benefits are adjusted annually by the States of Guernsey on the recommendation of the Social Security Department.

### **Survivor Benefits**

**Bereavement payment (survivor grant):** The full benefit is a lump sum of £1,584; £317 to £1,552 for the reduced benefit.

**Widowed parent's allowance:** The full weekly allowance is £183.61; £78.35 to £181 for the reduced benefit.

**Bereavement allowance:** The full weekly allowance is £157.85; £31.55 to £154.70 for the reduced benefit.

**Death grant:** The full benefit is a lump sum of £500; £375 to £250 for the reduced benefit.

**Supplementary benefit (income-tested):** The benefit is paid according to the family's situation and the number and age of dependents, up to £395 a week.

Benefit adjustment: All survivor benefits are adjusted annually by the States of Guernsey on the recommendation of the Social Security Department.

### **Administrative Organization**

Social Security Department (<http://www.gov.gg>) administers the program.

## Sickness and Maternity

### Regulatory Framework

**First laws:** 1964 (sickness), 1971 (maternity), and 1972 (medicines).

**Current laws:** 1971 (social assistance), 1978 (social insurance), 1990 (medical benefits), and 2002 (long-term care).

**Type of program:** Social insurance (cash benefits), social assistance (means-tested benefits), and universal (medical benefits and long-term care) system.

### Coverage

**Cash sickness and maternity benefits:** Employed and self-employed persons with weekly earnings of £114 or more.

**Long-term care benefit:** All persons who have resided in Guernsey for at least 5 years, including the year immediately before the year of the claim.

**Medical benefits:** All persons residing in Guernsey.

### 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 supplementary benefits.

### Qualifying Conditions

**Cash sickness benefits:** The insured must have at least 26 weeks of paid contributions since 1965 and at least 26 paid or credited weekly contributions in the relevant contribution year.

The relevant contribution year for benefit claims made between January and June is 2 years before the year of the claim; for benefit claims made between July and December, 1 year before the year of the claim.

**Cash maternity allowances:** The insured must have at least 26 paid or credited weekly contributions in the relevant contribution year.

The relevant contribution year for benefit claims made between January and June is 2 years before the year of the claim; for benefit claims made between July and December, 1 year before the year of the claim.

**Maternity grant:** Must be insured and ordinarily reside in Guernsey.

**Long-term care benefit:** The insured must have resided in Guernsey for at least 5 years, including the year immediately before receiving the long-term care benefit. The person receives residential care or nursing care.

### Sickness and Maternity Benefits

**Sickness benefit:** The full weekly benefit is £128.52 if the insured has at least 50 paid or credited weekly contributions in the relevant contribution year; with 26 to 49 weekly contributions, the weekly benefit is proportionately reduced and varies between £70.70 and £124.67.

The benefit is paid for up to 26 weeks.

**Maternity allowance:** The full weekly benefit is £128.52 if the insured has at least 50 paid or credited weekly contributions in the relevant contribution year; with 26 to 49 weekly contributions, the weekly allowance is proportionately reduced and varies between £70.70 and £124.67.

The allowance is paid for 18 consecutive weeks starting between 1 and 11 weeks before the expected date of birth, depending on the insured's choice.

**Maternity grant:** A lump sum of £322 is paid.

**Long-term care benefit:** The benefit is £367.15 a week for residential home care and £685.44 a week for nursing home care. (The beneficiary must make a weekly copayment of £165.62.)

There is no limit to duration for long-term care benefits.

### Workers' Medical Benefits

The government provides acute hospital accommodation. Specialist medical services are provided by specialist group practices contracted to the government.

**Cost sharing:** A flat-rate fee of £2.90 is charged for medical prescriptions. There is no charge for persons older than age 64 or for social assistance beneficiaries and their dependents. A grant of £12 is paid toward the cost of each medical consultation with an approved doctor; £6 for a nurse consultation.

### Dependents' Medical Benefits

The government provides acute hospital accommodation. Specialist medical services are provided by specialist group practices contracted to the government.

Eligible dependents are the insured's children. Insured non-working spouses are covered in their own right.

**Cost sharing:** A flat-rate fee of £2.90 is charged for medical prescriptions. There is no charge for persons older than age 64 or for social assistance beneficiaries and their dependents. A grant of £12 is paid toward the cost of each medical consultation with an approved doctor; £6 for a nurse consultation.

### **Administrative Organization**

Social Security Department (<http://www.gov.gg>) administers cash benefits.

Health and Social Services Department administers hospital benefits.

### **Work Injury**

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#### **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**

**Work injury benefits:** There is no minimum qualifying period.

#### **Temporary Disability Benefits**

**Temporary disability benefit (industrial injury):** The weekly benefit is £128.52 for up to 26 weeks; thereafter, the insured may be entitled to receive the full disability pension (see Old Age, Disability, and Survivors) until reaching pensionable age.

#### **Permanent Disability Benefits**

**Permanent disability benefit (industrial disability):** If the insured is assessed with a full disability (100%), the weekly pension is £140.77; the benefit is proportionately reduced for an assessed degree of disability of less than 100%. No benefit is paid if the assessed degree of disability is less than 20%.

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 by the States of Guernsey on the recommendation of the Social Security Department.

#### **Workers' Medical Benefits**

Hospital accommodation is provided by the government. Specialist medical services are provided by specialist group practices contracted by the government.

There is no cost sharing.

#### **Survivor Benefits**

**Bereavement payment (survivor grant):** A lump sum of £1,584 is paid if the deceased had an annual average of at least 50 paid or credited weekly contributions between age 20 and the year of death; with an annual average of 10 to 49 paid or credited weekly contributions, the lump sum is proportionately reduced and varies between £317 and £1,552.

**Widowed parent's allowance:** The weekly allowance is £183.61 if the deceased had an annual average of at least 50 paid or credited weekly contributions between age 20 and the year of death; with an annual average of 10 to 49 paid or credited weekly contributions, the weekly allowance is proportionately reduced and varies between £78.35 and £181.

If the deceased had an annual average of less than 10 paid or credited contributions and his or her death was the result of a work injury, the minimum number of contributions used to calculate benefits is 10.

**Bereavement allowance:** The weekly allowance is £157.85 if the deceased had an annual average of at least 50 paid or credited weekly contributions between age 20 and the year of death; with an annual average of 10 to 49 paid or credited weekly contributions, the weekly allowance is proportionately reduced and varies between £31.55 and £154.70.

The allowance is paid to a surviving spouse aged 45 to 64 with no dependent children who was married to the deceased at the time of death.

Benefit adjustment: Benefits are adjusted annually by the States of Guernsey on the recommendation of the Social Security Department.

### **Administrative Organization**

Social Security Department (<http://www.gov.gg>) administers the program.

### **Unemployment**

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#### **Regulatory Framework**

**First law:** 1964.

**Current law:** 1978 (social insurance).

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

## Coverage

Employed persons with weekly earnings of £114 or more.

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

**Unemployment benefits:** The insured must have at least 26 weeks of paid or credited weekly contributions. The full benefit is paid with at least 50 paid or credited contributions in the relevant contribution year; with less than 50 paid or credited weekly contributions, the benefit is proportionately reduced.

The relevant contribution year for benefit claims made between January and June is 2 years before the year of the claim; for benefit claims made between July and December, 1 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

The weekly benefit is £128.52 if the insured has at least 50 paid or credited weekly contributions in the relevant contribution year; with 26 to 49 weekly contributions, the weekly benefit is proportionately reduced and varies between £70.70 and £124.67.

The benefit is paid for up to 180 days.

Requalification for benefit requires 13 additional weeks of employment with at least 20 hours of work a week.

Benefit adjustment: Benefits are adjusted annually by the States of Guernsey on the recommendation of the Social Security Department.

## Administrative Organization

Social Security Department (<http://www.gov.gg>) administers the program.

## Family Allowances

### Regulatory Framework

**First law:** 1943.

**Current law:** 1950 (family allowances).

**Type of program:** Universal system.

### Coverage

All persons residing in Guernsey with one or more children.

### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

### Qualifying Conditions

**Family allowances:** The child must be younger than age 16 (age 20 if a student). The claimant was born in Guernsey or has resided in Guernsey for at least 52 weeks in the last 2 years.

### Family Allowance Benefits

**Family allowance:** £14.60 is paid weekly for each child to the parent or guardian.

Benefit adjustment: Benefits are adjusted annually by the States of Guernsey on the recommendation of the Social Security Department.

### Administrative Organization

Social Security Department (<http://www.gov.gg>) administers the program.

## Hungary

Exchange rate: US\$1.00 equals 187.77 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; and 1997 (individual account).

**Type of program:** Social insurance and individual account system.

#### Coverage

**Social insurance:** Employed persons, including employed pensioners; members of handicraft and agricultural cooperatives; self-employed persons; apprentices at professional training schools; outside workers; artistic performers; lawyers; public notaries; the clergy; and recipients of unemployment benefits, family allowances, or the child care fee (see Sickness and Maternity).

Voluntary coverage for persons not covered by compulsory insurance, including independent farmers.

**Individual account:** Mandatory coverage for all persons who are covered by social insurance who were insured on or after June 30, 1998. Voluntary coverage for persons insured before June 30, 1998, or older than age 42 by this date.

#### Source of Funds

##### Insured person

*Social insurance only:* 9.5% of covered monthly earnings.

*Social insurance and individual account:* 1.5% of covered monthly earnings for social insurance and 8% of covered monthly earnings for the individual account plus administrative fees.

The minimum earnings used to calculate contributions are the monthly minimum wage of 71,500 forints.

The maximum daily earnings used to calculate contributions are 20,420 forints.

The insured's contributions also finance work injury benefits.

##### Self-employed person

*Social insurance only:* 32% of declared monthly earnings.

*Social insurance and individual account:* 24% of declared monthly earnings for social insurance and 8% of declared

monthly earnings for the individual account plus administrative fees.

The minimum declared earnings used to calculate contributions are the monthly minimum wage of 71,500 forints.

The self-employed person's contributions also finance work injury benefits.

##### Employer

*Social insurance only:* 24% of monthly payroll.

*Social insurance and individual account:* 24% of monthly payroll for social insurance only; none for the individual account.

The minimum earnings used to calculate contributions are the monthly minimum wage of 71,500 forints.

There are no maximum earnings used to calculate contributions.

The employer's contributions also finance work injury benefits.

##### Government

*Social insurance only:* Any deficit in the social insurance system; the cost of temporary disability and regular social annuity benefits (see disability benefits).

*Social insurance and individual account:* Any deficit in the social insurance system; the cost of temporary disability and regular social annuity benefits (see disability benefits); none for individual account.

Government contributions also finance work injury benefits.

#### Qualifying Conditions

##### Old-age pension

*Old-age pension (social insurance):* Age 62 (women and men) with at least 20 years of service.

Age 60 for insured persons who worked in arduous or unhealthy activities for 10 years (men) or 8 years (women); the retirement age is reduced by 1 year for each additional 5-year period (men) or 4-year period (women) of arduous or unhealthy work.

Partial pension: Age 62 with 15 to 19 years of service (men and women).

Advanced pension: Paid from age 60 (men) or age 59 (women) with at least 40 years of coverage. A reduced advanced pension is paid to insured persons who require no more than 5 more years of coverage to qualify for the full advanced pension.

Deferred pension: The pension may be deferred, except in some professions.

Old-age pensioners may continue to work.

Old-age pensions are payable abroad.

*Old-age pension (individual account):* Age 62 (men and women).

### Disability pension

*Disability pension (social insurance):* For a nonaccident-related disability pension, the required coverage period varies from at least 2 years of coverage if younger than age 22 up to 20 years of coverage at age 55. For an accident-related disability pension, there is no qualifying period.

The value of the pension varies according to the assessed disability: 100% loss of working capacity and a need for permanent care provided by others (Group I); 100% loss of working capacity but no need for permanent care provided by others (Group II); and at least a 67% loss of working capacity (Group III).

The national medical board assesses the degree of loss in working capacity.

The disability pension is not replaced by the old-age pension at the normal retirement age.

*Disability annuity (social insurance):* The annuity is paid to persons with disabilities aged 18 to 25 with a 100% loss in working capacity.

*Temporary disability and regular social annuity (social insurance):* Paid to persons with disabilities whose employment has been terminated. The person must not be eligible for the old-age pension, disability pension, unemployment benefits, sickness benefits, work injury benefits, or the maternity allowance and must not be engaged in work rehabilitation.

Disability pensions are payable abroad.

### Survivor pension

*Survivor pension (social insurance):* The deceased was a pensioner or satisfied the coverage qualifying period for a disability pension at the time of death.

Eligible survivors include a widow(er); divorced spouse; cohabiting partner; children younger than age 16 (age 25 for full-time students, no limit if disabled), including the surviving partner's children; sisters and brothers; grandchildren; dependent parents and grandparents with disabilities or aged 65 or older; and foster parents who had supported the deceased for at least 10 years.

A temporary pension is paid to a spouse who was older than the normal retirement age at the date of marriage and lived with the deceased for more than 5 years or had a child with the deceased; a survivor of an unmarried couple who lived together for at least a year and had a child or lived together for at least 10 years if they have no children; or a spouse who was divorced or separated from the deceased for more than a year and receiving alimony. The temporary pension is continued permanently if the survivor is older than the normal retirement age, is disabled, or has at least two dependent children who are eligible for the orphan's pension.

Survivor pensions are payable abroad.

## Old-Age Benefits

**Old-age pension (social insurance):** The pension is 33% of average earnings for the first 10 years of coverage, 2% for each additional year from 11 to 25 years of coverage, 1% for each additional year from 26 to 36 years of coverage, 1.5% for each additional year from 37 to 40 years of coverage, and 2% for each year exceeding 40 years of coverage.

Average earnings are based on average indexed monthly earnings since 1988.

An insured person who has an individual account receives 75% of the social insurance pension.

**Partial pension:** A reduced pension is paid with at least 15 years of service.

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

**Deferred pension:** The pension is increased by 0.5% for each 30-day period of deferral.

The minimum monthly pension is 28,500 forints with at least 20 years of contributions.

The maximum old-age pension is the insured's average earnings.

**Benefit adjustment:** Benefits are adjusted annually in January and November according to changes in the consumer price index and net average monthly earnings.

**Old-age pension (individual account):** The pension depends on the value of the insured's contributions plus accrued interest. The pension is paid as a life annuity or as a lump sum if the insured has less than 180 months of contributions at retirement. A lump sum is paid to the insured's estate if the insured dies before the retirement age.

There is no minimum pension.

There is no maximum pension.

**Benefit adjustment:** Benefits are adjusted according to a decision of the pension fund, based on an actuarial assessment.

## Permanent Disability Benefits

**Disability pension (social insurance):** The pension for an insured person with less than 25 years of coverage ranges from 37.5% to 47.5% of average earnings (Group III); with 25 years or more of coverage, the pension is 33% of average earnings for the first 10 years of coverage, 2% for each additional year from 11 to 25 years of coverage, 1% for each additional year from 26 to 36 years of coverage, and 1.5% for each year exceeding 36 years of coverage.

The Group II pension is paid at a rate 5% higher than the Group III pension; the Group I pension is paid at a rate 10% higher than the Group III pension.

Average earnings are based on average indexed monthly earnings since 1988.

## Hungary

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The minimum monthly disability pension is 30,850 forints (Group I), 29,800 forints (Group II), or 28,500 forints (Group III).

The maximum monthly disability pension is 100% of average earnings.

**Disability annuity (social insurance):** 32,610 forints a month is paid.

**Temporary disability annuity (social insurance):** The monthly benefit is 75% of the old-age pension that would be paid to the insured at the normal retirement age.

The minimum monthly temporary disability annuity is 27,000 forints.

**Regular social annuity (social insurance):** 27,000 forints a month is paid.

Persons receiving disability benefits may continue to work if current earnings are no greater than 80% of earnings before the disability began.

Benefit adjustment: Benefits are adjusted in January and November according to changes in the consumer price index and net average monthly earnings.

### Survivor Benefits

**Widow(er)'s temporary pension (social insurance):** The pension is 60% of the old-age or disability pension that the deceased would have been entitled to at the time of death. The pension is paid for 12 months; may be extended 6 months if the spouse is rearing the deceased's child or until the child is age 3 if the child has a disability.

**Widow(er)'s permanent pension (social insurance):** The pension is 60% of the old-age or disability pension the deceased would have been entitled to at the time of death. The pension is reduced to 30% if the widow(er) receives an old-age pension, disability pension, or work injury pension in his or her own right.

**Grandparent's or parent's pension (social insurance):** The pension is 60% of the old-age or disability pension the deceased would have been entitled to at the time of death.

**Orphan's pension (social insurance):** 30% of the deceased's pension is paid for each orphan; a full orphan or an orphan with a surviving parent with a disability receives 60% of the highest pension of either parent.

The minimum monthly orphan's pension is 24,250 forints per child.

### Administrative Organization

#### Social insurance

Ministry of Social Affairs and Labor (<http://www.szmum.gov.hu>) supervises the program.

Central Administration of National Pension Insurance (<http://www.onyf.hu>) administers social insurance benefits through its local branches.

National Health Insurance Fund (<http://www.oep.hu>) collects contributions through its local branches.

#### Individual account

Ministry of Finance (<http://www.p-m.hu>) supervises the pension fund administrators.

Authorized private pension fund administrators manage the individual accounts.

## Sickness and Maternity

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### Regulatory Framework

**First law:** 1891.

**Current law:** 1997 (health insurance), implemented in 1998.

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

### Coverage

**Cash sickness benefits:** Employed persons, members of cooperatives, apprentices in industrial training, artisans, self-employed persons, independent farmers, performing artists, lawyers, and recipients of unemployment benefits.

**Cash maternity benefits:** All employed or self-employed women who have worked for at least 180 days in the 2 years before the expected date of childbirth.

**Medical benefits:** All insured persons eligible for cash sickness benefits, pensioners, beneficiaries of unemployment benefits, recipients of social assistance benefits and allowances, beneficiaries of pensions provided by churches, full-time students who are Hungarian citizens residing in Hungary, and all dependent family members and children. Hungarian citizens in otherwise exempted activities (including dependents) who have no alternative coverage must contribute for medical benefits.

Voluntary coverage for noncitizens residing in Hungary.

### Source of Funds

**Insured person:** 4% of gross monthly earnings for benefits in kind and 2% of gross monthly earnings for cash benefits.

Voluntarily covered persons or persons in an exempted activity contribute a flat rate of 4,950 forints; noncitizens residing in Hungary contribute 50% of the monthly minimum wage (35,750 forints) and 30% of the monthly minimum wage for each child aged 18 or younger.

The monthly minimum wage is 71,500 forints.

The insured's contributions also finance work injury benefits.

**Self-employed person:** 15% of declared monthly earnings.

The self-employed person's contributions also finance work injury benefits.

**Employer:** 1.5% of gross monthly income for benefits in kind, 0.5% of gross monthly income for cash benefits, and 1,950 forints a month per employee to the National Health Insurance Fund for medical benefits.

The employer's contributions also finance work injury benefits.

**Government:** Any deficit; the government reimburses the National Health Insurance Fund for the cost of the child care fee.

Government contributions also finance work injury benefits.

### Qualifying Conditions

**Cash sickness benefits:** Paid for a loss of earning capacity resulting from an incapacity that begins in the first 3 days after insured employment ceases.

The loss of earning capacity must be assessed, certified, and periodically reviewed by a doctor.

### Cash maternity benefits

**Maternity allowance:** The insured must have at least 180 days of coverage in the last 2 years or the expected date of childbirth must be in the first 42 days after insured employment ceases (28 days if currently receiving sickness benefits).

**Child care fee:** The insured must have at least 180 days of coverage in the 2 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:** The benefit is 60% of average daily gross earnings if the insured has more than 2 years of coverage; 50% with 1 to 2 years of coverage or if hospitalized. If the insured has less than a year of continuous coverage, the benefit is reduced proportionately.

Average daily gross earnings are based on earnings since January 1 of the previous year or the earnings of the last 180 days before the incapacity began.

If the insured has at least 1 year of coverage, the benefit is paid for up to 1 year. If less than 1 year of coverage, the benefit is paid for a period that equals the insured's continuous coverage period immediately before incapacity began.

Sickness benefits are also paid in the case of pregnancy where the insured is not entitled to a maternity allowance, for mothers breastfeeding a hospitalized child older than age 1, or for caring for a sick child. The duration of benefits varies according to the sick child's age and the parents' marital status.

**Maternity allowance:** The benefit is 70% of daily average gross earnings before the expected date of childbirth.

(In the absence of earnings, the current monthly minimum wage is used.) The benefit is paid for 4 weeks before and 20 weeks after the expected date of childbirth or for 24 weeks after the expected date of childbirth, depending on the mother's choice.

Daily average gross earnings are based on earnings since January 1 of the previous year or the earnings of the last 180 days before the expected date of childbirth.

The monthly minimum wage is 71,500 forints.

**Child care fee:** The benefit is 70% of daily average gross earnings in the previous calendar year, up to 70% of twice the monthly minimum wage (100,100 forints a month). The benefit is paid until the child is age 2.

The monthly minimum wage is 71,500 forints.

### Workers' Medical Benefits

Benefits include preventive care; general and specialist care, including basic dental care, hospitalization, and at-home nursing; maternity care; medical rehabilitation; sanatorium care; ambulance services; and medical examinations. Benefits are provided directly through public health service facilities contracted by the National Health Insurance Institute.

The patient is charged for prescription treatment without a referral from a primary health care provider; for the use of a health care provider other than the one specified by the prescribing doctor; for an unnecessary change in the prescription that results in extra costs; for extra services (including a more expensive hospital room and better meals); and for orthodontic braces and dental prostheses.

The value of cost sharing paid by the patient 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, for the treatment of low-income elderly or persons with disabilities, and for life-saving and other maternity and infant care. In all other cases, the National Health Insurance Fund pays from zero to 100% of the price of outpatient medicine, 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

Benefits include preventive care; general and specialist care, including basic dental care, hospitalization, and at-home nursing; maternity care; medical rehabilitation; sanatorium care; ambulance services; and medical examinations. Benefits are provided directly through public health service facilities contracted by the National Health Insurance Institute.

Cost sharing: The patient is charged for prescription treatment without a referral from a primary health care provider; for the use of a health care provider other than the one specified by the prescribing doctor; for an unnecessary change in the prescription that results in extra costs; for extra services (including a more expensive hospital room and better meals); and for orthodontic braces and dental prostheses.

The value of cost sharing paid by the patient 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, for the treatment of low-income elderly or persons with disabilities, and for life-saving and other maternity and infant care. In all other cases, the National Health Insurance Fund pays from zero to 100% of the price of outpatient medicine, 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.

### **Administrative Organization**

Ministry of Social Affairs and Labor (<http://www.szmum.gov.hu>) supervises the program.

National Health Insurance Fund (<http://www.oep.hu>), with county health insurance funds, administers cash sickness and maternity benefits.

Hungarian Tax Authority (<http://www.apeh.hu>) collects contributions.

Specified health care providers, including private providers contracted by the National Health Insurance Institute, provide medical care.

### **Work Injury**

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#### **Regulatory Framework**

**First laws:** 1900 and 1907.

**Current laws:** 1997 (social security), 1997 (social insurance), and 1997 (individual account).

**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, apprentices in industrial training, artisans, self-employed persons, independent farmers, performing artists, lawyers, 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 and Sickness and Maternity. Companies that employ pensioners considered to be entrepreneurs or self-employed pay 5% of gross earnings.

**Government:** See source of funds under Old Age, Disability, and Survivors and Sickness and Maternity.

### **Qualifying Conditions**

**Work injury benefits:** There is no minimum qualifying period. Accidents that occur while commuting 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**

The monthly benefit is 75% of the old-age pension paid to the insured at the normal retirement age.

The minimum monthly benefit is the monthly regular social annuity.

The regular social annuity is 27,000 forints a month.

Persons receiving benefits may continue to work if the current earnings do not exceed 80% of earnings before the disability began.

The National and the County Medical Expert Committees of the National Health Insurance Fund assess the disability. The decision is reviewed 2 years after the first assessment.

Benefit adjustment: Benefits are adjusted in January and November according to changes in the consumer price index and net average monthly earnings.

### **Permanent Disability Benefits**

**Permanent disability pension:** The value of the pension varies, according to three groups of assessed disability: 100% loss of working capacity and a need for permanent care provided by others (Group I); 100% loss of working capacity but no need for permanent care provided by others (Group II); and at least a 67% loss of working capacity (Group III).

The pension for an insured person with less than 25 years of coverage ranges from 37.5% to 47.5% of average earnings (Group III); with 25 years or more of coverage, the pension is 33% of average earnings for the first 10 years of coverage, 2% for each additional year from 11 to 25 years of coverage, 1% for each additional year from 26 to 36 years of coverage, and 1.5% for each year exceeding 36 years of coverage.

The Group II pension is paid at a rate 5% higher than the Group III pension; the Group I pension is paid at a rate 10% higher than the Group III pension. The National and the County Medical Expert Committees of the National Health Insurance Fund assess the disability. The decision is reviewed 2 years after the first assessment.

Average earnings are based on average indexed monthly earnings since 1988.

The minimum monthly disability pension is 30,850 forints (Group I), 29,800 forints (Group II), or 28,500 forints (Group III).

The maximum monthly disability pension is 100% of average earnings.

**Disability annuity (social insurance):** 33,330 forints a month is paid.

Benefit adjustment: Benefits are adjusted in January and November according to changes in the consumer price index and net average monthly earnings.

**Work injury allowance:** Paid for a loss of working capacity of 16% to 66%. The allowance is 8% of monthly average earnings with a 16% to 25% loss of working capacity, 10% of monthly average earnings with a 26% to 35% loss of working capacity, 15% of monthly average earnings with a 36% to 49% loss of working capacity, or 30% of monthly average earnings with a 50% to 66% loss of working capacity.

Average earnings are based on average indexed monthly earnings since 1988.

Persons receiving benefits may continue to work if the current earnings do not exceed 80% of earnings before the disability began.

The National and the County Medical Expert Committees of the National Health Insurance Fund assess the disability. The decision is reviewed 2 years after the first assessment.

Benefit adjustment: Benefits are adjusted in January and November according to 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, and at-home nursing; medical rehabilitation; sanatorium care; and ambulance services. Medicine and appliances are free of charge. Medical benefits are provided directly to patients through public health service facilities contracted by the National Health Insurance Institute.

There is no limit to duration.

### **Survivor Benefits**

**Widow(er)'s temporary pension:** Paid to a spouse who was older than the normal retirement age at the date of marriage and lived with the deceased for more than 5 years

or had a child with the deceased; a survivor of an unmarried couple who lived together for at least a year and had a child or lived together for at least 10 years if they have no children; or a spouse who was divorced or separated from the deceased for more than a year and receiving alimony. The pension is 60% of the old-age or disability pension that the deceased would have been entitled to at the time of death. The pension is paid for 12 months; may be extended 6 months if the spouse is rearing the deceased's child or until the child is age 3 if the child has a disability.

### **Widow(er)'s permanent pension (social insurance):**

Paid if the survivor is older than the normal retirement age, is disabled, or has at least two dependent children who are eligible for the orphan's pension. The pension is 60% of the old-age or disability pension the deceased would have been entitled to at the time of death. The pension is reduced to 30% if the widow(er) receives an old-age pension, disability pension, or work injury pension in his or her own right.

The permanent widow(er) pension ceases if the widow(er) remarries.

**Grandparent's and parent's pension:** The pension is paid to dependent parents and grandparents with disabilities or aged 65 or older. The pension is 60% of the old-age or disability pension the deceased would have been entitled to at the time of death.

**Orphan's pension:** 30% of the deceased's pension is paid for each orphan younger than age 16 (age 25 if a full-time student, no limit if disabled); a full orphan or an orphan with a disabled surviving parent receives 60% of the highest pension of either parent.

The minimum monthly orphan's pension is 24,250 forints per child.

### **Administrative Organization**

National Health Insurance Fund (<http://www.oep.hu>) administers work injury benefits.

Hungarian Tax Authority (<http://www.apeh.hu>) collects contributions.

Central Administration of National Pension Insurance (<http://www.onyf.hu>) administers cash benefits.

Specified health care providers, including private providers contracted by the National Health Insurance Institute, 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:** 2.5% of declared monthly earnings.

**Employer:** 1% of gross monthly payroll.

**Government:** None.

### Qualifying Conditions

**Job seeker's benefit:** The insured must have at least 365 days of coverage in the last 4 years; be involuntarily unemployed; actively seeking and available for employment or training; and not be receiving an old-age pension, disability pension, or work injury pension.

In cases of voluntary unemployment or dismissal, there is a waiting period of 90 calendar days after registration with the employment agency.

**Job seeker's aid:** The insured must have received the job seeker's benefit for at least 180 days and exhausted his or her entitlement to benefits; must have at least 200 days of coverage in the last 4 years before unemployment and not be entitled to job seeker's benefit; or must be within 5 years of the normal retirement age, have received the job seeker's benefit for at least 140 days, and have exhausted his or her entitlement to the job seeker's benefit.

### Unemployment Benefits

**Job seeker's benefit:** The benefit is 60% of gross average earnings of the previous calendar year for the first 91 days; thereafter, 60% of the monthly minimum wage (42,900 forints).

One day of benefits is paid for every 5 days of coverage, up to 270 days of benefits.

The minimum unemployment benefit is 60% of the monthly minimum wage.

The maximum unemployment benefit is 120% of the monthly minimum wage.

The monthly minimum wage is 71,500 forints.

The benefit is suspended if the unemployed person becomes eligible for a birth grant or child care fee benefit or during periods of public work, military service, or imprisonment.

**Job seeker's aid:** The benefit is 40% of the monthly minimum wage and is paid for 90 days; 180 days if the insured is at least age 50; or until eligible for the old-age pension for older unemployed persons.

The monthly minimum wage is 71,500 forints.

### Administrative Organization

Ministry of Social Affairs and Labor (<http://www.szmum.gov.hu>) provides general supervision.

Public Employment Service (<http://www.afsz.hu>) administers the program.

### 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; and 2005 (family allowances).

**Type of program:** Universal system.

#### Coverage

Hungarian citizens, certain noncitizens residing in Hungary, and migrant workers or refugees who are parents, foster parents, or guardians (including foster home managers).

#### 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:** Paid for a child younger than age 16 (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:** The allowance is paid to parents who leave work to care for a child younger than age 3 (age 10 if disabled). For twins, the allowance is paid until the children reach the compulsory school age (usually age 6).

**Child-rearing support:** The benefit is paid to parents who rear three or more children and the youngest is between ages 3 and 8.

**Birth grant:** 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:** An amount decided by the court is paid for periods during which child maintenance is not paid if the person who takes care of the child can no longer maintain the child or per capita family income is less than 3 times the minimum old-age pension of 28,500 forints.

**Regular child protection support:** Paid for a child of a single parent household, with a long-term illness or serious disability, or in full-time higher education. Per capita family income must not exceed 110% of the minimum old-age pension (31,350 forints).

**Irregular child protection support:** The benefit is awarded by the local government and is paid to families with temporary cash flow problems or to families requiring emergency assistance.

### **Family Allowance Benefits**

**Family allowances:** For the first child, 12,200 forints a month is paid (13,700 forints for a single parent); for two children, 13,300 forints a month per child (14,800 forints for a single parent); and for three or more children, 16,000 forints a month per child (17,000 forints for a single parent).

For families with a child with a long-term illness or serious disability, 23,900 forints a month is paid per child (25,900 forints per child for a single parent).

For a child in a foster home or living with foster parents, 14,800 forints a month is paid per child.

Schedule of payments: Benefits are paid monthly with an additional payment in July to support schooling costs.

**Child home care allowance:** The allowance is the minimum monthly old-age pension of 28,500 forints (57,000 forints for twins).

**Child-rearing support:** The allowance is the minimum monthly old-age pension of 28,500 forints.

**Birth grant:** A lump sum of 225% of the minimum old-age pension (64,125 forints) is paid after each birth; 300% of the minimum old-age pension (85,500 forints) is paid for twins. The minimum monthly old-age pension is 28,500 forints.

**Advance on maintenance payments:** The amount of the benefit is established by the court.

**Regular child protection support:** 5,000 forints is paid.

**Irregular child protection support:** A lump sum is paid according to the family's assessed needs.

Benefit adjustment: Benefits are adjusted annually.

### **Administrative Organization**

Ministry of Social Affairs and Labor (<http://www.szmum.gov.hu>) supervises the program.

Regional Directorates of the Hungarian State Treasury (<http://www.allamkincstar.gov.hu>) pay benefits.

## Iceland

Exchange rate: US\$1.00 equals 124.45 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 (social assistance).

**Type of program:** Universal and mandatory occupational pension system.

#### Coverage

**Universal pension:** All persons residing in Iceland.

**Mandatory occupational pension:** All employed and self-employed persons aged 16 to 70.

#### Source of Funds

##### Insured person

*Universal pension:* None.

*Mandatory occupational pension:* 4% of gross earnings.

##### Self-employed person

*Universal pension:* 8.65% of presumptive income. (Presumptive income is employment income comparable with the remuneration one would receive if similarly employed by an unrelated person.)

The self-employed person's contributions also finance maternity and paternity benefits, work injury benefits, and unemployment benefits.

*Mandatory occupational pension:* 12% of earnings.

##### Employer

*Universal pension:* 8.65% of gross payroll.

The employer's contributions also finance maternity and paternity benefits, work injury benefits, and unemployment benefits.

*Mandatory occupational pension:* 8% of the employee's wages.

##### Government

*Universal pension:* Finances any deficit.

*Mandatory occupational pension:* None.

### Qualifying Conditions

#### Old-age pension

*Universal pension:* Age 67 and has resided in Iceland for at least 3 years between ages 16 and 66 and has annual income below a certain ceiling. For a full pension, the insured must have resided in Iceland for at least 40 years.

Age 60 for some categories of seamen.

**Pension supplement:** A supplement is granted under certain conditions if the insured's annual income does not exceed a certain amount.

**Deferred pension:** A pension may be deferred up to age 72.

**Child's supplement:** Paid for each dependent child younger than age 18.

**Social allowances (means-tested):** Paid for living expenses such as housing and medicine costs if the insured's annual income does not exceed a certain amount.

Benefits are payable abroad under reciprocal agreement.

*Mandatory occupational pension:* Age 67 for private-sector employees or age 65 for public-sector employees.

**Early pension:** From age 65.

**Deferred pension:** The pension may be deferred up to age 70.

**Child's supplement:** Paid for each dependent child younger than age 18.

#### Disability pension

*Universal pension:* The insured must be between ages 16 and 66 and must have resided in Iceland for at least 3 years. The insured must have an assessed degree of permanent disability of at least 75% as a result of a medically recognized disease or disability and have annual income below a certain ceiling.

*Disability allowance:* Paid with an assessed degree of permanent disability of 50% to 74%.

**Pension supplement:** Paid for an unmarried person based on annual income.

**Age-related pension supplement:** Paid based on age when entitlement to a disability pension was first established.

**Child's supplement:** Paid for each dependent child younger than age 18.

**Social allowances (means-tested):** Paid for living expenses such as housing and medicine costs if the insured's annual income does not exceed a certain amount.

The State Social Security Institute assesses the degree of disability following a medical examination by a doctor.

Benefits are payable abroad under reciprocal agreement.

*Mandatory occupational pension:* Paid for the loss of at least 50% of earning capacity and a loss of income due to

the reduction in earning capacity. The insured must have at least 2 years of contributions.

### Survivor pension

*Universal pension:* The deceased and the survivors must have resided in Iceland for at least 3 years.

Eligible survivors are orphans.

*Bereavement social allowance:* Paid to a spouse who is widowed before reaching age 67.

*Mandatory occupational pension:* A surviving spouse's pension and an orphan's pension are paid if the deceased contributed for at least 24 of the 36 months before death or was receiving an old-age or disability pension at the time of death.

Eligible survivors are a spouse or cohabiting partner (including a same-sex partner) and children younger than age 18.

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

### Old-Age Benefits

**Universal old-age pension:** The basic pension for an unmarried person is 351,528 kronur a year. The benefit is reduced when annual income exceeds 2,575,220 kronur and ceases when annual income exceeds 3,981,332 kronur. The pension is paid monthly.

Pension supplement: 1,109,292 kronur a year is paid for an unmarried person. The supplement is reduced when annual income exceeds a certain amount. The supplement is paid monthly.

The maximum pension is paid if the insured has resided in Iceland for at least 40 years; if less than 40 years, the pension is reduced proportionately according to the number of years of residency.

Different amounts apply for married and cohabiting couples.

Deferred pension: A pension is paid with increased benefits.

Child's supplement: 21,657 kronur a month is paid for each child.

Social allowances (means-tested): Means-tested allowances help pay for certain living expenses such as housing and medicine costs.

Benefit adjustment: Benefits are adjusted annually according to changes in wages or the cost-of-living index (whichever is greater).

**Mandatory old-age occupational pension:** The pension is based on total individual contributions and the length of the contribution period. The minimum pension paid with 40 years of contributions is 56% of lifetime average earnings (1.4% of average lifetime earnings per contribution year). The pension is paid for life.

Early pension: An actuarially reduced pension is paid. The reduction is permanent.

Deferred pension: Calculated in the same way as the mandatory occupational pension.

Child's supplement: The pension fund may provide at least 10,553 kronur per child per month.

Benefit adjustment: Benefits are adjusted annually according to changes in wages or the cost-of-living index (whichever is greater).

### Permanent Disability Benefits

**Universal disability pension:** The full basic pension for an unmarried person with an assessed degree of disability of at least 75% is 351,528 kronur a year. The pension is reduced when annual income exceeds 2,575,220 kronur and ceases when annual income exceeds 3,981,332 kronur. The pension is paid from the first day of the month following the date of the award. The pension is paid monthly.

Disability allowance: The full pension for an unmarried person with an assessed degree of disability of 50% to 74% is 259,884 kronur a year.

Pension supplement: 1,125,708 kronur a year is paid for an unmarried person. The supplement is reduced when annual income exceeds a certain amount. The supplement is paid monthly.

Age-related pension supplement: From 8,784 kronur to 351,528 kronur a year is paid, depending on when the insured became eligible for a disability pension. The supplement is paid monthly.

The maximum pension is paid if the insured has resided in Iceland for at least 40 years based on projected coverage until age 67; the pension is reduced proportionately according to the number of years of residency less than 40.

Different amounts apply for married or cohabiting couples.

Child's supplement: 21,657 kronur a month is paid for each dependent child younger than age 18; the supplement is doubled if both parents have disabilities.

Social allowances (means-tested): Means-tested allowances help pay for certain living expenses such as housing and medicine costs.

Benefit adjustment: Benefits are adjusted annually according to changes in wages or the cost-of-living index (whichever is greater).

**Mandatory occupational disability pension:** The pension is calculated according to the assessed degree of disability 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: 10,553 kronur a month is paid for each dependent child younger than age 18.

Benefit adjustment: Benefits are adjusted annually according to changes in wages or the cost-of-living index (whichever is greater).

### Survivor Benefits

**Universal survivor pension:** Each orphan younger than age 18 receives 21,657 kronur a month. The pension is doubled for full orphans.

**Bereavement social allowance:** The widow(er) may receive 32,257 kronur a month for up to 6 months; a reduced allowance of 24,165 kronur may be paid for an additional 6 months if the widow(er) has a dependent child younger than age 18.

Benefit adjustment: Benefits are adjusted annually according to changes in wages or the cost-of-living index (whichever is greater).

**Occupational mandatory survivor pension:** The survivor pension is 50% of the disability pension the deceased would have been entitled to receive with a full disability. The pension is paid for 24 months; there is 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%.

**Occupational mandatory orphan's pension:** At least 14,390 kronur per child per month is paid. The minimum pension is doubled for full orphans.

Benefit adjustment: Benefits are adjusted annually according to changes in wages or the cost-of-living index (whichever is greater).

### Administrative Organization

**Universal pension:** Ministry of Social Affairs and Social Security (<http://felagsmalaraduneyti.is>) provides general supervision.

Social Insurance Administration (<http://www.tr.is>) administers the programs through local offices.

**Mandatory occupational pension:** Ministry of Finance (<http://fjarmalaraduneyti.is>) provides general supervision.

Forty-three independent pension funds administer the mandatory occupational pension program.

### Sickness and Maternity

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#### Regulatory Framework

**First laws:** 1936 (social security), 1973 (health service), and 1975 (maternity leave and benefits).

**Current laws:** 2000 (maternity and paternity leave), 2007 (health service), 2007 (social security), and 2008 (health insurance).

**Type of program:** Universal and social insurance system.

### Coverage

**Cash sickness benefits:** Employed and self-employed persons residing in Iceland.

**Cash maternity benefits:** Employed and self-employed persons and parents residing in Iceland.

**Medical benefits:** All residents of Iceland.

### Source of Funds

**Insured person:** None.

**Self-employed person:** None for cash sickness and medical benefits. See source of funds under Old Age, Disability, and Survivors, for cash maternity and paternity benefits.

**Employer:** None for cash sickness and medical benefits. See source of funds under Old Age, Disability, and Survivors, for cash maternity and paternity benefits.

**Government:** The total cost of cash sickness and medical benefits; finances any deficit for cash maternity and paternity benefits.

### Qualifying Conditions

**Sickness benefits:** The insured must be aged 16 or older, incapable of work as the result of a sickness for at least 21 days, not receiving old-age or disability benefits, and not receiving wages or employer-paid sickness benefits due to illness. A partial benefit is paid for those who receive 50% of their income due to illness.

**Maternity and paternity benefits:** Both parents must have been working in Iceland for at least 6 consecutive months before the first day of parental leave.

**Maternity and paternity grants:** The insured must have resided in Iceland for at least 12 months before the expected date of childbirth.

**Medical benefits:** The insured must have resided in Iceland for at least 6 months.

### Sickness and Maternity Benefits

**Sickness benefit:** At least 1,140 kronur a day is paid for persons who do not receive wages or employer-paid sickness benefits due to illness; 500 kronur a day is paid for persons who receive only 50% of their income due to illness. The benefit is paid after a 14-day waiting period.

(Employers must pay wages for at least 1 month (may be extended, depending on collective agreements) to employees with at least 12 consecutive months of employment. Cash benefits are not paid until wages have ceased.)

The duration of benefits is 52 weeks in any one 24-month period.

Child's supplement: 312 kronur a day is paid for each child younger than age 18.

**Maternity and paternity benefits:** Both parents may be entitled to benefits. For employees and self-employed persons, the benefit is 80% of the insured's average wage or income during the last 2 years before the year of the child's birth.

The total combined leave period for a mother and father is 3 months. The maternity leave period may start 1 month before the expected date of childbirth; paternity leave is taken after childbirth. Parents decide how and when the leave period will be split between them. The leave period must be taken before the child is age 18 months.

If the insured is employed part time (between 25% and 49%), the minimum benefit is 82,184 kronur a month; if employed between 50% and 100%, the minimum benefit is 113,902 kronur a month.

The maximum benefit is 300,000 kronur a month.

**Maternity and paternity grants:** 49,702 kronur a month is paid to parents working less than 25% time. The grant for a parent attending a full-time education program is 113,902 kronur a month.

### **Workers' Medical Benefits**

A minimum fee is charged for a doctor's visit. Inpatient treatment in a public hospital or maternity ward is free of charge. Free medication is provided for some chronic diseases; for other medicine, the insured pays a minimum fee. A minimum fee is paid for X-rays and travel costs.

### **Dependents' Medical Benefits**

A minimum fee is charged for a doctor's visit. Inpatient treatment in a public hospital or maternity ward is free of charge. Free medicine is provided for some chronic diseases; for other medicine, the insured pays a minimum fee. A minimum fee is paid for X-rays and travel costs.

Children up to age 18 are entitled to a partial reimbursement of costs, and there is partial reimbursement for dental care for persons younger than age 21.

There is no reimbursement for medical care for persons between ages 18 and 66, except for disability pensioners.

### **Administrative Organization**

Ministry of Health (<http://heilbrigdisraduneyti.is>) and the Ministry of Social Affairs and Social Security (<http://felagsmalaraduneyti.is>) provide general supervision.

Social Insurance Administration (<http://www.tr.is>) and Icelandic Health Insurance (<http://www.sjukra.is>) administer the programs through local offices.

## **Work Injury**

### **Regulatory Framework**

**First law:** 1925.

**Current laws:** 1992 (disability), 2007 (social security), and 2007 (social assistance).

**Type of program:** Social insurance and social assistance 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:** 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:** Work injury insurance is partly financed through general taxation.

### **Qualifying Conditions**

**Work injury benefits:** There is no minimum qualifying period.

### **Temporary Disability Benefits**

1,392 kronur a day is paid after a 7-day waiting period if the incapacity for work lasts for at least 10 days. The benefit is paid for up to 52 weeks.

Child's supplement: 3,120 kronur is paid for each dependent child younger than age 18.

The maximum benefit is 75% of earnings.

(Collective agreements provide for the continued payment of wages for a certain period (depending on agreements), in which case cash benefits are not paid until wages have ceased.)

Benefit adjustment: Benefits are adjusted annually according to changes in wages or the cost-of-living index (whichever is greater).

### **Permanent Disability Benefits**

**Permanent disability pension:** For an assessed degree of disability of at least 75%, 351,528 kronur a year is paid. For an assessed degree of disability of 50%, the benefit is 50% of the full pension and increases by 2% for each additional degree of assessed disability up to 75%. For an assessed degree of disability of 10% to 49%, a lump sum is paid according to the assessed degree of disability.

The State Social Security Institute assesses the degree of disability following a medical examination by a doctor.

Pension supplement: 1,125,708 kronur a year is paid for an unmarried person.

Age-related pension supplement: From 8,784 kronur to 351,528 kronur a year is paid, depending on the insured's age when they first became entitled to a disability pension.

Child's supplement: 21,657 kronur a month is paid for each child younger than age 18 supported by the insured when the disability began. If the assessed degree of disability is 75% or more, a supplement is also paid for dependent children older than age 18.

Social allowances (means-tested): Means-tested allowances are paid for certain living expenses such as housing and medicine costs.

Benefit adjustment: Benefits are adjusted annually according to 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:** If the insured dies within 2 years after the date of injury or the date the occupational disease was diagnosed, the surviving spouse receives 32,332 kronur a month for 8 years.

**Orphan's pension:** Each orphan younger than age 18 receives 21,657 kronur a month; the pension is doubled for full orphans. Children older than age 16 with disabilities who were supported by the deceased when the injury occurred or the occupational disease was diagnosed receive a lump-sum benefit of between 403,547 kronur and 1,211,080 kronur, depending on the degree of necessary support.

In the absence of other surviving relatives, a lump sum of 565,207 kronur is paid to the deceased's surviving children or, otherwise, to the estate.

Benefit adjustment: Benefits are adjusted annually according to changes in wages or the cost-of-living index (whichever is greater).

### **Administrative Organization**

Ministry of Health (<http://heilbrigdisraduneyti.is>) provides general supervision.

Social Insurance Administration (<http://www.tr.is>) administers the programs through local offices.

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## **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.

### **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:** The insured must be aged 16 to 69, reside in Iceland, and have at least 10 weeks of insured employment in the previous 12 months. The insured must be registered at an employment office, be actively seeking, and available for, work, and have been unemployed for at least 3 days before registration. For continuing entitlement, the insured must register at the employment agency every 2 weeks.

Self-employed persons must have paid contributions in the last 12 months before employment ceased and must have paid income tax for at least 3 months.

Part-time work is permitted.

### **Unemployment Benefits**

Up to 6,900 kronur a day is paid. The minimum benefit after 10 weeks of full employment is 1,725 kronur a day. The benefit is paid from the first day if the insured is involuntarily unemployed; otherwise, after a 40-day waiting period. Benefits are paid for up to 3 years.

Benefits are reduced proportionately if the insured works part time.

The full daily benefit is paid for 10 days; thereafter, daily benefits are based on 70% of average earnings.

Average earnings are based on earnings during the 6-month period ending 2 months before becoming unemployed.

Child's supplement: A daily supplement of 4% of the full benefit is paid for each dependent child younger than age 18.

Benefit adjustment: Benefits are adjusted annually according to changes in wages or the cost-of-living index (whichever is greater).

### **Administrative Organization**

Ministry of Social Affairs and Social Security (<http://felagsmalaraduneyti.is>) provides general supervision.

Directorate of Labor (<http://www.vinnumalastofnun.is>) administers the Unemployment Insurance Fund and the employment agencies.

### **Family Allowances**

#### **Regulatory Framework**

**First law:** 1946.

**Current laws:** 2003 (income tax) and 2007 (social assistance).

**Type of program:** Universal system.

#### **Coverage**

Children and parents or guardians of children residing in Iceland.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

#### **Qualifying Conditions**

The child must be younger than age 18 and reside in Iceland and be supported by those who are subject to unlimited tax liability in Iceland.

### **Family Allowance Benefits**

**Child benefit (income-tested):** Flat-rate benefits are awarded as a tax reduction to families with children and income below a certain level. The benefit is assessed based on the previous year's income. Advance payments are made on the first day of February and the first day of May each year.

The annual child benefit in 2009 is 61,191 kronur for children younger than age 7 at the end of the 2008 income year.

In addition, married or cohabiting parents receive a supplement of 152,331 kronur for the first child and 181,323 kronur for the second and each additional child. Single parents receive a supplement of 253,716 kronur for the first child and 260,262 kronur for the second and each additional child.

**Income test:** Benefits are reduced according to certain rules when income exceeds 3,600,000 kronur for married or cohabiting parents; 1,800,000 kronur for single parents.

**Child education grant:** 21,657 kronur a month is paid to children aged 18 to 20 who are in full-time education or vocational training if one or both parents are deceased or an old-age or disability pensioner.

**Social allowance (means-tested):** Means-tested allowances help pay for certain living expenses such as housing.

#### **Administrative Organization**

Ministry of Finance (<http://fjarmalaraduneyti.is>) provides general supervision for child tax benefits.

Directorate of Inland Revenue (<http://rsk.is>) administers benefits in the form of tax reductions.

Ministry of Social Affairs and Social Security (<http://felagsmalaraduneyti.is>) supervises benefits administered by the Social Insurance Administration (<http://www.tr.is>) and supervises benefits administered by local authorities.

Social Insurance Administration (<http://www.tr.is>) and local authorities administer social allowances.

## Ireland

Exchange rate: US\$1.00 equals 0.70 euros (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First laws:** 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

Employed persons aged 16 to 65 with weekly earnings of at least €38.

Self-employed persons with annual earnings of €3,174 or more are covered for contributory old-age and survivor benefits.

Exclusions: Part-time employees earning less than €38 a week; permanent public servants who were eligible for a public servant's pension before April 6, 1995; and casual household workers.

#### Source of Funds

**Insured person:** With weekly earnings of €352 or less, none; with weekly earnings over €352, none for the first €127 of covered weekly earnings and 4% of covered weekly earnings from €128 to €75,036 and 5% of earnings over €75,036.

The insured's contributions also pay for sickness and maternity, medical, work injury, unemployment, and adoption benefits.

If weekly earnings are greater than €500, the insured pays an additional 4% of weekly earnings for medical benefits; the contribution is waived if the insured has a means-tested medical card or receives specified benefits or allowances.

**Self-employed person:** With an annual income of €26,000 or less, 3% of covered income; with an annual income over €26,000, 7% of covered income, of which the self-employed person pays 4% of covered income for medical benefits.

The self-employed person's annual income used to calculate contributions is based on gross income minus capital allowances and superannuation (private pension) contributions. Contributions are paid annually.

The self-employed person's contributions also pay for cash maternity, adoption, and medical benefits.

**Employer:** For employees with weekly earnings of €356 or less, 8.5% of gross wages; for employees with weekly earnings greater than €356, 10.75% of gross wages.

There are no maximum earnings used to calculate the employer's contributions.

The employer's contributions also pay for sickness and maternity, work injury, unemployment, and adoption benefits.

**Government:** Any deficit in the social insurance fund and the total cost of means-tested allowances.

#### Qualifying Conditions

**State pension (transition):** Age 65 with coverage beginning before age 55. The insured has at least 260 weeks of paid contributions (increasing to 520 weeks if the benefit starts on or after April 6, 2012), with an annual average of at least 24 weeks of paid or credited contributions (since 1953 or the date insured employment started, whichever is later, up to the end of the last tax year before reaching age 65).

Any years since 1994 spent caring for children younger than age 12 (no limit if disabled) are disregarded when calculating the annual average contribution; up to 20 years may be disregarded.

For the maximum pension, the insured must have an annual average of at least 48 weeks of paid or credited contributions.

The insured must retire from employment or self-employment unless earning less than €38 a week from employment or €3,174 a year from self-employment.

At age 66, the state pension (transition) ceases to be paid and all beneficiaries receive at least the minimum state pension (contributory).

**Dependent's supplement:** Paid for a qualified adult (a dependent spouse, cohabitating partner, divorced spouse, or person older than age 16 who cares for the insured's dependent child) and a dependent child younger than age 18 (age 22 if a full-time).

The state pension (transition) is payable abroad.

**State pension (contributory):** Age 66 with coverage beginning before age 56. The insured must have at least 260 weeks of paid contributions (increasing to 520 weeks if benefits start on or after April 6, 2012). For the maximum pension, the insured must have an annual average of at least 48 weeks of paid or credited contributions (from April 5, 1979, to the end of the last tax year) before reaching age 66; for the minimum pension, the insured must have an annual average of at least 10 weeks of paid or credited contributions and at least 260 weeks of paid contributions (since 1953 or the date insured employment started, whichever is later, up to the end of the last tax year before reaching age 66).

There is no retirement test.

Any years since 1994 spent caring for children younger than age 12 (no limit if disabled) are disregarded when calculating the annual average contribution; up to 20 years may be disregarded.

Credited contributions are awarded and count toward the qualifying conditions for certain benefits if receiving the state pension (transition) or cash benefits for sickness, maternity, permanent disability, unemployment, or work injury.

Dependent's supplement: Paid for a qualified adult (a dependent spouse, cohabitating partner, divorced spouse, or person older than age 16 who cares for the insured's dependent child) and a dependent child younger than age 18 (age 22 if a full-time student).

The state pension (contributory) is payable abroad.

**State pension (noncontributory and means-tested):** Paid to residents aged 66 or older with limited means.

Dependent's supplement: Paid for a qualified adult (a dependent spouse, cohabitating partner, divorced spouse, or person older than age 16 who cares for the insured's dependent child) and a dependent child younger than age 18 (age 22 if a full-time student).

**Preretirement allowance (means-tested):** Paid to residents older than age 55 with limited means who have received unemployment benefits for more than 15 months and have retired completely. (Preretirement allowance was abolished as of July 4, 2007, except for those who were entitled to the benefit before that date.)

Dependent's supplement: Paid for a qualified adult (a dependent spouse, cohabitating partner, divorced spouse, or person older than age 16 who cares for the insured's dependent child) and a dependent child younger than age 18 (age 22 if a full-time student).

**Caregiver's benefit:** Paid to a person aged 16 or older but younger than age 65 or age 66, depending on when coverage began, who has left the workforce to care for a person in need of constant attendance. The caregiver must not be employed or self-employed for more than 15 hours a week outside the home. The caregiver must have at least 156 paid contributions with at least 39 paid in the last tax year or in the 12 months before applying for the benefit or at least 26 paid contributions in each of the last 2 tax years.

**Caregiver's allowance (means-tested):** Paid to residents aged 18 or older with limited means who live with and care for a person requiring constant attendance. The caregiver must not work for more than 15 hours a week. (A person receiving certain social welfare payments and satisfying the conditions for the caregiver's allowance may receive 50% of the caregiver's allowance in addition to other payments.)

**Disability pension (invalidity pension):** The insured must be assessed with a permanent incapacity for work. The

benefit is paid after receiving an ordinary sickness benefit for a year (or less than a year for a severe incapacity). The insured must have at least 260 weeks of paid contributions with at least 48 weeks paid or credited in the last tax year.

The incapacity for work is assessed by the Department of Social Protection following a medical examination and is reviewed periodically.

Dependent's supplement: Paid for a qualified adult (a dependent spouse, cohabitating partner, divorced spouse, or person older than age 16 who cares for the insured's dependent child) and a dependent child younger than age 18 (age 22 if a full-time student).

The disability pension is payable abroad.

**Blind person's pension (means-tested):** Paid to residents aged 18 or older with severely reduced vision and limited means.

Dependent's supplement: Paid for a qualified adult (a dependent spouse, cohabitating partner, divorced spouse, or person older than age 16 who cares for the insured's dependent child).

**Disability allowance (means-tested):** Paid to residents aged 16 to 66 with limited means who are assessed with a physical or mental disability and substantially challenged in carrying out suitable work.

Dependent's supplement: Paid for a qualified adult (a dependent spouse, cohabitating partner, divorced spouse, or person older than age 16 who cares for the insured's dependent child) and a dependent child younger than age 18 (age 22 if a full-time student).

**Widow(er)'s pension (contributory):** The deceased or the deceased's spouse has paid at least 156 weeks of contributions and meets either of the following conditions: must have an annual average of at least 39 weeks of paid or credited contributions in either the last 3 or 5 tax years before the date the spouse died or reached age 66; or, to receive the minimum pension, must have an annual average of at least 24 weeks of paid or credited contributions since entry into insured employment; for the maximum pension, must have an annual average of 48 weeks of paid or credited contributions.

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 a dependent child younger than age 18 (age 22 if a full-time student).

**Guardian's payment (contributory):** Paid to a full orphan; a half orphan if the whereabouts of the surviving parent are unknown or he or she has failed to provide for the child. A parent or stepparent must have at least 26 weeks of paid contributions. Children must be younger than age 18 (age 22 if a full-time student).

**Bereavement grant:** Paid on the death of an insured person, the insured's spouse or widow(er), or the insured's child younger than age 18 (age 22 if a full-time student). The deceased, surviving spouse, or parent had at least 26 weeks of paid contributions since starting work and either 39 weeks of paid or credited contributions in the relevant tax year or an annual average of at least 39 weeks of paid or credited contributions over the 3 or 5 tax years before the date of death or reaching age 66.

**Widowed parent's grant:** Paid on the death of a spouse to a widow(er) who is entitled to certain benefits with at least one qualified child and who was widowed on or after December 1, 1999.

Contributory survivor benefits are payable abroad.

**Widow(er)'s pension (noncontributory and means-tested):** Paid to widowed residents with limited means who are not cohabiting.

**Guardian's payment (noncontributory and means-tested):** Paid to resident full orphans with limited means; a resident half orphan with limited means if the whereabouts of the surviving parent are unknown or he or she has failed to provide for the child. Children must be younger than age 18 (age 22 if a full-time student).

### Old-Age Benefits

**State pension (transition):** The maximum weekly pension is €230.30.

The pension is reduced to €225.90 a week with an annual average of between 24 and 47 weeks of contributions.

Dependent's supplement: Up to €153.50 a week is paid for a qualified adult younger than age 66 or €206.30 if aged 66 or older (these rates are reduced if the pensioner receives less than the maximum pension rate or if the qualified adult has earnings or income between €100 and €310 a week; no supplement is paid if the qualified adult has earnings or income greater than €310 a week) and €29.80 a week for each dependent child or €14.90 if the supplement is not paid for a qualified adult.

**State pension (contributory):** The maximum weekly pension is €230.30.

The pension is reduced with an annual average of less than 48 weeks of contributions: €225.80 a week is paid for an annual average of 20 to 47 weeks; €172.70 is paid for an annual average of 15 to 19 weeks; and €115.20 is paid for an annual average of 10 to 14 weeks.

Dependent's supplement: Up to €153.50 a week is paid for a qualified adult younger than age 66 or €206.30 if aged 66 or older (these rates are reduced if the pensioner receives less than the maximum pension rate or if the qualified adult has earnings or income between €100 and €310 a week; no supplement is paid if the qualified adult has earnings or income greater than €310 a week) and €29.80 a week for

each dependent child or €14.90 if the supplement is not paid for a qualified adult.

**State pension (noncontributory and means-tested):** Up to €219 a week.

An additional €7.70 a week is paid for an unmarried pensioner aged 66 or older who lives alone; €10 a week for a pensioner aged 80 or older; €12.70 a week for a pensioner aged 66 or older living on certain offshore islands.

Dependent's supplement: Up to €144.70 a week is paid for a qualified adult and €29.80 for each dependent child or €14.90 if the qualified adult supplement is not paid.

**Preretirement allowance (means-tested):** Up to €196.00 a week is paid.

Dependent's supplement: €130.10 a week is paid for a qualified adult and €29.80 a week is paid for a dependent child or €14.90 if the qualified adult supplement is not paid.

**Caregiver's benefit:** €213.00 a week is paid and €29.80 for a dependent child younger than age 18 (age 22 if a full-time student) or €14.90 per child for caregivers living with their spouse or partner or €319.50 if caring for more than one person.

**Caregiver's allowance (means-tested):** Up to €212 a week is paid; €239 a week if aged 66 or older. An additional 50% is paid if caring for two persons. An additional €29.80 is paid for each dependent child; €14.90 per child if the caregiver is living with his or her spouse or partner.

Benefit adjustment: Benefits are adjusted annually.

### Permanent Disability Benefits

**Disability pension (invalidity pension):** €201.50 a week is paid; €230.30 a week if aged 65 or older.

Dependent's supplement: €143.80 a week is paid for a qualified adult (€206.30 if aged 66 or older) and €29.80 a week for each dependent child or €14.90 if the qualified adult supplement is not paid.

**Blind person's pension (means-tested):** Up to €196 a week is paid.

An additional €7.70 a week is paid for a single pensioner aged 66 or older who lives alone; €10 a week for a pensioner aged 80 or older; €12.70 a week for a pensioner aged 66 or older living on certain offshore islands.

Dependent's supplement: €130.10 a week is paid for a qualified adult.

**Disability allowance (means-tested):** Up to €196 a week.

Dependent's supplement: €130.10 a week is paid for a qualified adult and €29.80 a week is paid for a dependent child or €14.90 if the qualified adult supplement is not paid.

Benefit adjustment: Benefits are adjusted annually.

## Survivor Benefits

**Widow(er)'s pension (contributory):** Up to €201.50 a week is paid; €230.30 if aged 66 or older.

The pension is reduced if the deceased had an annual average of between 24 and 48 weeks of contributions.

Dependent's supplement: €29.80 is paid.

**Guardian's payment (contributory):** €169 a week is paid.

**Bereavement grant:** A lump sum of up to €850 is paid to the next of kin.

**Widowed parent's grant:** A lump sum of €6,000 is paid.

**Widow(er)'s pension (noncontributory and means-tested):** Up to €196 a week is paid.

**Guardian's payment (noncontributory and means-tested):** Up to €169 a week is paid.

Benefit adjustment: Benefits are adjusted annually.

## Administrative Organization

Department of Social Protection (<http://www.welfare.ie>) administers the program.

Revenue Commissioners collect contributions for insured persons.

## Sickness and Maternity

### Regulatory Framework

**First law:** 1911.

**Current law:** 2005 (social welfare).

**Type of program:** Social insurance (cash benefits) and universal (medical care) system.

### Coverage

**Cash sickness and maternity benefits:** Employees younger than age 66.

**Cash maternity benefits only:** Self-employed persons.

Exclusions: Part-time employees earning less than €38 a week; permanent public servants who were eligible for a public servant's pension before April 6, 1995; and casual household workers.

**Medical benefits:** All persons residing in Ireland.

### 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

**Cash sickness and maternity benefits:** See source of funds under Old Age, Disability, and Survivors.

**Medical benefits:** The total cost for low-income residents and part of the cost for the rest of the population.

### Qualifying Conditions

**Cash sickness benefits:** The insured must be younger than age 66 with at least 104 weeks of paid contributions, including at least 39 weeks paid or credited in the last year of which 13 must be paid, or 26 weeks of paid contributions in each of the last 2 contribution years. (The 13 weeks paid condition does not apply if the insured received a long-term job seeker's allowance, invalidity pension, caregiver's benefit, caregiver's allowance or preretirement allowance immediately before claiming the benefit.)

Dependent's supplement: Paid for a qualified adult (a dependent spouse, cohabitating partner, divorced spouse, or person older than age 16 who cares for the insured's dependent child) and a dependent child younger than age 18 (age 22 if a full-time).

**Cash maternity benefits:** The insured must have at least 39 weeks of paid contributions in the year immediately before maternity leave or the relevant tax year. A claimant may also qualify if she has 26 weeks of paid contributions in the previous tax year.

Self-employed women must have at least 52 weeks of paid contributions in either of the last 2 tax years.

**Health and safety benefits:** Paid to pregnant workers, to workers who have recently given birth and are breastfeeding, or to those who are unable to continue working because of an unavoidable risk to their health and safety at their place of work and who satisfy the contribution conditions for the maternity benefit.

Night workers are also entitled to this payment for the duration of pregnancy and for a period following childbirth during which no alternative (daytime) work is available.

Dependent's supplement: Paid for a qualified adult (a dependent spouse, cohabitating partner, divorced spouse, or person older than age 16 who cares for the insured's dependent child) and a dependent child younger than age 18 (age 22 if a full-time).

**Medical benefits:** Full eligibility for medical-card holders (low-income residents, and residents older than age 70 whose income is less than €700 a week); limited eligibility for those with moderate or high income.

### Sickness and Maternity Benefits

**Sickness benefit:** Up to €196 a week is paid, depending on weekly income. The benefit is paid after a 3-day waiting period for up to 52 weeks; may be extended up to 2 years if the insured has at least 260 weeks of contributions.

Dependent's supplement: Up to €130.10 a week is paid for a qualified adult and €29.80 a week is paid for a dependent child or €14.90 if the qualified adult supplement is not paid. If the spouse or partner has a weekly income over €400, the dependent child supplement is not paid.

**Maternity benefit:** Employed women receive 80% of weekly earnings for 26 weeks, including at least 2 weeks (up to 16 weeks) before the expected date of childbirth.

The minimum weekly maternity benefit is €225.80 (the sickness benefit replaces the maternity benefit if greater).

The maximum weekly benefit is €270.

**Health and safety benefit:** Up to €196 a week is paid, depending on earnings. The first 21 days are paid by the employer. The benefit is paid until the insured becomes eligible for maternity benefits; for 16 weeks following the birth if the mother is employed in night work; or for 26 weeks following childbirth if breastfeeding.

Dependent's supplement: Up to €130.10 a week is paid for a qualified adult and €29.80 a week is paid for a dependent child or €14.90 if the qualified adult supplement is not paid. If the spouse or partner has a weekly income over €400, the dependent child supplement increase is not paid.

### **Workers' Medical Benefits**

All services are provided free in public clinics and hospital wards to medical-card holders (means-tested); partial cost sharing for others.

Benefits include outpatient and inpatient care; specialist and laboratory services; maternity and infant care; and optical, dental, and hearing treatment. Free prescription drugs are available to medical-card holders; 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 €75 a night, up to €750 in one year.

### **Dependents' Medical Benefits**

All services are provided free in public clinics and hospital wards to medical-card holders (means-tested); partial cost sharing for others.

Benefits include outpatient and inpatient care; specialist and laboratory services; maternity and infant care; and optical, dental, and hearing treatment. Free prescription drugs are available to medical-card holders; 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 €75 a night, up to €750 in one year.

## **Administrative Organization**

### **Cash benefits**

Department of Social Protection (<http://www.welfare.ie>) administers benefits.

### **Medical benefits**

Department of Health and Children (<http://www.dohc.ie>) administers services and benefits through the Health Service Executive.

Private practitioners on behalf of the Department of Social Protection provide optical, dental, and hearing treatment services with cost-sharing arrangements.

Health Service Executive (<http://www.hse.ie>) provides services through its own institutions, clinics, and dispensaries, or elsewhere by arrangement.

## **Work Injury**

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### **Regulatory Framework**

**First law:** 1897 (workmen's compensation act).

**Current law:** 2005 (social welfare).

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

### **Coverage**

Employed persons, regardless of age.

Exclusions: Self-employed persons, household workers, and members of the security and defense forces. Permanent public servants who were eligible for a public servant's pension before April 6, 1995, are not covered for injury benefit 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:** Any deficit for private-sector employees and the total cost for public-sector employees.

### **Qualifying Conditions**

**Work injury benefits:** The insured must be assessed with a work injury or an occupational disease. There is no minimum qualifying period.

### **Temporary Disability Benefits**

**Injury benefit:** €196 a week is paid after a 3-day waiting period for up to 26 weeks starting from the date of the accident or the onset of the occupational disease. (Sickness

benefit 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: Up to €130.10 a week is paid for a qualified adult (a dependent spouse, cohabitating partner, divorced spouse, or person older than age 16 who cares for the insured's dependent child) and €29.80 a week is paid for a dependent child younger than age 18 (age 22 if a full-time) or €14.90 if the qualified adult supplement is not paid. If the spouse or partner has a weekly income over €400, the dependent child supplement is not paid.

### Permanent Disability Benefits

**Disablement benefit:** €227 a week is paid if the insured has an assessed disability of at least 90%.

Partial disability: With an assessed disability of 20% to 89%, a percentage of the full benefit is paid according to the assessed degree of disability; with an assessed disability of less than 20%, a lump sum of up to €15,880 is paid, according to the assessed degree of disability. The insured must have an assessed disability of at least 1%.

The disability is assessed by the Department of Social Protection following a medical examination.

Dependent's supplement: Up to €130.10 a week is paid for a qualified adult (a dependent spouse, cohabitating partner, divorced spouse, or person older than age 16 who cares for the insured's dependent child) and €29.80 a week is paid for a dependent child younger than age 18 (age 22 if a full-time) or €14.90 if the qualified adult supplement is not paid. If the spouse or partner has a weekly income over €400, the dependent child supplement is not paid.

Constant-attendance allowance: €213.00 a week is paid if the insured requires the constant attendance of others to perform daily functions.

**Incapacity supplement:** €196.00 a week is paid if the insured is not eligible for a sickness benefit (see cash sickness benefits under Sickness and Maternity) and is permanently incapable of work.

Dependent's supplement: Up to €130.10 a week is paid for a qualified adult (a dependent spouse, cohabitating partner, divorced spouse, or person older than age 16 who cares for the insured's dependent child) and €29.80 a week is paid for a dependent child younger than age 18 (age 22 if a full-time) or €14.90 if the qualified adult supplement is not paid. If the spouse or partner has a weekly income over €400, the dependent child supplement is not paid.

Constant-attendance allowance: €213.00 a week is paid if the insured requires the constant attendance of others to perform daily functions.

### Workers' Medical Benefits

All general medical services are provided by the Health Service Executive.

A range of additional necessary medical care and transportation not covered under general medical benefits are paid by the Department of Social Protection, 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 on the instruction of a general practitioner, and traveling expenses to and from the place where medical care is provided.

### Survivor Benefits

**Survivor pension:** €226.50 a week is paid to a widow or dependent, disabled widower.

Dependent's supplement: €29.80 is paid for each dependent child.

Special allowance for a survivor living alone: €7.70 a week is paid if aged 66 or older; €17.70 a week if aged 80 or older.

**Orphan's pension:** €172.80 a week is paid for each child younger than age 18 (age 22 if a full-time student).

**Dependent parent's pension:** If the deceased was single, €226.50 a week is paid to the first parent and €109.50 a week to the other parent. If the deceased was married, €109.50 a week is paid to each parent.

**Funeral grant:** A lump sum of €850 is paid.

### Administrative Organization

Department of Social Protection (<http://www.welfare.ie>) administers cash benefits.

Department of Health and Children (<http://www.dohc.ie>) administers medical services and benefits through the Health Service Executive.

Health Service Executive (<http://www.hse.ie>) provides services through its own institutions, clinics, and dispensaries, or elsewhere by arrangement.

### Unemployment

#### Regulatory Framework

**First law:** 1911.

**Current law:** 2005 (social welfare).

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

#### Coverage

Employees younger than age 66.

Exclusions: Certain part-time employees; self-employed persons; permanent public servants who were eligible for

## Ireland

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a public servant's pension before April 6, 1995; and casual household workers.

### 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:** Any deficit in the social insurance fund and the total cost of means-tested assistance.

### Qualifying Conditions

**Job seeker's benefit:** Aged 16 to 65, unemployed for at least 3 days in 6 consecutive days, and with at least 104 weeks of paid contributions including at least 39 weeks paid or credited in the second last calendar year or at least 26 contributions paid in each of the last 2 complete contribution years.

The applicant must be available for, genuinely seeking, and capable of work and be registered at a Social Welfare Local Office.

Unemployment must not be due to voluntary leaving, misconduct, refusal of a suitable job offer (the insured may be disqualified for up to 9 weeks), or a trade union dispute (the insured is disqualified for the duration of the dispute).

**Job seeker's allowance (means-tested):** A resident with limited means, aged 18 to 65, unemployed for at least 3 days in 6 consecutive days, and does not satisfy the contribution conditions for the job seeker's benefit.

The applicant must be available for, genuinely seeking, and capable of work and be registered at a Social Welfare Local Office.

Unemployment must not be due to voluntary leaving, misconduct, refusal of a suitable job offer (the insured may be disqualified for up to 9 weeks), or a trade union dispute (the insured is disqualified for the duration of the dispute).

### Unemployment Benefits

**Job seeker's benefit:** Up to €196.00 a week and is paid for up to 12 months with at least 260 contributions (up to 6 months if younger than age 18; up to 9 months with less than 260 contributions).

If a person is employed part-time (at least 3 days a week) as the result of having lost full-time employment, a daily rate is paid.

Dependent's supplement: Up to €130.10 a week is paid for a qualified adult (a dependent spouse, cohabitating partner, divorced spouse, or person older than age 16 who cares for the insured's dependent child) and €29.80 a week is paid for a dependent child younger than age 18 (age 22 if

a full-time) or €14.90 if the qualified adult supplement is not paid. If the spouse or partner has a weekly income over €400, the dependent child supplement is not paid.

**Job seeker's allowance (means-tested):** Up to €196.00 a week is paid.

Dependent's supplement: Up to €130.10 a week is paid for a qualified adult (a dependent spouse, cohabitating partner, divorced spouse, or person older than age 16 who cares for the insured's dependent child) and €29.80 a week is paid for a dependent child younger than age 18 (age 22 if a full-time) or €14.90 if the qualified adult supplement is not paid. If the spouse or partner has a weekly income over €400, the dependent child supplement is not paid.

If a person is employed part time as the result of having lost some employment, a daily rate is paid with at least 3 days of unemployment a week.

### Administrative Organization

Department of Social Protection (<http://www.welfare.ie>) administers the program.

### Family Allowances

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#### Regulatory Framework

**First laws:** 1944 (child benefit), 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

All persons residing in Ireland with one or more children.

#### Source of Funds

**Insured person:** None, except for adoption benefits. See source of funds under Old Age, Disability, and Survivors.

**Self-employed person:** None, except for adoption benefits. See source of funds under Old Age, Disability, and Survivors.

**Employer:** None, except for adoption benefits. See source of funds under Old Age, Disability, and Survivors.

**Government:** The total cost, except for adoption benefits. See source of funds under Old Age, Disability, and Survivors.

#### Qualifying Conditions

**Child benefit:** Paid for a child younger than age 16 (age 18 if a student or disabled).

**Multiple birth grant:** Paid for multiple births.

**One-parent family payment (means- and earnings-tested):** Paid to a single noncohabiting parent with at least one dependent child. The parent must have limited means and weekly earnings of €425 or less.

**Widowed parent's grant:** Paid on the death of a spouse to a person widowed on or after December 1, 1999, who is entitled to the one-parent family payment.

**Adoption benefit:** The insured has 39 weeks of paid contributions in the 12-month period immediately before the placement date of the adopted child or at least 39 weeks of paid or credited contributions in the last tax year (self-employed persons must have at least 52 weeks of paid contributions in either of the last 2 tax years).

**Family income supplement (income-tested):** Paid to parents employed full time (at least 19 hours a week or 38 hours every 2 weeks) who have an average weekly joint income below €506 for one child or €602 for two children; increasing to €1,298 in the case of a family with eight or more children (the joint-income threshold increase varies between €96 and €136 for each additional child). At least one child must be younger than age 18 (aged 18 to 22 if in full-time education).

The benefit is paid for 52 weeks while employed.

Once the benefit is paid, it is not affected by changes in family income or short periods of illness.

**Home care allowance (domiciliary care):** Paid for the full-time, at-home care for children younger than age 16 with disabilities.

### **Family Allowance Benefits**

**Child benefit:** €150 a month is paid for the first and second child; €187 a month for the third and each additional child. For twins, the child benefit is paid at 1.5 times the monthly rate for each child. For the birth of triplets or more, the benefit is doubled for each child. Multiple birth grant: €635 is paid for each child. The grant is paid at birth and again at ages 4 and 12.

**One-parent family payment (means- and earnings-tested):** Up to €196.00 a week is paid.

Dependent's supplement: €29.80 is paid for each dependent child.

**Widowed parent's grant:** A lump sum of €6,000 is paid.

**Adoption benefit:** 80% of weekly earnings is paid for 24 weeks.

The minimum weekly benefit is €225.80.

The maximum weekly benefit is €270.

**Family income supplement (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 supplement is €20.

**Home care allowance (domiciliary care):** €309.50 a month is paid, depending on the child's means from other sources.

### **Administrative Organization**

Department of Social Protection (<http://www.welfare.ie>) administers allowances.

## Isle of Man

Exchange rate: US\$1.00 equals 0.62 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; and 2004, 2007, and 2008 (pensions).

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

#### Coverage

**Contributory benefits:** Employed persons aged 16 to 65 (men) or aged 16 to 60 (women) with weekly earnings of at least £97 (April 2010).

Self-employed persons aged 16 to 65 (men) or aged 16 to 60 (women) with net annual income of at least £5,075 (April 2010) are covered for all social insurance benefits except the state second pension, work injury benefits, contributory job seeker's allowance, paternity allowance, and adoption allowance.

Voluntary coverage for the basic retirement pension for nonemployed persons and employed persons with weekly earnings of less than £97.

**Noncontributory benefits:** All persons residing in the Isle of Man.

#### Source of Funds

**Insured person:** 10% of weekly earnings between £110 and £730; certain married women and widows pay 3.85% of weekly earnings.

Around 17% of the insured's contribution is allocated to the Health Services for the cost of medical benefits. The insured's contributions also finance sickness, maternity, paternity, and adoption benefits; work injury benefits; and unemployment benefits.

**Self-employed person:** A flat rate of £2.40 a week. In addition, self-employed persons with annual earnings between £5,715 and £37,960 pay 8% of earnings.

Voluntary contributors pay a flat rate of £12.05 a week. Voluntary contributions finance only the flat-rate basic state retirement pension and bereavement benefits.

A percentage of the self-employed person's contribution is allocated to the Health Services for the costs of medical benefits. The self-employed person's contributions finance

all social insurance benefits except the state second pension, work injury benefits, and the contributory job seeker's allowance.

**Employer:** 12.8% of the employee's weekly earnings greater than £110.

Around 17% of the employer's contribution is allocated to the Health Services for the cost of medical benefits. The employer's contributions also finance sickness, maternity, paternity and adoption benefits; work injury benefits; and unemployment benefits.

**Government:** The total cost of means-tested allowances and other noncontributory benefits.

#### Qualifying Conditions

**Basic state retirement pension (flat-rate):** Age 65 (men) or age 60 (women, rising gradually to age 65 by 2020). To receive the full pension, the insured must have paid or credited contributions for at least 90% of his or her working life.

Partial pension: The insured must have paid or credited contributions for 25% to 89% of his or her working life.

Deferred pension: There is no age limit.

The basic retirement pension is payable abroad, though annual increases according to changes in the cost of living are only payable if living in a country with a reciprocal agreement.

Pension supplement: Paid if the insured ordinarily resides in the Isle of Man, has paid at least 10 years of contributions in the Isle of Man, and is entitled to the basic state retirement pension.

**State second pension (S2P):** Age 65 (men) or age 60 (women, rising gradually to age 65 by 2020). The earnings-related pension is based on contributions paid as an employed person on earnings between the lower and upper earnings limit in any tax year from April 1978.

The annual lower earnings limit is £5,044 (from April 2010).

The annual upper earnings limit is £37,960 (from April 2010).

The basic retirement pension is payable abroad, though annual increases according to changes in the cost of living are only payable if living in a country with a reciprocal agreement.

**Old person's pension (noncontributory retirement pension):** Paid at age 80 or older if the insured receives less than 60% of the full basic state retirement pension. The insured must be ordinarily residing in the Isle of Man and must have lived in the Isle of Man or the United Kingdom for at least 10 years in any 20-year consecutive period after age 60.

The old-person's pension is payable abroad.

**Retirement pension premium:** The insured must be older than age 75, ordinarily residing in the Isle of Man, and eligible for or receiving a basic state retirement pension. The insured must have paid at least 10 years of contributions in the Isle of Man.

**Income support (noncontributory, means-tested):** Cash benefits are paid to those with income below prescribed levels who work 16 hours a week or less. Benefits vary according to the claimant's age, family situation, number of children, and housing costs. Personal savings greater than £13,000 may reduce the benefit paid.

**Long-term incapacity benefit:** Paid to men younger than age 65 and women younger than age 60 who are unable to work as the result of an illness or a disability. The insured must have paid contributions on earnings of at least 25 times the weekly lower earnings limit (£97 from April 2010) in one of the last three tax years and paid or credited contributions on earnings of at least 50 times the weekly lower earnings limit (£97 from April 2010) in the last two tax years. The benefit is paid after 52 weeks of incapacity for work (as determined by a medical assessment) or after 28 weeks if terminally ill or receiving the highest-rate care component of the disability living allowance.

The annual lower earnings limit is £5,044 (April 2010).

The benefit is also paid under specific conditions to persons who became incapable of work in their youth.

**Pension supplement:** Paid if older than age 45, ordinarily residing in the Isle of Man, with at least 10 years of contributions paid in the Isle of Man, and entitled to the long-term incapacity benefit and to the high-rate care component of the disability living allowance.

**Disability living allowance (noncontributory, no means test):** Paid if the disability began before age 65. The person must reside permanently in the Isle of Man and have lived in the Isle of Man or the United Kingdom for at least 6 of the last 12 months. The allowance is determined by care and mobility needs and is paid after 3 months of disability (paid immediately if terminally ill).

**Attendance allowance (noncontributory, no means test):** Paid if the disability began at age 65 or older and the person needs a high level of care. The person must reside permanently in the Isle of Man and have lived in the Isle of Man or the United Kingdom for at least 6 of the last 12 months. The allowance is usually paid after 6 months of disability (paid immediately if terminally ill).

**Disability working allowance (noncontributory, means-tested):** Paid to persons enrolled in a training course, starting work, or already employed for at least 16 hours a week with an illness or disability that puts them at a disadvantage in securing employment; persons receiving the disability living allowance or attendance allowance; and persons who have received an incapacity benefit (short-term high rate or long-term rate), a severe disablement allowance, or income

support (in certain circumstances) in the 8 weeks before making the claim. The insured or their partner must have been born in the Isle of Man, work in the Isle of Man, or have resided in the Isle of Man for at least 6 months. The means test varies according to the family situation, number of children, housing costs, number of hours worked, and child care costs.

**Caregiver's allowance (noncontributory, earnings-tested):** Paid to an insured person 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 be older than age 16 and younger than age 65 at the time of the claim and not be a full-time student or earning more than £95 a week. The caregiver must reside permanently in the Isle of Man and have lived in the Isle of Man or the United Kingdom for at least 6 of the last 12 months.

**Widow's pension:** The deceased was a pensioner or eligible for a basic state pension at the time of death.

The pension is payable abroad.

**Widowed parent's allowance:** Paid to widow(er)s who have children for whom they receive child benefits and to pregnant widows, if the deceased spouse had at least 52 weeks of paid contributions (50 if paid before 1975) and had paid contributions for at least 25% of his or her working life (90% for the full-rate benefit). The survivor must be younger than the normal pensionable age and have been married to the deceased at the time of death.

**Bereavement allowance:** Paid to survivors aged 45 or older when the spouse died or when the widowed parent's allowance ceased, if the deceased spouse had paid at least 52 weeks of contributions (50 if paid before 1975) and had paid contributions for at least 25% of his or her working life (90% for the full-rate benefit). The allowance is paid for 52 weeks following the date of widowhood. The survivor must have been married to the deceased at the time of death.

The allowance is payable abroad.

**Pension supplement:** Paid if older than age 45, ordinarily residing in the Isle of Man, with at least 10 years of contributions paid in the Isle of Man, and entitled to the widow's pension, widowed parent's allowance, or basic bereavement allowance.

**Bereavement payment:** Paid to widow(er)s younger than age 60 or for a survivor whose spouse was not entitled to the basic state retirement pension at the time of death, if the spouse had paid at least 25 weeks of contributions in any tax year or his or her death was work-related. The survivor must have been married to the deceased at the time of death.

**Guardian's allowance:** Paid for rearing an orphan or, in some cases, a child with one surviving parent.

**Funeral grant (universal benefit):** Paid for the death of a resident of Isle of Man. Additional support is provided to persons receiving income-related benefits and who have personal savings of less than £13,000.

### **Old-Age Benefits**

**Basic state retirement pension (flat-rate):** The maximum weekly pension is £97.65 (April 2010).

Partial pension: The basic state retirement pension is reduced according to the percentage of paid or credited contributions of the insured's working life.

Dependent's supplement: £57.15 a week is paid for each dependent adult (April 2010) plus an additional £2 a week if the dependent is older than age 80.

Deferred pension: The pension is increased by approximately 10.4% for each year of deferral; the minimum deferral period is 5 weeks. If the pension is deferred for at least 12 consecutive months, the increase may be paid as a taxable lump sum plus interest.

There is no earnings test for pensioners who work while receiving the basic state retirement pension.

A person who qualifies for both the basic state retirement pension and the caregiver's allowance (see permanent disability benefits) receives the higher of the two benefits.

Pension supplement: The weekly rate is 50% of the basic state retirement pension, up to £45.35 (April 2010).

**State second pension (S2P):** The pension is based on average indexed earnings.

**Old person's pension:** £58.50 a week is paid minus any basic state retirement pension entitlement. The pension is paid weekly or monthly.

**Retirement pension premium:** £14 a week is paid.

The benefit is reduced by the amount received for the S2P or old person's pension.

**Income support (noncontributory, means-tested):** Cash benefits are paid according to the claimant's age, family situation, number of children, and housing costs. Assistance may be given for housing costs and loans or grants paid to cover urgent and exceptional needs. Personal savings greater than £13,000 may reduce the benefit paid.

Benefit adjustment: Benefits are adjusted annually in April according to increases in the Isle of Man retail price index.

### **Permanent Disability Benefits**

**Long-term incapacity benefit:** £91.40 a week is paid (April 2010) from the 53rd week of incapacity (or starting from the 29th week if terminally ill) following the payment of a short-term incapacity benefit (see Sickness and Maternity). A supplement is paid if the disability began before age 45.

Dependent's supplement: £53.10 a week is paid for each dependent adult (April 2010).

Pension supplement: £40.68 a week is paid.

**Disability living allowance (noncontributory, no means test):** The care component is £71.40, £47.80, or £18.95 a week according to need (April 2010). The mobility component is £49.85 or £18.95 a week according to need (April 2010). The benefit is paid weekly or monthly.

**Attendance allowance (noncontributory, no means test):** £47.80 or £71.40 a week is paid according to need (April 2010).

**Disability working allowance (noncontributory, means-tested):** The allowance is £0.70 for every £1 of income that falls below the prescribed level depending on the size of the family, the number of work hours, and other factors. Personal savings greater than £13,000 may reduce the benefit paid. The allowance is awarded for between 4 and 26 weeks; thereafter, the award may be renewed.

**Caregiver's allowance (noncontributory, earnings-tested):** £53.90 is paid weekly to an insured person who earns less than £95 a week (after deducting allowable expenses) and who cares for a person with a severe disability (who receives certain qualifying benefits) for at least 35 hours a week (April 2010). The benefit may be paid for up to 8 weeks after the person cared for dies.

Benefit adjustment: Benefits are adjusted annually in April according to increases in the United Kingdom retail price index (the Isle of Man retail index for the disability working allowance).

**Income support (noncontributory, means-tested):** Cash benefits are paid to those with income below prescribed levels, subject to conditions. Personal savings greater than £13,000 may reduce the benefit paid.

Benefit adjustment: Benefits are adjusted annually in April according to increases in the Isle of Man retail price index.

### **Survivor Benefits**

**Widow's pension:** Up to £97.65 a week is paid (April 2010).

Pension supplement: Up to of £47.65 a week is paid (April 2010).

**Widowed parent's allowance:** Up to £97.65 a week is paid (April 2010).

Allowance supplement: Up to £47.65 a week is paid (April 2010).

**Bereavement allowance:** The allowance varies according to the survivor's age when widowed; up to £97.65 a week is paid (April 2010).

Allowance supplement: Up to £47.65 a week is paid (April 2010).

**Bereavement payment:** A lump sum of £2,000 is paid.

**Guardian's allowance:** £14.30 a week is paid for each child (April 2010).

Benefit adjustment: Benefits are adjusted annually in April according to increases in the United Kingdom retail price index.

**Funeral grant (universal benefit):** A lump sum of £210 is paid if the death occurs in the Isle of Man; £350 if the death occurs 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 and who have personal savings of less than £13,000.

Benefit adjustment: Benefits are adjusted on an ad hoc basis.

### Administrative Organization

Isle of Man Department of Social Care, Social Security Division (<http://www.gov.im/socialcare/security>) collects national insurance contributions and administers and distributes benefits.

### 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); and 2004, 2007, and 2008 (pensions).

**Type of program:** Social insurance, social assistance (cash benefits), and universal (medical benefits) system.

#### Coverage

**Short-term incapacity benefit:** All those who satisfy certain contribution conditions, whether or not employed when the incapacity began.

**Maternity allowance:** All women who satisfy certain employment and earnings conditions.

**Payment for maternity expenses:** Expectant mothers who receive or whose partner receives income-related benefits.

**Medical benefits:** All persons residing in the Isle of Man.

#### Source of Funds

**Insured person:** For incapacity benefit and maternity allowance, see source of funds under Old Age, Disability, and Survivors.

**Self-employed person:** For incapacity benefit and maternity allowance, see source of funds under Old Age, Disability, and Survivors.

**Employer:** For incapacity benefit and maternity allowance, see source of funds under Old Age, Disability, and Survivors.

**Government:** Most of the cost of medical benefits and the total cost of means-tested allowances.

#### Qualifying Conditions

**Short-term incapacity benefit:** The insured must have at least 4 consecutive days of sickness within a period of incapacity for work. Contributions must be paid on earnings of at least 25 times the weekly lower earnings limit (£97 from April 2010) in one of the last three tax years and paid or credited contributions on earnings of at least 50 times the weekly lower earnings limit (£97 from April 2010) in the last two tax years.

The insured must be younger than the state pensionable age of age 65 (men) or age 60 (women).

**Maternity/adoption allowance:** All employed or self-employed earners must have worked for at least 26 weeks in the 66-week period before the expected week of childbirth and have earned at least £30 a week or paid self-employed contributions for at least 13 of those weeks. Insured women who do not meet the qualifying conditions for a maternity allowance may qualify for a short-term incapacity benefit for 6 weeks before and 2 weeks after the expected date of childbirth.

Men and women are eligible to receive a benefit for adopting a child, but only one member of a couple will receive the allowance. Self-employed persons are not eligible for the adoption allowance.

**Paternity allowance:** The insured must be employed continuously for at least 26 weeks by the same employer up to and including the 15th week before the date of childbirth (in case of adoption, 26 consecutive weeks immediately before the date of the adoption is confirmed) and ordinarily reside in the Isle of Man. The insured's weekly earnings must be at least the lower earnings limit (£97 from April 2010) in any 8 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 the person living with the child's mother, or the person living with the adoptive parent in an enduring family relationship. Self-employed persons are not eligible.

**Medical benefits:** All persons residing in the Isle of Man.

**Income support (noncontributory, means-tested):** Paid to persons with income below prescribed levels residing in the Isle of Man. Personal savings greater than £13,000 may reduce the benefit paid. The benefit is not paid to persons working for more than 16 hours a week (or whose partner is working 24 hours or more a week).

## **Sickness and Maternity Benefits**

**Short-term incapacity benefit:** The benefit is paid after a 3-day waiting period. The lower rate is paid for the first 28 weeks at £68.95 (April 2010) plus £41.95 a week for a dependent adult. The higher rate is paid from the 29th to the 52nd week at £81.35 a week (April 2010) plus £41.35 a week for a dependent adult.

**Maternity/adoption allowance:** The allowance is paid for up to 39 weeks starting no earlier than 11 weeks before the expected date of childbirth or 2 weeks before the child is placed for adoption.

For employed earners the allowance is paid at the rate of 90% of the insured's average earnings up to £172.75 a week (April 2010). Average earnings are based on the 13 weeks with the highest earnings during the 66-week period before the expected date of childbirth or adoption.

The standard rate of allowance for a self-employed person who has paid contributions for at least 13 weeks in the 66-week period before the expected date of childbirth or adoption is £124.88 (from April 2010).

Dependent's supplement: £41.65 a week is paid for a dependent adult (from April 2010).

**Paternity allowance:** The allowance is 90% of the insured's average earnings and is paid for up to 2 weeks in the first 8 weeks following the date of birth or adoption of a child.

The maximum weekly benefit is £172.75.

**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 according to increases in the United Kingdom retail price index. The maximum rates of the maternity allowance and the paternity allowance for employed persons are adjusted annually according to the increases in the Isle of Man retail price index.

**Income support (noncontributory, means-tested):** Cash benefits are paid to those with income below prescribed levels and vary according to the claimant's age, family situation, number of children, and housing costs. Assistance may be given for housing costs and loans or grants paid to cover urgent and exceptional needs. Personal savings greater than £13,000 may reduce the benefit paid.

## **Workers' Medical Benefits**

Medical services are provided by doctors and dentists under contract with and paid directly by the Health Services Division of the Department of Health and Social Security. Benefits include general practitioner care, specialist services, hospitalization, maternity care, dental care, medicine, appliances, home nursing, and family planning.

Social security benefits continue to be paid indefinitely while receiving free hospital inpatient services, except for

attendance allowance and disability living allowance that are withdrawn after 4 weeks of hospitalization.

**Cost sharing:** Patients pay £3.25 for each prescription. For dental services, patients pay £15.50, £42.40, or £189, according to the services provided. Exemptions from charges are available to those receiving income-related benefits and their dependents, students younger than age 19, nursing mothers, women aged 60 or older, war pensioners and men aged 60 or older (prescription charges only), and men aged 65 or older (dental charges).

There is no limit to duration.

## **Dependents' Medical Benefits**

Medical services are provided by doctors and dentists under contract with and paid directly by the Health Services Division of the Department of Health and Social Security. Benefits include general practitioner care, specialist services, hospitalization, maternity care, dental care, medicine, appliances, home nursing, and family planning.

**Cost sharing:** Patients pay £3.25 for each prescription and 80% of the cost of dental care, up to £390 (periodic check-ups are free). The dependents of those receiving income-related benefits are exempt from prescription and dental charges.

There is no limit to duration.

## **Administrative Organization**

Isle of Man Department of Social Care, Social Security Division (<http://www.gov.im/socialcare/security>) collects national insurance contributions and administers and distributes benefits.

Health Services Division (<http://www.gov.im/dhss/health/main>) administers and provides medical services.

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## **Work Injury**

### **Regulatory Framework**

**First law:** 1948.

**Current law:** 1992 (consolidated legislation).

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

### **Coverage**

Employed persons.

Exclusions: Self-employed persons and members of the armed forces.

### **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:** There is no minimum qualifying period. In the event of a work-related injury, the insured must be an employee and must ordinarily reside in the Isle of Man.

**Income support (noncontributory, means-tested):** Paid to persons with income below prescribed levels who are residents of the Isle of Man and who work 16 hours a week or less (or whose partner does not work more than 24 hours a week). Assistance may be given for housing costs and loans or grants paid to cover urgent and exceptional needs. Personal savings greater than £13,000 may reduce the benefit paid.

### Temporary Disability Benefits

**Short-term incapacity benefit:** The benefit is paid after a 3-day waiting period. The lower rate is paid for the first 28 weeks at £68.95 (April 2010) plus £41.35 a week for a dependent adult. The higher rate is paid from the 29th to the 52nd week at £81.60 a week (April 2010), plus £41.35 a week for a dependent adult.

**Income support (noncontributory, means-tested):** Cash benefits are paid according to the claimant's age, family situation, number of children, and housing costs. Assistance may be given for housing costs and loans or grants paid to cover urgent and exceptional needs. Personal savings greater than £13,000 may reduce the benefit paid.

### Permanent Disability Benefits

**Industrial injuries disablement benefit:** If the insured is assessed with a 100% disability, up to £145.80 a week is paid from the 90th day after the accident or the onset of the occupational disease (from April 2010). The benefit is paid weekly or monthly.

A reduced benefit is paid if the insured is younger than age 18 and has no dependents.

A medical board assesses the degree of disability.

**Partial disability:** The benefit varies from £29.16 a week for an assessed degree of disability of at least 15%, up to £131.22 a week for an assessed degree of disability of at least 90% (April 2010).

No benefit is paid for an assessed degree of disability of 14% or less, unless the insured is diagnosed with pneumoconiosis, byssinosis, or diffuse mesothelioma.

**Constant-attendance allowance:** Paid if the insured requires the constant attendance of others to perform daily functions. The weekly allowance is £29.20, £58.40, £87.60, or

£116.80, according to attendance needs (from April 2010). (Other complementary benefits are paid under certain conditions to persons with severe disabilities, difficulties in finding suitable employment, or disabled from a young age.)

The industrial injuries disablement benefit is paid in addition to any contributory benefits the insured may also be entitled to, including the long-term disability benefit or retirement pension.

### Workers' Medical Benefits

The Health Services Division of the Department of Health and Social Security provides all necessary benefits.

### Survivor Benefits

**Widowed parent's allowance:** Up to £97.65 a week is paid to a widowed parent with at least one dependent child for whom he or she receives child benefits (from April 2010). The allowance is paid weekly or monthly.

**Allowance supplement:** Up to £47.65 a week (April 2010).

**Partial allowance:** A reduced allowance is paid if the deceased made contributions for between 25% and 90% of his or her working life.

The allowance ceases on reaching the state's pensionable age of age 65 (men) or age 60 (women) and on remarriage. The allowance is suspended if the survivor is cohabiting with a partner.

**Bereavement allowance:** The allowance varies according to the survivor's age when widowed: up to £97.65 a week is paid if aged 55 or older (from April 2010); a percentage of the full rate is paid if aged 45 to 54. The allowance is paid weekly or monthly from the first day after the spouse's death for up to 52 weeks.

The allowance ceases on remarriage and is suspended if the survivor is cohabiting with a partner.

**Bereavement payment:** A lump sum of £2,000 is paid immediately to help with costs related to the death of a spouse.

**Guardian's allowance:** £14.30 a week is paid per child (April 2010).

**Funeral grant (universal benefit):** £210 is paid if the death occurs in the Isle of Man; £350 if the death occurs outside the Isle of Man and burial or cremation is to take place within the Isle of Man (April 2010). Additional support is provided to persons receiving income-related benefits and who have personal savings of less than £6,000.

### Administrative Organization

Isle of Man Department of Social Care, Social Security Division (<http://www.gov.im/socialcare/security>) collects national insurance contributions and administers and distributes benefits.

Health Services Division (<http://www.gov.im/dhss/health/main>) administers and provides health care.

### 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:** All unemployed job seekers meeting the qualifying conditions.

Exclusions: Self-employed persons and persons working 16 hours or more a week. Excluded persons may qualify for assistance under the social assistance program.

**Social assistance:** All persons ordinarily residing in the Isle of Man with income below prescribed levels.

Exclusions: Persons working 16 hours or more a week or whose partner works 24 hours or more a week.

#### 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:** The total cost of noncontributory social assistance allowances.

#### Qualifying Conditions

**Job seeker's allowance (social insurance):** The insured must be aged 16 or older and younger than the state pensionable age, involuntarily unemployed, or working fewer than 16 hours a week. Contributions must have been paid on earnings of at least 25 times the weekly lower earnings limit (£97 from April 2010) in one of the last two tax years before the start of the benefit year (January to December). The insured must have paid or credited contributions on earnings of at least 50 times the lower earnings limit (£97 from April 2010) in the two tax years before the start of the benefit.

The job seeker must be registered as unemployed, be capable of and actively seeking employment, be earning less than a prescribed amount, be physically present in the Isle of Man, and have a current Job Seeker's Agreement.

The Job Seeker's Agreement is drafted and signed by the job seeker and the job seeker's advisor and obliges the job seeker to actively seek training and work. Failure to sign

a Job Seeker's Agreement results in the suspension of benefits.

**Job seeker's enhanced allowance:** An additional weekly payment is made to those entitled to the job seeker's allowance (social insurance) provided that the period of unemployment is preceded by 2 years of continuous employment in the Isle of Man.

**Job seeker's allowance (social assistance):** Paid to job seekers with income below prescribed levels and residing in the Isle of Man. Assistance can be given with housing costs, and loans or grants are paid to cover urgent and exceptional needs. Personal savings greater than £13,000 may reduce the benefit paid. The benefit is not paid to persons working for more than 16 hours a week (or whose partner is working 24 hours or more a week).

The job seeker must be registered as unemployed, be capable of and actively seeking employment, be earning less than a prescribed amount, be physically present in the Isle of Man, and have a current Job Seeker's Agreement.

The Job Seeker's Agreement is drafted and signed by the job seeker and the job seeker's advisor and obliges the job seeker to actively seek training and work. Failure to sign a Job Seeker's Agreement results in the suspension of benefits.

#### Unemployment Benefits

**Job seeker's allowance (social insurance):** A flat-rate £65.45 a week is paid for up to 6 months if aged 25 or older; £51.85 a week if younger than age 25 (April 2010). The allowance is paid after a 3-day waiting period.

**Job seeker's allowance (social assistance):** The allowance varies depending on the claimant'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. Personal savings greater than £13,000 will reduce or eliminate the benefit paid.

#### Administrative Organization

Isle of Man Department of Social Care, Social Security Division (<http://www.gov.im/socialcare/security>) collects national insurance contributions and administers and distributes benefits.

#### Family Allowances

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##### Regulatory Framework

**First law:** 1951.

**Current law:** 1992 (consolidated legislation).

**Type of program:** Universal (child benefit) and social assistance (family income supplement) system.

## Coverage

All persons residing in 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 (noncontributory, universal benefit):** The child must be younger than age 16 (age 20 if a student). Parents must have resided in the Isle of Man or the United Kingdom for at least 182 days in the last 52 weeks or fulfill certain special conditions.

**Maternity grant:** Paid to women aged 16 or older whose pregnancy lasts at least to the 25th week or to an individual or couple adopting an infant younger than 12 months at the date of the claim. The beneficiary or his or her partner must be receiving an income-tested benefit (income support, job seeker's allowance (social assistance), family income supplement, or disability working allowance).

**Family income supplement (income-tested):** Paid to employed or self-employed persons working at least 16 hours a week who are responsible for a child or a disabled adult; a married couple with no dependent children. The beneficiary must reside in the Isle of Man. Family income must be below the prescribed threshold depending on the number of children and disabled adults in the family, housing costs, number of hours worked, and child care charges.

**Income support (non-contributory, means-tested):** Paid to single parents with income below prescribed levels. The beneficiary must reside in the Isle of Man. Assistance can be given with housing costs, and loans or grants are paid to cover urgent and exceptional needs. Personal savings greater than £13,000 may reduce the benefit paid. The benefit is not paid to persons working for more than 16 hours a week (or whose partner is working 24 hours or more a week).

## Family Allowance Benefits

**Child benefit (noncontributory, universal benefit):** £20.40 a week is paid for children younger than age 16; £30.00 a week is paid for children in full-time education between ages 16 and 19. The benefit is paid weekly or monthly.

**Maternity grant:** A lump sum of up to £500 is paid.

**Family income supplement (income-tested):** The supplement is £0.70 for every £1 of income that falls below the prescribed threshold. The benefit is paid weekly or monthly. Awards can be made for between 4 and 26 weeks and can be renewed thereafter.

**Income support (noncontributory, means-tested):** Cash benefits are paid to those with income below prescribed levels.

## Administrative Organization

Isle of Man Department of Social Care, Social Security Division (<http://www.gov.im/socialcare/security>) collects national insurance contributions and administers and distributes benefits.

## Italy

Exchange rate: US\$1.00 equals 0.70 euros (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1919.

**Current laws:** 1952 (pension reorganization), 1981, 1982, 1983, 1984, 1985, 1989, 1992, 1995 (pension reform), 1997, 1999, 2000, 2001, 2002, 2003, 2007, 2008, and 2009.

**Type of program:** Notional defined contribution (NDC) and social insurance system.

#### Coverage

**NDC:** All employed persons, including household employees, whose insurance period began on or after January 1, 1996.

Voluntary coverage for contract and professional workers not covered by any specific fund.

Special systems for public-sector workers and self-employed persons.

**Mixed social insurance and NDC:** All employed persons, including household employees, with less than 18 years of contributions as of December 31, 1995.

Voluntary coverage for contract and professional workers not covered by any specific fund.

Special systems for public-sector workers and self-employed persons.

**Social insurance:** All employed persons, including household employees, with at least 18 years of contributions as of December 31, 1995.

Voluntary coverage for contract and professional workers not covered by any specific fund.

Special systems for public-sector workers and self-employed persons.

#### Source of Funds

**Insured person:** 9.19% of gross earnings.

The minimum daily earnings used to calculate workers' contributions in industry are €42.14 or the minimum daily wage, whichever is greater.

The minimum daily wage varies by sector category of employment.

For those insured before 1996, contributions are calculated on all earnings. For persons entering the system on or after

January 1, 1996, the maximum earnings used to calculate contributions are €92,147 a year.

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

**Employer:** 23.81% of gross payroll. (A lower contribution rate is paid by some employers, including employers in certain economically depressed areas.)

The minimum daily earnings used to calculate workers' contributions in industry are €43.79 or the minimum daily wage, whichever is greater.

The minimum daily wage varies by sector and category of employment.

For those insured before 1996, contributions are calculated on all earnings. For persons entering the system after January 1, 1996, the maximum earnings used to calculate contributions are €92,147 a year.

**Government:** The total cost of income-tested allowances and any overall deficit.

#### Qualifying Conditions

**Old-age pension (NDC):** Age 65 (men) or age 60 (women) with at least 5 years of paid contributions. The insured must be eligible for a pension of at least 120% of the social allowance (€5,349.89 a year); waived if the insured is aged 65 or older or has 40 years of contributions.

Pensioners may continue in gainful activity.

**Old-age pension (mixed social insurance and NDC):** Age 65 (men) or age 60 (women) with at least 20 years of paid or credited contributions.

Pensioners may continue in gainful activity.

**Old-age pension (social insurance):** Age 65 (men) or age 60 (women) with at least 20 years of paid or credited contributions (15 years of contributions if made prior to December 1992); age 60 (men) or 55 (women) if assessed with a degree of disability of at least 80%.

Pensioners may continue in gainful activity.

**Seniority pension:** Age 59 (gradually rising to 61 by 2013), first insured before 1996, and the sum of the insured's age and contributions years must be at least 95 (gradually rising to 97 by 2013).

Persons with at least 40 years of contributions may continue in gainful activity.

**Social allowance (means-tested):** Paid if not eligible for the old-age pension, aged 65 or older, and an Italian citizen, a citizen of a member state of the European Union and residing in Italy, or a non-European Union citizen who resides in Italy with a special residence permit. Annual income, including that of a partner, must not exceed a government-set level (€5,342.89 if unmarried; €10,699.78 for a couple).

**Disability pension:** Paid for a total and permanent incapacity for any work with at least 5 years of contributions, including 3 in the last 5 years before the claim. The insured may not receive any other income, including earnings from self-employment and unemployment benefits.

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

**Disability allowance (means-tested):** Paid for the loss of 66.7% of working capacity with at least 5 years of contributions, including 3 in the last 5 years before the claim. The allowance is paid for up to 3 years; may be extended for additional 3-year periods. After the allowance has been extended for a second consecutive time, the award becomes permanent.

If the insured satisfies the qualifying conditions for the old-age pension at retirement age, the disability allowance is replaced by the old-age pension.

Means test: The person must have an annual income of no more than 4 or 5 times the legal minimum pension.

The legal minimum pension is €5,998.20.

**Survivor pension (means-tested):** The deceased received an old-age, seniority, or disability pension and had at least 15 years of contributions or 5 years of contributions, including 3 in the last 5 years before death.

Means test: For a survivor pension first awarded after September 1, 1995, the pension is reduced by 25%, 40%, or 50% if the eligible survivor has annual income exceeding 3, 4, or 5 times the legal minimum wage, respectively. The means test is not applicable to children younger than age 18, students, or persons with disabilities.

The legal minimum wage is €5,998.20.

Eligible survivors are the spouse; a separated spouse entitled to alimony; children 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); nephews, nieces, or grandchildren who were dependent on the deceased; or, in the absence of the above, parents older than age 65 who were dependent on the deceased and who are not entitled to a pension.

The survivor pension ceases on remarriage and a lump sum is paid.

**Death grant:** Paid if the qualifying conditions for the survivor pension are not met. The deceased must have paid at least 1 year of contributions in the previous 5 years.

### Old-Age Benefits

**Old-age pension (NDC):** The pension is based on notional contributions, adjusted annually according to the average rate of increase in gross domestic product during the last 5 years, and an actuarial coefficient that varies according

to the insured's age (from 4.720% at age 57 to 6.136% at age 65).

The maximum annual earnings used to calculate benefits are €88,669 a year.

**Old-age pension (social insurance):** The pension varies according to the level of annual earnings (from 2% for annual earnings not greater than €42,364 to 0.9% for annual earnings greater than €70,327.24 for contributions accrued prior to December 1992 and for annual earnings greater than €80,491.60 for contributions accrued from January 1993 onwards) and is based on average annual earnings during the last 5 years multiplied by the number of contributions up to 40 years.

Annual earnings used to calculate benefits are adjusted according to changes in the cost-of-living index for years before 1993 and changes in the retail price index for years after 1992.

**Old-age pension (mixed social insurance and NDC):**

A social insurance pension is provided for the contribution period before January 1, 1996, and an NDC pension if provided for the period since then.

Reference earnings for the social insurance part of the pension are the average insured annual earnings during the last 5 to 10 years. Annual earnings used to calculate benefits are adjusted according to changes in the cost-of-living index for years before 1993 and changes in the retail price index for years after 1992.

Insured persons with at least 15 years of contributions, including 5 years made before 1995, can opt for an NDC pension only.

The minimum monthly old-age pension is €458.20 for a single pensioner with annual income less than €5,992.61 or for a couple with annual income of less than €17,977.83 (if the person or household's annual income is higher than a certain amount, a reduced benefit or no benefit is paid). The minimum monthly old-age pension is €580 for a single pensioner aged 70 or older with annual income less than €7,540.55 or for a couple aged 70 or older with annual income of less than €12,682.67.

Benefits are payable abroad.

Schedule of payments: Benefits are paid monthly, with a 13th payment in December.

Benefit adjustment: Benefits are adjusted annually according to the average change in the cost-of-living index.

**Seniority pension:** The pension is based on a decreasing rate of return (from 2% for annual earnings not greater than €42,364 to 0.9% for annual earnings greater than €70,327.24 for contributions accrued prior to December 1992 and for annual earnings greater than €80,491.60 for contributions accrued from January 1993 onwards) of reference earnings multiplied by the number of years of contributions up to 40 years.

Reference earnings are average insured annual earnings in the last 5 years. Annual earnings used to calculate benefits are adjusted according to changes in the cost-of-living index for years before 1993 and changes in the retail price index for years after 1992.

Benefits are payable abroad.

Schedule of payments: Benefits are paid monthly, with a 13th payment in December.

Benefit adjustment: Benefits are adjusted annually according to the average change in the cost-of-living index.

**Social allowance:** The annual benefit is €5,349.89 for an unmarried pensioner with annual income less than €5,517.85 or for a couple with an annual income less than €11,510.46; may be increased to €580 a month if aged 70 or older, unmarried, and with annual income less than €7,540.55 (for one person) or €12,682.67 (for a couple).

Benefits are not payable abroad.

Schedule of payments: Benefits are paid monthly, with a 13th payment in December.

Benefit adjustment: Benefits are adjusted annually according to the average change in the cost-of-living index.

### **Permanent Disability Benefits**

**Disability pension (NDC):** The pension is based on notional contributions, adjusted annually according to the average rate of increase in gross domestic product during the last 5 years, and an actuarial coefficient that varies according to the insured's age (from 4.720% at age 57 to 6.136% at age 65). If the disability began before age 57, the coefficient corresponding to age 57 is used.

An increment based on the number of years between the insured's age on the date the disability began and the normal retirement age is added to the pension.

The minimum monthly pension is €460.97 for an unmarried pensioner aged 60 or older with income less than €5,517.85 (€11,510.46 for a couple).

Constant-attendance supplement: €480.47 a month is paid.

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.

Benefits are payable abroad.

Schedule of payments: Benefits are paid monthly, with a 13th payment in December.

Benefit adjustment: Benefits are adjusted annually according to the average change in the cost-of-living index.

**Disability pension (social insurance):** The pension varies according to the level of annual earnings (from 2% for annual earnings not greater than €42,364 to 0.9% for annual earnings greater than €70,327.24 for contributions accrued prior to December 1992 and for annual earnings greater than €80,491.60 for contributions accrued from

January 1993 onwards) and is based on average annual earnings during the last 5 years multiplied by the number of contributions up to 40 years.

An increment based on the number of years between the insured's age on the date the disability began and the normal retirement age is added to the pension.

The minimum monthly pension is €460.97 for an unmarried pensioner aged 60 or older with income less than €5,517.85 (€11,510.46 for a couple).

Constant-attendance supplement: €480.47 a month is paid.

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.

Benefits are payable abroad.

Schedule of payments: Benefits are paid monthly, with a 13th payment in December.

Benefit adjustment: Benefits are adjusted annually according to the average change in the cost-of-living index.

### **Disability pension (mixed social insurance and NDC):**

The pension for the contribution period before January 1, 1996, is calculated as per the social insurance old-age pension, above. The pension for the contribution period beginning January 1, 1996, is calculated as per the NDC old-age pension, above.

Reference earnings for the social insurance part of the pension are the average insured annual earnings during the last 5 to 10 years. Annual earnings used to calculate benefits are adjusted according to changes in the cost-of-living index for years before 1993 and changes in the retail price index for years after 1992.

Insured persons with at least 15 years of contributions, including 5 years made before 1995, can opt for a pension calculated as per the NDC old-age pension.

**Disability allowance (means-tested):** Calculated in the same way as the disability pension.

No increment is paid for the anticipated number of years between the insured's age on the date the disability began and the normal retirement age.

The minimum monthly old-age pension is €460.97.

Means test: The disability allowance is reduced by 25% if the insured's annual income exceeds 4 times the legal minimum pension or by 50% if the insured's annual income exceeds 5 times the legal minimum pension.

The legal minimum pension is €5,998.20.

If the insured is also entitled to a work injury disability pension, only the part of the disability allowance that exceeds the work injury disability pension is paid.

Benefits are payable abroad.

Schedule of payments: Benefits are paid monthly, with a 13th payment in December.

Benefit adjustment: Benefits are adjusted annually according to the average change in the cost-of-living index.

### Survivor Benefits

**Survivor pension (means-tested):** 60% of the pension the deceased received or would have been entitled to receive is paid to a spouse without children, 80% for a spouse with one child, 100% for a spouse with two or more children, 70% for one full orphan, 80% for two full orphans, or 100% for three or more full orphans.

The survivor pension ceases on remarriage and a lump sum of 2 years of pension is paid.

**Other eligible survivors (in the absence of the above):**

Each parent, brother, or sister receives 15% of the pension paid to the deceased.

All survivor benefits combined must not exceed 100% of the deceased's pension.

**Death grant:** A lump sum of the monthly social allowance (€411.53) multiplied by the total amount of paid contributions is paid.

If first insured on or after January 1, 1996, a lump sum of the disability allowance multiplied by the number of years of contributions may be paid under certain conditions.

### Administrative Organization

Ministry of Labor, Health and Social Policy (<http://www.lavoro.gov.it>; <http://www.ministerosalute.it>) and Ministry of Economy and Finance (<http://www.tesoro.it>) provide general supervision.

National Social Insurance Institute (<http://www.inps.it>) administers the mandatory 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), 1953 and 1970 (tuberculosis), 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), and 2006 (sickness).

**Type of program:** Social insurance (cash benefits) and universal (medical benefits) system.

### Coverage

**Sickness benefits:** Employed persons and contract workers.

**Maternity benefits:** Employed persons, contract workers, and self-employed persons.

**Tuberculosis benefits:** Employed persons and certain categories of self-employed person.

**Medical benefits:** All persons residing in Italy.

### Source of Funds

#### Insured person

*Sickness and maternity benefits:* None; some categories of contract workers make variable contributions.

*Tuberculosis benefits:* None.

#### Self-employed person

*Sickness and maternity benefits:* Variable contributions for sickness and maternity only.

*Tuberculosis benefits:* None.

#### Employer

*Sickness and maternity benefits:* 2.68% of gross earnings for industrial blue-collar workers (2.22% for sickness benefits and 0.46% for maternity benefits); 0.46% of gross earnings for industrial white-collar workers (zero for sickness benefits and 0.46% for maternity benefits); 2.68% of gross earnings for employees in commerce and the service sector (2.44% for sickness benefits and 0.24% for maternity benefits). Variable contributions are made for some categories of contract workers.

*Tuberculosis benefits:* None.

#### Government

*Sickness and maternity benefits:* The total cost of maternity benefits for certain categories of workers, including home-based, agricultural, and household workers.

*Tuberculosis benefits:* The total cost.

### Qualifying Conditions

**Cash sickness and maternity benefits and parental leave:** The insured must be currently covered; self-employed persons and contract workers must also satisfy a means test.

**Tuberculosis benefits:** The insured must be diagnosed with tuberculosis and have at least 1 year of coverage.

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

### Sickness and Maternity Benefits

**Sickness benefit:** 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 3-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 according

to the number of contributions made 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 benefit:** The benefit is 80% of the insured's average daily earnings in the last month before leave and is paid for 2 months before the expected date of childbirth and for 3 months after childbirth.

Self-employed persons are entitled to 80% of average insured daily earnings in the last 12 months before the leave period. The benefit is paid for 2 months before the expected date of childbirth and for 3 months after childbirth.

**Parental leave:** Six months of leave must be taken before the child is age 3 and is paid to either parent; a self-employed mother receives 3 months of leave to be taken before the child is age 1. The benefit is 30% of the insured's earnings. Parents are entitled to up to 10 months of leave (with a possible 1 month extension) before the child is age 8, plus an income-tested allowance of 30% of earnings if the parents' income is less than 2.5 times the minimum pension.

### **Tuberculosis benefits**

*Daily benefit:* A daily benefit of €12.08 (€6.04 if the beneficiary is a pensioner or the insured's dependent) is paid while receiving institutional care.

*Postsanatorium benefit:* A daily benefit of €20.12 (€10.07 if the beneficiary is a pensioner or the insured's dependent) is paid for up to 2 years after leaving institutional care that had lasted for at least 6 months.

*Care and support allowance:* A monthly allowance of €81.16 is paid for a renewable 2-year period if the insured person has an assessed loss of at least 50% of earning capacity.

*Christmas allowance:* An additional 30 days of benefits are paid.

### **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 sanatorium, postsanatorium care, and rehabilitation.

Cost sharing: Patients pay up to 50% of the cost of certain prescribed medicine and up to €36 for each prescribed medical service. Copayments are waived for certain categories of insured persons (including children younger than age 6, persons with disabilities, and persons receiving minimum social benefits) and for persons with certain medical conditions.

There is no limit to duration.

### **Dependents' 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 sanatorium, postsanatorium care, and rehabilitation.

Cost sharing: Patients pay up to 50% of the cost of certain prescribed medicine and up to €36 for each prescribed medical service. Copayments are waived for certain categories of insured persons (including children younger than age 6, persons with disabilities, and persons receiving minimum social benefits) and for persons with certain medical conditions.

There is no limit to duration.

### **Administrative Organization**

Ministry of Labor, Health and Social Policy (<http://www.lavoro.gov.it>; <http://www.ministerosalute.it>) and Ministry of Economy and Finance (<http://www.tesoro.it>) provide general supervision.

National Social Insurance Institute (<http://www.inps.it>) administers cash sickness, maternity, and tuberculosis benefits.

National Health Service (<http://www.ministerosalute.it>) administers medical benefits through 20 regional health authorities and respective local health authorities.

### **Work Injury**

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#### **Regulatory Framework**

**First law:** 1898.

**Current laws:** 1965 (work injury insurance), 1999 (domestic accidents), 2000 (disability benefits), 2000 (injuries), and 2008 (occupational diseases in industry and agriculture).

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

#### **Coverage**

Manual workers, nonmanual employees in dangerous work, agricultural self-employed persons, household workers, company managers, contract workers, and professional athletes.

Special system for seamen.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** Variable contributions are paid according to the assessed degree of risk.

**Employer:** 0.5% to 16% of payroll, according to the assessed degree of risk. The average contribution for industrial workers is 3%.

**Government:** None.

### Qualifying Conditions

**Work injury benefits:** There is no minimum qualifying period. Accidents that occur while commuting to and from work are covered.

### Temporary Disability Benefits

60% of the insured's average daily wage is paid for the first 90 days; thereafter, 75%. The benefit is paid after a 3-day waiting period. The employer must pay 100% of earnings to the insured for the day of the accident or the date the occupational disease began and at least 60% of earnings for the next 3 days.

The average daily wage is based on earnings in the last 15 days before the accident or the date the occupational disease began.

For certain categories of workers, benefits are calculated based on a reference income fixed by ministerial decree.

### Permanent Disability Benefits

**Permanent disability pension (for incidents before July 25, 2000):** The pension is awarded for an assessed degree of disability of at least 11%.

The pension is based on average earnings during 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 €14,349.30.

The maximum annual earnings used to calculate benefits are €26,648.70.

**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).

**Constant-attendance supplement:** €472.45 a month is paid if the insured requires the constant attendance of others to perform daily functions.

The pension cannot be combined with old-age, disability, or survivor pensions.

The pension is paid abroad.

**Benefit adjustment:** Benefits are adjusted annually in July by ministerial decree according to changes in consumer prices.

**Permanent disability pension (for incidents on or after July 25, 2000):** Two types of compensation are paid.

A compensation for an illness is paid either as a lump sum or a pension. The amount is based on the insured's age, gender, and degree of disability. There is no earnings test.

Compensation for an injury to an organ or body tissue is based on the insured's average earnings during the year preceding the date of the accident or the date the occupational disease began and a coefficient, according to a schedule in law.

If the assessed degree of disability is less than 6%, no benefit is paid. If the assessed degree of disability is from 6% to 15%, the benefit is paid as a lump sum. If the assessed degree of disability is at least 16%, a pension is calculated based on both types of compensation.

**Constant-attendance supplement:** Paid if the insured requires the constant attendance of others to perform daily functions. €472.45 a month is paid for an assessed permanent disability of 100%.

The pension cannot be combined with old-age, disability, or survivor pensions.

The pension is paid abroad.

**Benefit adjustment:** Benefits are adjusted annually in July by ministerial decree according to changes in consumer prices.

**Permanent disability pension (domestic accidents after March 1, 2001):** Paid to insured persons aged between 18 and 65 who are injured while completing household tasks that result in an assessed degree of incapacity of 33% or more (27%, if the accident was after January 1, 2007). The pension is calculated based on the reference minimum salary in the industrial sector.

**Unemployability pension:** A monthly payment of €233.76 supplements the permanent disability pension if the insured is younger than age 65, has an assessed degree of disability of at least 34%, has lost all capacity for work, or is a risk to co-workers or workplace safety.

**Transitional compensation for silicosis and asbestosis:** Benefits are paid for 1 year to compensate insured workers who are forced to abandon a harmful work position to avoid aggravation of a diagnosed disease. The compensation is paid for a degree of disability up to 60%. If the insured has become unemployed, the amount paid is 66.7% of the average daily wage received in the 30 days preceding the abandonment of the harmful work position. If the insured has changed employment, the amount is 66.7% of the difference between the average daily wage received in the 30 days before the abandonment of the harmful work position and the remuneration received in the new employment.

**Benefit adjustment:** Benefits are adjusted annually in July according to changes in consumer prices.

### **Workers' Medical Benefits**

Benefits include medical, surgical, and hospital care; appliances; and rehabilitation.

### **Survivor Benefits**

**Survivor pension:** The spouse receives 50% of the deceased's average earnings.

Average earnings are based on earnings during the year preceding the date of the accident or the onset of the occupational disease that resulted in the insured's death.

**Orphan's pension:** Each orphan younger than age 18 (age 21 if a full-time student, age 26 if a university student, no limit if disabled) receives 20% of the deceased's average earnings; 40% for a full orphan.

Average earnings are based on earnings during the year preceding the date of the accident or the onset of the occupational disease that resulted in the insured's death.

**Other eligible survivors (in the absence of the above):** Each dependent parent, brother, or sister receives 20% of the deceased's average earnings.

Average earnings are based on earnings during the year preceding the date of the accident or the onset of the occupational disease that resulted in the insured's death.

All survivor benefits combined must not exceed 100% of the deceased's average earnings.

**Funeral grant:** A lump sum of €1,833.81 is paid to the person who paid for the funeral.

### **Administrative Organization**

Ministry of Labor, Health and Social Policy (<http://www.lavoro.gov.it>; <http://www.ministerosalute.it>) and Ministry of Economy and Finance (<http://www.tesoro.it>) provide general supervision.

National Accident Insurance Institute (<http://www.inail.it>) administers the program through provincial offices.

National Health Service (<http://www.ministerosalute.it>) administers medical benefits.

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## **Unemployment**

### **Regulatory Framework**

**First laws:** 1919 and 1945.

**Current laws:** 1935, 1939, 1975, 1977, 1988, 1991, 1994, 1996, 1997, 1998, 2000, 2005, and 2009.

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

### **Coverage**

Private-sector employees. Construction workers are also covered for a special supplementary benefit.

Exclusions: Self-employed persons.

### **Source of Funds**

**Insured person:** None; except for insured persons working in companies with more than 50 employees who contribute 0.3% of gross earnings for the special wage supplement.

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

**Employer:** Employers with less than 50 employees make no contributions. Industrial employers with 50 or more employees contribute 1.61% of gross earnings (2.21% of gross earnings for employers in commerce). Industrial employers also contribute an additional 2.8% of gross earnings for the special wage supplement.

There are no maximum earnings used to calculate contributions.

**Government:** Administrative costs plus subsidies for agricultural workers.

### **Qualifying Conditions**

#### **Full unemployment benefits**

**Unemployment benefit:** The insured must have at least 2 years of coverage with at least 52 weeks of contributions in the last 2 years; construction workers must have at least 43 weeks or 10 months of contributions during 2 years of employment in the sector. Insured persons with at least 2 years of coverage and 78 days of paid or credited contributions during the last year before unemployment are eligible for a reduced benefit. Unemployment must be involuntary.

**Mobility allowance:** Paid to industrial workers (apart from construction workers) with at least 1 year of coverage and 6 months of employment. Workers must be registered at an employment office and be capable of, and available for, work. Unemployment must be involuntary.

#### **Partial unemployment benefits**

**Ordinary wage supplement:** Paid 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 Insurance Institute. The claim is made by the employer on behalf of the employee.

**Special wage supplement:** Awarded by ministerial decree to insured persons working in industrial firms employing more than 15 employees (50 employees for firms 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 on behalf of the employee.

## Unemployment Benefits

### Full unemployment benefits

*Unemployment benefit:* Benefits are paid for up to 8 months; 12 months for beneficiaries aged 50 or older. Daily benefits are 60% of the insured's gross average daily wage for the first 6 months and 50% for the 7th and 8th month. Beneficiaries aged 50 or older receive 60% of the gross average daily wage during the first 6 months, 50% for the 7th and 8th month, and 40% up to the 12th month.

The gross average daily wage is based on the insured's earnings in the previous 3 months.

The maximum monthly benefit is €892.96; €1,073.25 if the insured's gross earnings before unemployment were more than €1,931.86 a month.

Construction workers receive 100% of earnings during the first 12 months of unemployment; thereafter, 80% for up to 18 months to 27 months, depending on the location of the workplace.

Insured persons eligible for reduced benefits receive 35% of the gross average daily wage (may rise to 40% for subsequent periods of unemployment). The duration of benefits depends on the number of days that the insured had worked during the last year before unemployment, up to 180 days.

The maximum reduced benefit is €886.31 a month; €1,065.26 if the insured's gross earnings before unemployment were greater than €1,931.86 a month.

*Mobility allowance:* 100% of the insured's last earnings are paid for up to 12 months; thereafter, 80%. The maximum duration of the allowance varies from 12 months to 36 months (24 months to 48 months in southern regions) and is dependent on the age of the worker and the location of the workplace.

The maximum monthly benefit is €892.96; €1,073.25 if the insured's gross earnings before unemployment were greater than €1,931.86 a month.

### Partial unemployment benefits

*Ordinary wage supplement:* The benefit is 80% of lost earnings caused by a reduction in the work week of between 24 and 40 hours and is awarded for up to 12 months.

The maximum monthly benefit is €892.96; €1,073.25 if the insured's gross earnings before unemployment were greater than €1,931.86 a month.

*Special wage supplement:* The benefit is 80% of lost earnings caused by a reduction in the work week of up to 40 hours and is awarded for up to 24 months.

The maximum monthly benefit is €892.96; €1,073.25 if the insured's gross earnings before unemployment were greater than €1,931.86 a month.

## Administrative Organization

Ministry of Labor, Health and Social Policy (<http://www.lavoro.gov.it>;<http://www.salute.gov.it>) and Ministry of Economy and Finance (<http://www.tesoro.it>) provide general supervision.

National Social Insurance Institute (<http://www.inps.it>) administers the program through its branch offices.

## Family Allowances

### Regulatory Framework

**First law:** 1937.

**Current laws:** 1955, 1961, 1988 (family allowances), 1999, 2006, 2007 and 2008.

**Type of program:** Employment-related system.

### Coverage

Children and dependents of employees or social insurance and welfare beneficiaries.

Special systems for self-employed persons and for pensioners of the special systems.

### Source of Funds

**Insured person:** None.

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

**Employer:** 0.68% of gross payroll.

The minimum weekly earnings used to calculate contributions are €184.39 or, if higher, the minimum wage.

**Government:** Subsidies, including 1.8% of the employer contribution.

### Qualifying Conditions

**Family allowances (means-tested):** The insured must be a salaried worker; a part-time worker; a cooperative member; a pensioner of the general scheme; a recipient of unemployment, maternity, or sickness benefits; or in military service.

Eligible persons are the insured; a nondivorced or separated spouse; children younger than age 18 (age 21 if in full-time education, age 26 if a university student, no limit if disabled); and dependent orphaned brothers, sisters, nieces, and nephews (if not eligible for a survivor pension).

**Means test:** Total family taxable income (except for pensions and social benefits) must not exceed an amount adjusted annually according to changes in the retail price index. The worker's income and other related income must not be less than 70% of the total family income.

**Family support allowance (means-tested):** Paid to families with at least three dependent children.

Means test: For a five-member family of which three are dependent children, annual family income must not exceed €23,362.70.

### **Family Allowance Benefits**

**Family allowances (means-tested):** The monthly benefit varies from €1.07 to €2,294.38, according to the number of family members and certain other criteria (including the number of parents, dependents, and family members with disabilities).

**Family support allowance (means-tested):** €129.79 is paid a month.

Schedule of payments: Benefits are paid monthly, with a 13th payment in December.

Benefit adjustment: Benefits are adjusted annually according to a government index.

### **Administrative Organization**

Ministry of Labor, Health and Social Policy (<http://www.lavoro.gov.it>; <http://www.salute.gov.it>) and Ministry of Economy and Finance (<http://www.tesoro.it>) provide general supervision.

National Social Insurance Institute (<http://www.inps.it>) administers the program through the Central Family Allowances Fund.

Employers pay allowances directly to employees (except in agriculture), including household workers, and settle any surplus or deficit in contributions with the local branch office of the National Social Insurance Institute.

## Jersey

Exchange rate: US\$1.00 equals 0.62 pounds (£).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1951.

**Current laws:** 1974 (social security), implemented in 1975; 1978 (invalid care and disability benefits); 2004 (incapacity); and 2007 (income support), implemented in 2008.

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

#### Coverage

**Old-age and survivor benefits:** Employed persons; self-employed persons and certain nonemployed persons depending on age and residence.

**Disability benefits:** All persons residing in Jersey.

#### Source of Funds

**Insured person:** 6% of covered earnings (old-age and survivor pensions).

The minimum monthly earnings used to calculate contributions are £770.

The maximum monthly earnings used to calculate contributions are £3,646.

The insured's contributions also finance sickness, maternity, and work injury benefits and part of the cost of medical benefits.

Nonemployed persons older than the age at which they can leave school and residing in Jersey for a continuous period of at least 6 months, with some exceptions, contribute 12.5% of covered earned income (old-age and survivor pensions and medical benefits).

The minimum annual earned income used to calculate contributions for nonemployed persons is £8,604.

The maximum annual earned income used to calculate contributions for nonemployed persons is £43,752; £58,336 for total earned and unearned income.

**Self-employed person:** 12.5% of covered earnings.

The minimum monthly earnings used to calculate contributions are £770.

The maximum monthly earnings used to calculate contributions are £3,646.

The self-employed person's contributions also finance sickness, maternity, and work injury benefits and part of the cost of medical benefits.

**Employer:** 6.5% of covered payroll.

The minimum monthly earnings used to calculate contributions are £770.

The maximum monthly earnings used to calculate contributions are £3,646.

The employer's contributions also finance sickness, maternity, and work injury benefits and part of the cost of medical benefits.

**Government:** The total cost of income support.

#### Qualifying Conditions

**Old-age pension:** Age 65 (age 60 for women registered with the pension system before 1975) with at least 4.5 years of paid or credited contributions including at least 6 months of paid contributions. The full pension is paid with 45 years of paid or credited contributions.

Partial pension: Paid with at least 4.5 years of paid or credited contributions.

Credited contributions may be awarded for up to 3 years of full-time education; for periods of incapacity, disability, or unemployment; for widowed persons; and for parents who do not work for up to 10 years to care for children younger than age 5.

Early pension: A reduced pension is possible from age 63.

The pension paid for a widow or a woman who married before April 2001 is based either on her own contribution record or on that of her husband, whichever is greater.

Dependent's supplement: Paid for a dependent wife younger than age 65, married before April 2001, and who does not receive any other contributory social security benefits; may also be paid for an adult dependent.

Persons receiving the old-age pension (including partial or early pensions) may continue to work.

The old-age pension is payable abroad.

The old-age pension may be combined with income support benefits.

**Disability pension:** The insured must be assessed with a permanent incapacity for any work (including voluntary work) and have at least 6 months of paid contributions, including paid or credited contributions during at least 10% of the period between the date the insured first entered the system and the date the disability began.

The disability pension is paid after sickness benefits have been paid for 1 year and is paid until age 65.

Dependent's supplement: Paid for a dependent wife younger than age 65, married before April 2001, and who does not

receive any other contributory social security benefits; may also be paid for an adult dependent.

The disability pension is payable abroad.

The disability pension may be combined with income support benefits.

**Short-term incapacity allowance:** The insured must have at least 3 months of contributions, including paid contributions on earnings above £770 in the quarter before the quarter in which the claim is made. Self-employed persons and nonemployed persons must have paid contributions in the quarter the claim was made. A reduced benefit is paid if contributions were paid on earnings above £770 in only 1 or 2 months of the qualifying quarter.

Dependent's supplement: Paid for a dependent spouse or, under certain conditions, a partner.

The allowance is paid for up to 364 days.

The short-term incapacity allowance may be combined with income support benefits.

**Long-term incapacity allowance:** The insured must be assessed with a degree of disability of at least 5% and have at least 6 months of contributions, including contributions paid on earnings above £770 in the quarter before the quarter in which the claim is made.

Dependent's supplement: Paid for a dependent spouse or, under certain conditions, a partner.

The allowance is paid after short-term incapacity benefits have been paid for 1 year and is paid until age 65.

Persons receiving the allowance may continue in paid or voluntary work.

The allowance is payable abroad for 13 weeks only; may be paid for a longer period under a reciprocal agreement.

The long-term disability allowance may be combined with income support benefits.

**Invalid care allowance (income-tested):** Paid to a person providing care to a person who is eligible to receive a personal care benefit because of an assessed impairment. The caregiver's annual income must not exceed £55,498.

The invalid care allowance may be combined with income support benefits.

**Survivor allowance:** Paid for up to 52 weeks if the deceased was a pensioner at the time of death or had at least 6 months of paid contributions, including paid or credited contributions during at least 10% of the period between age 18 and the month before death. The full survivor allowance is paid if the deceased had paid continuous contributions until his or her death.

Either the surviving spouse or the insured was younger than age 65 at the time of the insured's death. The eligible survivor must have been married to the deceased at the time of death.

The allowance ceases on remarriage or cohabitation.

The survivor allowance may be combined with income support benefits.

**Survivor pension:** The deceased was a pensioner at the time of death or had at least 6 months of paid contributions, including paid or credited contributions during at least 10% of the period between age 18 and the month before death. The full survivor pension is paid if the deceased had a full contribution record.

The eligible survivor must be younger than age 65 and have been married to the deceased at the time of death.

The survivor pension is paid after survivor allowance benefits have been paid for 1 year and is replaced by the old-age pension at age 65.

The survivor pension ceases on remarriage or cohabitation.

The survivor pension is payable abroad.

The survivor pension may be combined with income support benefits.

**Death grant:** The deceased had at least 1 year of contributions, or less than 1 year of contributions and a contribution was paid in the month the death occurred. Part of the cost of funeral expenses may also be met through income support benefits.

### Old-Age Benefits

**Old-age pension:** The full weekly pension is £178.01. The pension is paid monthly.

Partial pension: The pension is reduced proportionately for less than 45 years of contributions.

Early pension: The pension is reduced by 0.58% a month for each month the insured claims the pension before age 65.

Dependent's supplement: A weekly supplement of £117.53 is paid. If the insured receives an early pension, the supplement is reduced by 0.58% a month for each month the insured claims the pension before age 65. The supplement is paid monthly.

Benefit adjustment: Pensions are adjusted annually according to changes in the earnings index.

### Permanent Disability Benefits

**Disability pension:** The full weekly pension is £178.01 if the insured has 45 years of paid or credited contributions (contributions for the years between the date the disability began up to the retirement age are credited). The pension is reduced proportionately for less than 45 years of contributions. The pension is paid after sickness benefits have been paid for 1 year and is paid until age 65. The pension is paid monthly.

The minimum weekly pension is £17.80.

A medical board consisting of two doctors assesses the degree of incapacity for work. Further medical board examinations may be required.

Dependent's supplement: £117.53 a week is paid.

**Short-term incapacity allowance:** The weekly benefit is £178.01 and is paid for 2 to 364 days.

Dependent's supplement: £117.53 a week is paid.

After a year of entitlement to the short-term incapacity allowance, a long-term incapacity allowance or a disability pension may be paid.

**Long-term incapacity allowance:** If the assessed degree of disability is 100%, the weekly allowance is £178.01 and is paid after entitlement to the short-term allowance ceases. The allowance is paid monthly.

A medical board consisting of two doctors assesses the degree of incapacity for work.

Partial disability allowance: If the assessed degree of disability is from 16% to 99%, the allowance is reduced in proportion to the assessed degree of disability.

Dependent's supplement: £117.53 a week is paid.

Disablement gratuity: A lump sum is paid if the assessed degree of disability is between 5% and 15% and varies according to the insured's age.

**Invalid care allowance (income-tested):** £770.78 a month is paid.

Benefit adjustment: Benefits are adjusted annually according to changes in the earnings index.

### Survivor Benefits

**Survivor allowance:** The weekly allowance is £213.64 and is paid for the first 52 weeks after the insured's death.

**Survivor pension:** The full weekly pension is £178.01 and is paid after entitlement to the survivor allowance ceases. The pension is reduced proportionately if the deceased had less than 45 years of contributions.

**Death grant:** A lump sum of £712.04 is paid.

Benefit adjustment: Benefits are adjusted annually according to changes in the earnings index.

### Administrative Organization

Social Security Department (<http://www.gov.je/socialsecurity>) administers the program.

### Sickness and Maternity

#### Regulatory Framework

**First law:** 1951.

**Current laws:** 1967 (health insurance); and 1974 (social security), implemented in 1975.

**Type of program:** Social insurance (cash benefits) and universal (medical benefits) system.

#### Coverage

**Cash benefits:** Employed and self-employed persons; coverage for the incapacity allowance only for certain nonemployed persons, depending on age and residence.

**Medical benefits:** All persons residing in Jersey.

#### Source of Funds

##### Insured person

**Cash benefits:** See source of funds under Old Age, Disability, and Survivors.

**Medical benefits:** 0.8% of gross earnings. For nonemployed persons, see source of funds under Old Age, Disability, and Survivors.

##### Self-employed person

**Cash benefits:** See source of funds under Old Age, Disability, and Survivors.

**Medical benefits:** 2% of gross earnings.

##### Employer

**Cash benefits:** See source of funds under Old Age, Disability, and Survivors.

**Medical benefits:** 1.2% of gross payroll.

##### Government

**Cash benefits:** None.

**Medical benefits:** The total cost of hospital care.

#### Qualifying Conditions

**Short-term incapacity allowance:** The insured must have at least 3 months of contributions, including paid contributions on earnings above £770 in the quarter before the quarter in which the claim was made. (Self-employed persons and nonemployed persons must have paid contributions in the quarter the claim was made.) A reduced benefit is paid if contributions were paid on earnings above £770 in only 1 or 2 months of the qualifying quarter.

**Long-term incapacity allowance:** The insured must have an assessed degree of incapacity of at least 5% and have at least 6 months of contributions, including contributions paid on earnings above £770 in the quarter before the quarter in which the claim was made.

Persons receiving the allowance may continue paid or voluntary work.

The allowance is payable abroad for 13 weeks only; may be paid for a longer period under a reciprocal agreement.

The long-term incapacity allowance may be combined with income support benefits.

**Cash maternity allowance:** The insured must have at least 13 weeks of contributions, including paid contributions in the quarter one year before the expected date of childbirth.

**Maternity (adoption) grant:** At least one of the parents must have paid at least 1 year of contributions.

**Medical benefits:** The insured must have at least 6 months of contributions or have resided in Jersey for at least 6 months.

### **Sickness and Maternity Benefits**

**Short-term incapacity allowance:** The weekly benefit is £178.01 and is paid for 2 to 364 days.

Dependent's supplement: £117.53 a week is paid for a dependent spouse or, under certain conditions, partner.

After a year of entitlement to the short-term incapacity allowance, a long-term incapacity allowance or a disability pension (see Old Age, Disability, and Survivors) may be paid.

Benefit adjustment: Benefits are adjusted annually according to changes in the earnings index.

**Long-term incapacity allowance:** If the assessed degree of incapacity is 100%, the weekly allowance is £178.01. The allowance is paid after receiving the short-term incapacity allowance for 1 year and is paid until age 65. The allowance is paid monthly.

A medical board consisting of two doctors periodically assesses the degree of incapacity for work.

Partial incapacity allowance: If the assessed degree of incapacity is from 16% to 99%, the allowance is reduced in proportion to the assessed degree of incapacity.

Dependent's supplement: £117.53 a week is paid for a dependent spouse or, under certain conditions, a partner.

Incapacity gratuity: A lump sum is paid if the assessed degree of incapacity is between 5% and 15% and varies according to the insured's age.

Benefit adjustment: Benefits are adjusted annually according to changes in the earnings index.

**Maternity allowance:** £178.01 is paid for 18 weeks, starting between 6 and 11 weeks before the expected date of childbirth. The allowance is paid weekly.

Benefit adjustment: Benefits are adjusted annually according to changes in the earnings index.

**Maternity (adoption) grant:** A lump sum of £534.03 is paid for the birth (or adoption) of each child.

Benefit adjustment: Benefits are adjusted annually according to changes in the earnings index.

### **Workers' Medical Benefits**

Hospitals provide free medical care.

Cost sharing: The cost of general practitioner care varies among practices, but the government subsidizes £15 of each consultation.

Pharmaceuticals prescribed by general practitioners are free.

### **Dependents' Medical Benefits**

Hospitals provide free medical care.

Cost sharing: The cost of general practitioner care varies among practices, but the government subsidizes £15 of each consultation.

Pharmaceuticals prescribed by general practitioners are free.

### **Administrative Organization**

Social Security Department (<http://www.gov.je/socialsecurity>) administers social security and health insurance.

Department of Health and Social Services (<http://www.gov.je/health>) administers hospital treatment.

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### **Work Injury**

#### **Regulatory Framework**

**First law:** 1930.

**Current laws:** 1974 (social security), implemented in 1975; and 2004 (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**

**Short-term incapacity allowance:** The insured must have at least 3 months of contributions, including paid contributions on earnings above £770 in the 3 months of the quarter before the quarter in which the claim was made. Self-employed persons must have paid contributions in the quarter the claim was made. A reduced benefit is paid if contributions were paid on earnings above £770 in only 1 or 2 months of the qualifying quarter.

After receiving the short-term incapacity allowance for 1 year, a long-term incapacity allowance or an incapacity pension may be paid.

The short-term incapacity allowance may be combined with income support benefits.

**Long-term incapacity allowance:** The insured must have an assessed degree of incapacity of at least 5% and have at least 6 months of contributions, including contributions paid on earnings above £770 in the 3 months of the quarter before the quarter in which the claim is made.

Persons receiving the allowance may continue paid or voluntary work.

The allowance is payable abroad for 13 weeks only; may be paid for a longer period under a reciprocal agreement.

The long-term incapacity allowance may be combined with income support benefits.

**Incapacity pension:** The insured must be assessed as permanently incapable of any work (including voluntary work) and have at least 6 months of paid contributions, including paid or credited contributions during at least 10% of the period between the date the insured first entered the system and the date the incapacity began.

Dependent's supplement: Paid for a dependent wife younger than age 65, married before April 2001, and who does not receive any other contributory social security benefits; may also be paid for an adult dependent.

The incapacity pension is payable abroad.

The incapacity pension may be combined with income support benefits.

**Survivor allowance:** The deceased had at least 6 months of paid contributions, including paid or credited contributions during at least 10% of the period between age 18 and the month before death. The full survivor allowance is paid if the deceased had a full contribution record.

The surviving spouse or the insured was younger than age 65 at the time of the insured's death. The eligible survivor must have been married to the deceased at the time of death.

The survivor allowance may be combined with income support benefits.

**Survivor pension:** The deceased had at least 6 months of paid contributions, including paid or credited contributions during at least 10% of the period between age 18 and the month before death. The full survivor pension is paid if the deceased had paid continuous contributions until his or her death.

The eligible survivor must be younger than age 65 and have been married to the deceased at the time of death.

The survivor pension is payable abroad.

The survivor pension may be combined with income support benefits.

**Death grant:** The deceased had at least 1 year of contributions, or less than 1 year of contributions and a contribution was paid in the month the death occurred. Part of the cost of funeral expenses may also be met through income support benefits.

### Temporary Disability Benefits

**Short-term incapacity allowance:** The weekly benefit is £178.01 and is paid for 2 to 364 days.

Dependent's supplement: £117.53 a week is paid for a dependent wife or, under certain conditions, a partner.

Benefit adjustment: Benefits are adjusted annually according to changes in the earnings index.

### Permanent Disability Benefits

**Long-term incapacity allowance:** If the assessed degree of incapacity is 100%, the weekly allowance is £178.01. The allowance is paid after receiving the short-term incapacity allowance for 1 year and is paid until age 65. The allowance is paid monthly.

Partial incapacity allowance: If the assessed degree of incapacity is from 16% to 99%, the allowance is reduced in proportion to the assessed degree of incapacity.

Dependent's supplement: £117.53 a week is paid for a dependent spouse or, under certain conditions, partner.

Incapacity gratuity: A lump sum is paid if the assessed degree of incapacity is between 5% and 15% and varies according to the insured's age.

A medical board consisting of two doctors periodically assesses the degree of incapacity for work.

**Incapacity pension:** The full weekly pension is £178.01 if the insured has 45 years of paid or credited contributions (contributions for the years from the date the incapacity began until the retirement age are credited). The pension is paid after receiving the short-term incapacity allowance for 1 year and is paid until age 65. The pension is paid monthly.

The minimum weekly pension is £23.

A medical board consisting of two doctors periodically assesses the degree of incapacity for work.

Dependent's supplement: £117.53 a week is paid.

Benefit adjustment: Benefits are adjusted annually according to changes in the earnings index.

### Workers' Medical Benefits

Hospitals provide free medical care.

Cost sharing: The cost of general practitioner care varies among practices, but the government subsidizes £15 of each consultation.

Pharmaceuticals prescribed by general practitioners are free.

### **Survivor Benefits**

**Survivor allowance:** The weekly allowance is £213.64 and is paid for the first 52 weeks after the insured's death.

The survivor allowance ceases on remarriage or cohabitation.

**Survivor pension:** The full weekly pension is £178.01 and is paid after entitlement to the survivor allowance ceases. The pension is reduced proportionately if the deceased had less than 45 years of contributions.

The pension ceases on remarriage or cohabitation; otherwise, paid until age 65 when it is replaced by the old-age pension.

Benefit adjustment: Benefits are adjusted annually according to changes in the earnings index.

**Death grant:** A lump sum of £712.04 is paid.

Benefit adjustment: Benefits are adjusted annually according to changes in the earnings index.

### **Administrative Organization**

Social Security Department (<http://www.gov.je/socialsecurity>) administers social insurance benefits.

Department of Health and Social Services (<http://www.gov.je/health>) administers hospital care.

### **Unemployment**

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#### **Regulatory Framework**

**First law:** 1930.

**Current law:** 2007 (income support), implemented in 2008.

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

#### **Coverage**

All persons residing in 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**

**Income support (income-tested):** Income support provides financial help to adult job seekers. The scheme provides support toward the costs of accommodation, daily living expenses, medical needs, and child care.

The job seeker must have ordinarily resided in Jersey for at least 5 years, currently reside in Jersey, and be actively seeking employment.

The job seeker must have a current Job Seeker'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. Failure to sign a Job Seeker's Agreement may result in the reduction of benefits.

### **Unemployment Benefits**

**Income support (income-tested):** Income support is normally paid weekly. The benefit depends on individual household circumstances, including income and assets, the number of persons in the household, level of housing rent paid, and household expenses. Additional components may be paid for child care, impairment, and caregivers. Special one-time payments may also be paid to help with the cost of major expenses and for emergencies. Income support benefits are exempt from income tax.

There is no limit to duration.

Benefit adjustment: Benefits are adjusted annually.

### **Administrative Organization**

Social Security Department (<http://www.gov.je/socialsecurity>) administers social insurance benefits.

Work Zone at the Social Security Department provides advice and support to help job seekers find suitable employment.

### **Family Allowances**

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#### **Regulatory Framework**

**First and current laws:** 1972 (family allowances), implemented in 2005; and 2007 (income support), implemented in 2008.

**Type of program:** Universal system.

#### **Coverage**

All persons residing in Jersey with one or more children.

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### **Source of Funds**

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

### **Qualifying Conditions**

**Income support (income-tested):** Income support provides financial help to Jersey residents in need. The scheme provides support toward the costs of accommodation, daily living expenses, medical needs, and child care.

The claimant must have ordinarily resided in Jersey for at least 5 years and the claimant and all other adults in their household must be in full-time employment, exempt from full-time employment, or actively seeking employment.

### **Family Allowance Benefits**

**Income support (income-tested):** Income support is normally paid weekly. The benefit depends on individual household circumstances, including income and assets, the number of persons in the household, level of housing rent paid, and household expenses. Additional benefits may be paid for child care, impairment, and caregivers. Special one-time payments may also be paid to help with the cost of major expenses and for emergencies. Income support benefits are exempt from income tax.

There is no limit to duration.

Benefit adjustment: Benefits are adjusted annually.

### **Administrative Organization**

Social Security Department (<http://www.gov.je/socialsecurity>) administers the program.

## Latvia

Exchange rate: US\$1.00 equals 0.49 lats.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1922.

**Current laws:** 1995 (social insurance), 1997 (social insurance), and 2000 (funded pension scheme).

**Type of program:** Notional defined contribution (NDC), mandatory individual account, social insurance, and social assistance system.

Municipalities provide social assistance benefits (means-tested and conditional) to the needy.

#### Coverage

**Old-age and survivor pensions (NDC):** Employed persons; self-employed persons; unemployed persons with disabilities; armed forces personnel and their spouses; persons caring for a child younger than 18 months; and recipients of certain social insurance benefits.

Voluntary coverage for all persons aged 15 or older residing permanently in Latvia who are not subject to compulsory insurance and the spouse of a self-employed person younger than the retirement age.

**Old-age pension (mandatory individual account):** The individual account is mandatory for persons covered under the social insurance system who were younger than age 30 on July 1, 2001; voluntary coverage for persons aged 30 to 49 on July 1, 2001.

**Disability pension (social insurance):** Employed and self-employed persons. Persons caring for a child younger than 18 months; recipients of the maternity and paternity benefit and parent's benefit.

Voluntary coverage for spouse of a self-employed person younger than the retirement age.

#### Source of Funds

**Insured person:** 9% of covered earnings plus administrative fees for the individual account.

Of the total insured person and employer contribution of 33.09% of covered earnings, 18% of covered earnings finances the NDC benefits and 2% of covered earnings finances the individual account. The remainder finances the disability, sickness and maternity benefits, work injury benefits, parent's benefits, and unemployment benefits. (In 2011, the contribution rate for the individual account will increase from 2% to 4% of covered earnings; in 2012, from

4% to 6%. The NDC contribution rate will decrease so that the total contribution rate remains the same.)

The annual minimum earnings used to calculate contributions are the statutory annual minimum wage; the minimum daily earnings used to calculate contributions depend on the statutory hourly minimum wage.

The maximum annual earnings used to calculate contributions are not in force from 2009 to 2013.

**Self-employed person:** 28.17% of covered earnings plus administrative fees for the individual account.

Of the total self-employed person's contribution of 28.17% of covered earnings, 18% of covered earnings finances the NDC pension and 2% of covered earnings finances the individual account. The remainder finances the disability pension, sickness and maternity benefits, and parent's benefits. (In 2011, the contribution rate for the individual account will increase from 2% to 4% of covered earnings; in 2012, from 4% to 6%. The NDC contribution rate will decrease so that the total contribution rate remains the same.)

The minimum annual declared earnings used to calculate contributions are 2,160 lats.

The maximum annual earnings used to calculate contributions are not in force from 2009 to 2013.

**Employer:** 24.09% of covered earnings.

Of the total insured person and employer contribution (33.09%), 18% of covered earnings finances the NDC pension and 2% of covered earnings finances the individual account. The remainder finances the disability pension, sickness and maternity benefits, work injury benefits, parent's benefits, and unemployment benefits. (In 2011, the contribution rate for the individual account will increase from 2% to 4% of covered earnings; in 2012, from 4% to 6%. The NDC contribution rate will decrease so that the total contribution rate remains the same.)

The minimum annual earnings used to calculate contributions are the statutory minimum annual wage; the minimum daily earnings used to calculate contributions depend on the statutory minimum hourly wage.

The maximum annual earnings used to calculate contributions are not in force from 2009 to 2013.

**Government:** Contributes for persons residing in Latvia caring for a child younger than 18 months and receiving child care benefits, and certain social insurance beneficiaries.

#### Qualifying Conditions

**Old-age pension (NDC and mandatory individual account):** Age 62 (men and women) with at least 10 years of coverage.

Special conditions apply to certain persons with disabilities; to parents with large families or a child with a disability; to persons who worked under hazardous or dangerous

conditions before 1996; to certain persons affected by the Chernobyl disaster; and to politically repressed persons.

For a transitional period special conditions apply to transport workers and artists.

Early pension: Age 60 with at least 30 years of coverage. (Beginning January 1, 2012, early retirement will be eliminated.)

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

Old-age benefits are payable abroad.

**State social security benefit (social assistance):** Age 67 (men and women) with less than 10 years of coverage or with no previous coverage.

**Disability pension (social insurance):** The insured must be assessed with a disability and have at least 3 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 (disability).

The degree of disability is assessed by the State Medical Commission for the Assessment of Health Conditions and Working Ability.

Disability benefits are payable abroad.

**State social security benefit (social assistance):** Paid to persons aged 18 or older with disabilities. The benefit is paid for as long as the disability lasts.

**Disabled person care allowance (social assistance):** Paid to all adults with disabilities (regardless of whether covered or not) with an assessed Group I disability.

**Survivor pension (NDC and mandatory individual account):** The deceased was insured or was a pensioner at the time of death.

Eligible survivors are the insured's children, including adopted children younger than age 18 (age 24 if a full time student, no limit if disabled); and dependent brothers, sisters, grandchildren, stepsons, and stepdaughters younger than age 18 (age 24 if a full time student, no limit if disabled) who are without parents who are capable of work.

Survivor benefits are payable abroad.

**Spouse benefit (NDC and mandatory individual account):** If the surviving spouse receives a state pension and the pensioner died after January 1, 2007, the spouse is entitled to a lump-sum benefit.

**Death allowance (NDC and mandatory individual account):** Paid for the death of an insured person, an unemployed person, a pensioner, or an insured's dependent family member. In the case of the death of an insured person or a family member of an insured person, the death must have occurred within 1 month after the end of the contribution period. The benefit can be claimed up to 12 months after the date of death.

**State social security benefit (social assistance):** Paid to eligible survivors if the deceased did not satisfy the qualifying conditions for a pension.

### Old-Age Benefits

**Old-age pension (NDC):** The pension is based on the insured's contributions, annual capital growth adjusted according to changes in the earnings index, and average life expectancy.

The monthly minimum pension for a coverage period of up to 20 years is 49.50 lats (82.50 lats if disabled since childhood); for a coverage period of 21 to 30 years, 58.50 lats (97.50 lats if disabled since childhood); for a coverage period of 30 to 40 years, 67.50 lats (112.50 lats if disabled since childhood); for a coverage period of 41 years or more, 76.50 lats (127.50 lats if disabled since childhood).

Early pension: 50% of the old-age pension is paid until the insured reaches the normal retirement age. (Early retirement will no longer be possible from January 1, 2012.)

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

Benefit adjustment: No adjustments in 2009 or 2010.

**Old-age pension (mandatory individual account):** The pension is based on the insured's contributions plus accrued interest. At retirement, the insured can purchase an annuity or have the funds credited to his or her NDC account.

**State social security benefit (social assistance):** The monthly benefit is 45 lats; 75 lats if disabled since childhood.

### Permanent Disability Benefits

**Disability pension (social insurance):** The pension is calculated according to three groups of assessed disability.

Group I: The monthly pension is 0.45 times the insured's average earnings in 3 consecutive years in the last 5 years plus the insured's average wage multiplied by the ratio of actual contribution years to the total possible number of years of coverage between age 15 and retirement.

The minimum monthly pension is 1.6 times the state social security benefit (72 lats; 120 lats if disabled since childhood).

Group II: The monthly pension is 0.4 times the insured's average earnings in 3 consecutive years in the last 5 years plus the insured's average wage multiplied by the ratio of actual contribution years to the total possible number of years of coverage between age 15 and retirement.

The minimum pension is 1.4 times the state social security benefit (63 lats; 105 lats if disabled since childhood).

Group III: The monthly pension is the state social security benefit of 45 lats; 75 lats if disabled since childhood.

## Latvia

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The minimum annual earnings used to calculate benefits for self-employed persons and voluntarily insured persons are 2,160 lats.

The maximum annual earnings used to calculate benefits are not in force from 2009 to 2013.

Benefit adjustment: No adjustments in 2009 or 2010.

### **State social security benefit (social assistance):**

The monthly benefit is 45 lats; 75 lats if disabled since childhood.

### **Disabled person care allowance (social assistance):**

The monthly allowance is 150 lats.

## **Survivor Benefits**

### **Survivor pension (NDC and mandatory individual account):**

The monthly pension for one survivor is 50% of the deceased's old-age pension; 75% for two eligible survivors; 90% 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 is 65% of the state social security benefit for each eligible survivor (29.25 lats; 48.75 lats if disabled since childhood).

Benefit adjustment: No adjustments in 2009 or 2010.

### **Spouse benefit (NDC and mandatory individual account):**

A lump sum of 2 months of the deceased's pension is paid.

### **Death allowance (NDC and mandatory individual account):**

The allowance is twice the deceased's last monthly average earnings used to calculate contributions or the deceased's pension. For the death of a dependent family member or an unemployed person, the allowance is 3 times the state social security benefit (135 lats; 225 lats if disabled since childhood); for the death of a pensioner, two months of the deceased's pension; for a state social security benefit recipient, twice the state social security benefit.

### **State social security benefit (social assistance):**

The monthly benefit is 45 lats; 75 lats if disabled since childhood.

## **Administrative Organization**

Ministry of Welfare (<http://www.lm.gov.lv>) provides general supervision.

State Social Insurance Agency (<http://www.vsaa.gov.lv>) administers cash benefits and individual accounts.

Financial and Capital Market Commission (<http://www.fktk.lv>) supervises the asset managers of the individual accounts.

## **Sickness and Maternity**

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### **Regulatory Framework**

**First law:** 1924.

**Current law:** 1995 (maternity and sickness benefits).

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

### **Coverage**

**Cash benefits:** Employed and self-employed persons.

Voluntary coverage for all persons aged 15 or older residing permanently in Latvia who are not compulsorily covered and are not receiving an old-age pension; the spouse of a self-employed person younger than the retirement age.

**Medical benefits:** All Latvian citizens residing in Latvia and noncitizens with residence permits.

### **Source of Funds**

**Insured person:** See source of funds under Old Age, Disability, and Survivors; voluntary contributors pay 2.47% of earnings for sickness and maternity benefits and 1.68% of earnings for the parent's benefit.

The minimum annual earnings used to calculate contributions are the statutory minimum annual wage; the minimum daily earnings used to calculate contributions depend on the statutory minimum hourly wage.

The minimum annual earnings used to calculate contributions for self-employed persons and voluntarily insured persons are 2,160 lats.

**Self-employed person:** 2.36% of gross earnings for sickness and maternity benefits and 1.68% for the parent's benefit is taken from the total contribution rate of 28.17% of gross earnings paid 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 and medical benefits:** There is no minimum qualifying period.

### **Sickness and Maternity Benefits**

**Sickness benefit:** The benefit is 80% of the insured's average earnings in the last 12 months. The benefit is paid from the 11th day of incapacity for work until recovery or up to 26 weeks from the first day of incapacity for work (52 weeks within a 3-year period for a repeated incapacity for work); may be extended at the recommendation of the

State Medical Commission. The employer pays the benefit during the waiting period (the benefit must not be less than 75% of the insured's average earnings for the 2nd and 3rd days and not less than 80% for the 4th to the 10th days).

The minimum annual earnings used to calculate benefits for self-employed persons and voluntarily insured persons are 1,800 lats.

The maximum annual earnings used to calculate benefits are 2,160 lats.

The sickness benefit is paid after the insured is certified as incapable of work by the State Social Insurance Agency.

**Sick child care benefit:** The benefit is 80% of the insured's average earnings in the last 12 months and is paid from the first day up to the 21st day if caring for a child younger than age 14. The benefit is also paid for a child receiving treatment in hospital.

**Maternity benefit:** The benefit is 100% of the insured's average earnings in the last 12 months. The benefit is paid for 112 consecutive days (56 days before and 56 days after the expected date of childbirth); 14 additional days are paid in the event of multiple births.

The minimum annual earnings used to calculate benefits for self-employed persons and voluntarily insured persons are 2,160 lats.

The benefit may be paid for 14 additional consecutive days as the result of complications arising during pregnancy, childbirth, or the postnatal period and in cases where inpatient medical care associated with the pregnancy began before the 12th week of pregnancy.

Maternity benefits must be claimed within 12 months after the first day of the maternity leave period.

Maternity benefits are paid after the insured is certified as incapable of work by the State Social Insurance Agency.

**Paternity benefit:** The benefit is 80% of the insured's average earnings in the last 12 months and is paid for 10 consecutive days.

The minimum annual earnings used to calculate benefits for self-employed persons and voluntarily insured persons are 2,160 lats.

**Parent's benefit:** Paid to persons on child care leave or to persons who work during the child care period while raising a child younger than age 1. The benefit is 70% of the insured's average monthly earnings, but must be at least 63 lats a month.

Average earnings are based on earnings in the 12-month period starting 3 months before the expected month of childbirth.

The minimum annual earnings used to calculate benefits for self-employed persons and voluntarily insured persons are 2,160 lats.

### **Workers' Medical Benefits**

Benefits are provided by state-owned and private hospitals under contract with the Health Compulsory Insurance State Agency. Benefits include general and specialist care, medicine, hospitalization, maternity 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 lat for a visit to a general practitioner; 3 lats for a visit to a specialized physician; 5 lats a day for inpatient care. Rates vary for a home visit by a general practitioner.

Treatment is free for emergencies; for children up to age 18; for persons with Group I disabilities; for pregnant women and women with a newborn child (for up to 42 days); for low-income persons; for persons with serious conditions (tuberculosis, mental illness, and chronic hemodialysis); persons who are cared for in-state social care centers and local government rest homes; for vaccinations provided through the state immunization program; for preventive examinations and treatment for certain infectious diseases; for certain persons affected by the Chernobyl disaster; and for politically oppressed persons and participants of the national resistance movement.

### **Dependents' Medical Benefits**

Benefits are provided by state-owned and private hospitals under contract with the Health Compulsory Insurance State Agency. Benefits include general and specialist care, medicine, hospitalization, maternity 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 lat for a visit to a general practitioner; 3 lats for a visit to a specialized physician; 5 lats a day for inpatient care. Rates vary for a home visit by a general practitioner.

Treatment is free for emergencies; for children up to age 18; for persons with Group I disabilities; for pregnant women and women with a newborn child (for up to 42 days); for low-income persons; for persons with serious conditions (tuberculosis, psychiatric illnesses, and chronic hemodialysis); persons who are cared for in-state social care centers and local government rest homes; for vaccinations provided through the state immunization program; for preventive examinations and treatment for certain infectious diseases; for certain persons affected by the Chernobyl disaster; and for politically oppressed persons and participants of the national resistance movement.

### **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 (<http://www.vsaa.gov.lv>) administers cash benefits.

Health Payment Center (<http://www.vnc.gov.lv>) administers medical benefits.

## **Work Injury**

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### **Regulatory Framework**

**First law:** 1927.

**Current law:** 1995 (work injuries and occupational diseases).

**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:** None.

**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**

**Work injury benefits:** There is no minimum qualifying period. Accidents that occur while commuting to and from work are not covered. For an occupational disease, the insured must have at least 3 years of coverage after 1997.

### **Temporary Disability Benefits**

The benefit is identical to the sickness benefit paid under Sickness and Maternity.

The benefit is 80% of the insured's average earnings in the last 12 months. The benefit is paid from the 11th day of incapacity for work until recovery or up to 26 weeks from the first day of incapacity for work (52 weeks within a 3-year period for a repeated incapacity for work). The employer pays the benefit in the waiting period (the benefit must not be less than 80% of the insured's average earnings for the 1st to the 10th day).

The sickness benefit is paid after the insured is certified as incapable of work by the State Social Insurance Agency.

### **Permanent Disability Benefits**

**Permanent disability benefit:** For a 100% loss of earning capacity, the monthly pension is 80% of the insured's average monthly earnings in the last 12 months.

Partial disability pension: A reduced pension is paid for a loss of earning capacity less than 100%. For a loss of earning capacity from 90% to 99%, the monthly pension is 75% of the insured's average monthly earnings in the last 12 months; for a loss of earning capacity from 25% to 49%, 50% of the insured's average monthly earnings.

The disability is assessed by the Health and Working Capacity Medical Expert Commission.

Benefit adjustment: No adjustments in 2009 or 2010.

### **Workers' Medical Benefits**

Benefits include general and specialist care, medicine, and hospitalization. The insured is also reimbursed for additional expenses for medical treatment, nursing care, prostheses, travel expenses, and occupational rehabilitation.

### **Survivor Benefits**

**Survivor pension:** The monthly pension is 25% of the deceased's average monthly earnings in the last 12 months for one survivor, 35% for two, 45% for three, and 55% for four or more.

The minimum survivor pension is the state social security benefit of 45 lats; 75 lats if disabled since childhood.

The maximum survivor pension is 80% of the deceased's average monthly earnings in the last 12 months.

Eligible survivors are the surviving spouse; children; and dependent brothers, sisters, grandchildren, parents, and grandparents.

**Orphan's pension:** The monthly pension is 40% of the deceased's average monthly earnings in the last 6 months for one survivor, 35% for two, 45% for three, and 55% for four or more.

**Full orphan's pension:** The monthly pension is 40% of the deceased's average monthly earnings in the last 12 months for one survivor, 50% for two, 60% for three, and 70% for four or more.

Benefit adjustment: No adjustments in 2009 or 2010.

**Death allowance:** The allowance is twice the deceased's last monthly average earnings used to calculate contributions or twice the permanent disability benefit.

### **Administrative Organization**

Ministry of Welfare (<http://www.lm.gov.lv>) provides general supervision.

State Social Insurance Agency (<http://www.vsaa.gov.lv>) administers benefits.

## Unemployment

### Regulatory Framework

**First law:** 1991.

**Current law:** 1999 (unemployment insurance).

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

### Coverage

Employed persons; active military personnel and their spouses; persons residing in Latvia caring for a child younger than 18 months; and recipients of the child rearing allowance, child care benefit, 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 1.75% of 50 lats per month for active military personnel and their spouses and for persons residing in Latvia caring for a child younger than 18 months.

### Qualifying Conditions

**Unemployment benefit:** The insured must have at least 1 year of contributions, including 9 months in the last 12 months before unemployment, and be registered at the state employment office.

Special conditions apply to persons caring for a child younger than 18 months, persons caring for a disabled child younger than age 16, formerly disabled persons who have regained the capacity to work, and persons in military service.

### Unemployment Benefits

The monthly benefit varies according to the length of the coverage period and the duration of unemployment. The benefit is 50% of the insured's average earnings in the last 12 months with 1 to 9 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 9 months in any 12 month period and the benefit decreases over time to 75% or 50% of the original benefit, depending on the insured's length of coverage.

Persons caring for a child younger than 18 months or caring for a disabled child younger than age 16 or formerly disabled persons who have regained the capacity to work

and persons who were in military service before becoming unemployed receive twice the monthly state social security benefit of 45 lats.

### Administrative Organization

Ministry of Welfare (<http://www.lm.gov.lv>) provides general supervision.

State Social Insurance Agency (<http://www.vsaa.gov.lv>) and local insurance offices administer benefits.

State Employment Agency (<http://www.nva.lv>) and local employment offices are responsible for job placements, training, and retraining.

### Family Allowances

#### Regulatory Framework

**First law:** 1990.

**Current laws:** 1997 (social security) and 2002 (social benefits).

**Type of program:** Universal system.

#### Coverage

All Latvian citizens residing in Latvia and noncitizens with residence permits.

#### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

#### Qualifying Conditions

**Family allowance:** The child must be younger than age 15 (age 19 if a full-time student; age 18 if disabled) and unmarried.

**Foster family allowance:** The allowance is paid to families providing foster care.

**Foster care benefit:** Paid to a family or person recognized as the foster family or parent.

**Child-rearing allowance (flat-rate benefit):** The child must be younger than age 2. The person rearing a child must not be employed. From age 1 to 2, the benefit is not paid if a maternity or paternity benefit has been paid to the child's other parent during the same period of time.

Family allowances are also paid.

**Child-rearing allowance supplement:** Paid in the event of multiple births.

**Childbirth allowance:** Paid to one of the parents (or guardians) of a child younger than age 1.

**Disabled child-rearing allowance:** Paid to persons rearing a child younger than age 18 with an assessed severe disability.

Disabled child supplement: Paid to persons receiving family allowances for a disabled child younger than age 18.

**Adopted child care benefit:** Paid to a person who has custody of a child whose adoption has yet to be approved by a court.

**Adoption benefit:** Paid to a person who has adopted a child and the adoption has been approved by a court.

**Legal guardian allowance:** Paid to the appointed legal guardian.

**Legal guardian duties benefit:** Paid to the appointed legal guardian.

### **Family Allowance Benefits**

**Family allowance:** The monthly benefit is 8 lats for the first child, 9.60 lats for the second, 12.80 lats for the third, and 14.40 lats for each subsequent child.

**Foster family allowance:** The monthly allowance is 80 lats regardless of the number of foster children and is paid for the duration of the child's stay with the family.

**Foster care benefit:** The amount paid is set by the local authority, but must be at least 27 lats a month.

**Child-rearing allowance (flat-rate benefit):** The monthly benefit is 50 lats if the child is younger than age 1; 30 lats if the child is aged 1 or 2.

Child-rearing allowance supplement: The benefit is 50 lats per month for each child younger than age 1 and 30 lats per month for each child aged 1 or 2.

**Childbirth allowance:** A lump sum of 296 lats is paid.

Childbirth supplement: 100 lats is paid for the first child, 150 lats for the second, and 200 lats for each subsequent child.

**Disabled child-rearing allowance:** 150 lats a month is paid until the disabled child reaches age 18.

Disabled child supplement: 50 lats a month is paid until the child reaches age 18.

**Adopted child care benefit:** 35 lats a month is paid.

**Adoption benefit:** A lump sum of 1,000 lats is paid for each child.

**Legal guardian allowance:** 32 lats a month is paid for each child.

**Legal guardian duties benefit:** 38 lats a month is paid.

### **Administrative Organization**

Ministry of Welfare (<http://www.lm.gov.lv>) provides general supervision.

Ministry for Children and Family Affairs is responsible for family policy and the payment of child-rearing allowances.

State Social Insurance Agency (<http://www.vsaa.gov.lv>) administers benefits.

## Liechtenstein

Exchange rate: US\$1.00 equals  
1.03 Swiss francs.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First and current laws:** 1952 (old-age and survivors), implemented in 1954; 1960 (disability); and 1988 (mandatory occupational pensions).

**Type of program:** Social insurance and mandatory occupational pension system.

#### Coverage

**Social insurance:** All persons residing, employed, or self-employed in Liechtenstein.

**Mandatory occupational pension:** All employees covered by social insurance with annual earnings greater than 20,520 francs. Mandatory coverage from age 23 for old-age benefits if the employment contract exceeds 3 months and from age 17 for disability and survivor benefits regardless of the duration of the contract.

Voluntary coverage is possible.

#### Source of Funds

##### Insured Person

**Social insurance:** 3.8% of gross earnings for old-age and survivor benefits and 0.75% of gross earnings for disability benefits.

A nonemployed person pays variable annual contributions according to income, from 228 francs to 7,600 francs for old-age and survivor benefits and from 45 francs to 1,500 francs for disability benefits, plus 3.6% of the total contribution amount for administrative fees.

There are no maximum earnings used to calculate contributions.

**Mandatory occupational pension:** At least 6% of covered earnings plus up to 50% of the cost of administrative fees.

Covered earnings include income from 20,520 francs to 82,080 francs minus a tax allowance of 13,260 francs.

Nonemployed persons may contribute voluntarily.

##### Self-employed person

**Social insurance:** A flat rate of 228 francs for old-age and survivor benefits if annual income is 3,000 francs to 6,000 francs; 3.8% to 7.5% of annual income for old-age and survivor benefits if annual income is 6,000 francs to 26,000 francs; 7.6% of annual income for old-age and survivor benefits and 1.5% of annual income for disability

benefits if annual income is greater than 26,000 francs. Self-employed persons pay 3.6% of the total contribution amount for administrative fees.

There is no maximum income used to calculate contributions.

**Mandatory occupational pension:** Voluntary contributions plus the cost of administrative fees.

##### Employer

**Social insurance:** 3.8% of payroll for old-age and survivor benefits and 0.75% of payroll for disability benefits plus 3.6% of the insured person and employer contribution amount for administrative fees.

There are no maximum earnings used to calculate contributions.

**Mandatory occupational pension:** At least 8% of total payroll or 6% of covered earnings for each insured employee plus up to 50% of the cost of administrative fees.

The employer's contribution must be at least equal to the value of the insured person's contribution. Covered earnings include income from 20,520 francs to 82,080 francs minus a tax allowance of 13,260 francs.

##### Government

**Social insurance:** 20% of annual expenditure plus 66.7% of income from the Heavy Vehicle Fee (at least 4.2 million francs a year) for old-age and survivor benefits; any deficit up to 50% of annual expenditure for disability benefits.

**Mandatory occupational pension:** None.

#### Qualifying Conditions

##### Old-age pension

**Old-age pension (social insurance):** Age 64 (men and women) with at least 1 year of contributions.

Early pension: Age 60 (men and women).

Deferred pension: The pension may be deferred up to age 70.

Child's supplement: The child must be younger than age 18 (age 25 if a student or in vocational training).

Wife's supplement: Insured men born before 1945 may receive a supplement for a wife born before 1955. The wife must not be entitled to any pension in her own right.

**Old-age pension (mandatory occupational pension):** age 64 (men and women).

Early pension: age 60 (men and women) if eligible for a social insurance early pension.

Deferred pension: The pension may be deferred.

##### Disability pension

**Disability pension (social insurance):** The insured is assessed with a permanent loss of at least 67% of working capacity and has at least 1 year of contributions.

**Partial disability:** A reduced pension is paid if the insured is assessed with a permanent loss of 40% to 66% of working capacity and has at least 1 year of contributions.

**Disability supplement:** Paid for insured persons younger than age 45 when the disability began.

**Child's supplement:** Paid for each dependent child younger than age 18 (age 20 if a student or in vocational training).

**Disability pension (mandatory occupational pension):** The disability must begin before the normal pensionable age. The degree of disability is assessed according to the loss in earning capacity. The pension ceases when the insured reaches the normal pensionable age.

**Partial disability:** A reduced pension is paid if the insured is assessed with a partial disability.

### Survivor pension

**Survivor pension (social insurance):** The insured had at least 1 year of contributions.

Eligible survivors are the spouse, a divorced spouse entitled to alimony, and orphans younger than age 18 (age 25 if a student or in vocational training).

**Survivor pension (mandatory occupational pension):** Eligible survivors are the spouse, a divorced spouse entitled to alimony, and orphans younger than age 18 (age 25 if a student or in vocational training).

### Old-Age Benefits

**Old-age pension (social insurance):** For a full pension based on a complete contribution period for the insured's age cohort, 1,140 francs to 2,280 francs a month is paid, depending on the insured's annual average earnings during the total coverage period. The pension is proportionately reduced for an incomplete contribution period according to the insured's age cohort.

Annual average earnings are calculated based on employment income, contributions made while nonemployed, and recognized care-giving periods for children or persons in need of care. If married, the annual average earnings are split equally between both partners for the marriage period.

**Early pension:** The pension is reduced for each year it is awarded before the normal pensionable age (for up to 1 year before, the pension is reduced by 3%; for 2 years, by 7%; for 3 years, by 11.5%; or for 4 years, by 16.5%). For women born before 1952 who retire at age 62, the pension is reduced by 1.5%.

**Deferred pension:** The pension is increased by 5.22% for 1 year of deferral, up to 40.71% for 6 years.

**Child's supplement:** 40% of the minimum old-age pension paid to the insured's age cohort is paid for each child younger than age 18 (age 25 if a student or in vocational training); 50% is paid if the insured's disability pension is replaced by the old-age pension.

**Wife's supplement:** Between 10% and 35% of the old-age pension is paid, according to the insured's age cohort.

**Christmas bonus:** 100% of the monthly pension is paid in December.

**Benefit adjustment:** Benefits are adjusted every 2 years according to changes in the consumer price and wage indexes; may be adjusted annually if the annual consumer price index increases by more than 4% or postponed if the increase is less than 5% in a 2-year period.

### Old-age pension (mandatory occupational pension):

Benefits may be paid as an annuity or as a lump sum, depending on the plan's regulations.

The minimum pension is based on the insured's accumulated capital and the annuity rate of the pension institution. Annuity rates are defined by plan regulations.

**Benefit adjustment:** Benefits are adjusted according to the financial situation of each institution.

### Permanent Disability Benefits

**Disability pension (social insurance):** The full pension is paid based on a complete contribution period for the insured's age cohort. If the level of disability is at least 66.7% (total disability), the pension is 1,140 francs to 2,280 francs a month, depending on the insured's annual average earnings during the total coverage period.

Annual average earnings are calculated based on employment income, contributions made while nonemployed, and recognized care-giving periods for children or persons in need of care. If married, the annual average earnings are split equally between both partners for the marriage period.

If the disability began before age 25 and the insured has at least the minimum required contribution period, 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.

A reduced pension is paid for an incomplete contribution period.

**Partial disability:** If the assessed degree of disability is 50% to 66.6%, the pension is 50% of the full disability pension; if the assessed degree of disability is 40% to 49%, the pension is 25% of the full pension.

**Disability supplement:** The supplement is proportional to the value of the insured's average annual income and is set by the government.

**Child's supplement:** 50% of the disability pension is paid for each child younger than age 18 (age 25 if a student or in vocational training).

**Christmas bonus:** 100% of the monthly pension is paid in December.

**Benefit adjustment:** Benefits are adjusted every 2 years according to changes in the consumer price and wage indexes; may be adjusted annually if the annual consumer

price index increases by more than 4% or postponed if the increase is less than 5% in a 2-year period.

**Disability pension (mandatory occupational pension):** Benefits may be paid as an annuity or as a lump sum, depending on the plan's regulations. The full pension must be at least 30% of the insured's covered earnings.

Partial disability: A reduced pension is paid.

Child's supplement: Up to 6% of covered earnings is paid for each child younger than age 18 (age 20 if a student or in vocational training).

Benefit adjustment: Benefits are adjusted according to the financial situation of each institution.

### Survivor Benefits

**Survivor pension (social insurance):** The full pension is 80% of the pension the deceased received or would have been entitled to receive.

The full pension is paid to a widow(er) with children or a widow(er) without children aged 45 or older at the time of the insured's death who was married to the insured for at least 5 years.

The widow(er) pension ceases on remarriage.

Temporary survivor pension: A pension is paid for 2 years to a widow(er) who was married to the deceased for less than a year and age 40 or older at the time of the insured's death; for 3 years if married for less than a year and younger than age 40 at the time of the insured's death; for 4 years if married for 1 to 5 years and older than age 45 at the time of the insured's death; or for 5 years if married for 1 to 5 years and between ages 40 and 45 at the time of the insured's death.

For a surviving separated or divorced spouse, the total pension paid is the value of any alimony owed to him or her.

Partial survivor pension: A reduced pension is paid for an incomplete contribution period.

**Orphan's pension (social insurance):** Each orphan younger than age 18 (age 25 if a student or in vocational training) receives 40% of the pension the deceased received or was entitled to receive; full orphans receive a pension for each insured parent.

Partial orphan's pension: A reduced pension is paid for an incomplete contribution period.

Benefit adjustment: Benefits are adjusted every 2 years according to changes in the consumer price and wage indexes; may be adjusted annually if the annual consumer price index increases by more than 4% or postponed if the increase is less than 5% in a 2-year period.

**Survivor pension (mandatory occupational pension):** Benefits may be paid as an annuity or as a lump sum, depending on the plan's regulations. The survivor pension must be at least 18% of the insured's covered earnings for

the spouse and 6% of the insured's covered earnings for each orphan.

In the case of a death of an old-age or disability pensioner, the survivor pension is 60% of the deceased's pension for the spouse and 20% for each orphan.

The survivor pension ceases if the surviving spouse remarries.

Benefit adjustment: Benefits are adjusted according to the financial situation of each institution.

### Administrative Organization

**Social insurance:** Old Age, Survivor, and Disability Insurance Institutes (<http://www.ahv.li>) administers the program.

**Mandatory occupational pension:** Financial Market Authority (<http://www.fma-li.li>) supervises and regulates pension institutions and ensures compliance.

Private pension institutions, under government supervision, administer the mandatory occupational pension plans.

### Sickness and Maternity

#### Regulatory Framework

**First law:** 1910.

**Current laws:** 1971 (sickness), implemented in 1972; and 1981 (maternity), implemented in 1982.

**Type of program:** Social insurance (cash benefits) and universal (medical benefits) system.

#### Coverage

**Cash sickness and maternity benefits:** Employed persons aged 15 or older.

Voluntary coverage for self-employed persons.

**Medical benefits:** All persons residing or employed or self-employed in Liechtenstein.

#### Source of Funds

**Insured person:** A variable percentage of covered earnings (the average is between 1.5% and 2%) or a fixed sum (the average is 239 francs for adults and 119.50 francs for young persons aged 17 to 20); children up to age 16 are exempt. The contributions of an insured person between ages 17 and 20 must not be more than half the value of the contributions of an adult.

The maximum annual earnings used to calculate contributions are 126,000 francs.

**Self-employed person:** Voluntary contributions only.

**Employer:** The contribution must be at least 50% of the insured person's contribution.

The maximum annual earnings used to calculate contributions are 126,000 francs.

**Government:** The government pays 90% of the cost of medical benefits for children younger than age 17 and up to 50% of the costs of medical benefits for other insured persons, and subsidizes contributions for low-income insured persons.

### **Qualifying Conditions**

**Cash sickness benefits:** The insured must contribute to a health insurance fund.

**Cash maternity benefits:** Must have been a member of a health insurance fund for at least 270 days with no more than 3 months of interruption.

### **Sickness and Maternity Benefits**

**Sickness benefit:** The benefit is at least 80% of the insured's covered earnings. The benefit is paid after a 2-day waiting period for a total of up to 720 days in 900 consecutive days.

Partial sickness benefit: A reduced sickness benefit is paid for a partial incapacity of at least 50%.

**Maternity benefit:** The benefit is at least 80% of the insured's covered earnings. The benefit is paid for 20 weeks, of which at least 16 weeks must be after the expected date of childbirth.

**Maternity allowance:** A variable tax-exempt lump sum (500 francs to 4,500 francs), based on the taxable income of both spouses (or the taxable income of the woman if she is a lone parent), is paid to a woman who is not eligible for the maternity benefit. If the woman is also eligible for the maternity benefit and the amount is lower than the maternity allowance, the difference between the allowance and the maternity benefit is paid.

### **Workers' Medical Benefits**

Medical benefits include primary 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 normally no limit to duration.

Cost sharing: The insured pays a set fee of 200 francs per calendar year plus 10% of all costs exceeding the set fee, up to 800 francs. Cost-sharing rates are halved for pensioners and adolescents age 16 to 20; children younger than age 16 do not pay for chronic diseases or for preventive or maternity care.

### **Dependents' Medical Benefits**

Individuals are insured in their own right and there is no family coverage.

Medical benefits include primary 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 normally no limit to duration.

Cost sharing: The patient pays a set fee of 200 francs per calendar year plus 10% of all costs exceeding the set fee, up to 800 francs. Cost-sharing rates are halved for pensioners and adolescents age 16 to 20; children younger than age 16 do not pay for chronic diseases or for preventive or maternity care.

### **Administrative Organization**

Office for Health (<http://www.ag.llv.li>) supervises and regulates Health Insurance Funds.

Health Insurance Funds authorized by the government and the Federation of Health Insurance Funds administer contributions and benefits.

Federation of Health Insurance Funds ensures compliance.

### **Work Injury**

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#### **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 according to the extent of coverage required and the assessed degree of risk.

The maximum annual earnings used to calculate contributions are 126,000 francs.

**Employer:** Contributions vary according to the assessed degree of risk.

The maximum annual earnings used to calculate contributions are 126,000 francs.

**Government:** None.

### **Qualifying Conditions**

**Work injury benefits:** There is no minimum qualifying period.

### **Temporary Disability Benefits**

If the insured has an assessed loss in working capacity of at least 10%, 80% of the insured's earnings is paid after a 1-day waiting period.

The maximum annual earnings used to calculate benefits are 126,000 francs.

### **Permanent Disability Benefits**

**Permanent disability benefits:** The full pension is 80% of the insured's earnings and is paid for a reduction in working capacity of more than 50%.

The maximum annual earnings used to calculate benefits are 126,000 francs.

Partial disability: 50% of the pension is paid for a reduction in working capacity of 25% to 50%.

Constant-attendance allowance: An allowance is paid if the insured requires the constant attendance of others to perform daily functions.

**Integrity damage grant:** The grant is paid for a permanent and major physical or mental disability that was the result of an accident. The value of the lump sum, up to 126,000 francs, depends on the assessed degree of disability.

### **Workers' Medical Benefits**

All necessary expenses and care are fully covered.

There is no limit to duration.

### **Survivor Benefits**

**Survivor pension:** The pension is 40% of the deceased's earnings.

The maximum annual earnings used to calculate benefits are 126,000 francs.

The pension is paid to a surviving widow(er) or to a separated or divorced spouse (if the deceased was required to pay alimony) if he or she has dependent children, has a disability of at least 66.6%, or is aged 45 or older.

**Survivor pension for a divorced spouse:** The pension is 20% of the deceased's earnings or the value of the alimony owed to the separated or divorced spouse (whichever is lower).

**Orphan's pension:** Each orphan younger than age 18 (age 25 if a student or in vocational training) receives 15% of the deceased's earnings; 25% for a full orphan.

The maximum annual earnings used to calculate benefits are 126,000 francs.

All survivor benefits combined must not exceed 70% of the deceased's covered earnings (90% if a divorced spouse is also receiving a survivor 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.

Survivors also receive cost-of-living allowances.

**Benefit adjustment:** Benefits are adjusted every 2 years according to changes in the consumer price and wage indexes; may be adjusted annually if the annual consumer price index increases by more than 4% or postponed if the increase is less than 5% in a 2-year period.

**Survivor allowance:** A lump sum is paid to a surviving spouse or to a divorced or separated spouse who is not eligible for a pension. The lump sum is 1 to 5 times the annual pension, depending on the duration of marriage. Up to 1 year of pension is paid for a marriage that lasted 1 year; 5 years of pension for 5 years of marriage or more.

### **Administrative Organization**

Office for Health (<http://www.ag.llv.li>) supervises and regulates Accident Insurance Funds and ensures compliance.

Registered Compulsory Accident Insurance Funds administer contributions and benefits.

### **Unemployment**

#### **Regulatory Framework**

**First and current law:** 1969 (unemployment), implemented in 1970.

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

#### **Coverage**

Employed persons and apprentices.

Exclusions: Self-employed persons.

#### **Source of Funds**

**Insured person:** 0.25% of covered earnings.

The maximum annual earnings used to calculate contributions are 97,200 francs.

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

**Employer:** 0.25% of covered payroll.

The maximum annual earnings used to calculate contributions are 97,200 francs.

**Government:** Under certain conditions, the government finances up to 20% of the cost of benefits; finances up to 20% of the cost of any deficit.

## Qualifying Conditions

**Unemployment benefit:** The insured must have at least 6 months of coverage in the last 2 years before claiming unemployment benefits, must be available for work, and must satisfy any other necessary requirements.

**Short-time work compensation:** The insured has worked for up to 18 months in the last 2 years. The compensation is paid for a temporary work stoppage, a reduction in working hours of at least 2 days a month, or a reduction in working hours due to bad weather for certain professional groups in the construction industry between December 1 and March 15 (with the exception of the period between December 24 and January 6).

## Unemployment Benefits

**Unemployment benefit:** The benefit is 80% of daily covered earning and is paid for up to 250 days in a 2-year period for insured persons up to age 49; 400 days if aged 50 to 59; 500 days if aged 60 to 64. The benefit is 70% of the insured's daily covered earnings if the insured has no dependents, is not disabled, and has daily earnings of more than 130 francs.

Benefits are calculated according to the last salary (in certain cases according to the average salary in the last 6 to 12 months).

Dependent's supplement: 10 francs a day is paid for one dependent; 5 francs a day for each additional dependent.

The maximum benefit is 85% of the insured's daily covered earnings (including supplements for dependents).

**Short-time work compensation:** The worker receives compensation for the period of reduced working time. The benefit is 80% of the insured's covered earnings for the period of lost working time and is paid for up to 3 months. The national unemployment insurance fund pays 80% and the employer pays 20% of the total benefit.

## Administrative Organization

Office for the Economy (<http://www.avw.llv.li>) supervises and regulates the National Unemployment Insurance Fund and ensures compliance.

National Unemployment Insurance Fund administers contributions and benefits.

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## Family Allowances

### Regulatory Framework

**First law:** 1958.

**Current law:** 1985 (family allowance), implemented in 1986.

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

## Coverage

All persons residing or employed or self-employed in Liechtenstein.

## Source of Funds

**Insured person:** None for employees.

Nonemployed persons make variable contributions of 63 francs to 2,100 francs, depending on their assets and income, plus an additional 4% of the contribution amount for administrative fees.

**Self-employed person:** 2.1% of gross earnings plus 4% of the contribution amount for administrative fees.

There are no maximum earnings used to calculate contributions.

**Employer:** 2.1% of payroll plus 3.6% of payroll for administrative fees.

There are no maximum earnings used to calculate contributions.

**Government:** Any deficit.

## Qualifying Conditions

**Family allowances:** Paid for children younger than age 18.

## Family Allowance Benefits

**Family allowance:** 280 francs a month is paid for each of the first two children younger than age 11; 330 francs a month is paid for each of the first two children age 11 or older; 330 francs a month per child for the third and each subsequent child or for twins. The same rules apply to full orphans.

Single-parent supplement: 110 francs a month is paid per child to a single parent.

**Birth grant:** 2,300 francs is paid per child; 2,800 francs per child for multiple births.

Birth grants are also paid for the adoption of a child younger than age 5.

If eligible parents receive family allowances from another country that are paid at a rate lower than those paid in Liechtenstein, only the difference between the amounts is paid.

## Administrative Organization

National Family Allowances Fund (<http://www.ahv.li>) administers the program.

## Lithuania

Exchange rate: US\$1.00 equals 2.40 litas.

### 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); and 2003 (individual account), implemented in 2004.

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

#### Coverage

Private- and public-sector employees, self-employed persons, military personnel, conscripts, the clergy, parents and guardians of children younger than age 3, and persons providing care at home for persons with disabilities.

Voluntary coverage is possible.

#### Source of Funds

**Insured person:** 3% of earnings.

Voluntarily insured persons contribute 50% of the basic pension amount for the basic pension plus 15% of declared earnings for the supplementary pension.

The basic pension is 360 litas.

The minimum earnings used to calculate contributions are the monthly minimum wage (800 litas).

Employed persons may divert a portion of their social insurance contributions to a voluntary individual account that supplements the social insurance old-age pension program. The decision to contribute to an individual account cannot be reversed.

**Self-employed person:** 50% of the basic pension amount for the basic pension plus 15% of declared earnings for the supplementary pension.

The basic pension is 360 litas.

The minimum declared earnings used to calculate contributions are the monthly minimum wage (800 litas).

There are no maximum earnings used to calculate contributions.

**Employer:** 23.3% of payroll.

The minimum earnings used to calculate contributions are the monthly minimum wage (800 litas).

**Government:** Any deficit; contributes as an employer.

#### Qualifying Conditions

**Old-age pension (social insurance):** Age 62 and 6 months (men) or age 60 (women) with at least 30 years of contributions.

**Partial pension:** A reduced pension is paid at the normal pensionable age with at least 15 years of contributions.

**Pension supplement:** The insured is of pensionable age and has more than 30 years of contributions.

**Early pension:** The insured is up to 5 years younger than the normal pensionable age with at least 30 years of contributions or registered as unemployed for the last 12 months and not receiving other benefits.

**Deferred pension:** If the insured has at least 30 years of contributions at the normal pensionable age, the pension may be deferred from 1 to 5 years.

Old-age pensions are payable abroad under reciprocal agreement; in the absence of a reciprocal agreement, benefits are payable abroad to insured persons with at least 15 years of contributions.

**Old-age pension (social assistance):** Age 62 and 6 months (men) or age 60 (women) and not be eligible for the social insurance old-age pension.

**Disability pension (social insurance):** Paid for an assessed loss in working capacity of at least a 45%. The required coverage period increases with age, up to 15 years of contributions. If younger than age 22, the insured must have at least 2 months of contributions; thereafter, the required coverage period increases by 2 months per year up to age 37; by 6 months per year from age 38.

**Pension supplement:** The insured has more than 30 years of contributions.

The Disability and Capacity for Work Establishment Office assesses the loss of working capacity.

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

Disability pensions are payable abroad under reciprocal agreement; in the absence of a reciprocal agreement, benefits are payable abroad to insured persons with at least 15 years of contributions.

**Survivor pension (social insurance):** Paid if the deceased received an old-age or disability pension and had at least 15 years of contributions.

Eligible survivors are a widow(er) of pensionable age or assessed with a disability before, or within 5 years after, the spouse's death or before reaching the normal pensionable age; a widow(er) without children who was married to the deceased for at least 5 years; in the absence of a surviving spouse, a partner who had children with the deceased or provides care at home for the deceased's children.

The survivor pension ceases on remarriage.

Survivor pensions are payable abroad under reciprocal agreement; in the absence of a reciprocal agreement, benefits are payable abroad to insured persons with at least 15 years of contributions.

### **Old-Age Benefits**

**Old-age pension (social insurance):** The monthly pension is 120% of the basic pension plus the supplementary pension.

The basic pension is 360 litas a month.

The monthly supplementary pension is 0.005 times the number of years of contributions multiplied by the insured's coefficient multiplied by the insured income level.

The insured's coefficient is calculated using annual earnings for the 5 best consecutive years between January 1, 1984 and December 31, 1993, and annual earnings for each year from January 1, 1994.

The insured income level is 1,170 litas.

Partial pension: The basic part of the pension is reduced in proportion to the number of years of contributions less than 30 years.

Pension supplement: 3% of the pension for each year of contributions exceeding 30 years is paid.

Early pension: The pension is reduced by 0.4% for each month the pension is awarded before the normal pensionable age.

Deferred pension: The pension is increased by 8% for each year the pension is deferred after the normal pensionable age.

Benefit adjustment: Benefits are adjusted according to changes in the value of the basic pension and the insured income level.

**Old-age pension (social assistance):** The monthly benefit is 0.9 times the basic pension.

The basic pension is 360 litas a month.

### **Permanent Disability Benefits**

**Disability pension (social insurance):** For an assessed loss of working capacity of 75% to 100%, the monthly pension is 150% of the basic pension plus the supplementary pension; for an assessed loss of working capacity of 55 to 74%, 120% of the basic pension plus the supplementary pension.

The basic pension is 360 litas a month.

The supplementary pension is 0.005 times the number of years of contributions multiplied by the insured's coefficient multiplied by the insured income.

The insured's coefficient is calculated using annual earnings for the 5 best consecutive years between January 1,

1984 and December 31, 1993, and annual earnings for each year from January 1, 1994.

The insured income level is 1,170 litas.

Pension supplement: 3% of the pension for each year of contributions exceeding 30 years.

Partial disability: If the loss of working capacity is from 45% to 54%, the pension is 50% of the basic pension plus the supplementary pension.

There is no minimum or maximum disability pension.

Benefit adjustment: Benefits are adjusted according to changes in the value of the basic pension and the insured income level.

### **Survivor Benefits**

**Survivor pension (social insurance):** The pension is equal to the survivor basic pension approved by government.

The survivor basic pension is 70 litas a month.

Benefit adjustment: Survivor benefits are adjusted according to changes in the value of the survivor basic pension.

**Orphan's pension (social insurance):** Each orphan receives 50% of the deceased's old-age or disability pension; 100% for full orphans.

All orphans' benefits must not exceed 100% of the deceased's pension.

Benefit adjustment: Orphans' benefits are adjusted according to changes in the value of the basic pension and the insured income level.

### **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.

### **Sickness and Maternity**

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#### **Regulatory Framework**

**First law:** 1925

**Current laws:** 1991 (social insurance); and 2000 (sickness and maternity).

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

#### **Coverage**

Private-sector employees and certain public-sector employees.

Exclusions: Public-sector employees covered by a state employees' program.

Voluntary coverage for self-employed persons and for all other persons older than age 16, including citizens of any member state of the European Union residing permanently in Lithuania.

### Source of Funds

**Insured person:** None for cash benefits and 6% of earnings for medical benefits.

**Self-employed person:** 2.2% of earnings for cash benefits and 9% of earnings for medical benefits.

**Employer:** 3.4% of payroll for cash benefits and 3% of payroll for medical benefits.

**Government:** Any deficit.

### Qualifying Conditions

**Sickness benefits:** The insured must have at least 3 months of contributions in the last 12 months or at least 6 months of contributions in the last 24 months.

**Occupational rehabilitation benefits:** The insured must participate in an occupational rehabilitation program and have at least 3 months of contributions in the last 12 months or at least 6 months of contributions in the last 24 months before participating in the program.

**Maternity benefits:** The insured must have at least 3 months of contributions in the last 12 months or at least 6 months of contributions in the last 24 months before the first day of maternity leave.

**Paternity benefits:** The paternity leave period must be taken before the child reaches the age of 1 month. The insured must have at least 7 months of contributions before the first day of the paternity leave.

**Child care benefits:** Paid to one of the parents (including adoptive parents) or a guardian providing care for a child younger than age 1. The insured must have at least 7 months of contributions in the last 24 months before the first day of child care.

### Sickness and Maternity Benefits

**Sickness benefit:** The sickness benefit is 85% of the insured's average earnings in the last 3 months before the incapacity began.

The employer pays 80% to 100% of the insured's average earnings for the first 2 days of incapacity.

The minimum benefit is 25% of the insured income level.

The maximum benefit is 5 times the insured income level.

The insured income level is 1,170 litas a month.

Benefit adjustment: The insured income level is set annually by the government.

**Occupational rehabilitation benefit:** The benefit is 85% of the insured's average earnings and is paid for up to 180 days.

**Maternity benefit:** The benefit is 100% of the insured's average earnings and is paid for 126 days.

The minimum benefit is 25% of the insured income level.

The maximum benefit is 5 times the insured income level.

The insured income level is 1,170 litas a month.

Benefit adjustment: The insured income level is set annually by the government.

**Paternity benefit:** The benefit is 100% of the insured's average earnings.

The minimum benefit is 25% of the insured income level.

The maximum benefit is 5 times the insured income level.

The insured income level is 1,170 litas a month.

Benefit adjustment: The insured income level is set annually by the government.

**Child care benefit:** The benefit is 100% of the insured's average earnings if the child is younger than 6 months or 85% if the child is aged 6 months to 1 year.

The minimum benefit is 25% of the insured income level.

The maximum benefit is 5 times the insured income level.

The insured income level is 1,170 litas a month.

Benefit adjustment: The insured income level is set annually by the government.

### Workers' Medical Benefits

Medical benefits include the provision of health care services and reimbursement of the cost of medicine.

### Dependents' Medical Benefits

Medical benefits include the provision of health care services and reimbursement of the cost of medicine.

### 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.

### Work Injury

#### Regulatory Framework

**First law:** 1936 (accident insurance).

**Current law:** 1999 (work injury).

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

### Coverage

Private-sector employees and certain public-sector employees; students in vocational schools, colleges, and universities; persons sent for vocational training or retraining by the Lithuanian Labor Exchange; and prisoners.

Exclusions: Public-sector employees covered by a state employees' program and self-employed persons.

### Source of Funds

**Insured person:** None.

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

**Employer:** 0.18% to 0.9% of earnings, according to three employment categories.

The minimum earnings used to calculate contributions are the monthly minimum wage (800 litas).

**Government:** None.

### Qualifying Conditions

**Work injury benefits:** There is no minimum qualifying period for work injuries or recognized occupational diseases. Accidents that occur while commuting to and from work are covered.

### Temporary Disability Benefits

The benefit is 100% of the insured's average earnings and is paid from the first day of disability until the date of rehabilitation or certification of permanent disability.

The Disability and Capacity for Work Establishment Office assesses the loss of working capacity.

The minimum benefit is 25% of the insured income level.

The maximum benefit is 5 times the insured income level.

The insured income level is 1,170 litas a month.

Benefit adjustment: The insured income level is set annually by the government.

### Permanent Disability Benefits

**Permanent disability pension:** With a loss of working capacity of at least 30%, the benefit is 50% of the percentage of loss in working capacity multiplied by the compensation coefficient multiplied by the insured income level of the current year.

The compensation coefficient is calculated based on average insured annual earnings and must not be lower than 0.25 or higher than 3.

The insured income level is 1,170 litas a month.

The Disability and Capacity for Work Establishment Office assesses the loss of working capacity.

Benefit adjustment: The insured income level is set annually by the government.

**Permanent disability grant:** With a loss of working capacity of 5% to 19%, a lump sum of 10% of the insured's average earnings in the last 24 months is paid.

With a loss of working capacity from 20% to 29%, a lump sum of 20% of the insured's average earnings in the last 24 months is paid.

The minimum benefit is 25% of the insured income level.

The maximum benefit is 3.5 times the insured income level.

The insured income level is 1,170 litas a month.

The Disability and Capacity for Work Establishment Office assesses the loss of working capacity.

Benefit adjustment: The insured income level is set annually by the government.

### Survivor Benefits

**Survivor pension:** The monthly pension is equal to the permanent disability pension that would have been paid to the deceased with a 100% loss in working capacity.

Eligible survivors are a widow(er) of retirement age or assessed with a disability, orphans younger than age 18 (age 24 if a student), and other dependent persons.

Benefit adjustment: Benefits are adjusted according to changes in the insured income level, set annually by the government.

**Survivor allowance:** A lump sum of 100 times the insured income is paid to the deceased's family. The insured income is 1,170 litas a month.

The insured income level is set annually by the government.

Benefit adjustment: The insured income level is set annually by the government.

### 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

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#### Regulatory Framework

**First law:** 1919.

**Current laws:** 1991 (social insurance), implemented in 2005; 2003 (unemployment), implemented in 2005; and 2006 (employment support).

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

## Coverage

Private- and public-sector employees, certain public officials, and military personnel.

Exclusions: Self-employed persons.

## Source of Funds

**Insured person:** None.

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

**Employer:** 1.1% of payroll.

**Government:** Any deficit; contributes as an employer.

## Qualifying Conditions

**Unemployment benefit:** The insured must be registered at the local Labor Exchange as unemployed and have paid at least 18 months of contributions in the last 36 months; no contribution requirement if the insured is involuntarily unemployed or has just completed compulsory basic military service or state defense service.

## Unemployment Benefits

The monthly benefit is equal to the state-supported income of 350 litas plus a variable amount based on the insured's income in the last 36 months, the state-supported income, and the insured income level.

The insured income level is 1,170 litas a month.

The maximum variable amount of the unemployment benefit is the difference between 70% of the insured income level and the state-supported income (350 litas a month).

The benefit is paid from the eighth day after registration for up to 6 months if the insured has less than 25 years of contributions, for up to 7 months with 25 to 29 years of contributions, for up to 8 months with 30 to 34 years of contributions, or for up to 9 months with at least 35 years of contributions.

Benefit is suspended for 3 months if unemployment is voluntary. The insured income level is set annually by the government.

Benefit adjustment: The insured income level is set annually by the government.

## Administrative Organization

Ministry of Social Security and Labor (<http://www.socmin.lt>) supervises the program.

Lithuanian Labor Exchange of the Ministry of Social Security and Labor (<http://www.socmin.lt>), with 46 local offices, administers the program and pays benefits.

State Social Insurance Fund Board (<http://www.sodra.lt>) collects contributions and disburses contributions each month to the Lithuanian Labor Exchange of the Ministry of Social Security and Labor.

## Family Allowances

### 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 system.

### Coverage

All permanent residents of Lithuania.

### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

### Qualifying Conditions

**Social assistance pension (means-tested):** Paid for children younger than age 18 (age 24 if a student) under guardianship or with an assessed need for special care; for persons assessed with disabilities before age 24; for parents, guardians, or caregivers of retirement age or with assessed disabilities who have provided care and constant attendance to a person with a disability for at least 15 years; for mothers of retirement age or with disabilities who have given birth to five or more children and reared them up to age 8; and for persons of retirement age or who are assessed with disabilities.

If the child also receives a survivor pension or any other periodic benefit, the benefit is reduced.

Means test: The means test is based on family income and property.

The Disability and Capacity for Work Establishment Office assesses the loss of working capacity.

**Long-term care allowance:** The allowance is paid to children with disabilities.

### Family Allowance Benefits

**Social assistance pension (means-tested):** The benefit ranges from 1 to 2 times the basic pension, according to the caregiver or dependent's assessed loss of working capacity or need.

The basic pension is 360 litas a month.

The value of benefits for children depends on the number and age of children in a family; special benefits are allocated to children of soldiers in military service.

## Lithuania

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Lump-sum grants for housing, heating, water, and drainage expenses are also provided.

**Long-term care allowance:** The allowance is 100% of the basic pension for a severe degree of disability; 50% for a medium degree of disability.

The basic pension is 360 litas a month.

### ***Administrative Organization***

Municipalities administer social assistance family benefits.

## Luxembourg

Exchange rate: US\$1.00 equals 0.70 euros (€).

### 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), and 2000 (pension scheme).

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

#### Coverage

All economically active persons in the private and public sectors, including self-employed persons.

Special systems for railway employees and for public-sector employees who entered employment on or after January 1, 1999.

#### Source of Funds

**Insured person:** 8% of covered earnings.

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

The maximum monthly earnings used to calculate contributions are 5 times the social minimum wage.

The social minimum wage is €1,682.76.

**Self-employed person:** 16% of covered income.

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

The maximum monthly earnings used to calculate contributions are 5 times the social minimum wage.

The social minimum wage is €1,682.76.

**Employer:** 8% of covered payroll.

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

The maximum monthly earnings used to calculate contributions are 5 times the social minimum wage.

The social minimum wage is €1,682.76.

**Government:** 8% of covered earnings.

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

The maximum monthly earnings used to calculate contributions are 5 times the social minimum wage.

The social minimum wage is €1,682.76.

#### Qualifying Conditions

**Old-age pension:** Age 65 with at least 120 months of coverage.

Age 60 with at least 480 months of paid or credited contributions, including at least 120 months of paid contributions; age 57 with at least 480 months of paid contributions. Retirement is necessary.

A minimum pension is paid with a least 20 years of coverage.

**Disability pension:** The insured must be younger than age 65 and unable to perform his or her usual or any other similar occupation. The insured must have at least 12 months of coverage in the 3 years before the disability began. There is no minimum qualifying period for a disability that is the result of an accident.

**Survivor pension:** The deceased had at least 12 months of coverage in the 3 years before death or was a pensioner at the time of death.

Eligible survivors are the deceased's spouse or declared partner if the date of marriage or the legal declaration of partnership was at least one year before the date the deceased retired (if a pensioner) or the date of death (if in insured employment) and the insured did not receive an old-age or disability pension at the time of marriage (conditions waived if the death resulted from an accident, if the deceased had children with his or her spouse or partner, if the marriage or partnership lasted at least 10 years, or if the marriage or partnership exceeded a year and the age gap between the two spouses or partners was less than 15 years); a surviving divorced spouse or separated partner if not remarried before the insured's death; orphans younger than age 18 (age 27 if a student or in vocational training); and, in the absence of a surviving spouse, the deceased's dependent parent or close relative older than age 40 who lived with the deceased for at least 5 years before the death.

#### Old-Age Benefits

**Old-age pension:** The monthly pension comprises two elements: a flat-rate component of €395.44 a month if the insured has at least 40 years of coverage and an annual increment of 1.85% of adjusted lifetime covered earnings.

The flat-rate component of the pension is reduced by 2.5% for each year of coverage less than 40.

The minimum monthly pension varies from €1,514.43 to €757.22 if the insured has 40 years or 20 years of coverage respectively.

The maximum monthly pension is €7,011.23.

Old-age pensions are payable abroad.

Benefit adjustment: Benefits are indexed to changes in the cost of living and are periodically adjusted according to changes in wages.

### **Permanent Disability Benefits**

**Disability pension:** The monthly pension comprises two elements: a flat-rate component of €395.44 a month if the insured has at least 40 years of coverage and an annual increment of 1.85% of adjusted lifetime covered earnings.

If the disability began before age 55, an additional annual increment is paid for the period between the date the disability began and age 55. The additional increment is based on 1.85% of the insured's average earnings from age 25 to the date the disability began plus a flat-rate increment of 2.5% of €395.44 for each remaining year between the date the disability began and age 65.

The flat-rate component is reduced by 2.5% for each year of coverage less than 40.

The minimum monthly disability pension is €1,514.43 if the insured has at least 40 years of coverage.

Disability pensions are payable abroad.

Benefit adjustment: Benefits are indexed to changes in the cost of living and are periodically adjusted according to changes in wages.

### **Survivor Benefits**

**Survivor pension:** The survivor pension for an eligible spouse or partner is based on the old-age pension and is 100% of the flat-rate component plus 75% of the deceased's annual increment. The survivor pension for an eligible divorced spouse or separated partner is calculated according to the length of the coverage period accrued during the marriage or partnership.

The survivor pension is reduced if the total income including other pension income exceeds a given amount.

**Orphan's pension:** The orphan's pension is based on the old-age pension and is 33% of the flat-rate component plus 25% of the deceased's annual increment. Full orphans receive a double pension.

All survivor benefits combined must not exceed 100% of the deceased's pension.

Survivor pensions are payable abroad.

Benefit adjustment: Benefits are indexed to changes in the cost of living and are periodically adjusted according to changes in wages.

### **Administrative Organization**

Ministry of Social Security (<http://www.mss.public.lu>) provides general supervision.

The National Pension Insurance Fund (<http://www.cnap.lu>) administers the private-sector program.

Public Employees Administration administers the program for civil servants.

## **Sickness and Maternity**

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### **Regulatory Framework**

**First law:** 1901.

**Current laws:** 1992 (sickness insurance and health), implemented in 1994; and 2008 (single fund), implemented in 2009.

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

### **Coverage**

All private- and public-sector employees and social security beneficiaries. Self-employed persons, artists, and farmers are covered for medical and attendance benefits.

Voluntary coverage for those without compulsory coverage.

Special systems for self-employed persons, artists, and farmers (cash benefits).

### **Source of Funds**

#### **Insured person**

**Cash benefits:** 0.25% of covered earnings.

**Medical benefits:** 2.7% of covered earnings; pensioners contribute 2.7% of the pension.

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

The maximum monthly earnings used to calculate contributions are 5 times the social minimum wage.

The social minimum wage is €1,682.76.

**Attendance benefits:** 1.4% of gross income.

#### **Self-employed person**

**Cash benefits:** 0.5% of covered income.

**Medical benefits:** 5.4% of covered income.

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

The maximum monthly earnings used to calculate contributions are 5 times the social minimum wage.

The social minimum wage is €1,682.76.

**Attendance benefits:** 1.4% of gross income.

#### **Employer**

**Cash benefits:** 0.25% of covered payroll.

**Medical benefits:** 2.7% of covered payroll.

**Attendance benefits:** None.

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

The maximum monthly earnings used to calculate contributions are 5 times the social minimum wage.

The social minimum wage is €1,682.76.

### Government

**Cash benefits:** A subsidy of 29.5% of contributions covering cash benefits and the total cost of maternity allowances.

**Medical benefits:** A subsidy of 37% of contributions covering health care benefits.

**Attendance benefits:** 45% of the cost of long-term health care.

### Qualifying Conditions

**Cash sickness, medical, and attendance benefits:** Membership in a sickness fund.

**Cash maternity benefits and adoption leave:** Membership in a fund for at least 6 months in the year before the year of the expected date of maternity or adoption leave.

### Sickness and Maternity Benefits

**Sickness benefit:** The benefit is 100% of the insured's average daily covered earnings. The benefit is paid from the first day of incapacity for up to 52 weeks in a 104-week period (the employer usually pays the first 13 weeks of benefits).

Average daily covered earnings are based on earnings in the last 3 calendar months before the sick leave began.

The minimum benefit is the social minimum wage.

The social minimum wage is €1,682.76.

**Attendance benefits:** Various cash benefits and services are provided if the insured requires the constant attendance of others to perform daily functions. Cash benefits are €58.54 an hour for care provided at home by a professional, €25 an hour for care provided at home by a relative or friend, and €44.35 to €47.59 an hour for care provided in an institution.

**Maternity benefit:** The benefit is 100% of the insured's average daily covered earnings. The benefit is paid for 8 weeks before and 8 weeks after the expected date of childbirth (12 weeks in the case of a premature birth, multiple births, or if the mother is breastfeeding her child).

Average daily covered earnings are based on earnings in the last 3 calendar months before the start of maternity leave.

The minimum benefit is the social minimum wage.

The social minimum wage is €1,682.76.

**Maternity allowance:** A lump sum of €3,104.32 is paid for a 16-week maternity leave period to persons who have no loss of income while on maternity leave.

**Adoption leave:** The benefit is 100% of the insured's average daily covered earnings. The benefit is paid for 8 weeks (12 weeks if more than one child is adopted).

Average daily covered earnings are based on earnings in the last 3 calendar months before the date of the child's adoption.

The minimum benefit is social minimum wage of €1,682.76.

### Workers' Medical Benefits

The insured may choose the service provider. Services are provided by doctors and hospitals under collective agreements, according to the established schedule of fees. 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 covers most of the cost of medical benefits, but the insured pays 20% for a visit to a doctor, 10% for other ambulatory services, 5% for dental care fees that exceed €48.54 a year, €12.64 a day for hospitalization, and either 20% or 60% of the cost of medicine.

### Dependents' Medical Benefits

The insured's dependents may choose the service provider. Services are provided by doctors and hospitals under collective agreements, according to the established schedule of fees. 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 covers most of the cost of medical benefits, but the insured pays 20% for a visit to a doctor, 10% for other ambulatory services, 5% for dental care fees that exceed €48.54 a year, €12.64 a day for hospitalization, and varying rates of 20% or 60% of the cost of medicine.

### Administrative Organization

Ministry of Social Security (<http://www.mss.public.lu>) provides general supervision.

National Health Fund (<http://www.cns.lu>), with the relevant insurance funds, administers benefits.

### Work Injury

#### Regulatory Framework

**First law:** 1902.

**Current law:** 1925 (social security).

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

### Coverage

Employees, self-employed persons, household workers, maritime workers, civil servants, apprentices, students, and military personnel.

### Source of Funds

**Insured person:** None.

**Self-employed person:** 0.45% to 6% of covered income, according to the assessed degree of risk.

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

The maximum monthly earnings used to calculate contributions are 5 times the social minimum wage.

The social minimum wage is €1,682.76.

**Employer:** 0.45% to 6% of covered payroll, according to the assessed degree of risk.

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

The maximum monthly earnings used to calculate contributions are 5 times the social minimum wage.

The social minimum wage is €1,682.76.

**Government:** 50% of the cost of administration.

### Qualifying Conditions

**Work injury benefits:** There is no minimum qualifying period. Accidents that occur while commuting to and from work are covered.

### Temporary Disability Benefits

The benefit is 100% of the insured's average daily covered earnings and is paid from the first day of incapacity for up to 52 weeks; thereafter, the benefit is replaced by a permanent disability pension.

Average daily covered earnings are based on earnings in the last 3 calendar months before the disability began.

### Permanent Disability Benefits

**Permanent disability benefit:** If the insured has a total disability, the monthly pension is 85.6% of covered earnings.

Covered earnings are the insured's earnings in the year before the accident or disease began.

Partial disability: The monthly pension is a percentage of the full disability pension according to the assessed degree of disability. (The insured can opt for a lump-sum payment with an assessed degree of disability from 10% to 40%.) If the assessed degree of disability is 10% or less, the pension is converted to a lump sum after 3 years.

Constant-attendance supplement: Attendance benefits (see Sickness and Maternity) are paid to beneficiaries who require the constant attendance of another person.

Child's supplement: If the insured is assessed with a disability of at least 50%, 10% of the disability pension is paid for each child younger than age 18 (age 27 if a student, no limit if disabled).

Schedule of payments: Benefits are paid monthly in advance.

Benefits are payable abroad.

Benefit adjustment: Benefits are indexed to changes in the cost of living and are periodically adjusted according to changes in wages.

### Workers' Medical Benefits

All necessary care, including medical treatment and surgery, hospitalization, medicine, appliances, and rehabilitation.

### Survivor Benefits

**Survivor pension:** The widow(er) receives 42.8% of the deceased's average earnings or 53.5% if the surviving spouse or the declared partner is assessed with a disability of at least 50%.

Average earnings are based on the insured's earnings in the last year before the accident that resulted in his or her death.

The survivor pension is reduced if total income including other pension income exceeds a given amount.

**Orphan's pension:** Each orphan younger than age 18 (age 27 if a student) receives 21.4% of the deceased's average earnings.

Average earnings are based on the insured's earnings in the last year before the accident that resulted in his or her death.

**Other eligible survivors (in the absence of the above):** 32.1% of the deceased's average earnings are paid to other eligible survivors, including dependent parents and other close relatives who depended on the deceased.

Average earnings are based on the insured's earnings in the last year before the accident that resulted in his or her death.

All survivor benefits must not exceed 85.6% of the deceased's average earnings.

The survivor pension is payable abroad.

**Funeral grant:** A lump sum of 6.7% of the deceased's annual earnings or the minimum wage is paid, whichever is greater.

The social minimum wage is €1,682.76

Benefit adjustment: Benefits are indexed to changes in the cost of living and are periodically adjusted according to changes in wages.

### **Administrative Organization**

Ministry of Social Security (<http://www.mss.public.lu>) provides general supervision.

Accident Insurance Association (<http://www.aaa.lu>) administers the program for workers in industry, agriculture, and forestry.

### **Unemployment**

#### **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:** Contributes an amount under a special solidarity tax.

**Employer:** None.

**Government:** Central government's contribution is set annually by the budget law; also, the proceeds from an earmarked tax on certain products. Local governments contribute 4% of their revenues.

#### **Qualifying Conditions**

**Unemployment benefits:** The insured must have worked at least 26 weeks in the last 12 months; recent graduates must have at least 26 weeks of registered unemployment. Self-employed persons must have worked at least 2 years. The insured must register at the employment office, be capable of work, be prepared to accept appropriate employment, and not be receiving an old-age, disability, or work injury pension. Unemployment is not due to voluntary leaving or the refusal of a suitable job offer.

#### **Unemployment Benefits**

The benefit is 80% of the insured's average earnings (85% if the insured has a dependent child), up to 2.5 times the social minimum wage. The maximum benefit is reduced to twice the social minimum wage after 182 days; 1.5 times the social minimum wage after 365 days. Young unem-

ployed persons receive 70% of the social minimum wage; recently self-employed persons receive 80%.

Benefits are paid for up to 365 days in a 24-month period; may be extended for 6, 9, or 12 months for older unemployed persons; additional extensions are available for hard-to-place unemployed persons.

The social minimum wage is €1,682.76.

Benefit adjustment: Benefits are indexed to changes in the cost of living.

### **Administrative Organization**

Ministry of Labor and Employment (<http://www.mte.public.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), 1980 (maternity allowance), 1985 (family allowance), 1986 (beginning of school year allowance), 1988 (education allowance), and 1999 (parental leave).

**Type of program:** Universal system.

#### **Coverage**

All children raised and legally residing in Luxembourg.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

#### **Qualifying Conditions**

**Family allowance:** The child must be younger than age 18 (age 27 if a student or disabled).

**Supplementary allowance:** Paid if the child has a serious disability.

**Birth allowance:** The mother must undergo prescribed medical examinations and reside in Luxembourg.

**Beginning of school year allowance:** Paid to families with one or more children aged 6 to 18 (age 27 if a student) who are eligible for family allowances.

**Child-rearing allowance:** All residents rearing one or more children younger than age 2 for whom they receive family allowances. The beneficiary must rear the children

## Luxembourg

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on a full-time basis or the household income must be no more than 3, 4, or 5 times the social minimum wage (after the deduction of social security contributions) according to whether there are one, two, or three children, respectively. Persons who allocate more than half of normal working time to rearing children are eligible for 50% of the allowance without an income test.

The social minimum wage is €1,682.76.

**Parental leave allowance:** Paid to a parent for a child younger than age 5 for whom they receive family allowances. The parent must have been living and working in Luxembourg at the time of the child's birth. The parent must allocate more than half of normal working time to raising the child, must have been employed by the same employer (or insured, for a self-employed person) during the 12 months immediately before the parental leave period, and must be covered by health insurance.

### **Family Allowance Benefits**

**Family allowances:** €185.60 a month is paid for one child, €440.72 a month for two, €802.74 a month for three, €1,164.48 a month for four, or €1,526.40 a month for five. In addition, €16.17 a month is paid for each child aged 6 to 11 and €48.52 a month is paid for each child aged 12 or older.

Supplementary allowance: €185.60 a month is paid.

**Birth allowances:** €1,740.09 is paid in three equal parts as a prenatal allowance, birth grant, and postnatal allowance.

**Beginning of school year allowance:** €113.15 is paid for a child older than age 6 (€161.67 if older than age 12), €194.02 per child if there are two children older than age 6 (€242.47 per child if both are older than age 12), and €274.82 per child if there are three or more children older than age 6 (€323.34 per child if all are older than age 12).

**Child-rearing allowance:** €485.01 a month is paid.

**Parental leave allowance:** €1,778.31 a month is paid for up to 6 months; €889.15 is paid for part-time parental leave.

Benefit adjustment: All allowances are indexed to changes in the cost of living.

### **Administrative Organization**

Ministry of Family and Integration (<http://www.mfi.public.lu>) provides general supervision.

National Family Allowance Fund (<http://www.cnpf.lu>) administers allowances.

## Malta

Exchange rate: US\$1.00 equals 0.70 euros (€).

### 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 laws:** 1987 (social security) and 2006 (pension system reform).

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

#### Coverage

Residents aged 16 or older, citizens employed abroad by foreign employers with a business in Malta, and students in certain work-study programs.

Exclusions: Married persons not gainfully employed, full-time students, and persons older than age 65.

#### Source of Funds

**Insured person:** 10% of covered wages; €6.62 a week if younger than age 18 with earnings up to the minimum wage.

The minimum weekly contribution is €15.23.

The maximum weekly contribution is €32.91.

The maximum annual earnings used to calculate contributions are €17,115.

The insured's contributions also finance cash sickness, work injury, and unemployment benefits.

**Self-employed person:** From €26.37 to €49.37 a week, depending on net income from self-employment.

The maximum annual net income used to calculate contributions is €17,115.

The self-employed person's contributions also finance cash sickness and work injury benefits.

**Employer:** 10% of covered payroll; €6.62 a week for employees younger than age 18 with earnings up to the minimum wage.

The minimum weekly contribution for each employee is €15.23.

The national weekly minimum wage is €152.29.

The maximum weekly contribution is €32.91.

The employer's contributions also finance cash sickness, work injury, and unemployment benefits.

**Government:** A sum of 50% of the value of total contributions.

The government's contributions also finance cash sickness, work injury, and unemployment benefits.

#### Qualifying Conditions

**Old-age pension:** If born before December 31, 1951, the pensionable age is 61 (men) or 60 with the option to retire at age 61 (women); age 62 (men and women) if born from 1952 to 1955; age 63 (men and women) if born from 1956 to 1958; age 64 (men and women) if born from 1959 to 1961; age 65 (men and women) if born on or after January 1, 1962.

The insured must have at least 156 weeks of paid contributions, including an annual average of at least 20 weeks of paid or credited contributions.

**Child-rearing credit:** For each child reared, the insured person receives 2 years (4 years for a child with a disability) of credited contributions to finance old-age benefits. The credited periods for child rearing can be shared between the parents. The insured (including adoptive parents) must have legal custody of the child who must be younger than age 6 (age 10 if disabled).

**Early pension:** Paid from age 61. If the insured was born on or after January 1, 1962, he or she must have accumulated at least 2,080 weeks of paid or credited contributions since age 18; if the insured was born between 1952 and 1961, he or she must have accumulated 1,820 weeks of paid or credited contributions since age 18 (age 19 if born before May 5, 1958).

Retirement from insured employment is necessary.

**Partial pension:** A reduced pension is paid with an annual average of at least 20 weeks of contributions (flat-rate pension) or 15 weeks of contributions (earnings-related pension).

**Income test:** Earned income from employment or self-employment from age 61 (men) or age 60 (women) must not exceed the national weekly minimum wage until age 65.

The national weekly minimum wage is €152.29

The old-age pension is payable abroad.

**Old-age noncontributory pension (means-tested):** Paid if the insured does not satisfy the contribution conditions for the old-age pension.

**Means test:** The means test is based on the capital assets and income of the household members.

The old-age noncontributory pension is not payable abroad.

**Disability pension:** The insured is assessed with a total and permanent incapacity for full-time or part-time work and has at least 250 weeks of paid contributions as an employee or as a self-employed person, including an annual average of at least 20 weeks of paid or credited contributions. The insured must have been in continuous full-time

or regular part-time employment or self-employment for at least 12 months before the date of the claim.

For each child reared, the insured person receives 2 years (4 years for a child with a disability) of credited contributions to finance disability survivor benefits. The credited periods for child rearing can be shared between the parents. The insured (including adoptive parents) must have legal custody of the child who must be younger than age 6 (age 10 if disabled).

Partial pension: A reduced pension is paid with an annual average of at least 20 weeks of contributions.

The disability pension is payable abroad.

**Disabled child allowance (noncontributory):** A benefit is paid to parents for a child with an assessed disability.

The allowance ceases at age 16 (14 for a child with a visual impairment) and is replaced by the disability pension.

**Pension for visually impaired, disabled, or severely disabled persons (noncontributory):** Paid for visually impaired, disabled, or severely disabled persons.

The noncontributory disability pension is not payable abroad.

**Survivor pension:** Paid to a widow(er) whose deceased spouse had paid at least 156 weeks of paid contributions, with an annual average of at least 20 weeks of paid or credited contributions from age 19, or who was of retirement age.

For each child reared, the insured person receives 2 years (4 years for a child with a disability) of credited contributions to finance survivor benefits. The credited periods for child rearing can be shared between the parents. The insured (including adoptive parents) must have legal custody of the child who must be younger than age 6 (age 10 if disabled).

Partial pension: A reduced pension is paid if the deceased had an annual average of at least 20 weeks of contributions (flat-rate pension) or 15 weeks of contributions (earnings-related pension).

Income test: Income must not exceed the minimum wage; widows younger than age 60 with children younger than age 21 qualify for the survivor pension regardless of income.

A widow(er) aged 60 or older without dependent children receives the survivor pension if his or her average weekly earnings do not exceed the national minimum wage.

The national weekly minimum wage is €152.29.

In case of remarriage, the widow(er)'s pension ceases 5 years after the date of remarriage.

**Orphan's pension:** Paid for the death of both parents. One parent must have been insured and had at least 1 week of contributions at the time of death.

Survivor benefits are payable abroad.

## Old-Age Benefits

**Old-age pension:** Pensions vary depending on whether entitlement exists to the earnings-related pension that was introduced on January 22, 1979; whether an occupational service pension is paid (reducing the social security benefit); and whether the insured is married and has a dependent spouse.

The flat-rate pension for those who are also entitled to an occupational service pension ranges from €62.30 to €137.35 a week depending on the marital status of the insured.

Earnings-related pensions of up to €219.83 a week are based on 66.7% of annual average earnings of the best 3 consecutive years in the 10 years before retirement for employed persons or in the 10 years before retirement for self-employed persons.

**Old-age noncontributory pension (means-tested):** €95.63 is paid for a single person, and €122.08 is paid for a married couple. When only one member of a couple qualifies, €78.02 is paid.

Benefit adjustment: Benefits are adjusted according to increases in the cost of living allowance set annually by the government.

## Permanent Disability Benefits

**Disability pension:** Pensions vary depending on whether an occupational service pension is paid and whether the insured is married and has a dependent spouse.

The minimum weekly pension is €58.29.

The maximum weekly pension is €137.35.

**Disabled child allowance (noncontributory):** €16.31 a week is paid.

**Pension for visually impaired, disabled, or severely disabled persons (noncontributory):** €90.47 is paid for a single person; €180.94 for a couple if both persons qualify.

Benefit adjustment: Benefits are adjusted according to increases in the cost of living allowance set annually by the government.

## Survivor Benefits

**Survivor pension:** The pension paid to a widow(er) varies depending on whether contributions were paid before January 22, 1979, and whether a survivor pension is paid by the deceased spouse's employer.

The maximum flat-rate pension for the survivor of a deceased person who paid contributions only before January 22, 1979, is €109.37 a week.

Earnings-related pensions of up to €183.19 a week are calculated based on 55.6% of average annual earnings for the best 3 consecutive years in the 10 years before the spouse's death or retirement; for self-employed persons, 55.6% of

average annual earnings in the 10 years before the spouse's death or retirement.

Survivor's supplement: €4.54 a week is paid per child if the child is entitled to the child allowance (see Family Allowances). An additional €9.32 a week per child is paid if the child is younger than age 18 and the surviving spouse is not employed or self-employed.

Upon remarriage, the widow(er) continues to receive a pension, which varies from €85.78 to €109.37.

**Orphan's pension:** €50.08 a week is paid for each orphan younger than age 16; €90.46 for each orphan between ages 16 and 21 who is not gainfully employed. If the orphan is gainfully employed but gross earnings are less than the minimum wage, the allowance is reduced so that the allowance and gross earnings combined are equal to the national weekly minimum wage.

The national weekly minimum wage is €152.29.

Benefit adjustment: Benefits are adjusted according to increases in prices.

### **Administrative Organization**

Ministry for the Family and Social Solidarity (<http://www.mfss.gov.mt>) provides general supervision.

Director General of Social Security manages the program.

Social Security Division administers the program.

### **Sickness and Maternity**

#### **Regulatory Framework**

**First laws:** 1956 (sickness) and 1981 (maternity).

**Current law:** 1987 (social security).

**Type of program:** Social insurance (cash benefits) and universal (medical benefits) system.

Note: The Employment and Industrial Relations Act requires employers to provide 100% of earnings for 14 weeks of maternity leave.

#### **Coverage**

**Cash sickness benefits:** Employed and self-employed persons.

**Cash maternity benefits:** Resident citizens of Malta.

**Medical benefits:** Resident citizens of Malta.

#### **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 for cash sickness benefits. Medical and maternity benefits are funded from general revenue.

### **Qualifying Conditions**

**Cash sickness benefits:** The insured must have at least 50 weeks of paid contributions, including at least 20 weeks of paid or credited contributions in the 2 years before the year in which the claim is made.

**Cash maternity benefits:** Paid to resident citizens of Malta and European Union citizens and persons covered by the European Social Charter residing in Malta. The insured must not be entitled to maternity leave under the Employment and Industrial Relations Act. (The Employment and Industrial Relations Act requires employers to provide 100% of earnings for 14 weeks of maternity leave.)

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

### **Sickness and Maternity Benefits**

**Sickness benefit:** €17.88 a day is paid for a married person or a person supporting a spouse who is not employed full time; €11.57 a day is paid for other persons. The benefit is paid from the 4th 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 2-year period, the total number of benefit days must not exceed 468 days. The total number of benefit days must not exceed the total number of contributions paid since the person first entered the system.

**Maternity benefit:** €73.38 is paid for 14 weeks, of which at least 5 weeks must be taken after childbirth.

### **Workers' Medical Benefits**

Benefits and health services are provided by public hospitals and clinics. Inpatient treatment, including medicine and medical devices, is provided free of charge in public hospitals. Public primary care services and outpatient treatment is free of charge. Persons registered as having a chronic disease receive free medicine. Outpatients, except for low-income persons, pay for medicine and medical devices.

### **Dependents' Medical Benefits**

Benefits and health services are provided by public hospitals and clinics. Inpatient treatment, including medicine and medical devices, is provided free of charge in public hospitals. Public primary care services and outpatient treatment is free of charge. Persons registered as having a chronic disease receive free medicine. Outpatients, except for low-income persons, pay for medicine and medical devices.

### **Administrative Organization**

Director General of Social Security manages the program.

Social Security Division administers the program.

Ministry for the Family and Social Solidarity (<http://www.mfss.gov.mt>) supervises cash benefits.

Ministry for Health, the Elderly, and Community Care (<http://www.sahha.gov.mt>) is responsible for in-kind and medical benefits.

Director General of Health manages the in-kind benefits.

Health Division administers the in-kind benefits.

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### **Work Injury**

#### **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**

**Work injury benefits:** The insured must have at least 1 week of contributions.

#### **Temporary Disability Benefits**

€26.85 a day is paid for a single or married person supporting a spouse who is not in full-time employment; €20.20 a day is paid for other insured persons. The benefit is paid from the fourth day of disability for up to 12 months.

#### **Permanent Disability Benefits**

**Permanent disability pension:** For an assessed degree of disability of at least 90%, a full disability pension is paid regardless of the number of contributions paid or credited. Benefits vary depending on whether an occupational service pension is paid and whether the insured is married and has a dependent spouse. Benefits range from €58.24 to €137.35 a week.

For an assessed degree of disability between 20% and 89%, the pension ranges from €14.20 to €63.19 a week.

For an assessed degree of disability between 1% and 19%, a lump sum is paid ranging from €219.24 to €4,156.06.

**Benefit adjustment:** Benefits are adjusted according to increases in prices and wages.

#### **Workers' Medical Benefits**

Benefits include medical, surgical, and rehabilitative treatment and medicine.

#### **Survivor Benefits**

**Survivor pension:** The pension paid to a widow(er) varies depending on whether contributions were paid before or after January 22, 1979, and whether a survivor pension is paid by the deceased spouse's employer.

The maximum flat-rate pension for the survivor of a deceased person who paid contributions only before January 22, 1979, is €109.37 a week.

Earnings-related pensions of up to €183.19 a week are calculated based on 55.6% of annual average earnings of the best 3 consecutive years in the 10 years before the spouse's death or retirement on age or medical grounds for employees; in the last 10 years before the spouse's death or retirement on age or medical grounds for self-employed persons.

Upon remarriage, the widow(er) continues to receive a pension, which varies from a €85.78 to €109.37.

**Benefit adjustment:** Benefits are adjusted according to increases in prices and wages.

**Orphan's pension:** €50.08 a week is paid for each orphan younger than age 16; €90.46 for each orphan between ages 16 and 21 who is not gainfully employed. If the orphan is gainfully employed but gross earnings are less than the minimum wage, then the allowance is reduced so that the allowance and gross earnings combined are equal to the national weekly minimum wage.

The national weekly minimum wage is €152.29.

**Dependent parent's pension:** €122.08 is paid for a married, dependent father who is supporting a wife; €101.94 for all other cases.

**Benefit adjustment:** Benefits are adjusted according to increases in prices.

#### **Administrative Organization**

Ministry for the Family and Social Solidarity (<http://www.mfss.gov.mt>) provides general supervision.

Director General of Social Security manages the program.

Social Security Division administers the program.

## Unemployment

### Regulatory Framework

**First law:** 1956.

**Current law:** 1987 (social security).

**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

**Unemployment benefit:** The insured must have at least 50 weeks of paid contributions, including at least 20 weeks of paid or credited contributions in the contribution year 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 6 months if unemployment is voluntary or the result of misconduct.

**Special unemployment benefit (means-tested):** Paid to the head of the household in place of the unemployment benefit if he or she satisfies a means test.

**Unemployment assistance (means-tested):** Paid if the insured has exhausted the right to unemployment benefits.

### Unemployment Benefits

The daily benefit is €10.86 for a single parent or a married person supporting a spouse who is not employed full time; €7.10 a day is paid 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 (means-tested):** The daily benefit rate is €18.22 for a single parent or for a married person supporting a spouse who is not in full-time employment; €11.91 a day for other insured persons. The benefit is paid from the first day of unemployment for up to 156 days; thereafter, entitlement is paid if insured has completed at least 13 weeks of employment. The total

number of benefit days must not exceed the total number of contributions paid since the person first entered the system.

**Unemployment assistance (means-tested):** The maximum benefit is €91.55 a week. The benefit is reduced by all annual income derived from investments exceeding €93.18. If weekly income exceeds the weekly benefit, no benefit is paid.

### Administrative Organization

Ministry for the Family and Social Solidarity (<http://www.mfss.gov.mt>) provides general supervision.

Director General of Social Security manages the program. Social Security Division administers the program.

## 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:** Social insurance and social assistance system.

### Coverage

All resident citizens of Malta and European Union citizens and persons covered by the European Social Charter residing in Malta.

### 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

**Child allowance (income-tested):** All households with children younger than age 21, if the income of both parents does not exceed €23,923. For children aged 16 or older, the child must be a full-time student and not receiving a stipend for studying, must never have been in gainful employment, must not be registered as unemployed, and must not be entitled to any social assistance benefits.

**Care allowance for foster children:** The child is certified by a competent authority as being a foster child or under the care of an institution.

**Disabled child allowance (no means test):** Paid to all households caring for a child with an assessed physical or mental disability. The child must not receive any other social security pension for the disability.

### **Family Allowance Benefits**

**Child allowance:** The benefit for one child is calculated as the difference between €23,923 and the couple's income multiplied by 6%. The benefit increases by another 6% per child. If household income does exceed €23,923, a flat rate of €250 per annum per child is paid.

**Care allowance for fostered children:** €70 a week is paid.

**Disabled child allowance:** €16.31 a week is paid.

### **Administrative Organization**

Ministry for the Family and Social Solidarity (<http://www.mfss.gov.mt>) provides general supervision.

Director General of Social Security manages the program.

Social Security Division administers the program.

## Moldova

Exchange rate: US\$1.00 equals 12.19 new 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 social insurance pensions), 1999 (public social insurance), 2000 (social insurance), 2001 (pension calculations), and 2008 (civil servants).

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

#### Coverage

Employed citizens, agricultural workers, and certain self-employed persons.

Special systems for armed forces personnel and for employees of the Ministry of Internal Affairs.

#### Source of Funds

**Insured person:** 6% of monthly salary and other earnings.

There are no minimum earnings used to calculate contributions.

The maximum earnings used to calculate contributions are 5 times the national average monthly wage.

The national average monthly wage is 2,950 lei.

The insured's contributions also finance sickness allowances and maternity benefits.

**Self-employed person:** An annual flat-rate contribution of 4,044 lei. Agricultural landowners contribute 996 lei.

The self-employed person's contributions also finance sickness allowances, maternity benefits, work injury benefits, unemployment benefits, and family allowances.

**Employer:** 23% of payroll (industrial sector); 22% of payroll (agricultural sector).

The contribution rate for employers who are not overdue in the payment of social insurance contributions may be reduced by 2%.

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.

**Government:** The total cost of social state allowances for military personnel and participants in the clean-up of the

Chernobyl disaster; 50% of pensions for civil servants, deputies, government members, and local authorities.

#### Qualifying Conditions

**Old-age pension (social insurance):** Age 62 with at least 30 years of coverage (men) or age 57 with at least 30 years of coverage (women).

Age 54 with at least 30 years of coverage, including at least 10 years in hazardous or arduous conditions (men), or age 49 with at least 30 years of coverage, including at least 7 years and 6 months in hazardous or arduous conditions (women).

Age 54 with at least 30 years of coverage for women who have given birth to and reared five or more children.

Civil servants who satisfy the coverage qualifying period (at least 30 years of coverage, including at least 15 years as a civil servant) may receive a pension 5 years before the normal pensionable age.

Partial pension: Age 62 (men) or age 57 (women) with at least 15 years of coverage.

Deferred pension: The pension may be deferred with more than 35 years of coverage. There is no age limit.

The old-age pension is not payable abroad.

**Old-age pension (social pension):** Paid to citizens of pensionable age who are not eligible for the social insurance old-age pension.

The social pension is not payable abroad.

**Disability pension (social insurance):** To receive a full pension the insured must be assessed with a Group I disability (an incapacity for any work and requiring constant attendance), Group II disability (an incapacity for any work but not requiring constant attendance), or Group III (incapacity for usual work).

The required coverage period varies according to the insured's age when the disability began: at least 1 year if younger than age 23; 2 years if aged 23 to 25; 3 years if aged 26 to 31; or 5 years if older than age 31.

If the coverage period is less than a year, the insured may receive a social pension.

The degree of loss of working capacity is assessed by the Medical Fitness Examining Committee.

The disability pension is payable abroad.

For a work-related disability, work injury benefits supplement the disability pension provided under Old Age, Disability, and Survivors.

**Disability pension (social pension):** Paid to persons with a disability that began in childhood and to children younger than age 16 with disabilities (Groups I, II, or III) who are not eligible for a social insurance disability pension.

The social pension is not payable abroad.

**Survivor pension (social insurance):** The insured was a pensioner or met the requirements for the old-age (partial or full) pension or disability (Groups I, II, or III) pension.

Eligible survivors include widow(er)s and orphans. The surviving spouse must be of pensionable age (or within 5 years of retirement) or disabled (Group I or II) at the time of the insured's death; married to the deceased for at least 15 years; or caring for a child younger than age 3 and not employed. Children must be younger than age 18 (age 23 if a student, no limit if disabled).

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

The survivor pension is payable abroad.

**Survivor pension (social pension):** Paid to survivors who are not eligible for a social insurance survivor pension.

The social pension is not payable abroad.

**Death grant:** Paid for the death of an insured or noninsured person.

### **Old-Age Benefits**

**Old-age pension (social insurance):** The pension is based on the number of years of coverage, the effective date of retirement, and average monthly earnings plus 2% of wages for each year of coverage exceeding 30 years.

Insurable earnings used to calculate benefits must not exceed 5 times the national average monthly wage.

The national average monthly wage is 2,950 lei.

The minimum monthly pension is 595.62 lei (April 2010); 529.37 lei for agricultural workers (April 2010).

There is no maximum monthly pension.

**Partial pension:** Paid with 15 years but less than 30 years of coverage. The pension is reduced in proportion to the number of years of coverage less than 30 years.

**Deferred pension:** The pension is increased by 2% of wages for each year of deferral.

**Old-age pension (social pension):** 89.71 lei a month is paid (April 2010).

**Benefit adjustment:** Benefits are adjusted in April according to increases in consumer prices and average earnings in the previous year.

### **Permanent Disability Benefits**

**Disability pension (social insurance):** The pension is based on monthly average covered earnings, the number of years of coverage, and a coefficient related to the assessed disability.

The coefficient is 0.42 for a Group I disability; 0.35 for Group II; 0.2 for Group III.

The minimum monthly pension is 423.02 lei for Group I; 408.50 lei for Group II; 287.64 lei for Group III (April 2010).

There is no maximum monthly pension.

Covered earnings used to calculate benefits must not exceed twice the national average monthly wage in the year before the claim.

The national average monthly wage is 2,950 lei.

**Disability pension (social pension):** 116.60 lei a month is paid for a Group I disability; 100.45 lei for Group II; 59.19 lei for Group III. A person with a Group I disability that began in childhood or who is younger than age 18 years receives 285.71 lei monthly; 242.61 for Groups II and III.

Persons who provide care for a child younger than age 16 with a Group I disability, for a person whose Group I disability began in childhood, or for a blind disabled person (Group I) receive 300 lei a month.

**Benefit adjustment:** Benefits are adjusted periodically according to changes in the cost of living.

### **Survivor Benefits**

**Survivor pension (social insurance):** The minimum pension is 50% of the deceased's pension for one survivor, 75% for two, or 100% for three or more.

**Full orphan's pension (social insurance):** The minimum orphan's pension is 50% of the deceased's minimum old-age pension.

There is no maximum survivor pension.

**Survivor pension (social pension):** 87.91 lei is paid for one orphan. The pension is doubled for full orphans.

**Death grant:** 1,000 lei is paid for the death of an insured person; 800 lei for a noninsured person.

**Benefit adjustment:** Benefits are adjusted periodically according to changes in the cost of living.

### **Administrative Organization**

Ministry of Labor, Social Protection and Family (<http://mmpsf.gov.md>) is responsible for social security policy.

National Office of Social Insurance (<http://www.cnas.md>) administers the program.

### **Sickness and Maternity**

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#### **Regulatory Framework**

**First law:** 1993.

**Current laws:** 1995 (health), 1997 (prenatal care), 1999 (family planning), and 1999 (social insurance system).

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

#### **Coverage**

**Cash sickness and maternity benefits:** Salaried citizens; agricultural workers; self-employed persons; elected

or appointed officials in government, parliament, and the judicial system; persons with disabilities; and unemployed persons.

**Medical benefits:** All persons residing in 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:** For cash sickness and maternity benefits, see source of funds under Old Age, Disability, and Survivors. The total cost of medical benefits.

### Qualifying Conditions

**Cash sickness and maternity benefits:** Insured persons residing in Moldova.

**Child care allowance (medical leave):** Paid to provide care for a sick child younger than age 7 (younger than age 16 for a disabled child with a short-term incapacity that is not the result of, or related to, the assessed disability).

**Medical benefits:** All persons residing in Moldova.

### Sickness and Maternity Benefits

**Sickness benefit:** If the insured has less than 5 years of coverage, the benefit is 60% of the insured's average earnings; with 5 to 8 years, 80%; with more than 8 years, 100%. The benefit is paid from the first day of sickness for up to 4 months; may be extended in certain cases up to 30 days.

Average earnings are based on the insured's earnings in the last 6 months before the incapacity began; if the earnings period is less than 6 months, average earnings are based on the full calendar months worked within the period, the total hours worked, or a reference wage established for each particular job.

**Sick childcare allowance (medical leave):** The allowance is calculated in the same way as the sickness benefit, above.

**Maternity benefit:** The benefit is 100% of the insured's average earnings. The benefit is paid from the 30th week of pregnancy and is paid for 126 days. Additional leave of 14 days is provided for multiple births or for complications resulting from pregnancy or childbirth.

For the adoption of a child, the benefit is paid for 56 days after the date of adoption.

Average earnings are based on the insured's earnings in the last 6 months before the incapacity began; if the earnings period is less than 6 months, average earnings are based on the full calendar months worked within the period, the

total hours worked, or a reference wage established for each particular job.

### Workers' Medical Benefits

Medical care is provided by the state. Free hospital treatment is provided for a limited number of days.

Cost sharing: The insured pays a small percentage of the cost of some medical care.

There is no limit to duration.

### Dependents' Medical Benefits

Medical care is provided by the state. Free hospital treatment is provided for a limited number of days.

Cost sharing: The patient pays a small percentage of the cost of some medical care.

There is no limit to duration.

### Administrative Organization

Ministry of Health (<http://www.ms.md>), with local authorities and the trade unions, supervises the provision of medical care.

Ministry of Health, National Agency of Health Insurance (<http://www.atchisinau.com.md>), and local health departments administer medical services provided through clinics, hospitals, and other facilities.

### Work Injury

#### Regulatory Framework

**First law:** 1991 (labor protection).

**Current laws:** 1993 (occupational diseases), 1997 (work injury), 1999 (work injury and occupational diseases insurance), 2001 (work injury allowances), and 2005 (disability assessment).

**Type of program:** Social insurance (cash benefits) and universal (medical benefits) system.

Local authorities and employers may provide supplementary pension benefits out of their own budgets.

Note: For a work-related disability, work injury benefits supplement the disability pension provided under Old Age, Disability, and Survivors.

#### Coverage

**Cash and medical benefits:** Employed persons, members of cooperatives, students, and persons undergoing professional training.

Voluntary coverage for self-employed persons.

#### 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**

**Work injury benefits:** The worker must be insured and the assessed disability must be work related. Work-related activities include vocational training; participation in social, cultural, or sporting events organized by the employer; or travel between different places of work (including abroad) if related to work.

The insured must be assessed with a Group I disability (an incapacity for any work and requiring constant attendance), Group II disability (an incapacity for any work but not requiring constant attendance), or Group III (incapacity for usual work).

The degree of loss of working capacity is assessed by the Medical Fitness Examining Committee.

### **Temporary Disability Benefits**

**Temporary disability benefit:** The benefit for a Group I or Group II disability is based on the difference between the level of disability benefit provided under Old Age, Disability, and Survivors, and 66.7% of the insured's average earnings in the 6 months before the disability began. For a Group III disability, the benefit is a percentage of the Group II amount corresponding to the degree of loss of working capacity.

The benefit is paid from the first day of the incapacity until recovery or the award of a permanent disability pension, up to 180 days.

**Employment transfer reimbursement:** Paid if the insured is no longer capable of working in the usual job and is transferred by the employer to another job that results in a loss of earnings. The difference between the insured's average monthly wage in the last 6 months and the insured's average wage received in the new position of employment is paid for 90 days.

### **Permanent Disability Benefits**

**Permanent disability pension:** The pension is paid according to the insured's income before 1999 and three groups of assessed disability.

The degree of loss of working capacity is assessed by the Medical Fitness Examining Committee.

**Death grant:** A lump sum is paid depending on the category and number of dependents but must not exceed 24 times the national average monthly wage.

The national average monthly wage is 2,950 lei.

### **Workers' Medical Benefits**

Medical services are provided directly to patients by government health providers and include general and specialist care, hospitalization, laboratory services, transportation, appliances, and medicine.

### **Survivor Benefits**

**Survivor pension:** At least 50% of the deceased's pension is paid for one survivor, 75% for two, and 100% for three or more.

**Partial pension:** If the deceased did not qualify for a pension, the monthly benefit is reduced in proportion to the number of years of coverage less than the required number.

The maximum pension must not exceed 24 times the national average monthly wage.

The national average monthly wage is 2,950 lei.

The survivor pension ceases on remarriage.

**Full orphan's pension:** At least 50% of the deceased's minimum old-age pension is paid.

**Partial pension:** If the deceased did not qualify for a pension, the monthly benefit is reduced in proportion to the number of years of coverage less than the required number.

The maximum pension must not exceed 24 times the national average monthly wage.

The national average monthly wage is 2,950 lei.

### **Administrative Organization**

Enterprises and employers pay temporary disability benefits for their employees.

Ministry of Labor, Social Protection, and Family of the Republic of Moldova (<http://mmps.gov.md>) and National Office of Social Insurance of the Republic of Moldova (<http://www.cnas.md>) coordinate and supervise the Work Injury Fund.

Local government health departments of the Ministry of Health (<http://www.ms.md>) administer medical services provided through clinics, hospitals, and other facilities.

### **Unemployment**

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#### **Regulatory Framework**

**First and current laws:** 1997, 1999, 2002, 2003, 2004, and 2005.

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

#### **Coverage**

Citizens aged 16 to 62 (men) or aged 16 to 57 (women) with a permanent address in Moldova and who are capable of work, including self-employed persons.

## 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:** Subsidies as required.

## Qualifying Conditions

**Unemployment benefit:** The insured must be registered at an employment office, have at least 6 months of previous covered employment in the last 24 months before the date of registration, be willing and able to work, and have no taxable income according to the law. A self-employed person is also covered if their license to operate a business is revoked.

Benefits may be reduced, postponed, suspended, or terminated if the insured is discharged for violating work discipline, leaving employment without good cause, violating conditions for a job placement or vocational training, or filing fraudulent claims.

## Unemployment Benefits

30% of the national average wage is paid for laid-off workers actively seeking work; 40% for workers who were laid off because of ill health, for lack of qualifications, or for refusing to relocate to a new place of work; 50% for workers laid off because of the closure of the place of work.

The national average monthly wage is 2,950 lei.

If employed previously for up to 5 years, the benefit is paid for up to 6 months; if employed previously for 5 to 10 years, the benefit is paid for up to 9 months; with more than 10 years of employment, the benefit is paid for up to 12 months.

**Benefit adjustment:** Benefits are adjusted every January according to changes in the national average wage of the previous year.

## Administrative Organization

Ministry of Economy and Trade's State Employment Agency administers the program.

## Family Allowances

### Regulatory Framework

**First law:** 1977.

**Current laws:** 1992 (children); 1993 (children and family protection); 1999 (social insurance benefits); 2002 (family allowances); and 2004 (temporary disability allowances), implemented in 2005.

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

## Coverage

Families with children residing in Moldova.

## 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

**Family allowances (social insurance):** Paid for children younger than age 16 (age 18 if a student). Other qualifying conditions vary according to the type of benefit. For children older than 18 months, the benefit is means tested. The average monthly income for each family member, including children, must not exceed 18 lei; for families with at least three children, 27 lei; for single mothers, 54 lei.

**Disabled child allowance:** Paid for a child younger than age 16 assessed with a disability by the Medical Fitness Examining Committee.

**Single mother allowance:** Paid to a single mother.

**Birth grant:** Paid for each live birth, regardless of family income.

**Child-rearing allowance:** Paid for a child up to age 3 to an insured person who is on child-rearing leave or to another eligible person (a parent, grandparent, or other relative or guardian, regardless of family income) or to a noninsured person.

**Children under guardianship (social assistance):**

Means-tested assistance is paid for children aged 3 to 16.

## Family Allowance Benefits

**Family allowances (social insurance):** The amount of social insurance benefits paid depends on the insured's monthly average earnings in the last 6 months.

**Disabled child allowance:** 250 lei a month is paid for a child with a severe disability (including disabilities from birth) until age 16.

**Single mother allowance:** 50 lei a month is paid if average per capita family monthly income is 54 lei or less.

**Birth grant:** 1,700 lei for the first child; 2,000 lei for each additional child.

**Child-rearing allowance:** For an insured person's child up to age 3, the allowance is 30% of the insured's average income

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but not less than 300 lei; for a noninsured person's child up to age 1 year and six months, 150 lei is paid.

**Children under guardianship (social assistance):** Up to 200 lei a month is paid, depending on family income. The average per capita family income in the previous 6 months must be 54 lei or less.

### ***Administrative Organization***

Ministry of Labor, Social Protection and Family (<http://mmpsf.gov.md>) coordinates and supervises the program.

Local departments of social security administer benefits to non-working parents.

Enterprises and employers award benefits and provide payments to their own employees.

## Monaco

Exchange rate: US\$1.00 equals 0.70 euros (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First laws:** 1944 (workers) and 1958 (self-employed).

**Current laws:** 1944 (disability), 1947 (old-age), 1949 (disability), and 1971 (disability).

**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:** 6.15% of covered earnings.

The maximum monthly earnings used to calculate contributions are €4,128.

The insured's contribution finances the old-age pension, survivor pension, and death allowance. For disability benefits, see Sickness and Maternity.

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

**Employer:** 6.15% of covered payroll finances the old-age pension, survivor pension, and death allowance; and an annually adjusted amount of 0.74% of covered payroll finances contributions for periods during which workers paid no contributions but received paid sick or maternity leave, disability benefits, or unemployment benefits.

For disability benefits, see Sickness and Maternity.

The maximum monthly earnings used to calculate contributions are €4,128.

**Government:** None.

#### Qualifying Conditions

**Old-age pension:** Age 65 with at least 10 calendar years of employment, including at least 151 to 173 hours of work a year (depending on the year of employment) and at least 60 months of coverage (including periods of paid sick or maternity leave and periods of disability or unemployment).

Retirement from work is not necessary.

Early pension: Age 60 and retired from all active work or employment; age 55 for a woman who has raised three children for at least 8 years before the children reach age 16.

The insured must not receive sickness, work injury, or unemployment benefits.

Deferred pension: The pension can be deferred after age 65.

Spouse's allowance: Paid if the insured has at least 60 pension points. The spouse must live with the retiree and total household income (including the spouse's allowance) must not exceed 24 times the reference salary.

The monthly reference salary is €1,032 (October 2009) and is fixed by ministerial decree.

**Disability pension:** The insured must be younger than age 60 and assessed with a total loss of working capacity (total disability) or the loss of 66.7% of working capacity (partial disability). The insured must have at least 12 months of coverage in the previous 15 months and at least 800 hours of employment in the previous 12 months, including 200 hours in the previous 3 months.

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

**Survivor pension:** The deceased was a pensioner or had at least 10 calendar years of employment at the time of death, including at least 151 hours to 173 hours of work a year (depending on the year of employment) and at least 60 months of coverage (including periods of paid sick or maternity leave and periods of disability or unemployment).

Eligible survivors are a widow aged 50 or older (any age if she is caring for a child) or a widower with at least one dependent child; a divorced or separated widow(er) receiving alimony at the time of the insured's death; and orphans younger than age 18 (age 20 if an apprentice, age 21 if a student).

If the widower ceases to care for at least one dependent child, the pension is suspended until the widower reaches age 65 or age 60 if he is incapable of gainful activity.

The widow(er)'s pension ceases on remarriage or cohabitation.

**Death allowance:** Paid to the surviving spouse of an old-age pensioner. The surviving spouse must not have been divorced or separated from the deceased. In the absence of an eligible surviving spouse, the allowance is paid to eligible orphans.

**Death grant:** 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, orphans, or parents.

#### Old-Age Benefits

**Old-age pension:** The pension is calculated according to the number of pension points acquired over the total working life multiplied by the value of a point. The number of points acquired during any 1-year period is obtained by

dividing the insured's monthly declared earnings by the monthly reference salary, up to four pension points per month.

The value of a pension point is €17.20.

The monthly reference salary is €1,032 (October 2009) and is set by ministerial decree.

Early pension: The pension is calculated in the same way as the old-age pension.

Deferred pension: The pension is increased by 1.5% for each quarter of coverage after age 65, up to 30%.

The maximum monthly pension is 6 times the reference salary (€6,192 as of October 2009).

Spouse's supplement: The full supplement is paid if the insured had at least 360 pension points; a reduced amount is paid according to the total number of pension points less than 360. The benefit is paid annually in the last quarter of the year.

Old-age benefits are payable abroad.

Schedule of payments: Pensions are paid monthly in Monaco, France, and Italy and quarterly in other countries.

Benefit adjustment: Benefits are adjusted annually according to changes in the value of the pension point.

### **Permanent Disability Benefits**

**Disability pension:** The pension is 50% of the insured's average monthly covered earnings in the 60 months before the disability began for a total disability or 30% for a partial disability.

The minimum and maximum monthly pensions depend on the insured's age and whether the insured receives any pension income from another source.

Constant-attendance supplement: 40% of the disability pension.

Disability benefits are payable abroad.

Benefit adjustment: Benefits are adjusted annually in January by ministerial decree.

### **Survivor Benefits**

**Survivor pension:** The widow(er) receives 60% of the pension the deceased received or was eligible to receive. The pension for a divorced or separated spouse is calculated according to the number of pension points acquired by the deceased while he or she lived with the surviving spouse.

**Orphan's pension:** Each half orphan receives 25% of the pension the deceased received or was eligible to receive. Each full orphan receives 50% of the deceased's pension (50% of the highest pension if both parents were pensioners).

All orphans' benefits combined must not exceed 100% of the deceased's pension.

Survivor pensions are payable abroad.

Benefit adjustment: Benefits are adjusted annually according to changes in the value of the pension point.

**Death allowance:** A lump sum is paid of 25% of the deceased's annual pension, up to 150% of the reference salary in force at the time of death.

The reference salary is €1,032 (October 2009).

**Death grant:** 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 grant is €370.

The maximum grant is €22,200.

### **Administrative Organization**

Independent Employees' Pension Fund (<http://www.caisses-sociales.mc>), with representatives of government, employers, and employees, administers the employees' old-age insurance program.

Compensation Fund for Social Services (<http://www.caisses-sociales.mc>), with representatives of government, employers, and employees, administers the employees' disability insurance program.

Independent Pension Fund for Self-Employed Workers (<http://www.caisses-sociales.mc>), with representatives of government, employers, and self-employed persons, administers self-employed persons' old-age insurance program.

### **Sickness and Maternity**

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#### **Regulatory Framework**

**First and current laws:** 1944, 1949, 1971 (employees), and 1982 (self-employed persons).

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

#### **Coverage**

Employed persons.

Special systems for self-employed persons, civil servants, and hospital personnel.

#### **Source of Funds**

**Insured person:** None.

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

**Employer:** 15.20% of covered payroll. The contribution also finances disability, family, and certain social benefits.

The maximum monthly earnings used to calculate contributions are €7,400.

**Government:** None.

## Qualifying Conditions

**Cash sickness benefits:** For an incapacity of up to 6 months, the insured must have at least 120 hours of effective or deemed employment in the last month or 200 hours in the previous quarter; for an incapacity lasting 6 or more months, the insured must have at least 12 months of contributions in the previous 15 months with at least 800 hours of work in the previous 12 months, including 200 hours in the last 3 months.

**Cash maternity benefits:** The insured must have 1 month of coverage in the quarter before the date of conception with at least 85 hours of employment for each month of coverage between the date of conception and the medical confirmation of pregnancy.

**Paternity leave benefit:** The insured must have at least 120 hours of effective or deemed employment in the last month or 200 hours in the previous 3 months. The leave period must begin within 4 months after the date of childbirth.

**Medical benefits:** The insured must have at least 120 hours of employment in the last month or 200 hours of work or deemed work in the last 3 months.

## Sickness and Maternity Benefits

**Sickness benefit:** The benefit is 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 €123.84. The benefit is paid after a 3-day waiting period for up to 360 days; may be extended for 3 or 4 years for chronic or recurring illness.

The benefit may be reduced during periods of hospitalization according to the insured's income and number of dependent children.

**Benefit adjustment:** If the sick leave period is longer than 6 months, benefits are adjusted automatically twice a year (in January and in July) according to a coefficient set by law.

**Maternity benefit:** The benefit is 90% of the insured's average daily earnings in the last 12 months, up to €123.84. The benefit for the first and second child is paid for 8 weeks before and 8 weeks after childbirth; for the third and subsequent children, 8 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 leave benefit:** The benefit is 90% of the father's average daily earnings in the 12 months before the date of birth, up to €123.84. The benefit is paid for up to 12 days, including Sundays and public holidays; 19 days for multiple births or in households with at least two dependent children.

## 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 income and family size.

The benefit is 80% of the cost of medical services, up to a ceiling. This rate is increased to 100% for pregnancy or certain lengthy and costly treatments.

## Dependents' 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 income and family size.

The benefit is 80% of the cost of medical services, up to a ceiling. This rate is increased to 100% for pregnancy or certain lengthy and costly treatments.

## Administrative Organization

Social Services Compensation Fund (<http://www.caisses-sociales.mc>), with government, employer, and employee representatives, administers the program.

## Work Injury

### Regulatory Framework

**First law:** 1930.

**Current law:** 1958.

**Type of program:** Mandatory private insurance system.

### Coverage

Employed persons.

Exceptions: Self-employed persons.

### Source of Funds

**Insured person:** None.

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

**Employer:** The total cost. The premium cost varies according to the reported risk rate. An additional contribution of 24% of the premiums is paid to the Complementary Compensation Fund.

**Government:** None.

### Qualifying Conditions

**Work injury benefit:** There is no minimum qualifying period. Accidents that occur while commuting to and from work are covered.

### **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% of 15 times the legal annual minimum wage.

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.

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 (8 times the legal annual minimum salary for professional athletes, with only 33% of earnings between twice the minimum salary and 8 times the minimum salary used to calculate benefits).

Constant-attendance supplement: If the insured requires the constant attendance of others to perform daily functions, 40% of the pension is paid.

**Partial disability pension:** The benefit is 50% of the loss in earnings for a disability of between 10% and 50%; 150% for a disability of greater than 50%.

The degree of disability is assessed by a commission.

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 in arrears.

The permanent disability pension can be replaced in full or in part by a lump sum after 5 years.

Benefit adjustment: Pensions are adjusted according to 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:** The pension is 30% of the deceased's annual earnings; 50% if the survivor is aged 55 or older or disabled.

The benefit is paid to 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 2 years before the date of the insured's death; conditions are waived if the couple had at least one child.

The pension ceases on remarriage if there are no children receiving a survivor benefit and a lump sum of 3 times the value of the annual pension is paid.

**Orphan's pension:** The pension is 15% of the deceased's annual earnings 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 survivors:** Each dependent parent and grandparent receives 10% of the deceased's annual earnings, up to 30%.

All survivor benefits combined must not exceed 85% of the deceased's annual earnings.

Benefit adjustment: Pensions are adjusted according to a coefficient set by law.

**Funeral allowance:** Funeral costs are reimbursed, up to a maximum.

### **Administrative Organization**

Licensed private insurance companies administer the program.

Complementary Compensation Fund guarantees benefit payments in case of the insolvency of the employer or insurance company.

### **Unemployment**

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#### **Regulatory Framework**

Coverage is provided through France's program for unemployment insurance.

### **Family Allowances**

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#### **Regulatory Framework**

**First law:** 1938.

**Current law:** 1954 (family benefits).

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

#### **Coverage**

Employed persons and persons receiving unemployment benefits.

Exceptions: 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; contributes toward the cost of certain social benefits.

## Qualifying Conditions

**Family allowance:** The benefit is paid for children up to age 20. Children older than age 6 must attend school. The head of the household must be insured and have at least 77 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:** The head of the household must be insured and have at least 77 hours of work or deemed work in the relevant month. The mother must undergo a medical examination and provide a formal declaration of pregnancy during the first 3 months following the date of conception. The mother must also undergo medical examination at the 3rd, 6th, and 8th 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:** The insured must have received family allowances for 7 months in the previous calendar year, including at least 1 month in the last 4 months of the previous year.

**New school year allowance (means-tested):** The child must be eligible for family allowances and have received family allowances in July of the relevant year. Household income in the year before the application for benefits must not exceed an amount that varies according to the number of dependents.

**End-of-year grant (means-tested):** The insured must have received family allowances for 4 months in the previous calendar year, including at least 1 month in the last 3 months of the previous year. Household income in the year before the application for benefits must not exceed an amount that varies according to the number of dependents.

**Housing allowance (means-tested):** The benefit is paid to family allowance beneficiaries and to certain other categories of person residing in Monaco, according to 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:** With 145 hours of covered work, the allowance is €131.80 a month for each child younger than age 3, €197.60 for each child aged 3 to 5, €237.20 for each child aged 6 to 10, and €276.70 for each child aged 11 or older. The allowance is proportionately reduced for 77 hours to 144 hours of covered work. The allowance is paid monthly to the head of the household or the child's mother or guardian.

**Prenatal allowance:** With 145 hours of covered work, the allowance is €131.80 a month for up to 9 months. The allowance is proportionately reduced for 77 hours to 144 hours of covered work. The allowance is paid in three installments (2 months of benefits in the 3rd month of pregnancy, 4 months of benefits in the 6th month of pregnancy, and 3 months of benefits after childbirth).

**Education grant:** The amount varies according to the level of the studies and whether the child attends school in Monaco (between €62 and €391) or France (between €32 and €391). The grant is paid in October to the head of the household or the child's mother or guardian.

**New school year allowance (means-tested):** The benefit is €118 for a child younger than age 3, €176 for a child aged 3 to 5, €211 for a child aged 6 to 10, and €248 for a child aged 11 to 21. The benefit is paid in August to the head of the household or the child's mother or guardian.

**End-of-year grant (means-tested):** €121 is paid in December.

**Housing allowance (means-tested):** A monthly benefit is paid.

**Other benefits:** A contribution toward the cost of child care for children up to age 6. Other forms of individual and family support may be provided.

## Administrative Organization

Compensation Fund for Social Services (<http://www.caisses-sociales.mc>), with representatives of government, employers, and employees, administers the program.

## Netherlands

Exchange rate: US\$1.00 equals 0.70 euros (€).

### 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 2006 (disability pension for employed persons).

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

#### Coverage

**Old-age and survivor pensions:** All persons residing in the Netherlands.

**Disability pension:** Employed workers, persons receiving benefits since before 2006, persons disabled since childhood, and students residing in the Netherlands.

#### Source of Funds

**Insured person:** 17.9% of covered earnings for the old-age pension and 1.1% of covered earnings for the survivor pension.

The maximum annual earnings used to calculate contributions are €32,738.

**Self-employed person:** 17.9% of covered earnings for the old-age pension and 1.1% of covered earnings for the survivor pension.

The maximum annual earnings used to calculate contributions are €32,738.

**Employer:** 5.7% of covered payroll for the disability pension for employed workers plus a variable contribution for persons receiving disability benefits since before 2006.

The maximum annual earnings used to calculate contributions are €48,715.56.

**Government:** A subsidy to increase all benefits up to the applicable social minimum; the cost of pensions for persons disabled since childhood and students.

#### Qualifying Conditions

**Old-age pension:** Age 65 and a resident of the Netherlands between ages 15 and 65; if income was earned, the insured paid contributions each year from ages 15 to 65.

**Income-tested supplementary allowance:** Aged 65 or older with a partner younger than age 65 if the younger partner's employment income is less than €1,237.35. Employment income (including unemployment benefits, disability benefits, and sickness benefits) is subtracted from the old-age pension; the supplementary allowance is paid if this income is less than €698.58. (Paid to new beneficiaries until 2015.)

**Partial pension:** A reduced pension is paid if the qualifying conditions are not met in full (no reduction is made for the pre-1957 period if the insured is a Dutch citizen residing in the Netherlands with 6 years of residence after age 59).

Two persons sharing a household can qualify for a couple's pension if both are older than age 65; if one partner is younger than age 65, the younger partner must satisfy an income test for the pensioner to receive a supplementary allowance on his or her behalf.

Retirement is not necessary.

Old-age benefits are payable abroad if residing in a European Union country; otherwise, under reciprocal agreement.

**Disability pension:** Paid to employees younger than age 65 with a reduced working capacity. A distinction is made between employees who are fully and permanently disabled after a 2-year period and employees who are temporarily disabled, according to the assessed loss of earning capacity.

**Permanent disability pension:** Paid to workers with assessed disabilities of at least 80% who have a full and permanent incapacity for work, a current earning capacity of less than 20% of former earnings, and little or no prospect of recovery.

The degree of disability is assessed on medical grounds; in certain cases, on medical grounds and work-related factors.

**Partial disability:** Paid to workers with assessed disabilities of 35% to 79% who are capable of some work.

**Constant attendance allowance:** Paid if the insured is assessed with a total permanent disability and requires the constant attendance of others to perform daily functions.

**Supplementary allowance:** Paid if the insured's family income is less than the applicable social minimum.

Benefits are also paid to persons younger than age 65 residing in the Netherlands who are incapable of work at age 17 or whose disabilities began from age 17 to 30 and were students for at least 6 months in the year immediately before that date.

**Survivor pension:** Paid to a widow(er), an unmarried permanent partner, or a full orphan up to age 16 (age 18 if disabled, age 21 if a student). The survivor pension is income-tested for survivors born before 1950, for survivors with children younger than age 18, and for surviving partners who are assessed with disabilities of at least 45%.

The survivor pension ceases on marriage, registered partnership, or cohabitation.

The survivor pension ceases at age 65 and may be replaced by the old-age pension.

**Death benefit:** Paid for the death of an employed or unemployed worker, a beneficiary of sickness benefits or disability benefits, an old-age pensioner or his or her partner, or a survivor pension beneficiary and his or her dependent children.

Benefits are payable abroad if residing in a European Union country; otherwise, under reciprocal agreement.

### Old-Age Benefits

**Old-age pension:** Unmarried persons receive €1,017.97 a month. Couples, whether married or not, and both aged 65 or older, receive €698.58 a month each. A pensioner who is a single parent caring for a child younger than age 18 receives €1,289.67 a month. A person aged 65 or older with a partner younger than age 65 receives a monthly pension of €698.58.

Income-tested supplementary allowance: Up to €698.58 is paid.

Partial pension: The pension is reduced by 2% for each year starting from 1957 for which the insured had earnings but did not pay contributions.

Benefit adjustment: Benefits are adjusted twice a year according to changes in the legal minimum wage.

### Permanent Disability Benefits

**Disability pension:** During the first 2 years of disability, an employee with a disability receives at least 70% of his or her statutory wage.

**Permanent disability pension:** 75% of the insured's daily wage is paid. The benefit is normally paid after 2 years of sick leave during which the statutory wage has been paid; persons may qualify before 2 years if assessed with a full and permanent disability.

Partial disability: Up to 75% of the insured's daily wage is paid, depending on the degree of disability. The benefit is paid for at least 6 months up to 5 years, depending on the number of years of previous employment.

Constant-attendance allowance: 85% to 100% of the insured's daily wage is paid.

After a medical review of an assessed full and permanent disability, a partial disability benefit may be paid; otherwise, the benefit for a full and permanent disability is paid up to age 65.

Supplementary allowance (means-tested): An allowance is paid.

Benefit adjustment: Benefits are adjusted twice a year according to changes in the legal minimum wage.

**Wage-related disability benefit:** The benefit consists initially of a wage-related payment of 75% of the maximum

daily wage and is paid for the first two months; thereafter, 70% for a limited period, depending on the individual's employment history (the benefit payment period varies from 6 months for less than 5 years of employment to up to 5 years for 40 years of employment).

After the initial benefit payment period is exhausted, unemployed persons with partial disabilities are entitled to a benefit of 28% to 70% of the legal minimum wage, according to the assessed degree of disability.

After the initial benefit payment period is exhausted, employees with partial disabilities who are earning a wage-related income of at least 50% of their assessed residual earning capacity can apply for a wage supplement. The wage supplement is 70% of the difference between the employee's maximum daily wage and his or her work-related income or the assessed residual earning capacity (in case this is higher than the work-related income). Persons with partial disabilities who do not meet this condition are entitled to a follow-up allowance of 70% of the legal minimum wage multiplied by the assessed degree of disability.

The monthly minimum wage is €1,407.60

The maximum benefit is €186.65 a day.

Constant-attendance allowance: 30% of the full disability pension is paid.

Supplementary allowance (means-tested): A supplementary allowance may be paid.

Benefit adjustment: Benefits are adjusted twice a year according to changes in the legal minimum wage.

**Disability pension (self-employed workers):** The 1998 act for self-employed persons was revoked as of August 1, 2004. Self-employed persons disabled before this date or already receiving a disability pension continue to receive the benefit for as long as the qualifying conditions are met.

**Disability pension (young persons and students):** Up to 70% of the gross minimum wage is paid per month for a loss of earning capacity of at least 80%; 21% to 50.75% of the gross minimum wage is paid for a loss of earning capacity of 25% to 79% after a waiting period of 52 weeks. There is no limit to duration.

The monthly minimum wage is €1,407.60

Constant-attendance allowance: 30% of the full pension is paid.

Supplementary allowance (means-tested): A supplementary allowance may be paid.

Benefit adjustment: Benefits are adjusted twice a year according to changes in the legal minimum wage.

### Survivor Benefits

**Survivor pension:** €1,087.96 a month is paid to a widow(er) or an eligible unmarried partner.

## Netherlands

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Income test: Income from employment up to 50% of the minimum wage plus 33.3% of all earnings in excess of this amount is disregarded. No benefit is paid if monthly income is €2,335.74 or more. Income from employment (including unemployment benefits, disability benefits, and sickness benefits) is deducted in full from the survivor pension.

The monthly minimum wage is €1,407.60

Dependent child's allowance: An allowance of €247.20 is paid for one child per household until the youngest child in the household reaches age 18. There is no income test.

**Orphan's pension:** Each full orphan younger than age 10 receives €348.15 a month; €522.22 if aged 10 to 15; or €696.29 if aged 16 to 18 (age 21 if a student).

Benefit adjustment: Benefits are adjusted twice a year according to changes in the legal minimum wage.

**Death benefit:** A lump sum of 100% of monthly earnings (up to €186.65 a day) is paid; up to the minimum wage for unemployed workers. A lump sum of 1 month of benefits is paid when a beneficiary of sickness or disability benefits dies. For the death of an old-age pensioner, the deceased's partner receives a lump sum of 100% of the monthly old-age pension; for the death of a survivor pension beneficiary, 100% of the monthly survivor pension is paid to dependent children.

The monthly minimum wage is €1,407.60.

### Administrative Organization

Inspection Service for Work and Income (<http://www.iwiweb.nl>) provides general supervision of contributions and cash benefits.

Social Insurance Bank (<http://www.svb.nl>) administers old-age pensions and survivor pensions.

Employers pay disability benefits to employees with assessed disabilities for the first 2 years.

Institute for Employee Benefits (<http://www.uvw.nl>) administers disability benefits.

National Revenue Department of the Tax and Customs Administration (<http://www.belastingdienst.nl>) collects contributions.

### Sickness and Maternity

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#### Regulatory Framework

**First law:** 1931.

**Current laws:** 1964 (medical benefits); 1966 (sickness and maternity benefits); 1968 (exceptional medical expenses); 1998 (maternity benefits for unemployed workers), implemented in 2001; and 2005 (health insurance).

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

#### Coverage

**Cash sickness and maternity benefits:** Coverage is mostly through private providers. (Under the Civil Code, employers must pay 70% of wages during sick leave periods for up to 104 weeks.)

Social insurance covers workers who have no employer or no longer have an employer (and, in a few special circumstances, wage earners and salaried employees), including employees who have lost their jobs in the first 2 years of incapacity, incapacitated unemployed persons, temporary workers on sick leave without a permanent contract, the voluntarily insured, apprentices, organ donors, vocationally rehabilitated persons, and women incapacitated due to pregnancy or childbirth. (Entrepreneurs and directors with a major shareholding in a company are excluded.)

**Medical benefits:** All persons residing in the Netherlands and persons who reside outside the Netherlands but conduct their professional activities in the Netherlands.

**Exceptional medical expenses:** All persons residing in the Netherlands and persons who reside outside the Netherlands but conduct their professional activities in the Netherlands.

#### Source of Funds

**Insured person:** A flat-rate contribution set by the private insurer on annual earnings up to €33,189; 12.15% of annual earnings up to €32,738 for exceptional medical expenses insurance.

For sickness and maternity benefits, see source of funds under Unemployment Benefits.

**Self-employed person:** A flat-rate contribution set by the private insurer for medical benefits; 4.95% of taxable income up to €33,189 a year for medical benefits; 12.15% of income up to €32,738 a year for exceptional medical expenses insurance.

**Employer:** 7.05% of covered payroll for medical benefits.

The maximum annual earnings used to calculate contributions are €33,189

For sickness and maternity benefits, see source of funds under Unemployment Benefits.

**Government:** An annually determined contribution for medical benefits.

#### Qualifying Conditions

**Cash sickness benefits:** The insured must be employed or receiving unemployment benefits and incapable of performing normal work.

**Cash maternity benefits:** The insured must be employed or receiving unemployment benefits.

**Medical benefits:** Covered by an insurance policy with a private insurer.

### Sickness and Maternity Benefits

**Sickness benefit:** The benefit is 70% of earnings, up to €186.65 a day, and is paid for up to 104 weeks; may be extended for an additional 52 weeks.

**Maternity benefit:** The benefit is 100% of earnings, up to €186.65 a day, and is paid for up to 16 weeks.

**Death benefit:** The benefit is 100% of earnings, up to €186.65 a day, and is paid for up to 1 month.

### Workers' Medical Benefits

Doctors, hospitals, and pharmacists provide medical services under contract with the insurer, depending on the contract between the health care insurer and the insured. The insurer reimburses the insured for medical costs.

Benefits include general and specialist care, hospitalization, laboratory services, medicine, limited dental care, maternity care, appliances, rehabilitation, and transportation.

**Cost sharing:** There are specific cost-sharing arrangements for long-term hospitalization, artificial limbs, and transportation.

There is no limit on duration (except for physiotherapy).

Exceptional medical expenses insurance finances the cost of hospitalization from the 366th day.

### Dependents' Medical Benefits

All individuals are insured in their own right.

### Administrative Organization

Inspection Service for Work and Income (<http://www.iwiweb.nl>) provides general supervision of cash benefits.

Dutch Health Care Authority (<http://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:** 1987.

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

#### Coverage

Employed persons.

#### Source of Funds

**Insured person:** Variable contribution rates are paid to the general unemployment fund, according to industry. The average contribution is 3.5% of covered earnings. None for the redundancy payment fund.

The maximum monthly earnings used to calculate contributions are €3,850.40.

The insured's contributions also finance sickness and maternity benefits.

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

**Employer:** 4.75% of covered payroll for the general unemployment fund. Variable contribution rates are paid to the redundancy payment fund. The average contribution is 1.02% of covered payroll.

The maximum monthly earnings used to calculate contributions are €3,850.40.

The employer's contributions also finance sickness and maternity benefits.

**Government:** None.

#### Qualifying Conditions

**Unemployment benefits:** There must be a loss of income and a loss of at least 5 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 must not refuse suitable employment.

**Salary-related benefit:** To qualify for the first 3 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 4th up to the 38th month if the insured had at least 52 days of paid employment in at least 4 of the 5 years before the year of unemployment and depending on the total number of years of coverage.

**Supplementary allowance (means-tested):** If unemployment benefits are less than the social minimum, a means-tested supplement may be paid.

## Unemployment Benefits

**Salary-related benefit:** For the first 2 months, the benefit is 75% of the average salary in the 12 months before unemployment, up to €186.65 a day; thereafter, 70%. After the first 3 months, the insured receives one month of benefits for each year of employment, up to 38 months. Years of employment include years from the time the insured was age 18 to 1997, years with at least 52 days per year of paid employment from 1998 onward, child-rearing years, and years of informal caregiving after 1997.

**Follow-up benefit:** The benefit is 70% of the statutory minimum wage (or 70% of the daily wage if this is less than the statutory minimum wage). A person who was aged 57 and 6 months or older when unemployment began can receive the benefit until age 65. (The follow-up benefit was abolished for persons who became unemployed after August 11, 2003.)

The monthly minimum wage is €1,407.60.

**Supplementary allowance (means-tested):** A means-tested supplement is paid.

### Administrative Organization

Inspection Service for Work and Income (<http://www.iwiweb.nl>) provides general supervision.

National Revenue Department of the Tax and Customs Administration (<http://www.belastingdienst.nl>) collects contributions.

Institute for Employee Benefits (<http://www.uwv.nl>) implements the different programs.

Social security agencies deliver benefits on a contractual basis.

## Family Allowances

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### Regulatory Framework

**First law:** 1939.

**Current law:** 1963 (child benefits), 2000 (care allowances for children with disabilities), and 2007 (child budget).

**Type of program:** Universal system.

### Coverage

All persons residing in the Netherlands with one or more children.

### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

## Qualifying Conditions

### Family allowances

**Children younger than age 16:** The child must be a member of the insured's household; if the child is not a member of the household, the benefit may be paid under certain conditions.

Benefits are payable abroad if residing in a European Union country; otherwise, under reciprocal agreement.

**Children aged 16 or 17 (born before October 2, 1993):** Children attending school must spend at least 213 full hours per quarter receiving instruction (excluding homework and travel time). Children who do not meet this condition may also qualify if they attend higher vocational or university training with a course load of at least 1,680 hours per school year or if they spend at least 1,600 hours per school year attending some other type of training.

No benefit is paid for children who receive a student grant or loan under the Dutch Student Financing Act, spend more than 19 hours a week in employment, or receive unemployment benefits. (Unemployed children must be seeking work for at least 19 hours a week and be registered at a Work and Income Center.)

Children with disabilities must have a reduced earning capacity of 55% or less of the normal earning capacity of healthy children in the same age group.

Benefits are payable abroad if residing in a European Union country; otherwise, under reciprocal agreement.

**Children aged 16 or 17 (born after October 1, 1993):** Children must fulfill the requirements of the Dutch School Attendance Act of 1969 (or be waived of these requirements) and pursue a basic qualification. Unemployed children must have a basic qualification, be registered job seekers, and be apprentices or have applied to be apprentices. No benefit is paid if the child spends more than 16 hours a week in employment or receives a student grant or loan under the Dutch Student Financing Act.

Benefits are payable abroad if residing in a European Union country; otherwise, under reciprocal agreement.

**Disabled child care allowance (income-tested):** Paid for children aged 3 to 17 with long-term physical or mental disabilities who live at home. The child must not receive a similar benefit from another source.

The Social Insurance Bank contracts an independent authority to assess the child's disability.

**Child budget allowance:** Children younger than age 18 who qualify for child benefits may also be eligible for monthly means-tested social assistance benefits under the Child Budget.

### **Family Allowance Benefits**

**Family allowances:** Depending on the composition of the family, the benefit for children born before 1995 is €278.55 to €375.64 per child per quarter. For children born after January 1, 1995, €194.99 is paid for children up to age 6; €236.77 if aged 7 to 12; €278.55 if aged 13 to 18.

**Disabled child care allowance (income-tested):** €211.45 a month is paid.

Benefit adjustment: Benefits are adjusted twice a year according to changes in the price index.

**Child budget allowance:** Depending on the composition of the family and family income, €1,011 a month is paid for one child, €1,322 for two children, €1,505 for three children, €1,611 for four children, and €51 for each additional child over 4 children.

### **Administrative Organization**

Inspection Service for Work and Income (<http://www.iwiweb.nl>) provides general supervision.

Social Insurance Bank (<http://www.svb.nl>) administers child allowances (except child budget allowance).

National Revenue Department of the Tax and Customs Administration (<http://www.belastingdienst.nl>) administers the child budget allowance.

## Norway

Exchange rate: US\$1.00 equals 5.76 kroner.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1936.

**Current law:** 1997 (national insurance).

**Type of program:** Universal and social insurance system.

#### Coverage

**Universal pension:** All persons residing or working as employees in Norway or on permanent or moveable installations on the Norwegian Continental Shelf, including noncitizen seamen serving on Norwegian ships outside territorial waters; citizens from European Economic Area (EEA) countries who pursue an activity as a self-employed person in Norway. Citizens from EEA countries working on Norwegian ships, except hotel and restaurant staff on cruise ships registered in the Norwegian international ship register; and certain categories of Norwegian citizens working abroad.

**Earnings-related pension:** All employed and self-employed persons with annual earnings above 72,881 kroner.

Special systems for seamen, fishermen, railway employees, and public-sector employees.

#### Source of Funds

**Insured person:** 7.8% of gross income, including payments in kind; pensioners and persons younger than age 17 contribute 3% of gross income.

The minimum earnings used to calculate contributions are 72,881 kroner.

There is no maximum limit on the earnings used to calculate contributions.

The insured's contributions also finance sickness, maternity, and unemployment benefits.

**Self-employed person:** 11% of income.

Contributions are calculated based on pensionable income (gross wage income including cash sickness, maternity, and unemployment benefits) greater than 39,600 kroner a year. The maximum contribution must not exceed 25% of annual income greater than 39,600 kroner.

The self-employed person's contributions also finance sickness and maternity benefits.

**Employer:** 14.1% of gross payroll. Contributions are waived in certain geographic areas, except for enterprises in certain sectors and for employees aged 62 or older.

The minimum earnings used to calculate contributions are 72,881 kroner.

There is no maximum limit on the earnings used to calculate contributions.

The employer's contributions also finance sickness and maternity, work injury, and unemployment benefits.

**Government:** Any deficit.

#### Qualifying Conditions

##### Old-age pension

*Universal old-age pension:* Age 67 with at least 3 years of residence between ages 16 and 66.

Retirement from employment is not required.

The pension is payable abroad under special conditions.

*Dependent's supplement (income-tested):* Paid for a dependent spouse and children younger than age 18.

*Special supplement:* A supplement is provided to persons with limited work experiences, low income, or who receive a small or no earnings-related old-age pension.

*Earnings-related old-age pension:* Age 67 with at least 3 years of earnings above the base amount.

The base amount is 72,881 kroner.

Retirement from employment is not required.

The pension is payable abroad.

##### Disability pension

*Universal disability pension:* Paid to insured persons aged 18 to 66 with an assessed loss in earning capacity of at least 50%. The insured must have at least 3 years of coverage (1 year in certain cases) immediately before the date of the claim.

The National Insurance Administration assesses the degree of disability.

*Dependent's supplement (income-tested):* Paid for a dependent spouse and children younger than age 18.

*Special supplement:* A supplement is provided and varies according to age, entitlement to an earnings-related disability pension, and years of coverage.

*Other supplements:* Other supplements are paid to help meet certain costs incurred as a result of the disability.

*Attendance benefit:* Paid depending on the insured's assessed need for special attention or nursing.

The pension is payable abroad under special conditions.

*Earnings-related disability pension:* Paid to insured persons aged 18 to 66 with an assessed loss in earning capacity

of at least 50%. The insured must have at least 3 years of earnings above the base amount.

The base amount is 72,881 kroner.

Attendance benefit: Paid depending on the insured's assessed need for special attention or nursing.

The National Insurance Administration assesses the degree of disability.

The pension is payable abroad.

*Temporary disability benefit:* Paid instead of the earnings-related disability pension for an assessed loss in earning capacity of at least 50% (30% or 40% in selected counties) if an improvement in the insured's working capacity is likely. The insured must have at least 3 years of coverage (1 year in certain cases) immediately before the disability began.

Attendance benefit: Paid depending on the insured's assessed need for special attention or nursing.

The National Insurance Administration assesses the degree of disability.

### Survivor pension

*Universal survivor pension:* The deceased had at least 3 years of coverage immediately before the date of death or was receiving a pension from the National Insurance Administration. The surviving spouse was married to the deceased for at least 5 years or provides care for at least one dependent child.

*Universal orphan's pension:* The deceased had at least 3 years of coverage immediately before the date of death or was receiving a pension from the National Insurance Administration. Orphans must be younger than age 18 (age 20 if a full orphan and a student).

The universal survivor pension ceases on remarriage.

Special supplement: A supplement is provided if the survivor is ineligible for an earnings-related survivor pension.

Child care benefit: Paid if the survivor or parent is a full-time student or works outside the home.

The universal survivor pension is payable abroad if either the survivor or the deceased resided in the subject country for at least 20 years.

*Earnings-related survivor pension:* The deceased had at least 3 years of earnings above the base amount.

The base amount is 72,881 kroner.

The earnings-related survivor pension ceases on remarriage.

*Transitional benefit:* A surviving spouse who is not eligible for an earnings-related survivor pension may be eligible for a transitional benefit, subject to conditions.

*Earnings-related orphan's pension:* The deceased had at least 3 years of earnings above the base amount. Orphans

must be younger than age 18 (age 20 if a full orphan and a student).

The base amount is 72,881 kroner.

Earnings-related survivor pensions are payable abroad.

### Old-Age Benefits

**Universal old-age pension:** Up to 100% of the base amount is paid for a single pensioner; 170% for a couple if the spouse or cohabitant receives a pension or has annual income exceeding twice the base amount. The full pension is paid with at least 40 years of coverage.

The base amount is 72,881 kroner.

A proportionately reduced pension is paid for a coverage period shorter than 40 years. There is no guaranteed minimum pension.

Dependent's supplement (income-tested): 50% of the insured's pension is paid for a dependent spouse who does not receive an old-age pension in his or her own right; 40% of the base amount is paid for each dependent child younger than age 18.

Income test: The supplement is reduced by 50% of income in excess of an exemption amount.

Special supplement: 97% of the base amount is paid for a single pensioner. The rate varies according to age. Benefits are adjusted if the insured is also entitled to an earnings-related old-age pension. A proportionately reduced supplement is paid for a coverage period shorter than 40 years.

Benefit adjustment: Benefits are adjusted automatically according to changes in general price and income levels.

**Earnings-related old-age pension:** The pension is 42% of the base amount multiplied by the insured's average annual pension points in the 20 years with the most points. If the insured has less than 20 years of coverage, the average of all pension points is used. Annual pension points equal the difference between the insured's pensionable earnings plus the year's base amount divided by the base amount.

The base amount is 72,881 kroner.

The maximum earnings used to calculate benefits are 6 times the base amount plus 33% of income between 6 times and 12 times the base amount. The maximum number of pension points used to calculate benefits is 7 per year.

Earnings adjustment: Recorded earnings and wage limits are adjusted automatically according to changes in general price and income levels, corresponding to adjustments made to the base amount.

The full earnings-related pension is paid with at least 20 years of coverage for persons born before 1917; for persons born in 1917 or later, up to 40 years.

A proportionately reduced pension is paid for an incomplete coverage period.

Benefit adjustment: Benefits are adjusted automatically according to changes in general price and income levels, corresponding with adjustments made to the base amount.

### **Permanent Disability Benefits**

**Universal disability pension:** If the insured is assessed with a total disability, the pension is up to 100% of the base amount. The insured must have at least 40 years of coverage for a full pension. The insured is credited with years of coverage as if he or she had worked to age 67.

The base amount is 72,881 kroner.

A proportionately reduced pension is paid according to the assessed loss of earning capacity.

The minimum disability pension is 50% of the insured's projected universal old-age pension.

Dependent's supplement (income-tested): 50% of the pension is paid for a spouse aged 60 or older; 40% of the base amount is paid for each child younger than age 18.

Income test: The supplement is reduced by 50% of income in excess of an exemption amount.

Special supplement: 97% of the base amount is paid for a single pensioner. The rate varies according to age. Benefits are adjusted when there is also entitlement to an earnings-related disability pension. A proportionately reduced supplement is paid for a coverage period shorter than 40 years.

Other supplements: 609 kroner to 3,047 kroner a month is paid to help meet certain costs incurred as a result of the disability.

Attendance benefit: 12,600 kroner, 25,200 kroner, 50,400 kroner, or 75,600 kroner is paid. The three highest rates are paid only to persons younger than age 18.

Benefit adjustment: Benefits are adjusted automatically according to changes in general price and income levels, corresponding to adjustments made to the base amount.

**Earnings-related disability pension:** The pension is 42% of the current base amount multiplied by the insured's average annual pension points in the 20 years with the most points. Annual pension points equal the difference between the insured's pensionable earnings plus the year's base amount divided by the base amount. Years of coverage are credited as if the insured had worked to age 67.

The base amount is 72,881 kroner.

The maximum earnings used to calculate benefits are 6 times the base amount plus 33% of income between 6 and 12 times the base amount. The maximum number of pension points used to calculate benefits is 7 per year.

Earnings adjustment: Recorded earnings and wage limits are adjusted automatically according to changes in general price and income levels, corresponding to adjustments made to the base amount.

A proportionately reduced pension is paid for persons with shorter periods of coverage.

Attendance benefit: 12,600 kroner, 25,200 kroner, 50,400 kroner, or 75,600 kroner is paid, depending on the insured's assessed need for special attention or nursing. The three highest rates are paid only to persons younger than age 18.

Benefit adjustment: Benefits are adjusted automatically according to changes in general price and income levels, corresponding to adjustments made to the base amount.

**Temporary disability benefit:** The benefit is 66% of earnings up to 6 times the base amount in the year before the disability began or 66% of average earnings in the last 3 years before the disability began, whichever is greater. The benefit is paid for 1 to 4 years; may be extended if a return to work is likely.

The base amount is 72,881 kroner.

The minimum benefit is 1.8 times the base amount (2.4 times the base amount if the disability began before age 26) plus a supplement of 40% of the base amount for each dependent child.

Income test: The supplement is reduced by 50% of income in excess of an exemption amount.

Attendance benefit: 12,600 kroner, 25,200 kroner, 50,400 kroner, or 75,600 kroner is paid, depending on the insured's assessed need for special attention or nursing. The three highest rates are paid only to persons younger than age 18.

Benefit adjustment: Benefits are adjusted automatically according to changes in general price and income levels, corresponding to adjustments made to the base amount.

### **Survivor Benefits**

**Universal survivor pension:** Up to 100% of the base amount is paid to the surviving spouse. The full pension is paid if the deceased had at least 40 years of coverage, with coverage projected as if the deceased had worked to age 67.

The base amount is 72,881 kroner.

There is no minimum survivor pension.

Income test: If the surviving spouse's income exceeds 50% of the base amount, the pension equals the difference between the full pension and 40% of the amount that the spouse's income exceeds 50% of the base amount.

Special supplement: 97% of the base amount is paid if the deceased was not eligible for the earnings-related pension; a proportionately reduced supplement is paid if the deceased had less than 40 years of coverage.

Child care benefit: The benefit paid depends on the survivor's annual income, child care expenses, and number of children.

**Universal orphan's pension:** 40% of the base amount is paid for the first child, 25% for each additional child younger than age 18. Full orphans younger than age 18 (age 20 if a student) receive the full survivor pension (the

basic pension plus the earnings-related pension) of the parent who was entitled to the highest amount; 40% of the base amount is paid for the second child and 25% for each additional child. The pension is split equally if there are two or more children.

The base amount is 72,881 kroner.

Benefit adjustment: Benefits are adjusted automatically according to changes in general price and income levels, corresponding to adjustments made to the base amount.

**Earnings-related survivor pension:** The pension is 55% of the deceased's earnings-related pension, with coverage projected as if the deceased had worked to age 67.

**Transitional benefit (income-tested):** The benefit is the value of the universal survivor pension plus the earnings-related survivor pension; if the insured was not eligible for an earnings-related pension, the benefit is the value of the universal survivor pension plus the special supplement.

Income test: If the surviving spouse's income exceeds 50% of the base amount, the pension equals the difference between the full pension and 40% of the amount that the spouse's income exceeds 50% of the base amount.

**Earnings-related orphan's pension:** 40% of the base amount is paid for the first child, 25% for each additional child younger than age 18. Full orphans younger than age 18 (age 20 if a student) receive the full survivor pension (the basic pension plus the earnings-related pension) of the parent who was entitled to the highest amount; 40% of the base amount is paid for the second child and 25% for each additional child. The pension is split equally if there are two or more children.

The base amount is 72,881 kroner.

**Funeral grant:** An income-tested lump sum of up to 19,344 kroner is paid. There is no income test if the deceased was younger than age 18.

Benefit adjustment: Benefits are adjusted automatically according to changes in general price and income levels, corresponding to adjustments made to the base amount.

### **Administrative Organization**

Ministry of Health and Care Services (<http://www.regjeringen.no/nb/dep/hod>), Ministry of Children, Equality and Social Inclusion (<http://www.regjeringen.no/nb/dep/bld>), and Ministry of Labor (<http://www.regjeringen.no/nb/dep/ad>) provide general supervision.

Norwegian Labor and Welfare Administration (NAV) (<http://www.nav.no>) administers the program nationally.

NAV Local Services administer the program locally.

Contributions, including employers' contributions, are normally collected through the local tax office in each municipality.

## **Sickness and Maternity**

### **Regulatory Framework**

**First law:** 1909.

**Current law:** 1997 (national insurance).

**Type of program:** Universal and social insurance system.

### **Coverage**

**Cash sickness and maternity benefits:** Employed and self-employed persons with income of at least 50% of the base amount. (The income limit does not affect the employer's obligation to pay cash sickness benefits for the first 16 calendar days for all employees.)

The base amount is 72,881 kroner.

Special cash benefit provisions for fishermen, casual workers, and the temporarily unemployed.

**Medical benefits:** All persons residing in Norway, including noncitizen seamen serving on Norwegian ships.

Special medical benefit provisions for seamen and military personnel.

### **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. In addition, the employer pays the total cost of cash sickness benefits for the first 16 days.

**Government:** Any deficit.

### **Qualifying Conditions**

**Cash sickness benefits:** The insured must have at least 28 days (4 weeks) of employment or self-employment.

Parental care leave: Paid to parents to care for a sick child younger than age 12 (age 18 if disabled or chronically or seriously ill).

**Cash maternity benefits:** The insured must have at least 6 months of employment or self-employment in the last 10 months. The mother, father, or both parents may meet the qualifying conditions.

**Maternity grant:** Paid to insured mothers who are not entitled to cash maternity benefits.

**Additional grant:** Paid to widowed, divorced, separated, or unwed mothers with at least 3 years of coverage immediately before the claim.

### **Sickness and Maternity Benefits**

**Sickness benefit:** The benefit is 100% of covered earnings and is paid from the first full day of incapacity for up to 52 weeks; thereafter, the insured may receive a temporary disability benefit or disability pension.

The maximum earnings used to calculate benefits are 6 times the base amount.

The base amount is 72,881 kroner.

Self-employed persons receive 65% 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).

Parental care leave: The mother and father are each entitled to 10 days per year (20 days for a single parent); for more than two children, 15 days each (30 days for a single parent); for a child younger than age 18 with a disability or chronic illness, 20 days each (40 days for a single parent); for a sick child younger than age 18 and if the illness is potentially life-threatening, as long as necessary for the treatment of the child.

The cash sickness benefit is reduced from the 2nd month of institutional care.

**Maternity benefit:** 100% of covered earnings is paid for 46 weeks; alternatively, 80% of covered earnings is paid to the insured parents (mother or father) for 56 weeks. The mother must take 3 weeks of the benefit period before the expected date of childbirth and at least 6 weeks immediately after giving birth; 10 weeks of the total benefit period are reserved for the father.

Reduced weekly working hours may count as a partial maternity benefit. The partial benefit is paid under the same qualifying conditions and is 100% of covered earnings for 41 weeks; 80% for 51 weeks for the adoption of a child.

Part of the benefit may be postponed, but must be taken within 3 years of the birth or adoption.

**Maternity grant:** 33,584 kroner is paid if the insured is not receiving a maternity benefit (also paid for the adoption of a child); 1,765 kroner is paid for giving birth at home.

**Additional grant:** An additional benefit is paid to widowed, divorced, separated, or unwed mothers.

### **Workers' Medical Benefits**

Cash refunds of part or all of medical expenses; or service benefits furnished by providers under contract with insurance funds. Benefits include part of doctors' fees (patients pay 130 kroner per consultation with a general practitioner; 280 kroner with a specialist) and free care in a public hospital. Patients pay 36% of expenses for listed essential medicines (up to 510 kroner per prescription), laboratory services, and transportation costs in excess of 120 kroner or 400 kroner for each required trip to hospital. The insured is free to choose the hospital, after a referral from a doctor.

The patient's own expenses, with certain exemptions for special diseases, are limited to a ceiling of 1,740 kroner; the ceiling for expenses for some higher-cost health services is 2,500 kroner. The ceilings are set annually by parliament. When the ceiling is reached, the patient is entitled to free treatment for the remainder of the year.

There is no limit to duration.

### **Dependents' Medical Benefits**

Dependents are insured in their own right. Coverage is based on residency.

Cash refunds of part or all of medical expenses; or service benefits furnished by providers under contract with insurance funds. Benefits include part of doctors' fees (patients pay 130 kroner per consultation with a general practitioner; 280 kroner with a specialist) and free care in a public hospital. Patients pay 36% of expenses for listed essential medicines (up to 510 kroner per prescription), laboratory services, and transportation costs in excess of 120 kroner or 400 kroner for each required trip to hospital. The insured is free to choose the hospital, after a referral from a doctor.

The patient's own expenses, including those for children aged 7 to 16, with certain exemptions for special diseases, are limited to 1,740 kroner; the ceiling for expenses for some higher-cost health services is 2,500 kroner. The ceilings are set annually by parliament. When the ceiling is reached, the patient is entitled to free treatment for the remainder of the year.

There are no copayments for benefits for children aged 6 or younger.

There is no limit to duration.

### **Administrative Organization**

Ministry of Health and Care Services (<http://www.regjeringen.no/nb/dep/hod>), Ministry of Children, Equality and Social Inclusion (<http://www.regjeringen.no/nb/dep/bld>), and Ministry of Labor and Social Inclusion (<http://www.regjeringen.no/nb/dep/ad>) provide general supervision.

Norwegian Directorate of Health (<http://www.helsedirektoratet.no>) administers the program nationally.

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### **Work Injury**

#### **Regulatory Framework**

**First law:** 1894.

**Current law:** 1997 (national insurance).

**Type of program:** Universal and social insurance system.

#### **Coverage**

Employed persons, including personnel on Norwegian ships, fishing vessels, and permanent or movable

installations on the Norwegian continental shelf (including noncitizens); students; and military personnel.

Voluntary coverage for self-employed persons.

### Source of Funds

**Insured person:** None.

**Self-employed person:** Voluntarily insured contribute 0.4% of income, as assessed for national tax purposes.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** Any deficit.

### Qualifying Conditions

**Work injury benefits:** There is no minimum qualifying period. Accidents that occur while commuting to and from work are covered if the employer arranged the transportation.

### Temporary Disability Benefits

The benefit is 100% of covered earnings and is paid from the first full day of incapacity for up to 50 weeks; thereafter, the insured may receive a temporary disability benefit or permanent disability pension.

The maximum earnings used to calculate benefits are 6 times the base amount.

The base amount is 72,881 kroner.

Self-employed persons receive 65% 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).

### Permanent Disability Benefits

**Universal permanent disability pension:** If the insured is assessed with a total disability, the pension is up to 100% of the base amount. (The pension is not reduced for a coverage period shorter than 40 years.) The base amount is 72,881 kroner.

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 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 pension for couples plus 25% of the base amount.

**Other supplements:** 609 kroner to 3,047 kroner a month is paid for substantially increased expenses.

**Attendance benefit:** 12,600 kroner, 25,200 kroner, 50,400 kroner, or 75,600 kroner is paid, depending on the insured's assessed need for special attention or nursing. The

three highest rates are paid only to persons younger than age 18.

**Benefit adjustment:** Benefits are adjusted automatically according to changes in general price and income levels, corresponding to adjustments made to the base amount.

**Earnings-related disability pension:** The insured must be assessed with at least a 30% loss of earning capacity. The pension is 42% of the current base amount multiplied by the insured's average annual pension points in the 20 years with the most points. Annual pension points equal the difference between the insured's earnings plus the year's base amount divided by the base amount. Years of coverage are credited as if the insured had worked to age 67.

The National Insurance Administration assesses the degree of disability.

The base amount is 72,881 kroner.

The maximum earnings used to calculate benefits are 6 times the base amount plus 33.3% of income between 6 and 12 times the base amount. The maximum number of pension points used to calculate benefits is 7 per year.

**Earnings adjustment:** Recorded earnings and wage limits are adjusted automatically according to changes in general price and income levels, corresponding to adjustments made to the base amount.

The full pension is paid with at least 20 years of coverage for persons born before 1917; the coverage requirement increases for persons born in 1917 or later, up to 40 years.

**Partial earnings-related pension:** A proportionately reduced pension is paid for an incomplete coverage period.

**Attendance benefit:** 12,600 kroner, 25,200 kroner, 50,400 kroner, or 75,600 kroner is paid, depending on the insured's assessed need for special attention or nursing. The three highest rates are paid only to persons younger than age 18.

**Benefit adjustment:** Benefits are adjusted automatically according to changes in general price and income levels, corresponding to adjustments made to the base amount.

**Temporary disability benefit:** The benefit is 66% of earnings up to 6 times the base amount in the year before the disability began or 66% of average earnings in the last 3 years before the disability began, whichever is greater. The benefit is paid for 1 to 4 years; may be extended if a return to work is likely.

The base amount is 72,881 kroner.

The minimum benefit is 1.8 times the base amount (2.4 times the base amount if the disability began before age 26) plus a supplement of 17 kroner per day for each dependent child.

**Attendance benefit:** 12,600 kroner, 25,200 kroner, 50,400 kroner, or 75,600 kroner is paid, depending on the insured's assessed need for special attention or nursing. The

## Norway

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three highest rates are paid only to persons younger than age 18.

**Benefit adjustment:** Benefits are adjusted automatically according to changes in general price and income levels, corresponding to adjustments made to the base amount.

### **Workers' Medical Benefits**

Comprehensive care is provided, including appliances.

There is no cost sharing.

There is no limit to duration.

### **Survivor Benefits**

**Survivor pension:** Up to 100% of the base amount is paid to the surviving spouse. The full pension is paid if the deceased had at least 40 years of coverage, with coverage projected to age 67.

The base amount is 72,881 kroner.

**Income test:** If the surviving spouse's income exceeds 50% of the base amount, the pension equals the difference between the full pension and 40% of the amount that the spouse's income exceeds 50% of the base amount.

**Special supplement:** 97% of the base amount is paid if the deceased was not eligible for the earnings-related pension. The supplement is reduced proportionately if the deceased had less than 40 years of coverage.

**Child care benefit:** The benefit paid depends on the survivor's annual income, child care expenses, and number of children.

**Benefit adjustment:** Benefits are adjusted automatically according to changes in general price and income levels, corresponding with adjustments made to the base amount.

**Orphan's pension:** 40% of the base amount is paid for the first child, 25% for each additional child younger than age 18. Full orphans younger than age 18 (age 20 if a student) receive the full survivor pension (the basic pension plus the earnings-related pension) of the parent who was entitled to the highest amount; 40% of the base amount is paid for the second child and 25% for each additional child. The pension is split equally if there are two or more children.

The base amount is 72,881 kroner.

**Benefit adjustment:** Benefits are adjusted automatically according to changes in general price and income levels, corresponding with adjustments made to the base amount.

**Funeral grant:** An income-tested lump sum of up to 17,952 kroner is paid. There is no income test if the deceased was younger than age 18.

### **Administrative Organization**

Ministry of Health and Care Services (<http://www.regjeringen.no/nb/dep/hod>), Ministry of Children, Equality

and Social Inclusion (<http://www.regjeringen.no/nb/dep/bld>), and Ministry of Labor (<http://www.regjeringen.no/nb/dep/ad>), provide general supervision.

Norwegian Labor and Welfare Administration (NAV) (<http://www.nav.no>) administers the program nationally.

NAV Local Services administer the program locally.

Contributions, including employers' contributions, are normally collected through the local tax office in each municipality.

## **Unemployment**

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### **Regulatory Framework**

**First law:** 1906.

**Current law:** 1997 (national insurance).

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

### **Coverage**

Employed persons, including public-sector employees and seamen, and certain self-employed persons aged 64 or older.

### **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:** Any deficit.

### **Qualifying Conditions**

**Unemployment benefit:** Annual earnings in the last year before unemployment of at least 1.5 times the base amount at the time of the claim or annual earnings in the last 3 years of at least 3 times the base amount at the time of the claim. The insured must be registered at a public employment office and be able and willing to work. Unemployment is not 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 4 weeks).

The base amount is 72,881 kroner.

### **Unemployment Benefits**

The benefit is 0.24% of annual income a day, up to 6 times the base amount. The benefit is paid after a 3-day waiting period for up to 52 weeks if annual income before unemployment was less than 133,624 kroner; 104 weeks if income was 133,624 kroner or more.

The base amount is 72,881 kroner.

Child's supplement: 17 kroner a day is paid for each dependent child younger than age 18.

The maximum daily benefit is 1,049 kroner plus child supplements.

### **Administrative Organization**

Ministry of Health and Care Services (<http://www.regjeringen.no/nb/dep/hod>), Ministry of Children, Equality and Social Inclusion (<http://www.regjeringen.no/nb/dep/bld>), and Ministry of Labor (<http://www.regjeringen.no/nb/dep/ad>) provide general supervision.

Norwegian Labor and Welfare Administration (NAV) (<http://www.nav.no>) administers the program nationally.

NAV Local Services administer the program locally.

Contributions, including employers' contributions, are normally collected through the local tax office in each municipality.

### **Family Allowances**

#### **Regulatory Framework**

**First law:** 1946.

**Current law:** 2002 (child insurance).

**Type of program:** Universal system.

#### **Coverage**

All children residing in Norway.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

#### **Qualifying Conditions**

**Family allowances:** The child must be younger than age 18.

**Cash benefit for families with young children:** The monthly allowance is paid for children between ages 1 and 3 and adopted children who have not started school.

### **Family Allowance Benefits**

**Family allowances:** 11,640 kroner a year is paid for each child. Family allowances are paid monthly.

Single parents receive extended child benefits for one child more than they actually provide for. Single parents of children younger than age 3 who are entitled to extended child benefits and a full transitional benefit (see Old Age, Disability, and Survivors) may also receive an extra infant supplement of 7,920 kroner a year.

Beneficiaries living in the Arctic region receive an annual supplement of 3,840 kroner per child.

**Cash benefit for families with young children:** The benefit may be granted for up to 23 months. To receive the full benefit (39,636 kroner per year per child), the child must not attend a day care center that receives a state grant. If the child, according to agreement, attends a day care center less than 33 hours a week, the family may be entitled to a reduced cash benefit.

### **Administrative Organization**

Ministry of Health and Care Services (<http://www.regjeringen.no/nb/dep/hod>), Ministry of Children, Equality and Social Inclusion (<http://www.regjeringen.no/nb/dep/bld>), and Ministry of Labor (<http://www.regjeringen.no/nb/dep/ad>) provide general supervision.

Norwegian Labor and Welfare Administration (NAV) (<http://www.nav.no>) administers the program nationally.

NAV Local Services administer the program locally.

Contributions, including employers' contributions, are normally collected through the local tax office in each municipality.

## Poland

Exchange rate: US\$1.00 equals 2.85 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); and 2004 (individual pension accounts).

**Type of program:** Notional defined contribution (NDC) social insurance and mandatory individual account system for old-age benefits; social insurance system for disability and survivor benefits.

#### Coverage

**Social insurance (old system):** All economically active persons born before January 1, 1949. Those born from January 1, 1949, to December 31, 1968, could choose to remain in the old social insurance system or join the new system up until December 31, 1999.

**Social insurance, NDC, and mandatory individual account (new system):** All economically active persons born after December 31, 1968. Those born from January 1, 1949, to December 31, 1968, could choose to join the new system or remain in the old social insurance system up until December 31, 1999.

Voluntary coverage for students, Polish citizens working abroad, persons providing care for a family member, and persons with previous mandatory coverage.

Special systems for individual farmers, military personnel, public prosecutors, judges, and police personnel.

#### Source of Funds

##### Insured person

*Social insurance (old system):* 9.76% of covered earnings for old-age pensions and 1.5% of covered earnings for disability and survivor pensions.

The maximum annual earnings used to calculate contributions are 30 times the average national monthly earnings set by the budget law.

The average national monthly earnings are 3,102.96 zlotys (2009).

*Social insurance, NDC, and mandatory individual account (new system):* 2.46% of covered earnings for the NDC old-age pension, 7.3% of covered earnings for the individual

account, and 1.5% of covered earnings for disability and survivor pensions.

In addition, pension fund administrators may charge up to 3.5% of contributions (up to 0.54% of assets) and up to an additional 0.06% of assets (depending on fund performance) for annual administrative fees.

The maximum annual earnings used to calculate contributions are 30 times the average national monthly earnings set by the budget law.

The average national monthly earnings are 3,102.96 zlotys (2009).

##### Self-employed person

*Social insurance (old system):* 19.52% of declared earnings for old-age pensions and 1.5% of declared earnings for disability and survivor pensions.

The minimum income used to calculate contributions is 60% of the average national monthly earnings set by the budget law.

The maximum annual income used to calculate contributions is 30 times the average national monthly earnings set by the budget law.

The average national monthly earnings are 3,102.96 zlotys (2009).

*Social insurance, NDC, and mandatory individual account (new system):* 12.22% of declared earnings for the NDC old-age pension, 7.3% of declared earnings for the individual account, and 1.5% of declared earnings for disability and survivor pensions.

In addition, pension fund administrators may charge up to 3.5% of contributions (up to 0.54% of assets) and up to an additional 0.06% of assets (depending on fund performance) for annual administrative fees.

The minimum income used to calculate contributions is 60% of the average national monthly earnings set by the budget law.

The maximum annual income used to calculate contributions is 30 times the average national monthly earnings set by the budget law.

The average national monthly earnings are 3,102.96 zlotys (2009).

##### Employer

*Social insurance (old system):* 9.76% of covered payroll and 4.5% of covered earnings for disability and survivor pensions.

The maximum annual earnings used to calculate contributions are 30 times the average national monthly earnings set by the budget law.

The average national monthly earnings are 3,102.96 zlotys (2009).

*Social insurance, NDC, and mandatory individual account (new system):* 9.76% of covered payroll for the NDC old-age pension, none for the individual account, and 6.5% of covered earnings for disability and survivor pensions.

The maximum annual earnings used to calculate contributions are 30 times the average national monthly earnings set by the budget law.

The average national monthly earnings are 3,102.96 zlotys (2009).

### Government

The total cost of the guaranteed minimum pension; pays pension contributions for insured persons taking child care leave or receiving maternity allowances, persons receiving unemployment benefits, and unemployed graduates.

### Qualifying Conditions

**Old-age pension (old system):** Age 65 (men) or age 60 (women). Noncontributory years must not exceed 33.3% of contributory years. The age requirement is reduced for workers in certain hazardous occupations.

The pensionable age is reduced by 5 years for women with at least 30 years of coverage, war veterans, and persons assessed with a disability.

Partial pension: Paid if the insured does not have the required number of years of coverage at retirement age.

Nursing allowance: Paid to persons aged 75 or older, or to those assessed with a total incapacity for work and dependent on others.

Old-age benefits are payable abroad under reciprocal agreement.

**Old-age pension (new system):** Age 65 with at least 25 years of coverage (men) or age 60 with at least 20 years of coverage (women).

Guaranteed minimum pension: Paid if the total amount of the old-age pension and the annuity from the individual account is below the legal minimum old-age pension.

Old-age benefits are payable abroad under reciprocal agreement.

**Disability pension:** 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 5 years of coverage (1 to 4 years if younger than age 30) during the last 10 years. Noncontributory years must not exceed 33.3% of contributory years. The disability began during the coverage period or within 18 months of the cessation of contributions.

Nursing allowance: Paid to persons assessed with a total incapacity for work and dependent on others.

Training pension: Paid to a person who is no longer capable of work in his or her usual job and is in vocational retraining.

**Survivor pension:** The deceased was a pensioner or had the required number of years of coverage for a disability or old-age pension at the time of death.

Eligible survivors are a widow(er) aged 50 at the time of the insured's death, incapable of work, rearing a child younger than age 16 (age 18 if a student), or caring for a disabled child whose disability began before age 16 or before age 25 if a student (a divorced spouse must be entitled to alimony and meet the qualifying requirements applied to a widow(er)); dependent children younger than age 16 (age 25 if a student, no limit if disabled and the disability began before age 16 or before age 25 if a student); and parents if they were dependent on the deceased and fulfill the requirements applied to a widow(er).

**Funeral grant:** Paid for the funeral of the insured, a pensioner, or a member of his or her family.

### Old-Age Benefits

**Old-age pension (old system):** The pension is the sum of 24% of national average earnings, 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 (for example, for years spent rearing children).

The insured's earnings used to calculate the pension are equal to average monthly earnings 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. Previous earnings are adjusted for inflation.

The maximum monthly earnings used to calculate benefits for each contributory year are 250% of the average national monthly earnings in the previous calendar year minus social security contributions. The average national monthly earnings (minus social security contributions) are 2,716.71 zlotys.

The average national monthly earnings are 3,102.96 zlotys (2009).

The minimum monthly old-age pension is 706.29 zlotys.

Nursing allowance: 181.10 zlotys a month is paid.

Earnings test: For pensioners younger than the statutory retirement age, the monthly pension is reduced if income is higher than 70% but lower than 130% of the average national monthly earnings. If the income received exceeds 130% of the average national monthly earnings, the pension is suspended.

Benefit adjustment: Benefits are adjusted automatically according to price increases when the aggregate growth of the consumer price index exceeds 5%.

**NDC old-age pension (new system):** The pension is based on the total value of contributions paid to the old-age insurance program (subject to adjustment) divided by average life expectancy at the age of retirement.

**Mandatory individual account old-age (new system):**

An annuity is purchased with the funds from the individual account.

Guaranteed minimum pension: Paid if the total amount of the NDC old-age pension and the annuity from the individual account is less than the legal minimum old-age pension.

**Permanent Disability Benefits**

**Disability pension (old and new systems):** If the insured has a total disability, the pension is the sum of 24% of national average earnings, 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 rearing children), 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. Noncontributory years must not exceed 33.3% of contributory years.

The insured's earnings used to calculate the pension are equal to average monthly earnings 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. Previous earnings are adjusted for inflation.

The maximum monthly earnings used to calculate benefits for each contributory year are 250% of the average national monthly earnings.

The average national monthly earnings are 3,102.96 zlotys (2009).

Earnings test: The pension is reduced if the insured's income is higher than 70% but lower than 130% of the average national monthly earnings. If the income received exceeds 130% of the average national monthly earnings, the pension is suspended.

The disability pension is replaced by an old-age pension at retirement age and there is no earnings test.

The monthly minimum pension for a total disability is 706.29 zlotys.

Partial disability pension: 75% of the total disability is paid.

The monthly minimum pension for a partial disability is 543.29 zlotys.

Nursing allowance: 181.10 zlotys a month is paid.

Training pension: The pension is 75% of the earnings used for calculating the insured's disability pension and is paid for up to 6 months; may be paid for up to 30 months in certain cases.

The minimum monthly training pension is 100% of the minimum monthly pension for a partial disability.

Benefits are payable abroad under reciprocal agreement.

Benefit adjustment: Benefits are adjusted automatically according to price increases when the aggregate growth of the consumer price index exceeds 5%.

**Survivor Benefits**

**Survivor pension (old and new systems):** The pension varies according to the number of survivors: one survivor receives 85% of the insured's old-age pension; two survivors, 90%; three or more survivors, 95%. If the deceased was not eligible for the old-age pension, the survivor pension is calculated based on the disability pension.

Earnings test: The pension is reduced if the insured's income is higher than 70% but lower than 130% of the average national monthly earnings. If the income received exceeds 130% of the average national monthly earnings, the pension is suspended.

The average national monthly earnings are 3,102.96 zlotys (2009).

The minimum monthly survivor pension is 706.29 zlotys.

Benefit adjustment: Benefits are adjusted automatically according to price increases when the aggregate growth of the consumer price index exceeds 5%.

**Funeral grant:** A lump sum of up to twice the average national earnings in force on the day of the insured's death is paid (6,632.76 zlotys in June 2010).

**Administrative Organization**

**Old system:** Ministry of Labor and Social Policy (<http://www.mpips.gov.pl>) provides general supervision.

Social Insurance Institution (<http://www.zus.pl>), with 43 branch offices, administers the program.

**New system:** Social Insurance Institution (<http://www.zus.pl>), with 43 branch offices, administers the NDC program.

Polish Financial Supervision Authority (<http://www.knf.gov.pl>) supervises mandatory individual account providers.

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**Sickness and Maternity**

**Regulatory Framework**

**First law:** 1920.

**Current laws:** 1997 (rehabilitation), 1999 (sickness and maternity), 2003 (health fund), and 2004 (health benefits).

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

**Coverage**

**Cash sickness and maternity benefits:** All employees.

Voluntary coverage for self-employed persons, artists, and authors.

**Medical benefits:** All employees, self-employed persons, artists, authors, pensioners, unemployment allowance beneficiaries, persons undergoing professional rehabilitation, students, and the insured's dependent family members.

Voluntary coverage is possible.

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 earnings.

*Medical benefits:* 9% of declared earnings.

The minimum earnings used to calculate contributions are 60% of the average national monthly earnings set by the budget law.

The average national monthly earnings are 3,102.96 zlotys (2009).

There are no maximum earnings used to calculate contributions.

**Employer:** None.

**Government:** Subsidies for medical benefits.

### Qualifying Conditions

**Cash sickness and maternity benefits:** Currently in insured employment with at least 30 days of continuous coverage; 180 days of continuous coverage for the voluntarily insured.

Accidents that occur while commuting to and from work are covered.

**Medical benefits:** Must be currently insured or receiving social benefits, including persons in full-time education and unemployed persons.

### Sickness and Maternity Benefits

**Sickness benefit:** 80% of average insured earnings (70% in the case of hospitalization) in the 6 months before the incapacity began is paid for 90 days. 100% of earnings is paid if the incapacity begins during pregnancy or is the result of an accident while commuting to or from work.

The benefit is paid from the first day of incapacity for up to 182 days (may be extended to 270 days if recovery is likely or in the case of tuberculosis). The employer pays the benefit for the first 33 days.

**Rehabilitation allowance:** If recovery is likely, the rehabilitation benefit may be paid after entitlement to the sickness benefit is exhausted. The benefit is 75% of average insured earnings and is paid for up to 12 months.

**Compensatory allowance:** Paid to employees to compensate for lost earnings resulting from a loss in working

capacity. The insured must undergo vocational rehabilitation for a period of up to 24 months. The benefit is the difference between the insured's average earnings during the last 3 months and the earnings received during vocational rehabilitation.

**Maternity benefit:** 100% of average insured earnings in the last 6 months is paid for 20 weeks (31 to 37 weeks for multiple births, depending on the number of children born).

**Care allowance:** 80% of average insured earnings in the last 6 months is paid for up to 60 days per 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.

### Workers' Medical Benefits

Private health care providers under contract to the National Health Fund Medical 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 26 weeks (may be extended to 39 weeks).

Cost sharing: There is no cost sharing for basic health care. Government provides a partial subsidy for basic prescription drugs.

### Dependents' Medical Benefits

Private health care providers under contract to the National Health Fund Medical 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 26 weeks (may be extended to 39 weeks).

Cost sharing: There is no cost sharing for basic health care. Government provides a partial subsidy for basic prescription drugs.

### Administrative Organization

Ministry of Labor and Social Policy (<http://www.mpips.gov.pl>) supervises cash benefits.

## Poland

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Social Insurance Institution (<http://www.zus.pl>) administers cash benefits.

Ministry of Health (<http://www.mz.gov.pl>) supervises medical benefits.

National Health Fund (<http://www.nfz.gov.pl>) administers public health funds and contracts 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

All economically active persons, including self-employed persons.

Special systems for individual farmers, public prosecutors, judges, military personnel, and police personnel.

#### Source of Funds

**Insured person:** None.

**Self-employed person:** 1.93% of declared earnings.

The minimum earnings used to calculate contributions are 60% of the average national monthly earnings set by the budget law.

The average national monthly earnings are 3,102.96 zlotys (2009).

**Employer:** From 0.90% to 3.60% of payroll, according to the assessed degree of risk and the number of employees.

**Government:** The cost of specialized procedures and public health promotion.

#### Qualifying Conditions

**Work injury benefits:** There is no minimum qualifying period.

#### Temporary Disability Benefits

**Temporary disability benefit:** 100% of average earnings in the 6 months before the disability began is paid from the first day for up to 26 weeks (may be extended to 39 weeks).

**Rehabilitation allowance:** If recovery is likely, entitlement to the temporary disability benefit may be followed by entitlement to the rehabilitation allowance. The allowance is 100% of earnings and is paid for up to 12 months.

#### Permanent Disability Benefits

**Permanent disability benefit:** If the insured has a total disability, the benefit is the sum of 24% of the national average earnings, 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 rearing children), 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. Noncontributory years must not exceed 33.3% of contributory years.

The insured's earnings used to calculate benefits are equal to average monthly earnings 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. Previous earnings are adjusted for inflation.

The maximum earnings used to calculate benefits are 250% of the average national monthly earnings.

The average national monthly earnings are 3,102.96 zlotys (2009).

The minimum benefit must not be lower than 120% of the minimum monthly old-age pension. The minimum monthly old-age pension is 706.29 zlotys.

**Earnings test:** The benefit is reduced if the insured's income is higher than 70% but lower than 130% of average national monthly earnings. If the income received exceeds 130% of average national monthly earnings, the pension is suspended. There is no earnings test after reaching the statutory retirement age.

**Nursing allowance:** 181.10 zlotys a month is paid.

**Partial disability benefit:** The benefit is at least 60% of the insured's earnings and not less than 120% of the minimum monthly old-age pension.

The minimum monthly old-age pension is 706.29 zlotys.

**Training benefit:** 100% of the earnings used for calculating the disability benefit is paid to a person who is no longer capable of work in his or her usual job and is undergoing vocational retraining. The pension is paid for 6 months; may be paid for up to 30 months in certain cases.

The minimum training benefit must not be less than 120% of the minimum monthly old-age pension. The monthly minimum old-age pension is 706.29 zlotys.

**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 20% of average monthly earnings for each percentage of assessed permanent or long-term health damage. The lump sum is increased by 3.5 times average monthly earnings if the insured person needs the constant attendance of another person.

## Workers' Medical Benefits

All necessary medical care is provided.

The total cost of medical services is met by the National Health Fund.

There is no limit to duration.

## Survivor Benefits

**Survivor pension:** The pension varies according to the number of survivors: one survivor receives 85% of the insured's old-age pension; two survivors, 90%; three or more survivors, 95%.

The minimum benefit must not be less than 120% of the minimum monthly survivor pension paid under Old Age, Disability, and Survivors.

The minimum monthly survivor pension paid under Old Age, Disability, and Survivors is 706.29 zlotys.

Eligible survivors are a widow(er) aged 50 at the time of the insured's death, incapable of work, rearing a child younger than age 16 (age 18 if a student), or caring for a disabled child whose disability began before age 16 or before age 25 if a student (a divorced spouse must be entitled to alimony and meet the qualifying requirements applied to a widow(er)); dependent children younger than age 16 (age 25 if a student, no limit if disabled and the disability began before age 16 or before age 25 if a student); and parents if they were dependent on the deceased and fulfill the requirements applied to a widow(er).

**Lump-sum benefit for family members:** The benefit is 18 times the deceased's average monthly earnings for a surviving spouse or the first child plus 3.5 times the deceased's average monthly earnings for the second and each subsequent survivor; 9 times the deceased's average monthly earnings if there is no surviving spouse or child plus 3.5 times the deceased's average monthly earnings for the second and each subsequent survivor.

## Administrative Organization

Ministry of Labor and Social Policy (<http://www.mpips.gov.pl>) provides general supervision of cash benefits.

Social Insurance Institution (<http://www.zus.pl>) administers cash benefits.

Ministry of Health (<http://www.mz.gov.pl>) 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:** Any deficit.

## Qualifying Conditions

**Unemployment benefit:** The insured must be older than age 18, registered with the employment bureau, able and ready to work, involuntarily unemployed, and must not have received any redundancy pay or compensation. The insured's earnings must have been at least the 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:** The insured is unemployed, eligible to receive the unemployment benefit, and aged 63 with at least 25 years of coverage (men) or aged 58 with at least 20 years of coverage (women); involuntarily unemployed and aged 60 with at least 25 years of coverage (men) or aged 55 with at least 20 years of coverage (women); or any age and involuntarily unemployed with at least 40 contributory or noncontributory years of coverage (men) or at least 35 contributory or noncontributory years of coverage (women).

## Unemployment Benefits

**Unemployment benefit:** The benefit is a flat-rate base amount (573.60 zlotys a month for the first 3 months; thereafter, 460 zlotys a month) for those with between 5 and 20 years of employment; 80% of the base amount is paid with less than 5 years; 120% of the base amount is paid with more than 20 years. The benefit is paid for 6 to 18 months, depending on the unemployment rate in the region.

**Preretirement benefit:** The benefit is 90% of the old-age pension paid at age 65 (men) or age 60 (women).

## Administrative Organization

Ministry of Labor and Social Policy (<http://www.mpips.gov.pl>) provides general supervision.

Voivodships (provinces) and local labor bureaus pay benefits and keep registries of unemployed persons and jobs.

Social Insurance Institution (<http://www.zus.pl>) collects payroll contributions from enterprises.

## Family Allowances

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### Regulatory Framework

**First law:** 1947.

**Current law:** 2003.

**Type of program:** Universal system.

### Coverage

All persons residing in Poland.

### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

### Qualifying Conditions

**Family allowances (means-tested):** Paid to a mother, father, or guardian for a child younger than age 18 (age 21 if a full-time student, age 24 with a learning disability). The family's per capita average monthly income must not have exceeded 504 zlotys in the previous calendar year (583 zlotys for families with a disabled child).

**Childbirth supplement (means-tested):** Paid to a mother, father, or guardian for each child born after April 30, 2004. The family must be eligible for family allowances.

**Parental leave supplement (means-tested):** Paid to a mother, father, or guardian for the care of a child younger than age 4 (age 18 if disabled). The family must be eligible for family allowances.

**Single parent's young child supplement (means-tested):** Paid to a single parent or guardian who is eligible for family allowances but not for the unemployment benefit. The child must be younger than age 7.

**Single parent's child supplement (means-tested):** 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).

**Education and rehabilitation supplement (means-tested):** 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 (means-tested):** Paid to a mother, father, or guardian in September each year for children entitled to family allowances.

**School travel and board supplement (means-tested):** Paid to a mother, father, or guardian for 10 months (from September to June) for children entitled to family allowances. 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 (means-tested):** Paid to persons incapable of living independently, children younger than age 16 with a disability (age 16 or older if severely disabled), adults with a moderate degree of disability whose disability began before age 21, and persons aged 75 or older.

**Nursing benefit (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 an older person with a severe disability.

### Family Allowance Benefits

**Family allowances (means-tested):** The amount paid depends on the child's age: up to 68 zlotys for a child aged up to 5; 91 zlotys for a child aged 6 to 18; 98 zlotys for a child aged 19 to 24.

**Childbirth supplement (means-tested):** A lump sum of 1,000 zlotys is paid for each child.

**Parental leave supplement (means-tested):** 400 zlotys a month is paid for up to 24 months for one child; 36 months for multiple births; 72 months for a child with a disability.

**Single parent's young child supplement (means-tested):** 400 zlotys a month is paid.

**Single parent's child supplement (means-tested):** 170 zlotys a month is paid for each child (250 zlotys a month for each child with a disability), up to 750 zlotys per family.

**Education and rehabilitation supplement (means-tested):** 60 zlotys a month is paid for a child younger than age 5; 80 zlotys for a child aged 5 to 24.

**Beginning of school year supplement (means-tested):** A lump sum of 100 zlotys is paid.

**School travel and board supplement (means-tested):** 90 zlotys a month (50 zlotys for children who commute) is paid.

**Nursing allowance (means-tested):** A lump sum of 153 zlotys is paid.

**Nursing benefit (means-tested):** 420 zlotys a month is paid.

### Administrative Organization

Ministry of Labor and Social Policy (<http://www.mpips.gov.pl>) provides general supervision.

Social Insurance Institution (<http://www.zus.pl>) and the Agricultural Social Security Fund (<http://www.krus.gov.pl>) administer the program through 16 branch offices.

## Portugal

Exchange rate: US\$1.00 equals 0.70 euros (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1935 (1919 legislation not implemented).

**Current laws:** 1980 (noncontributory scheme), 2007 (general scheme), 2007 (social security), and 2009 (disability).

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

#### Coverage

**Social insurance:** Employed persons and self-employed persons with gross annual income greater than 6 times the social benefit rate.

Voluntary coverage for self-employed persons with gross annual income up to 6 times the value of the social benefit rate and for persons not covered by the contributory program.

The social benefit rate is €419.22 a month.

Special systems for miners, longshoremen, fishermen, merchant seamen, civil aviation workers, air traffic controllers, and dancers. (Special systems are being gradually unified with the general system.)

**Social assistance:** Persons not covered under a contributory program.

#### Source of Funds

**Insured person:** 11% of gross earnings.

Of the total 34.75% of gross earnings contributed by the insured person and employer, 16.01% finances old-age benefits, 3.42% finances disability benefits, and 3.67% finances survivor benefits.

The insured's contributions also finance sickness and maternity, occupational disease, unemployment, and family benefits.

**Self-employed person:** 25.4% of reference income for mandatory coverage or 32% for voluntary coverage.

The reference income used to calculate contributions is chosen by the self-employed person from a range of 1.5 to 12 times the social benefit rate.

The social benefit rate is €419.22 a month.

The self-employed person's contributions also finance sickness and maternity, occupational disease, and family benefits.

**Employer:** 23.75% of payroll.

Of the total 34.75% of payroll contributed by the insured person and employer, 16.01% finances old-age benefits, 3.42% finances disability benefits, 3.67% finances survivor benefits.

The employer's contributions also finance sickness and maternity, occupational disease, unemployment, and family benefits.

**Government:** Subsidizes the social pension.

#### Qualifying Conditions

**Old-age pension:** Age 65 with at least 15 calendar years of contributions.

A total of 120 days of registered pay are needed for a qualifying calendar year. Calendar years with less than 120 days of registered pay may be aggregated to complete a single qualifying calendar year. Coverage periods completed under other domestic or foreign social security programs may be taken into account provided that the insured has at least 1 calendar year of registered earnings under the general system.

The pension is paid to unemployed persons at age 62 if they are no longer entitled to receive unemployment benefits; at age 57 (with at least 22 years of contributions) with a reduced pension.

Early pension: From age 55 if the insured has at least 30 years of contributions.

Deferred pension: A deferred pension is possible from age 65. Retirement from covered employment is necessary at age 70.

**Social old-age pension (means-tested):** Aged 65 or older and with no coverage under any contributory social security program.

Means test: Monthly income must not exceed 30% of the social benefit rate for an unmarried person; 50% for a couple.

The social benefit rate is €419.22 a month.

Solidarity extra supplement: Paid to supplement the social pension.

Long-term care supplement: 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 a severe mental illness).

**Solidarity supplement for the elderly (means-tested):**

Paid to pensioners aged 65 or older, to recipients of the lifelong allowance (see Family Allowances), and to elderly persons not eligible for the social pension. The insured must have resided in Portugal for at least 6 years before claiming for the benefit.

Means test: The beneficiary's annual income must be less than €5,022; €8,788.50 for a couple.

**Disability pension:** Paid for a total permanent disability with at least 3 years of contributions. Paid for a partial disability (an assessed loss of at least 66.7% of earning capacity) with at least 5 years of contributions. At least 120 days of registered pay are required for a qualifying year.

A special disability pension is paid to persons with certain diseases, such as HIV/AIDS or cancer.

**Social disability pension (means-tested):** Aged 18 or older, disabled, and with no coverage under any contributory program.

Means test: Monthly income must not exceed 30% of the social benefit rate for an unmarried person; 50% for a couple.

The social benefit rate is €419.22 a month.

Solidarity extra supplement: Paid to supplement the social pension.

Long-term care supplement: 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 a severe mental illness).

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

Eligible survivors are the deceased's spouse and children younger than age 18 (age 27 if a student, no limit if disabled).

**Death grant:** Paid for the death of the insured person.

### Old-Age Benefits

**Old-age pension:** The monthly pension is 2% of the average adjusted lifetime monthly salary for each qualifying calendar year for those with less than 21 qualifying years; 2% to 2.3% according to the insured's reference earnings for those with 21 or more qualifying years, up to 40 years; 3% if the insured suffers from certain diseases.

Reference earnings are calculated as the average monthly earnings for all years of coverage, up to 40 years.

For a transitional period, pensions are calculated according to the former method (2% of average annual earnings for the best 10 calendar years out of the last 15 years multiplied by the total number of qualifying calendar years) or the current method (above). The total pension amount is adjusted according to average life expectancy.

The minimum pension is either 30% of the reference earnings used for pension calculation or a monthly amount fixed according to the length of the insured's career (ranging from €246.36 for a career of up to 15 years to €379.04 for a career of at least 31 years), whichever is greater.

The maximum pension is 92% of the reference earnings used for pension calculation.

Early pension: The pension is reduced by 0.5% for each month the pension is received before age 65. (For each 3-year period of contributions greater than 30 years, 12 months of reductions are waived.)

Deferred pension: The pension is increased for each additional year of contributions between age 65 and 70 (from 0.33% a year with a contribution record of 15 to 24 years to 1% a year with a contribution record greater than 40 years). The pension is further increased by 0.65% for each month of contributions greater than 30 years made before age 65.

Long-term care supplement: €94.77 is paid for a first-degree dependence (the insured requires the attendance of another person to perform ordinary daily activities) or €170.58 for a second-degree dependence (the insured is bedridden or suffers from a severe mental illness).

Dependent spouse's supplement: €36.80 a month is paid to pensioners who first received a pension after December 31, 1993.

The old-age pension can be combined with earnings from gainful activity.

Benefits are payable abroad.

Schedule of payments: Benefits are paid monthly, with additional payments in July and December.

Benefit adjustment: Benefits are adjusted annually according to changes in the GDP growth rate.

**Social old-age pension (means-tested):** €189.52 a month is paid.

Solidarity extra supplement: €17.54 is paid for persons up to age 69; €35.06 if aged 70 or older.

Long-term care supplement: €85.28 is paid for a first-degree dependence or €161.09 for a second-degree dependence.

Benefits are payable abroad under reciprocal agreement.

Solidarity supplement for the elderly (means-tested): The annual supplement is the difference between the insured's annual income and €5,022 or €8,788.50 for a couple.

**Solidarity supplement for the elderly (means-tested):**

The annual supplement is the difference between the insured's annual income and €5,022 or €8,788.50 for a couple.

### Permanent Disability Benefits

**Disability pension:** The monthly pension is 2% of the average adjusted lifetime monthly salary for each qualifying calendar year for those with less than 21 qualifying years; 2% to 2.35% of the insured's reference earnings for those with 21 or more qualifying years, up to 40 years; 3% of the insured's reference earnings if suffering from certain diseases.

Reference earnings are calculated as the average monthly earnings for all years of coverage, up to 40 years.

For a transitional period, pensions are calculated according to the former method (2% of average annual earnings for the best 10 calendar years out of the last 15 years multiplied by the total number of qualifying calendar years) or the current method (above).

The minimum pension is either 30% of the reference earnings used for pension calculation or a monthly amount fixed according to the length of the insured's career (ranging from €246.36 for a career of up to 15 years to €379.04 for a career of at least 31 years), whichever is greater.

The maximum pension is 92% of the reference earnings used for pension calculation.

Long-term care supplement: €94.77 is paid for a first-degree dependence (the insured requires the attendance of another person to perform ordinary daily activities) or €170.58 for a second-degree dependence (the insured is bedridden or suffers from a severe mental illness).

Schedule of payments: Benefits are paid monthly, with additional payments in July and December.

Benefit adjustment: Benefits are adjusted annually according to changes in the GDP growth rate and cost of living.

A partial disability pension can be combined with earnings from gainful activity under certain conditions.

**Social disability pension (income-tested):** €189.52 a month is paid.

Solidarity extra supplement: €17.54 is paid for persons up to age 69; €35.06 if aged 70 or older.

Long-term care supplement: €85.28 is paid in case of a first-degree dependence or €161.09 in case of a second-degree dependence.

Benefits are payable abroad under reciprocal agreement.

### Survivor Benefits

**Survivor pension:** The monthly widow(er)'s pension is 60% of the deceased's pension (70% if the spouse and a divorced spouse are both eligible). The pension is limited to 5 years unless the widow(er) is older than age 35, disabled, or caring for a child.

**Orphan's pension:** The monthly pension is 20% of the deceased's pension for one orphan, 30% for two orphans, or 40% for three or more orphans younger than age 18 (age 27 if a student, no limit if disabled); for full orphans the pension is 40%, 60%, or 80% for one, two, or three or more beneficiaries, respectively.

**Other eligible survivors (in the absence of the above):** Parents and grandparents receive 30%, 50%, or 80% of the deceased's pension, for one, two, or three or more beneficiaries, respectively.

All survivor benefits combined must not exceed 100% of the deceased's pension.

Schedule of payments: Benefits are paid monthly, with additional payments in July and December.

Benefits are paid abroad.

**Death grant:** The grant is 6 times the deceased's average monthly earnings in the best 2 of the last 5 years.

**Widow(er)'s social pension (income-tested):** The monthly pension is €113.71 (60% of the social pension).

**Orphan's social pension (income-tested):** The monthly pension is €37.90, €56.85, or €75.80 (20%, 30%, or 40% of the social pension, respectively) for one, two, or three or more orphans, respectively.

Benefits are payable abroad under reciprocal agreement.

### Administrative Organization

Ministry of Labor and Social Solidarity (<http://www.mtss.gov.pt>) 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.

### Sickness and Maternity

#### Regulatory Framework

**First law:** 1935 (1919 legislation not implemented).

**Current laws:** 2004 (sickness), 2005 (sickness), 2007 (social security), and 2009 (parental benefits).

**Type of program:** Social insurance (cash benefits), social assistance (cash benefits), and universal (medical benefits) system.

#### Coverage

**Cash sickness benefits (social insurance):** Employed persons.

Voluntary coverage for self-employed persons and certain categories of persons not covered by any other contributory program.

**Cash maternity, paternity, and adoption benefits (social insurance):** Employed and self-employed persons.

Voluntary coverage for certain categories of persons not covered by any other contributory program.

**Cash maternity, paternity, and adoption benefits (social assistance):** Needy residents of Portugal.

**Medical benefits:** All Portuguese citizens; foreign citizens residing in Portugal whose home country has a reciprocal agreement with Portugal.

### Source of Funds

**Insured person:** Of the total 34.75% of gross earnings contributed by the insured person and the employer under Old Age, Disability, and Survivors, 3.05% of gross earnings finances sickness benefits and 0.73% finances maternity benefits.

**Self-employed person:** See source of funds under Old Age, Disability, and Survivors.

**Employer:** Of the total 34.75% of payroll contributed by the insured person and the employer under Old Age, Disability, and Survivors, 3.05% finances sickness benefits and 0.73% finances maternity benefits.

**Government:** The cost of cash benefits for social assistance recipients; subsidizes medical benefits.

### Qualifying Conditions

**Cash sickness benefit (social insurance):** The insured must have at least 6 months of coverage, including 12 days of paid or credited (for paid sick leave occurring within 60 days after the end of a previous illness; paid maternity, paternity, or adoption leave; or compulsory military or community service) contributions in the 4 months before the month in which the incapacity began.

**Maternity, paternity, and adoption benefits (social insurance):** The insured must have at least 6 months of coverage.

**Maternity, paternity, and adoption benefits (social assistance):** Must not qualify for contributory benefits. The social benefit rate is €419.22 a month.

### Sickness and Maternity Benefits

**Sickness benefit (social insurance):** 65% of the insured's average daily earnings are paid for the first 90 days and 70% from the 91st up to the 365th day; thereafter, 75%. For cases of tuberculosis, 80% of the insured's average daily earnings are paid if the insured has at least two dependents; 100% if there are three or more dependents. The benefit is paid after a 3-day waiting period (30 days for self-employed persons); the waiting period is waived in cases of hospitalization or 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 cases of tuberculosis.

Average daily earnings are based on the insured's earnings in the 6 months prior to the last 2 months before the incapacity began.

The minimum sickness benefit is either 30% of the social benefit rate or the average daily earnings used for cash sickness benefit calculation, whichever is less.

The social benefit rate is €419.22 a month.

The maximum sickness benefit is the insured's net reference salary used for cash sickness benefit calculation (after

the deduction of value-added tax and the insured's part of the social security contribution).

**Maternity and paternity benefit (social insurance):** 100% of average daily earnings is paid to an insured mother and father for a shared total of 120 days (may be extended for up to 30 days in the case of multiple births or if the leave is shared by both parents in separate periods). The beneficiary can opt for a 150-day leave period paid at 80% of the insured's daily earnings.

In the event of clinical risk or voluntary interruption of pregnancy, 14 to 30 days of benefits are paid (may be extended in the case of clinical risk).

Average daily earnings are based on the insured's earnings in the 6 months prior to the last 2 months before childbirth.

The benefit must be paid to the mother for a minimum period of up to 72 days (30 days before and 42 days after the childbirth for employed mothers; 42 days after childbirth for other mothers).

The benefit must be paid to the father for at least 10 days (5 days before childbirth and 5 days after the 30th day following childbirth); may be extended by 2 days for each child from a multiple birth.

If one parent is unable to take leave due to physical or mental illness or if one parent dies, the benefit is paid to the other parent.

The minimum benefit is 80% of the social benefit rate.

The social benefit rate is €419.22 a month.

An extended benefit may be paid for up to an additional 3 months.

**Adoption benefit (social insurance):** 100% of the insured's average daily earnings is paid for the first 120 days following the adoption of a child younger than age 15 (may be extended for up to 30 days in the case of a multiple adoption or if the leave is shared by both parents in separate periods). The beneficiary can opt for a 150-day leave period paid at 80% of the insured's daily earnings.

Average daily earnings are based on earnings in the 6 months prior to the last 2 months before the adoption.

The minimum adoption benefit is 80% of the social benefit rate.

The social benefit rate is €419.22 a month.

An extended benefit may be paid for up to an additional 3 months.

**Special maternity allowance (social insurance):** 65% of the insured's average daily earnings is paid to a woman who is pregnant, recently gave birth, or breastfeeds an infant, and who is exposed to health and safety risks in the workplace or works at night.

Average daily earnings are based on the insured's earnings in the 6 months prior to the last 2 months before childbirth.

**Grandparent's benefit (social insurance):** If the child's parent is younger than age 16 and lives at home, 100% of the insured's average daily earnings is paid to the grandparents for up to a shared total of 30 days after childbirth.

Average daily earnings are based on the insured's earnings in the 6 months prior to the last 2 months before childbirth.

The grandparent's benefit is not paid to self-employed persons.

**Disabled or sick child allowance (social insurance):** 65% of the insured's average daily earnings is paid for up to 30 days per year to each sick or injured child (or step-child) younger than age 12 in need of care and living with the insured (no limit for a child with disability); 15 days for children aged 12 to 18 (or older if living at home). The benefit period is increased by 1 day for each child. The allowance is also paid to grandparents if the child's parent is younger than age 16 and lives at home. For a child with a serious disability or chronic illness, the allowance is paid for between 6 months and 4 years, up to a monthly maximum of the social benefit rate.

The social benefit rate is €419.22 a month.

Average daily earnings are based on the insured's earnings in the 6 months prior to the last 2 months before the month the incapacity began.

Disabled or sick child allowance is not paid to self-employed persons.

**Cash maternity, paternity, and adoption benefits (social assistance):** The social assistance maternity, paternity, and adoption benefits are paid at 80% of the social benefit rate. If the beneficiary opts for a 150-day parental leave period, the benefit is paid at 64% of the social benefit rate.

The social benefit rate is €419.22 a month.

### **Workers' Medical Benefits**

Medical services are provided directly to patients by health centers and hospitals. Benefits include general and specialist care, maternity care, hospitalization, surgery, listed medicines, and long-term care.

There is some cost sharing.

There is no limit to duration.

### **Dependents' Medical Benefits**

Medical services are provided directly to patients by health centers and hospitals. Benefits include general and specialist care, maternity care, hospitalization, surgery, listed medicines, and long-term care.

There is some cost sharing.

There is no limit to duration.

## **Administrative Organization**

Ministry of Labor and Social Solidarity (<http://www.mtss.gov.pt>) provides general supervision through the State Secretariat for Social Security.

Social Security Institute (<http://www.seg-social.pt>) administers cash benefits.

Regional health administrations administer medical benefits.

## **Work Injury**

### **Regulatory Framework**

**First law:** 1913.

**Current laws:** 2009 (labor code) and 2009 (work injury and occupational diseases).

**Type of program:** Employer-liability (work injury) and social insurance (occupational diseases) system.

### **Coverage**

Employed and self-employed persons.

### **Source of Funds**

**Insured person:** None.

**Self-employed person:** For contributions for occupational diseases only, see source of funds under Old Age, Disability, and Survivors.

**Employer:** Employers must purchase liability insurance for work injury with a private carrier. Premiums vary according to the assessed degree of risk (work injury) plus 0.5% of payroll (occupational diseases) taken from the 23.75% contribution made under Old Age, Disability, and Survivors.

**Government:** None.

### **Qualifying Conditions**

**Work injury benefits:** There is no minimum qualifying period.

### **Temporary Disability Benefits**

The benefit is 70% of reference earnings during 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.

**Partial disability:** The benefit is 70% of the insured's lost earning capacity.

### **Permanent Disability Benefits**

**Permanent disability pension:** For a total incapacity for all work, the pension is 80% of reference earnings plus 10% for each dependent, up to 100%. For a total incapacity for work in the usual profession, the pension is from 50% to 70% of reference earnings, depending on the insured's residual earning capacity.

Reference earnings are based on the insured's gross annual wage.

Partial disability: An annual pension of 70% of the insured's lost earning capacity is paid for life if the assessed degree of disability is 30% or more; if the assessed degree of disability is less than 30%, a lump sum of 70% of the insured's lost earning capacity is paid.

### **Survivor Benefits**

**Survivor pension:** The surviving spouse, divorced spouse, or partner receives 30% of the deceased's reference earnings; 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 diseases).

**Orphan's pension:** 20% of the deceased's reference earnings are paid for one orphan younger than age 18 (age 22 or 25 if a student); 40% for two orphans; 50% for three or more orphans. 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 diseases).

**Parent's pension:** Each surviving parent receives 10% of the deceased's reference earnings, up to 30%.

Reference earnings are based on the deceased's annual wage (work injury) or the average monthly wage (occupational diseases).

**Funeral grant:** The cost of the funeral is paid, up to 4 times the social benefit rate; the grant is doubled if transportation costs are necessary.

The social benefit rate is €419.22 a month.

**Death allowance:** A lump sum is 12 times the social benefit rate, with 50% paid to the spouse and 50% to the children; 100% is paid if there is only one dependent survivor.

The social benefit rate is €419.22 a month.

Certain other allowances are paid under certain conditions, such as serious disability or the need for constant attendance or training.

### **Administrative Organization**

**Work Injury:** Ministry of Finance and Public Administration provides general supervision of the program through the Portuguese Insurance Institute.

Insurance companies manage work accident insurance policies.

Portuguese Insurance Institute supervises insurance companies.

**Occupational disease:** Ministry of Labor and Social Solidarity (<http://www.mtss.gov.pt>) provides general supervision of the program.

Social Security Institute (<http://www.seg-social.pt>) administers the program through the National Occupational Disease Insurance Fund.

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### **Unemployment**

#### **Regulatory Framework**

**First law:** 1975.

**Current law:** 2006 (unemployment).

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

#### **Coverage**

Employed persons and previously disabled persons reassessed as capable of work.

Exclusions: Self-employed persons.

#### **Source of Funds**

**Insured person:** Of the total 34.75% of gross earnings contributed by the insured person and the employer under Old Age, Disability, and Survivors, 5.22% finances unemployment benefits.

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

**Employer:** Of the total 34.75% of payroll contributed by the insured person and the employer under Old Age, Disability, and Survivors, 5.22% finances unemployment benefits.

**Government:** None.

#### **Qualifying Conditions**

**Unemployment benefit:** The insured must have at least 365 days of contributions in the last 24 months before unemployment, must register at an employment office, and be capable of and available for work. Unemployment must be involuntary.

**Unemployment social benefit (means-tested):** The insured must have at least 180 days of contributions in the last 12 months before unemployment and is not eligible or has exhausted entitlement for unemployment benefits. The

insured must register at an employment office and must be capable of and available for work. Unemployment must be involuntary.

Means test: Individual monthly income must not exceed 80% of the social benefit rate.

The social benefit rate is €419.22 a month.

**Part-time unemployment benefit:** The insured must be receiving unemployment benefits and have accepted a part-time labor contract (the number of hours of part-time work must be 20% to 75% of normal weekly working time) with earnings lower than the unemployment benefit.

### **Unemployment Benefits**

**Unemployment benefit:** The benefit is 65% of the insured's average earnings.

Average earnings are based on the insured's earnings in the 12 months prior to the 2 months before the month unemployment began.

The minimum benefit is the social benefit rate.

The maximum benefit is 3 times the social benefit rate.

The social benefit rate is €419.22 a month.

The duration of benefits is calculated according to the insured's age and the number of contributions made. For insured persons up to age 30, 24 months; if aged 31 to 40, 48 months; if aged 41 to 44, 60 months; if older than age 45, 72 months plus 1 month for each 5-year contribution period in the last 20 years.

For insured persons aged 57 or older, the unemployment benefit is paid until age 62, when it is replaced by the old-age pension. An unemployed person can also claim an old-age pension at age 57 under certain conditions (with at least 22 years of contributions) and with benefit reduction.

**Unemployment social benefit (means-tested):** The benefit for an unmarried person is 80% of the social benefit rate; 100% if the claimant has dependents.

The social benefit rate is €419.22 a month.

The duration of benefits is calculated according to the insured's age. For claimants up to age 30, 270 days (with up to 24 months of contribution) or 360 days (with more than 24 months of contributions); if aged 31 to 40, 360 days (with up to 48 months of contributions) or 540 days (with more than 48 months of contributions); if aged 41 to 44, 540 days (with up to 60 months of contributions) or 720 days (with more than 60 months of contributions); if older than age 45, 720 days (with up to 72 months of contributions) or 900 days (with more than 72 months of contributions); plus 30 days for each 5-year contribution period in the last 20 years (60 days if older than age 45).

**Part-time unemployment benefit:** The benefit is the difference between 35% the unemployment benefit and the value of earnings from part-time work.

The duration of benefits is calculated in the same way as the unemployment benefit.

For insured persons aged 57 or older, the unemployment benefit is paid until age 60, when it is replaced by the old-age pension. An unemployed person can also claim an old-age pension at age 57 (with at least 22 years of contributions) with a reduction in the unemployment benefit.

### **Administrative Organization**

Ministry of Labor and Social Solidarity (<http://www.mtss.gov.pt>) provides general supervision through the State Secretariat for Social Security.

Social Security Institute (<http://www.seg-social.pt>) administers the program.

Employment centers review claimants' eligibility.

### **Family Allowances**

#### **Regulatory Framework**

**First law:** 1942.

**Current laws:** 1997, 2003 (family benefits), and 2007 (social security).

**Type of program:** Universal system.

#### **Coverage**

Children of Portuguese citizens, foreign citizens, refugees, and noncitizens residing in Portugal.

#### **Source of Funds**

**Insured person:** Of the total 34.75% of gross earnings contributed by the insured person and the employer under Old Age, Disability, and Survivors, 2.15% finances family benefits.

**Self-employed person:** See source of funds under Old Age, Disability, and Survivors.

**Employer:** Of the total 34.75% of payroll contributed by the insured person and the employer under Old Age, Disability, and Survivors, 2.15% finances family benefits.

**Government:** Subsidizes the program.

#### **Qualifying Conditions**

**Family allowances (income-tested):** The child must be younger than age 16 (age 24 if a student), without gainful activity.

Means test: The household's income must not be greater than 5 times the social benefit rate. The child must not be covered by a compulsory social security program in his or her own right.

The social benefit rate is €419.22 a month.

## Portugal

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Disabled child special supplement: Paid for each child younger than age 24 with a disability.

Constant-attendance supplement: Paid for each child younger than age 24 with a disability who requires the constant attendance of others to perform daily functions.

**Prenatal family allowance:** Paid to a pregnant mother from the 13th week of the pregnancy. The pregnancy must be certified. Household income must not be greater than 5 times the social benefit rate.

The social benefit rate is €419.22 a month.

**Increased family allowance:** Paid for the birth or adoption of a second, third, or subsequent child.

**Lifelong allowance:** Paid to financially-dependent family members aged 24 or older with an assessed physical or mental disability.

Solidarity supplement: A monthly supplement is paid in addition to the lifelong allowance.

Constant-attendance supplement: Paid for each financially-dependent family members aged 24 or older with an assessed physical or mental disability who requires the constant attendance of others to perform daily functions.

**Education allowance:** Paid for children aged 6 to 16 to help with school fees.

**Secondary education allowance:** Paid to certain secondary school students to encourage school attendance.

**Special education allowance:** Paid for each child younger than age 24 with a disability attending special education or private school, kindergarten, or receiving support from a specialized institution.

### **Family Allowance Benefits**

**Family allowances (income-tested):** The allowance is based on the reference family income and the child's age. The reference family income is determined by dividing the total income of all working family members by the number of eligible children plus one. The allowance is paid for reference family income up to 5 times the social benefit rate.

The social benefit rate is €419.22 a month.

If the reference family income is not greater than half the social benefit rate, €174.72 a month is paid for each child up to 12 months of age and €43.78 a month for each child older than 12 months. Eligible children aged 6 to 16 receive an additional payment each September toward education fees.

If the reference family income is greater than half of the social benefit rate, but not greater than the full value of the social benefit rate, €144.91 a month is paid for each child up to 12 months of age and €36.23 a month for each child older than 12 months.

If the reference family income is greater than the social benefit rate, but not greater than 150% of the social benefit rate, €92.29 a month is paid for each child up to

12 months of age and €26.54 a month for each child older than 12 months.

If the reference family income is greater than 150% of the social benefit rate, but not greater than 250% of the social benefit rate, €56.45 a month is paid for each child up to 12 months of age and €22.06 a month for each child older than 12 months.

If the reference family income is greater than 250% of the social benefit rate, but not greater than 500% of the social benefit rate, €33.88 a month is paid for each child up to 12 months of age and €11.29 a month for each child older than 12 months.

Disabled child special supplement: €59.48 a month is paid for a child younger than age 14; €86.62 if between ages 14 and 18; €115.96 if between ages 19 and 24.

Constant-attendance supplement: €88.37 a month is paid if the insured requires the constant attendance of others to perform daily functions.

**Prenatal family allowance:** The allowance varies according to household income and the family allowance paid for each child younger than age 1 and other children aged 1 or older.

**Increased family allowance:** At the birth or adoption of a second child, the family allowance paid is doubled for each child aged between 12 and 36 months. At the birth or adoption of a third or subsequent child, the family allowance paid is tripled for each child aged between 12 and 36 months.

20% more of the increased family allowance is paid for single-parent families.

**Lifelong allowance:** €176.76 a month is paid.

Solidarity supplement: €17.32 a month is paid if the family member is younger than age 70; €34.63 if aged 70 or older.

Constant-attendance supplement: €88.37 a month is paid if the family member requires the constant attendance of others to perform daily functions.

**Education allowance:** A benefit is paid in September.

**Secondary education allowance:** Twice the family allowance is paid.

**Special education allowance:** A variable amount is paid according to household income.

### **Administrative Organization**

Ministry of Labor and Social Solidarity (<http://www.mtss.gov.pt>) provides general supervision through the State Secretariat for Social Security.

Social Security Institute (<http://www.seg-social.pt>) administers the program.

## Romania

Exchange rate: US\$1.00 equals 2.94 new lei.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1912.

**Current law:** 2000 (social insurance), implemented in 2001.

**Type of program:** Social insurance and individual account system.

#### Coverage

**Social insurance:** Employed persons with individual labor contracts; civil servants; certain officials within the executive, legislative, and judicial authorities; craft cooperative members; unemployment benefit recipients; self-employed persons; and certain other workers.

Voluntary coverage for any interested persons.

Special systems for certain professions, such as lawyers, military personnel, and the clergy.

**Mandatory individual accounts:** All employed and self-employed persons younger than age 36 on January 1, 2008.

Voluntary coverage for those aged 36 to 45 on January 1, 2008.

#### Source of Funds

##### Insured person

**Social insurance:** 10.5% of gross earnings if under social insurance only; 8.5% of gross earnings if under the social insurance and mandatory individual account system.

Voluntarily insured persons contribute 31.3% of insured income if under social insurance only; 29.3% of insured income if under the social insurance and mandatory individual account system.

The contribution to social insurance for those under the social insurance and mandatory individual account system is decreasing gradually.

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

**Mandatory individual account:** 2% of gross earnings plus up to 2.5% of contributions and 0.05% of net assets under management a month for administrative fees.

The contribution to the individual account is rising gradually.

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

##### Self-employed person

**Social insurance:** 31.3% of insured income if under social insurance only; 29.3% of insured income if under the social insurance and mandatory individual account system.

The contribution to social insurance for those under the social insurance and mandatory individual account system is decreasing gradually.

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

**Mandatory individual account:** 2% of insured income plus up to 2.5% of contributions and 0.05% of managed net assets per month for administrative fees.

The contribution to the individual account is rising gradually.

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

##### Employer

**Social insurance:** 20.8% of gross earnings for employees working under normal conditions; 25.8% of gross earnings for arduous conditions; 30.8% of gross earnings for very arduous conditions.

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

**Mandatory individual account:** None.

##### Government

**Social insurance:** Any deficit.

**Mandatory individual account:** None.

#### Qualifying Conditions

**Old-age pension (social insurance and individual account):** Age 63 and 9 months with at least 12 years and 6 months of contributions (men) or age 58 and 9 months with at least 12 years and 6 months of contributions (women). The full pension is paid with at least 32 years and 6 months of contributions (men) or 27 years and 6 months of contributions (women).

The pensionable age and contribution periods are rising gradually by 2015 to age 65 (men) and 60 (women) with 15 years of contributions for the minimum pension and 35 years (men) or 30 years (women) for the full pension.

Coverage is credited for certain periods, including periods when social insurance benefits are received and for periods of university study, military service, or imprisonment.

Lower age requirements apply to persons employed in arduous or dangerous work, persons who have a disability or visual impairment, persons who were imprisoned because of their political beliefs, teachers (under certain conditions),

and women who have given birth to three or more children (under certain conditions and if eligible for the full pension).

**Early pension:** Paid from up to 5 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 10 years.

**Partial early pension:** Paid from up to 5 years before the normal retirement age if the insured's number of paid contributions exceeds the number of contributions required for the full pension.

**Disability pension (social insurance):** Paid for the loss of at least 50% of working capacity as the result of an accident (including work-related accidents) and diseases (including occupational diseases and tuberculosis). For students and apprentices, only disabilities resulting from work are covered. Prior contribution conditions vary according to the insured's age when the disability began. Contribution conditions are waived if the disability is the result of a work accident, an occupational disease, tuberculosis, or military service.

**Disability pension (individual account):** Paid if assessed with a permanent disability and incapacity for any work.

**Survivor pension (social insurance):** The insured was eligible for a pension or was a pensioner at the time of death.

Eligible survivors are a widow(er) who satisfies age and marriage conditions or has a disability (waived if the death is caused by a work accident, an occupational disease, tuberculosis, or if the survivor has a dependent child younger than age 7) and children up to age 16 (age 26 if a student, depending on the duration of studies; no limit if disabled). A limited pension is paid for 6 months to a low-income uninsured spouse who does not satisfy the age and marriage conditions.

**Funeral grant (social insurance):** Paid for the death of the insured or the insured's dependent. The benefit is paid to an eligible survivor, to the deceased's legal heir, or to the person who paid for the funeral.

**Survivor pension (individual account):** If the insured dies before receiving a benefit from the individual account, the value of his or her accumulated assets is split and transferred to the individual accounts of eligible survivors.

### **Old-Age Benefits**

**Old-age pension (social insurance):** The pension is based on the insured's average lifetime accumulated pension points multiplied by the pension point value at the date of retirement. The number of pension points accumulated during 1 year is the insured's monthly average wage divided by the national monthly average wage. At retirement, the average number of pension points is calculated by dividing

the insured's total lifetime accumulated pension points by the number of years of contributions.

The pension point value is 732.8 new lei (October 2009).

Insured persons can resume gainful activity if the net pension is less than the national monthly average gross wage.

The national monthly average gross wage is 1,693 new lei.

**Early pension:** The early pension is calculated in the same way as the old-age pension. Credited covered periods are not taken into account for pension calculation.

**Partial early pension:** A reduced pension is paid. Credited covered periods are not taken into account for pension calculation.

Old-age benefits are payable abroad.

**Benefit adjustment:** Benefits are adjusted annually in December according to changes in the pension point value, which is linked to the expected inflation rate for the coming year.

**Old-age pension (individual account):** At the normal pensionable age, the insured receives a monthly pension for life based on the value of the accumulated capital. If the calculated monthly pension is lower than a prescribed monthly minimum, a lump sum may be paid or a limited pension paid for up to 5 years.

### **Permanent Disability Benefits**

**Disability pension (social insurance):** The pension is based on the insured's average lifetime accumulated pension points multiplied by the pension point value on the date the disability began. The number of pension points accumulated during 1 year is the insured's monthly average wage divided by the national monthly average wage. In addition, for each year that the disability began before the insured has the required number of contributions for the full pension, the insured is credited with 0.75 pension points for a 1st degree disability (incapacity for any work and requiring constant attendance), 0.6 pension points for a 2nd degree disability (incapacity for any work but not requiring constant attendance), or 0.4 pension points for a 3rd degree disability (incapacity for usual work). The average lifetime accumulated pension points is calculated by dividing the insured's total lifetime accumulated pension points by the number of years of contributions.

The pension point value is 732.8 new lei (October 2009).

**Constant-attendance supplement:** If the insured is assessed with a 1st degree disability, a lump sum of 587 new lei is paid.

At the pensionable age, the insured can opt for a disability pension or an old-age pension, whichever is greater. If the insured is assessed with a 1st degree disability, the constant-attendance allowance continues to be paid with either option.

Insured persons receiving a 3rd degree disability pension can combine the pension with earnings from gainful employment if the net pension is less than the national monthly average gross wage.

The national monthly average gross wage is 1,693 new lei.

Disability benefits are payable abroad.

Benefit adjustment: Benefits are adjusted annually in December according to changes in the pension point value, which is linked to the expected inflation rate for the coming year.

**Disability pension (individual account):** The insured receives a monthly pension based on the value of the accumulated capital. If the calculated monthly pension is lower than a prescribed monthly minimum, a lump sum may be paid or a limited pension paid for up to 5 years.

### Survivor Benefits

**Survivor pension (social insurance):** The pension is based on the old-age pension the deceased received or was entitled to receive. If the deceased was not eligible for the old-age pension or received a disability or early old-age pension, the survivor pension is based on the 1st degree disability pension. The pension amount is calculated as a percentage of the average lifetime pension points accrued to the deceased. That percentage varies according to number of eligible survivors: for one survivor, 50%; for two survivors, 75%; or for 3 or more survivors, 100%.

If the survivor is also eligible for an 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.

Survivor benefits are payable abroad under bilateral agreement.

Benefit adjustment: Benefits are adjusted annually in December according to changes in the pension point value, which is linked to the expected inflation rate for the coming year.

**Survivor pension (individual account):** If the insured dies before receiving a benefit from the individual account, the value of his or her accumulated assets is split and transferred to the individual accounts of eligible survivors.

**Funeral grant (social insurance):** A lump sum of 1,702 new lei is paid for the insured's funeral; the grant is reduced by 50% for the funeral of the insured's dependent.

### Administrative Organization

#### Social insurance

Ministry of Labor, Family, and Social Protection (<http://www.mmuncii.ro>) is responsible for general supervision and policy development.

National Pension and Social Insurance Fund (<http://www.cnpas.org>), with regional pension funds, administers the program.

#### Individual account

Private Pension Supervision Commission (<http://www.csspp.ro>) regulates and supervises pension funds.

Private pension fund administrators administer individual capitalization accounts and pay pensions.

### Sickness and Maternity

#### Regulatory Framework

**First law:** 1930.

**Current laws:** 2005 (benefits) and 2006 (social health insurance).

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

#### Coverage

**Cash sickness and maternity benefits:** Employed persons with individual labor contracts; civil servants; certain officials within the executive, legislative, and judicial authorities; craft cooperative members; unemployment benefit recipients; self-employed persons; and certain other workers.

**Medical benefits:** All persons residing in Romania, including foreign nationals permanently residing in the country.

Voluntary coverage for temporary residents and diplomatic staff accredited in Romania.

#### Source of Funds

##### Insured person

*Cash benefits:* None.

*Medical benefits:* 5.2% of earnings.

##### Self-employed person

*Cash benefits:* 0.85% of earnings.

*Medical benefits:* 6.5% of earnings.

The self-employed person's contributions for medical benefits also finance work injury medical benefits.

##### Employer

*Cash benefits:* 0.85% of covered payroll.

*Medical benefits:* 5.5% of covered payroll.

The employer's contributions for medical benefits also finance work injury medical benefits.

##### Government

*Cash benefits:* None.

**Medical benefits:** Subsidizes deficits. The National Agency for Employment, which administers the unemployment insurance program pays 0.75% of its operational surplus to the National Health Insurance Fund.

### Qualifying Conditions

**Cash sickness benefits:** The insured must have at least 1 month of contributions in the 12 calendar months before the incapacity began; no qualifying conditions apply for emergency surgery and in cases of tuberculosis, AIDS, or other contagious diseases.

Coverage is credited for certain periods, including periods during which social insurance benefits are received and for periods of university study, military service, or imprisonment.

**Illness prevention and rehabilitation for work benefit:** Paid to a person undergoing temporary rehabilitation through placement in an alternative job.

**Cash maternity benefits:** The insured must have at least 1 month of contributions in the last 12 months.

**Maternity risk benefit:** Paid to a pregnant worker or to an employed mother to protect the health of the mother or her child.

**Child care allowance:** Paid to provide care for a sick child younger than age 7 (age 18 if disabled).

**Medical benefits:** Must have at least 1 month of contributions in the last 12 months; no qualifying conditions apply for certain categories of residents, for emergency surgery, and in cases of tuberculosis, AIDS, or other contagious illnesses.

### Sickness and Maternity Benefits

**Sickness benefit:** The benefit is 75% of the insured's average monthly earnings in the last 6 months before the incapacity began (100% for emergency surgery, tuberculosis, AIDS, and other contagious illnesses). The benefit is paid for up to 183 days a year for each illness; may be extended in some cases.

The maximum monthly earnings used to calculate benefits are 12 times the national gross monthly minimum wage.

**Illness prevention and rehabilitation for work benefit:** The benefit comprises two elements: temporary rehabilitation through placement in an alternative job and a cash benefit to replace part of the earnings lost as a result of a reduction in working hours. The value of each benefit must not exceed 25% of the insured's average monthly earnings in the 6 months before the incapacity began. Benefits are paid for up to 90 days a year. A benefit of 75% of the insured's average monthly earnings in the 6 months before the incapacity began is paid to persons who are quarantined.

The maximum monthly earnings used to calculate benefits are 12 times the national gross monthly minimum wage.

**Maternity benefit:** 85% of the insured's average monthly earnings in the 6 months before the expected date of childbirth is paid. The benefit is paid for up to 126 days.

The maximum monthly earnings used to calculate benefits are 12 times the national gross monthly minimum wage.

**Maternity risk benefit:** 75% of the insured's average monthly earnings in the 6 months before the expected date of childbirth is paid.

The maximum monthly earnings used to calculate benefits are 12 times the national gross monthly minimum wage.

**Child care allowance:** The allowance is 85% of the insured's average monthly earnings in the 6 months before the claim. The benefit is paid for up to 45 days per calendar year (may be extended in case of emergency surgery, tuberculosis, AIDS, and other contagious illnesses) for a child younger than age 7 (age 18 if disabled).

Average monthly earnings are the insured's average earnings in the last 6 months before the incapacity began.

The maximum monthly earnings used to calculate benefits are 12 times the national gross monthly minimum wage.

### Workers' Medical Benefits

Medical services are provided directly to patients by providers with contracts with local health insurance funds. Medical benefits include general and specialist care, outpatient care, hospitalization, medicine, appliances, rehabilitation, preventive medical care, maternity care, transportation, and other services.

### Dependents' Medical Benefits

Medical services are provided directly to patients by contract providers with local health insurance funds. Medical benefits include general and specialist care, outpatient care, hospitalization, medicine, appliances, rehabilitation, preventive medical care, maternity care, transportation, and other services.

### Administrative Organization

National Health Insurance Fund (<http://www.cnas.ro>) administers the social health insurance program.

### Work Injury

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#### Regulatory Framework

**First law:** 1912.

**Current laws:** 2000 (social insurance), implemented in 2001; and 2002 (work injury).

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

## Coverage

Persons with individual labor contracts; civil servants; certain officials within the executive, legislative, and judicial authorities; cooperative members; unemployment benefit recipients; full-time students, apprentices, and occupational training students.

Voluntary coverage is possible for self-employed persons, agricultural workers and certain other workers.

## Source of Funds

**Insured person:** None; voluntary contributors pay 1% of the average monthly income (not less than the national minimum gross wage).

**Self-employed person:** 1% of the average monthly income (not less than the national minimum gross wage).

**Employer:** Between 0.15% and 0.85% of average gross monthly income, according to the assessed degree of risk.

**Government:** Provides subsidies.

## Qualifying Conditions

**Work injury benefits:** There is no minimum qualifying period. The insured must have at least a 50% loss in working capacity as the result of a work injury or an occupational disease.

For full-time students, apprentices, and occupational training students, only accidents occurring during work and occupational diseases are covered.

## Temporary Disability Benefits

The benefit is 80% of the insured's average wage in the 6 calendar months before the disability began and is paid from the first day of disability for up to 180 days a year. If the insured has to undergo emergency medical treatment, the benefit is 100% of the insured's average wage. The benefit is paid by the employer until recovery or the certification of permanent disability.

## Permanent Disability Benefits

**Permanent disability pension:** The pension is based on the insured's average lifetime accumulated pension points multiplied by the pension point value on the date the disability began. The number of pension points accumulated during 1 year is the insured's monthly average wage divided by the national monthly average wage. In addition, for each year that disability began before the insured has the required number of contributions for the full pension, the insured is credited with 0.75 pension points for a 1st degree disability (incapacity for any work and requiring constant attendance), 0.6 pension points for a 2nd degree disability (incapacity for any work but not requiring constant attendance), or 0.4 pension points for a 3rd degree

disability (incapacity for usual work). The average lifetime accumulated pension points is calculated by dividing the insured's total lifetime accumulated pension points by the number of years of contributions.

The pension point value is 732.80 new lei (October 2009).

**Constant-attendance supplement:** If the insured is assessed with a 1st degree disability, a lump sum of 587 new lei is paid.

At the pensionable age, the insured can opt to receive the permanent disability pension or the old-age pension, whichever is greater. If the insured is assessed with a 1st degree disability, the constant-attendance allowance continues to be paid for either option.

Insured persons receiving a 3rd degree disability pension can combine the pension with earnings from gainful employment if the net pension is less than the national monthly gross wage.

The national monthly gross wage is 1,693 new lei.

Benefits are payable abroad.

## Workers' Medical Benefits

Medical services are provided directly to patients by contract providers with local health insurance funds. Medical benefits include general and specialist care, outpatient care, hospitalization, medicine, appliances, rehabilitation, transportation, and other services.

## Survivor Benefits

**Survivor pension:** The pension is based on the old-age pension the deceased received or was entitled to receive. If the deceased was not eligible for the old-age pension or received a disability or early old-age pension, the survivor pension is based on the 1st degree disability pension. The pension amount is calculated as a percentage of the average lifetime pension points accrued to the deceased. That percentage varies according to number of eligible survivors: for one survivor, 50%; for two survivors, 75%; or for 3 or more survivors, 100%.

If the survivor is also eligible for an 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.

Benefits are payable abroad.

**Funeral grant:** A lump sum of 1,550 new 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, Family, and Social Protection (<http://www.mmuncii.ro>) provides general supervision and development policy.

National Pension and Social Insurance Fund (<http://www.cnpas.org>), with regional pension funds, administers the program.

### **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; civil servants; military personnel; certain officials within the executive, legislative, and judicial authorities; and craft cooperative members.

Voluntary coverage for self-employed persons, and certain other workers.

#### **Source of Funds**

**Insured person:** 0.5% of covered earnings.

There are no maximum earnings used to calculate contributions.

**Self-employed person:** 1% of declared covered earnings.

There are no maximum earnings used to calculate contributions.

**Employer:** 0.5% of covered earnings.

There are no maximum earnings used to calculate contributions.

**Government:** Any deficit.

#### **Qualifying Conditions**

**Unemployment benefits:** The insured must have at least 12 months of contributions in the last 24 months before unemployment and must be younger than retirement age. The insured must not have income above a certain level 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.

#### **Unemployment Benefits**

The benefit is 75% of the national monthly minimum wage plus 3% to 10% of the average earnings of the insured in the last 12 months (depending on the number of contributions) and is paid for 6 months if the insured has at least 1 year of contributions; 9 months with more than 5 years; 12 months with more than 10 years.

Graduates who are first-time job seekers receive 50% of the national monthly minimum wage for 6 months.

An unemployed person who resumes full-time employment before the awarded benefit period ends receives 30% of the benefit entitlement during the remaining period.

If the new workplace is located more than 50 kilometers from the insured's home, a lump sum of twice the national monthly minimum wage is paid. If the new employment requires the insured to relocate, the lump sum is 7 times the social reference base.

Certain other incentives in the form of subsidies, exemption from unemployment insurance contributions, 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 provides general supervision. Local offices administer the program.

### **Family Allowances**

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#### **Regulatory Framework**

**First law:** 1950.

**Current laws:** 1993 (State children allowances); 2001 (minimum guarantee); 2002 (HIV/AIDS benefits); 2003 (family and single-parent allowances), implemented in 2004; 2005 (Parental leave), implemented in 2006; 2006 (social assistance); and 2006 (benefits for disabled persons), implemented in 2007.

**Type of program:** Universal system.

#### **Coverage**

All children residing in Romania.

All persons residing in Romania.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

#### **Qualifying Conditions**

**State children allowances:** Paid for children younger than age 18 (older if a full-time student or trainee).

**Family income supplement (income-tested):** Paid if average per capita family income is 470 new lei a month or less.

**Single-parent allowance (income-tested):** Paid to single parents if average per capita family income is 470 new lei a month or less.

**Parental leave (income-tested):** Paid to parents who had income from work during the 12 months prior to the birth and is paid until the child reaches age 2 (3 if the child has a disability).

If the parents resume work before the end of the parental leave period, a reduced benefit is paid.

**Birth grant:** Paid to a mother for the birth of each child, for up to four children. Other benefits include layette (without limit to the number of children).

**Benefits for persons diagnosed with HIV/AIDS:** Paid to all persons diagnosed with HIV/AIDS.

**Benefits for the blind:** Paid to persons assessed as blind, according to three categories of disability.

**Social Assistance:** Paid to families and persons without income or with low income.

### **Family Allowance Benefits**

**State children allowances:** 200 new lei a month is paid for each child up to age 2 (age 3 if disabled); 42 new lei a month for each child aged 3 or older (80 new lei if disabled).

**Family Income supplement (income-tested):** 50 new lei a month is paid for one child; 60 new lei for two; 65 new lei for three; or 70 new lei for four or more children.

**Single-parent allowance (income-tested):** 70 new lei a month is paid for one child; 80 new lei a month for two children; 85 new lei a month for three children; or 90 new lei a month for four or more children.

**Parental leave (income-tested):** 600 new lei a month or 85% of average earnings of the last 12 months, up to 4,000 new lei.

100 new lei a month is paid if the parents resume work before the end of the parental leave period.

**Birth grant:** A lump sum of 230 new lei is paid for each live birth. A layette equal in value to 150 new lei is paid for each birth.

**Benefits for persons diagnosed with HIV/AIDS:** A child receives 11 new lei per day; an adult receives 13 new lei per day.

**Benefits for the blind:** Benefits are paid according to three degrees of assessed disability: 461 new lei for an adult with total blindness; 202 new lei for a significant reduction in eyesight; and 166 new lei for a partial reduction in eyesight. A supplement of 91 new lei, 68 new lei, and 33.5 new lei is paid under some conditions.

**Social Assistance:** 125 new lei for households with 1 person; 225 new lei for households with 2 persons; 313 new lei for households with 3 persons; 390 new lei for households with 4 persons; 462 new lei for households with 5 persons; plus 31 new lei for each additional person in the household over 5 persons.

Unmarried persons and households with per capita income less than a fixed amount may receive cash and in-kind benefits to help pay heating costs.

Emergency assistance may be paid to persons, including refugees, assessed as needy.

### **Administrative Organization**

Ministry of Labor, Family, and Social Protection (<http://www.mmuncii.ro>) provides general supervision.

The National Agency for Social Benefits administers all social benefits.

Local offices, local councils, and other institutions pay the benefits.

## Russia

Exchange rate: US\$1.00 equals 30.31 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; and 2009 (social insurance contributions), implemented in 2010.

**Type of program:** Social insurance, notional defined contribution (NDC), individual accounts, and social assistance system.

#### Coverage

Employed citizens, self-employed persons, and independent farmers.

Special systems for civil servants, military personnel, police officers, war veterans, and other specified groups.

The individual account covers persons born in 1967 or later.

#### Source of Funds

**Insured person:** None.

**Self-employed person:** In general, a monthly contribution of 10,392 rubles.

Different contribution rates apply for certain specified categories of self-employed person.

**Employer:** 26% of payroll.

The maximum annual earnings used to calculate contributions are 415,000 rubles.

**Government:** The total cost of social pensions and special pensions for specified groups. Regional and local governments may finance supplementary benefits out of their own budgets.

#### Qualifying Conditions

##### Old-age pension

**Old-age labor pension:** Age 60 (men) or age 55 (women) with at least 5 years of coverage.

The qualifying conditions are reduced for persons who have worked in the far-north region or in hazardous or dangerous

work, for mothers who have five or more children or children with disabilities, and for some specified professional categories.

Unemployed workers aged 58 or 59 (men) or aged 53 or 54 (women) with no possibility of finding work, subject to the approval of the Employment Agency.

Age 50 with at least 20 years of work (men) or age 45 with at least 15 years of work (women), including 10 years (men) or 7.5 years (women) in an unhealthy work environment, underground, or in hot workshops.

Age 55 with at least 25 years of work (men) or age 50 with at least 20 years of work (women), including 12.5 years (men) or 10 years (women) in an unhealthy work environment. (The required number of years of work in an unhealthy work environment may vary according to circumstances and profession.)

There is no lower age limit for teachers who have worked with children for 25 years and for medical workers employed in health care institutions in cities for 30 years or in villages for 25 years.

**Deferred pension:** The pension may be deferred. The maximum deferral period depends on the year of retirement.

Retirement is not necessary. There is no income test for a working pensioner.

**State length-of-service pension:** A supplement to the old-age labor pension is paid to state employees, military personnel, and police officers with at least 15 years of service.

The pensions are payable abroad in accordance with national legislation and reciprocal agreements.

**State social pension:** Age 65 or older (men) or age 60 or older (women).

The state social pension is not payable abroad.

Retirement is not necessary. There is no income test for a working pensioner.

##### Disability pension

**Disability labor pension:** The insured must have been previously employed. The pension is calculated according to three assessed degrees of disability: 100% loss of working capacity and requires constant attendance (Group I); 100% loss of working capacity and does not require constant attendance (Group II); 50% loss of working capacity and does not require constant attendance (Group III).

**State disability pension:** There is no minimum qualifying period for persons younger than age 20 whose disability is due to a general illness or for any disability resulting from a severe work injury, an occupational disease, or military service.

The state disability pension is payable abroad in accordance with national legislation and reciprocal agreements.

### Survivor pension

*Survivor labor pension:* Paid irrespective of the deceased's length-of-service period and coverage periods.

Eligible survivors are widows older than age 55 (widowers older than age 60) or unemployed and caring for children younger than age 14 or disabled; children up to age 18 (age 23 if a student, no limit if disabled before age 18); brothers and sisters up to age 18; and grandfathers aged 61 or older and grandmothers aged 56 or older.

The pension does not cease on the remarriage of a widow.

The survivor labor pension is payable abroad in accordance with national legislation and reciprocal agreements.

*Social survivor pension:* Paid if the deceased was not eligible for a contributory pension.

The social survivor pension is not payable abroad.

### Old-Age Benefits

**Old-age labor pension:** The benefit is calculated as the sum of three components: a basic flat-rate benefit according to the category of beneficiary, a benefit based on the notional account, and a benefit based on the value of the individual account. Calculations are based on a projected life expectancy at retirement of 192 months (rising to 228 months by 2013). The individual account benefit is based on the insured's contributions plus interest and will be paid as of 2013.

The basic monthly flat-rate amount for a pensioner younger than age 80 with no dependents is 2,522 rubles; 3,416 rubles with one dependent; 4,270 rubles with two dependents; 5,124 rubles with three or more dependents.

The basic monthly flat-rate amount for a pensioner age 80 or older with no dependents is 5,124 rubles; 5,978 rubles with one dependent; 6,832 rubles with two dependents; 7,686 rubles with three or more dependents.

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

State length-of-service pension: The benefit is calculated according to the length of state service and the value of wages earned.

**State social pension:** The amount of the social pension is a percentage of the basic flat-rate component of the labor pension.

Benefit adjustment: Benefits are adjusted according to the rate of inflation and increases in the average wage.

### Permanent Disability Benefits

**Disability labor pension:** The benefit is calculated as the sum of two components: a basic flat-rate benefit according to the category of beneficiary and a benefit based on the notional account. Calculations are based on a projected life expectancy at retirement of 192 months (rising to

228 months by 2013) and a contribution period adjustment factor for younger insured persons.

For a pensioner without dependents, the basic monthly flat-rate amount is 5,124 rubles (Group I), 2,562 rubles (Group II), or 1,281 rubles (Group III). For a pensioner with one dependent, 5,978 rubles (Group I), 3,416 rubles (Group II), or 2,135 rubles (Group III). For a pensioner with two dependents, 6,832 rubles (Group I), 4,270 rubles (Group II), or 2,989 (Group III). For a pensioner with three or more dependents, 7,686 rubles (Group I), 5,124 (Group II), or 3,843 (Group III).

**State disability pension:** Benefits are set by the government according to categories of beneficiaries (and increased according to the number of dependents).

Benefit adjustment: Benefits are adjusted according to the rate of inflation and increases in the average wage.

### Survivor Benefits

**Survivor labor pension:** The benefit is calculated as the sum of two components: a basic flat-rate benefit according to the category of beneficiary and a benefit based on the notional account. Calculations are based on a projected life expectancy of 192 months (rising to 228 months by 2013), the number of survivors, and a contribution period adjustment factor for younger insured persons.

The basic monthly flat-rate benefit for full orphans is 2,723 rubles (April 2010) per child; for other dependent family members, 1,361 rubles (April 2010).

The pension is split equally among all eligible survivors.

**Social survivor pension:** The pension is set by the government according to different categories of beneficiaries. The pension is split equally among all eligible survivors.

Benefit adjustment: Benefits are adjusted according to the rate of inflation and increases in the average wage.

### Administrative Organization

Pension Fund of the Russian Federation (<http://www.pfrf.ru>) and its regional bodies administer benefits.

Ministry of Health and Social Development (<http://www.minzdravsoc.ru>) is responsible for policy development.

### Sickness and Maternity

#### Regulatory Framework

**First law:** 1912.

**Current laws:** 1991 (medical insurance), 1995 (child benefits), 1999 (mandatory social insurance), 2001 (labor code), and 2006 (sickness and maternity benefits).

**Type of program:** Social insurance (cash benefits) and universal (medical benefits) system.

## Coverage

**Cash benefits:** Employed citizens.

**Medical benefits:** All citizens and refugees.

## Source of Funds

### Insured person

*Cash benefits:* None.

*Medical benefits:* None. (The insured may contribute to voluntary supplementary medical and maternity insurance. The contribution rates vary by plan.)

### Self-employed person

*Cash benefits:* Not applicable.

*Medical benefits:* None. (The self-employed person may contribute to voluntary supplementary medical and maternity insurance. The contribution rates vary by plan.)

### Employer

*Cash benefits:* 2.9% of payroll.

*Medical benefits:* 5.1% of payroll.

Employer medical benefits contributions also finance family allowances.

### Government

Federal and local governments provide partial funding for medical benefits.

## Qualifying Conditions

**Cash and medical benefits:** There is no minimum qualifying period. For the childbirth grant, the claimant must register with a medical establishment at the beginning of the pregnancy.

## Sickness and Maternity Benefits

**Sickness benefit:** The benefit varies according to the length of the coverage period: 60% of current earnings is paid with less than 5 years of coverage; 80% with 5 to 8 years; 100% with more than 8 years (or if the insured has three or more dependent children).

For the care of a sick child younger than age 7, the benefit is provided for the period of sickness, up to 60 days a year; for a child younger than age 15, for 15 to 45 days a year; for a family member older than age 15, for 7 to 30 days a year.

The minimum benefit is 100% of the minimum wage.

The minimum wage is 4,330 rubles.

The maximum benefit is 18,720 rubles.

**Funeral grant:** A lump sum of up to 4,000 rubles is paid, depending on local government financial resources.

**Maternity benefit:** 100% of the insured's gross earnings in the last 12 months is paid for 70 days before the expected

date of childbirth and 70 days after childbirth; may be extended by an additional 14 or 40 days in certain cases.

The maximum benefit is 25,390 rubles.

**Childbirth grant:** A lump sum of 9,989.86 rubles is paid. The local government pays an additional sum.

**Pregnancy registration supplement:** 374.62 rubles is paid when the pregnancy is registered in the first 12 weeks.

**Adoption grant:** The benefit must not exceed 23,400 rubles (September 2007).

**Child care leave benefit (monthly):** The benefit is paid to insured or unemployed parents until the child is aged 18 months. The benefit is 40% of the insured's average wage in the last 12 months and is at least 1,873.10 rubles for the first child and 3,746.20 rubles for the second and subsequent children

The maximum monthly benefit is 7,492.40 rubles.

Parents of a child with a disability also receive benefits for 4 vacation days per month.

## 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: Medicines prescribed during hospitalization are 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, expensive medicines, and appliances.

Some categories of the population, including the elderly, persons with disabilities, and war veterans, may receive cash compensation for some medicines.

## Dependents' 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: Medicines prescribed during hospitalization are 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, expensive medicines, and appliances.

Some categories of the population, including the elderly, persons with disabilities, and war veterans, may receive cash compensation for some medicines.

## Administrative Organization

### Cash benefits

Social Insurance Fund of the Russian Federation (<http://www.fss.ru>) and regional social insurance funds administer cash sickness and maternity benefits.

Regional departments of social protection administer maternity benefits for the unemployed and other nonworking citizens.

### Medical benefits

Ministry of Health and Social Development (<http://www.minzdravsoc.ru>) and regional health departments implement state health care policy and develop health care programs.

Federal Compulsory Medical Insurance Fund (<http://www.ffoms.ru>) implements health care policy within the state social insurance system and administers the financing of medical insurance programs.

Medical services are provided through clinics, hospitals, maternity homes, and other medical facilities, including private health care providers.

Regional governments administer medical insurance.

## Work Injury

### Regulatory Framework

**First law:** 1903.

**Current laws:** 1998 (work injury and occupational diseases), implemented in 2000; 2001 (labor code); 2005 (risk classification); 2008 (Social Insurance Fund budget); and 2008 (contributions).

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

### Coverage

Employed citizens, prisoners, and persons employed under an agreement that requires the employer to pay contributions to the Social Insurance Fund for work injury and occupational disease benefits.

Exclusions: Self-employed persons.

### Source of Funds

**Insured person:** None.

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

**Employer:** From 0.2% to 8.5% of payroll according to 32 classes of professional risk related to 22 industry categories. Employers may finance supplementary benefits out of their own budgets.

**Government:** None. Regional and local governments may finance supplementary benefits out of their own budgets.

## Qualifying Conditions

**Work injury benefits:** There is no minimum qualifying period.

### Temporary Disability Benefits

**Temporary disability benefit:** The benefit is 100% of average gross earnings and is paid from the first day of incapacity until the insured is fully rehabilitated.

Average gross earnings are based on earnings immediately before certification of the degree of disability.

The Medical and Social Assessment Office assesses the degree of disability at least once a year.

**Lump-sum compensation:** A lump sum of up to 58,500 rubles is paid to insured workers, according to the loss of working capacity.

A monthly benefit is paid for a non-permanent, prolonged loss in working capacity based on the average wage in the last 12 months and the assessed loss of working capacity.

### Permanent Disability Benefits

**Permanent disability pension:** The pension depends on the assessed degrees of disability.

The minimum level of assessed disability for entitlement to benefits varies from 10% to 30%.

The maximum benefit is 45,020 rubles a month and is set annually by the Social Insurance Fund.

The Medical and Social Assessment Office assesses the degree of disability at least once a year.

**Constant-attendance allowance:** 900 rubles per month is paid to those requiring special medical care; 225 rubles for daily attendance.

### 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 supplementary coverage offered by the employer.

### Survivor Benefits

**Survivor pension:** Paid on the death of the insured as the result of a work injury or an occupational disease. The benefit is calculated as the sum of two components: a basic flat-rate benefit according to different categories of survivor and a benefit based on the notional account and on the number of eligible survivors.

Lump-sum compensation: In addition to the pension, a lump sum of 58,500 rubles is paid and split equally among all entitled survivors.

**Death grant:** A lump sum of up to 1,000 rubles is paid. (The employer may pay an additional benefit.)

### **Administrative Organization**

Social Insurance Fund of the Russian Federation (<http://www.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.

Ministry of Health and Social Development (<http://www.minzdravsoc.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.

Regional employment services administer and finance the program.

### **Unemployment**

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#### **Regulatory Framework**

**First law:** 1921.

**Current laws:** 1991 (employment), 1997 (registration), 2001 (labor code), 2004 (cash compensation), and 2006 (benefits).

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

#### **Coverage**

Citizens aged 16 to 59 (men) or aged 16 to 54 (women).

#### **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 supplementary benefits for unemployed persons and their dependents out of their own budgets.

#### **Qualifying Conditions**

**Unemployment benefits:** 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.

#### **Unemployment Benefits**

**Unemployment benefit:** Benefits are calculated as a percentage of previous average wages and are paid for up to 12 months. The benefits decrease over time: 75% of the previous average monthly wage is paid for the first 3 months; 60% for the next 4 months; and 45% for the last 5 months.

For a second 12-month period, the monthly benefit is 30% of the local minimum subsistence level.

The minimum monthly benefit is 850 rubles.

The maximum monthly 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 6 months and 20% of the regional minimum subsistence level for the next 6 months, but not less than 100 rubles per month.

**Dependent's supplement:** The benefit is increased by 10% of the regional minimum subsistence level, up to 30%. If both parents are unemployed, both are entitled to claim a supplement for the same dependent.

The benefit is increased by 10% of the regional minimum subsistence level for victims of radiation and persons living in radiation-contaminated zones.

**Early pension:** Paid to unemployed older workers aged 58 to 59 (men) or aged 53 to 54 (women). (The benefit is the same as the old-age labor pension under Old Age, Disability, and Survivors.)

#### **Administrative Organization**

Ministry of Health and Social Development (<http://www.minzdravsoc.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), 2005 (social insurance fund), and 2006 (families with children).

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

### **Coverage**

Children younger than age 16 (up to age 18 if a full-time student).

### **Source of Funds**

**Insured person:** None.

**Self-employed person:** None.

**Employer:** See source of funds under Sickness and Maternity. Employers may finance supplementary benefits out of their own budgets.

**Government:** Federal and local government budgets subsidize the cost of benefits. Regional and local governments may finance supplementary benefits out of their own budgets.

### **Qualifying Conditions**

**Child allowances:** Paid to families with income below the locally determined minimum subsistence level. The child must reside in the household.

**Family (maternity capital) grant:** Paid 3 years after the birth or adoption of the second child.

## **Family Allowance Benefits**

**Child allowances:** The allowance varies according to geographic region and is paid for each child from age 18 months to age 16 (up to age 18 if a full-time student).

Supplements are paid if a parent fails to pay alimony.

Single parents receive twice the child allowance.

A parent caring for a sick child receives 60% to 100% of wages for the first 7 days of illness; thereafter, 30% of wages (50% for single mothers) until the child's full recovery.

**Family (maternity capital) grant:** 343,338.80 rubles is paid.

## **Administrative Organization**

Ministry of Health and Social Development (<http://www.minzdravsoc.ru>) provides general oversight of the program.

Regional and local departments of social protection pay benefits.

Pension Fund of the Russian Federation (<http://www.pfrf.ru>) and its regional bodies administer family (maternity) grants.

## San Marino

Exchange rate: US\$1.00 equals 0.70 euros (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First and current laws:** 1955 (social security system), 1983 (pensions), 2005 (pensions), and 2008 (pensions).

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

#### Coverage

Employed and self-employed persons.

#### Source of Funds

**Insured person:** 3.60% of gross earnings.

The insured's contributions also finance work injury benefits.

**Self-employed person:** Contribution rates vary between €1,650 and €5,060 a year, according to the category of self-employment.

The self-employed person's contributions also finance work injury benefits.

**Employer:** 16.10% of payroll.

The employer's contributions also finance work injury benefits.

**Government:** 10% of total contributions (higher contributions are made for agricultural workers) or up to 25% to cover any deficit.

Government contributions also finance work injury benefits.

#### Qualifying Conditions

**Old-age pension:** Age 65 (men and women) with at least 20 years of contributions (4,320 days of contributions); age 60 (men and women) with at least 40 years of contributions. For insured persons who entered the labor force before January 1, 2006, transitional provisions apply.

Partial pension: A reduced pension is paid at age 60 if the insured has from 35 to 39 years of contributions.

Deferred pension: A pension may be deferred.

**Disability pension:** Paid for a loss of working capacity of at least 65% with at least 7 years of contributions, including at least 2 years in the last 3 years before the disability began.

A means-tested minimum pension may be paid.

**Survivor pension:** The deceased had at least 7 years of contributions, including at least 1 year of coverage in the 5 years before death; or a total of 15 years of contributions.

Eligible survivors are a widow, a disabled or unemployed widower, 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 on remarriage.

#### Old-Age Benefits

**Old-age pension:** The pension is 2% of half of the legally fixed amount for each year of coverage plus 1.5% of the portion of reference earnings that exceeds the legally fixed amount.

The legally fixed amount for 2010 is €42,000.

Reference earnings used to calculate benefits are the average daily earnings of the last 10 years before retirement, multiplied by 16.615. Earnings used for benefit calculations are adjusted according to changes in the cost-of-living index.

The pension must not exceed 100% of the insured's last monthly earnings before retirement.

A means-tested minimum pension is paid.

Transitional provisions apply to persons with at least 216 days of contributions before January 1, 2006.

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.

Deferred pension: The pension is increased by 3% for each year deferred after the normal retirement age.

Benefit adjustment: Benefits are adjusted according to changes in the cost-of-living index.

#### Permanent Disability Benefits

**Disability pension:** The pension 2% of half of the legally fixed amount for each year of coverage plus 1.5% of the portion of reference earnings that exceeds the legally fixed amount.

The legally fixed amount is €42,000 for 2010.

Reference earnings used to calculate benefits are the average daily earnings of up to the last 10 years before the disability began, multiplied by 16.615. Earnings used for benefit calculations are adjusted according to changes in the cost-of-living index.

The pension must not exceed 100% of the insured's last monthly earnings before retirement.

A means-tested minimum pension is paid.

Transitional provisions apply to persons with at least 216 days of contributions before January 1, 2006.

Benefit adjustment: Benefits are adjusted according to changes in the cost-of-living index.

### **Survivor Benefits**

**Survivor pension:** 65% to 100% of the pension the deceased received or would have been entitled to receive is paid to the surviving spouse and children, depending on the number of survivors.

### **Administrative Organization**

National Social Security Institute (<http://www.iss.sm>) administers the program.

### **Sickness and Maternity**

#### **Regulatory Framework**

**First law:** 1955 (medical benefits).

**Current laws:** 1974 (temporary incapacity), 1977 (cash benefits), 1980, 1988, 1990 (social security), 1993, 2003, and 2008.

**Type of program:** Social insurance (cash benefits) and universal (medical benefits) system.

#### **Coverage**

**Cash sickness and maternity benefits:** Employed and self-employed persons.

**Medical benefits:** All persons residing in San Marino.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** Up to 4% of gross earnings, according to the self-employment category.

**Employer:** 5% of payroll.

**Government:** None (cash benefits); 50% of direct taxes (medical benefits).

#### **Qualifying Conditions**

**Cash sickness and maternity benefits:** There is no qualifying period.

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

#### **Sickness and Maternity Benefits**

**Sickness benefit:** The benefit is 86% of the insured's monthly earnings for the first 15 days, 100% until the end of the 6th 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:** The benefit is 100% of the insured's earnings and is paid for 5 months (2 months before and 3 months after the expected date of childbirth); thereafter, mothers can remain on leave and receive a benefit of 20% to 30% of earnings for 6 months or they can return to work and take up to 2 hours of leave a day with full pay until the child is age 1.

#### **Workers' Medical Benefits**

Medical services are provided by doctors of the National Social Security Institute and state hospitals. Benefits include all medical services, hospitalization, maternity care, and pharmaceuticals.

The patient pays €12.91 for tooth extractions, €30.99 for other dental care, and a fee for subsequent treatment. Dental services are free for children up to age 14 and for pensioners.

There is no cost sharing.

There is no limit to duration.

#### **Dependents' Medical Benefits**

Medical services are provided by doctors of the National Social Security Institute and state hospitals. Benefits include all medical services, hospitalization, maternity care, and pharmaceuticals.

The patient pays €12.91 for tooth extractions, €30.99 for other dental care, and a fee for subsequent treatment. Dental services are free for children up to age 14 and for pensioners.

There is no cost sharing.

There is no limit to duration.

#### **Administrative Organization**

National Social Security Institute (<http://www.iss.sm>) administers the program.

### **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**

**Work injury benefits:** There is no minimum qualifying period.

### **Temporary Disability Benefits**

The benefit is 100% of the insured's earnings.

### **Permanent Disability Benefits**

**Permanent disability benefit:** If assessed with a total disability, the annual pension is based on the insured's annual earnings in the last year before the disability began.

Partial disability: A percentage of the disability pension is paid according to the assessed degree of disability. There is no entitlement if the assessed degree of disability is less than 15%.

Benefit adjustment: Benefits are adjusted according to 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 pension the deceased received or would have been entitled to receive is paid to the surviving spouse and children, depending on the number of survivors.

The survivor pension ceases on remarriage.

### **Administrative Organization**

National Social Security Institute (<http://www.iss.sm>) administers the program.

State hospitals, or government-approved establishments, deliver medical services.

## **Unemployment**

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### **Regulatory Framework**

**First law:** 1967 (unemployment).

**Current law:** 2010 (unemployment).

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

## **Coverage**

**Unemployment benefit:** Salaried employees.

Exclusions: Self-employed persons.

**Temporary unemployment benefit:** Employees of all sectors of work, except those of private enterprises in the sports sector and freelancers.

## **Source of Funds**

### **Insured person**

*Unemployment benefits:* 0.5% of gross earnings.

*Temporary unemployment benefits:* None.

### **Self-employed person**

Not applicable

### **Employer**

*Unemployment benefits:* 1.9% of payroll.

*Temporary unemployment benefits:* 7% of payroll.

### **Government**

*Unemployment benefits:* None.

*Temporary unemployment benefits:* None.

## **Qualifying Conditions**

**Unemployment benefit:** Paid to unemployed insured employees.

**Special economic benefit:** Paid in the event of mass unemployment or the closure of the place of employment.

**Temporary unemployment benefit:** Paid for temporary unemployment that results from unforeseen circumstances, restructuring, or a short-term market downturn.

## **Unemployment Benefits**

**Unemployment benefit:** With 121 to 242 days of contributions, 30% of the insured's average earnings in the 4 months before unemployment is paid for up to 90 days. If the insured person has at least 243 days of contributions, 60% is paid for the first six months and 50% from the 7th to the 8th month. If the insured person has at least 243 days of contributions and is older than age 50, 40% of the insured's average earnings in the 4 months before unemployment is paid from the 9th to the 12th month of unemployment.

**Special economic benefit:** With at least 216 days of work with the same employer, 70% of the insured's earnings is paid for up to 6 months; thereafter, 65% of earnings for up to 6 months. With 162 to 215 days of work with the same employer, 60% of the insured's earnings is paid for up to 6 months; thereafter, 50% of earnings for up to 6 months.

**Temporary unemployment benefit:** 72% to 82% of the insured's earnings are paid for up to 9 months, depending on the reason for unemployment.

### ***Administrative Organization***

National Social Security Institute (<http://www.iss.sm>) administers the program.

### ***Family Allowances***

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#### ***Regulatory Framework***

Under a 1946 law, family benefits are provided through an employment-related program.

## Serbia

Exchange rate: US\$1.00 equals 66.73 dinars.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1922, implemented in 1937.

**Current laws:** 2003 (pension and disability insurance) and 2004 (social insurance).

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

Note: Social assistance benefits are provided to all individuals and families with monthly income lower than a set minimum level.

#### Coverage

Employed persons and self-employed persons, including members of handicraft and fishery cooperatives, artists, farmers, and persons performing a gainful economic activity under some kind of contract.

Voluntary coverage is possible.

Special system for armed forces personnel.

#### Source of Funds

**Insured person:** 11% of covered earnings; voluntary contributors pay 22% of earnings according to 13 income brackets.

The minimum monthly earnings used to calculate contributions are 35% of the national monthly average wage.

The maximum monthly earnings used to calculate contributions are 5 times the national monthly average wage.

The national monthly average wage is 46,457 dinars (March 2010).

The insured's contributions also finance benefits for work injuries and occupational diseases and medical benefits for pensioners.

**Self-employed person:** 22% of covered income.

The minimum monthly income used to calculate contributions is 35% of the national monthly average wage.

The maximum monthly income used to calculate contributions is 5 times the national monthly average wage.

The national monthly average wage is 46,457 dinars (March 2010).

The self-employed person's contributions also finance benefits for work injuries and occupational diseases and medical benefits for pensioners.

**Employer:** 11% of covered payroll (a reduced rate for newly hired workers for up to 2 years for workers older than age 45 and for up to 3 years for workers younger than age 30).

The minimum monthly earnings used to calculate contributions are 35% of the national monthly average wage.

The maximum monthly earnings used to calculate contributions are 5 times the national monthly average wage.

The national monthly average wage is 46,457 dinars (March 2010).

The employer's contributions also finance benefits for work injuries and occupational diseases and medical benefits for pensioners.

**Government:** Guarantees cash benefits; covers any deficit; contributes as an employer.

#### Qualifying Conditions

**Old-age pension:** Age 64 (men) or age 59 (women) with at least 17 years of coverage; age 53 with at least 40 years of coverage (men) or age 53 with at least 35 years of coverage (women); at any age with at least 45 years of coverage (men and women). (The retirement age is increasing gradually by 6 months a year to age 65 (men) or age 60 (women) with at least 15 years of coverage by 2011.)

An old-age pensioner can begin new employment after retiring.

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

Benefits are payable abroad under reciprocal agreement.

**Disability pension:** The insured must be younger than the pensionable age and assessed as incapable of all work (total disability). The required contribution period increases with age: 1 year of coverage if the disability began before age 20; 2 years if aged 20 to 24; 3 years if aged 25 to 29; and at least 5 years if aged 30 or older.

There is no minimum qualifying period for a disability resulting from a work injury or an occupational disease.

To receive cash benefits for a work injury or an occupational disease, the insured must have an assessed degree of disability of at least 30%. There are eight categories of assessed disability, ranging from 30% to 100%. The degree of disability is assessed by the Occupational Medicine Commission. The disability may be reviewed every 3 years.

**Survivor pension:** The deceased was a pensioner, had at least 5 years of coverage, or was eligible for a disability pension.

Eligible survivors include a widow aged 49 or older (a widower aged 54 or older), disabled, or caring for a child younger than age 15 (age 26 if a student, no limit if disabled); a dependent mother aged 59 or older or disabled;

a dependent father aged 64 or older or disabled; children younger than age 15 (age 26 if a student, age 27 if in military service, no limit if unemployed and disabled); and dependent grandchildren, brothers, and sisters.

The age of eligibility for survivors is increasing gradually to age 50 for a widow, age 55 for a widower, age 60 for a dependent mother, and age 65 for a dependent father by 2011.

The widow(er)'s pension does not cease on remarriage.

The survivor pension is suspended when the survivor is working in insured employment.

If a survivor receives a pension in his or her own right, the survivor must choose to receive only one pension.

Benefits are paid abroad under reciprocal agreement.

### **Old-Age Benefits**

**Old-age pension:** The pension is based on the number of years of service, the ratio of the individual's wage to the average wage, and the value of the general point.

The value of the general point is 604.51 dinars.

Schedule of payments: Pensions are paid twice a month; pensioners who were previously self-employed are paid monthly.

Benefit adjustment: Benefits are adjusted every 6 months, in April and October, according to changes in the cost of living (no adjustments in 2009 and 2010).

### **Permanent Disability Benefits**

**Disability pension:** The pension is based on the number of years of service, the ratio of the individual's wage to the average wage, and the value of the general point.

The value of the general point is 604.51 dinars.

The number of years of service are calculated as 66.7% of the period between the date the disability began and age 53 and 50% of the period between ages 53 and 59 (women) or ages 53 and 64 (men).

The full permanent disability pension is paid with a 100% disability.

Schedule of payments: Pensions are paid twice a month; pensioners who were previously self-employed are paid monthly.

Benefit adjustment: Benefits are adjusted every 6 months, in April and October, according to changes in the cost of living (no adjustments in 2009 and 2010).

### **Survivor Benefits**

**Survivor pension:** 70% of the pension the deceased received or would have been 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 minimum survivor pension is the old-age pension calculated based on 20 years of coverage.

The maximum survivor pension must not exceed the maximum disability pension.

Benefit adjustment: Benefits are adjusted every 6 months, in April and October, according to changes in the cost of living (no adjustments in 2009 and 2010).

**Funeral grant:** The cost of the pensioner's funeral is paid to the person who paid for the funeral, up to 150% of the average pension paid in the last quarter before the pensioner's death.

### **Administrative Organization**

Ministry of Social Affairs and Labor (<http://www.szmm.gov.hu>) supervises the program.

### **Sickness and Maternity**

#### **Regulatory Framework**

**First law:** 1922.

**Current laws:** 2002 (families with children); 2004 (social insurance); 2005 (health insurance); and 2005 (labor).

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

#### **Coverage**

**Cash sickness and maternity benefits:** Employed and self-employed persons.

**Medical benefits:** Employed and self-employed persons, civilians employed in the armed forces, farmers, pensioners, registered unemployed persons, persons older than age 65, all women during pregnancy and for up to 12 months after giving birth, persons with mental or physical disabilities, social assistance beneficiaries, children younger than age 15 (age 26 if a full-time student), and some categories of foreign citizens working in Serbia (if covered by a reciprocal agreement).

Voluntarily coverage for medical benefits is possible.

Special system for armed forces personnel.

#### **Source of Funds**

**Insured person:** 6.15% of covered earnings; 12.3% of the pension for pensioners; voluntary contributors pay 12.3% of covered declared earnings for medical benefits.

The minimum monthly earnings used to calculate contributions are 35% of the national monthly average wage.

The maximum monthly earnings used to calculate contributions are 5 times the national monthly average wage.

The national monthly average wage is 46,457 dinars (March 2010).

**Self-employed person:** 12.3% of covered income.

The minimum monthly income used to calculate contributions is 35% of the national monthly average wage.

The maximum monthly income used to calculate contributions is 5 times the national monthly average wage.

The national monthly average wage is 46,457 dinars (March 2010).

**Employer:** 6.15% of covered payroll (a reduced rate for newly hired workers for up to 2 years for workers older than age 45 and for up to 3 years for workers younger than age 30).

The minimum monthly earnings used to calculate contributions are 35% of the national monthly average wage.

The maximum monthly earnings used to calculate contributions are 5 times the national monthly average wage.

The national monthly average wage is 46,457 dinars (March 2010).

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

### **Qualifying Conditions**

**Cash sickness benefits:** Must be covered for at least 3 continuous months or 6 months in the last 18 months. There is no minimum coverage period required for an incapacity resulting from a work injury or an occupational disease. The benefit is also paid for providing care for a sick family member or if the insured provides a tissue or organ donation.

If the insured receives benefits for more than 6 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 benefits:** Paid to either of the child's parents or custodian. A foster parent is also entitled to benefits for adopting a child.

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

### **Sickness and Maternity Benefits**

**Sickness benefit:** The monthly benefit is paid from the first day of incapacity until recovery or the award of a disability pension. (The employer pays benefits for the first 30 days.) The insured receives 65% of the calculation base; 100% for a work injury or an occupational disease; 100% for a tissue or organ donation.

The calculation base for an insured person is his or her average wage in the last 3 months, up to 5 times the national monthly average wage.

The national monthly average wage is 46,457 dinars (March 2010).

The calculation base for a self-employed person is his or her average covered income in the last 3 months.

If the beneficiary receives the benefit for more than 2 months, the calculation base is adjusted each month according to changes in the average wage in his or her place of employment.

**Maternity benefit:** 100% of earnings are paid with at least 6 months of continuous coverage; 60% with more than 3 but less than 6 months; 30% with less than 3 months. The benefit is paid monthly.

Earnings in the last 12 months before the maternity leave period began are used to calculate benefits, up to 5 times the national monthly average wage.

The national monthly average wage is 46,457 dinars (March 2010).

The minimum benefit is the monthly minimum wage.

For a self-employed person, the benefit is the average covered income in the last 3 months.

The leave period for the first and second child begins 28 days before the expected date of childbirth and is paid for 365 days. The leave period for the third and each successive child is paid for 2 years.

**Maternity grant:** The amount of the grant is determined by the Republic Health Insurance Fund.

### **Workers' Medical Benefits**

Medical services are provided directly to patients through the facilities of the government health service based on contracts with local health insurance associations.

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.

Compulsory medical insurance funds finance from 65% to 100% of the cost of medical services and treatments, according to a schedule in law; 100% of the cost of medical services and treatments for work injuries and occupational diseases.

Copayments are reduced for benefits for military and civil war invalids, blind persons and persons with permanent disabilities, persons receiving financial compensation for providing care to another person, and for voluntary blood donors.

### **Dependents' Medical Benefits**

Medical services are provided directly to patients through the facilities of the government health service based on contracts with local health insurance associations.

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.

Compulsory medical insurance funds finance from 65% to 100% of the cost of medical services and treatments, according to a schedule in law.

Copayments are reduced for benefits for military and civil war invalids, blind persons and persons with permanent disabilities, persons receiving financial compensation for providing care to another person, and for voluntary blood donors.

### **Administrative Organization**

Ministry of Health supervises the Republic Health Insurance Fund.

Republic Health Insurance Fund (<http://www.zdravstvo-srpske.org/>) administers the program at the local level through regional bodies.

### **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:** 1996 (citizens employed abroad); 2003 (unemployment insurance); and 2003 (vocational rehabilitation).

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

#### **Coverage**

Employed and self-employed persons, including entrepreneurs, founders, members of commercial entities, and contract workers.

Voluntary coverage is possible.

Exclusions: Farmers, pensioners, children, and students in full-time education.

#### **Source of Funds**

**Insured person:** 0.75% of covered earnings.

The minimum monthly earnings used to calculate contributions are 35% of the national monthly average wage.

The maximum monthly earnings used to calculate contributions are 5 times the national monthly average wage.

The national monthly average wage is 46,457 dinars (March 2010).

**Self-employed person:** 1.5% of covered income.

The minimum monthly earnings used to calculate contributions are 35% of the national monthly average wage.

The maximum monthly income used to calculate contributions is 5 times the national monthly average wage.

The national monthly average wage is 46,457 dinars (March 2010).

**Employer:** 0.75% of covered payroll.

The minimum monthly earnings used to calculate contributions are 35% of the national monthly average wage.

The maximum monthly earnings used to calculate contributions are 5 times the national monthly average wage.

The national monthly average wage is 46,457 dinars (March 2010).

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

#### **Qualifying Conditions**

**Unemployment benefit:** Must be covered for at least 12 consecutive months or 12 months in the last 18 months. An interruption in coverage must not last longer than 30 days.

For part-time work, the benefit may be reduced.

#### **Unemployment Benefits**

The monthly benefit is 50% of the insured's average earnings in the last 6 months.

The duration of the benefit depends on the length of the coverage period or the insured's age: the benefit is paid for up to 3 months with up to 5 years of coverage; up to 6 months with 5 to 15 years; up to 9 months with 15 to 25 years; up to 12 months with more than 25 years; or up to 24 months if insured will be of pensionable age within the next 2 years.

The minimum benefit is 80% of the national minimum wage.

The maximum benefit is 160% of the national monthly average wage.

**Child's supplement:** A supplement is paid.

**Schedule of payments:** The benefit is paid monthly or the total amount is paid as a lump sum if it will be used as start-up capital for a new business.

#### **Administrative Organization**

National Employment Service (<http://www.nsz.gov.rs>) registers all employers and job seekers and administers the program.

Republic Council for Employment advises the government on employment policy and legislation.

## **Family Allowances**

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### **Regulatory Framework**

**First law:** 1949.

**Current law:** 2002 (families with children).

**Type of program:** Universal system.

### **Coverage**

Serbian citizens residing in Serbia.

### **Source of Funds**

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** Benefits are financed through the central governmental budget. Municipal governments may provide supplements or additional benefits.

### **Qualifying Conditions**

**Parental allowance (means-tested):** Paid to a mother for up to four children. The mother must be a resident citizen of Serbia and covered for health insurance.

In the absence of the mother, the father may be eligible.

The parental allowance is not paid if the mother, or the family members with whom she lives, pays tax on property valued above 12,000,000 dinars.

**Child allowance (income-tested):** Paid to a parent, custodian, or foster parent rearing up to four children. The parent, custodian, or foster parent must be a resident citizen of Serbia and covered for health insurance.

The child must be younger than age 19 (age 26 for children with special needs or full-time students).

**Income test:** Monthly per capita family income must not exceed 5,927 dinars (January 2010). (The level increases by 20% to 7,112 dinars for a custodian, a foster parent, an unmarried parent, or the parents of a child with a disability). Per capita family income levels are adjusted monthly according to changes in the cost of living.

### **Family Allowance Benefits**

**Parental allowance (means-tested):** A lump sum of 27,136 dinars is paid for the first child; 106,112 dinars for the second child; 190,992 dinars for the third child; and 254,654 dinars for the fourth child.

**Benefit adjustment:** Benefits are adjusted every 6 months, in April and October, according to changes in the cost of living.

**Child allowance (income-tested):** 1,897 dinars per child is paid monthly.

In addition, kindergarten costs for orphans, foster children, children with disabilities, and children living in low-income families are reimbursed. The child must be eligible for the child allowance.

**Benefit adjustment:** Benefits are adjusted every 6 months, in April and October, according to changes in the cost of living.

### **Administrative Organization**

Municipal governments award benefits. In the event of an appeal, the Ministry of Labor and Social Policy reviews the decision.

## Slovak Republic

Exchange rate: US\$1.00 equals 0.70 euros (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First laws:** 1906 (salaried employees) and 1924 (wage earners).

**Current laws:** 1998 (social assistance); 2003 (social insurance), implemented in 2004; 2003 (employment services), implemented in 2004; and 2004 (individual accounts), implemented in 2005.

**Type of program:** Social insurance and individual account system.

Note: Since 2009, individual accounts are no longer mandatory. Once a worker chooses to participate, they must remain with the system. Workers already in the system had an opportunity to opt out between November 2008 and June 2009.

#### Coverage

Employed persons, including civil servants, parliamentarians, persons caring for a child (including foster care), self-employed persons, cooperative workers, prison workshop employees, and directors of national businesses.

Voluntary coverage for employed persons older than age 16 and self-employed persons with annual earnings less than 12 times the monthly minimum wage.

The monthly minimum wage is €295.50.

Special systems for certain intelligence, security, police, fire, customs, and armed forces personnel.

#### Source of Funds

**Insured person:** 4% of covered monthly earnings for social insurance old-age benefits (employers make contributions to the insured's individual account if the insured has an individual account); 3% of covered monthly earnings for disability benefits; survivor benefits are financed by old-age and disability contributions.

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

The monthly minimum wage is €295.50.

There are maximum earnings used to calculate contributions.

Persons voluntarily insured under the social insurance system contribute 18% of covered earnings for old-age benefits (9% of covered earnings is transferred to the insured's individual account if the insured has an individual account);

6% of covered monthly earnings for disability benefits; survivor benefits are financed by old-age and disability contributions.

The minimum monthly earnings used to calculate voluntarily insured persons' contributions are 44.2% of the general assessment basis valid in the previous two years.

There are maximum earnings used to calculate voluntarily insured persons' contributions.

For persons voluntarily insured under the social insurance system with an individual account, pension fund administrators may charge up to 1% of the monthly contribution to the individual account and 0.025% of the average monthly net value of assets for monthly administrative fees.

**Self-employed person:** 18% of monthly declared earnings for old-age benefits (9% of monthly declared earnings is transferred to the individual account if the insured has an individual account); 6% of monthly declared earnings for disability benefits; survivor benefits are financed by old-age and disability contributions.

Pension fund administrators may charge up to 1% of the self-employed person's monthly contribution to the individual account and 0.025% of the average monthly net value of assets for monthly administrative fees.

The minimum monthly earnings used to calculate contributions are 44.2% of the general assessment basis valid in the previous two years.

There are maximum earnings used to calculate contributions.

**Employer:** 14% of monthly payroll for old-age benefits (9% of monthly payroll is transferred to the individual account if the insured has an individual account); 6% of monthly payroll for disability benefits; survivor benefits are financed by old-age and disability contributions.

Pension fund administrators may charge up to 1% of the employer's monthly contribution to the employee's individual account and 0.07% of the average monthly net value of assets for monthly administrative fees.

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

The monthly minimum wage is €295.50.

There are maximum earnings used to calculate contributions.

**Government:** Any deficit; contributes for persons caring for children up to age 6 (age 18 with serious chronic health conditions), maternity benefit recipients, and disability benefit recipients (until retirement age or until the early retirement pension is paid).

#### Qualifying Conditions

**Old-age pension (social insurance and individual account):** Age 62 (men and women) with at least 15 years

of coverage. (The retirement age for certain women is rising gradually to age 62 by 2015.)

Old-age pensioners may continue to work.

Early pension (social insurance): Paid from 2 years before the normal pensionable age with at least 15 years of coverage. The monthly pension must be at least 1.2 times the legal monthly subsistence minimum.

The legal subsistence minimum is the difference between specified sources of family income and actual income. The legal subsistence minimum is adjusted annually in July by the Ministry of Labor, Social Affairs, and Family.

Early pension (individual account): The monthly pension must be at least 0.6 times the legal monthly subsistence minimum.

Deferred pension (social insurance): The pension may be deferred. There is no limit.

Old-age benefits are payable abroad.

**Disability pension (social insurance):** The pension is paid with less than 1 year of coverage if aged 20 or younger; with at least 1 year of coverage if aged 21 to 24; with at least 2 years if aged 25 to 28; with at least 5 years if aged 29 to 34; with at least 8 years if aged 34 to 40; with at least 10 years if aged 41 to 45; and with at least 15 years if older than age 45.

The pension is paid for a total disability (at least a 70% loss of earning capacity) or partial disability (at least a 40% loss of earning capacity).

Disability pensioners may continue to work.

A medical examiner of the Social Insurance Agency and a general practitioner assess the degree of disability.

Disability benefits are payable abroad.

**Survivor pension (social insurance and individual account):** The deceased met the qualifying conditions for an old-age or disability pension or was a pensioner at the time of death.

Eligible survivors include a widow(er) who was married to the deceased and orphans younger than the age at which they can leave school (age 26 if a full-time student or disabled).

The pension ceases on remarriage.

Survivor benefits are payable abroad.

### Old-Age Benefits

**Old-age 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 (€8.9955).

The average personal wage point is based on personal wage points earned during particular calendar years and the length of the coverage period, up to 3 wage points.

The personal wage point is based on a 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 pensions.

Early pension (social insurance): The old-age pension is reduced by 0.5% for each 30-day period the pension is received before the normal retirement age.

Deferred pension (social insurance): The old-age pension is increased by 0.5% for each 30-day period the pension is received after the normal retirement age.

There is no legal minimum monthly old-age pension.

There is no legal maximum monthly old-age pension.

Benefit adjustment: Benefits are adjusted annually in January according to changes in the consumer price index and the national average wage.

**Old-age pension (individual account):** The pension depends on the value of the insured's contributions plus accrued interest. At retirement, the accumulated capital can be used to provide an immediate life annuity or temporary programmed withdrawals with a deferred life annuity.

Early pension (individual account): Calculated in the same way as the old-age pension (individual account).

Deferred pension (individual account): Calculated in the same way as the old-age pension (individual account).

### 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 (€8.9955).

The average personal wage point is based on personal wage points earned during particular calendar years and the length of the coverage period, up to 3 wage points.

The personal wage point is based on a 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 pensions.

Partial disability: The disability pension is reduced according to the assessed loss of earning capacity.

There is no legal minimum monthly disability pension.

There is no legal maximum monthly disability pension.

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

Benefit adjustment: Benefits are adjusted annually in January according to changes in the consumer price index and the national average wage.

**Disability pension (individual account):** No benefits are provided.

## Survivor Benefits

**Survivor pension (social insurance):** The monthly pension is 60% of the pension the deceased received or would have been entitled to receive. The pension is paid for life if the survivor has a disability with an assessed loss of earning capacity greater than 70%, cares for a dependent child, has raised at least 3 children, or is at least aged 52 and has raised 2 children; otherwise, a limited pension is paid for up to 1 year (may be extended, subject to conditions).

There is no legal minimum monthly survivor pension.

**Orphan's pension (social insurance):** The monthly pension is 40% of the pension the deceased received or would have been entitled to receive.

There is no legal minimum monthly orphan's pension.

All survivor benefits combined must not exceed 100% of the pension the deceased received or would have been entitled to receive; otherwise, survivor pensions are reduced proportionately.

**Benefit adjustment:** Benefits are adjusted annually in January according to changes in the consumer price index and the national average wage.

**Survivor pension (individual account):** If the deceased was younger than the normal retirement age, the survivors receive the value of the balance in the deceased's individual account. If the deceased was an old-age pensioner, eligible survivors receive 60% of the annuity paid to the deceased plus any remaining balance in the deceased's individual account.

## Administrative Organization

### Social insurance

Ministry of Labor, Social Affairs, and Family (<http://www.employment.gov.sk>) provides supervision.

Social Insurance Agency (<http://www.socpoist.sk>), consisting of headquarters and 38 branch offices, administers the program and collects contributions.

### Individual account

National Bank of Slovakia (<http://www.nbs.sk>) licenses and supervises pension funds.

Licensed pension funds manage individual accounts.

Social Insurance Agency collects contributions.

## Sickness and Maternity

### Regulatory Framework

**First law:** 1888.

**Current laws:** 1994 (health insurance); 1994 (health care), implemented in 1995; 1995 (treatments); 1998 (medical products and devices); 1998 (funeral grant), implemented in 1999; 1998 (childbirth allowance), implemented in

1999; 2003 (social insurance), implemented in 2004; 2003 (income replacement), implemented in 2004; 2004 (health care and services); and 2004 (health insurance).

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

### Coverage

**Cash sickness and maternity benefits:** Employed and self-employed persons.

Voluntary coverage for persons older than age 16 and self-employed persons with annual earnings less than 12 times the monthly minimum wage of €295.50.

Special systems for certain intelligence, security, police, fire, customs, and armed forces personnel.

**Medical benefits:** Universal coverage.

**Exclusions:** Persons insured abroad and non-Slovak citizens working in the Slovak Republic for employers with diplomatic privileges.

### Source of Funds

#### Insured person

**Cash benefits:** 1.4% of covered monthly earnings; voluntarily insured persons contribute 4.4% of declared monthly earnings.

The minimum earnings used to calculate contributions for cash benefits are the monthly minimum wage.

The monthly minimum wage is €295.50.

The maximum earnings used to calculate contributions for cash benefits are €1,084.55.

**Medical benefits:** 4% of covered monthly earnings.

The minimum earnings used to calculate contributions for medical benefits are €307.70.

The maximum earnings used to calculate contributions for medical benefits are €2,169.09.

#### Self-employed person

**Cash benefits:** 4.4% of declared covered monthly earnings.

Declared monthly earnings are 50% of average monthly taxable income of the previous year.

The maximum earnings used to calculate contributions for cash benefits are €1,084.55.

**Medical benefits:** 14% of declared covered monthly earnings.

The minimum earnings used to calculate contributions for medical benefits are €319.57.

The maximum earnings used to calculate contributions for medical benefits are €2,169.09.

#### Employer

**Cash benefits:** 1.4% of monthly covered payroll.

*Medical benefits:* 10% of monthly covered payroll.

The maximum earnings used to calculate cash and medical benefits contributions are €1,084.55.

### Government

Finances any deficit; contributes for nonactive persons.

### Qualifying Conditions

**Cash sickness benefits:** Paid for a temporary incapacity for work; self-employed persons and voluntarily insured persons must also have at least 270 days of coverage in the 2 years before the incapacity began. The insured must not be receiving the maternity benefit or the parental allowance.

**Cash maternity benefits:** The insured must have at least 270 days of coverage in the 2 years before the expected date of childbirth. The benefit can also be paid to the child's father, the husband of the child's mother, and other persons subject to conditions.

**Nursing benefit:** Paid to care for a sick child, spouse, parent, or parent-in-law, or to care for a child younger than age 11.

**Equalization benefit:** Paid to women who are exempt from some types of work while pregnant and who are redeployed by their employer to another job paying lower wages.

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

### Sickness and Maternity Benefits

**Sickness benefit:** For the first 3 days, the benefit is 25% of the daily assessment basis; thereafter, 55% of the daily assessment basis. The employer pays the benefit for the first 10 days. (The Social Insurance Agency pays benefits for self-employed persons and voluntarily insured persons from the first day of incapacity.) The benefit is paid for up to 52 weeks.

55% of the daily assessment basis is paid for up to 10 days to provide care for a family member.

The daily assessment basis is based on earnings in the last year before the incapacity began, up to €1,084.55.

**Maternity benefit:** 55% of the daily assessment basis is paid from 6 to 8 weeks before the expected date of childbirth for a total of 28 weeks; 37 weeks for a single mother and for multiple births; 22 weeks for a substitute caregiver; 31 weeks for a single parent or substitute caregiver rearing at least two newborn children; or at least 14 weeks if the child is stillborn.

The daily assessment basis is based on earnings in the last year before the expected date of childbirth.

**Nursing benefit:** 55% of the daily assessment basis is paid from the first day of nursing, up to 10 days.

**Equalization benefit:** 55% of the difference between the earnings before and after job transfer is paid until the end of the 9th 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.

There is no cost sharing for medical consultations for children up to age 6; blood donors; for patients in dispensary care up to age 18; patients with disabilities; maternity care; patients with mental disorders; or patients receiving renal, cardiac, or cancer treatments.

Medicines are 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.

### Dependents' 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.

There is no cost sharing for medical consultations for children up to age 6; blood donors; for patients in dispensary care up to age 18; patients with disabilities; maternity care; patients with mental disorders; or patients receiving renal, cardiac, or cancer treatments.

Medicines are 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.

### Administrative Organization

Ministry of Labor, Social Affairs, and Family (<http://www.employment.gov.sk>) provides supervision.

Social Insurance Agency (<http://www.socpoist.sk>), consisting of headquarters and 38 branch offices, administers the cash benefit program.

Ministry of Health (<http://www.health.gov.sk>) and the Health Care Supervision Authority administer medical benefits provided through health centers and clinics.

### Work Injury

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#### Regulatory Framework

**First law:** 1887.

**Current laws:** 1965 (compensation); 1965 (minimum requirements); 1986 (dangerous work); 2001 (workplace security and health); 2001 (labor code), implemented in 2002; 2003 (income tax), implemented in 2004; and 2003 (social insurance), implemented in 2004.

**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 armed forces personnel.

### Source of Funds

**Insured person:** None.

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

**Employer:** 0.8% of gross payroll.

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

**Government:** Any deficit and the cost of spa treatment.

### Qualifying Conditions

**Work injury benefits:** There is no minimum qualifying period. 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:** From the 1st to the 3rd day of incapacity, 55% of the insured's daily assessment basis is paid; thereafter, 25% of the insured's daily assessment basis.

The daily assessment basis is based on earnings in the last year before the disability began.

The temporary disability supplement is paid in addition to the 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 based on 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 provided for pain compensation and for difficulties with social reintegration following a work injury or occupational disease.

### Permanent Disability Benefits

**Permanent disability benefit:** If the insured has an assessed loss of earning capacity of at least 40%, the monthly benefit is the product of 80% of the assessment

basis (30.4167 times the insured's daily assessment basis) and the assessed degree of disability.

The daily assessment basis is based on 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 pension ceases on receiving an early or normal old-age pension.

**Partial permanent disability:** A lump sum is paid for an assessed loss of earning capacity from 10% to 39% and is the product of the assessment basis (365 times the daily assessment basis) and the assessed degree of disability.

The daily assessment basis is based on earnings in the last year before the disability began.

### Workers' Medical Benefits

Health care centres and clinics provide all necessary medical services directly to patients.

Compensation is provided for specified nonreimbursed costs for treatment, up to €16,000.

There is no limit to duration.

### Survivor Benefits

Survivor pensions are also paid under Old Age, Disability, and Survivors.

**Survivor lump-sum benefit:** A lump sum of 730 times the daily gross earnings of the deceased is paid to the surviving spouse, up to €33,193.92. Children receive at least half the sum of the surviving spouse, up to €33,193.92.

**Divorced survivor's benefit:** Divorced spouses receiving alimony based on a court ruling at the date of the insured's death also receive a pension equal to the alimony amount. The divorced spouse's benefit ceases when the deceased would have reached pensionable age.

**Funeral grant:** Up to €1,659.70 is paid to the person who paid for the funeral.

### Administrative Organization

Ministry of Labor, Social Affairs, and Family (<http://www.employment.gov.sk>) provides supervision.

Social Insurance Agency (<http://www.socpoist.sk>), consisting of headquarters and 38 branch offices, administers the program.

Ministry of Health (<http://www.health.gov.sk>) and the Health Care Supervision Authority administer medical benefits provided through health centers and clinics.

## Unemployment

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### Regulatory Framework

**First law:** 1991.

**Current laws:** 2003 (social insurance), implemented in 2004; and 2004 (employment services), implemented in 2005.

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

### Coverage

Unemployed job seekers.

Voluntary coverage for self-employed persons and persons up to age 16 residing in the Slovak Republic.

Special systems for police force personnel and armed forces personnel.

### Source of Funds

**Insured person:** 1% of covered earnings; voluntarily insured persons contribute 2% of declared covered earnings.

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

The monthly minimum wage is €295.50.

There are maximum earnings used to calculate contributions.

**Self-employed person:** 2% of declared earnings.

**Employer:** 1% of covered payroll.

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

The monthly minimum wage is €295.50.

There are maximum earnings used to calculate contributions.

**Government:** Any deficit.

### Qualifying Conditions

**Unemployment benefit:** The insured must register with the labor office as a job seeker and have at least 3 years of contributions in the last 4 years.

### Unemployment Benefits

The benefit is 50% of the daily assessment basis and is paid for up to 6 months.

The daily assessment basis is based on earnings in the 3 years before unemployment and the total earnings used to calculate contributions.

### Administrative Organization

Ministry of Labor, Social Affairs, and Family (<http://www.employment.gov.sk>) provides supervision.

Social Insurance Agency (<http://www.socpoist.sk>), consisting of headquarters and 38 branch offices, administers the program.

## Family Allowances

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### Regulatory Framework

**First law:** 1945.

**Current laws:** 1998 (funeral grant), implemented in 1999; 1998 (birth allowance), implemented in 1999; 1998 (foster care), implemented in 1999; 1998 (maintenance benefit), implemented in 1999; 1998 (social assistance); 2002 (parental allowance); 2003 (income tax), implemented in 2004; 2003 (child allowances), implemented in 2004; 2003 (employment services), implemented in 2004; 2004 (alimony); 2005 (child care benefits); and 2005 (family).

**Type of program:** Universal system.

### Coverage

Permanent or temporary residents of the Slovak Republic.

### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

### Qualifying Conditions

**Child allowance:** Paid for a child up to age 16 (age 18 for a child with chronic health problems, age 25 if a full-time student or disabled).

**Parental allowance:** 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. A foster parent must not be in receipt of the maternity benefit.

**Birth allowance:** Paid for the birth of a child to parents residing permanently in the Slovak Republic.

**Supplement to birth allowance:** Paid for the birth of the first child who lives at least 28 days.

**Multiple birth allowance:** Paid to parents on the birth of triplets or more children or the birth of two sets of twins in a 2-year period. The family must reside in the Slovak Republic and have at least three children younger than age 15.

**Funeral grant:** Paid to the person who paid for the funeral.

### Family Allowance Benefits

**Child allowance:** €21.25 a month is paid for each child.

**Parental allowance:** €164.22 a month is paid.

**Birth allowance:** A lump sum of €151.37 is paid for each child; for multiple births of three or more children (or the birth of two sets of twins in a 2-year period) the lump sum is increased by 50% for each child.

**Multiple birth allowance:** €81.99 a month is paid for a child up to age 6; €101.25 if aged 7 to 15; and €107.55 if older than age 15.

**Funeral grant:** A lump sum of €79.67 is paid.

### ***Administrative Organization***

Ministry of Labor, Social Affairs, and Family (<http://www.employment.gov.sk>) provides supervision.

## Slovenia

Exchange rate: US\$1.00 equals 0.70 euros (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1922.

**Current law:** 1999 (social insurance), implemented in 2000.

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

#### Coverage

Employed persons; self-employed persons, including craftsmen, artists, and farmers; members of handicraft and fishery cooperatives; and unemployment benefit recipients.

Voluntary coverage for certain people with previous coverage, foreign citizens under a reciprocal agreement, and certain persons receiving a survivor pension.

#### Source of Funds

**Insured person:** 15.5% of gross earnings. (Contribution rates may vary in certain cases.)

There are no minimum earnings used to calculate contributions.

There are no maximum earnings used to calculate contributions.

Voluntarily insured persons contribute 24.35% of declared earnings.

The minimum earnings used to calculate contributions are 60% of the average gross national wage in the second to last month before the claim is made.

The insured's contributions also finance work injury permanent disability benefits. The death benefit and funeral allowance are financed under Sickness and Maternity.

**Self-employed person:** 24.35% of assessed income; farmers contribute 15.5% of assessed income.

Assessed income is gross income minus expenditures.

The minimum assessed income used to calculate contributions is the legal minimum wage.

The legal minimum wage is €734.15 and is adjusted annually according to changes in the prices of basic necessities.

The maximum assessed income used to calculate contributions is 2.4 times the average gross wage of employed persons in Slovenia during the second to last month before the claim is made.

The self-employed person's contributions also finance work injury permanent disability benefits. The death benefit and funeral allowance are financed under Sickness and Maternity.

**Employer:** 8.85% of payroll. (Contribution rates may vary in certain cases.)

There are no minimum earnings used to calculate contributions.

There are no maximum earnings used to calculate contributions.

The employer's contributions also finance work injury permanent disability benefits. The death benefit and funeral allowance are financed under Sickness and Maternity.

**Government:** Covers the cost for war veterans and certain groups of insured persons, including policemen and former army officers; pays employer contributions for farmers; covers any deficit in the event of an unforeseen decline in contributions; finances social assistance benefits; contributes as an employer.

#### Qualifying Conditions

**Old-age pension:** The full pensionable age is 63 (men) or age 61 (women) with at least 20 years of contributions. Age 58 (men) with at least 40 years of contributions or age 56 and 8 months (women) with at least 37 years and 3 months of contributions. Age 65 (men) or age 63 (women) with at least 15 years of contributions.

Retirement from insured employment is necessary.

Deferred pension: A pension may be deferred.

Pension support (means-tested): Paid to low-income old-age pensioners.

The pension is payable abroad under reciprocal agreement.

**State pension (social assistance):** Age 65 (men and women) and does not qualify for a social insurance pension or a pension provided by another country. The beneficiary must have resided in Slovenia for at least 30 years between ages 15 and 65 and satisfy a means test.

The insured's monthly earnings and the value of his or her taxable property must not exceed specified amounts.

**Disability pension:** Paid for the loss of all working capacity (total disability) or a greatly reduced capacity for the usual or similar work (partial disability). The insured must have at least 3 months of coverage if younger than age 20 or at least 25% of the total possible number of years of coverage if younger than age 30, including at least 33.3% of the years after age 20.

The disability is assessed and reviewed by a board of medical examiners of the Institute for Pension and Invalidity Insurance of Slovenia.

The disability pension is payable abroad under reciprocal agreement.

Constant-attendance allowance: The allowance is paid to persons residing permanently in Slovenia who require the constant attendance of another person.

Pension support (means-tested): Paid to low-income disability pensioners.

**Survivor pension:** The deceased had at least 5 years of coverage or received or was entitled to receive an old-age or disability pension.

Eligible survivors are a widow(er) older than age 53; children younger than age 15 (age 26 if a student); a dependent mother older than age 54 (father older than age 58) or disabled; and dependent grandchildren, brothers, and sisters.

The pension ceases if the surviving spouse remarries before age 58 (widower) or age 56 and 8 months (widow), except if assessed with a total incapacity for work.

Child's supplement: Paid if average per capita family income does not exceed a state-determined income limit.

Pension support (means-tested): Paid to low-income survivors.

The survivor pension is payable abroad under reciprocal agreement.

**Death benefit:** Paid to dependent family members for the insured's death.

**Funeral allowance:** Paid to the person who paid for the insured's funeral.

### Old-Age Benefits

**Old-age benefit:** If the insured has at least 15 years of coverage before 2000, the monthly pension is 35% (men) or 40% (women) of the insured's average adjusted earnings during the best 18 consecutive years since 1970 plus 2% of average adjusted earnings for each additional year of coverage before 2000 (3% for women), up to 20 years, plus 1.5% of average adjusted earnings for each year of coverage from 2000.

A reduced pension is paid for a contribution period of less than 15 years.

The insured's earnings used to calculate the pension are adjusted according to changes in average wages and pensions.

The minimum old-age pension is 35% of the minimum pension base.

The minimum pension base is €544.61 a month.

Deferred pension: The pension is increased by 0.3% for each month of coverage at age 63 (men) or age 61 (women), by 0.2% for each month of coverage at age 64 (men) or age 62 (women), and by 0.1% for each month of coverage at age 65 (men) or ages 63 (women). The maximum increase is 7.2%.

Pension support (means-tested): A supplement is paid of 60% of the difference between the supplementary rights assessment base and the old-age pension paid with 15 years of contributions plus 2% of the difference for each additional year of contributions, up to 100% of the difference.

The supplementary rights assessment base is €407.65 a month.

Benefit adjustment: Benefits are adjusted twice a year according to changes in the average wage.

**State pension (social assistance):** €181.36 a month is paid.

Benefit adjustment: The state pension is adjusted according to changes in the minimum pension base.

### Permanent Disability Benefits

**Disability pension:** The pension is a percentage of the minimum pension base, according to the length of the coverage period.

If the insured has at least 15 years of coverage before 2000, the monthly pension is 35% (men) or 40% (women) of the insured's average adjusted earnings, plus 2% of average adjusted earnings for each additional year of coverage before 2000 (3% for women) up to 20 years, and 1.5% of average adjusted earnings for each year of coverage from 2000.

The coverage period used to calculate the pension includes 66.7% of the period between the date the disability began and age 58 (men and women) and 50% of the period between ages 58 and 63 (men) or ages 58 and 61 (women).

The minimum monthly pension for a disability that began before age 63 (men) or age 61 (women) is 45% (men) or 48% (women) of the minimum pension base. The minimum monthly pension for a disability that began when aged 63 or older (men) or aged 61 or older (women) is 35% of the minimum pension base.

The minimum pension base is €544.61 a month.

The maximum pension base is 4 times the minimum pension base.

Partial disability: The pension ranges from 12.5% to 50% of the full disability pension according to the number of hours worked per day. The partial pension amount may be increased by up to 40% but must not be greater than 80% of the disability pension the insured person was entitled to when the disability began.

Disability pensions and partial disability pensions are paid monthly.

Constant-attendance allowance: The allowance is 100%, 70%, or 50% of the supplementary rights assessment base, according to the degree of disability and the assessed need for constant attendance.

The supplementary rights assessment base is €407.65 a month.

Pension support (means-tested): A supplement is paid of 70% of the difference between the supplementary rights assessment base and the disability pension plus 2% of the difference for each year of contributions above the minimum required years for the disability pension, up to 100% of the difference.

The supplementary rights assessment base is €407.65 a month.

Benefit adjustment: Benefits are adjusted twice a year according to changes in the average wage.

### Survivor Benefits

**Survivor pension:** The monthly pension for one survivor is 70% of the pension the deceased received or would have been entitled to receive; 80% for two survivors; 90% for three survivors; or 100% for four or more survivors.

The pension ceases if the surviving spouse remarries before age 58 (widower) or age 56 and 8 months (widow), except if assessed as totally incapable of work.

Child's supplement: A supplement is paid.

Pension support (means-tested): A supplement is paid of at least 70% of the difference between the supplementary rights assessment base and the survivor pension for one survivor, up to 100% of the difference for four or more survivors.

The supplementary rights assessment base is €407.65 a month.

Benefit adjustment: Benefits are adjusted twice a year according to changes in the national average monthly wage.

**Death benefit:** A monthly benefit of 25% of the national average monthly wage is paid, depending on the deceased's average earnings in the last year.

The national average monthly wage is based on wages from January to September in the last calendar year before the insured's death (€1,488.19 in December 2009).

**Funeral allowance:** Up to 60% of the national average monthly wage is paid, depending on the deceased's average earnings in the last year.

The national average monthly wage is based on wages from January to September in the last calendar year before the insured's death (€1,488.19 in December 2009).

### Administrative Organization

Ministry of Labor, Family, and Social Affairs (<http://www.mddsz.gov.si>) provides general supervision.

Institute for Pension and Invalidity Insurance of Slovenia (<http://www.zpiz.si>), including nine regional units, administers the program.

## Sickness and Maternity

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### Regulatory Framework

**First laws:** 1922 (sickness) and 1949 (maternity).

**Current laws:** 2003 (parental care and family benefits) and 2005 (health care and health insurance).

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

### Coverage

**Cash and medical benefits:** Persons residing in Slovenia, employed and self-employed persons, farmers and their dependents, and professional athletes.

**Medical benefits only:** Military and civilian war invalids, war veterans, military personnel, social assistance cash benefits recipients, refugees, prisoners, and all persons residing permanently in Slovenia without social insurance coverage.

### Source of Funds

**Insured person:** 6.36% of gross earnings for sickness and medical benefits and 0.1% of gross earnings for maternity benefits.

There are no minimum earnings used to calculate contributions.

There are no maximum earnings used to calculate contributions.

The insured's contributions also finance temporary work injury benefits (see Work Injury) and the death benefit and funeral allowance (see Old Age, Disability, and Survivors).

**Self-employed person:** 12.92% of assessed income for sickness and medical benefits (insured farmers contribute 6.36% of assessed income or 18.78% of income from agricultural and forest lands, according to their occupation) and 0.1% of assessed income for maternity benefits.

Assessed income is gross income minus expenditures.

The minimum assessed income used to calculate contributions is the legal minimum wage. The legal minimum wage is €734.15 a month.

The maximum assessed income used to calculate contributions is 2.4 times the average gross national wage in the second to last month before the claim is made.

**Employer:** 6.56% of payroll for sickness and medical benefits and 0.1% of payroll for maternity benefits.

There are no minimum earnings used to calculate contributions.

There are no maximum earnings used to calculate contributions.

The employer's contributions also finance the death benefit and funeral allowance (see Old Age, Disability, and Survivors).

## Government

Contributions are credited for certain groups of insured persons; pays for the health care of military personnel, refugees, prisoners, and for 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 benefits and medical benefits:** There is no minimum qualifying period.

**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.

## Sickness and Maternity Benefits

**Sickness benefit:** The monthly benefit is 90% of the insured's average earnings in the last year for an incapacity that is the result of an illness; 80% for a nonwork-related injury or if caring for a family member; 100% for an organ or blood donation, for quarantine periods, a war invalid, or a civilian invalid of war. The benefit is paid after a 30-day waiting period (the employer pays for the first 30 days) for up to 12 months; from the first day for an organ or blood donation, for quarantine periods, or if caring for a family member.

The minimum benefit is the legal monthly minimum wage of €734.15. The legal minimum wage is adjusted annually according to changes in the prices of basic necessities.

**Maternity benefit:** The monthly benefit is 100% of the insured's average earnings in the last year before maternity leave. The benefit is paid for 28 days before and 77 days after the expected date of childbirth.

The minimum benefit is 55% of the legal monthly minimum wage of €734.15. The legal minimum wage is adjusted annually according to changes in the prices of basic necessities.

The maximum benefit is 2.5 times the national average monthly wage.

The national average monthly wage is €1,488.19 (December 2009).

In the event of multiple births or the birth of a child with a mental or physical disability, maternity benefits may be extended by 90 days for each child; benefits are extended for a premature birth for up to 280 days. If parents are rearing two children up to age 8 at the time of the birth of another child, the benefit is extended by 30 days; if rearing three children, 60 days; if rearing four or more children, 90 days.

**Paternity benefit:** The benefit is 100% of the insured's average earnings during the last year before the paternity leave period. The benefit is paid for 15 calendar days and

must be taken during the maternity leave period. Up to 75 days of unpaid paternity leave may also be taken until the child reaches age 8. The government pays social security contributions based on the minimum wage for unpaid paternity leave days.

**Child care benefit:** The benefit is paid for up to 260 calendar days, starting after the maternity benefit ceases. The monthly benefit is 100% of the insured's average earnings in the last year before the maternity leave period.

## Workers' Medical Benefits

Benefits include general and specialist care, dental care, surgery, hospitalization, rehabilitation, transportation, medicine, and technical aids. A 6-month coverage period is required for eyeglasses, hearing aids, and dental appliances (3 months for other technical aids, including orthopedic aids). Medical benefits are provided until rehabilitation.

The Health Insurance Institute provides medical services.

**Cost sharing:** Copayments vary according to the type and complexity of the service provided. The insured receives certain medications free and pays either the entire cost or receives a partial reimbursement for others. The full cost of medical services is covered for treatments of certain diseases; organ transplants; emergency medical treatment; health programs for children and young people; counseling for female patients for family planning; preventive care services, diagnosis, and treatment of infectious diseases, including HIV; and long-term nursing care.

Compulsory insurance covers from 10% to 100% of the costs of certain medical benefits.

Persons with an assessed physical disability of at least 70%, persons with disabilities receiving assistance allowances, and social assistance recipients receive free or partly subsidized benefits.

## Dependents' Medical Benefits

Benefits include general and specialist care, dental care, surgery, hospitalization, rehabilitation, transportation, medicine, and technical aids. A 6-month coverage period is required for eyeglasses, hearing aids, and dental appliances (3 months for other technical aids, including orthopedic aids). Medical benefits are provided until rehabilitation.

Family members are insured if they reside permanently in Slovenia (or are covered by a reciprocal agreement). Eligible dependents are a spouse or partner without coverage in their own right and children up to age 15 (age 18 if a full-time student or age 26 without coverage in their own right).

The Health Insurance Institute provides medical services.

**Cost sharing:** Copayments vary according to the type and complexity of the service provided. The insured receives certain medications free and pays either the entire cost or receives a partial reimbursement for others. The full cost of medical services is covered for treatments of certain

diseases; organ transplants; emergency medical treatment; health programs for children and young people; counseling for female patients for family planning; preventive care services, diagnosis, and treatment of infectious diseases, including HIV; and long-term nursing care.

Compulsory insurance covers from 10% to 100% of the costs of certain medical benefits.

Persons with an assessed physical disability of at least 70%, persons with disabilities receiving assistance allowances, and social assistance recipients receive free or partly subsidized benefits.

### **Administrative Organization**

Ministry of Labor, Family, and Social Affairs (<http://www.mdds.gov.si>) administers parental benefits with 62 local social work centers.

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 cash sickness and medical benefits through 10 regional units and 45 local offices.

### **Work Injury**

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#### **Regulatory Framework**

**First law:** 1922.

**Current laws:** 2005 (health care and insurance) and 2005 (social insurance).

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

#### **Coverage**

Employed persons; self-employed persons, including craftsmen, artists, and farmers; members of handicraft and fishery cooperatives; students in vocational training; professional athletes; disabled persons in training; unemployed persons performing public work; volunteer workers; and prisoners working in prison workshops.

#### **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:** 0.53% of gross earnings for temporary disability benefits. For permanent disability benefits, see source of funds under Old Age, Disability, and Survivors.

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

**Employer:** 0.53% of payroll for temporary disability benefits. 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, unemployed persons engaged in public works programs, volunteer workers, and prisoners working in prison workshops.

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

**Government:** Any deficit caused by a decline in contribution rates for permanent disability benefits.

### **Qualifying Conditions**

**Work injury benefits:** There is no minimum qualifying period.

### **Temporary Disability Benefits**

The monthly benefit is 100% of the insured's average earnings in the last calendar year before the disability began. The benefit is paid from the first day of incapacity until recovery or certification of a permanent disability.

The minimum benefit is the legal minimum wage of €734.15. The legal minimum wage is adjusted annually according to changes in the prices of basic necessities.

### **Permanent Disability Benefits**

**Permanent disability pension:** The monthly pension for an assessed disability that is the result of a work-related injury or an occupational disease is calculated as a percentage of the minimum pension base paid with at least 40 years (men) or 38 years (women) of coverage.

The minimum pension base is €541.61.

The minimum pension is 79.5% of the minimum pension base.

The minimum pension base is €541.61.

The disability is assessed and reviewed by a board of medical examiners of the Institute for Pension and Invalidity Insurance of Slovenia.

**Constant-attendance allowance:** The allowance is 100%, 70%, or 50% of the supplementary rights assessment base, according to the degree of disability and the assessed need for constant attendance.

The supplementary rights assessment base is €407.65 a month.

**Benefit adjustment:** Benefits are adjusted twice a year according to changes in the average wage.

### **Workers' Medical Benefits**

Benefits include general and specialist care, dental care, surgery, hospitalization, rehabilitation, transportation, medicine, and prostheses.

All costs arising from accidents at work and occupational diseases are covered.

The Health Insurance Institute provides medical services.

### Survivor Benefits

**Survivor pension:** The monthly pension for one survivor is 70% of the pension the deceased received or would have been entitled to receive; 80% for two survivors; 90% for three survivors; 100% for four or more survivors.

The pension ceases if the surviving spouse remarries before age 58 (widower) or age 56 and 8 months (widow), except if assessed with a total incapacity for work.

**Child's supplement:** Paid if the average income per family member does not exceed a state-determined income limit.

**Pension support (means-tested):** Low-income pensioners may receive a supplement that varies according to the number of family members entitled to the pension. The allowance is at least 70% of the difference between the supplementary rights assessment base and the survivor pension for one survivor, up to 100% of the difference for four or more survivors.

The supplementary rights assessment base is €407.65 a month.

Eligible survivors are a widow(er) older than age 53; children younger than age 15 (age 26 if a student); a dependent mother older than age 55 and 6 months or disabled; a dependent father older than age 58 or disabled; and dependent grandchildren, brothers, and sisters.

**Benefit adjustment:** Benefits are adjusted twice a year according to changes in the average wage.

### Administrative Organization

Ministry of Labor, Family, and Social Affairs (<http://www.mddsz.gov.si>) provides general supervision.

Institute for Pension and Invalidity Insurance of Slovenia, including 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.

## Unemployment

### Regulatory Framework

**First law:** 1927.

**Current law:** 1991 (unemployment).

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

### Coverage

Employed persons, including public-sector employees and seasonal workers.

Voluntary coverage for self-employed persons, owners of enterprises, citizens, and certain persons employed by foreign employers in foreign countries.

### Source of Funds

**Insured person:** 0.14% of gross earnings.

The minimum earnings used to calculate contributions are the minimum gross wage defined by law.

The minimum gross wage is €597.43 in 2009.

There are no maximum earnings used to calculate contributions.

**Self-employed person:** 0.2% of the declared tax-income base. The declared tax-income base must be at least the minimum gross wage. (The minimum gross wage was €597.43 in 2009.)

**Employer:** 0.06% of gross payroll.

The minimum earnings used to calculate contributions are the minimum gross wage defined by law.

The minimum gross wage was €597.43 in 2009.

There are no maximum earnings used to calculate contributions.

**Government:** Provides subsidies and finances unemployment assistance; contributes as an employer.

### Qualifying Conditions

**Unemployment benefit:** The insured must have been employed full-time during 12 months of the last 18 months before unemployment (for seasonal workers, periods of work are converted into an equivalent full-time period). The insured must be involuntarily unemployed, registered with the Employment Service within 30 days of unemployment, and available for and actively seeking employment.

### Unemployment Benefits

The monthly benefit for the first 3 months is 70% of the insured's average monthly earnings in the last 12 months; thereafter, 60%.

The minimum benefit is 45.56% of the minimum gross wage.

The minimum gross wage was €597.43 in 2009.

The duration of the benefit depends on the length of the coverage period. Benefits are paid for up to 3 months with 1 to 4 years of coverage; for 6 months with 5 to 14 years; for 9 months with 15 to 24 years; or 12 months (18 months if older than age 50; 24 months if older than age 55) with 25 or more years.

Travel expenses while searching for employment may be reimbursed.

Benefit adjustment: Benefits are adjusted annually according to changes in the guaranteed wage.

### **Administrative Organization**

Labor Market and Employment Directorate of the Ministry of Labor, Family, and Social Affairs (<http://www.mddsz.gov.si>) provides general supervision.

Employment Service of Slovenia (<http://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.

### **Family Allowances**

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#### **Regulatory Framework**

**First law:** 1949.

**Current law:** 2003 (family benefits).

**Type of program:** Universal system.

#### **Coverage**

Families with children residing permanently in Slovenia.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

#### **Qualifying Conditions**

**Child benefit:** Paid for a child younger than age 18 (age 26 if a student, in training, or disabled). The benefit is paid to a parent or the child's guardian.

**Birth grant (layette):** Paid for a newborn child whose father or mother resides permanently in Slovenia.

**Large family allowance:** Paid to families with three or more children younger than age 18 (age 26 if a student, in training, or disabled).

**Special child care allowance:** Paid for a child who is younger than age 18 (age 26 if a student) and needs special medical care. The allowance may be combined with the parent income supplement.

**Parent income supplement:** 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 supplement may be combined with the special child care allowance.

#### **Family Allowance Benefits**

**Child benefit:** The monthly benefit is paid according to eight income categories and the number of children in the family.

The minimum benefit is paid for children in households with earnings between 75% and 99% of the national average monthly wage in the calendar year before making the claim for the benefit. The minimum benefit for one child living with both parents is €19.64.

The maximum benefit is paid for children in households with earnings of 15% or less of the national average monthly wage in the calendar year before making the claim for the benefit. The maximum benefit for one child living with both parents is €112.95 .

Higher rates are paid for the second and third child, according to family income.

Single-parent supplement: Benefits for children living in a single-parent family are increased by 10%.

Child care supplement: Benefits for preschool children who do not receive child care services are increased by 20%.

**Birth grant (layette):** A lump sum of €276.11 is paid for the purchase of clothing and other necessities.

**Large family allowance:** €386.96 (for three children) and €471.90 (for four or more children) a year is paid.

**Special child care allowance:** €99.38 a month is paid; €198.82 for a child in need of constant care.

**Parent income supplement:** The monthly benefit is the legal minimum wage of €734.15.

Benefit adjustment: Benefits are adjusted annually in January according to changes in the prices of basic necessities.

#### **Administrative Organization**

Ministry of Labor, Family, and Social Affairs (<http://www.mddsz.gov.si>) administers the program with 62 local social work centers.

## Spain

Exchange rate: US\$1.00 equals 0.70 euros (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1919.

**Current law:** 1994 (social security).

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

Note: Noncontributory pensions and in-kind complementary benefits are provided for elderly persons and persons with disabilities.

#### Coverage

Employees in industry, commerce, and services are covered according to 11 occupational classes. (Insured persons who leave covered employment may sign a special agreement to continue coverage.)

Voluntary coverage is not possible.

Special systems for public-sector employees, armed forces personnel, self-employed persons, agricultural workers and small farmers, household workers, seamen, and coal miners.

#### Source of Funds

**Insured person:** 4.7% of covered earnings.

The insured's contributions also finance sickness, maternity, paternity, and work injury benefits.

The minimum monthly earnings used to calculate contributions are €738.85; the minimum daily earnings used to calculate contributions are €24.27.

The maximum monthly earnings used to calculate contributions are €3,198; the maximum daily earnings used to calculate contributions for certain occupational classes are €106.6.

**Self-employed person:** Between 26.5% and 29.8% of earnings.

**Employer:** 23.6% of covered earnings.

The employer's contributions also finance sickness, maternity, paternity, and work injury benefits.

The minimum monthly earnings used to calculate contributions are €738.85; the minimum daily earnings used to calculate contributions are €24.27.

The maximum monthly earnings used to calculate contributions are €3,198; the maximum daily earnings used to

calculate contributions for certain occupational classes are €106.6.

**Government:** An annual subsidy.

#### Qualifying Conditions

**Old-age pension:** Age 65 with at least 15 years of contributions, including at least 2 years of contributions in the last 15 years.

The retirement age may be reduced to age 64 if the position of the retiring worker is to be taken by a person registered as unemployed. The retirement age is lower for arduous, dangerous, or unhealthy work.

The retirement age is reduced for persons with assessed disabilities of 65% or more (45% or more if the assessed disability is expected to reduce life expectancy). The normal retirement age is reduced by a period of 0.25% of the insured's total contribution period before the certified disability began (0.5% if the person requires constant attendance), and a period of the same duration is credited as a contribution period for pension calculation.

Early pension for unemployed persons: Age 61 with at least 30 years of contributions. The insured must be involuntarily unemployed and registered as a job seeker for at least 6 months before applying for the pension.

A reduced pension is paid to a pensioner in part-time (from 25% to 80%) employment or at age 60 to insured persons who voluntarily contributed to a labor mutual benefit society before 1967.

Partial pension: Age 61 with at least 18 years of contributions (unless the insured voluntarily contributed to a labor mutual benefit society before 1967), including 2 years of contributions in the last 15 years, with working time reduced to between 25% and 85% of full working time. For insured persons who partially retire before age 65, the hours of reduced working time must be filled by a person registered as unemployed.

Deferred pension: The pension may be deferred from age 65 to age 70 if the insured has at least 15 years of contributions including at least 2 years of contributions in the last 15 years.

Earnings test: The maximum annual earnings (excluding the pension) of a pensioner receiving the minimum pension must not exceed €6,923.90; €8,076.80 with a dependent spouse.

Benefits are payable abroad under reciprocal agreement.

**Disability pension:** Paid for the loss of normal earning capacity. If younger than age 31, the insured must have contributed during 33% of the period between age 16 and the date the disability began; if age 31 or older, the insured must have contributed during 25% of the period from age 20 to the date the disability began and have at least 5 years of contributions, including 20% of contributions

paid in the last 10 years. The insured must 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.

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

Earnings test: The maximum annual earnings (excluding the pension) of a pensioner receiving the minimum pension must not exceed €6,923.90; €8,076.80 with a dependent spouse.

Benefits are payable abroad under reciprocal agreement.

**Survivor pension:** The insured had at least 500 days of contributions in the last 5 years and died from a common illness, was a pensioner at the time of death, or had at least 15 years of contributions at the time of death.

If the insured's death was caused by an accident, no previous contribution periods are required.

Eligible survivors are a widow(er) who must have been married to the deceased for at least a year (lived with the deceased for a total of at least 2 years or had children with the deceased); children younger than age 18 (age 22 if unemployed or earning less than 100% of the minimum wage, age 24 if a full orphan and earning less than 100% of the minimum wage, no limit if disabled); and, in order of priority, grandchildren, brothers and sisters younger than age 18 (no limit if disabled), parents, grandparents, and brothers or sisters older than age 45.

The monthly minimum wage is €633.30.

All survivors must have lived with the deceased, be economically dependent, and satisfy an earnings test.

The pension ceases on remarriage, except under certain conditions of income, age, or disability, for which a partial or full pension may continue to be paid.

Earnings test: The maximum annual earnings (excluding the pension) of a pensioner receiving the minimum pension must not exceed €6,923.90.

Benefits are payable abroad under reciprocal agreement.

### **Old-Age Benefits**

**Old-age pension:** The monthly pension is 50% of covered earnings in the last 180 months divided by 210 for the first 15 years of contributions plus 3% of covered earnings for each year of contributions from 16 to 25 years of contributions plus 2% of covered earnings for each year of contributions exceeding 25 years, up to 100%.

The minimum monthly covered earnings used to calculate benefits are €738.85.

The maximum monthly covered earnings used to calculate benefits are €3,198.

The minimum monthly pension at age 65 is €557.50; €725.20 with a dependent spouse.

Earnings test: The maximum annual earnings (excluding the pension) of a pensioner receiving the minimum pension must not exceed €6,923.90; €8,076.80 with a dependent spouse.

The maximum monthly pension is €2,466.20 (€34,526.80 a year).

Schedule of payments: Fourteen payments a year.

Early pension for unemployed persons: The pension is reduced for each year the pension is taken before age 65 according to the number of years of contributions: by 7.5% a year with 30 to 34 years of contributions, by 7% with 35 to 37 years of contributions, by 6.5% with 38 to 39 years of contributions, or by 6% with 40 years or more of contributions.

The minimum early pension before age 65 is €519.50; €679.70 with a dependent spouse.

Earnings test: The maximum annual earnings (excluding the pension) of a pensioner receiving the minimum pension must not exceed €6,923.90; €8,076.80 with a dependent spouse.

Partial pension: A reduced pension is paid. The minimum partial pension is based on the minimum pension at age 65 and is calculated in proportion to the reduction in working time.

Deferred pension: The pension is increased by 2% for each year of deferral after age 65 until age 70; increased to 3% if the insured has at least 40 years contributions.

The maximum monthly deferred pension is €2,466.20 (€34,526.80 a year).

A proportionately reduced pension is paid to pensioners who remain in part-time employment.

Benefit adjustment: Benefits are adjusted annually in January according to changes in the consumer price index.

### **Permanent Disability Benefits**

**Disability pension:** For a 100% loss of working capacity for any type of work, the pension is 100% of the insured's monthly base earnings.

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 7 years divided by 28. If the disability is the result of a common illness, the monthly base earnings are the insured's earnings in the last 96 months divided by 112. If the person with a disability is not insured and the disability is the result of a nonwork-related accident or common illness, the monthly base earnings are the insured's earnings in the last 96 months divided by 112.

The minimum monthly earnings used to calculate benefits are €738.85.

The maximum monthly earnings used to calculate benefits are €3,198.

The minimum monthly pension is €557.50; €725.20 with a dependent spouse.

Constant-attendance supplement: 50% of the pension is paid.

Earnings test: The maximum annual earnings (excluding the pension) of a pensioner receiving the minimum pension must not exceed €6,923.90; €8,076.80 with a dependent spouse.

The minimum monthly pension with the constant-attendance supplement is €836.25; €1087.80 with a dependent spouse.

Schedule of payments: Fourteen payments a year.

Benefit adjustment: Benefits are adjusted annually in January according to changes in the consumer price index.

**Total permanent disability pension:** For a total loss of working capacity in the usual job, the pension is 55% of the insured's monthly base earnings. The pension may be increased to 75% of the insured's monthly base earnings if the insured is older than age 55.

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 7 years divided by 28. If the disability is the result of a common illness, the monthly base earnings are the insured's earnings in the last 96 months divided by 112. If the person with a disability is not insured and the disability is the result of a nonwork-related accident or common illness, the monthly base earnings are the insured's earnings in the last 96 months divided by 112.

The minimum monthly earnings used to calculate benefits are €738.85.

The maximum monthly earnings used to calculate benefits are €3,198.

The minimum monthly pension is €519.50 if aged 60 to 64 when the disability began (€679.70 with a dependent spouse); €557.50 from age 65 (€725.20 with a dependent spouse).

Earnings test: The maximum annual earnings (excluding the pension) of a pensioner receiving the minimum pension must not exceed €6,923.90; €8,076.80 with a dependent spouse.

Schedule of payments: Fourteen payments a year.

Benefit adjustment: Benefits are adjusted annually in January according to changes in the consumer price index.

**Partial permanent disability benefit:** For a partial loss of working capacity of at least 33% in the usual job, a lump

sum of 24 months of the insured's daily average earnings in the last calendar month before the disability began is paid.

The minimum monthly used to calculate benefits are €738.85.

The maximum monthly earnings used to calculate benefits are €3,198.

Benefit adjustment: Benefits are adjusted annually in January according to changes in the consumer price index.

### Survivor Benefits

**Survivor pension:** The monthly pension is 52% of the deceased's base earnings or, if the deceased was a pensioner, 52% of the adjusted base earnings used to calculate the pension; 70% if there are dependent children and assessed income is below a government-set level.

The monthly base earnings are the deceased's earnings in the 24 best months in the last 15 years before death divided by 28.

The minimum monthly earnings used to calculate benefits are €738.85.

The maximum monthly earnings used to calculate benefits are €3,198.

The minimum monthly survivor pension is €449.90; €549.80 if aged 60 to 64; €587.80 if aged 65 or with an assessed degree of disability of 65% or more; and €679.70 if there are dependent family members.

Earnings test: The maximum annual earnings (excluding the pension) of a pensioner receiving the minimum pension must not exceed €6,923.90.

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.

Schedule of payments: Fourteen payments a year.

**Orphan's pension:** Each orphan receives 20% of the deceased's base earnings a month.

The monthly base earnings are the deceased's earnings in the 24 best months in the last 15 years before death divided by 28.

The minimum monthly earnings used to calculate benefits are €738.85.

The maximum monthly earnings used to calculate benefits are €3,198.

The minimum monthly orphan's pension is €179.40 for each orphan (€353.20 if disabled and younger than age 18); €179.40 plus €444.90 is split among two or more eligible orphans.

Earnings test: The maximum annual earnings (excluding the pension) of a pensioner receiving the minimum pension must not exceed €6,923.90.

Schedule of payments: Fourteen payments a year.

All survivor benefits combined must not exceed 100% of the deceased's base earnings; otherwise, the widow(er) pension is paid in full and the pensions for orphans are reduced accordingly.

**Other eligible survivors:** If the sum of the widow(er)'s and orphan's pension does not exceed 100% of the deceased's base earnings, a pension is paid to other survivors according to their order of priority. The pension is 20% of the deceased's base earnings, which can be increased by the widow(er)'s pension in the absence of a surviving spouse or eligible surviving children.

The monthly base earnings are the deceased's earnings in the 24 best months in the last 15 years before death divided by 28.

The minimum monthly earnings used to calculate benefits are €738.85.

The maximum monthly earnings used to calculate benefits are €3,198.

The minimum monthly pension is €179.40 for each other eligible survivor. In the absence of an eligible widow or orphan, the minimum monthly pension for one beneficiary is €433.90 if aged 65 or older (€408.60 if younger than age 65); €179.40 plus €265.50 is split equally among several beneficiaries.

Earnings test: The maximum annual earnings (excluding the pension) of a pensioner receiving the minimum pension must not exceed €6,923.90.

All survivor benefits combined must not exceed 100% of the deceased's base earnings.

Schedule of payments: Fourteen payments a year.

Benefit adjustment: Benefits are adjusted annually in January according to changes in the consumer price index.

**Funeral grant:** €39.08 is paid.

### **Administrative Organization**

Ministry of Labor and Social Affairs (<http://www.mtas.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.

National Institute of Social Security (<http://www.seg-social.es>), under the Ministry of Labor and Social Affairs, administers and pays cash benefits.

Institute of Elderly and Social Services (<http://www.seg-social.es/imserso>) administers 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:** 1994 (social security), 1997 (disability), 2001 (maternity), and 2007 (paternity and nursing mothers).

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

### **Coverage**

Employed persons and certain self-employed persons. (Insured persons who leave covered employment may sign a special agreement to continue coverage.)

Pensioners are covered for medical benefits.

Voluntary coverage for temporary disability is possible for agricultural workers.

Special systems for public-sector employees, armed forces personnel, certain self-employed persons, agricultural workers and small farmers, household workers, seamen, and coal miners.

### **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:** An annual subsidy.

### **Qualifying Conditions**

**Cash sickness benefits:** The insured must have at least 180 days of contributions in the last 5 years.

There is no minimum contribution period for nonwork-related accidents.

**Cash maternity benefits:** If the insured is younger than age 21, there is no minimum contribution period. If aged 21 to 26, the insured must have at least 90 days of contributions in the 7 years before childbirth or before the official date of fostering (or adopting) a child; or a career total of at least 180 days. If older than age 26, the insured must have at least 180 days of contributions in the 7 years before childbirth or before the official date of fostering (or adopting) a child; or a career total of at least 360 days. The adopted or fostered child must be younger than age 6 (age 18 if disabled or with assessed social or familial difficulties).

**Cash maternity benefits (noncontributory):** Paid to insured persons who do not satisfy the qualifying conditions for the contributory cash maternity benefits.

**Cash paternity benefits:** Paid during the authorized leave period for the birth, adoption, or fostering of a child. The insured must have contributions for at least 180 days in the 7 years before childbirth or before the official date of fostering (or adopting) a child; or a career total of at least 360 days.

**Maternity risk allowance:** The benefit is paid to pregnant women with at least 180 days of contributions in the last 5 years before ceasing work as a result of the pregnancy and whose pregnancy is at risk. The woman is deemed unable to continue in the usual job or any similar job.

**Nursing mother's allowance:** Paid to a nursing mother who is deemed unable to continue in the usual job or any similar job because of the risk to her and the child's health. There is no required minimum contribution period due to the professional nature of the allowance.

**Medical benefits:** Must be currently insured, a pensioner, or receiving periodic social security benefits. There is no minimum qualifying period.

### **Sickness and Maternity Benefits**

**Sickness benefit:** The daily benefit is 60% of the insured's daily average earnings in the last calendar month before the incapacity began; 75% from the 21st day. The benefit is paid from the 4th day (the employer pays the benefit through the 15th day) for up to 12 months; may be extended for 6 months.

The minimum monthly earnings used to calculate benefits are €738.85.

The maximum monthly earnings used to calculate benefits are €3,198.

**Maternity benefit:** The daily benefit is 100% of the insured's daily average earnings in the last calendar month before the maternity or adoption leave period. The benefit is paid for 16 weeks (2 additional weeks are paid for each additional child).

If the mother does not meet the qualifying conditions 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, and the leave period may also be taken on a part-time basis.

**Maternity benefit (noncontributory):** The benefit is 100% of the monthly minimum wage and is paid for 6 weeks. The mother is also entitled to 16 weeks of maternity leave.

The monthly minimum wage is €633.30.

**Paternity benefit:** The daily benefit is 100% of the insured's daily average earnings in the last calendar month before the paternity or adoption leave period and is paid for 13 days; may be extended by 2 days per child in the case of multiple births, adoption, or fostering.

**Maternity risk allowance:** The benefit is 75% of the insured's earnings in the last calendar month. The benefit is paid from the day the work ceased as a result of the risk to the pregnancy.

**Nursing mother's allowance:** The daily benefit is 100% of the insured's daily average earnings in the last calendar month before the maternity leave period and is paid from the day work ceases until the child is aged 9 months; earlier if the mother has returned to work.

### **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 up to 52 weeks, according to 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 patient normally pays 40% of the cost of prescribed medicine, according to a schedule in law; for some specific and chronic listed diseases, the patient pays 10% of the cost up to €2.64 for each item. Medicines are free for pensioners; for all covered persons when dispensed by social security facilities. When the cost of the prescribed medicine is higher than the scheduled cost, the beneficiary pays the difference.

### **Dependents' 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.

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.

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 patient normally pays 40% of the cost of prescribed medicine, according to a schedule in law; for some specific and chronic listed diseases, the patient pays 10% of the cost up to €2.64 for each item. Medicines are free for pensioners; for all covered persons when dispensed by social security facilities. When the cost of the prescribed medicine is higher than the scheduled cost, the beneficiary pays the difference.

### **Administrative Organization**

Ministry of Labor and Social Affairs (<http://www.mtas.es>) and the Ministry of Health and Consumers (<http://www.msc.es/en/home.htm>) provide 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.

National Institute of Social Security (<http://www.seg-social.es>), under the Ministry of Labor and Social Affairs, administers and pays cash benefits.

National Health Management Institute (<http://www.ingesa.msc.es>), a managing entity under the control of the Ministry of Health and Consumers, operates its own medical centers.

Regional autonomous health services provide medical benefits.

### **Work Injury**

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#### **Regulatory Framework**

**First law:** 1900.

**Current law:** 1994 (social security).

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

#### **Coverage**

Employed persons.

Voluntary coverage for public-sector employees, self-employed persons, and agricultural workers.

Exclusions: Household workers.

Special systems for some categories of workers.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** A percentage of a contribution base, according to the level of coverage chosen.

The minimum monthly contribution base is €841.80.

The maximum monthly contribution base is €3,198.

**Employer:** 0.81% to 16.2% of covered payroll, according to the assessed degree of risk. The average contribution rate is 1.98% of covered payroll.

The minimum monthly earnings used to calculate contributions are €738.85.

The maximum monthly earnings used to calculate contributions are €3,198.

**Government:** None.

### **Qualifying Conditions**

**Work injury benefits:** There is no minimum qualifying period.

#### **Temporary Disability Benefits**

The daily benefit is 75% of the insured's daily average earnings in the last calendar month before the disability began plus the daily average earnings of the extra hours worked in the last 12 months. The benefit is paid from the day after the disability began for up to 12 months; may be extended for 6 months.

The minimum monthly earnings used to calculate benefits are €738.85.

The maximum monthly earnings used to calculate benefits are €3,198.

#### **Permanent Disability Benefits**

**Permanent disability pension:** For a 100% loss of working capacity for any type of work, the monthly pension is 100% of the insured's base earnings.

The insured's monthly base earnings are 8.3% of the sum of daily earnings (including annual earnings from extra hours worked and any other earnings received in the last year) multiplied by 365.

The minimum monthly earnings used to calculate benefits are €738.85.

The maximum monthly earnings used to calculate benefits are €3,198.

The minimum monthly pension is €557.50; €725.20 with a dependent spouse.

Earnings test: The maximum annual earnings (excluding the pension) of a pensioner receiving the minimum pension must not exceed €6,923.90; €8,076.80 with a dependent spouse.

Constant-attendance supplement: If the insured requires the constant attendance of others to perform daily functions, 50% of the pension is paid.

The minimum monthly pension with the constant-attendance supplement is €836.25; €1,087.80 with a dependent spouse.

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 according to changes in the consumer price index.

**Total permanent disability pension:** For a total loss of working capacity in the usual job, the monthly pension is 55% of the insured's base earnings. The pension may be increased to 75% of base earnings if the insured is older than age 55.

The insured's monthly base earnings are 8.3% of the sum of daily earnings (including annual earnings from extra hours worked and any other earnings received in the last year) multiplied by 365.

The minimum monthly earnings used to calculate benefits are €738.85.

The maximum monthly earnings used to calculate benefits are €3,198.

The minimum monthly pension is €519.50 if aged 60 to 64 when the disability began (€679.70 with a dependent spouse); €557.50 from age 65 (€725.20 with a dependent spouse).

Earnings test: The maximum annual earnings (excluding the pension) of a pensioner receiving the minimum pension must not exceed €6,923.90; €8,076.80 with a dependent spouse.

A multiprofessional Team for Disability Assessment under the supervision of the National Institute of Social Security assesses and reviews the disability.

Partial permanent disability benefit: For a partial loss of working capacity of at least 33% in the usual job, a lump sum is paid of 24 months of the insured's daily average earnings in the last calendar month before the disability began.

The minimum monthly earnings used to calculate benefits are €738.85.

The maximum monthly earnings used to calculate benefits are €3,198.

### **Workers' Medical Benefits**

Benefits include general and specialist care, hospitalization, medicine, dental care, laboratory services, appliances, rehabilitation, and transportation.

Medical services are provided to patients directly through the facilities of the National Health Institute, the regional autonomous health services, or by doctors and hospitals under contract.

There is no limit to duration.

### **Survivor Benefits**

**Survivor pension:** The monthly pension is 52% of the deceased's base earnings; 52% of the adjusted base earnings is used to calculate the pension; 70% if there are dependent children and income is below a government-set level.

The monthly base earnings are 8.3% of the sum of daily earnings (including annual earnings from extra hours worked and any other earnings received in the last year) multiplied by 365.

The minimum monthly earnings used to calculate benefits are €738.85.

The maximum monthly earnings used to calculate benefits are €3,198.

The minimum monthly pension is €444.90; €549.80 if aged 60 to 64; €587.80 if aged 65 or with an assessed degree of disability of 65% or more; and €679.70 if there are dependent family members.

Earnings test: The maximum annual earnings (excluding the pension) of a pensioner receiving the minimum pension must not exceed €6,923.90.

The pension ceases on remarriage, except under certain conditions of 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:** Each orphan receives 20% of the deceased's base earnings a month.

The monthly base earnings are 8.3% of the sum of daily earnings (including annual earnings from extra hours worked and any other earnings received in the last year) multiplied by 365.

The minimum monthly earnings used to calculate benefits are €738.85.

The maximum monthly earnings used to calculate benefits are €3,198.

The minimum monthly orphan's pension is €179.40 for each orphan (€353.20 if disabled and younger than age 18); €179.40 plus €444.90 is split among two or more eligible orphans.

Earnings test: The maximum annual earnings (excluding the pension) of a pensioner receiving the minimum pension must not exceed €6,923.90.

All survivor benefits combined must not exceed 100% of the deceased's base earnings; otherwise, the widow(er)'s pension is paid in full and the pensions for orphans are reduced accordingly.

**Other eligible survivors:** If the sum of widow(er)'s and orphan's pensions does not exceed 100% of the deceased's base earnings, a pension is paid to other survivors according to their order of priority. The pension is 20% of the deceased's base earnings (may be increased by the value of the widow(er)'s pension in the absence of a surviving spouse or eligible surviving children).

The monthly base earnings are 8.3% of the sum of daily earnings (including annual earnings from extra hours worked and any other earnings received in the last year) multiplied by 365.

The minimum monthly earnings used to calculate benefits are €738.85.

The maximum monthly earnings used to calculate benefits are €3,198.

## Spain

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The minimum monthly pension for other eligible survivors is €179.40 each. In the absence of an eligible widow(er) or orphan, the minimum monthly pension for one beneficiary is €433.90 if aged 65 or older (€08.60 if younger than age 65); €179.40 plus €265.50 is split equally among several beneficiaries.

**Earnings test:** The maximum annual earnings (excluding the pension) of a pensioner receiving the minimum pension must not exceed €6,923.90.

All survivor benefits combined must not exceed 100% of the deceased's base earnings.

**Benefit adjustment:** Benefits are adjusted annually in January according to changes in the consumer price index.

**Lump-sum survivor benefits:** Benefits ranging from 1 to 12 months of the deceased's base earnings are provided for needy dependent parents who are not entitled to a pension.

**Funeral grant:** €39.08 is paid.

### **Administrative Organization**

Ministry of Labor and Social Affairs (<http://www.mtas.es>) and the Ministry of Health and Consumers (<http://www.msc.es/en/home.htm>) provide 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.

National Institute of Social Security (<http://www.seg-social.es>), under the Ministry of Labor and Social Affairs, administers and pays cash benefits.

National Health Management Institute (<http://www.ingesa.msc.es>), under the Ministry of Health and Consumers, operates its own medical centers.

## **Unemployment**

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### **Regulatory Framework**

**First law:** 1919.

**Current laws:** 1985 (unemployment) and 1994 (social security).

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

### **Coverage**

Employees in industry, commerce, and services are covered according to 11 occupational classes.

**Exclusions:** Self-employed persons, household workers, and public-sector employees.

### **Source of Funds**

**Insured person:** 1.55% of covered earnings; 1.60% of covered earnings if employed under a fixed-term contract.

The minimum monthly earnings used to calculate contributions are €738.85; the minimum daily earnings used to calculate contributions are €24.27.

The maximum monthly earnings used to calculate contributions are €3,198; the maximum daily earnings used to calculate contributions for certain occupational classes are €106.6.

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

**Employer:** 5.5% of covered payroll; 6.7% of covered payroll for those employed under full-time fixed-term contracts; 7.7% of covered payroll for those employed under part-time fixed-term contracts or temporary work contracts provided through a special agency.

The minimum monthly earnings used to calculate contributions are €738.85; the minimum daily earnings used to calculate contributions are €24.27.

The maximum monthly earnings used to calculate contributions are €3,198; the maximum daily earnings used to calculate contributions for certain occupational classes are €106.6.

**Government:** Subsidizes the program; contributes as an employer.

### **Qualifying Conditions**

**Unemployment benefit:** The insured must have at least 360 days of contributions during the last 6 years and be registered at an employment office.

**Unemployment assistance:** The insured is no longer entitled to the contributory unemployment benefit or does not meet the qualifying conditions for the contributory unemployment benefit. The unemployed person's monthly income must not exceed 75% of the monthly minimum wage.

The monthly minimum wage is €633.30.

### **Unemployment Benefits**

The benefit is 70% of the insured's average earnings in the last 6 months and is paid for 180 days; thereafter, 60% of the insured's average earnings.

The duration of the benefit varies according to the number of days of contributions, from 120 days of benefits with 360 days of contributions up to 720 days of benefits with 2,160 days or more of contributions.

The minimum monthly earnings used to calculate benefits are €738.85.

The minimum benefit is €426.00 a month.

The maximum benefit is €1,198.15 a month.

The benefit ceases if the insured refuses a suitable job offer or training.

**Unemployment assistance:** The monthly benefit is €426.00. If the beneficiary is older than age 45 and has dependents, up to €708.24 is paid. The benefit is paid for 6 months and may be extended for two additional 6-month periods; for up to 30 months under special circumstances. If the beneficiary is older than age 52, the benefit may be paid until the retirement age.

### **Administrative Organization**

Ministry of Labor and Social Affairs (<http://www.mtas.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>), a managing agency under the control of the Ministry of Labor and Social Affairs, develops and administers the program.

### **Family Allowances**

#### **Regulatory Framework**

**First law:** 1938.

**Current laws:** 2005 and 2007.

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

#### **Coverage**

Certain families with children residing legally in Spain.

#### **Source of Funds**

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

#### **Qualifying Conditions**

**Family allowances (income-tested):** The dependent child (or adopted child) must be younger than age 18 (no limit with a disability of at least 65%). The child's annual earnings must not exceed €8,866.20. The recipients must not receive any other state family benefits. The child and the recipients must reside legally in Spain.

Income test: Annual family income must not exceed €11,264.01 for a family with one child; €16,953.05 with three children, plus €2,745.93 for each additional child.

There is no family income limit for a child younger than age 18 assessed with a disability of at least 33% or a child older than age 18 assessed with a disability of at least 65%.

**Birth or adoption grant (income-tested):** Paid on the birth or adoption of a child. The child and the recipients must reside legally in Spain.

Income test: Annual family income must not exceed €16,953.05 for a family with three children plus €2,745.93 for each additional child.

The insured can receive the birth or adoption grant at the same time as the multiple births or adoptions grant.

**Multiple births or adoptions grant (no income test):** Paid on the birth or adoption of two or more children in Spain. The recipients must not receive any other state family benefits.

The insured can receive the multiple births or adoptions grant at the same time as the birth or adoption grant.

### **Family Allowance Benefits**

**Family allowances (income-tested):** The annual allowance is €291 for each eligible child; €500 for each child younger than age 3; €1,000 for each child assessed with a disability of at least 33%; €4,076.40 for each child older than age 18 assessed with a disability of at least 65%; and €6,115.20 for each child assessed with a 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.

**Birth or adoption grant (income-tested):** A tax deduction of €2,500.

For large families, a single parent family, or if the mother has an assessed disability of at least 66%, an additional tax deduction of €1,000 is provided but subject to a means test.

**Multiple births or adoptions grant (no income test):** The grant is 4 times the monthly minimum wage for the birth of twins or the adoption of two children; 8 times the monthly minimum wage for the birth of triplets or the adoption of three children; and 12 times the monthly minimum wage for the birth or adoption of four or more children.

The monthly minimum wage is €633.30.

### **Administrative Organization**

Ministry of Labor and Social Affairs (<http://www.mtas.es>) provides general supervision.

National Institute of Social Security (<http://www.seg-social.es>), under the Ministry of Labor and Social Affairs, administers and pays cash benefits.

## Sweden

Exchange rate: US\$1.00 equals 7.12 kronor.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1913.

**Current laws:** 1962; 1998, implemented in 1999; 2000; and 2008.

**Type of program:** Universal and social insurance system (old system) and universal, notional defined contribution (NDC), and mandatory individual accounts system (new system).

#### Coverage

**Earnings-related pension (old system):** All employed and self-employed persons born in 1937 or earlier and earning more than 43,300 kronor a year.

There is a gradual transition from the old to the new system for persons born between 1938 and 1953.

**Earnings-related pension (new system):** All employed and self-employed persons born in 1954 or later and earning more than 17,935 kronor a year.

**Premium pension (new system):** All employed and self-employed persons earning more than 17,935 kronor a year.

**Guarantee pension (old and new systems):** All persons residing in Sweden.

#### Source of Funds

**Insured person:** 7% of assessable income for old-age insurance; no contribution for the survivor pension.

The maximum annual income used to calculate contributions is 412,377 kronor.

In addition, insured persons covered by the new system pay administrative fees for the premium pension (an average of 0.5% of assets in 2009).

**Self-employed person:** 7% of assessable income plus 10.21% of assessable income for old-age insurance; 1.7% of assessable income for the survivor pension.

The maximum annual income used to calculate contributions is 412,377 kronor.

In addition, self-employed persons covered by the new system pay administrative fees for the premium pension (an average of 0.5% of assets in 2009).

**Employer:** 10.21% of payroll for old-age insurance plus 1.7% of payroll for the survivor pension.

Of the total contributions, 16% finances the earnings-related component and 2.5% finances the premium pension component.

**Government:** The total cost of the guarantee pension (new system) and permanent disability benefits. The government pays earnings-related contributions for central government civil servants.

#### Qualifying Conditions

**Guarantee pension (old and new systems):** Age 65, a resident of Sweden for at least 3 years, and receiving low or no income from earnings-related pensions.

Pensions are payable abroad only within the European Union and European Economic Area and, under certain conditions, in Canada.

**Earnings-related old-age pension (old system):** Age 65 with at least 3 years of coverage.

The full pension requires at least 30 years of coverage.

**Early pension:** A reduced pension may be paid from age 61 to 64.

**Deferred pension:** The pension may be deferred until age 70.

Pensions are payable abroad.

**Earnings-related old-age pension (new system):** The retirement age is flexible, beginning at age 61. The pension is based on lifetime earnings reported to the system. The insured must have years with annual earnings in excess of 17,935 kronor.

Pensions are payable abroad.

**Premium pension (new system):** The retirement age is flexible, beginning at age 61.

Pensions are payable abroad.

**Disability pension (sickness compensation):** The insured must have an assessed loss of work capacity of at least 25% and be covered when the disability began. The disability pension consists of a guarantee and an earnings-related pension.

**Guarantee pension:** The insured must have at least 3 years of coverage. The pension is based on residence and is payable abroad only within the European Union and European Economic Area, Switzerland, and, under certain conditions, in Canada.

**Earnings-related pension:** The insured must have at least 1 year of income in Sweden within a given period. The pension is payable abroad.

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

**Survivor pension:** The widow(er)'s pension consists of a guarantee and an earnings-related pension.

**Guarantee pension:** The deceased must have resided in Sweden for at least 3 years.

The maximum guarantee benefit is paid if the deceased lived in Sweden for at least 40 years (including between age 65 and the age at death) and the surviving spouse does not receive an earnings-related pension.

Eligible survivors are a spouse younger than age 65 who was married to or, under certain conditions, cohabited with the deceased for at least 5 years.

The pension ceases on remarriage (or on cohabiting under certain conditions) or when the survivor reaches age 65.

The guarantee element is payable abroad only within the European Union and European Economic Area and, under certain conditions, in Canada.

**Earnings-related pension:** The pension is based on the deceased's accrued old-age pension rights and is payable abroad.

Eligible survivors are a widow(er) younger than age 65 who was married to or, under certain conditions, cohabited with the deceased for at least 5 years or who at the time of the insured's death was rearing a child younger than age 18.

The pension ceases on remarriage (or on cohabiting under certain conditions) or when the survivor reaches age 65.

**Surviving child's benefit:** Paid to a surviving child up to age 18 (age 20 if a student) who is not receiving an orphan's pension.

**Orphan's pension (child pension):** Paid to a surviving child up to age 18 (age 20 if a student).

**Widow's pension:** Transitional rules apply to widows who were married to the deceased before 1990.

## Old-Age Benefits

**Guarantee pension (old and new systems):** If born in 1938 or later, 90,312 kronor a year is paid for a single pensioner (80,560 kronor for a married pensioner) with at least 40 years of residence and without an earnings-related pension. If born in 1937 or earlier, 92,491 kronor a year is paid for a single pensioner (82,400 kronor for a married pensioner).

Old-age pensions are subject to taxation.

Benefit adjustment: Benefits are adjusted annually according to changes in prices.

**Earnings-related old-age pension (old system):** The pension is 60% of the insured's average income above 43,300 kronor in the 15 best years of income. Income in years in which earnings were below 43,300 kronor is compensated at 96% for an unmarried pensioner; 78.5% for a married pensioner.

The average income level used to calculate benefits varies from year to year.

The pension is reduced proportionately for periods of coverage of less than 30 years.

**Early pension:** The pension is permanently reduced by 0.5% for each month the pension is taken before age 65.

**Deferred pension:** The pension is permanently increased by 0.7% for each month that the pension is deferred from age 65 to age 70.

Old-age pensions are subject to taxation.

Benefit adjustment: Benefits are adjusted annually according to changes in wages.

**Earnings-related old-age pension (new system):** The NDC pension is based on an annual index of trends in average wages (other social insurance benefits are counted as earnings), an annuity factor depending on average life expectancy at the time of retirement for the appropriate age cohort (based on the most recent 5-year average of unisex life expectancy projections), and the expected increase of average wages in future years (1.6%).

Benefit adjustment: Benefits are adjusted annually according to changes in wages.

**Premium pension (new system):** The pension is based on contributions plus net returns converted into an individual, joint, fixed, or variable annuity.

Benefit adjustment: Benefits are adjusted annually according to changes in wages.

## Permanent Disability Benefits

**Guarantee sickness compensation (disability pension):** 101,760 kronor a year is paid for an insured person with at least 40 years of residence and without an earnings-related benefit. The pension is reduced by 2.5% for each year of residence less than 40.

A reduced pension is paid at 75%, 50%, or 25% of the full pension according to the assessed degree of disability.

Constant-attendance supplement: Up to 27,117 kronor a year is paid.

Benefit adjustment: Benefits are adjusted annually according to changes in prices.

**Earnings-related sickness compensation (disability pension):** The pension is 64% of the insured's assumed future annual income.

The maximum annual income used to calculate benefits is 318,000 kronor.

Assumed future income is based on the average of the 3 best income years within a given period immediately before the year of the claim.

The maximum annual benefit is 190,560 kronor.

Benefit adjustment: Benefits are adjusted annually according to changes in prices.

## Survivor Benefits

**Guarantee survivor pension:** A pension is paid to an eligible widow(er), up to 90,312 kronor a year.

Survivor benefits are subject to taxation.

Benefit adjustment: Benefits are adjusted annually according to changes in the consumer price index.

**Earnings-related survivor pension:** The pension is 55% of the deceased's accrued pension rights under the old-age pension system.

The pension is paid to an eligible spouse for 12 months. If the survivor has custody of a child younger than age 18, the pension is extended for 12 months. If the survivor has custody of a child or children younger than age 12, the pension continues until the youngest child reaches age 12.

Benefit adjustment: Benefits are adjusted annually according to changes in wages.

**Surviving child's benefit:** 16,960 kronor a year is paid to a surviving child up to age 18 (age 20 if a student) who is not receiving an orphan's pension.

Benefit adjustment: Benefits are adjusted annually according to changes in the consumer price index.

**Orphan's pension (child pension):** The pension is 35% (for a child younger than age 12) or 30% of the deceased's accrued pension rights under the old-age pension system. The pension is increased by 25% (for a child younger than age 12) or 20% per child if there is more than one orphan, and the total amount is split equally among the children.

All orphans' benefits combined must not exceed 100% of the deceased's pension. If an adult is receiving an earnings-related survivor pension or widow's pension, all orphans' benefits combined must not exceed 80% of the deceased's pension.

Benefit adjustment: Benefits are adjusted annually according to changes in wages.

**Widow's pension:** Transitional rules apply to widows born before 1945 who were married to the deceased before 1990.

## Administrative Organization

Swedish Pensions Agency (<http://www.pensionsmyndigheten.se>) administers the old-age and survivor's programs.

Self-employed persons and employers pay contributions with income tax.

Swedish Social Insurance Agency (<http://www.forsakringskassan.se>) provides central administration and supervision for 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:** 1962 (national insurance) and 1991 (sick pay).

**Type of program:** Social insurance (cash benefits) and universal (medical benefits) system.

### Coverage

**Cash benefits:** Gainfully employed persons earning 10,176 kronor or more a year.

**Medical benefits:** All persons residing in Sweden.

### Source of Funds

#### Insured person

*Cash benefits:* None.

*Medical benefits:* None.

#### Self-employed person

*Cash benefits:* 9.61% of earnings (contributions may vary) plus 2.2% for parents' cash benefits (parental insurance).

*Medical benefits:* None.

#### Employer

*Cash benefits:* 8.64% of payroll plus 2.2% for parents' cash benefits (parental insurance).

*Medical benefits:* None.

#### Government

*Cash benefits:* None.

*Medical benefits:* Regional county councils pay the total cost.

### Qualifying Conditions

**Cash sickness benefits:** The insured's annual income from employment exceeds 10,176 kronor; or involuntarily unemployed and registered with the employment service.

**Parental cash benefits (parental insurance):** All residents are entitled to benefits at guarantee and basic levels. Each parent is entitled to benefits above a guarantee level if covered for cash sickness benefits above the guarantee level for at least 240 days before the date of birth.

**Pregnancy cash benefits (parental 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.

**Temporary parental cash benefit (parental 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).

### **Sickness and Maternity Benefits**

**Sickness benefit:** The benefit is 80% of the insured's lost earnings from the 15th day until the 364th day (or more if a severe disease); may be extended for 550 days at 75% of the insured's lost earnings. Pensioners are limited to 180 days of the benefit after retirement.

The maximum annual income used to calculate benefits is 318,000 kronor.

Employers pay daily sickness benefits for employees for days 2 to 14 at 80% of the insured's lost earnings.

Self-employed persons and other qualifying nonemployed persons receive 80% of lost earnings from days 2 to 14 (the number of necessary qualifying days may vary).

The maximum daily benefit is 845 kronor.

Benefits are subject to taxation.

Benefit adjustment: Benefits are adjusted annually according to changes in prices.

**Parental cash benefit for childbirth (parental insurance):** The benefit has 2 parts. The first part of the benefit is about 80% of the insured's lost earnings and is paid for 390 days (low or no-income parents receive a flat rate of 180 kronor a day). The second part of the benefit is a basic level of 180 kronor (60 kronor for children born before July 2006) a day and is paid for 90 days.

The total benefit duration for both parents combined is 480 days per child and is paid from no earlier than 60 days before the expected date of childbirth up until the child is age 8. When both parents care for the child, each parent receives at least 60 days of benefits that cannot be transferred to the other parent.

The maximum annual income used to calculate benefits is 424,000 kronor.

The maximum daily benefit for the 390-day period is 901 kronor.

Benefit adjustment: Benefits are adjusted annually according to changes in prices.

**Pregnancy cash benefit (parental insurance):** The benefit is about 80% of the insured's lost earnings. For women in a physically demanding job, the benefit is paid for up to 50 days, beginning no earlier than 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 up to 11 days before the expected date of childbirth.

The maximum annual income used to calculate benefits is 318,000 kronor.

Benefit adjustment: Benefits are adjusted annually according to changes in prices.

### **Temporary parental cash benefit (parental insurance):**

The benefit is about 80% of the insured's lost earnings. The total benefit duration for both parents combined is 60 days per child a year; may be extended for 60 days per child. The father (or other parent) is entitled to 10 extra days of benefits in connection with the birth of his child.

The maximum annual income used to calculate benefits is 318,000 kronor.

Benefit adjustment: Benefits are adjusted annually according to changes in prices.

### **Workers' Medical Benefits**

Benefits include free medical and dental care for children up to age 20, subsidies for basic and preventive dental care, a high-cost limit for prosthetic treatment, and free insulin.

Cost sharing: A fee of 60 kronor to 300 kronor is paid for each doctor's visit, up to 900 kronor in a 12-month period. For inpatient treatment in a public hospital (including in a maternity ward), the patient pays up to 80 kronor a day (reduced for low-income earners).

A percentage of transportation costs are reimbursed.

Patients pay the full cost of medicine up to 900 kronor in a 12-month period; thereafter, patients pay the partial cost, up to 1,800 kronor a year.

### **Dependents' Medical Benefits**

Benefits include free medical and dental care for children up to age 20, subsidies for basic and preventive dental care, a high-cost limit for prosthetic treatment, and free insulin.

Cost sharing: A fee of 60 kronor to 300 kronor is paid for each doctor's visit, up to 900 kronor in a 12-month period. For inpatient treatment in a public hospital (including in a maternity ward), the patient pays up to 80 kronor a day (reduced for low-income earners).

A percentage of transportation costs are reimbursed.

Patients pay the full cost of medicine up to 900 kronor in a 12-month period; thereafter, patients pay the partial cost, up to 1,800 kronor a year.

### **Administrative Organization**

#### **Cash benefits**

Swedish Social Insurance Agency (<http://www.forsakringskassan.se>) provides central administration and supervision.

Regional and local social insurance offices administer the program.

Employed persons, self-employed persons, and employers pay contributions with income tax.

#### **Medical benefits**

National Board of Health and Welfare (<http://www.socialstyrelsen.se>) provides central supervision.

Regional county councils administer and finance the program.

## **Work Injury**

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### **Regulatory Framework**

**First law:** 1901.

**Current laws:** 1976 (social insurance) and 1991 (sick pay).

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

### **Coverage**

All employed and self-employed persons.

### **Source of Funds**

**Insured person:** None.

**Self-employed person:** 0.68% of declared earnings.

**Employer:** 0.68% of payroll.

**Government:** None.

### **Qualifying Conditions**

**Temporary disability benefits:** There is no minimum qualifying period.

**Permanent disability benefits:** There is no minimum qualifying period. The insured must have an annual income of no less than 10,176 kronor.

### **Temporary Disability Benefits**

**Temporary disability benefit:** The benefit is 80% of the insured's lost earnings from the 15th day until the 364th day (or more if a grave disease); may be extended for 550 days at 75% of the insured's lost earnings. Pensioners are limited to 180 days of benefit after retirement.

The maximum annual income used to calculate benefits is 318,000 kronor.

Employers pay daily sickness benefits for employees for days 2 to 14 at 80% of the insured's lost earnings.

Self-employed persons and other qualifying nonemployed persons receive 80% of lost earnings from days 2 to 14 (the number of necessary qualifying days may vary).

The maximum daily benefit is 845 kronor.

**Benefit adjustment:** Benefits are adjusted annually according to changes in prices.

### **Permanent Disability Benefits**

**Permanent disability benefit:** For a total loss of earning capacity (100%), the benefit is 100% of the insured's lost earnings paid as an annuity.

The maximum annual income used to calculate benefits is 318,000 kronor.

**Partial disability:** If the assessed degree of loss of earning capacity is 6.7% to 99%, the benefit paid is in proportion to the assessed degree of loss in earning capacity.

The payment of permanent disability benefits is coordinated with the payment of sickness compensation benefits (see Old Age, Disability, and Survivors).

**Benefit adjustment:** Benefits are adjusted annually according to changes in the combined wage and consumer price index.

### **Workers' Medical Benefits**

Benefits include a high-cost limit for prosthetic treatment.

**Cost sharing:** A fee of 60 kronor to 300 kronor is paid for each doctor's visit, up to 900 kronor in a 12-month period. For inpatient treatment in a public hospital, the patient pays up to 80 kronor a day (reduced for low-income earners).

A percentage of transportation costs are reimbursed.

Patients pay the full cost of medicine up to 900 kronor in a 12-month period; thereafter, patients pay the partial cost, up to 1,800 kronor a year.

### **Survivor Benefits**

**Survivor pension (adjustment annuity):** The pension is 45% of the permanent disability benefit the deceased received or would have been entitled to receive; 20% if an orphan's pension is paid for the deceased's children.

The pension is paid for 12 months to a widow(er) younger than age 65 who was married to or, under certain conditions, cohabited with the deceased for at least 5 years or who at the time of the insured's death was rearing a child younger than age 18. If the survivor has custody of a child younger than age 18, the pension is extended for 12 months. If the survivor has custody of a child or children younger than age 12, the pension continues until the youngest child reaches age 12.

**Orphan's pension (child annuity):** One orphan younger than age 18 (age 20 if a student) receives 40% of the permanent disability benefit the deceased received or was entitled to receive. Each additional eligible orphan increases the benefit by 20%. The total pension amount depends on the number of eligible orphans. The pension is split equally among all eligible orphans.

All survivor benefits combined must not exceed 100% of the pension that the deceased would have been entitled to on account of a total loss of working capacity at the time of death.

**Funeral grant:** A lump sum of 30% of the base amount is paid to the widow(er).

The base amount is 42,400 kronor.

**Benefit adjustment:** Benefits are adjusted annually according to changes in wages.

## Administrative Organization

Swedish Social Insurance Agency (<http://www.forsakringskassan.se>) provides central administration and supervision.

Regional and local social insurance offices administer the program.

## Unemployment

### Regulatory Framework

**First law:** 1934.

**Current law:** 1997, implemented in 1998.

**Type of program:** A subsidized program consisting of basic insurance and a voluntary income-related insurance system.

### Coverage

**Basic program:** Employees and persons seeking employment if older than age 20 and younger than age 65 and ineligible for the income-related insurance (voluntary program).

**Voluntary income-related program:** Employed and self-employed persons younger than age 65 who are members of an unemployment insurance fund. Membership is open to employees in a specific occupation or industry.

### Source of Funds

**Insured person:** For the voluntary program, the insured pays a membership fee. Basic program, none.

**Self-employed person:** For the voluntary program, a self-employed person pays a membership fee. Basic program, none.

**Employer:** For the voluntary program, employers finance unemployment insurance out of a labor market contribution calculated as a percentage of the payroll. Basic program, none.

**Government:** Subsidizes the basic program. Voluntary program, none.

### Qualifying Conditions

**Unemployment benefits:** Unemployed and registered as a job seeker at the public employment service and able and willing to accept a suitable job for at least 3 hours per day and for an average of at least 17 hours per week.

The insured must have been employed for at least 6 months (at least 80 hours per month) or for at least 480 hours during a continuous 6-month period 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 10 to 60 benefit days for a period of unemployment due to voluntary leaving or misconduct. Unemployment benefits are reduced by 25% or 50% for the refusal of a suitable job or training or misconduct that led to the withdrawal of a job offer.

## Unemployment Benefits

**Basic unemployment benefit:** 320 kronor a day is paid if the insured was working 40 hours a week before unemployment; otherwise, the benefit is reduced in proportion to the number of hours less than 40 hours. The benefit is paid for up to 300 days per 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 5 days a week.

The basic benefit is paid after a 5-day waiting period.

**Benefit adjustment:** The government adjusts benefits on an ad hoc basis.

**Voluntary income-related benefit:** 80% of the insured's previous income is paid for the first 200 days; 70% of the insured's previous income for the next 100 days. The maximum benefit is 680 kronor a day. 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 5 days a week.

The voluntary benefit is paid after a 5-day waiting period.

**Benefit adjustment:** The government adjusts benefits on an ad hoc basis.

## Administrative Organization

Swedish Unemployment Insurance Board (<http://www.iaf.se>) supervises 32 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 system.

### Coverage

**Child allowance:** All persons residing in Sweden with one or more eligible children.

**Maintenance support:** All eligible children living permanently with one parent.

For parental insurance benefits, see Sickness and Maternity.

### **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:** The child must be younger than age 16 (age 20 if a student; no age limit if attending a school for children with learning difficulties).

**Maintenance support:** The child must be younger than age 18 (age 21 if a student until June of the relevant year), live 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 (1,273 kronor a month per child). If the child alternates between residences, special maintenance support may be paid.

**Housing allowance:** Paid to low-income households (families and young childless couples) to subsidize housing costs.

**Child care allowance:** Paid to a parent for the care of a sick or disabled child with special care or supervision needs or to compensate for additional expenses incurred from the child's illness or disability.

**Adoption allowance:** Paid for the adoption of a foreign citizen or non-resident of Sweden under the age of 10. The adoption must take place through an authorized adoption agency.

### **Family Allowance Benefits**

**Child allowance:** 1,050 kronor a month per child.

Supplements are paid to families with two or more children (150 kronor for the 2nd child; 454 kronor for the 3rd child; 1,010 kronor for the 4th child; and 1,250 kronor for the 5th and subsequent children).

**Maintenance support:** Full maintenance support is 1,273 kronor a month per child. If the child has income above 48,000 kronor a year, the maintenance support is reduced by half the amount that exceeds 48,000 kronor. Top-up maintenance support is paid in cases in which the parent liable for child support pays an amount less than 1,273 kronor a month directly to the child on time.

**Housing allowance:** An allowance is paid according to the household's composition, income, and housing arrangement.

**Child care allowance:** 25%, 50%, 75% or 100% of the childcare allowance is paid. An additional supplement of up to 2,438 kronor a month may be paid.

The child care allowance is 8,833 kronor a month per child.

**Adoption allowance:** A tax-free lump sum of 40,000 kronor is paid.

**Benefit adjustment:** The government adjusts benefits on an ad hoc basis.

### **Administrative Organization**

Swedish Social Insurance Agency (<http://www.forsakringskassan.se>) provides central administration and supervision.

Regional and local social insurance offices administer the program.

## Switzerland

Exchange rate: US\$1.00 equals 1.03 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

**Base pension:** All persons residing or gainfully employed in Switzerland.

Voluntary coverage for Swiss citizens and citizens of European Union (EU) countries with at least 5 continuous years of previous compulsory insurance in Switzerland.

**Mandatory occupational pension:** Employees whose annual earnings exceed 20,520 francs with the same employer. Unemployed persons are covered for disability and survivor benefits.

Voluntary coverage for salaried workers who are not eligible for mandatory insurance and for self-employed persons.

#### Source of Funds

##### Insured person

**Base pension:** 4.2% of gross earnings (old-age and survivors) and 0.7% of gross earnings (disability).

Nonworking insured persons pay annual flat-rate contributions of between 382 francs and 8,400 francs (old-age and survivors) and between 64 francs and 1,400 francs (disability), depending on their means and other factors.

**Mandatory occupational pension:** From 7% to 18% of gross monthly earnings for the part of earnings between 23,940 francs and 82,080 francs, depending on the insured's age.

##### Self-employed person

**Base pension:** 7.8% of gross income (old-age and survivors) and 1.4% of gross income (disability). Contributions are reduced according to a decreasing scale for income above a fixed ceiling.

**Mandatory occupational pension:** Voluntary contributions. (The contribution rate is fixed according to the regulations of the insured's pension fund.)

#### Employer

**Base pension:** 4.2% of payroll (old-age and survivors) and 0.7% of payroll (disability).

**Mandatory occupational pension:** The contribution must be at least equal to the insured employee's contribution.

#### Government

**Base pension:** Annual federal subsidies cover about 19.55% of the cost of old-age and survivors benefits and 37.7% of the cost of disability benefits. (A portion of revenues from the value-added tax and the taxable profits of casinos is allocated to old-age benefits.)

**Mandatory occupational pension:** None.

#### Qualifying Conditions

##### Old-age pension

**Base pension:** Age 65 (men) or age 64 (women). To receive the full pension, the insured must have made contributions in each year since age 21.

Partial pension: Must have at least 1 year of contributions.

Base pensions are payable abroad to Swiss nationals and sometimes under international agreement for others.

**Extraordinary pension:** Paid to Swiss nationals who do not meet the required minimum contribution period for the old-age base pension.

**Mandatory occupational pension:** Age 65 (men) or age 64 (women).

Mandatory occupational pensions are payable abroad (regardless of nationality).

##### Disability pension

**Base pension:** The insured must be assessed with a disability of least 40%. To receive the full pension, the insured must have made contributions in each year since age 21.

Partial pension: Must have at least 3 years of contributions.

**Extraordinary pension:** Paid to Swiss nationals who do not meet the required minimum contribution period for the disability base pension.

Base pensions are payable abroad for Swiss nationals and sometimes under international agreement for others.

**Mandatory occupational pension:** The insured must be assessed with a disability of at least 40%.

Occupational pensions are paid abroad (regardless of nationality).

##### Survivor pension

**Base pension:** The full widow(er)'s pension is paid if the deceased contributed in each year since age 21.

Partial pension: A reduced pension is paid with at least 1 year of contributions.

Eligible survivors are a widow (or registered partner) with one or more dependent children or a widow (or registered partner) aged 45 or older who was married to the deceased for at least 5 years; a widower (or registered partner) with one or more dependent children younger than age 18; a divorced spouse who has one or more dependent children and was married to the deceased for at least 10 years (in some cases, other conditions of age and duration of marriage apply); and orphans younger than age 18 (age 25 if a student or an apprentice).

Base pensions are payable abroad for Swiss nationals and sometimes under international agreement for others.

*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 are a widow (or registered partner) with one or more children or a widow (or registered partner) aged 45 or older who was married to the deceased for at least 5 years; a divorced spouse with one or more children who was married to the deceased for at least 10 years and who was entitled to alimony; and orphans younger than age 18 (age 25 if a student or an apprentice).

Mandatory occupational pensions are payable abroad (regardless of nationality).

### Old-Age Benefits

#### Old-age pension

*Base pension:* If the insured's average annual income is up to 41,040 francs, 10,123 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 41,040 francs, 14,227 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, is taken into account for the calculation of the annual average of lifetime income.

The minimum monthly old-age base pension is 1,140 francs.

The maximum monthly old-age base pension is 2,280 francs. The combined individual pensions paid to a couple must not exceed 150% of the maximum monthly old-age base pension (3,420 francs).

*Partial pension:* A percentage of the full pension is based on the insured's total number of years of contributions and the number of years of contributions of the insured's cohort.

*Dependent's supplement:* 40% of the insured's pension is paid for each child younger than age 18 (age 25 if a student or an apprentice).

*Benefit adjustment:* Benefits are adjusted every 2 years according to changes in prices and wages.

*Extraordinary pension (old-age):* The pension is the minimum monthly old-age base pension.

The minimum monthly old-age base pension is 1,140 francs.

*Benefit adjustment:* Benefits are adjusted every 2 years according to changes in prices and wages.

*Mandatory occupational pension:* The annual pension is at least 7% (men) or 6.95% (women) of the total balance in the personal account at the time of retirement. (The rate is gradually decreasing to 6.8% by 2014 for both men and women.)

*Benefit adjustment:* Benefits are adjusted according to price increases, depending on the insurance institution's financial resources.

### Permanent Disability Benefits

#### Disability pension

*Base pension:* If the insured's average annual income is up to 41,040 francs, 10,123 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 41,040 francs, 14,227 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 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 form of education or assistance grants and the contributions paid by nonworking insured persons, is taken into account for the calculation of average annual income.

*Partial pension:* A percentage of the full pension is paid according to the insured's total number of years of contributions and the number of years of contributions of others in the insured's age group.

*Dependent's supplement:* 40% of the insured's pension is paid for each child younger than age 18 (age 25 if a student or an apprentice).

*Benefit adjustment:* Benefits are adjusted every 2 years according to changes in prices and wages.

*Extraordinary pension (disability):* The pension is the minimum monthly disability base pension.

The minimum annual disability base pension is 10,123 francs.

*Benefit adjustment:* Benefits are adjusted every 2 years according to changes in prices and wages.

*Mandatory occupational pension:* The annual pension is 7% (men) or 6.95% (women) of the funds that would have been accumulated at retirement age.

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%.

Benefit adjustment: Benefits that have been paid for more than 3 years are adjusted according to 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 pension

*Base survivor pension:* 80% of the deceased's pension is paid.

The minimum monthly survivor pension is 912 francs.

The maximum monthly survivor pension is 1,824 francs.

Partial pension: A reduced pension is paid.

*Base orphan pension:* Each orphan receives 40% of the deceased's pension; 80% for a full orphan, up to 60% of the maximum monthly old-age pension (1,368 francs).

The minimum monthly orphan's pension is 456 francs.

The maximum monthly orphan's pension is 912 francs.

Benefit adjustment: Benefits are adjusted every 2 years according to changes in prices and wages.

*Mandatory occupational survivor pension:* If the insured was an active contributor at the time of death, the survivor receives 60% of the full occupational disability pension that would have been paid to the insured; if the deceased was a pensioner, the survivor receives 60% of the deceased's monthly old-age or disability pension.

*Mandatory occupational orphan pension:* If the insured was an active contributor at the time of death, each orphan receives 20% of the full occupational disability pension the deceased would have been eligible to receive; if the deceased was a pensioner, each orphan receives 20% of the deceased's monthly old-age or disability pension.

Benefit adjustment: Benefits that have been paid for more than 3 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

### Base pension

Federal Department of the Interior (<http://www.edi.admin.ch>) provides general supervision.

Federal Social Insurance Office (<http://www.bsv.admin.ch>) supervises the implementation of legislation.

Decentralized network of cantonal, industrial, and federal compensation funds collect and record contributions and pay pensions.

Central Compensation Office (<http://www.zas.admin.ch>) maintains a register of all insured persons and pensioners.

## Mandatory occupational pension

Federal Social Insurance Office (<http://www.bsv.admin.ch>) and cantons provide general supervision.

Registered occupational pension institutes administer the program. There were 2,435 institutes with active insured persons in 2008.

## Sickness and Maternity

### Regulatory Framework

**First law:** 1911.

**Current laws:** 1952 (maternity insurance), 1994 (sickness insurance), and 2000 (social insurance).

**Type of program:** Mandatory private insurance (medical benefits and cash maternity benefits) and voluntary private insurance (cash sickness benefits) system.

### Coverage

**Cash sickness benefits:** All persons residing or gainfully employed in Switzerland.

**Cash maternity benefits:** Salaried or self-employed women involved in gainful activity.

**Medical benefits:** All persons residing in Switzerland.

### Source of Funds

#### Insured person

*Cash sickness benefits:* Premiums vary depending on the fund, the type of benefits provided, the insured's age when entering the labor force, and the canton.

*Cash maternity benefits:* 0.15% of gross salary. Nonworking insured persons pay an annual flat-rate contribution of between 14 francs and 300 francs, depending on an assessment of their social conditions.

*Medical benefits:* A single premium is paid and depends on the canton.

#### Self-employed person

*Cash sickness benefits:* Premiums vary depending on the fund, the type of benefits provided, the insured's age when entering the labor force, and the canton.

*Cash maternity benefits:* 0.3% of gross income. Contributions are reduced according to a decreasing scale for income below 54,800 francs.

*Medical benefits:* A single premium is paid. Premiums vary depending on geographic region.

#### Employer

*Cash sickness benefits:* Contributions are not required by law, but some collective agreements require the employer to share employees' membership fees.

## Switzerland

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*Cash maternity benefits:* 0.15% of payroll.

*Medical benefits:* None.

### Government

*Cash sickness and maternity benefits:* None.

*Medical benefits:* Federal annual subsidies to cantons permit low-income workers to pay reduced premiums.

### Qualifying Conditions

**Cash sickness benefits:** Aged 15 to 64. The insured must have a sickness insurance policy providing cash benefits with an insurance fund.

**Cash maternity benefits:** The insured must have paid contributions toward the old-age and survivor base pension during the last 9 months before childbirth and have been gainfully employed for at least 5 of the last 9 months. The insured must cease work during maternity leave.

### Sickness and Maternity Benefits

**Sickness benefit:** The amount of the daily allowance is agreed on between the insurer and the insured. The benefit is usually paid after a 3-day waiting period for at least 720 days in a period of 900 consecutive days.

**Maternity benefit:** The amount of the daily allowance is 80% of last daily earnings, up to 196 francs. The benefit is paid for up to 98 days (14 weeks) after childbirth.

### Workers' Medical Benefits

A comprehensive list of 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 the first 300 francs of medical care expenses during the calendar year plus 10% of costs above this amount up to an annual ceiling. In addition, there is a daily contribution of 10 francs for hospitalization costs (except for insured persons who live with at least one other family member). There is no cost sharing for maternity care.

### Dependents' Medical Benefits

Individuals are insured in their own right.

A comprehensive list of 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 the first 300 francs of medical care expenses during the calendar year plus 10% of costs above this amount up to an annual ceiling. In addition, there is a daily contribution of 10 francs for hospitalization costs (except for insured persons who live with at

least one other family member). There is no cost sharing for maternity care.

### Administrative Organization

Federal Office of Public Health (<http://www.bag.admin.ch>) supervises compliance with the sickness insurance legislation.

Authorized funds and private insurance companies administer and provide sickness insurance. There were 87 authorized funds in 2007.

Federal Social Insurance Office (<http://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

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#### Regulatory Framework

**First law:** 1911, implemented in 1918.

**Current laws:** 1981 (accident insurance) and 2000 (social insurance).

**Type of program:** Mandatory insurance covering work-related and nonwork-related accidents and occupational diseases.

#### Coverage

Employees, including home workers, apprentices, trainees, and volunteers.

Voluntary coverage for self-employed persons.

#### Source of Funds

##### Insured person

*Work-related injuries and occupational diseases:* None.

*Nonwork-related injuries:* The total cost. Premiums vary according to the assessed degree of risk.

The maximum annual earnings used to calculate contributions are 126,000 francs.

**Self-employed person:** Voluntary insurance.

##### Employer

*Work-related injuries and occupational diseases:* The total cost. Premiums vary according to the assessed degree of risk.

The maximum annual earnings used to calculate contributions are 126,000 francs.

*Nonwork-related injuries:* None.

##### Government

*Work-related injuries and occupational diseases:* None.

*Nonwork-related injuries:* None.

## Qualifying Conditions

**Work injury benefits:** There is no minimum qualifying period. Benefits are paid for work-related and nonwork-related accidents and occupational diseases. Accidents that occur while commuting to and from work are covered.

If working time does not exceed 8 hours a week, only work-related injuries (including travel to and from work) are covered.

### Temporary Disability Benefits

If the insured has a total disability, the benefit is 80% of the insured's last daily earnings (including family allowances). The benefit is paid after a 3-day waiting period until recovery or certification of permanent disability.

The maximum daily earnings used to calculate contributions are 346 francs.

Partial disability: A percentage of the full benefit is paid, according to the assessed degree of disability.

### Permanent Disability Benefits

**Permanent disability pension:** If the insured has a total disability, the benefit is 80% of insured's last earnings (including family allowances).

The maximum monthly earnings used to calculate contributions are 10,500 francs.

Constant-attendance supplement: If the insured requires the constant attendance of others to perform daily functions, between 2 and 6 times the maximum insured daily earnings is paid, according to the assessed degree of disability.

Partial disability: A percentage of the full pension is paid, according to the assessed degree of disability.

Lump-sum award: The award is paid in addition to the permanent disability pension, according to a schedule in law.

Benefits are payable abroad.

Benefit adjustment: Pensions are adjusted every 2 years according to 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:** The survivor receives 40% of the deceased's monthly earnings.

Eligible survivors are a widow older than age 45 or a widow(er) with dependent children or who is assessed with a disability of at least 66.7%.

**Widow's settlement:** A lump sum is paid to a widow who is not eligible for a pension. The lump sum varies according to the duration of the widow's marriage to the deceased.

**Orphan's pension:** Each orphan younger than age 18 (age 25 if a student) receives 15% of the deceased's monthly earnings; 25% for a full orphan.

**Other eligible survivors:** A surviving divorced spouse who had been eligible for alimony receives up to 20% of the deceased's monthly earnings.

All survivor benefits combined must not exceed 70% of the deceased's monthly earnings; 90% if benefits are paid to both the current and the divorced spouse.

**Funeral grant:** A lump sum of up to 2,422 francs is paid.

Benefit adjustment: Pensions are adjusted every 2 years according to changes in the cost-of-living index (at the same time as adjustments are made to the old-age base pension).

## Administrative Organization

Federal Office of Public Health (<http://www.bag.admin.ch>) supervises compliance with the sickness insurance legislation.

Swiss National Accident Insurance Fund (<http://www.suva.ch>) manages the program for accidents.

## Unemployment

### Regulatory Framework

**First law:** 1924.

**Current laws:** 1982 (unemployment insurance) and 2000 (social insurance).

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

### Coverage

Employed persons.

Exclusions: Self-employed persons.

### Source of Funds

**Insured person:** 1% of covered earnings.

The maximum monthly earnings used to calculate contributions are 10,500 francs.

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

**Employer:** 1% of covered payroll.

The maximum monthly earnings used to calculate contributions are 10,500 francs.

**Government:** Up to 0.15% of the insured payroll 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:** The insured must be totally or partially unemployed, have at least 2 consecutive unpaid working days, reside in Switzerland, have completed mandatory schooling, not be receiving a basic old-age pension, have at least 12 months of contributions in the last 2 years (waived for certain categories of persons), be able and willing to work, and satisfy any other requirements.

## Unemployment Benefits

The benefit is 80% of insured earnings; 70% if the insured has no dependent children, is receiving a full daily benefit that exceeds 140 francs, and does not have a disability. The benefit is paid after a 5-day waiting period.

Benefits are paid for up to 260 days for persons who are not subject to any contribution condition; 400 days with at least 12 months of contributions; or 520 days if age 55 or older with at least 18 months of contributions (the age condition is waived if the insured is receiving a basic disability pension or a mandatory occupational disability pension).

Partial unemployment benefit: A benefit of 80% of lost earnings is paid for up to 12 months in a 2-year period for a reduction in working hours; for up to 6 months for a reduction in working hours due to bad weather.

## Administrative Organization

Federal Office of Economy (<http://www.seco.admin.ch>) approves and supervises unemployment funds.

Federal Social Insurance Office (<http://www.bsv.admin.ch>) supervises contributions.

Cantonal and regional unemployment funds (public funds) administer the program for cantons or regions and for certain professional groups.

Regional placement offices assist unemployed persons in finding employment.

## Family Allowances

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### Regulatory Framework

**First and current federal laws:** 1952 (agricultural workers); and 2000 (social insurance); 2006 (family benefit).

**First and current cantonal laws:** 26 cantonal laws.

**Type of program:** Employment-related system and employment-related and social assistance system.

### Coverage

Federal program covers agricultural employees and small self-employed farmers whose annual earnings do not exceed a fixed amount. The beneficiary must have one or more children (family allowances) or a spouse (housekeeping allowance).

Cantonal programs cover nonagricultural employees with one or more children and nonworking persons with income up to 41,040 francs. Several cantons also cover some self-employed persons.

Employers usually affiliate with family allowance funds; in some cantons, employers may guarantee payment.

Special system for civil servants.

## Source of Funds

**Insured person:** None (except in Valais, 0.3% of salary).

**Self-employed person:** In cantons where the self-employed are covered, benefits are financed partly by self-employed persons (flat-rate contributions or 1% of gross income).

**Employer:** For non-agricultural employers, from 0.1% to 4.2% of payroll, according to the canton and the fund; for agricultural employer, 2% of payroll (federal program).

**Government:** Federal and cantonal governments share the residual cost for agricultural employees and the total cost for small self-employed farmers (66.7% by the federal government and 33.3% by cantonal governments).

In cantons where self-employed persons are covered, the family allowance fund and/or the canton partially subsidize the benefits for the self-employed; the canton pays the contributions for nonworking persons.

## Qualifying Conditions

**Family allowances:** The child must be younger than age 16 (age 20 if disabled, if a student, or if an apprentice).

**Birth grants:** Some cantons pay birth grants.

**Vocational training allowances:** Children younger than age 25.

## Family Allowance Benefits

**Family allowances:** The federal program pays 200 francs a month for each child (220 francs in mountain regions). In addition, a household allowance of 100 francs is paid for each married worker.

The legal minimum allowance in cantonal programs is 200 francs a month for each child. Funds often pay higher amounts than the legal minimum.

**Birth grants:** A lump sum of 850 francs to 2,000 francs is paid, according to the canton.

**Vocational training allowances:** The federal program pays 250 francs a month for each child (270 francs in mountain regions). Funds often pay higher amounts than the legal minimum of 250 francs a month for each child.

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### ***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 interprofessional funds) administer the program.

Employers usually pay allowances directly and combined with wages. The respective fund reimburses the employer.

## Ukraine

Exchange rate: US\$1.00 equals 8.03 hryvnias.

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1922.

**Current laws:** 1991 (pensions), implemented in 1992; 1993 (qualifying conditions); 1996 (constitutional article on social protection); 2003 (mandatory state pension insurance), implemented in 2004; 2003 (nonstate pensions), implemented in 2004; and 2005 (social assistance).

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

Note: Introduction of the system of supplementary mandatory individual accounts created by the 2003 law (mandatory state pension insurance) has been postponed.

#### Coverage

All citizens, foreigners, and stateless persons employed under labor agreements or under agreements in civil law; self-employed persons.

Voluntary coverage is possible.

Special systems for civil servants, legislators, judges, National Bank employees, diplomats, journalists, scientists, local governors, and victims of the Chernobyl disaster.

#### Source of Funds

**Insured person:** From 2% to 5% of earnings, depending on income.

The maximum monthly earnings used to calculate contributions are 13,660 hryvnias (June 2010).

**Self-employed person:** 33.2% of the monthly minimum wage.

The monthly minimum wage is 884 hryvnias (April 2010).

The self-employed person's contributions also finance family allowances.

**Employer:** 33.2% of payroll.

The maximum monthly earnings used to calculate contributions are 13,660 hryvnias (June 2010).

The employer's contributions also finance work injury benefits and family allowances.

**Government:** The cost of state social benefits; subsidies as needed from central and local governments; contributes as an employer.

#### Qualifying Conditions

**Old-age pension:** Age 60 with at least 25 years of coverage (men) or age 55 with at least 20 years of coverage (women); requirements are reduced for those who worked under arduous or hazardous conditions, for mothers of five or more or children with disabilities, for war veterans with disabilities, and for other categories of persons.

In all cases, contributions must be paid for periods of covered employment. Covered employment can 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, if contributions are paid for these periods.

**Partial pension:** Age 60 with 5 to 25 years (men) of coverage or age 55 with 5 to 20 years (women) of coverage.

The pension is paid to unemployed older workers from ages 58 and 6 months to 60 (men) or ages 53 and 6 months to 55 (women) who meet the coverage requirements and who were working for an enterprise that was closed or reorganized. The pension ceases if the beneficiary is reemployed.

**Deferred pension:** The pension may be deferred from 1 to 10 years after the normal retirement age.

The pension is payable abroad for 6 months in advance, beginning the month the pensioner leaves the country; thereafter, only if there is a reciprocal agreement.

**Caregiver's allowance (old-age):** The monthly allowance is paid to a caregiver of a person older than age 80 in need of constant attendance. The caregiver must not be employed.

**Social pension (old-age):** Age 63 (men) or age 58 (women). A means-tested pension is paid to low-income citizens who are not working and not eligible for an old-age pension.

**Social pension supplement:** Paid if the social pension is less than the minimum subsistence level for persons with disabilities.

The monthly minimum subsistence level for persons with disabilities is 695 hryvnias.

**Disability pension:** Paid for 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. The insured must have at least 25 years (men) or 20 years (women) of coverage.

**Reduced disability pension:** Paid if the insured has at least 2 to 5 years of coverage, depending on the age when the disability began, but less than 25 years (men) or 20 years (women) of coverage.

The pension is payable abroad.

Caregiver's allowance (disability): Paid to a nonemployed caregiver of a person with a Group I disability.

**Social pension (disability):** A means-tested pension is paid to low-income citizens who are not working and not eligible for a disability pension or work injury benefit.

Social pension supplement: Paid if the social pension is less than the minimum subsistence level for persons with disabilities.

The monthly minimum subsistence level for persons with disabilities is 695 hryvnias.

**Survivor pension:** The insured had at least 25 years (men) or 20 years (women) of coverage.

Eligible survivors are nonworking dependents, including a spouse, father, and mother of pensionable age or disabled; surviving children younger than age 18 (age 23 if a student or an orphan, no limit if disabled before age 18). In the absence of a spouse, 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 subsistence level for persons with disabilities.

Partial pension: Paid if the insured had 5 years to 24 years (men) or 5 years to 19 years (women) of coverage.

The monthly minimum subsistence level for persons with disabilities is 695 hryvnias.

**Funeral grant:** Paid for the funeral of an employee, student, unemployed person, pensioner, and military pensioner.

### Old-Age Benefits

**Old-age pension:** 1% (1.35% in practice) of the wage base is paid for every full year of covered employment with at least 5 years of covered employment. The pension is paid monthly.

The wage base is based on 60 months of earnings before July 1, 2000, and all covered periods since July 1, 2000.

The minimum pension is the minimum subsistence level for persons with disabilities.

The monthly minimum subsistence level for persons with disabilities is 695 hryvnias.

There is no maximum pension.

Partial pension: The monthly benefit is reduced in proportion to the insured's number of years of coverage less than 25 years (men) or 20 years (women).

Deferred pension: The pension is increased by 3% to 85%, according to the number of years the pension is deferred after normal retirement age.

**Caregiver's allowance (old-age):** An allowance is paid monthly.

**Social pension (old-age):** The monthly pension varies from 30% to 100% of the minimum subsistence level for persons with disabilities.

The monthly minimum subsistence level for persons with disabilities is 695 hryvnias.

Social pension supplement: The difference between the social pension and the minimum subsistence level for persons with disabilities is paid.

Benefit adjustment: Benefits are adjusted periodically according to changes in the national average wage and inflation.

### Permanent Disability Benefits

**Disability pension:** 100% of the old-age pension is paid for a Group I disability; 90% for Group II; 50% for Group III. (Insured persons with Group III disabilities and at least 25 years (men) or 20 years (women) of coverage may opt to receive the old-age pension instead.)

Reduced disability pension: The monthly benefit is reduced in proportion to the number of years below the required number.

**Caregiver's allowance (disability):** A monthly allowance is paid.

**Social pension (disability):** The monthly pension varies from 60% to 100% of the minimum subsistence level for persons with disabilities, depending on the assessed degree of disability.

The monthly minimum subsistence level for persons with disabilities is 695 hryvnias.

Social pension supplement: The difference between the social pension and the minimum subsistence level for persons with disabilities is paid.

Benefit adjustment: Benefits are adjusted periodically according to changes in the national average wage and inflation.

### Survivor Benefits

**Survivor pension:** The monthly pension is 50% of the deceased's old-age pension 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 subsistence level for persons with disabilities is paid.

The monthly minimum subsistence level for persons with disabilities is 695 hryvnias.

Partial pension: The monthly benefit is reduced in proportion to the number of years below the required number.

**Funeral grant:** A lump sum of 10 times the monthly minimum wage is paid for the funeral of an employee, student, or unemployed person; 2 months of the insured person's

## Ukraine

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pension for the funeral of a pensioner; 3 months of the insured person's pension for a military pensioner.

The monthly minimum wage is 884 hryvnias (April 2010).

Benefit adjustment: Benefits are adjusted periodically according to changes in the national average wage and inflation.

### Administrative Organization

Ministry of Labor and Social Policy (<http://www.mlsp.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.

### Sickness and Maternity

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#### Regulatory Framework

**First law:** 1912.

**Current laws:** 2001 (compulsory insurance) and 2001 (contributions).

**Type of program:** Social insurance and social assistance (cash benefits) and universal (medical benefits) system.

#### Coverage

**Cash sickness benefits:** Employed persons, including employees on leave to pursue education or training; those unemployed as a result of closed businesses; registered unemployed persons; and military personnel.

**Cash maternity benefits:** Must be in insured employment.

**Medical benefits:** All persons residing in Ukraine.

#### Source of Funds

##### Insured person

**Cash benefits:** 0.25% to 0.5% of earnings.

**Medical benefits:** None; except for voluntary medical insurance policies.

The insured persons' contributions also finance work injury medical benefits and family allowances.

##### Self-employed person

**Cash benefits:** 3% of declared income.

**Medical benefits:** None.

##### Employer

**Cash benefits:** 2.5% of payroll.

The employer's contributions also finance family allowances.

**Medical benefits:** None.

##### Government

**Cash benefits:** The cost of maternity cash benefits for the uninsured is met by central and local government budgets.

**Medical benefits:** The total cost.

Government contributions also finance work injury medical benefits.

#### Qualifying Conditions

**Cash and medical benefits:** There is no minimum qualifying period.

#### Sickness and Maternity Benefits

**Sickness benefit:** 60% of the insured's average gross earnings over the last 3 months is paid if the insured has less than 5 years of work; 80% with 5 to 8 years of work; 100% with 8 or more years of work or for a person injured in the Chernobyl disaster, a person caring for a child injured in the Chernobyl disaster, a WWII veteran, or a surviving spouse of a veteran or soldier killed in combat. The benefit is paid after a 5-day waiting period for up to 6 months or until certification of permanent disability.

The benefit is 100% of the insured's earnings for a working parent caring for a sick family member for up to 14 days per case.

**Maternity benefit:** 100% of the insured's earnings is paid to employed women for 70 days before and 56 days after (70 days in the case of a complicated birth or multiple births) the expected date of childbirth; for women on leave from education and training, the benefit is 100% of the stipend; for women unemployed because of a closed business, the benefit is 100% of earnings received at the last place of work; for those registered as unemployed for at least 10 months, the benefit is 100% of the minimum wage.

The monthly minimum wage is 884 hryvnias (April 2010).

**Maternity benefit (noncontributory):** 100% of the mother's average monthly income (including unemployment benefits) but not less than 25% of the monthly minimum subsistence level for persons with disabilities is paid.

The monthly minimum subsistence level for persons with disabilities is 695 hryvnias.

**Child care benefit (noncontributory):** Paid monthly to employed women for child care leave until the child is age 3, regardless of whether the woman is insured. The benefit is based on the minimum subsistence level and average family income.

The minimum benefit is 130 hryvnias a month.

The maximum benefit is the minimum subsistence level for able-bodied people.

The minimum subsistence level for able-bodied people is 869 hryvnias.

### **Workers' Medical Benefits**

Medical services are provided directly to patients by government health providers and include preventive, general, specialist, dental, and maternity care; hospitalization; laboratory services; and transportation. Care in sanatoria and rest 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 appliances.

Free medicines are 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 services are provided directly to patients by government health providers and include preventive, general, specialist, dental, and maternity care; hospitalization; laboratory services; and transportation. Institutional care 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 appliances.

Free medicines are 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.

### **Administrative Organization**

Ministry of Labor and Social Policy (<http://www.mlsp.gov.ua>), Ministry of Finance, and Social Insurance Fund provide general oversight of the program for cash benefits.

Ministry of Labor and Social Policy (<http://www.mlsp.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.

### **Work Injury**

#### **Regulatory Framework**

**First law:** 1912.

**Current laws:** 1990 (pensions), 1992 (lump-sum benefits), 1999 (work injury), and 2001 (contributions).

**Type of program:** Social insurance (cash benefits) and universal (medical benefits) system.

#### **Coverage**

All employed persons.

Special provisions for victims of the Chernobyl disaster.

### **Source of Funds**

**Insured person:** For cash benefits, none. For medical benefits, see source of funds under Sickness and Maternity.

**Self-employed person:** No information is available.

**Employer:** See source of funds under Old Age, Disability, and Survivors.

**Government:** For cash benefits, none. For medical benefits, see source of funds under Sickness and Maternity.

### **Qualifying Conditions**

**Work injury benefits:** There is no minimum qualifying period.

### **Temporary Disability Benefits**

The monthly benefit depends on the insured's average earnings before the incapacity began and the assessed loss of working capacity.

### **Permanent Disability Benefits**

70% of the insured's earnings 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); 40% for a Group III disability (incapacity for usual work).

### **Workers' Medical Benefits**

Medical services are provided directly to patients by government health providers and include preventive, general, specialist, dental, and maternity care; hospitalization; laboratory services; transportation; and the full cost of appliances and medicine.

### **Survivor Benefits**

**Survivor pension:** Each dependent survivor receives 30% of the deceased's earnings a month.

The minimum monthly pension is 100% of the minimum old-age pension.

The minimum old-age pension is 695 hryvnias a month.

**Funeral grant:** Ten times the minimum wage is paid for the funeral of an employee; 2 months of pension or 10 times the minimum wage (whichever is greater) for the funeral of a work injury pensioner.

The monthly minimum wage is 884 hryvnias (April 2010).

### **Administrative Organization**

Social Insurance Fund supervises temporary disability benefits.

Enterprises and employers pay benefits to employees.

## Ukraine

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Ministry of Labor and Social Policy (<http://www.mlsp.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.

### Unemployment

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#### Regulatory Framework

**First law:** 1921.

**Current laws:** 1991 (employment), 2000 (social insurance), and 2001 (contributions).

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

#### Coverage

Working-age citizens.

Voluntary coverage for self-employed persons.

Special provisions for Chernobyl workers and persons made redundant by military reform.

#### Source of Funds

**Insured person:** 0.6% of earnings.

**Self-employed person:** Voluntary contributions only.

**Employer:** 1.6% of payroll.

**Government:** Provides subsidies as needed.

#### Qualifying Conditions

**Unemployment benefits:** The insured must be registered at an employment office, be able and willing to work, and have income less than the 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 fraudulent claim.

The monthly minimum wage is 884 hryvnias (April 2010).

#### Unemployment Benefits

With less than 2 years of covered employment, the benefit is based on 50% of average earnings; with 2 to 6 years, 55% of average earnings; with 6 to 10 years, 60% of average earnings; with more than 10 years, 70% of average earnings. For the first 90 calendar days, 100% of the benefit is paid; 80% for the next 90 calendar days; 70% thereafter. Benefits are paid for up to 360 days in a two-year period. For insured persons within 2 years of retirement, benefits are paid for up to 720 calendar days.

The minimum benefit cannot be less than 23% of the minimum subsistence level for able-bodied people.

The minimum subsistence level for able-bodied people is 869 hryvnias

The maximum benefit is the regional average wage in the previous month.

**Funeral grant:** A lump sum equal to the minimum subsistence level is paid to dependents, family members, or the person organizing the funeral.

#### Administrative Organization

Ministry of Labor and Social Policy (<http://www.mlsp.gov.ua>) provides general policy coordination.

State Employment Centre (<http://www.dcz.gov.ua>) and its local offices administer the program.

### Family Allowances

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#### Regulatory Framework

**First law:** 1944.

**Current law:** 1992 (child benefits).

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

#### Coverage

Families with children.

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 and Sickness and Maternity.

**Government:** Central and local governments pay allowances for children of unemployed families or with nonworking mothers.

#### Qualifying Conditions

**Family allowances (income-tested):** Paid to low-income families and single mothers.

**Birth grant:** The mother must claim the benefit within 12 months of the birth.

**Adoption benefit:** Paid for the adoption of a child.

**Single mother (adoptive parent) allowance:** Paid for children younger than age 18 (age 23 if a student).

**Adoptive child (or guardianship) allowance:** Paid for an adopted child or a child under guardianship.

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### **Family Allowance Benefits**

**Birth grant (for insured or non-insured):** 12,240 hryvnias is paid for the first child, 25,000 hryvnias for the second child, 50,000 hryvnias for third and any subsequent child. The grant is paid for 12 to 36 months, depending on the number of children.

**Adoption benefit:** 12,240 hryvnias is paid per child.

**Single mother (adoptive parent) allowance:** The allowance is based on the minimum subsistence level for the child's age cohort and average family income.

**Adoptive child (or under guardianship) allowance:** The allowance is based on the minimum subsistence level for the child's age cohort.

### **Administrative Organization**

Ministry of Labour and Social Policy (<http://www.mlsp.gov.ua>) provides general supervision.

State Employment Centre (<http://www.dcz.gov.ua>) and its local divisions administer the program.

## United Kingdom

Exchange rate: US\$1.00 equals 0.62 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), and 2007 (pensions).

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

#### Coverage

**Contributory benefits:** Employed persons aged 16 to 65 (men) or aged 16 to 60 (women) with weekly earnings of £97 to £844 (April 2010).

Self-employed persons aged 16 to 65 (men) or aged 16 to 60 (women) with annual income of at least £5,075 are covered for all benefits except the state second pension, work injury benefits, and contributory job seeker's allowance.

Voluntary contributors are covered for the basic state retirement pension and survivor benefits only.

**Employment and support allowance (incapacity benefit):** All employed and self-employed who are not eligible for statutory sick pay; unemployed and nonemployed persons who satisfy contribution conditions.

**Noncontributory benefits:** All persons residing in the United Kingdom.

#### Source of Funds

**Insured person:** 11% of weekly earnings from £110 to £844 (April 2010); certain married women and widows contribute 4.85% of weekly earnings from £110 to £844 plus 1% of weekly earnings greater than £844.

Voluntary contributors pay a flat-rate of £12.05 a week.

From the insured's contributions, 2.05% on earnings from £110 to £844 a week and 1% over £844 is allocated to the National Health Service for medical benefits. The insured's contributions also finance sickness and maternity benefits, work injury benefits, and unemployment benefits.

**Self-employed person:** A flat-rate of £2.40 a week if earnings are greater than £5,075 plus 8% of declared annual earnings from £5,715 to £43,875 plus 1% of declared annual earnings greater than £43,875 (April 2010).

15.5% of the self-employed person's contribution is allocated to the National Health Service for medical benefits.

**Employer:** 12.8% of each employee's earnings greater than £110 a week (April 2010).

1.9% of the employer's contribution is allocated to the National Health Service for medical benefits. The employer's contributions also finance sickness and maternity benefits, work injury benefits, and unemployment benefits.

**Government:** The total cost of means-tested allowances and other noncontributory benefits. Also pays a treasury grant to contributory programs for any deficit.

#### Qualifying Conditions

**Basic state retirement pension (flat-rate):** Age 65 (men) or age 60 (women, rising gradually to age 65 from 2010 to 2020) with 30 years of paid or credited contributions (April 2010).

The number of years needed for a full pension is reduced if the insured is caring for a child or an elderly or disabled relative. Credit is given for periods of time during which the insured received certain benefits (such as the incapacity benefit and job seeker's allowance).

**Partial pension:** A proportionately reduced pension is paid if the insured has at least one qualifying year of contributions (for people who reach state pension age on or after April 6, 2010) and is entitled to at least 25% of the full pension.

**Deferred pension:** A deferred pension is paid. There is no age limit.

**Age addition:** Aged 80 or older.

The basic retirement pension is payable abroad, but is adjusted only if ordinarily residing in a European Union country or a country with a reciprocal agreement.

**State second pension (SSP):** Age 65 (men) or age 60 (women, rising gradually to age 65 from 2010 to 2020). The SSP is paid in addition to the basic state pension. A person earning more than the lower earnings limit but less than £14,100 (April 2010) is treated for SSP purposes as if they had earnings of £14,100.

The annual lower earnings limit is £5,044.

The pension is payable abroad, but is adjusted only if ordinarily residing in a European Union country or a country with a reciprocal agreement.

**Old-person's pension (noncontributory retirement pension):** Paid if aged 80 or older and the pensioner is entitled to less than 60% of the full basic state pension. The pensioner must have resided in the United Kingdom for at least 10 years in any 20-year consecutive period after age 60.

**Pension credit:** Awarded to low-income pensioners aged 60 or older (rising gradually to age 65 from 2010 to 2020) residing in the United Kingdom. Also awarded to

persons aged 65 or older who have made modest provision for retirement.

The pension credit can only be paid abroad for a temporary absence from the United Kingdom.

**Employment and support allowance (incapacity benefit):** The allowance is paid according to the insured's income, working capacity, age, and marital status, and is not paid if savings exceed £16,000 or if the insured's partner works for more than 24 hours a week.

Contributions must be paid on earnings of at least 25 times the weekly lower earnings limit in one of the last 3 tax years before the claim is made plus contributions paid on earnings of at least 50 times the weekly lower earnings limit in both of the last 2 tax years before the claim is made.

The weekly lower earnings limit is £97 (April 2010).

Noncontributory means-tested benefits may be paid if the insured does not meet the contribution requirements, including young people with disabilities that began before age 20 (age 25 if a full-time student or trainee).

**Disability living allowance (noncontributory, no means test):** Paid if the disability began before age 65 (can be paid beyond age 65). The allowance is usually paid after 3 months of disability (except if terminally ill). The amount is determined by care and mobility needs.

**Attendance allowance (noncontributory, no means test):** Paid if the disability began at age 65 or older. The allowance is usually paid after 6 months of disability (except if terminally ill).

**Caregiver's allowance (noncontributory, no means test):** Paid to a person who forgoes full-time work to provide at least 35 hours a week of care for a person with a severe disability who receives certain qualifying benefits. The caregiver must be from age 16 to age 65 at the time of the claim and not be a full-time student or earning more than £95 a week.

Disability living allowance, attendance allowance, and caregiver's allowance are payable abroad as long as the person ordinarily resides in Great Britain. A temporary absence of up to 26 weeks does not affect entitlement.

**Widowed parent's allowance:** The deceased met the contribution qualifying conditions for an old-age pension or was a pensioner at the time of death. Paid to widow(er)s who have children for whom they receive child benefits and to pregnant widows. The survivor must be younger than the normal pensionable age.

**Bereavement allowance:** The deceased met the contribution qualifying conditions for an old-age pension or was a pensioner at the time of death. A weekly benefit is paid to a surviving spouse aged 45 or older without dependent children. The allowance is paid for 52 weeks following the date of widowhood.

**Bereavement payment:** The deceased met the contribution qualifying conditions for an old-age pension or was a pensioner at the time of death. A lump sum is paid to help with costs arising on the death of a spouse.

**Guardian's allowance:** The deceased met the contribution qualifying conditions for an old-age pension or was a pensioner at the time of death. Paid for a person rearing a full orphan or, in certain cases, 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 country or a country with a reciprocal agreement.

### Old-Age Benefits

**Basic state retirement pension (flat-rate):** The maximum weekly pension is £97.65 (April 2010).

Dependent's supplement: £58.50 a week (April 2010) is paid for a dependent adult if the dependent's earnings from work are below a specified amount. This supplement is being phased out as of April 2010; existing supplements will be paid until April 2020.

Deferred pension: The pension is increased by approximately 10.4% for each year of deferral. Insured persons who defer for at least 12 consecutive months can opt to take the deferred state pension as a one-time taxable lump sum plus interest.

Age addition: £0.25 a week is paid.

**State second pension (SSP):** The pension is based on average indexed earnings.

**Old-person's pension (noncontributory retirement pension):** £58.50 a week (April 2010) is paid minus any old-age pension. Any state pension paid is deducted from this amount.

Benefit adjustment: Benefits are adjusted annually according to changes in the retail price index from the previous September.

**Pension credit:** At least £132.60 a week (unmarried person) or £202.40 a week (couple), including their other income, is paid. Persons aged 65 or older may receive an additional amount if they have savings or other nonstate pensions.

### Permanent Disability Benefits

**Employment and support allowance:** £65.45 week (April 2010) is paid after a 3-day waiting period for up to 13 weeks while the capacity for work is assessed. After the assessment, £65.45 a week plus £31.40 a week (if the disability has a severe effect on the ability to work) or £25.95 a week (if there is capacity for limited work) is paid (April 2010).

**Disability living allowance (noncontributory, no means test):** The care component is £71.40, £47.80, or £18.95 a week according to need (April 2010). The mobility component is £49.85 or £18.95 a week according to need (April 2010).

**Attendance allowance (noncontributory, no means test):** £47.80 or £71.40 a week is paid according to need (April 2010).

**Caregiver's allowance (noncontributory, no means test):** £53.90 a week (April 2010) is paid plus dependent supplements.

Benefit adjustment: Benefits are adjusted annually according to changes in the retail price index from the previous September.

### **Survivor Benefits**

**Widowed parent's allowance:** £97.65 a week (April 2010) is paid.

**Bereavement allowance:** The amount varies with the survivor's age when widowed or when the widowed parent's allowance ends: £97.65 a week (April 2010) if aged 55 or older; a percentage of the full rate if aged 45 to 54.

**Bereavement payment:** A lump sum of £2,000 is paid immediately to the surviving spouse.

**Guardian's allowance:** £14.30 a week is paid per child.

Benefit adjustment: Benefits are adjusted annually according to changes in the retail price index from the previous September.

### **Administrative Organization**

Pension Service (<http://www.thepensionsservice.gov.uk>) of the Department for Work and Pensions, administers the state pension system and provides services and support to pensioners.

Her Majesty's Revenue and Customs (<http://www.hmrc.gov.uk>) administers the National Insurance contribution system.

Jobcentre Plus (<http://www.jobcentreplus.gov.uk>) of the Department for Work and 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), and 2007 (welfare reform).

**Type of program:** Social insurance, social assistance (cash benefits), and universal (medical benefits) system.

#### **Coverage**

**Statutory sick pay:** Paid by the employer to employees with average weekly earnings of at least £97 (April 2010).

**Employment and support allowance:** All employed and self-employed who are not eligible for statutory sick pay; unemployed and nonemployed persons who satisfy contribution conditions.

**Maternity allowance:** All employed and self-employed persons who satisfy certain conditions and are not eligible for statutory maternity pay.

**Statutory maternity pay:** Paid by the employer to women employees with average weekly earnings of at least £97 (April 2010).

**Statutory paternity pay:** Paid by the employer to an employee whose wife or partner is expecting a baby and whose average weekly earnings are at least £97 (April 2010).

**Statutory adoption pay:** Paid by the employer to an employee adopting a child and whose average weekly earnings are at least £97 (April 2010).

**Medical benefits:** All persons residing in the United Kingdom, irrespective of nationality or the payment of contributions or income tax.

#### **Source of Funds**

**Insured person:** For employment and support allowance (incapacity benefit) and maternity allowance, see source of funds under Old Age, Disability, and Survivors.

**Self-employed person:** For employment and support allowance (incapacity benefit) and maternity allowance, see source of funds under Old Age, Disability, and Survivors.

**Employer:** For employment and support allowance (incapacity benefit) and maternity allowance, see source of funds under Old Age, Disability, and Survivors. The total cost of statutory sick pay (in certain cases, part of the cost) and 8% of statutory maternity and paternity pay.

**Government:** 92% of statutory maternity and paternity pay (100% in the case of some small employers) and a small portion of statutory sick pay; most of the cost of medical benefits (National Health Service). The total cost of means-tested allowances.

Medical benefits are funded mainly from general taxation. See also source funds under Old Age, Disability, and Survivors.

#### **Qualifying Conditions**

**Statutory sick pay:** The insured must have at least 4 consecutive days of sickness. Paid to employees younger than age 65 with average weekly earnings of at least the weekly lower earnings limit.

The weekly lower earnings limit is £97 (April 2010).

**Employment and support allowance (incapacity benefit):** The allowance is paid according to the insured's income and circumstances and is not paid if savings exceed £16,000 or if the insured's partner works for more than 24 hours a week.

The insured must have at least 4 consecutive days of sickness within a period of incapacity for work. Contributions must be paid on earnings of at least 25 times the weekly lower earnings limit in one of the last 3 tax years before the claim is made plus contributions paid or credited on earnings of at least 50 times the weekly lower earnings limit in both of the last 2 tax years before the claim is made.

The weekly lower earnings limit is £97 (April 2010).

Noncontributory means-tested benefits may be paid if the insured does not meet the contribution requirements, including young people with disabilities that began before age 20 (age 25 if a full-time student or trainee).

**Maternity allowance:** All employed and self-employed persons must have worked for at least 26 weeks in the 66-week period before the expected week of childbirth and must have average weekly earnings of at least £30 in a 13-week period. The insured must not be receiving statutory maternity pay from an employer.

**Statutory maternity pay:** The insured 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 and must have average weekly earnings of at least the weekly lower earnings limit.

The weekly lower earnings limit is £97 (April 2010).

**Statutory paternity pay:** The insured 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 and must have average weekly earnings of at least the weekly lower earnings limit.

The weekly lower earnings limit is £97 (April 2010).

**Statutory adoption pay:** The insured must be employed continuously for at least 26 weeks by the same employer up to the week of the child's adoption.

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

### **Sickness and Maternity Benefits**

**Statutory sick pay:** £79.15 a week (April 2010) is paid for up to 28 weeks of incapacity after a 3-day waiting period.

**Employment and support allowance:** £65.45 a week (April 2010) is paid after a 3-day waiting period for 13 weeks while capacity for work is assessed. After the assessment, £65.45 a week plus £31.40 a week (if the disability has a severe effect on the ability to work) or £25.95 a week (if there is capacity for limited work) is paid (April 2010).

**Maternity allowance:** The allowance is paid for up to 26 weeks starting from the 15th week before the expected date of childbirth to the week following childbirth. The benefit is £124.88 a week (April 2010) or 90% of average weekly earnings (whichever is lower).

**Statutory maternity pay:** The benefit is paid for up to 39 weeks. The first 6 weeks are paid at 90% of average weekly earnings (April 2010). The remaining 33 weeks are paid at £124.88 a week (April 2010) or 90% of average weekly earnings (whichever is lower).

**Statutory paternity pay:** Paid by the employer for 1 or 2 weeks (as chosen by the employee) at £124.88 a week (April 2010) or 90% of average weekly earnings (whichever is lower).

**Statutory adoption pay:** Paid by the employer for up to 26 weeks at £124.88 a week (April 2010) or 90% of average weekly earnings (whichever is lower).

### **Workers' Medical Benefits**

Medical services are provided by public hospitals and by doctors and dentists under contract with and paid directly by the National Health Service. Benefits include general practitioner care, specialist services, hospitalization, maternity care, dental care, medicine, appliances, home nursing, and family planning.

Cost sharing: Patients pay £7.20 for each prescription and up to £198 for dental treatment depending on the course of treatment. Those receiving means-tested benefits and their adult dependents, children younger than age 16 (age 19 if a student), pregnant women, and nursing mothers are exempt from dental and prescription charges. Persons older than the state pension age and certain other groups are exempt from prescription charges.

There is no limit to duration.

### **Dependents' Medical Benefits**

Medical services are provided by public hospitals and by doctors and dentists under contract with and paid directly by the National Health Service. Benefits include general practitioner care, specialist services, hospitalization, maternity care, dental care, medicine, appliances, home nursing, and family planning.

Cost sharing: Patients pay £7.20 for each prescription and up to £198 for dental treatment depending on the course of treatment. Those receiving means-tested benefits and their adult dependents, children younger than age 16 (age 19 if a student), pregnant women, and nursing mothers are exempt from dental and prescription charges. Persons older than the state pension age and certain other groups are exempt from prescription charges. The National Health Service's Low Income Scheme exempts certain individuals with low income from prescription charges.

There is no limit to duration.

### **Administrative Organization**

Jobcentre Plus (<http://www.jobcentreplus.gov.uk>) of the Department for Work and Pensions administers benefits for people of working age and helps them find work.

Department of Health (<http://www.dh.gov.uk>) administers medical benefits and services through the National Health Service.

### **Work Injury**

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#### **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 (incapacity benefit):** The allowance is paid according to the insured's income, working capacity, age, and marital status, and is not paid if savings exceed £16,000 or if the insured's partner works for more than 24 hours a week.

Contributions must be paid on earnings of at least 25 times the weekly lower earnings limit in one of the last 3 tax years before the claim is made plus contributions paid on earnings of at least 50 times the weekly lower earnings limit in both of the last 2 tax years before the claim is made.

The weekly lower earnings limit is £97 (April 2010).

**Income support (social assistance):** Paid to persons between ages 16 and 59 whose income is below prescribed levels. Income support is not paid if savings exceed £16,000, if the person works more than 16 hours a week on average, or if the insured's partner works more than 24 hours a week.

**Industrial injuries disablement benefit:** For a work-related injury, the insured must be an employee and assessed (by medical examination) with at least a 20%

disability. For an occupational disease, the insured must have developed a recognized disease during the course of employment.

#### **Temporary Disability Benefits**

**Employment and support allowance (incapacity benefit):** £65.45 a week (April 2010) is paid after a 3-day waiting period for up to 13 weeks while the capacity for work is assessed. After the assessment, £65.45 a week is paid plus a support component of £31.40 a week (April 2010) if the disability has a severe effect on the ability to work or a work-related activity component of £25.95 a week (April 2010) if there is capacity for limited work.

**Income support (social assistance):** The benefit amount depends on income and circumstances.

**Benefit adjustment:** Benefits are adjusted annually according to changes in the retail price index from the previous September.

#### **Permanent Disability Benefits**

**Industrial injuries disablement benefit:** If the insured is assessed with a 100% disability, £145.80 a week (April 2010) is paid from the 15th week after the work-related accident occurred or the occupational disease began.

**Reduced earnings allowance:** Only paid for a work-related accident or an occupational disease that occurred before October 1990. Up to £57.44 a week (April 2010) is paid if the insured is assessed with a disability of at least 1% and 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, the weekly allowance is £29.20, £58.40, £87.60, or £116.80, according to attendance needs (April 2010).

**Exceptionally severe disablement allowance:** £58.40 a week (April 2010) is paid if receiving either of the top two rates of constant-attendance allowance.

**Partial disability:** The benefit varies depending on the assessed degree of disability, for example £29.16 a week for an assessed degree of disability of 20% and £131.22 a week for an assessed degree of disability of 90% (April 2010).

**Benefit adjustment:** Benefits are adjusted annually according to price changes in the retail price index from the previous September.

#### **Workers' Medical Benefits**

All necessary benefits are provided under the National Health Service.

#### **Survivor Benefits**

**Widowed parent's allowance:** £97.65 a week (April 2010) is paid to a widowed parent with at least one dependent child for whom he or she receives child benefits.

**Bereavement allowance:** The amount varies with the survivor's age when widowed or when the widowed parent's allowance ends: £97.65 a week is paid if aged 55 or older (April 2010); a percentage of the full rate if aged 45 to 54.

**Bereavement payment:** A lump sum of £2,000 is paid immediately to help with costs arising from the death of a spouse.

**Guardian's allowance:** £14.30 a week is paid per child.

**Benefit adjustment:** Benefits are adjusted annually according to changes in the retail price index from the previous September.

### Administrative Organization

Jobcentre Plus (<http://www.jobcentreplus.gov.uk>) of the Department for Work and Pensions administers cash benefits for people of working age and helps them find work.

Her Majesty's Revenue and Customs (<http://www.hmrc.gov.uk>) is responsible for the administration of the National Insurance contribution system.

## Unemployment

### Regulatory Framework

**First law:** 1911.

**Current law:** 1995 (job seekers).

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

### Coverage

All unemployed job seekers meeting the qualifying conditions.

Self-employed persons are eligible for the income-tested job seeker's allowance only.

**Exclusions:** Self-employed persons are excluded from the contributory job seeker's allowance.

### Source of Funds

**Insured person:** See source of funds under Old Age, Disability, and Survivors.

**Self employed person:** None.

**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 means-tested allowances.

### Qualifying Conditions

**Job seeker's allowance (contributory):** Aged 18 or older and out of work 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 25 times the weekly lower earnings limit in one of the 2 relevant tax years (April to March) on which a claim is based plus paid or credited contributions on earnings of at least 50 times the weekly lower earnings limit in both the relevant tax years on which a claim is based.

The weekly lower earnings limit is £97 (April 2010).

Must be registered as unemployed; be capable of, available for, and actively seeking employment; and have a current Job Seeker'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 (income-tested):** Those who do not qualify for the contributory job seeker's allowance may qualify for the income-tested allowance for themselves and their dependents if their income is insufficient for their needs. The allowance is not paid if savings exceed £16,000.

Must be registered as unemployed; be capable of, available for, and actively seeking employment; and have a current Job Seeker's Agreement. The Job Seeker'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 Job Seeker's Agreement results in the suspension of benefits.

### Unemployment Benefits

**Job seeker's allowance (contributory):** £65.45 a week is paid if aged 25 or older; £51.85 if younger than age 25 (April 2010). The allowance is paid after a 3-day waiting period for up to 26 weeks.

**Job seeker's allowance (income-tested):** The amount of the allowance depends on the claimant's age and on household income and composition. An unmarried person receives between £51.85 and £65.45 a week, depending on age (April 2010). The allowance is paid after a 3-day waiting period for up to 26 weeks.

### Administrative Organization

Jobcentre Plus (<http://www.jobcentreplus.gov.uk>) of the Department for Work and Pensions administers benefits for people of working age and helps them find work.

Her Majesty's Revenue and Customs (<http://www.hmrc.gov.uk>) 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).

## United Kingdom

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**Type of program:** Universal (child benefit) and tax credits system.

### **Coverage**

**Child benefit and child tax credit:** All persons residing in the United Kingdom with one or more children.

**Working tax credit:** Low-income workers with or without children.

### **Source of Funds**

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** The total cost.

### **Qualifying Conditions**

**Child benefit and child tax credit:** The child must be younger than age 16 (aged 16 or 17 and has left full-time education and does not work more than 24 hours a week; younger than age 19 if a full-time student). Eligibility also depends on residence and presence in the United Kingdom.

**Working tax credit:** The claimant must work as an employed or self-employed person for at least 16 hours a week.

### **Family Allowance Benefits**

**Child benefit:** £20.30 a week is paid for the eldest qualifying child, and £13.40 is paid for each additional child (April 2010).

**Child tax credit:** Provided for families with children. Eligible families can have annual income up to £58,175 (£66,350 if there is a child younger than age 1). Eligible families do not have to be working (see working tax credit, below). Additional tax credit amounts are provided for children younger than age 1 and for children with disabilities.

**Working tax credit:** The tax credit depends on income and family status and can include approved child care costs. Additional amounts are provided for workers with disabilities and persons with severe disabilities.

### **Administrative Organization**

Her Majesty's Revenue and Customs (<http://www.hmrc.gov.uk>) administers child benefits and tax credits.