Social Security Programs Throughout the World: Europe, 2012

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Preface

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

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

Social Security Programs Throughout the World is the product of a cooperative effort between the Social Security Administration (SSA) and the International Social Security Association (ISSA). 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 databases 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 2012, or the last date for which information has been received. Starting with the 2012–2013 series, Turkey is in the Europe volume.

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. Corrections, updated information, and copies of relevant documentation and legislation are also welcome and may be sent to:

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

August 2012

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/progdesc/ssptw/2012-2013/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 six-month intervals over a two-year period. Each volume highlights features of social security programs in the particular region.

This guide serves as an overview of programs in all regions. A few political jurisdictions have been excluded because they have no social security system or 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 2012 or on the last date for which information has been received.[1] 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.

[1] 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.

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 Social Security Observatory. 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 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.

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

Countries in Europe that 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	Turkey
Germany	Monaco	Ukraine
Greece	Netherlands	United Kingdom

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

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

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 military personnel, then to workers in industry and commerce, and eventually extended to the vast majority of wage earners and salaried employees through a general system. As a result, public employees (including military personnel and civil servants), teachers, and employees of public utilities, corporations, or monopolies are still covered by occupation-specific separate systems in many countries.

In many countries, special occupational systems have been set up for certain private-sector employees, such as miners, railway workers, and seamen. Qualifying conditions and benefits are often more liberal

than under the general system. The risk involved in an occupation, its strategic importance for economic growth, and the economic and political strength of trade unions may have had a role in shaping the type and size of benefits offered by the particular program.

Groups that might be considered difficult to administer—family workers, household workers, day workers, agricultural workers, and the self-employed—were often initially excluded from coverage. The trend has been to extend coverage to these groups under separate 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

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 five years, there is now an emerging international trend toward equalizing the statutory retirement age.

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

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

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

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

Some countries provide a number of exemptions that act to eliminate the retirement condition for specified categories of pensioners. For instance, the retirement test may be eliminated for workers who reached a specified age above the minimum pensionable age or for pensioners with long working careers in covered employment. Occupations with manpower shortages may also be exempted from the retirement test.

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

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

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

For survivors to be eligible for benefits, most programs require that the deceased worker was a pensioner, completed a minimum period of covered employment, or satisfied the minimum contribution conditions. The qualifying contribution period is often

the same as that for the disability benefit. The surviving spouse and orphans may also have to meet certain conditions, such as age requirements.

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

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

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

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.

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, employees and employers contirbute directly to a separate program that includes both health care and cash benefits for sickness and maternity. Some countries also provide a government contribution. Where medical care is available to residents, generally through some type of national health service, the government usually bears at least the major part of the cost from general revenues.

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

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

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

A waiting period of two to seven days is imposed under most cash sickness programs. As a result, benefits may not be payable if an illness or injury lasts for only a few days. Similarly, in the case of a prolonged

inability to work, benefits may not be payable for the first few days. Under some programs, however, benefits are retroactively paid for the waiting period when the disability continues beyond a specified time, commonly two to three weeks. A waiting period reduces administrative and benefit costs by excluding many claims for short illnesses or injuries during which relatively little income is lost and can also help reduce the potential for the inappropriate use of the system by workers.

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 six weeks before the expected date of childbirth and end six to eight weeks afterward.

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

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

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

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

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

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

Regardless of the funding method used, all national health care programs provide for at least a small degree of cost-sharing by patients, usually on the assumption that such charges discourage overuse. Thus, the patient either pays part of the cost to the provider or social security agency or receives less than full reimbursement. Even under the direct-provision method, with its emphasis on basically free medical

services to the whole population, patients are generally required to pay a small fixed fee per medical treatment or prescription or 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 medicine.

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

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

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

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

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

Work Injury

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

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

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

The premiums charged by private or mutual insurance companies for work injury protection usually

vary 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 one to three days. Benefits normally continue for a limited period, such as 26 to 52 weeks, depending on the duration of incapacity. If incapacity lasts longer, the temporary disability benefit may be replaced by a permanent disability benefit. In some systems, temporary benefits may continue for an extended period, particularly if the temporary and permanent benefit amounts are identical.

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

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

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

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

Medical and hospital care and rehabilitation services are also provided to injured workers. Nearly

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

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

Survivor benefits are computed as a percentage of either the worker's average earnings immediately before death or the benefit payable (or potentially payable) at death. These percentages are typically larger than those for survivor benefits under the general program and do not normally vary with the length of covered employment. They are usually about one-third to one-half of the worker's average earnings for a widow, about half as much for each half orphan, and about two-thirds as much for each full orphan. A limit is commonly placed on the combined total of survivor benefits.

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

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

Unemployment

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

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

Coverage. About half of the compulsory unemployment programs cover the majority of employed persons, regardless of the type of industry. Coverage under the remaining programs is limited to workers in industry and commerce. A few exclude salaried employees earning more than a specified amount. Some have special provisions covering temporary and seasonal employees. Several countries have special occupational unemployment programs, most typically for workers in the building trades, dockworkers, railway employees, and seafarers.

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

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

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

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

Nearly all unemployment insurance programs, as well as those providing unemployment assistance, require that applicants be capable of, and available for, work. An unemployed worker, therefore, is usually ineligible for unemployment benefits when incapacitated or otherwise unable to accept a job offer. Usually, the unemployed worker must register for work at an employment office and report regularly for as long as payments continue. This close linkage between 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 three and seven days. Some programs have a waiting period for each incident of unemployment, and others limit eligibility to once a year. Longer waiting periods may be prescribed for certain workers, such as the seasonally employed.

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

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

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

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

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

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

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		Work injury	Unemployment	Family allowances
		Cash benefits for both	Cash benefits plus medical care [a]			
Albania	X	X	X	X	X	X
Andorra	X	X	X	X	b	X
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	b
Croatia	X	X	X	X	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	b
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	b	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	b	b
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		Work injury	Unemployment	Family allowances
		Cash benefits for both	Cash benefits plus medical care [a]			
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	b
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
Turkey	X	X	X	X	X	d
Ukraine	X	X	X	X	X	b
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.

d. Has no program or information is not available.

Table 2.
Types of mandatory systems for retirement income

Country	Flat-rate	Earnings-related	Means-tested	Flat-rate universal	Provident funds [a]	Occupational retirement schemes	Individual retirement schemes
Albania	X [b]	X [b]					
Andorra		X					
Austria		X	X				
Belarus		X	X				
Belgium		X	X				
Bulgaria		X	X				X
Croatia		X					X
Cyprus		X	X				
Czech Republic	X [b]	X [b]					
Denmark		X		X			
Estonia	X [b]	X [b]	X				X
Finland		X	X				
France		X	X			X	
Germany		X					
Greece		X	X				
Guernsey	X		X				
Hungary		X					
Iceland	X		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 [b]	X [b]	X				
Luxembourg	X [b]	X [b]					
Malta	X [b]	X [b]	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					X [c]
Portugal		X	X				
Romania		X					X
Russia	X [b]	X [b]		X			X [d]
San Marino	X [b]	X [b]					X
Serbia	X						
Slovak Republic	X						X
Slovenia		X					
Spain		X					
Sweden	X		X				X
Switzerland	X [b]	X [b]	X			X	
Turkey		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.

a. No country in Europe has a provident fund. The column in this table is to facilitate comparisons with countries in other regions.

b. The pension formula contains a flat-rate component and an earnings-related element.

c. The government provides a guaranteed minimum pension.

d. The benefit from the individual account is to be paid beginning in 2013.

Table 3.
Demographic and other statistics related to social security, 2012

Country	Total population (millions)	Percentage 65 or older	Dependency ratio [a]	Life expectancy at birth (years)		Statutory pensionable age		Early pensionable age [b]		GDP per capita (US$)
				Men	Women	Men	Women	Men	Women	
Albania	3.2	9.7	47.8	74.2	80.4	65	60	62	57	8,716
Andorra	0.09	13.0	40.0	80.4	84.7	65	65	c	c	37,200
Austria	8.4	17.6	47.8	78.4	83.6	65	60	63.5	58.5	38,818
Belarus	9.6	13.6	40.0	65.2	76.4	60	55	c	c	13,040
Belgium	10.7	17.4	52.2	77.2	82.8	65	65	60	60	36,313
Bulgaria	7.5	17.5	45.4	70.3	77.1	63.33	60.33	c	c	13,870
Croatia	4.4	17.2	47.5	73.3	80.4	65	60.25	60	55.5	19,986
Cyprus	1.10	11.6	41.5	77.7	82.1	65	65	63	63	30,848
Czech Republic	10.5	14.8	40.6	74.7	81.0	62.5	61.33	59.5	58.33	25,581
Denmark	5.6	16.5	52.6	76.7	81.4	65	65	c	c	37,720
Estonia	1.3	17.2	48.3	69.8	80.0	63	61	60	58	19,693
Finland	5.4	17.2	51.0	77.2	83.3	65	65	62	62	35,265
France	62.8	16.8	54.2	78.5	84.9	60	60	c	c	33,674
Germany	82.3	20.4	51.2	78.2	83.0	65.08	65.08	63	63	36,338
Greece	11.4	18.6	49.5	77.6	82.6	65	62	60	57	29,617
Guernsey	0.65	17.1	47.1	79.6	85.0	65	65	c	c	44,600 [d]
Hungary	10.0	16.5	45.3	70.8	78.5	62.5	62.5	c	c	20,312
Iceland	0.32	12.0	48.8	80.3	83.8	67	67	65	65	36,795
Ireland	4.5	11.7	49.0	78.4	83.2	65	65	c	c	40,697
Isle of Man	0.85	18.2	53.3	79.2	82.5	65	60	c	c	35,000 [d]
Italy	60.6	20.4	52.5	79.2	84.6	66	62	c	c	32,430
Jersey	0.95	14.8	45.6	79.1	84.0	65	65	63	63	57,000 [d]
Latvia	2.3	17.8	46.3	68.8	78.5	62	62	60	60	16,437
Liechtenstein	0.37	15.0	45.0	79.4	84.2	64	64	60	60	141,100
Lithuania	3.3	16.1	44.8	67.2	78.3	62.5	60	57.5	55	17,308
Luxembourg	0.51	13.9	46.4	77.6	82.7	65	65	60	60	83,820
Malta	0.42	14.1	40.9	77.6	82.3	61	60	c	c	24,814
Moldova	3.6	11.2	38.5	66.2	73.5	62	57	c	c	2,854
Monaco	0.03	26.9	64.5	85.7	93.8	65	65	60	60	63,400
Netherlands	16.6	15.3	49.3	78.9	82.8	65	65	c	c	40,676
Norway	4.9	14.7	50.2	79.1	83.5	67	67	c	c	56,214

(Continued)

Table 3.
Demographic and other statistics related to social security, 2012—*Continued*

Country	Total population (millions)	Percentage 65 or older	Dependency ratio [a]	Life expectancy at birth (years)		Statutory pensionable age		Early pensionable age [b]		GDP per capita (US$)
				Men	Women	Men	Women	Men	Women	
Poland	38.3	13.6	39.7	72.2	80.6	65.0	60.0	c	c	18,905
Portugal	10.7	17.9	49.4	76.8	82.8	65	65	55	55	24,920
Romania	21.5	14.9	43.1	70.6	78.0	64.25	59.25	59.25	54.25	14,278
Russia	143.0	12.8	38.6	63.3	75.0	60	55	c	c	18,932
San Marino	0.03	18.0	52.9	80.6	85.8	65	65	60	60	36,200
Serbia	9.9	14.3	47.0	72.5	77.1	65	60	53.67	53	11,893
Slovak Republic	5.5	12.1	37.4	71.9	79.5	62	59.75	60	60	22,882
Slovenia	2.0	16.5	43.6	76.1	82.8	63	61	c	c	27,133
Spain	46.1	17.0	46.9	78.8	84.8	65	65	c	c	32,150
Sweden	9.4	18.2	53.3	79.7	83.7	65	65	61	61	37,377
Switzerland	7.7	16.7	46.9	80.2	84.7	65	64	c	c	45,224
Turkey	72.8	6.0	47.8	72.0	76.6	60	58	c	c	13,668
Ukraine	45.4	15.5	42.2	63.5	74.6	60	55.5	c	c	6318
United Kingdom	62.0	16.6	51.4	78.3	82.4	65	61	c	c	35,155

SOURCES: United Nations Population Division, Department of Economic and Social Affairs. *World Population Prospects: The 2010 Revision Population Database*, available at http://esa.un.org/unpd/wpp/unpp/panel_indicators.htm (2010); *Human Development Report 2011*, prepared for the United Nations Development Programme (Gordonsville VA: Palgrave Macmillan, 2011); U.S. Central Intelligence Agency. *The World Factbook, 2012* (Washington D.C.: Central Intelligence Agency, 2012), available at https://www.cia.gov/library/publications/the-world-factbook/index.html.

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, 2012 (in percent)

Country	Old age, disability, and survivors			All social security programs [a]		
	Insured person	Employer	Total	Insured person	Employer	Total
Albania [b]	8.8	12.8	21.6 [c]	11.2	16.7	27.9 [d]
Andorra	5.5	14.5 [c]	20 [c]	5.5	14.5	20
Austria [b]	10.25	12.55	22.8	17.2	25.15	42.35
Belarus	1	28	29	1	34.3	35.3
Belgium [b]	7.5	8.86	16.36	13.07	24.8	37.87
Bulgaria [b]	7.9	9.9	17.8	12.9	17.8	30.7[d]
Croatia [b]	20 [c]	0	20 [c]	20	17.2	37.2 [d]
Cyprus [b]	6.8 [c]	6.8 [c]	13.6 [c]	6.8	6.8	13.6 [d]
Czech Republic [b]	6.5	21.5	28	11	34 [e]	45 [d,e]
Denmark	f	f	f	8	8	16 [d,f]
Estonia	2	20	22	4.8	34.4	39.2 [d]
Finland	5.15	17.65	22.8	7.99	22.39	30.38[d]
France [b]	6.75 [g]	9.9 [g]	16.65 [g]	9.9	32.68 [e]	42.58 [e]
Germany [b]	9.8	9.8	19.6	20.425	20.845	41.27 [d]
Greece [b]	6.67	13.33	20	12.05	22.6	34.65
Guernsey [b]	6 [c]	6.5 [c]	12.5 [c]	6	6.5	12.5 [d]
Hungary [b]	10 [c]	27 [c]	37 [c]	17.5	27 [h]	44.5 [d,h]
Iceland	4	15.79 [c]	19.79 [c]	4	15.79	19.79 [d]
Ireland	4 [c]	4.25 [c]	8.25 [c]	4	4.25	8.25 [i]
Isle of Man	11[c]	12.8 [c]	23.8 [c]	11	12.8	23.8 [d]
Italy [b]	9.19	23.81	33	9.19	31.78	40.97
Jersey [b]	5.2 [c]	5.3 [c]	10.5 [c]	6	6.5	12.5 [d,j]
Latvia	11 [c]	24.09 [c]	35.09 [c]	11	24.09	35.09 [d]
Liechtenstein [b]	10.55	12.75	23.3	12.55	19.7 [e]	32.25 [e]
Lithuania	3	23.3	26.3	9	30.98	39.98 [d]
Luxembourg [b]	8	8	16	12.45	12.2	24.65 [d]
Malta [b]	10 [c]	10 [c]	20 [c]	10	10	20
Moldova [b]	6 [c]	23 [c]	29 [c]	6	23	29
Monaco [b]	6.15 [k]	6.15 [k]	12.3 [k]	6.15	21.85 [e]	28[e]
Netherlands [b]	19	5.7	24.7	23.2 [h]	19.12	42.32 [d,h]
Norway	7.8 [c]	14.1 [c]	21.9 [c]	7.8	14.1	21.9 [d]

(Continued)

Table 4.
Contribution rates for social security programs, 2012 (in percent)—*Continued*

Country	Old age, disability, and survivors			All social security programs [a]		
	Insured person	Employer	Total	Insured person	Employer	Total
Poland [b]	11.26	14.26	25.52	22.71	17.38	40.09 [d]
Portugal	11 [c]	23.25 [c]	34.25 [c]	11	23.75	34.75
Romania	10.5	31.3	41.8	16.5	38.85	55.35[d]
Russia [b]	0	22	22	0	30.2	30.2 [j]
San Marino	4.2 [c]	16.1 [c]	20.3 [c]	4.7	30	34.7
Serbia [b]	11 [c]	11 [c]	22 [c]	17.9	17.9	35.8 [d]
Slovak Republic [b]	7	20	27	16.4	33.2	49.6 [d]
Slovenia	15.5 [c]	8.85 [c]	24.35 [c]	22.1	16.1	38.2 [d]
Spain [b]	4.7 [c]	23.6 [c]	28.3 [c]	6.25	31.08	37.33 [d]
Sweden	7 [g]	10.21 [g]	17.21	7	20.92 [l]	27.92 [d,l]
Switzerland [b]	11.9	11.9	23.8	13.25	13.35 [e]	26.6 [e]
Turkey	9	11	20	15	21.5	36.5
Ukraine [b]	2 [c]	33.2 [c]	35.2 [c]	2.85	37.2	40.05
United Kingdom [b]	9.95[c]	11.9 [c]	21.85 [c]	12	13.8	25.8 [d]

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. A set amount for Old Age, Disability and Survivors (ATP). Central and local governments finance 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.

Country Summaries

Albania

Exchange rate: US$1.00 = 105.37 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 legal monthly minimum wage.

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

The legal monthly minimum wage is 17,540 leks.

Self-employed person: 21.6% of the legal monthly minimum wage.

The legal monthly minimum wage is 17,540 leks.

Employer: 12.8% of covered monthly payroll.

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

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

The legal monthly minimum wage is 17,540 leks.

Government: Any deficit; pays contributions for persons in compulsory military service; 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 35 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 one 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 11,117 leks for urban workers (7,468 leks for rural workers) and an earnings-related amount of 1% of the insured's average covered earnings used to calculate contributions for each year of coverage.

The maximum monthly pension is 22,234 leks for urban workers (11,117 for rural workers) or 75% of the insured's average net earnings in three 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 of contributions.

Early pension: The full pension is reduced by 0.6% for each month it is awarded before the normal retirement 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 11,117 leks for urban workers (7,468 leks for rural workers) and an earnings-related amount of 1% of the insured's average covered earnings used to calculate contributions for each year of coverage.

The maximum monthly pension is 22,234 leks for urban workers (11,117 leks 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 full disability pension is paid.

Constant-attendance supplement: A monthly supplement is paid.

Child's supplement: 5% of the flat-rate pension amount (11,117 leks for urban workers; 7,468 leks for rural workers) is paid for each child, up to 30% of the flat-rate pension amount.

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

Survivor Benefits

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

Orphan's pension: 25% of the deceased's old-age pension is paid to each orphan; 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 to each dependent.

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.issh.gov.al) administers the program.

Sickness and Maternity

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 available.

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

Medical benefits: All persons residing in Albania.

Source of Funds

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

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

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

The legal monthly minimum wage is 17,540 leks.

Self-employed person: 1.4% of the legal monthly minimum wage (maternity), 7% of the legal monthly minimum wage for self-employed persons in agriculture (medical).

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

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

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

The legal monthly minimum wage is 17,540 leks.

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

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 six months; may be extended up to three 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 and 42 days after the expected date of childbirth (for multiple births, up to 390 days for 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 monthly amount of the old-age pension.

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

The flat-rate monthly amount of the old-age pension is 11,117 leks for urban workers; 7,468 leks for rural workers.

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

The legal monthly minimum wage is 17,540 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 medication.

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

Medical benefits for dependents: All general medical services are free.

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

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.issh.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

100% of the insured's average daily wage in the last three years 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 three years but not less than the flat-rate monthly amount of the old-age pension.

The flat-rate monthly amount of the old-age pension is 11,117 leks for urban workers; 7,468 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 three years, depending on the degree of loss of working capacity.

Minor permanent disability: For an assessed loss of 10% to 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.issh.gov.al) administers the program.

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

Unemployment Benefits

A flat-rate benefit 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 monthly amount of the old-age pension.

The flat-rate monthly amount of the old-age pension is 11,117 leks for urban workers; 7,468 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.issh.gov.al) collects contributions.

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): Must have low or inadequate income or a family member with a disability or who is blind.

Family Allowance Benefits

Family allowances (social assistance): Financial aid is provided.

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 = 0.77 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 of all insured persons covered by the National Social Security Fund in the previous year (€2,003.64 in 2011) 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, 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).

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.

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 employment) 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 requirement 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 legal 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. At retirement, an annual pension is calculated by multiplying the insured's total lifetime pension points by the value of the pension point used to calculate the pension benefit. The benefit is paid monthly.

The value of the pension point used to calculate the pension contribution is €17,179. The value of the pension point used to calculate the pension benefit is €2,147.37.

Spouse's supplement: 10% of the insured's monthly pension is paid.

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 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

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 legal minimum wage.

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

Regulatory Framework

First law: 1966 (social security).

Current laws: 2008 (social security), implemented in 2009, and 2011 (social security), implemented in 2012.

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: Must have at least 25 days of contributions for the first claim. For subsequent claims, with less than one year of contributions, the insured must have at least 15 days of employment in the last 25 days; with one to three years of contributions, at least 10 days in the last 60 days; with three to five years, at least five days in the last 90 days; and with more than five years of contributions, benefits are provided from the first day.

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

Sickness and Maternity Benefits

Sickness benefit: The daily benefit is 53% of 3.3% of the insured's salary in the last 12 months; from the 30th day, 70% of 3.3% of the insured's salary in the last 12 months.

Benefits are paid after a three-day waiting period.

Maternity and paternity benefit: For mothers, the daily benefit is 100% of the previous average daily wage and is paid for 16 weeks. For multiple births, two 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

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

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

Regulatory Framework

First law: 1966 (social security).

Current laws: 2008 (social security), implemented in 2009, and 2011 (social security), implemented in 2012.

Type of program: Social insurance system.

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 3.3% 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 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 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 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 three 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 on 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: 50% of the deceased's reference earnings is paid to a surviving 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 legal 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

First law: 2008 (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: None.

Self-employed person: None.

Employer: None.

Government: The total cost.

Qualifying Conditions

Family allowance: The insured must have been a resident of Andorra for at least seven years and covered by the National Social Security Fund for the last three years, with at least 24 months of contributions.

Means tested: Monthly income must be less than one and a half times the average monthly earnings of all insured persons in the previous year.

The average monthly earnings of all insured persons in 2011 were €2,003.64.

Family Allowance Benefits

Family allowance: At the birth of the second or subsequent child, 10% of the legal minimum monthly salary is paid monthly for each child.

The legal monthly minimum salary is €951.60.

Birth grant and adoption allowance: A lump sum of 50% of the legal minimum monthly salary is paid for each child.

The legal monthly minimum salary is €951.60.

Administrative Organization

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

Austria

Exchange rate: US$1.00 = 0.77 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 law 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 at least €376.26 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 €4,230.

Self-employed person: Not applicable.

Employer: 12.55% of covered payroll.

The maximum monthly earnings used to calculate contributions are €4,230.

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, gradually rising to age 65 from 2024 to 2033) 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 63.5 (men, rising gradually to age 65 by 2017) or age 58.5 (women, rising gradually to age 60 by 2017). The insured must have at least 240 months of coverage and monthly earnings of at least €376.26.

Early pension for workers in physically demanding jobs: Age 60 (men) with at least 540 months of coverage (120 of these months in the last 240 months must be in physically demanding jobs) and with monthly earnings up to €376.26. (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 for men born before January 1, 1954 with at least 45 years of contributions (age 62 for men born after December 31, 1953) or age 55 for women born before January 1, 1959 with at least 40 years of contributions (rising gradually to age 62 with 45 years contributions for women born after December 31, 1958).

Corridor pension: Age 62 with at least 450 months of coverage and with monthly earnings of at least €376.26. (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 two 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 one month for each month from age 50) in the last 10 years (plus two months for each month from age 50), 300 months of coverage, or a total of 180 months of contributions. The qualifying conditions are reduced 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 1.78% of the assessment base for each year of coverage.

The assessment base is the adjusted average earnings in the best 24 years, up to €3,675.13 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 based on 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 awarded 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 €814.82 a month; to €1,221.68 for a married couple; plus €125.72 for each eligible child.

Schedule of payments: Fourteen payments a year.

Benefit adjustment: Benefits are adjusted annually.

Care benefit: €154.20 to €1,655.80 a month is paid, depending on the amount of care required.

Permanent Disability Benefits

Disability pension: The pension is 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 24 years, up to €3,675.13 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 is reduced up to 40% for monthly earnings above €1,077.97 and up to 50% for monthly earnings above €2,155.97.

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 €814.82 a month; to €1,221.68 for a married couple; plus €125.72 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 a month is paid, depending on the amount of care required.

Survivor Benefits

Survivor pension: A widow(er) receives up to 60% of the deceased's pension depending on the ratio of the widow(er)'s income to the deceased's income.

Income-tested allowance: An allowance is paid to increase the survivor pension to €814.82 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 €299.70 a month (€450 for a full orphan); after age 24, the allowance increases the orphan's pension to €532.56 a month (€814.82 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 a month is paid, depending on the amount of care required.

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.

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

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

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

Sickness and Maternity

Regulatory Framework

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

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

Type of program: Social insurance system.

Coverage

Wage earners and salaried employees earning at least €375.26 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 €4,230.

Self-employed person: Not applicable.

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 €4,230.

Government: 70% of cash maternity benefits.

The maximum monthly earnings used to calculate contributions are €4,230.

Qualifying Conditions

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

Medical benefits: The insured must be 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 four 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 six 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: 100% of the insured's average earnings is paid for eight weeks before and eight weeks (12 to 16 weeks in special cases) after the expected date of childbirth.

Workers' Medical Benefits

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

Cost sharing: The insured pays €5.15 for each prescription, part of the cost of dental care, and a minimum of €28.20, up to a maximum of 20% of the cost of appliances; waived for patients with limited means.

There is no limit to duration.

Dependents' Medical Benefits

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

Cost sharing: The insured pays €5.15 for each prescription, part of the cost of dental care, 10% of the cost of care during the first four weeks of hospitalization, and a minimum of €28.20, up to a maximum of 20% of the cost of appliances; waived for patients with limited means. This amount will be adjusted annually.

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.

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 €8.25 a month, according to the profession plus supplementary payments.

The maximum monthly income used to calculate contributions is €4,230. The annual maximum amount for supplementary payments is €8,460.

Employer: 1.4% of covered payroll.

The maximum monthly earnings used to calculate contributions are €4,230. The annual maximum amount for supplementary payments is €8,460.

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.

Permanent Disability Benefits

Permanent disability pension: 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% loss of earning capacity.

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

Child's supplement: If the insured has at least a 50% loss of 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 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: €154.20 to €1,655.80 a month is paid, depending on the amount of care required.

Workers' Medical Benefits

Comprehensive care, including rehabilitation (the first four weeks are provided under Sickness and Maternity, above) 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.

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

Unemployment

Regulatory Framework

First law: 1920 (unemployment insurance).

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

Type of program: Social insurance system.

Coverage

Employed persons earning at least €376.27 a month and apprentices.

Exclusions: Public-sector employees.

Voluntary coverage is possible for self-employed persons.

Source of Funds

Insured person: 3% of covered earnings.

The maximum monthly earnings used to calculate contributions are €4,230.

Self-employed person: Not applicable.

Employer: 3% of covered payroll.

The maximum monthly earnings used to calculate contributions are €4,230.

Government: Any deficit.

Qualifying Conditions

Unemployment benefit: 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, 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.

If unemployment is due to voluntary leaving without good reason, misconduct, work stoppage, or the refusal of a suitable job offer, a waiting period of usually four weeks is applied.

Family supplement: Paid for each child.

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: 55% of net earnings is paid for up to 20 weeks; may be extended to 30 weeks with at least 156 weeks of coverage in the last five 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. Recipients that have completed a rehabilitation program receive benefits for up to 78 weeks.

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 supplementary benefit raises the unemployment benefit to €814.82. The maximum benefit is 60% of net earnings (80% including family allowances).

Emergency assistance (income-tested): The assistance is a percentage of the unemployment benefit and varies according to the number of dependents and the income of the unemployed person, spouse or cohabiting partner. 92% to 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 €814.82; 92% to 95% if the unemployment benefit is greater than €814.82.

Family supplements are also paid for each dependent.

Administrative Organization

Federal Ministry of Labor, Social Affairs and Consumer Protection (http://www.bmask.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 and noncitizens with a residence permit.

Source of Funds

Insured person: None.

Employer: 4.5% of payroll.

Government: Contributes a certain percentage from tax revenues.

Qualifying Conditions

Family allowances: The child must be younger than age 18 (age 24 if a student, in training, or severely disabled).

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

Family Allowance Benefits

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

The total benefit for the child allowance is increased by €12.80 a month for the second child, by €47.80 a month for the third child, by €97.80 for the fourth child and €50 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 parent whose spouse or partner has income up to €7,200.

Large family supplement: €20 a month is paid for the third and each subsequent child up to a certain limit.

Administrative Organization

Family Allowances Equalization Fund of the Federal Ministry of Economics, Family and Youth (http://www.bmwfj.gv.at) administers the program and the family benefits fund.

Belarus

Exchange rate: US$1.00 = 8,300 Belarusian 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 system.

Coverage

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

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

Source of Funds

Insured person: 1% of earnings.

Self-employed person: 29% of declared income.

Employer: The contribution varies according to industry and business. Most employers contribute 28% of gross payroll.

Government: The cost of social and military personnel pensions and subsidies.

Qualifying Conditions

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

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

Partial pension: Paid if the insured does not meet the coverage requirements for a full old-age pension.

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 one to 15 years of covered employment, depending on the insured's age when the disability began.

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

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 and met the qualifying period conditions for a disability pension.

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 insured's average monthly earnings (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 insured's average monthly earnings is paid for each year of coverage exceeding 10 years in hazardous work (seven and a half years for women), up to 20%.

The wage base is determined by the Council of Ministers.

The minimum pension is 25% of the national average subsistence income level in the last six months plus 20% of the national average wage.

The national average subsistence income level is 706,880 Belarusian rubles a month.

The national average wage is 2,880,600 Belarusian rubles.

The maximum pension is 1,879,260 Belarusian rubles.

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 five children.

Deferred pension: The pension may be deferred.

Benefit adjustment: Benefits are adjusted when the average wage increases. The minimum pension is adjusted according to changes in the national average subsistence income level.

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

The national average subsistence income level is 706,880 Belarusian 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): 75% of the insured's monthly average earnings is paid for a Group I disability; 65% for Group II; 40% for Group III.

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

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

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

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% for persons aged 80 or more, disabled children under 18, persons with a Group II disability that began in childhood or single pensioners requiring constant attendance.

Social disability pension (social assistance): The pension is 110% of the national average subsistence income level in the last six months for a Group I disability, 95% for a Group II disability that began in childhood; 85% for a Group II disability that began in adulthood; and 75% for a Group III disability.

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

The national average subsistence income level is 706,880 Belarusian 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 deceased head of the household's last covered earnings prior to the date of death is paid for each eligible survivor; 50% for orphans.

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

Partial pension: The pension is reduced proportionately if the deceased had less than the number of years of coverage required for a full pension.

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

The minimum old-age pension is 25% of the national average subsistence income level in the last six months.

The national average subsistence income level is 706,880 Belarusian 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.

Social orphan's pension (social assistance): 85% of the national average subsistence income level is paid.

The national average subsistence income level is 706,880 Belarusian 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 and military personnel, 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 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 military personnel, 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 unemployment benefit.

Prenatal care grant: Paid to those registered with the state health care system before 12 weeks of pregnancy.

Medical benefits: There is no minimum qualifying period.

Sickness and Maternity Benefits

Sickness benefit: 80% of the insured's average earnings for the first six days of incapacity is paid; thereafter, 100%. 100% of the insured's average earnings is paid to care for a sick child younger than age 14 for up to 14 days or for periods of hospitalization as recommended by a doctor.

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

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 three times the national average wage in the month before childbirth and maternity leave.

The national average subsistence income level is 706,880 Belarusian rubles a month.

Benefits are paid for 126 calendar days (140 calendar days if there are complications or multiple births). For the adoption of a child younger than three 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 before the date of the birth.

The national average subsistence income level is 706,880 Belarusian 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 benefits for dependents are the same as those for the insured.

Administrative Organization

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

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

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

Regulatory Framework

First law: 1939.

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

Type of program: Social insurance system.

Coverage

Employed persons and students in vocational training.

Exclusions: Self-employed persons.

Source of Funds

Insured person: None.

Self-employed person: Not applicable.

Employer: Contributions vary from 0.3% to 0.9% of payroll according to the assessed professional risk.

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

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

Permanent Disability Benefits

Permanent disability pension: The pension is the insured's adjusted monthly earnings before the disability began 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.

May receive other pensions at the same time.

Permanent disability grant: A lump sum of six 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.

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 laws: 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 governments.

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 is paid for the first 13 weeks and 50% for the next 13 weeks for those who were employed full-time (or employed for at least 12 weeks in the last 12-month period).

100% of the wage base is paid for the first 13 weeks and 75% for the next 13 weeks for an unemployed person who had more than 12 months of covered employment (but less than 12 weeks of paid work in the last 12 months), for workers returning to work after a period of interruption longer than 12 months but with at least 12 months of covered employment, or an unemployed person who is ineligible for regular unemployment benefits, but was gainfully employed in public works for at least 22 days.

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

The maximum benefit is twice the wage base.

The wage base is determined by the Council of Ministers.

Administrative Organization

Ministry of Labor and Social Protection (http://mintrud.gov.by) and its structures administer the program.

Family Allowances

Regulatory Framework

First law: 1944.

Current laws: 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, above.

Employer: See source of funds under Sickness and Maternity, above.

Government: Subsidies as needed from state and local governments.

Qualifying Conditions

Child care allowance for a child up to age 3: Paid to a mother or a father or adoptive parents or a guardian.

Child care allowance for a child aged 3 or older: Paid for children aged 3 to 16 (aged 18 if a student without an education grant) with monthly family income below 60% of the national average subsistence income level as of September in the previous year (80% for a reduced benefit).

Families caring for a person with a disability, diagnosed with HIV, a child aged 3 to 18, or single parents with a Group I or II disability caring for a child aged 3 to 18; families with a member in mandatory military service caring for a child aged 3 to 18 are not subject to a means test.

The national average subsistence income level is 706,880 Belarusian 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 to 14 (age 18 if disabled) if hospitalized.

Disabled child care allowance: Paid to nonworking persons caring for a disabled child younger than age 18.

Sanatorium-spa treatment allowance: Paid for a disabled child younger than age 18.

Additional monthly allowances: Paid for children under certain conditions.

Birth grant: Paid to the child's mother or father, guardian, and to parents who adopted a child younger than 6 months old.

Family Allowance Benefits

Child care allowance for a child up to age 3: 100% of the minimum subsistence income level is paid to a mother, a father, adoptive parents, or guardian on child care leave, 50% if not on child care leave and work more than 50% or with a child in kindergarten.

Child care allowance for a child aged 3 or older: 30% of the minimum subsistence income level is paid if monthly family income is less than 60% of the national average subsistence income level as of September in the previous year; 50% if their income does not exceed 80%.

The legal national average subsistence income level is 706,880 Belarusian rubles a month.

Sick child care allowance: 100% of the average daily earnings for the duration of the illness.

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

Sanatorium-spa treatment allowance: 100% of the average daily earnings for the duration of the treatment is paid.

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% of the national average subsistence income level for each child until age 16 (age 18 if a student).

Families with disabled children younger than age 18 and wives of soldiers on active 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 legal national average subsistence income level is 706,880 Belarusian rubles a month.

Birth grant: 10 times the minimum subsistence level income prior to the birth is paid for the first child; 14 times for the second and subsequent child.

The subsistence level is an average per capita amount that varies according to the different categories of the population.

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) administer benefits for nonworking mothers.

Belgium

Exchange rate: US$1.00 = 0.77 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 (old age and survivors). Pensioners and prepensioners contribute from 0.5% to 2% of the pension or prepension. (See Unemployment.)

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.

See Sickness and Maternity for disability pensions and funeral grants.

Self-employed person: Not applicable.

Employer: 8.86% of reference earnings (old age and survivors).

Reference earnings are 100% of the insured's gross earnings for white-collar workers and 108% of the insured's gross earnings for blue-collar workers.

See Sickness and Maternity for disability pensions and funeral grants.

Government: Annual subsidies.

Qualifying Conditions

Old-age pension: Age 65 with at least 45 years of coverage.

Minimum guaranteed pension: At least 66.7% of a career based on the equivalent of 208 days of full-time work.

Partial pension: Age 65 if less than 45 years of coverage.

Early pension: Age 60 with at least 35 years of coverage (rising gradually to age 62 with 40 years of coverage from 2013 to 2016).

Vacation allowance: Paid to pensioners.

Special old-age pension (means-tested): Paid at age 60 to the divorced spouse of a pensioner.

Means test: The income and individual pension of the divorced spouse 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 excluded).

Disability pension: Paid for the loss of at least 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.

Regular workers generally work 38 hours a week; certain periods of inactivity may count toward meeting the requirement.

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 one 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: 60% of average lifetime earnings is paid (75% for a married couple if the spouse has no income). Past earnings are adjusted to reflect wage and price changes.

For each year of the insured's career, the minimum adjusted earnings used to calculate benefits are €21,326.67.

For each year of the insured's career, the maximum adjusted earnings used to calculate benefits are €47,960.29.

The minimum annual pension is €12,796 for a single person; €15,989.96 a year for a married couple.

Minimum guaranteed pension: The minimum pension is proportionately reduced according to the number of years of coverage. The minimum guaranteed pension may be paid if the amount of the partial pension is less than the minimum guaranteed pension

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

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

Vacation allowance: €591.75 is paid annually in May to a single person; €739.70 to a couple.

Special old-age pension (means-tested): 50% of the former spouse's pension is paid (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 excluded).

Guaranteed income for the elderly (means-tested): €953.30 a year is paid for a single person; €635.53 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 excluded).

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

Permanent Disability Benefits

Disability pension: 65% of reference earnings is paid with dependents; 40% if the insured cohabits but has no dependents; 55% if the insured lives alone. The pension is paid after one 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 depends on the date the disability began: before January 1, 2005, €118.58 from January 1, 2005 to December 31, 2006, €120.95; from January 1, 2007 to December 31, 2008, €122.16; €123.14 from January 1, 2009 to December 31, 2010, €123.14; on or after January 1, 2011, €124.

The minimum daily pension for a regular worker is €51.25 with dependents; €35.17 if the insured cohabits but has no dependents; €41.01 if the insured lives alone. If the insured does not meet the legal requirements for a regular worker, the minimum daily pension is €39.50 with no dependents; €29.62 with dependents.

Regular workers generally work 38 hours a week; certain periods of inactivity may count toward meeting the requirement.

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 €12,594.81. 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 12 months.

Vacation allowance: €591.75 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 available.

Special systems for self-employed persons and seamen.

Source of Funds

Insured person: 3.55% of reference earnings (medical benefits) and 1.15% of reference earnings (cash benefits and disability pensions).

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.

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.

Government: Subsidies; earmarked taxes and surcharges.

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.

Regular workers generally work 38 hours a week; certain periods of inactivity may count toward meeting the requirement.

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

Sickness and Maternity Benefits

Cash sickness benefit: 60% of the insured's earnings is paid. No benefits are paid if the employer provides a guaranteed salary.

The maximum daily earnings used to calculate benefits are €124 (January 2011).

Cash maternity benefit: 82% of total earnings is paid to employees. 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 for multiple births), including at least one week up to six weeks (eight weeks for multiple births) before the expected date of childbirth and at least nine weeks after childbirth.

The maximum daily earnings used to calculate benefits are €124 (January 2011). (Not all earnings are subject to a maximum).

Workers' Medical Benefits

Medical benefits: General and specialist care, surgery, hospitalization, medicine, laboratory services, maternity care, dental care, nursing, rehabilitation, transportation, and appliances.

Copayments vary according to the insured's income and status.

There is no limit to duration.

Dependents' Medical Benefits

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

Administrative Organization

Social Security Public Federal Service (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) and various management committees coordinate the program 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. Public auxiliary fund district offices pay benefits for persons not belonging to a mutual society.

Work Injury

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.

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 is paid until recovery or certification of permanent disability.

Daily reference earnings are 0.27% 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 annual earnings used to calculate benefits are €6,188.85.

The maximum annual earnings used to calculate benefits are €38,564.92.

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

Permanent Disability Benefits

Permanent disability pension: 100% of the insured's reference earnings is paid if the insured is assessed with a total disability.

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

The minimum annual earnings used to calculate benefits are €6,188.85.

The maximum annual earnings used to calculate benefits are €38,564.92.

Constant-attendance 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.

The average monthly guaranteed income for a full-time worker is €1,511.48.

Partial disability: A percentage of reference earnings is paid according to the assessed degree of permanent disability of more than 10%. The percentage paid is reduced by half for an assessed disability of less than 5% and by a quarter if from 5% to 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: 30% of the deceased's covered earnings is paid to a widow(er).

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: 15% of the deceased's covered earnings (20% for a full orphan) is paid to each orphan younger than age 18 (aged 18 or older if entitled to family allowances).

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.

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), administers the program and supervises the disbursement of benefits paid by private companies.

Occupational disease: Occupational Diseases Fund (http://www.fmp.fgov.be), is responsible for paying benefits.

Unemployment

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, for certain categories of students, and workers with disabilities.

Exclusions: Self-employed persons.

Source of Funds

Insured person: 0.87% of reference earnings.

Reference earnings are 100% of the insured's gross earnings for white-collar workers and 108% of the insured's gross earnings for blue-collar workers.

Self-employed person: Not applicable.

Employer: 1.46% of reference earnings. In certain cases, an additional 1.6% of reference earnings is paid by employers with more than 10 employees.

Reference earnings are 100% of the insured's gross earnings for white-collar workers and 108% of the insured's gross earnings for blue-collar workers.

Government: Covers any deficit.

Qualifying Conditions

Unemployment benefit: The minimum coverage period varies according to age. If younger than age 36, 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; if voluntary, the insured is either disqualified for four to 52 weeks or is not eligible for benefits.

Job search benefit: The insured must be younger than age 30, must not meet the qualifying condition for the unemployment benefit, and must register at an unemployment office and be capable of and available for work.

Prepension supplement: Aged 60 or older with at least 35 years (men) or 28 years (women) of employment.

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

Unemployment Benefits

Unemployment benefit: 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, 55%. 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 three months, and the total duration depends on the person's professional career record); thereafter, a flat-rate monthly benefit of €483.86 is paid.

The benefit is calculated on average daily earnings. The average daily earnings are based on the last monthly earnings, up to €2,370.76 for the first six months of benefit; €2,209.59 for the next six months; €2,064.81 after the first 12 months.

If the insured is older than age 21 and has not worked in the last six months before applying for benefits, the benefit is based on flat-rate monthly earnings of €1,528.84.

Job search benefit: The benefit depends on the insured's age and family status. For a single person younger than age 18 living alone, €302.12 is paid; if aged 18 to 20, €474.50; if aged 21 or older, €785.98. If the insured is cohabiting or has dependents (a spouse, partner, or another person with no individual income or for whom alimony is paid), €1,062.88 is paid regardless of age. For an insured person younger than age 18 cohabiting with persons with an income, €256.36 is paid; otherwise, €408.98.

Prepension supplement: 50% of the difference between the monthly benefit (calculated as 60% of last gross earnings) and net earnings (gross earnings up to €3,697.61, 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 agencies that pay benefits, 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, unemployed, retired, disabled, or deceased workers).

Children not covered under any statutory system are eligible for 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.

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 €499.86).

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

Family Allowance Benefits

Note: The benefit amounts are as of February 1, 2012.

Basic family allowance: €88.51 a month is paid for the first child; €163.77 for the second child; €244.52 for the third and each subsequent child. Each orphan receives €340.01 a month.

Social supplement: €45.06 a month is paid for the first child of a pensioner, a single parent, or a person unemployed for longer than six months, and €96.94 is paid for the first child of a worker with a disability; €27.93 for the second child of a pensioner, a single parent, a person unemployed for longer than six months, or a worker with a disability; €4.90 for the third and each subsequent child of a pensioner, a person unemployed for longer than six months, or a worker with a disability (the third child in a single-parent family receives €22.52 a month under certain conditions).

Age supplement (children born after December 31, 1990): For a healthy first child not entitled to social supplement, the monthly supplement is €15.42 if aged 6 to 11; €23.48 if aged 12 to 17; €27.06 if aged 18 to 24. For other children or for any sick child, the monthly supplement is €30.75 if aged 6 to 11; €46.98 if aged 12 to 17; €59.74 if aged 18 to 24.

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 €33.03 if aged 18 to 24 (if disabled €59.74).

Annual age supplement: An annual supplement of €27.06 is paid in September for children up to age 5; €57.44 if aged 6 to 11; €80.41 if aged 12 to 17; €108.25 if aged 18 to 24.

Sick or disabled child supplement (new claims from May 1, 2009): 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, and the implications for the child's next of kin. The monthly supplement varies from €77.62 to €517.44.

Sick or disabled child supplement (children born before January 1, 1993): For a child with an assessed degree of disability of at least 66%, the monthly supplement varies from €398.18 to €465.94. The child's degree of disability is calculated according to a schedule of 0 to nine points.

Birth grant: €1,199.10 is paid for the first birth (or each child for multiple births); €902.18 for the second and each subsequent birth.

Adoption allowance: €1,199.10 is paid for each adopted child.

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.

National Family Allowances Office (http://www.onafts.fgov.be) and 16 approved private occupational, regional, and specialist funds pay benefits.

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 = 1.50 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 and self-employed persons and farmers.

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, 7.9% of covered earnings; for persons born after December 31, 1959, 5.7% of covered earnings.

The minimum monthly earnings used to calculate contributions are 420 leva.

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

Mandatory individual account: 2.2% of covered earnings.

The minimum monthly earnings used to calculate contributions are 420 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, 17.8% of declared covered earnings; for persons born after December 31, 1959, 12.8% of declared covered earnings.

The minimum monthly earnings used to calculate contributions are 420 leva.

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

Mandatory individual account: 5% of declared covered earnings.

The minimum monthly earnings used to calculate contributions are 420 leva.

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

Employer

Social insurance: For persons born before January 1, 1960, 9.9% of covered payroll; for persons born after December 31, 1959, 7.1% of covered payroll.

The minimum monthly earnings used to calculate contributions are 420 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 420 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 and 4 months (men) or age 60 and 4 months (women) with at least 37 years and 4 months (men) or 34 years and 4 months (women) of contributions. The pensionable age and contribution years are rising gradually by 4 months a year until reaching age 65 (men) and 63 (women) with 40 years (men) and 37 years (women) of contributions.

Age 65 and 4 months (men and women) with at least 15 years of contributions (including at least 12 years of actual service).

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 and 4 months (men) or age 60 and 4 months (women). The pensionable age and contribution years are rising gradually by 4 months a year until reaching age 65 (men) and 63 (women) with 40 years (men) and 37 years (women) of contribution.

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 and monthly income of no more than the guaranteed minimum monthly income for each 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; one year of contributions for those aged 25 to 29; three years for those aged 30; five years for those older than age 30.

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

Benefits are payable abroad.

Disability social pension (income-tested): Age 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 five 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 at the normal retirement age is 136.08 leva a month with the required number of contributions; 115.67 levas without the required number of contributions.

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.

Old-age social pension (income-tested): 100.86 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 (100.86 leva), according to the assessed loss of working capacity: 120% of the old-age social pension (121 leva) is paid for a loss of working capacity greater than 90%; 110% of the old-age social pension (111 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 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 allocated contributions to the mandatory individual accounts at the respective pension insurance companies.

Pension insurance companies manage the individual accounts and pay benefits directly to the insured.

Sickness and Maternity

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 five days or 40 hours a month, including

civil servants, military personnel, members of cooperatives, and clergy.

Voluntary coverage for self-employed persons, business owners, farmers, and working pensioners.

Medical benefits: 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 420 leva.

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

Self-employed person

Cash benefits: 3.5% of declared covered earnings.

Medical benefits: 8% of declared covered earnings.

The minimum monthly earnings used to calculate contributions are 420 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 420 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 six months of coverage for sickness benefits and 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: 80% of the basic income is paid from the fourth day of sickness until working capacity is recovered or until permanent disability is assessed, whichever is earlier. (The employer pays 70% of the insured's basic income in the first three days of sickness). 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.

Basic income refers to the insured's average daily gross wage or average daily insured earnings in the 18 calendar months before the incapacity began.

Benefits are paid for providing care to sick family members and accompanying them to medical treatment. The duration of the benefit depends on certain criteria including the age of the sick family member and the period of recovery or confinement.

Maternity benefit: 90% of the insured's average daily covered earnings 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: The sum of 540 leva is split equally among the surviving spouse, children, and parents.

Workers' Medical Benefits

Medical services are provided directly to patients according to a contract between medical institutions and the National Health Insurance Fund. Benefits include general and specialist care at health centers, outpatient departments of hospitals, or home; hospitalization; prescribed medicine; dental care; and necessary appliances.

Dependents' Medical Benefits

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

Administrative Organization

National Social Security Institute (http://www.nssi.bg), managed by a tripartite supervisory board of representatives of the government, employers, and workers, administers the social insurance system.

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 five days or 40 hours a month, including civil servants, military personnel, members of cooperatives, and clergy.

Voluntary coverage for self-employed persons, business owners, farmers, and working pensioners.

Source of Funds

Insured person: None.

Self-employed person: 0.4% to 1.1% of 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 (75.64 leva) is paid.

The old-age social pension is 100.86 leva a month.

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

Survivor Benefits

Survivor pension: 50% of the deceased's disability pension for one survivor; a combined total of 75% for two; a combined total of 100% for three or more.

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

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 nine months of coverage.

Unemployment Benefits

60% of the insured's average earnings in the last 24 months is paid for up to four months with at least three years of coverage; up to 12 months with more than 25 years of coverage.

The minimum benefit is 7.20 leva a day.

The benefit is proportionately reduced for part-time workers.

If an eligible worker becomes unemployed within three years of previous entitlement, the benefit is paid for up to four 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 three 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 is permanently disabled). The child must reside in Bulgaria, attend school (from age 7 to age 20), and not be in a specialized child care institution.

Child-raising 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 (189 leva if disabled).

Child-raising 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 = 5.65 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 2010 (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 younger than age 40 on January 1, 2002, and covered by social insurance and persons who entered the labor force after January 1, 2002. Those aged 40 to 50 who were already insured under the social insurance system could voluntarily join the two-pillar system until June 30, 2002. Since October 15, 2011, they may opt out if the pension from the social insurance system would be more favorable than the two-pillar system.

Source of Funds

Insured person

Social insurance: 20% of covered earnings for social insurance only; 15% of covered earnings for social insurance and mandatory individual account.

The minimum monthly earnings used to calculate contributions are 2,679.95 kunas.

The maximum monthly earnings used to calculate contributions are 45,942 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% for social insurance only; 15% of the insurance base for the social insurance and mandatory individual account.

Self-employed farmers exempt from income taxes, contribute 10% of covered earnings for social insurance only; 5% of the insurance base for social insurance and mandatory individual account.

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

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

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

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 for military and police personnel, judiciary officials, parliamentary deputies, members of government, and war veterans with a disability.

Mandatory individual account: None.

Qualifying Conditions

Old-age pension

Social insurance: Age 65 (men) or age 60 and 3 months (women, rising gradually to age 65 by 2030), with at least 15 years of coverage.

Early pension: Age 60 (men) with at least 35 years of coverage or age 55 and 6 months (women, rising gradually to age 60 by 2030) with at least 30 years and six months of coverage (rising gradually to 35 years by 2030).

Employment must cease.

Mandatory individual account: Must meet the qualifying conditions for a social insurance pension.

Disability benefits

General disability pension (social insurance): Assessed with a permanent loss of working capacity resulting from permanent changes in health occurring before age 65. The insured must have coverage during at least 33.3% of the working life after age 20 (age 23 for insured persons with postsecondary education; age 26 for a university degree). There is no minimum qualifying period if the general (full) disability is the result of a work injury or an occupational disease.

Employment must cease.

Occupational (partial) disability pension (social insurance): The insured must be younger than age 65. 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 (social insurance): Paid if the disability began before age 50 and the insured is likely to regain the capacity to work full time (40 hours a week). The insured is eligible during rehabilitation, until the insured returns to work 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 following completion of occupational rehabilitation (24 months if the disability is the result of a work injury or an occupational disease). Other jobs offered in writing must require the same level of education that was required for the job performed before the disability began; if none is available, the job must require the next lower degree of education.

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 medical doctors appointed by the government.

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

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 general disability pension.

Survivor pension

Social insurance: The deceased was a pensioner, an occupational rehabilitation beneficiary, had five years of coverage in a 10 year 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 with a disability (a woman who is widowed at age 45 becomes eligible at 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), younger than age 50 or disabled, remarries, the pension ceases.

Mandatory individual account (survivors): Paid if the deceased met the qualifying conditions for a social insurance pension.

Old-Age Benefits

Old-age pension (social insurance): 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 for those who are also covered by the mandatory individual account system).

The minimum pension is 0.825% of the adjusted average gross salary of all employees in 1998 for each year of coverage. For insured persons retiring in 2011, 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. The pension must not exceed 3.8 times average wages earned during the coverage period.

Early pension: The pension is reduced by 0.15% (increasing gradually to 0.34% by 2030) for each month the pension is taken before the normal retirement age.

Benefits are payable abroad.

Benefit adjustment: Benefits are adjusted every six months according to changes in the cost of living and national average gross earnings. Pension adjustments were suspended in 2010 and 2011.

Benefit adjustment: Benefits are adjusted every six months according to an index based on changes in the cost of living and national average gross earnings. Pension adjustments were suspended in 2010 and 2011.

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 pension is based on the length of the insured's coverage period and previous earnings.

The minimum pension is 0.825% of the adjusted average gross salary of all employees in 1998 for each year of coverage. For 2011, the value of the minimum pension is 56.59 kunas for each year of coverage.

The maximum pension is 3.8 times the average wages earned during the coverage period.

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 0.825% of the adjusted average gross salary of all employees in 1998 for each year of

coverage. For 2011, the value of the minimum pension is 56.59 kunas for each year of coverage.

The maximum pension is 3.8 times the average wages earned during the coverage period.

Benefits are payable abroad.

Occupational rehabilitation and salary compensation (social insurance): The benefit is the same as the occupational disability pension; if the disability was caused by a work injury or an occupational disease the benefit is the same 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 for life.

Benefit adjustment: Benefits are adjusted every six months according to changes in the cost of living and national average gross earnings. Pension adjustments were suspended in 2010 and 2011.

Disability pension (mandatory individual account): The pension is a combination of the general disability social insurance pension based on coverage before and after 2002 and the value of the funds in the mandatory individual account. If the total is less than the general disability social insurance pension the person would have received if still covered under the social insurance system only, the funds in the mandatory individual account are transferred to the Croatian Pension Insurance Institute to pay the general disability social insurance pension. If the total is more, the higher amount is paid.

Survivor Benefits

Survivor pension (social insurance): The pension 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 for pension calculation purposes 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 for pension calculation purposes is 40.

The minimum pension is 0.825% of the adjusted average gross salary of all employees in 1998 for each year of coverage. For insured persons who died in 2011, the value of the minimum pension is 56.59 kunas for each year of coverage.

The maximum pension is 70% to 100% of the deceased's pension, according to the number of survivors.

Benefits are payable abroad.

Benefit adjustment: Benefits are adjusted every six months according to changes in the cost of living and national average gross earnings. Pension adjustments were suspended in 2010 and 2011.

Survivor pension (mandatory individual account): The pension is a combination of the survivor social insurance pension based on coverage before and after 2002 and the value of the funds in the mandatory individual account. If the total is less than the survivor social insurance pension the person would have received if still covered under the social insurance system only, the funds in the mandatory individual account are transferred to the Croatian Pension Insurance Institute to pay the general survivor social insurance pension. If the total is more, the higher amount is paid.

Administrative Organization

Social insurance

Ministry of Labor and Pension System (http://www.mingorp.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, Ministry of Entrepreneurship and Crafts, Ministry of Labor and Pension System (http://www.mingorp.hr), and Ministry of Finance (http://www.mfin.hr) provide general legal supervision.

Croatian Agency for the Supervision of Pension Funds and Insurance Financial Services provides legal financial 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 for foreigners); 2004 (patients' rights); 2006 (voluntary health insurance); 2008 (health care), implemented in 2009; 2008 (maternal and parental benefits), implemented in 2009; 2008 (compulsory health insurance), implemented in 2009; and 2008 (social insurance contributions), implemented in 2009.

Type of program: Social insurance system.

Coverage

Cash sickness and medical benefits: Employed persons, public-sector employees, civil servants, self-employed persons, salaried full-time apprentices, temporary contract workers, military personnel, and persons employed by a foreign employer if they are not covered under the employer's country provisions.

Maternity benefits: Employed persons, self-employed, persons, farmers 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; farmers exempt from income tax contribute 7.5%.

The minimum monthly earnings used to calculate contributions are 2,679.95 kunas.

The maximum monthly earnings used to calculate contributions are 45,942 kunas.

Employer: 15% of covered payroll.

The minimum monthly earnings used to calculate contributions are 2,679.95 kunas.

The maximum monthly earnings used to calculate contributions are 45,942 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 medical commission of the Croatian Institute for Health Insurance.

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: From 70% to 100% of the insured's average monthly earnings in the previous six-month period is paid; 100% for an incapacity that is the result of a work injury or an occupational disease, pregnancy, childbirth, organ or tissue donation, if nursing a sick child up to age 3, or due to quarantine.

The employer pays the first 42 days of sick leave (except for pregnancy and maternity leave).

The minimum monthly benefit is 831.50 kunas.

The maximum monthly benefit is 4,257.28 kunas.

Benefits are provided for up to six months; thereafter, the disability commission of the Croatian Pension Insurance Institute decides whether the insured should receive a disability pension.

Maternity benefit: The monthly benefit is 100% of the insured's monthly earnings and is paid until the child is age 6 months. A continuous period of 98 days of maternity leave, including 28 days before the expected date of birth (45 days if there are complications resulting from the pregnancy) is required.

Parental leave benefit: After the maternity benefit has ceased, 1,663 kunas to 2,666.80 kunas a month is paid for six months for the first and second child; 1,663 kunas a month is paid for 24 months for the third and subsequent children.

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 under contract 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. The Croatian Institute for Health pays up to 3,000 kunas for each service. Medical services are free for children younger than age 18, persons with low income, persons with a disability needing constant assistance, and organ donors.

Dependents' Medical Benefits

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

Administrative Organization

Ministry of Health (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

Regulatory Framework

First law: 2006.

Current laws: 2010 (health protection), implemented in 2011, and 2010 (compulsory health insurance), implemented in, 2011.

Type of program: Social insurance system.

Coverage

Employed and self-employed persons.

Medical benefits only: students, trainees of the Croatian Institute for Employment, military personnel, and fire fighters.

Source of Funds

Insured person: None.

Self-employed person: 0.5% of income.

The minimum monthly earnings used to calculate contributions are 2,679.95 kunas.

The maximum monthly earnings used to calculate contributions are 45,942 kunas.

Employer: 0.5% of covered payroll.

The minimum monthly earnings used to calculate contributions are 2,679.95 kunas.

The maximum monthly earnings used to calculate contributions are 45,942 kunas.

Government: None

Qualifying Conditions

Work injury 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 medical commission of the Croatian Institute for Health Insurance.

Temporary Disability Benefits

100% of the insured's average monthly earnings in the previous six month period is paid.

The minimum monthly benefit is 831.50 kunas.

The maximum monthly benefit is 100% of the insured's monthly earnings.

Workers' Medical Benefits

Benefits are provided by public and private health institutions under contract 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: none.

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 the program.

Unemployment

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 2,679.95 kunas (contributions for employees with lower earnings are based on 2,679.95 kunas).

The maximum monthly earnings used to calculate contributions are 45,942 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 aged 15 to 65 with at least nine 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 five 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: 70% of the insured's average wage in the last three months, up to a maximum of 70% of the national average net salary in the previous year, is paid for up to 90 days. Thereafter, 35% is paid up to a maximum of 35% of the national average net salary in the previous year. The benefit is paid for 78 to 450 days depending on the duration of previous employment.

The national average net salary is 5,343 kunas (2010).

Unemployment assistance: 1,600 kunas a month is paid.

Reimbursement of traveling and removal costs: A lump sum is paid.

Administrative Organization

Ministry of Labor and Pension system (http://www.mingorp.hr) is responsible for general supervision.

Croatian Employment Institute (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's 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, and have resided in Croatia for at least three 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 three 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 (age 19 if a full-time student, age 21 if disabled, or 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 employment requirement for parents.

Family Allowance Benefits

Family allowances (income-tested): The benefit is at least 199.56 kunas a month for each child in a household with income from 33.67% to 50% of the state budget base; at least 249.45 kunas a month for household income from 16.34% to 33.66%; at least 299.34 kunas a month for household income that does not exceed 16.33% of the state budget base.

The state budget base is 3,326 kunas (2008).

Allowances for eligible single-parent households are 15% higher than the income-tested allowance; for full orphans and households with children with disabilities, 25% higher.

Allowances for eligible children with severe disabilities are 25% of the state budget base (831.50 kunas a month for each child).

Administrative Organization

Ministry of Social Welfare Policy and Youth provides general legal supervision.

Croatian Pension Insurance Institute (http://www.mirovinsko.hr) administers the program.

Cyprus

Exchange rate: US$1.00 = 0.77 euros (€).

Old Age, Disability, and Survivors

Regulatory Framework

First law: 1957.

Current laws: 1995 (social pension) and 2010 (social insurance).

Type of program: Social insurance and social assistance system.

Coverage

Social insurance: Employed and self-employed persons.

Voluntary coverage for formerly covered persons and citizens working abroad for Cypriot employers.

Exclusions: Family labor.

Social assistance (social pension): Residents of Cyprus.

Source of Funds

Social insurance

Insured person: 6.8% of covered earnings; voluntarily insured, 11% of declared income in Cyprus and 13.6% of covered earnings abroad.

The maximum weekly earnings used to calculate contributions are €1,025.

The insured's contributions also finance cash sickness and maternity, work injury, and unemployment benefits.

Self-employed person: 12.6% of notional income prescribed in regulations for specific occupational categories.

The maximum weekly earnings used to calculate contributions are €1,025.

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 €1,025.

The employer's contributions also finance cash sickness and maternity, work injury, and unemployment benefits.

Government: 4.3% of covered payroll. 3.8% for the voluntarily insured working in Cyprus; 4.3% for those working abroad.

The maximum weekly earnings used to calculate contributions are €1,025.

The government contributions also finance cash sickness and maternity, work injury, and unemployment benefits.

Social assistance (social pension)

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 10 years of coverage, paid contributions on earnings of at least 520 times the weekly basic covered earnings, and paid or credited contributions in at least 30% of the years from October 5, 1964 (from January 7, 1957, if more beneficial) or age 16 to the pensionable age

Weekly basic covered earnings are €170.88.

Early pension: Age 63 with paid or credited contributions in at least 70% of the years from October 5, 1964 (from January 7, 1957, if more beneficial) or age 16 to the pensionable age. (Miners aged 58 or older with at least three years of employment may receive a pension one month earlier for every five months of mining work if they retire from that occupation.)

Benefits are payable abroad.

Old-age settlement (social insurance): Age 68 and does not meet the contribution requirements for the old-age pension. Must have paid contributions in at least six years on earnings of at least 312 times the weekly basic covered earnings.

Weekly basic covered earnings are €170.88.

Social pension (social assistance): Age 65, a resident of Cyprus for at least 20 years after age 40 or 35 years after age 18, and not entitled to any other benefit.

Special allowance to pensioners: The combined total amount of pensions must be less than €854.30 a month.

Disability pension (social insurance): Paid for a loss of working capacity of at least 50% for at least 156 days. The insured must have at least three years of coverage, paid contributions on earnings of at least 156 times the weekly basic covered earnings, and paid or credited contributions in at least 25% of the years from October 5, 1964 (from January 7, 1957 if more beneficial) or age 16 to the pensionable age. Must have either paid or credited contributions in the year before the disability began or average covered earnings in the last two years of at least 20 times the weekly basic covered earnings.

If the disability is caused by an accident, the same qualifying conditions apply as for cash sickness benefit (see Sickness and Maternity).

Weekly basic covered earnings are €170.88.

Benefits are payable abroad.

Survivor pension (social insurance): Paid to a widow(er) if the deceased was insured for at least three years, paid contributions on earnings of at least 156 times the weekly basic covered earnings, and had paid or credited contributions in at least 25% of the years from October 5, 1964 (or from January 7, 1957 if more beneficial) or age 16 if later or was receiving an old-age pension.

If the death is caused by an accident, the same qualifying conditions apply as for cash sickness benefit (see qualifying conditions under Sickness and Maternity).

Weekly basic covered earnings are €170.88.

Benefits are payable abroad.

Orphan's pension (social insurance): The deceased was insured and was supporting a child up to age 15 (age 25 (men) or age 23 for (women) if a full-time student or in military service; no limit if disabled); for full orphans, one of the parents must have been insured.

Benefits are payable abroad.

Survivor settlement (social insurance): Paid to a widow(er) if the contribution conditions for a survivor pension are not met but the deceased had paid contributions on earnings of at least 156 times the weekly basic covered earnings. If the deceased was entitled to receive an old-age pension the qualifying conditions are the same as for the old-age settlement. The survivor may not receive a social pension and a survivor settlement at the same time.

Weekly basic covered earnings are €170.88.

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.

Funeral grant: Paid if the deceased was receiving an old age, disability, survivor or orphan's pension, or a missing person's allowance; died as a result of an occupational accident or disease; or was insured for at least 26 weeks with paid contributions on covered earnings of at least 26 times the weekly basic covered earnings, and paid or credited contributions in the previous year on earnings of at least 20 times the weekly basic covered earnings. Also paid for the death of a dependent of an insured person.

Weekly basic covered earnings are €170.88.

Old-Age Benefits

Old-age pension (social insurance): The pension consists of a basic pension and a supplementary pension. The full basic pension is 60% of the annual average basic covered earnings. The supplementary pension is 1.5% of earnings over the weekly basic covered earnings up to the maximum weekly covered earnings.

Weekly basic covered earnings are €170.88. Basic covered earnings are adjusted once a year according to changes in wages.

The maximum weekly covered earnings are €1,025.

The minimum pension is 85% of the full basic pension.

Dependent's supplement: The basic pension is increased to 80% of the annual average basic covered earnings for the first dependent; 90% for the second, and 100% for the third; for a married female beneficiary, an additional 10% of the annual average basic covered earnings is paid for each child, up to two children.

Schedule of payments: Thirteen payments (one every four weeks) a year.

Old-age settlement (social insurance): A lump sum of 15% of the total paid or credited contributions is paid.

Social pension (social assistance): €332.19 a month is paid. If receiving another pension or a similar payment less than the social pension, the difference between the two pensions is paid.

Special allowance to pensioners: Up to €128.15 a month is paid.

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 full disability pension is paid for a 100% loss of working capacity. The pension consists of a basic pension and a supplementary pension. The basic pension is 60% of the annual average basic covered earnings. The supplementary pension is 1.5% of covered earnings over the weekly basic covered earnings up to the maximum covered earnings.

Partial disability: 85% of the full pension is paid for a loss of working capacity of 76% to 99%; 75% for a loss of working capacity of 66.7% to 75%; 60% for a loss of working capacity of 50% to 66.6%.

Weekly basic covered earnings are €170.88. Basic covered earnings are adjusted once a year according to changes in wages.

The maximum weekly covered earnings are €1,025.

Dependent's supplement: The basic pension is increased to 80% of annual average basic covered earnings for the first dependent; 90% for the second, and 100% for the third; for a married female beneficiary, an additional 10% of the annual average basic covered earnings is paid for each child, up to two children.

Schedule of payments: Thirteen payments (one every four weeks) 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 pension consists of a basic pension and a supplementary pension. The basic pension is 60% of the annual average basic covered earnings. The supplementary pension is 60% of the supplementary old-age or disability pension (1.5% of covered earnings exceeding basic covered earnings) the deceased received or was eligible to receive.

Weekly basic covered earnings are €170.88. Basic covered earnings are adjusted once a year according to changes in wages.

The maximum weekly covered earnings are €1,025.

The survivor pension ceases on remarriage and a lump sum of one 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 that varies according to the insured's 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 survivor pension or one orphan or 100% for two or more orphans younger than age 15 (age 23 (unmarried women) if a full-time student or age 25 (unmarried men) if a full-time student or in military service; no limit if disabled).

Termination settlement: When an orphan's pension ends due to age restrictions, a lump sum of one year of pension is paid.

Weekly basic covered earnings are €170.88. Basic covered earnings are adjusted once a year according to changes in wages.

The maximum weekly covered earnings are €1,025.

Schedule of payments: Thirteen payments (one every four weeks) 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 €170.88.

The maximum weekly covered earnings are €1,025.

Missing person's allowance (social insurance): The basic pension is 60% of the annual average basic covered earnings. The supplementary pension is 60% of the supplementary old-age or disability pension (1.5% of covered earnings exceeding basic covered earnings) the deceased received or was eligible to receive.

A person receiving a missing person's allowance may also receive an old-age or disability pension (basic and supplementary) up to a maximum depending on covered earnings.

Dependent's supplement: The basic pension is increased to 80% of annual average basic covered earnings for the first dependent; 90% for the second, and 100% for the third. For a married female beneficiary, an additional 10% of annual average basic covered earnings is paid for each child, up to two children.

Funeral grant (social insurance): €710.88 is paid for the death of the insured or a pensioner; €355.44 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

Regulatory Framework

First law: 1957.

Current law: 2010 (social insurance).

Type of program: Social insurance system.

Coverage

Cash benefits: Employed and self-employed persons.

Voluntary coverage for citizens working abroad for Cypriot employers and persons aged 64 or 65 not entitled to the old-age pension.

Exclusions: Family labor.

Medical benefits: Certain categories of persons residing in Cyprus, including civil servants, military and police personnel, low-income individuals and families, and persons diagnosed with certain chronic diseases.

Source of Funds

Insured person: See source of funds under Old Age, Disability, and Survivors.

Self-employed person: See source of funds under Old Age, Disability, and Survivors.

Employer: See source of funds under Old Age, Disability, and Survivors.

Government: See source of funds under Old Age, Disability, and Survivors. The total cost of medical benefits.

Qualifying Conditions

Sickness benefits: Must have at least 26 weeks of coverage, paid contributions on earnings of at least 26 times the weekly basic covered earnings, and paid or credited

contributions on earnings of at least 20 times the weekly basic covered earnings in the last year. Additional benefits are possible with 13 more weeks of work and paid contributions on earnings of at least 26 times the weekly basic covered earnings.

Maternity benefits: The insured must have paid contributions on earnings of at least 26 times the weekly basic covered earnings, and paid or credited contributions on earnings of at least 20 times the weekly basic covered earnings in the last year.

Maternity grant: The insured or the insured's husband must have at least 26 weeks of coverage, paid contributions on earnings of at least 26 times the weekly basic covered earnings, and paid or credited contributions on earnings of at least 20 times the weekly basic covered earnings in the last year. The grant is also paid to the nonworking wife of an insured man.

Medical benefits: The insured must reside in Cyprus.

Sickness and Maternity Benefits

Sickness benefit: The benefit consists of a basic benefit and a supplementary benefit. The basic benefit is 60% of the insured's average basic covered earnings in the last year. The supplement is 50% of average covered earnings exceeding basic covered earnings in the last year, up to twice the weekly basic covered earnings. The benefit is paid after a three-day waiting period (nine days for self-employed persons) for up to 52 weeks.

Weekly basic covered earnings are €170.88. Basic covered earnings are adjusted once a year according to changes in wages.

The maximum weekly covered earnings are €1,025.

Dependent's supplement: The basic benefit is increased to 80% of average basic covered earnings for the first dependent; 90% for the second, and 100% for the third. A spouse is considered dependent if not working or receiving any benefit from the Social Insurance Fund.

Maternity benefit: The benefit consists of a basic benefit and a supplementary benefit. The basic benefit is 75% of the insured's average basic covered earnings in the last year. The supplement is 75% of average covered earnings exceeding basic covered earnings in the last year, up to the maximum covered earnings. The benefit is paid for 18 weeks beginning two to nine weeks before the expected date of childbirth.

The benefit is paid for 16 weeks to a stepmother of a child adopted before age 13.

Weekly basic covered earnings are €170.88. Basic covered earnings are adjusted once a year according to changes in wages.

The maximum weekly covered earnings are €1,025.

Dependent's supplement: The basic benefit is increased to 80% of average basic covered earnings for the first dependent; 90% for the second, and 100% for the third. A spouse is considered dependent if not working or receiving any benefit from the Social Insurance Fund.

Maternity grant: A lump sum of €533.16 is paid.

Workers' Medical Benefits

Medical services are provided directly to patients in government hospitals and clinics. Benefits include medical treatment, hospitalization, maternity care, and medicine.

Benefits are free for active and retired civil servants, military and police personnel, recipients of social assistance and their dependents, unmarried persons with annual income up to €15,377.41, families with annual income up to €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: Copayments are required for unmarried persons with annual income from €15,379.12 to €20,503.22 and for families with total annual income from €30,756.53 to €37,589.23 plus €1,708.60 for each dependent child.

Dependents' Medical Benefits

Medical benefits for dependents: 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 military and police personnel dependents, of social assistance recipients, families with annual income up to €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: Copayments are required for families with total annual income from €30,756.53 to €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: 2010 (social insurance).

Type of program: Social insurance system.

Coverage

Employed persons.

Exclusions: Self-employed persons.

Source of Funds

Insured person: See source of funds under Old Age, Disability, and Survivors.

Self-employed person: Not applicable.

Employer: See source of funds under Old Age, Disability, and Survivors.

Government: See source of funds under Old Age, Disability, and Survivors.

Qualifying Conditions

Work injury benefits: There is no minimum qualifying period.

Temporary Disability Benefits

The pension consists of a basic benefit and a supplementary benefit. The basic benefit is 60% of the insured's average basic covered earnings in the last year. The supplementary benefit is 50% of average covered earnings exceeding basic covered earnings in the last year, up to twice the weekly basic covered earnings.

Dependent's supplement: The basic benefit is increased to 80% of average basic covered earnings for the first dependent; 90% for the second, and 100% for the third. A spouse is considered dependent if he or she is not working or is not receiving any benefit from the Social Insurance Fund.

Weekly basic covered earnings are €170.88. Basic covered earnings are adjusted once a year according to changes in wages.

The maximum weekly covered earnings are €1,025.

Permanent Disability Benefits

Permanent disability pension: The pension consists of a basic pension and a supplementary pension. If the insured has an assessed incapacity of 100%, the full basic pension is 60% of weekly basic covered earnings. The supplementary pension is 60% of average covered earnings exceeding basic covered earnings in the last two years.

Partial disability: A percentage of the full (basic and supplementary) disability pension is paid according to the assessed degree of disability from 20% to 99%; a lump sum is paid for an assessed degree of disability from 10% to 19%.

Weekly basic covered earnings are €170.88. Basic covered earnings are adjusted once a year according to changes in wages.

The maximum weekly covered earnings are €1,025.

Dependent's supplement: The basic benefit is increased to 80% of average basic covered earnings for the first dependent; 90% for the second, and 100% for the third. A spouse is considered dependent if not working or receiving any benefit from the Social Insurance Fund.

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 clinics and hospitals.

Survivor Benefits

Survivor pension: The pension consists of a basic pension and a supplementary pension. The basic pension is 60% of weekly basic covered earnings. The supplementary pension is 60% of the supplementary permanent disability pension for 100% incapacity.

The supplementary permanent disability pension for 100% incapacity is 60% of the deceased's average covered earnings exceeding basic covered earnings in the last two years.

Weekly basic covered earnings are €170.88. Basic covered earnings are adjusted once a year according to changes in wages.

The maximum weekly covered earnings are €1,025.

The survivor pension ceases on remarriage and a lump sum of one 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 survivor 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 €170.88. Basic covered earnings are adjusted once a year according to changes in wages.

The maximum weekly covered earnings are €1,025.

Termination settlement: When an orphan's pension ends due to age restrictions, a lump sum of one year of pension is paid.

Dependent parent's pension (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 €170.88. Basic covered earnings are adjusted once a year according to changes in wages.

The maximum weekly covered earnings are €1,025.

Funeral grant: A lump sum of €710.88 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: 2010 (social insurance).

Type of program: Social insurance system.

Coverage

Employed persons (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: Must have at least 26 weeks of coverage, paid contributions on earnings of at least 26 times the weekly basic covered earnings, and paid or credited contributions on earnings of at least 20 times the weekly basic covered earnings in the last year. After entitlement to the benefit ceases, the insured can qualify for additional benefits after 26 weeks of work and paid contributions on earnings of at least 26 times the weekly basic covered earnings.

The insured must be capable of and available for work and must report 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 six weeks.

Unemployment Benefits

The benefit consists of a basic benefit and a supplementary benefit. The basic benefit is 60% of the insured's average basic covered earnings in the last year. The supplement is 50% of average covered earnings exceeding basic covered earnings in the last year. The benefit is paid after a three-day waiting period (30 days for the voluntarily insured) for up to 156 days.

Weekly basic covered earnings are €170.88. Basic covered earnings are adjusted once a year according to changes in wages.

The maximum weekly covered earnings are €1,025.

Dependent's supplement: The basic benefit is increased to 80% of average basic covered earnings for the first dependent; 90% for the second; and 100% for the third. A spouse is considered dependent if he or she is not working 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.

Mother's allowance: Mothers residing in Cyprus.

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 full-time student; age 25 if in military service; no limit if disabled).

Supplementary annual benefit: Paid to families according to gross family income in the three 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 the children are older than the age limit.

Marriage grant: Either spouse must have at least 26 weeks of coverage, paid contributions on earnings of at least 26 times the weekly basic covered earnings, and paid or credited contributions on earnings of at least 20 times the weekly basic covered earnings in the last year. The grant is also paid to the nonworking wife of an insured man.

Weekly basic covered earnings are €170.88. Basic covered earnings are adjusted once a year according to changes in wages.

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 three eligible children, and €1,352.98 for each child in families with four or more children.

Supplementary annual benefit: If the annual family income is €17,086 or less, the benefit is €102.49 for one eligible child, €409.98 for two eligible children, €922.50 for three eligible children, and €430.86 for each child in families with four or more children.

If the annual family income is from €17,086.01 to €34,172.03, the benefit is €51.25 for families with one eligible child, €307.49 for two eligible children, €768.72 for three eligible children, and €281.87 for each child in families with four or more children.

Mother's allowance: An eligible mother receives €66.07 a month regardless of the number of children.

Schedule of payments: Thirteen payments (one every four weeks) a year.

Marriage grant: €710.88 is divided equally between the two spouses.

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 = 19.26 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, child caregivers, 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.

The national average monthly wage is 25,137 koruna.

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 25,137 koruna.

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 25,137 koruna.

Government: Any deficit.

Qualifying Conditions

Old-age pension: Age 62 and 6 months with at least 28 years of coverage (men); age 61 and 4 months with at least 28 years of coverage (women), or less according to the number of children raised; age 67 and 6 months (men) and 66 and 4 months (women) with at least 18 years of coverage. (The retirement age is gradually increasing to age 65 (men and women) in 2030 and the required years of coverage is gradually increasing to 35 years in 2019).

Persons who receive the old-age pension at the normal retirement age may continue in gainful activity.

Early pension: Retirement is possible up to three years before the normal retirement age with at least 29 to 31 years of contributions (depending on the year when normal retirement age is reached).

Gainful activity must cease for persons receiving the early pension.

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

Old-age pensions are payable abroad.

Disability pension: Paid for a third degree disability (70% loss of earning capacity), second degree (from 50% to 69% loss of earning capacity) or first degree (from 35% to 49% 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 one year of coverage if younger than age 20; one year if aged 20 to 21; two years if aged 22 to 23; three years if aged 24 to 25; four years if aged 26 to 27; five years in the last 10 years from age 28 to 38; 10 years in the last 20 years for those older than age 38. 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.

Disability pensioners may engage in gainful activity without any limitations.

Disability pensions are payable abroad if all gainful activity has ceased.

Survivor pension: The deceased was 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 to the person who paid for the funeral of a dependent child or to the parent of a dependent child, on condition that the deceased was a permanent resident of the Czech Republic on the date of death.

Old-Age Benefits

Old-age pension: The monthly pension consists of a flat-rate amount of 2,270 koruna and an earnings-related amount of 1.5% of the personal assessment base for each year of coverage.

The personal assessment base is the average gross earnings during the insured's working career (only earnings since 1986 are taken into account). Covered earnings are indexed to the average wage.

If the personal assessment base is greater than 11,060 koruna, earnings for pension calculation purposes are considered as follows: 100% of earnings up to 11,060 koruna; 28% of earnings from 11,061 koruna to 29,159 koruna; 16% of earnings from 29,160 to 100,548 koruna; and 8% of earnings exceeding 100,548 koruna.

Early pension: The pension is reduced by 0.9% for each 90-day period for those retiring less than 360 days before normal retirement age; 1.2% if retiring 360 to 720 days before normal retirement age; and 1.5% if retiring more than 720 days before 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 completed 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 period ending the previous August and by 33.3% of average real wage growth in the year ending 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 amount of 2,270 koruna and an earnings related amount of 1.5% of the personal assessment base for each year of coverage for a third degree disability; 0.75% for a second-degree disability; or 0.50% for a first-degree disability. The projected coverage period is credited from the date the disability began up to the normal retirement age.

The personal assessment base is the average gross earnings during the insured's working career (only earnings since 1986 are taken into account). Covered earnings are indexed to the average wage.

If the personal assessment base is greater than 11,060 koruna, earnings for pension calculation purposes are as follows: 100% of earnings up to 11,060 koruna; 28% of earnings from 11,061 koruna to 29,159 koruna; 16% of earnings from 29,160 to 100,548 koruna; and 8% of earnings exceeding 100,548 koruna.

Disabled from youth pension: The full disability pension consists of a flat-rate monthly amount of 2,270 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 25,137 koruna.

Benefit adjustment: Benefits are adjusted every January according to the change in the consumer price index in the period ending the previous August and by 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%.

Survivor Benefits

Survivor pension: The widow(er) receives a monthly flat-rate amount of 2,270 koruna plus 50% of the earnings-related amount the deceased received or was eligible to receive. The pension is paid to all widow(er)s for one year; thereafter, only to widow(er)s whose age is at least four years less than the normal retirement age applicable to men of the same year of birth; at any age if assessed with a third-degree disability, or caring for a dependent child or parent, or for a child with a disability.

Orphan's pension: A monthly flat-rate amount of 2,270 koruna plus 40% of the earnings-related amount the deceased received or was eligible to receive is paid to each dependent child. For full orphans, the flat-rate amount plus 40% of the sum of the earnings-related amount for each parent is paid.

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 period ending the previous August and by 33.3% of average real wage growth in the year ending the previous January. Further adjustments are made when the consumer price index changes by at least 5%.

Funeral grant: A lump sum of 5,000 koruna is paid.

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 are based in the Czech Republic.

Voluntary coverage for self-employed persons.

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 25,137 koruna.

Self-employed person: 2.3% of declared monthly covered earnings (cash sickness and maternity benefits) and 13.5% of the assessment base (50% of annual income minus costs incurred to achieve, secure and maintain such an income).

The minimum annual assessment base is 12 times half the national monthly average wage.

The maximum annual assessment base is 72 times the national monthly average wage.

The national average monthly wage is 25,137 koruna.

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 25,137 koruna.

Government: Any deficit (cash sickness and maternity benefits); 723 koruna a month for certain groups of insured persons (medical).

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.

Cash maternity benefits: The insured must have at least 270 days of coverage in the two 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 a 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 pregnancy or childbirth.

Medical benefits: There is no minimum qualifying period.

Sickness and Maternity Benefits

Sickness benefit: 60% of the daily assessment base is paid from the 22nd day of sickness up to a year; up to two years if recovery is likely. Employer pays at least 60% of the hourly average earnings for each working day from the fourth to the 21st day of sickness (from the first day in case of quarantine).

The daily assessment base is calculated as a percentage of the insured's gross earnings: 90% of gross earnings up to 838 koruna, 60% from 839 koruna to 1,257 koruna and 30% from 1,258 to 2,514 koruna.

The maximum gross earnings used to calculate the daily assessment base are 2,514 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: 70% of the daily assessment base is paid for 28 weeks (37 weeks for multiple births), including at least six weeks before the expected date of childbirth.

The daily assessment base is calculated as a percentage of the insured's gross earnings: 100% of gross earnings up to 838 koruna, 60% from 839 koruna to 1,257 koruna and 30% from 1,258 to 2,514 koruna.

The maximum gross earnings used to calculate the daily assessment base are 2,514 koruna.

The maximum daily benefit is 1,027 koruna.

Maternity compensation benefit: The benefit is the difference between the earnings before and after job transfer and is paid from the transfer day until maternity leave begins; after childbirth, the benefit is paid from the day of returning to the usual job until the end of the ninth month after the date of childbirth.

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, stomatology treatment (diseases of the mouth), spa treatments, the care of children in special medical institutions and convalescent homes, transportation, and medical assessments.

Certain pharmaceutical products are reimbursed in part or in full, according to a schedule in law.

The public health insurance system covers also transportation costs, if prescribed by a doctor.

Cost sharing: 30 koruna for a clinical examination by a doctor, specialist, or dentist; 90 koruna for a visit by an emergency service doctor; 100 koruna a day for hospitalization; 30 koruna for a medical prescription. Certain groups of insured persons do not pay some of these fees.

Cost sharing is limited to 5,000 koruna a year; 2,500 koruna a year for children and persons over age 65.

Dependents' Medical Benefits

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

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.

Work Injury

Regulatory Framework

First law: 1887.

Current laws: 1956 (benefits), 1990 (self-employed), 1993 (occupational diseases and injuries), 1994 (labor code), 1995 (pensions), 1995 and 2001 (compensation), and 2006 (occupational disease and injuries).

Type of program: Social insurance system.

Coverage

Employed persons, persons with disabilities, and students.

Exclusions: Self-employed persons.

Special systems for military and police personnel.

Source of Funds

Insured person: None.

Self-employed person: Not applicable.

Employer: Contributions are paid quarterly 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.

First degree disability is 35% to 49% loss of working capacity; second degree is 50% to 69% loss; and third degree is a loss of 70% or more.

Temporary Disability Benefits

For first or second degree disabilities, 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 third degree disability. The monthly pension is the average gross earnings in the calendar quarter before the disability began and is paid up to age 65 or up to retirement age if greater than 65.

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: See Old Age, Disability and Survivors.

Administrative Organization

Ministry of Labor and Social Affairs (http://www.mpsv.cz) provides general supervision of temporary and permanent disability benefits and survivor grants.

Czech Social Security Administration (http://www.cssz.cz) collects and administers contributions and delivers benefits through its central administration and 77 district administrations.

Ministry of Health (http://www.mzcr.cz) provides general supervision of medical benefits.

Insurance companies insure private-sector employers with at least one employee against liability for work-related injuries and occupational diseases.

Unemployment

Regulatory Framework

First law: 1991.

Current law: 2004.

Type of program: Social insurance system.

Coverage

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 25,137 koruna.

Employer: 1.2% of monthly payroll.

Government: Any deficit.

Qualifying Conditions

Unemployment benefits: Must be registered as a job seeker and have been insured for at least 12 months in the last two years.

The 12-month insured period can include periods of job training, periods receiving third degree disability pension; periods of basic military or civilian service; and periods caring for a child up to age 4.

Unemployment Benefits

65% of the insured's average net monthly earnings in the last quarter is paid for the first two months; 50% for the following two months; 45% thereafter. 60% of the insured's average net monthly earnings is paid if undergoing retraining. If the insured person voluntarily ceases employment without a valid reason, 45% of the insured's average net monthly earnings in the last quarter is paid for the entire period of support.

The maximum monthly benefit is 13,762 koruna; 15,422 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.

Labor offices administer benefits.

Family Allowances

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 (up to age 26 if a student or disabled) who live in a family with an income under 2.4 times the family monthly living minimum.

The family monthly living minimum is 3,410 koruna for an individual; 3,140 koruna for the first adult in a family; 2,830 koruna for another adult in the family; 1,740 koruna for children younger than 6 years; 2,140 koruna for children aged 6 to 15; and 2,450 koruna for dependent children aged 16 to 26.

Birth grant (income-tested): Paid for the birth of the first child to families with an income below 2.4 times the family monthly living minimum.

Parental allowance: Paid to parents who are insured for the sickness benefit and are caring full-time for their youngest child.

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 for the first live-born child is paid; 19,500 koruna for live-born twins.

Parental allowance: The benefit is the daily assessment base and may be paid until the child is age 4. The benefiting parent may choose the amount and the period of the allowance under certain conditions. Choice of the amount of the parental allowance can be changed once every quarter. The total amount of the benefit for the whole period cannot exceed 220,000 koruna.

The daily assessment base is calculated as a percentage of the insured's gross earnings: 90% of gross earnings up to 838 koruna, 60% from 839 koruna to 1,257 koruna and 30% from 1,258 to 2,514 koruna.

The maximum gross earnings for daily assessment base calculation purposes are 2,514 koruna.

If the daily assessment base cannot be set for either of the two parents, parental allowance is paid at fixed monthly amounts of 7,600 koruna until the child reaches 10 months; 3,800 thereafter until the child is age 4.

Parental 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 = 5.69 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.

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, including recipients of disability pensions granted before 2003, cash sickness, maternity, unemployment, and social assistance benefits.

Voluntary coverage for persons previously insured for at least three years who are nonsalaried or self-employed, and for recipients of disability pensions granted as of 2003, or early retirement benefits (see Unemployment).

Exclusions: Employees working less than nine 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) for each employee a year.

Contributions are paid quarterly.

Government

Universal basic pension: The total cost.

Contributions are paid monthly or quarterly.

Qualifying Conditions

Old-age pension

Universal basic pension (earnings-tested): Age 65 (rising by 6 months a year to 67 from 2024 to 2027) with at least three years of residence from ages 15 to 65 (Danish nationals) or at least 10 years of residence including the last five years before the pensionable age (foreign nationals). The full pension is paid with at least 40 years of residence from ages 15 to 65.

Partial pension: Benefits are proportionately reduced with less than 40 years of residence.

Earnings test: The benefit may be reduced for annual earnings (from work) greater than 291,200 kroner for an unmarried pensioner.

Benefits are payable abroad.

Universal pension supplement (income-tested): Age 65 (rising by 6 months a year to 67 from 2024 to 2027) with at least three years of residence from ages 15 to 65 (Danish nationals) or at least 10 years of residence including the last five years before the pensionable age (foreign nationals).

Income test: The supplement is reduced for total income greater than 64,300 kroner a year for an unmarried pensioner or 128,900 kroner a year for each person in a married couple or cohabitating.

Deferred universal old-age pension (basic and supplement): If the insured works at least 1,000 hours a year, the pension and supplement may be deferred until age 75.

ATP: Age 65 (rising by 6 months a year to 67 from 2024 to 2027). 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.). Must have at least three years of residence from ages 15 to 65 (Danish

nationals) or at least 10 years of residence or be covered by a reciprocal agreement (foreign nationals).

Income test: The pension is reduced for annual income exceeding 69,800 kroner for unmarried persons (110,600 kroner if married or cohabitating); no pension is paid if the unmarried insured's annual income exceeds 735,700 kroner (1,242,600 kroner if in a married couple 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 disability 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.

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 spouse or cohabiting partner (including a registered same-sex partner) dies and both received a social pension.

Dependent survivor's allowance (income-tested): Paid to a surviving spouse or partner (including a registered same-sex partner) who lived with the deceased for at least three years.

Income test: A reduced benefit is paid if the annual income of the surviving spouse or cohabitating partner exceeds 221,317 kroner; no benefit is paid if annual income exceeds 345,805 kroner.

ATP: If the deceased had at least two years of contributions after 2002, a benefit is paid to a surviving spouse (including a registered 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): 68,556 kroner a year is paid for unmarried, married, or cohabiting pensioners with at least 40 years of residence in Denmark before the pensionable age.

Universal old-age pension supplement (income-tested): 71,196 kroner a year is paid for an unmarried pensioner; 34,416 kroner a year for a married or cohabitating pensioner.

Income test: The supplement is reduced by 32% for annual income over 69,800 kroner for unmarried persons (110,600 if married or cohabiting) up to 735,700 kroner (1,242,600 kroner), respectively.

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 25,000 kroner.

Pensions under 2,500 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: 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 claim additional social benefits to help meet daily living and housing costs.)

Permanent Disability Benefits

Disability (early) pension (income-tested): 204,900 kroner a year for an unmarried person; 174,168 kroner a year is paid for a married or cohabiting person.

Income test: The pension for an unmarried person is reduced by 30% of income exceeding 69,800 kroner; 110,600 kroner if married or cohabitating.

Disability supplement: 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): A lump sum of up to 9,900 kroner is paid (8,300 kroner if the survivor is younger than 18).

Benefit adjustment: The grant is adjusted annually according to changes in wages.

Dependent survivor's pension: The deceased's pension(s) is paid for three months.

Dependent survivor's allowance (income-tested): A means-tested lump sum of up to 13,443 kroner is paid.

Income test: A reduced benefit is paid if the annual income of the surviving spouse or cohabitating partner exceeds 221,317 kroner; no benefit is paid if annual income exceeds 345,805 kroner.

ATP: With at least two years of contributions after 2002, a lump sum of 50,000 kroner is paid; with contributions before 2003 only, a lump sum based on the deceased's accrued rights is paid.

Administrative Organization

Universal pension: Ministry of Social Affairs and Integration (http://www.sm.dk) provides general supervision and national administration.

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 two weeks of incapacity.

Employer: The total cost of cash benefits for the first two weeks of incapacity if the employee worked for the same employer for at least eight 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 one if the insured is ineligible for the two-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 among 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, below.

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 eight 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 six months of work in the last 12 months, including the month before the incapacity began.

Seriously ill child benefit: Cash sickness benefits are paid to a parent to care for a seriously ill child younger than age 18, where the child needs to stay in the hospital for more than 12 days. The insured must have worked for at least 13 weeks or six months as a self-employed person.

Medical benefits: The insured must reside in Denmark; there is a six-week qualifying period if moving to Denmark from another country.

Sickness and Maternity Benefits

Sickness benefit: Up to 3,940 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 two weeks).

The weekly benefits provided under the national cash benefit program are paid for 52 weeks within any 18-month period; may be extended under specific circumstances.

Local government assesses the incapacity every eight weeks.

Partial benefit: A reduced benefit is paid for a partial incapacity to work.

Death grant (means-tested): A lump sum of up to 9,900 kroner (8,300 kroner if the survivor is younger than 18) is paid.

Benefit adjustment: The grant is adjusted annually according to changes in wages.

Maternity benefit: Up to 3,940 kroner a week is paid. For employees, the benefit is paid for up to 52 weeks, including from four weeks before or from 14 weeks after the expected date of childbirth for the mother and, concurrently, two weeks paid leave for the father. After the 14th week, both parents may share a 32-week leave period that must be taken before the child's ninth 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 must be taken before the child's ninth birthday.

Seriously ill child benefit: 3,940 kroner a week is paid.

Additional leave of up to three 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 890 kroner a year for most prescribed drugs, free maternity care from a midwife or doctor, home nursing, chiropractic, physiotherapy, some dental care, and transportation for pensioners.

There is no limit to duration (except for treatment by psychologists, chiropractors, and physiotherapists).

Dependents' Medical Benefits

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

Administrative Organization

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

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 two weeks of incapacity.

Employer: For temporary disability benefits, see source of funds for sickness benefits under Sickness and Maternity, above. 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, above.

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 3,940 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 two weeks).

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 disability every eight 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 177,000 kroner.

The maximum annual earnings used to calculate benefits are 474,000 kroner. The maximum earnings are adjusted annually.

For an assessed loss in earning capacity of less than 50%, the insured may choose a monthly benefit or a lump sum.

The National Board of Industrial Injuries assesses the degree of disability, which may be reviewed at any time in the first five 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 790,500 kroner is paid; up to 948,000 kroner in certain cases.

Benefit adjustment: Benefits are adjusted annually.

Workers' Medical Benefits

Benefits include the cost of prostheses, orthopedic equipment and wheelchairs, and some specialist care (most medical services are obtained under ordinary sickness insurance).

Survivor Benefits

Survivor pension: 30% of the insured's annual earnings is paid for up to 10 years to the surviving spouse or to a cohabiting partner (including a registered same-sex partner) who lived with the deceased for at least two years. The pension is paid if the survivor (re)marries.

The maximum annual benefit is 130,824 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 149,000 kroner is paid to a spouse, cohabiting partner (including a same-sex partner) or, other persons depending on circumstances.

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, the local (municipal) government may provide social assistance.

Coverage

Employees, self-employed persons, persons with at least 18 months of vocational training, central and local government officials, and persons in military service. Must be members of an approved unemployment fund established voluntarily by trade unions.

Source of Funds

Insured person: 8% of monthly gross salary or earnings (to the Labor Market Fund for unemployment insurance and voluntary early retirement). Contributions to an unemployment insurance fund vary according to fund (unemployment insurance and voluntary early retirement).

Self-employed person: 8% of monthly gross salary or earnings (to the Labor Market Fund for unemployment insurance and voluntary early retirement). Contributions to an unemployment insurance fund vary according to fund (unemployment insurance and voluntary early retirement).

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 three 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 three years.

Voluntary early retirement pay scheme: Aged 60 (rising gradually to 64 from 2014 to 2023) and a resident of Denmark, with at least 30 years of paid voluntary early retirement contributions since age 30 (several transitional rules require shorter contribution periods). From April 2012 to October 2012 the insured may opt out of the program.

Unemployment Benefits

Unemployment benefit: 90% of average earnings in the previous 12 weeks, up to 3,940 kroner a week is paid. (Young unemployed persons who complete a period of vocational training or military service receive up to 5,230 kroner a week.) The benefit is paid from the first day of unemployment (five days a week) for up to two years.

Self-employed persons have a waiting period of three weeks.

If the unemployed person is aged 55 to 59, the period may be extended until age 60.

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 maximum unemployment benefit, but not more than 3,585 kroner a week. Additional incentives for workers who remain in the labor market for at least two years after age 60. The benefit is paid for up to five years (decreasing gradually to three years from 2018 to 2023). In 2012, if the insured opts out of the program, a lump sum of contributions is paid. Those who remain in the program may choose between a lump sum of 143,300 kronor and a reduced benefit.

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

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 (three 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 17,064 kroner for each child up to age 2, 13,500 kroner for each child aged 3 to 6, and 10,632 kroner for each child aged 7 to 17.

Single parent's supplement: 5,104 kroner a year is paid for each child.

Orphan's supplement: Full orphans receive 29,592 kroner a year; half orphans receive 14,736 kroner a year.

Children of pensioners supplement: 13,044 kroner a year (one pensioner parent) or 14,736 kroner a year (two pensioner parents).

Study supplement: 6,696 kroner a year is paid for each parent who is a student.

All benefits and supplements are paid quarterly.

Birth grant: 8,412 kroner a year 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 48,458 kroner is paid.

Benefit adjustment: Benefits are adjusted annually according to changes in wages.

Some benefits for the cost of child care and education and parental leave periods are provided.

Administrative Organization

Ministry of Social Affairs and Integration (http://www.sm.dk) provides general supervision and national administration.

Local (municipal) governments administer the program.

Estonia

Exchange rate: US$1.00 = 0.77 euros (€).

Old Age, Disability, and Survivors

Regulatory Framework

First law: 1924.

Current laws: 1992 (old-age pensions), 1992 (pensions), 2000 (funeral benefit), 2001 (individual accounts), 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.

Source of Funds

Insured person

Social insurance: None.

Mandatory individual account: 2% of earnings plus an administrative fee.

There are no maximum earnings used to calculate contributions.

Self-employed person

Social insurance: 16% of declared covered earnings.

Mandatory individual account: 4% of declared earnings plus an administrative fee.

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 rising gradually until it reaches age 63 in 2016; the retirement age for men and women will rise gradually from 2017 to 2026 until it reaches age 65.)

Retirement is possible up to five 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 three years before the normal retirement age with at least 15 years of service.

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 five 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 with at least a 40% loss of earning capacity as a result of a nuclear test or accident; and veterans of WWII or military personnel.

Disability pension: Aged 25 to 62 with one to 14 years of coverage, depending on age.

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 six months; for one, two, three, or five 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 with at least a 40% loss of earning capacity as a result of a nuclear test or accident; veterans of WWII or military personnel; and certain prisoners of war.

Survivor pension: Survivors must be incapable of gainful activity. Paid to insured persons aged 25 to 62 with 1 to 14 years of coverage, depending on age.

An eligible spouse must meet one of the following conditions: be in at least the 12th week of pregnancy; nonworking and raising 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 three 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 with a disability; or a nonemployed guardian raising 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 five years before the date of retirement. The retirement age for women is rising gradually until it reaches age 63 in 2016; the retirement age for men and women will rise gradually from 2017 to 2026 until it reaches age 65.

Survivor pension: The pension is paid to survivors named by the deceased; if there are no 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 €114.66 (April 2011) 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 €4.34 (April 2011) multiplied by the number of years of service up to December 31, 1998.

The insured component is the sum of annual pension coefficients calculated on the basis of registered Social Tax paid after January 1, 1999 multiplied by €4.34 (April 2011).

Persons receiving an old-age pension may continue working.

Early pension: The pension is reduced by 0.4% for each month before the normal retirement age.

Persons receiving the early pension must cease all gainful activity.

Deferred pension: The pension is increased by 0.9% for each month of deferral.

The minimum monthly old-age pension is equal to the national pension rate of €128.45 (April 2011).

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 pension is equal to the minimum monthly old-age pension.

The minimum monthly old-age pension is €128.45 (April 2011).

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 military personnel receive 10%.

The monthly national pension rate is €128.45 (April 2011).

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 €128.45 (April 2011).

Permanent Disability Benefits

Social insurance

Disability pension: The monthly disability pension is the insured's old-age pension or a flat-rate amount of €114.66 (April 2011) 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 €4.34 (April 2011) multiplied by the number of years of service up to December 31, 1998.

The minimum monthly disability pension is the national pension rate of €128.45 (April 2011).

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.

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 €128.45 (April 2011).

Persons receiving the national disability 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 military personnel receive 10%; and certain prisoners of war receive 20%.

The monthly national pension rate is €128.45 (April 2011).

Benefit adjustment: The national pension rate is adjusted annually by the Estonian parliament.

Survivor Benefits

Social insurance

Survivor pension: 50% of the reference pension for one survivor, 80% for two and 100% for three or more. 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 €114.66 (April 2011) 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 paid 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 paid for a person with a length-of-service component based on 30 years of coverage (see old-age pension).

National survivor pension: 50% of the national pension rate for one survivor, 80% for two and 100% for three or more. The amount is split equally among all eligible survivors.

The monthly national pension rate is €128.45 (April 2011).

Benefit adjustment: The national pension rate is adjusted annually by the Estonian parliament.

Death grant: A lump sum of €191.74 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 five 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.

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

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; public-sector workers; military personnel; persons receiving certain benefits; caregivers; persons younger than age 19; and students.

Voluntary coverage for persons who were previously insured for at least 12 months in the last two years and for persons receiving a pension from another country.

Source of Funds

Insured person: None.

Voluntarily insured contributors pay €103 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 one month, self-employed persons, and civil servants; three 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: A percentage of the reference wage is paid from the ninth day of sickness: 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 with a disability who is younger than age 16); and 100% for an occupational disease or a work injury. (The employer pays 70% of the insured's average wages from the fourth to the eighth day of incapacity.)

The reference wage is the insured's average gross daily wage in the previous calendar year. There is no maximum reference wage.

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 the difference between earnings before and after the job transfer. The benefit is paid from the transfer day for up to 60 calendar days.

Maternity benefit: 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 the difference between earnings before and after the job transfer. The benefit is paid from the transfer day until the start of maternity leave.

Workers' Medical Benefits

Medical benefits: National and local health care institutions provide medical benefits.

The duration of the benefits is unlimited as long as the insured is covered; after coverage ceases, the insured continues to qualify for new benefits for up to two months.

Pharmaceutical products: Products must be approved by the Ministry of Social Affairs, based on the diagnosis and according to a schedule in law.

Cost sharing: The insured pays from €1.27 to €3.19 and from 0% to 50% of the cost of prescribed medicine, according to a schedule in law. If the price of a product exceeds the reference price (a standard maximum), the insured also pays the difference.

The Health Insurance Fund also compensates the insured for annual out of pocket cost of medicine of 50% from €384 to €640 plus 75% from €640 to €1,300 up to a maximum of €623 a year.

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.

Pensioners receive cash benefits for prostheses every three years.

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 two months.

Pharmaceutical products: Products must be approved by the Ministry of Social Affairs, based on the diagnosis and according to a schedule in law.

Cost sharing: The insured pays from €1.27 to €3.19 and from 0% to 50% of the cost of prescribed medicine, according to a schedule in law. If the price of a product exceeds the reference price (a standard maximum), the insured also pays the difference.

The Health Insurance Fund also compensates the insured for annual out of pocket cost of medicine of 50% from €384 to €640 plus 75% from €640 to €1,300 up to a maximum of €623 a year.

Children younger than age of 19 receive free dental care.

Administrative Organization

Ministry of Social Affairs (http://www.sm.ee) is responsible for general management, supervision, and planning.

Health Insurance Fund (http://www.haigekassa.ee) coordinates health insurance and administer benefits.

Doctors, polyclinics, and hospitals provide medical benefits.

Work Injury

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, above. Under the civil code, additional benefits are provided by employers).

Coverage

Employed and self-employed persons.

Source of Funds

Insured person: None.

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

Employer: See source of funds under Sickness and Maternity, above.

Government: The total cost 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

100% of the reference wage is paid 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: 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 €114.66 (April 2011) plus a length-of-service component based on 30 years of coverage.

The monthly length-of-service component is €4.34 (April 2011) multiplied by the number of years of service up to December 31, 1998.

The minimum monthly pension is the monthly national pension rate of €128.45 (April 2011).

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 from 10% to 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 must meet the cost of prostheses and aids, prescribed medicine, travel expenses to and treatment in a sanatorium, and expenses for auxiliary care.

Survivor Benefits

Survivor pension: See source of funds under Old Age, Disability and Survivors.

Administrative Organization

Ministry of Social Affairs (http://www.sm.ee) is responsible for general management and supervision.

Health Insurance Fund (http://www.haigekassa.ee) administers health insurance in counties and towns.

Medical benefits are provided by doctors, polyclinics, and hospitals.

Social Insurance Board administers permanent disability benefits.

Unemployment

Regulatory Framework

First law: 1991.

Current laws: 2001 (unemployment insurance) and 2005 (labor market services).

Type of program: Social insurance and social assistance system.

Coverage

All persons residing permanently in Estonia who are capable of gainful activity, noncitizens residing temporarily in Estonia, and legal refugees.

Source of Funds

Insured person

Unemployment insurance benefit: 2.8% of gross earnings.

Unemployment allowance: None.

Self-employed person

Unemployment insurance benefit: None.

Unemployment allowance: None.

Employer

Unemployment insurance benefit: 1.4% 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 by an employment office of the Estonian Unemployment Insurance Fund, and be involuntarily unemployed with at least 12 months of insured work in the 36 months before registering as unemployed.

There is a waiting period of seven calendar days.

The benefit is suspended if the insured does not register with an employment office of the Estonian Unemployment Insurance Fund at least once every 30 calendar days or refuses a suitable job offer.

Unemployment allowance (social assistance): The insured must be aged 16 up to the retirement age (except for early pensioners), registered as unemployed with an employment office of the Estonian Unemployment Insurance Fund, have at least 180 calendar days of employment in the 12 months before registering as unemployed, and personal income must be less than the value of the unemployment allowance. Employment periods include full-time education, military service, raising 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 general waiting period of seven calendar days; 60 calendar days from the date of registration as an unemployed for recently graduated students.

Unemployment Benefits

Unemployment insurance benefit (social insurance): 50% of reference earnings is paid for the first 100 calendar days; thereafter, 40% of reference earnings. The benefit is paid for 180 calendar days with 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 contributions are three times the national average daily income for the previous calendar year.

Unemployment allowance (social assistance): A daily allowance of €2.11 is paid for up to 270 calendar days; 210 calendar days for unemployed persons who are dismissed by their employer for a breach of duties, loss of confidence, or indecent act.

The 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.

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.

Family Allowances

Regulatory Framework

First law: 1922.

Current laws: 2004 (family) and 2001 (family benefits).

Type of program: Social assistance system.

Coverage

Permanent residents of Estonia and aliens residing in Estonia with a temporary residence permit.

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: €320 is paid for each child; also paid to adoptive parents.

Child allowance: Twice the child allowance rate is paid monthly for each of the first two children; six times the child allowance rate is paid for each additional child.

The child allowance rate is €9.59.

Single parent's child allowance: A monthly benefit of twice the child allowance is paid.

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 €25.57.

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.

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 three children.

The child care allowance rate is €76.70.

Supplementary child care allowance: A monthly allowance of €6.40 is paid to a parent raising 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 in vocational or higher education (not paid in July and August).

The social benefit rate is €25.57.

Conscript's child allowance: A monthly allowance is paid for children of conscripted military personnel at five times the child allowance rate.

Foster care allowance: Twenty times the child allowance rate is paid monthly for children up to age 16 cared for by a guardian or foster parent.

Start in independent life allowance: A lump sum of €383.60 is paid to persons without parental care who have grown up in a social welfare institution or special needs school.

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 for social tax contribution calculation purposes.

The minimum parental benefit is €278.02.

The maximum parental benefit is €2,143.41.

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.

Finland

Exchange rate: US$1.00 = 0.77 euros (€).

Old Age, Disability, and Survivors

Regulatory Framework

First law: 1937.

Current laws: 2006 (employees' pensions), implemented in 2007; 2007 (universal pensions), implemented in 2008; and 2007 (disability benefit), implemented in 2008.

Type of program: Universal and mandatory occupational pension system.

Coverage

Universal pension (income-tested): All persons residing in Finland for at least three 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: Employed persons.

Special systems for maritime workers, self-employed persons, farmers, and public-sector employees.

Source of Funds

Insured person

Universal pension: None.

Earnings-related pension: 5.15% of gross monthly earnings for employees younger than age 53; 6.5% of gross monthly earnings for employees aged 53 or older.

The minimum monthly earnings used to calculate contributions are €54.08.

There are no maximum earnings used to calculate contributions.

Self-employed person

Universal pension: None.

Earnings-related pension: Not applicable.

Employer

Universal pension: None.

Earnings-related pension: The average monthly contribution is 17.65%.

The minimum monthly earnings used to calculate contributions are €54.08.

There are no maximum earnings used to calculate contributions.

Government

Universal pension: Total cost of universal pensions, housing allowances, disability allowances, pensioner care allowances, and war veterans' benefits.

Earnings-related pension: 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.

Qualifying Conditions

Old-age pension

Universal old-age pension (income-tested): Age 65.

Employment may continue.

The pension is payable abroad for a year if the person was a resident of Finland for at least one 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 for pensioners: Paid to pensioners according to income, housing expenses, municipality, marital status, and the number of dependent family members.

Unemployment pension: 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 five of the last 15 years.

Care allowance: Aged 16 or older with an assessed disability or long-term illness.

Guaranteed pension (income-tested): Paid to a pensioner with low pension income, who lives permanently in Finland and has lived in Finland at least three years after the age of 16.

Earnings-related pension: A flexible retirement age, from age 63 to age 68.

Employment must cease.

Early pension: A reduced earnings-related pension is paid at age 62; no reduction for unemployment beneficiaries.

Part-time old-age pension: 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 five of the last 15 years.

Deferred pension: The pension may be deferred after age 68.

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 assess the degree of incapacity at any time. Persons receiving the disability pension must inform the SII of any changes in circumstances that may affect entitlement.

Child's supplement: Paid for a child younger than age 16.

Housing allowance for pensioners: Paid to pensioners according to income, housing expenses, municipality, marital status, and the number of dependent family members.

Care allowance: Aged 16 or older with an assessed disability or long-term illness.

Disability allowance (younger than aged 16): Children younger than age 16 with an assessed disability or long-term illness.

Rehabilitation allowance: Paid to an insured person undergoing rehabilitation for more than 30 days for an assessed disability.

Guaranteed pension (income-tested): Paid to a pensioner or immigrant with a disability with low pension income, who lives permanently in Finland and has lived in Finland at least three years after the age of 16.

Earnings-related disability pension: Aged 18 to 62 with an assessed loss of working capacity of at least 60% and no longer entitled to the sickness allowance (300 days excluding Sundays). The old-age pension replaces the disability pension when the insured reaches age 63.

Partial disability: Aged 18 to 62 with an assessed loss of working capacity of 40% to 59%.

Rehabilitation benefit: Employees or persons with a disability who experience a short-term 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 at least three years after age 16. The initial pension is paid for a six-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 five 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 three 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.

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 five 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 three 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: A child younger than age 18.

Old-Age Benefits

Universal old-age pension (income-tested): €6.47 to €608.63 a month is paid, according to marital status and the value of other pension income received. (The pension is not paid if the other pension income exceeds €1,120.45 or €1,257.95 a month, according to marital status).

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: €21.23 a month is paid.

Housing allowance for pensioners: €3.24 to €665.81 a month is paid, according to income, housing expenses, municipality, marital status, and the number of family members.

Unemployment pension (income-tested): €6.47 to €608.63 a month is paid, according to marital status and the value of other pension income received.

Care allowance: €59.73, €148.69, or €314.41 a month is paid, according to the extent of care needed.

Guarantee pension (income-tested): €6.47 to €713.73 a month is paid, according to the value of other pension income received.

Benefit adjustment: The universal pension and allowance supplements are adjusted automatically each year for changes in the cost-of-living index.

Earnings-related old-age pension: From age 18 to 52, the accrual rate on annual earnings is 1.5%; from age 53 to 62, 1.9%; from age 63, 4.5%. Earnings used to calculate contributions are based on average lifetime earnings.

Initial old-age pensions are adjusted according to life expectancy.

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%.

Deferred pension: The pension is increased by 0.4% for each month the pension is deferred after age 68.

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.

Benefit adjustment: Earnings-related benefits are adjusted according to a weighted index for changes in the consumer price index (80%) and wages (20%).

Permanent Disability Benefits

Universal disability pension (income-tested): €6.47 to €608.63 a month is paid, according to marital status and the value of other pension income received. (The pension is not paid if the other pension income exceeds €1,120.45 or €1,257.95 a month, according to marital status).

Disability allowance (aged 16 or older): €89.18, €208.09, or €403.50 a month is paid, depending on the insured's circumstances.

Child's supplement: €21.23 a month is paid.

Housing allowance for pensioners: €3.24 to €665.81 a month is paid, according to income, housing expenses, municipality, marital status, and the number of family members.

Care allowance: €59.73, €148.69, or €403.50 a month is paid, according to the extent of care needed.

Disability allowance (younger than aged 16): €85.59, €199.71, or €387.26 a month is paid, depending on the insured's circumstances.

Rehabilitation allowance: The allowance is 10% of the universal disability pension.

Guarantee pension (income-tested): From €6.47 to €713.73 a month is paid, according to the value of other pension income received.

Benefit adjustment: The universal disability pension and allowances are adjusted automatically each year for changes in the cost-of-living index.

Earnings-related disability pension: From age 18 to 52, the accrual rate on annual earnings is 1.5%; from age 53 to 62, 1.9%; from age 63, 4.5%. The accrual rate for projected service is 1.5% of salary.

There is no maximum earnings-related disability pension.

The pension is reduced if the insured's earnings from employment are greater than €713.73 a month.

Partial disability pension: 50% of the full pension is paid for an assessed loss of working capacity from 40% to 59%. The insured can receive earnings from employment of up to 60% of the pension.

Rehabilitation allowance: The allowance depends on the assessed degree of disability. An additional 33% of the pension is paid for periods of active vocational rehabilitation.

Benefit adjustment: Earnings-related benefits are adjusted according to a weighted index for 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 six months following the spouse's death. The maximum basic pension is €313.90 a month plus a possible housing allowance. From the seventh month, at least €98.32 is paid if the surviving spouse is caring for a dependent child, otherwise the pension is income-tested.

Income test: Pension reduced to 50% of the difference between other pension income and €53.67 a month. (The pension is not paid if other pension income exceeds €923.75 or €1,074.25, according to marital status and the age of children. The value of the pension also 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 €57.76 a month; up to €115.52 a month for a full orphan.

Orphan's pension supplement (income-tested): The orphan's pension may be increased up to €87.36 (half orphan) or €174.72 (full orphan) a month.

Income test: The orphan's pension is reduced to 50% of the difference between other pension income and €53.67 a month. (The orphan's pension supplement is not paid if other pension income exceeds €228.33 a month).

Benefit adjustment: The universal pension and allowances are adjusted automatically each year for 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 may be split between the surviving spouse and a divorced spouse receiving alimony, depending on the amount of the alimony.

There is no income test for the first six months if the surviving spouse is younger than age 65 and is not receiving a pension in their 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 for 50% of the part that exceeds €645.50 monthly amount.

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 combined orphan's and widow(er)'s earnings-related survivor pension is 100% of the deceased's pension.

Benefit adjustment: Earnings-related benefits are adjusted according to a weighted index for 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 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. The central administration determines disability pension claims.

Earnings-related pensions: Finnish Centre for Pensions (http://www.etk.fi), managed by a tripartite board oversees the earnings-related pension system.

Carriers for earnings-related pension plans are licensed non-profit 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: 0.82% of gross monthly earnings.

Medical benefits: 1.22% of gross monthly earnings; 1.39% of gross monthly earnings for pensioners and other social insurance beneficiaries.

Contributions are calculated on all earnings.

Self-employed person

Cash sickness and maternity benefits: 0.82% of gross monthly earnings.

Medical benefits: 1.22% of net monthly earnings.

Contributions are calculated on all earnings.

Employer

Cash sickness and maternity benefits: 2.12% of monthly payroll (private employers and local and central government).

Medical benefits: None.

Government

Cash sickness and maternity benefits: Provides subsidies as needed; 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 three months, or involuntarily unemployed. The incapacity for work must be certified by a doctor from the ninth day. The benefit can also be paid as a partial sickness benefit.

Cash sickness allowances (means-tested): The insured is not eligible for cash sickness benefits. The allowance is paid after 55 days of incapacity for annual earnings less than €1,324.

Rehabilitation benefits: The insured must be receiving medical treatment and/or vocational training 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: 70% of daily earnings for annual earnings up to €34,495, 40% for €34,496 to €53,072, and 25% for €53,073 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 nine days for employees who have worked for at least a month; otherwise, 50%). Insured persons who have been unemployed during the last four months receive at least 86% of the unemployment benefit.

An insured person who returns to work for at least 30 days after receiving a sickness benefit for 300 days is entitled to an additional 50 days of sickness benefit.

The minimum daily benefit is €22.96.

Partial sickness benefit: 50% of the sickness benefit is paid after a 10-day waiting period for up to 72 days (excluding Sundays) to an employed or self-employed person, who temporarily reduces full-time work 40% to 60%.

Sickness allowance (means-tested): The allowance is paid after 55 days of incapacity for annual earnings less than €1,324. The daily benefit is €22.96.

Rehabilitation benefit: 70% of daily earnings is paid for annual earnings up to €34,495, 40% of daily earnings for annual earnings of €34,496 to €53,072, and 25% of daily earnings for annual earnings of €53,073 or more. 75% of daily earnings is paid during vocational rehabilitation.

The minimum daily benefit is €22.96.

Special sickness benefit: 70% of daily earnings is paid for annual earnings up to €34,495, 40% of daily earnings for annual earnings of €34,496 to €53,072, and 25% of daily earnings for annual earnings of €53,073 or more. The benefit is paid for up to 60 days in a hospital and 60 days at home (90 days for ongoing treatment).

The minimum daily benefit is €22.96.

Maternity benefit: 70% of daily earnings is paid for annual earnings up to €34,495, 40% of daily earnings for annual earnings of €34,496 to €53,072, and 25% of daily earnings for annual earnings of €53,072 or more.

The minimum daily benefit is €22.96.

The benefit is paid to an expectant mother from 50 days 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 up 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 reimbursements are provided for certain medical expenses according to a schedule in law including 60% of private doctors' fees and 60% of private dental fees (up to a maximum according to a schedule of fixed charges); 75% of the cost of prescribed examinations and prescribed treatment greater than €13.46; 42% to 100% of the cost of medicine greater than €1.50, according to a schedule; and 100% of transportation costs greater than €9.25.

If total annual copayments exceed €700.92 for medicine, 100% of the cost above €700.92 is reimbursed (the insured's copayment is €1.50 for each 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 €13.80 for each of the first three visits or an annual fee of €27.50. All other services are free.

For hospital care, the fees are €27.50 a day for outpatient treatment, €32.60 a day for inpatient treatment, and €90.30 a day for day surgery.

Prenatal and postpartum maternity heath care at medical centers is free.

Dependents' Medical Benefits

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

Administrative Organization

Ministry of Social Affairs and Health (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 and public-sector employees.

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 profession's assessed degree of risk.

Employer: 0.3% to 8% of annual payroll, according to the profession's assessed degree of risk.

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 three days after the accident occurred or the onset of the occupational disease.

For the first four weeks the benefit is the same as under sickness benefits; if sick pay has not been paid, the benefit is the insured's earnings in the four weeks prior to the accident or the onset of the occupational disease. Thereafter, the daily benefit is 2.7% of the insured's annual earnings.

The minimum annual earnings used to calculate the benefit are €11,890.

There are no maximum annual earnings used to calculate benefits.

The degree of disability is assessed by the insurance company based on a statement issued by the insured's doctor.

Benefit adjustment: Benefits are adjusted annually 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 they had not been assessed with a disability.

The minimum annual earnings used to calculate the pension are €11,890.

There are no maximum annual earnings used to calculate benefits.

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 based on a statement issued by the insured's doctor.

Constant-attendance supplement: €27.78 a day is paid if the insured requires the constant attendance of others to perform daily functions.

Handicap benefit: Paid for a permanent general disability, according to 20 categories of disability. The value of the benefit varies according to age. Up to 60% of the minimum annual earnings used to calculate the permanent disability pension (€11,890) is paid.

Benefit adjustment: Benefits are adjusted annually according to the pension index prescribed by law.

Workers' Medical Benefits

Free unlimited medical care 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 25 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 €4,570 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

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: All gainfully employed workers, self-employed persons and entrepreneurs.

Earnings-related unemployment benefits: All gainfully employed workers, self-employed persons, and entrepreneurs. Must be a member of an unemployment fund. (Membership 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 to a single unemployment insurance fund. 0.6% of earnings to the Unemployment Insurance Fund (TVR).

Unemployment assistance: None.

Self-employed person

Basic unemployment benefit: None.

Earnings-related unemployment benefit: 2.70% to 2.75% of income to a single unemployment insurance fund.

Unemployment assistance: None.

Employer

Basic unemployment benefit: None.

Earnings-related unemployment benefit: An average of 2.32% of total payroll (0.80% when the sum of all salaries is €1,936.500 or less; 3.20% for a sum greater than €1,936,500) to the Unemployment Insurance Fund (TVR).

Unemployment assistance: None.

Government

Basic unemployment benefit: A state subsidy corresponds to the basic daily allowance, €31.36 a day.

Earnings-related unemployment benefit: A state subsidy corresponds to the basic daily allowance, €31.36 a day.

Unemployment assistance: A state subsidy corresponds to the basic daily allowance, €31.36 a day.

Qualifying Conditions

Basic benefit: A resident of Finland with at least 34 weeks of work in the 28 months before unemployment began; entrepreneurs, membership in a single unemployment insurance fund for at least 18 of the last 48 months.

Unemployment is not due to voluntary leaving, work stoppage, or the refusal of a suitable job offer.

Earnings-related benefit: A resident of Finland with at least 34 weeks of work in the 28 months before unemployment began; entrepreneurs, at least 18 months of the last 48 months. The insured was a member of an unemployment fund for at least 34 weeks.

Increased earnings-related benefit: At least 20 years of work and a member of an unemployment fund for at least five years.

Reemployment program supplement: Must qualify for the reemployment program and participate in a program promoting employment.

Unemployment assistance (means-tested): The insured must reside in Finland. Job seekers younger than age 25 must have completed vocational training and must not have refused a suitable job offer.

Unemployment Benefits

Unemployment benefit (basic benefit): €31.36 a day is paid.

If monthly earnings are less than €3,292.80, the basic daily benefit is €31.36 plus 45% of the insured's daily wage; if monthly earnings are €3,292.80 or more, the daily benefit is 20% of the difference between daily earnings and the basic benefit (€31.36).

When a monthly wage is converted to daily wage or vice versa, one month is calculated to have 21.5 days.

Supplementary allowance: €4.59 a day is paid.

Child's supplement: A daily supplement of €5.06 is paid for one dependent child; €7.43 for two; €9.58 for three or more dependent children.

Earnings-related benefit (unemployment fund): If monthly earnings are less than €3,292.80, the basic daily benefit is €31.36 plus 45% of the daily wage; if monthly earnings are €3,292.80 or more, the daily benefit is €86.17 plus 20% of daily earnings in excess of €165.31.

Increased earnings-related benefit: 57.5% of the difference between the insured's daily wage and the basic daily benefit is paid. If the monthly wage exceeds €3,292.80, the benefit declines to 35% of the difference between the daily wage and the basic daily benefit.

Reemployment program supplement (unemployment fund): The combined earnings-related benefit with the reemployment program supplement is 65% of the difference between the insured's daily wage and the basic daily benefit. If the monthly salary exceeds €3,292.80, the earnings-related benefit declines to 37.5% of the difference between the insured's daily wage and the basic daily benefit.

Child's supplement: A daily supplement of €5.06 is paid for one dependent child; €7.43 for two; €9.58 for three or more dependent children.

The maximum benefit, including the dependent child's supplement, is 90% of the insured's daily wage. If a person receives either the increased earnings-related benefit or the reemployment program supplement, the maximum benefit is 100% of the insured's daily wage.

All unemployment benefits are paid after a seven-day waiting period. The benefit is paid five days a week for up to 500 days.

Unemployment assistance (means-tested): The flat-rate benefit varies according to family size and circumstances. Up to €31.36 a day is paid if monthly earnings are less than €311 for an unmarried person; €1,834 a day for a family with one child. The benefit is paid after a five-day waiting period. There is no limit to duration.

Child's supplement: A daily supplement of €5.06 is paid for one dependent child; €7.43 for two; €9.58 for three or more dependent children.

Supplementary allowance: €4.59.

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 and unemployment programs.

Approved unemployment funds (http://www.tvr.fi) 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 (pregnancy lasts for at least 154 days) who has undergone necessary medical examinations and 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: Paid for a child under age 3 who is not in municipal day care. The care must be provided by parents, other relatives, or a private child care provider.

Family Allowance Benefits

Family allowances: €1,250.28 a year is paid for one child, €2,631.84 for two, €4,394.76 for three, €6,414 for four, and €2,275.56 for each additional child.

Single-parent supplement: €582.60 a year is paid for each qualifying child.

Birth grant: The mother can choose between clothing and other necessities (layette) for the newborn and 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 €3,929.52 a year is paid for one child younger than age 3; a supplement of €1,176.48 a year is paid for each additional child younger than age 3, and €756 a year is paid for each additional child aged 3 to 7.

Means-tested supplement: Up to €175.24 a month is paid.

Partial home care allowance: €93.77 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 = 0.77 euros (€).

Old Age, Disability, and Survivors

Regulatory Framework

First law: 1910.

Current laws: 1945 (nonagricultural employees), 1975 (disabled persons), 1996 (administration of social security), 2001 (dependency benefits), 2003 (pension), 2006 (retirement), 2009 (disability benefit and gainful activity), and 2010 (retirement).

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 six 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: Residents of France.

Source of Funds

Insured person: 6.65% of covered earnings (old age) and 0.10% of earnings (survivor allowance). Persons receiving an unemployment allowance greater than the legal hourly minimum wage contribute 11.37% of the allowance benefits (old age).

The legal hourly minimum wage is €9.22.

Voluntary contributors pay quarterly according to fixed income bands.

The maximum monthly earnings used to calculate contributions for old-age benefits are €3,031.

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 (old age) and 1.6% of gross payroll (survivor allowance).

The maximum monthly earnings used to calculate old-age benefits are €3,031.

Employer contributions are reduced on wages less than 1.6 times the legal hourly minimum wage; contributions on behalf of newly recruited employees younger than age 23 are reduced under certain conditions.

The legal hourly minimum wage is €9.22.

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: The legal minimum retirement age is 60 (rising gradually to age 62 by 2017 for persons born after July 1, 1951). The age of automatic entitlement to a full pension is age 65 (rising gradually to age 67 for persons born after July 1, 1951).

The qualifying insurance period depends on the insured's month and year of birth: 160 quarters of coverage for persons born from 1944–1948; from 161 to 166 quarters for persons born from 1949–1955. For subsequent years, the number of quarters required will be set by decree.

A pensioner can begin a new gainful activity immediately after receiving the pension but must wait six months before resuming the same gainful activity undertaken 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. Insured women are credited with up to eight quarters per child; in certain circumstances, four of these quarters may be awarded to the father.

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 without age limit.

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

Dependent child's supplement: Paid for a dependent child.

Child-raising supplement: Paid if the insured has raised at least three children.

Solidarity allowance for the elderly (means-tested): Awarded to low-income pensioners at age 65 (age 60 if disabled).

Means test: A single pensioner must have an annual income of less than €9,325.98; less than €14,479.10 for a couple.

Disability pension: The insured must be younger than the normal retirement age, have at least a 66.7% assessed loss of earning capacity in any occupation, with 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 three months; or has contributed based on earnings of at least 2,030 times the legal hourly minimum wage including at least 1,015 times the hourly legal minimum wage in the last six months.

The legal hourly minimum wage is €9.22.

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 and have been married to the deceased (including a divorced wife who has not remarried). Unmarried partners are not eligible, even if they had a civil partnership with the deceased.

Means test: If the survivor is unmarried, annual personal income must be less than 2,030 times the legal hourly 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 €9.22.

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 raised three or more children.

Survivor allowance (means-tested): Paid if the deceased had at least three 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. The deceased spouse must have paid old-age insurance contributions during at least three months of the twelve-month period preceding their death, not including the month in which they died.

Means test: Personal income must be less than €2,229.41 a 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 66.7%).

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 €3,031.

Partial pension: The pension is proportionately reduced according to the number of quarters of coverage. The partial pension must not be less than 25% of the insured's reference earnings.

Deferred pension: The pension 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 qualifies for a full pension at that age but remains in the labor force.

If the insured continues to work part time 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 €7,451.10 a year. The benefit is reduced proportionately with less than 164 quarters of coverage.

Constant-attendance allowance: €12,989.19 a year is paid.

Dependent child's supplement: Each child receives €94.98 a month.

Child-raising 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 €9,325.92 a year; to €14,479.10 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 €3,031.

The minimum annual pension is €3,316.69.

Constant-attendance supplement: 40% of the disability pension is paid. The minimum supplement is €1,082.43 a month.

The monthly disability pension is replaced by the old-age pension if the insured is unable to work from age 60 to 62.

If the insured resumes gainful activity, the pension continues to be paid for six months without an income test; thereafter, the pension is suspended if total income from the pension and earnings exceeds the 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 €3,359.40; the pension is reduced proportionately for less than 60 quarters of coverage.

The maximum annual pension is €9,820.44.

Child's supplement: 10% of the survivor pension is paid. The supplement is reduced if the means test reduces the survivor pension.

Survivor allowance (income-tested): €594.41 a month is paid for up to two 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 three months before death is paid.

The maximum monthly earnings used to calculate benefits are €3,031.

The minimum lump-sum benefit is €353.77.

The maximum lump-sum benefit is €9,093.

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.cnav.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).

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 covered for medical benefits.

Voluntary coverage is available, including for French citizens working abroad.

Special systems for agricultural, mining, railroad, public utility, and public-sector employees; clergy; seamen; nonagricultural self-employed persons; and agricultural self-employed persons.

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 a year) 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 and 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 contributions also finance disability and survivor benefits.

Qualifying Conditions

Cash sickness benefits: Paid for up to six months if the insured has at least 200 hours of employment in the last three months; paid for more than six months but less than three years with at least 800 hours of employment in the last 12 months, including at least 200 hours in the first three months or has contributed based on earnings of at least 2,030 times the legal hourly minimum wage including at least 1,015 times the legal hourly minimum wage in the last six months. 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 for cash sickness benefits calculated based on their last wage.

The legal hourly minimum wage is €9.22.

Cash maternity benefits: The insured must have at least 10 months of coverage and 200 hours of employment in the three months before certification of pregnancy. The insured must cease work for at least eight weeks. The same qualifying conditions apply for the adoption of a child. The adoption leave period may be shared between the adopting mother and father if both are eligible. 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 three 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 legal hourly minimum wage in the last month, has 120 hours of employment in the last three months, or has contributions of at least 120 times the legal hourly minimum wage in the last three months. Benefits are provided for up to two years if the insured has 1,200 hours of employment in the last year or contributions of at least 2,030 times the legal hourly minimum wage in the last year. Job seekers are eligible for medical benefits while receiving unemployment benefits and remain eligible for four years after the unemployment benefit ceases. The dependent survivors of an insured person are eligible for medical benefits for up to four years after the insured's death; no limit for a married or divorced surviving spouse who is raising or has raised three children and for work injury beneficiaries and their dependents.

The legal hourly minimum wage is €9.22.

Sickness and Maternity Benefits

Sickness benefit: 50% of the insured's average daily wage in the three months before the incapacity began 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 three-day waiting period for up to 360 days in a three-year period. For a chronic or prolonged illness, the total payment period is three years.

The maximum monthly earnings used to calculate benefits are €2,517.06.

The minimum daily benefit is €8.90 (€11.86 if the insured has dependent children).

The maximum daily benefit is €41.38 (€55.17 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 three months.

Maternity benefit: 100% of the insured's average earnings in the three months before the maternity leave period (minus a tax deduction) is paid for six weeks before and 10 weeks after the expected date of childbirth for the first and second child; for eight weeks before and 18 weeks after for the third child; for 12 weeks before and 22 weeks after for twins; for 24 weeks before and 22 weeks after for multiple births of three or more children.

The benefit is paid for two additional weeks if maternity hospital care is required as the result of complications arising from the pregnancy or childbirth, except in cases of multiple births of three or more children.

If the mother dies as a result of complications arising from childbirth, the father is eligible for a paid leave period equal to the postpartum leave period followed by a paternity benefit leave period.

In the event of a miscarriage, the duration of the benefit paid is based on the duration of the maternity benefit normally paid after childbirth.

For the adoption of a child, benefits are paid for 10 weeks if the insured is raising one or two children; 18 weeks with at least three children; or 22 weeks for multiple adoptions, regardless of the number of children. The adoption leave period can be shared between the adopting mother and father, in which case the combined leave period is extended by 11 days (18 days for multiple adoptions at the same time).

The maximum monthly earnings used to calculate benefits are €3,031.

The minimum daily benefit is €8.90.

The maximum daily benefit is €80.04.

Paternity benefit: 100% of the insured's average earnings in the three 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 four months after the date of childbirth.

The paternity leave period is paid in addition to a three-day leave period paid for by the employer under the labor code.

The maximum monthly earnings used to calculate benefits are €3,031.

The minimum daily benefit is €8.90.

The maximum daily benefit is €80.04.

Benefit adjustment: Maternity, paternity, and adoption benefits are adjusted annually.

Workers' Medical Benefits

Benefits include general and specialist care, hospitalization, laboratory services, medicine, optical and dental care, maternity care, appliances, and transportation. The insured normally pays directly for services and is reimbursed by the local sickness fund.

Cost sharing: 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; 15% to 100% for pharmaceuticals; 60% to 100% for laboratory services; 60 to 100% for optical and appliance fees up to an annual maximum; and 80% for hospitalization (after a daily contribution of €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

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

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 four Overseas General Sickness Insurance Funds governed by bipartite bodies, register the insured, pay cash benefits, and administer reimbursements 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, and certain job seekers.

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.

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 0.834% of the maximum annual earnings for social security contributions; 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 €182 during the first 28 days and €242.67 thereafter.

Benefit adjustment: Benefits are adjusted according to changes in wages once benefits have been paid for a period exceeding three 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 €35,843.28 plus 33.33% of earnings exceeding €35,843.28.

The minimum annual earnings used to calculate benefits are €17,921.64.

The maximum annual earnings used to calculate benefits are €143,373.12.

Constant-attendance supplement: If the insured requires the constant attendance of others to perform daily functions, 40% of the pension but not less than €12,722.03 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 from 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 €35,843.28 plus 33.33% of earnings exceeding €35,843.28.

The maximum annual earnings used to calculate benefits are €143,373.12.

A lump sum of €405.04 is paid for an assessed degree of disability of 1% up to €4,049.23 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 surviving 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 three 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%.

If all survivor benefits combined exceed 85% of the deceased's average earnings in the last 12 months of work, 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 four Overseas General Sickness Insurance Funds, governed by bipartite bodies, register the insured, pay cash benefits, and administer reimbursements 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, household workers, and child caregivers.

Exclusions: Civil servants and self-employed persons.

Special systems for construction workers, dockworkers, merchant seamen, aviators, 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 not entitled to unemployment insurance benefits or whose benefits have been exhausted 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 €12,124.

Self-employed person: Not applicable.

Employer: 4% of covered payroll; 0.15% of covered payroll finances the salary guarantee fund if the employer becomes bankrupt.

The maximum monthly earnings used to calculate contributions are €12,124.

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: Paid to insured who do not reach the statutory retirement age (or the qualifying age for a full pension). Younger than age 50, with at least 122 days of contributions or 610 hours of work in the last 28 months before unemployment (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.

Social assistance benefits

Specific Solidarity allowance (means-tested): At least five years of employment in the last 10 years before unemployment, no longer entitled to unemployment benefits, and registered at an employment office. An insured person aged 50 or older can choose between the specific solidarity allowance and the unemployment benefit.

Means test: The household's average monthly income (excluding social benefits, savings, and alimony) before entitlement to unemployment benefits ceased must not exceed €1,094.10 for a single person; €1,719.30 for a couple.

Temporary waiting period allowance (means-tested): The benefit provides a temporary income to certain unemployed persons (persons awaiting reintegration, asylum seekers, certain foreigners) who are not entitled to unemployment insurance benefits. The insured must be actively seeking employment.

Means test: Awarded to unemployed persons with monthly income below the active solidarity income. The benefit can vary according to the composition and resources of the applicant's household.

Active solidarity income (means-tested): The insured must be from ages 25 to the statutory retirement age (under 25 if the insured has to support at least one child, even if not yet born, or if the insured has worked for at least two of the three last years). The insured must be actively looking for work either on their own or as part of a retraining program.

Means test: In case of paid employment, the benefit varies according to income.

Solidarity transitory allowance (means-tested): The benefit is paid to unemployed persons who have the required number of quarters for a full pension but have not reached the statutory retirement age.

Means test: The household's average monthly income (excluding social benefits) in the last 12 months must not exceed €1,619.52 for a single person; €2,328.06 for a couple.

Unemployment Benefits

Social insurance benefits

Unemployment benefit: The benefit rate varies according to the value of previous declared income from 57.4% to 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 older).

The maximum monthly earnings used to calculate benefits are €12,124.

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 (three months for job seekers aged 50 or older) receive financial incentives.

Social assistance benefits

Specific solidarity allowance (means-tested): If household income is from €625.20 up to €1,094.10 for a single person and from €1,250.40 up to €1,719.30 for a couple, the benefit is the difference between the household income and €1,094.10 or €1,719.30 respectively. The benefit is awarded

for a six-month period and is renewable if qualifying conditions are still satisfied. The benefit ceases when the insured reaches the statutory retirement age (or the qualifying age for a full pension).

The means-tested specific solidarity allowance can be combined with earnings (up to a maximum) for up to 12 months.

Temporary waiting period allowance (means-tested): The monthly benefit is €330.30 and is awarded for up to 12 months.

The means-tested temporary waiting period allowance can be combined with earnings (up to a maximum) for up to 12 months.

Active solidarity income (means-tested): €474.93 a month is paid for a single person, €712.40 for a two-member household, €854.87 for a three-member household, €997.35 for a couple with two children. A supplement of €189.97 is paid for each additional child in a family with more than two children. The benefit is reduced by the amount of any other household income. If the beneficiary receives the housing allowance (see Family Allowances) or other housing assistance benefits, the active solidarity income is reduced to a fixed lump sum. The benefit is awarded for renewable three-month periods.

Solidarity transitory allowance (means-tested): The monthly benefit is €1,012.20 for household income less than €607.32 for a single person or €1,315.86 for a couple; otherwise the benefit is the difference between the means-test income (€1,619.52 for a single person; €2,328.06 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 solidarity transitory allowance can be combined with the social insurance unemployment benefit, up to €1,012.20 a month.

The means-tested solidarity transitory allowance can be combined with earnings, up to a maximum.

Schedule of payments: The benefit is paid monthly.

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 two 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 may earn up to 55% of the legal minimum wage.

The legal hourly minimum wage is €9.22.

Young child benefit: 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 seventh 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 is only paid for one child at a time, except in the case of 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 suspend or reduce work to raise a child younger than age 3. The parent must have contributed to social insurance for at least four quarters in the two years before the child's birth for the first child, in the last four years for families with two children, or in the last five years for families with three or more children.

Optional supplement for reduced work: Parents with three or more children including at least one child born or adopted after June 30, 2006, can choose between the optional supplement and 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% of the total of their salary.

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 child who is seriously sick, injured, or disabled. May not receive a supplement for reduced work or the special parental allowance for a child with a disability.

Special parental allowance for a child with a disability: Paid for children up to age 20 with an assessed disability of at least 50%. The allowance is not means-tested. May not receive 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 three 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 from ages 6 and 18. The earnings of a working child must not exceed €857 a month.

Means test: The total family income must be less than €22,970 for families with one child; €28,271 with two children; €33,572 with three children; plus €5,301 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 three 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 type of housing.

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: €125.78 a month is paid for two children; €286.94 for three children; €448.10 for four children plus €161.17 for each subsequent child.

A supplement of €35.38 is paid for children older than age 11 and €62.90 for children older than age 16 (except for the first child in a two-child family).

A flat-rate allowance of €79.54 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 €836.55.

Young child benefits: The benefit has several components:

Birth grant (means-tested): A lump sum of €903.07 is paid for each child at the seventh month of pregnancy (€1,806.14 for an adopted child).

Base allowance (means-tested): €180.62 a month is paid from the month of childbirth up to the month preceding the child's third birthday. For the adoption of a child, the benefit is paid for up to three years, but no later than the child's 20th birthday.

Supplement for reduced work: The full rate is €379.79 a month; if the beneficiary is not entitled to the base allowance, the full rate is raised to €560.40; €426.12; or €322.24, according to the number of hours worked. €245.51 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); €141.62 a month if working from 50% to 80% of the normal working period (less than 122 hours a month for a nonsalaried person).

The supplement is paid from the month after childbirth, adoption, or the end of the maternity, paternity, or adoption leave period for six months if there is only one child or up to the month before the child's third birthday if there is more than one child.

If the insured resumes work while the child is from 18 months to 29 months of age, the supplement continues to be paid for two months.

If both parents have part-time jobs and both are eligible for 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: €620.78 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 €801.39.

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 supplements 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 €41.79 (€49.65, for a single-parent family) is paid for each day's leave up to 22 days a 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 three-year period to provide care for a sick child. A means-tested health care cost supplement of €108.49 is provided.

Special parental allowance for a disabled child: €126.41 a month is paid. A supplement varying from €94.81 to €1,038.36 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: €88.44 is paid for a single parent caring for a child; €117.92 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): The benefit is €284.97 if the child is aged 6 to 10; €300.66 if aged 11 to 14; €311.11 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 €163.71 is paid for each 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 Labor, Solidarity and the civil service (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 = 0.77 euros (€).

Old Age, Disability, and Survivors

Regulatory Framework

First laws: 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: The social security systems of the Federal Republic of Germany (FRG) and the German Democratic Republic (GDR) were merged in 1992. Throughout the profile, those particular provisions that are in force in the federal states of the former GDR are preceded by the designation "E" (East).

Coverage

Employed persons (including apprentices) and certain self-employed persons.

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.

Shorter coverage periods for persons earning €400 or less per month.

Special systems for certain self-employed persons, miners, public-sector employees, civil servants, and farmers.

Source of Funds

Insured person: 9.8% of monthly earnings over €800; a reduced contribution for earnings from €401 to €800; none for earnings less than €400 a month (voluntary contributions can be made).

The maximum annual earnings used to calculate contributions under Federal German Pension Insurance are in general €67,200 per year (E–€57,600)

Self-employed person: 19.6% of monthly income.

The minimum monthly contribution is €78.40 and the maximum is €1,097.60 (E–€940.80) or a flat-rate amount of €514.50 (E–€439.04), depending on the type of coverage chosen by the self-employed person.

Employer: 9.8% of monthly payroll; 15% of earnings for employees with monthly earnings less than €400.

The maximum annual earnings used to calculate contributions under Federal German Pension Insurance are €66,000 (E–€55,800).

Government: Finances grants for certain benefits not covered by contributions.

Qualifying Conditions

Old-age pension: Age 65 and 1 month with at least five years of contributions. The normal pensionable age is rising gradually to age 67 by one month each year until 2024 and by 2 months until 2029. The pensionable age for those born after 1964 is 67. A special length of service pension is paid at age 65 with 45 years of contributions.

Age 65, with at least a 50% assessed degree of disability and 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 six months; with at least 15 years of contributions for employees who work part time for at least 24 months before the normal retirement age; women with at least 10 years of contributions after age 40.

Earnings test: The pension depends on the level of additional 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.

Compensation amount for low-income workers: Workers with at least 35 years of coverage with less than 0.0625 earning points (equal to 75% of the value of contributions for average earnings of all insured).

Deferred old-age pension: The pension may be deferred after the normal retirement age up to age 70.

Disability pension: Paid for a full loss of working capacity, unable to work more than three hours a day in any form of work. The insured must have at least five years of contributions and 36 months of compulsory contributions in the last five years. Special conditions apply for a reduction in earning capacity that is the result of a work injury.

Partial disability pension: Able to work at least three hours but not more than six hours a day in any form of work; for insured persons born before January 2, 1961, unable to work at least six hours a day in the usual or a similar occupation.

Survivor pension (income tested): The deceased had at least five years of contributions or was a pensioner at the time of death.

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 by 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, or have a disability.

Child's supplement: Paid to a widow(er) or surviving civil partner receiving the large widow(er) pension and raising a child younger than age 3. The supplement is not paid if the spouse died before 2002, or if the marriage took place before that date and at least one spouse or civil partner was born before January 2, 1962.

Old-age pension splitting: Spouses or civil partners who are eligible for the statutory old-age pension and have 25 years of coverage can split their pensions instead of receiving a survivor benefit. The marriage or partnership must have begun after 2001; before 2002 if both spouses or civil partners were born after January 1, 1962.

Old-Age Benefits

Old-age 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 lifetime earnings divided by the average national earnings multiplied by the normal entry factor. An individual earnings point of 1.0 is awarded if the individual's annual earnings correspond to the average national earnings. In the case of lower or greater individual annual earnings, a corresponding earnings point of less than or more than 1.0 is awarded.

The normal entry factor is 1.0 and increases or decreases depending on the age at which the insured is first awarded a pension.

The pension factor for the old-age pension is 1.0.

The pension value is calculated as the monthly benefit amount for one year of average covered earnings, adjusted according to changes in wages. The pension value is €27.47 (E–€24.37).

There is no statutory minimum pension.

Compensation amount for low-income workers: 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 (rising to age 67 by 2029).

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; absolute decreases in pension benefits are not permitted. The adjustment formula also takes into account changes in the ratio between the number of pensioners and contributors.

Permanent Disability Benefits

Disability pension: The pension is the 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 value is calculated as the monthly benefit amount for one year of average covered earnings, adjusted according to changes in wages. The pension value is €26.27 (E–€23.09).

If the disability began 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 pension factor is 1.0 for a full reduction in earning capacity and 0.5 for a partial reduction.

The disability pension ceases at age 65 and is replaced by the old-age pension. (Rising gradually to 67 by 2029). 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; absolute decreases in pension benefits are not permitted. The adjustment formula also takes into account changes in the ratio between the number of pensioners and contributors.

Survivor Benefits

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 three 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).

The pension value is calculated as the monthly benefit amount for one year of average covered earnings, adjusted according to changes in wages. The pension value is €26.27 (E–€23.09).

The small widow(er) pension is paid for two years; paid for an unlimited duration if the marriage or civil partnership began before 2002, lasted for more than one year and the surviving spouse or civil partner was born before January 2, 1962.

The large widow(er) pension: Paid for an unlimited duration. Ceases upon remarriage.

Special rules apply for spouses divorced before July 1, 1977.

The benefit is reduced by 40% of the survivors net income above €718.08 (E–€637.03) from the fourth 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 had cared for children. Two earnings points are awarded each 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), the pension is reduced by 40% of the orphan's net income above this limit.

Benefit adjustment: Benefits are adjusted annually in July according to changes in the pension value; absolute decreases in pension benefits are not permitted. The adjustment formula also takes into account changes in the ratio between the number of pensioners and contributors.

Administrative Organization

Federal Ministry of Labor and Social Policy (http://www.bmas.bund.de) provides general supervision. Federal Insurance Institute (http://www.bva.de) supervises the administrative functions of the German Pension Insurance.

Sickness funds collect contributions and forward them to pension insurance institutions.

Sickness and Maternity

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 €50,850 a year (€45,900 if covered by private health insurance before 2003); pensioners, students, persons with disabilities, apprentices, and recipients of unemployment benefits. Voluntary coverage is available for wage and salary workers earning more than €50,850 a year.

Coverage is available through private health insurance companies for self-employed persons.

Special systems exist for miners, artists, public-sector employees, and 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: Contributes an average of 8.2% of covered earnings over €800; a reduced contribution for earnings from €401 to €800. Pensioners contribute an average of 8.2% of the pension. Students contribute a flat rate of €65 per month.

The maximum annual earnings used to calculate contributions are €45,900.

Self-employed person: No mandatory contributions. For cash sickness benefits, certain voluntarily insured can choose a contribution rate based on desired coverage.

Employer: Contributes an average of 7.3% of covered earnings; 13% of covered earnings for employees with monthly earnings of less than €400. Pension funds pay 7.3% of the pension.

The maximum annual earnings used to calculate contributions are €45,900.

Government: Subsidies for maternity benefits and pensioned farmers' health 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.

The maximum annual earnings used to calculate contributions are €45,900.

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, pensioned 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 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 two years of coverage in the last 10 years. Benefits vary according to the need for care: substantial need, at least once a day (degree of care I), a severe need at least three times a day (degree of care II), or a critical need, round-the-clock care (degree of care III). All levels of care must require assistance with housekeeping several times a week. An allowance is paid to insured persons who organize care for themselves.

Long-term care allowance: An allowance is paid to insured persons who organize care for themselves.

Sickness and Maternity Benefits

Sickness benefit: 70% of gross earnings (up to 90% of net earnings) for up to 78 weeks in a three-year period for the same illness. (The employer pays 100% of the insured's earnings for up to six weeks; thereafter the sickness funds pay.)

Insured persons caring for a sick child receive sickness benefits for up to 10 working days for each child but no longer than 25 days for each insured person in each calendar year. In single-parent households, the benefit is paid for up to 20 working days for each 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 three months and is paid six weeks before and eight 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: The allowance is €235, €440, or €700 a month, depending on the degree and frequency of care required. The insured pays the caregiver.

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).

The long-term care fund contributes to old-age pension insurance for relatives who provide home care services to family members for at least 14 hours a week, and who are not in paid work for more than 30 hours a week. The fund also provides coverage for work injury. Caregivers in need of rehabilitation measures to return to work receive a cost-of-living allowance.

Workers' Medical Benefits

Medical benefits: Doctors, hospitals, and pharmacists under contract with sickness funds provide benefits to patients. Benefits include comprehensive medical and dental care, preventive examinations and treatment, laboratory tests, maternity care with a midwife or doctor, hospitalization, surgery, rehabilitation, appliances, and prescribed medicine.

Cost sharing: A copayment is required for certain benefits (including medicine, appliances, ambulatory care, hospitalization, and transportation). No copayment for hardship cases (depending on means).

Long-term care (home care benefits): Benefits include at-home care, appliances, technical assistance (such as home modification), 24 hour care, short-term institutional care, and at-home care when caregiver is temporarily unavailable. Maximum benefit amounts are set for different services.

In-kind benefits for care are €450, €1,100, €1,550, or €1,918 a month, depending on the level of care required.

Long-term care (institutional care benefits): The benefit is €1,023, €1,279, €1,550, or €1,918 a month, depending on the level of care required. The insured pays the cost of room and board.

Dependents' Medical Benefits

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

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 representatives from employers and the insured), handles day-to-day administration of funds.

Regional physicians' associations contract annually with federations of funds to pay 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.

Separate long-term care funds organized by sickness funds and private sickness insurance funds administer benefits.

Federal states pay construction costs for long-term care institutions.

Work Injury

Regulatory Framework

First laws: 1884 (accident insurance), implemented in 1885, and 1925 (occupational diseases).

Current law: 1996 (accident insurance), implemented in 1997.

Type of program: Social insurance system.

Coverage

Employed persons; some categories of self-employed person; voluntarily insured employers; apprentices, and students.

Exclusions: Most categories of self-employed person.

Special system for civil servants and public-sector employees.

Source of Funds

Employees: None.

Self-employed person: Contributions vary according to assessed degree of risk.

Employer: An average of 1.32% of payroll; contributions vary according to assessed degree of risk.

Government: A subsidy for agricultural accident insurance and contributions for students, children in day care institutions, and persons engaged in specified voluntary activities.

Qualifying Conditions

Work injury and occupational disease benefits: There is no minimum qualifying period.

Temporary Disability Benefits

80% of the insured's last gross wage up to the last net income 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 (in most cases, the employer pays for the first six weeks). If recovery is not anticipated and occupational rehabilitation is not possible, the benefit is paid for up to 78 weeks.

A transition benefit is paid if rehabilitation measures are required during this period. A benefit equivalent to the temporary disability benefit is paid.

For insured persons aged 18 or older, the minimum annual earnings used to calculate benefits are €18,900 (E–€16,128).

The maximum annual earnings used to calculate benefits vary from €60,480 to €91,980, depending on the accident insurance fund.

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 more than 20%, a percentage of the full pension is paid according to the assessed loss of earning capacity.

Severe disability supplement: 10% of the disability pension is paid for up to two years if the assessed loss of earning capacity is 50% or more and the insured is not working or receiving another type of pension; if the insured person is unemployed and the combined total of disability and unemployment benefits is less than the transition benefit.

Constant-attendance allowance: €310 to €1,240 a month (E–€272 to €1,086) 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: For the small widow(er) pension, 30% of the deceased's income is paid for up to 24 calendar months if the widow(er) does not qualify for the large widow(er) pension.

For the large widow(er) pension, 66.7% of the deceased's last earnings is paid for up to three 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.

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 at least a 50% severe loss of earning capacity. 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 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.

All survivor benefits combined must not exceed 80% of the deceased's earnings.

Death grant: A lump sum of €4,500 (E–€3,840) is paid.

Benefit adjustment: Benefits are adjusted annually 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 area of occupational safety and health.

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.

Unemployment

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: 1.45% of covered earnings.

The maximum annual earnings used to calculate contributions are €67,200 (E–€57,600).

Social assistance: None.

Self-employed person

Social insurance: 3% of half the monthly reference value; the full monthly reference value after two years of self-employment.

The full monthly reference value is €2,625 (E–€2,240).

Social assistance: None.

Employer

Social insurance: 1.45% of covered earnings.

The maximum annual earnings used to calculate contributions are €67,200 (E–€57,600).

Social assistance: None.

Government

Social insurance: Loans or subsidies to cover any social insurance deficit; 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 two 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 in certain cases to employees of companies that become insolvent.

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 no longer met, 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): 67% (60% without children) of the insured's net earnings is paid for six 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): 67% (60% without children) of the difference between previous and current income is paid to short-time workers, usually for six months (up to 24 months).

Short-time transfer allowance (social insurance): 67% (60% without children) of the difference between previous and current income is paid to short-time workers for up to 12 months.

Bad weather allowance (social insurance): 67% (60% without children) of the difference between previous and current income is paid based on hours of work stoppage from December 1 to March 31.

Unemployment benefit (social assistance, means-tested): €299, €337, or €374 a month is paid, depending on the person's family composition.

Dependent's supplement: €219 a month is paid for children younger than age 6; €251 for children aged 6 to 14; €287 for children aged 15 to 18.

Means test: The benefit is reduced by 20% of income from €100.01 to €1000 a month; (10% of income from €1000.01 to €1,200; €1,500 if the claimant has any children. Certain types of income (including certain level of savings) are excluded).

Support is provided for heating and housing costs and other necessities.

There is no limit to duration.

Benefit adjustment: Benefits are adjusted annually in January 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-raising allowance).

Current laws: 2007 (parental benefit), 2009 (child benefit), and 2009 (income tax).

Type of program: Universal and social assistance system.

Coverage

Parents with one or more children; grandparents or foster parents if the child(ren) live(s) in their household.

Full orphans and children who have lost all contact with their parents.

Exclusions: Self-employed persons.

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: extended beyond age 18 if unemployed, a full-time student, searching for an apprenticeship or a voluntary position; or if disabled.

Child allowance (income-tested): Paid to parents with at least one unmarried 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. 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 benefit for a combined maximum of 14 months (each parent must receive the benefit for at least two 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 for each 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 parents' net income during 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 enforcing federal child-raising and parental benefit laws. Child-raising and parental benefit centers administer the program.

The federal government reimburses administrative costs.

Greece

Exchange rate: US$1.00 = 0.77 euros (€).

Old Age, Disability, and Survivors

Regulatory Framework

First law: 1934.

Current laws: 1951 (social security), 1960 and 1978 (legislation and regulation), 1990 (regulation), 1991 (pensions), 1992 (social security), 2000 (financing and administration), 2002 (social security), 2004 (social security), 2008 (social security), 2010 (social security), and 2011 (social security).

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 available.

Special systems for agricultural workers, public-sector employees, and other specified groups.

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 if first insured after December 31, 1992, are €66,561.60 a year; €34,051.50 a year if first insured before January 1, 1993.

Self-employed person: 20% of monthly earnings according to one of 14 insurance categories.

There are no minimum earnings used to calculate contributions.

The maximum earnings used to calculate contributions if first insured after December 31, 1992, are €66,561.60 a year; €34,051.50 a year if first insured before January 1, 1993.

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 if first insured after December 31, 1992, are €66,561.60 a year; €34,051.50 a year if first insured before January 1, 1993.

Government: Contributes as an employer; a guaranteed annual subsidy.

Qualifying Conditions

Old-age pension: Age 65 (men) or age 62 (women, rising to age 65 by 2013) with at least 4,500 days of contributions; age 63 and 6 months (men, rising to age 65 by 2013) with at least 10,000 days (rising to 12,000 days by 2015) of contributions or age 58 and 6 months (women, rising to age 60 by 2013) with at least 10,800 days (rising to 12,000 days by 2015) of contributions; or age 59 with at least 11,000 days of contributions. The full pension is paid to insured persons with specified disabilities and at least 4,050 days of contributions.

Age 60 (men) or age 57 (women, rising to age 60 by 2013) 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 56 and 6 months (rising to age 60 by 2013) 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 sector and 1,000 in the last 13 years, or at least 4,500 days of contributions in the construction sector, including 500 in the last 13 years. Age 60 (women with dependent children) or age 55 (women with 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 may not work and receive a pension at the same time. Pensioners age 55 or older may work but their pension is earnings-tested.

Early pension: First insured before January 1, 1993, age 60 (men) or age 57 (women, rising to age 60 by 2013) with at least 4,500 days of contributions, including 100 days of work in the last five years; age 60 (men) with at least 10,000 days of contributions or age 56 and 6 months (women, rising to age 60 by 2013) with at least 10,800 days of contributions, including 100 days of work in the last five 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: Maximum net annual income (salaries and pensions) €8,472.09; total annual personal income, €9,884.11; total annual family income, €15,380.90; and total monthly pension, €850.

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 five years before the disability began. (For insured persons who began working after 1993, the contribution days in the five years before the disability began may include credited days of contributions.)

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

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 two years.

Benefits are payable abroad under a reciprocal agreement.

Special disability pension: Paid if the insured suffers from a disease specified by law. 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 suffer from a disease specified by law. The insured must have at least 350 days of contributions in the last four calendar years before the disability began, including 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): Assessed with a disability of at least 50% and residing in Greece.

Income test: Maximum net annual income (salaries and pensions) of €8,472.09; total annual personal income, €9,884.11; total annual family income, €15,380.90; and total monthly pension, €850.

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.

Eligible survivors include: a widow who was married to the deceased for at least three years (five 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 10 years and was receiving alimony; dependent children 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 if first insured before January 1, 1993, unmarried dependent grandchildren up to age 18 (age 24 if a student, no limit if disabled) and dependent parents.

The pension ceases on remarriage.

A pension that has ceased or is less than 100% of the pension the deceased received or was eligible to receive is reinstated and paid at 70% of the deceased's pension 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 or a dependent child up to age 18 (age 24 if a student, no limit if disabled) and residing in Greece. A surviving divorced spouse who is eligible for a survivor pension is not eligible for the survivors social solidarity grant.

Income test: Maximum net annual income (salaries and pensions) of €8,472.09, total annual personal income of €9,884.11, total annual family income of €15,380.90, and total monthly pension of €850.

Old-Age Benefits

Old-age pension: The pension is based on the length of coverage and pensionable earnings in the last five years if first insured after December 31, 1992.

If first insured before January 1, 1993, the pension is based on the length of coverage and pensionable earnings in the last five years or the best five 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, a married person whose spouse is working, or a pensioner is €486.84 a month; €523.37 with a nonworking spouse; €547.76, €571.99, or €596.31 with a nonworking spouse and one to three children; and €511.23, €535.46, or €559.78 with no spouse and one to three children.

The maximum monthly pension for persons who were first insured after December 31, 1992, is €2,773.40; €2,373.57 for persons who were first insured before January 1, 1993.

Earnings test: The amount of the pension that exceeds €1,007.10 is reduced by 70% if the beneficiary is aged 55 or older, without dependents, and employed; the threshold of €1,007.10 increases by €204.42 for each dependent child up to age 18 (age 24 if a student, no limit if disabled).

Early pension: The pension is reduced by 0.5% for each month of early retirement.

Deferred pension: A deferred pension is paid.

Schedule of payments: Twelve payments a year plus three lump-sum payments at Christmas, Easter, and the summer holidays, paid for monthly pensions less than €2,500.

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

Old-age social solidarity grant: €230 a month is paid with net income up to €7,715.65, €172.50 with net income from €7,715.66 to €8,018.26, €115 with net income from €8,018.27 to €8,219.93, €57.50 with net income from €8,219.94 to €8,472.09, and €30 with net income from €8,472.10 to €9,200.

The old-age social solidarity grant is reduced by one third if an early pension is paid.

Schedule of payments: Twelve payments a year.

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

Permanent Disability Benefits

Disability pension: The pension is based on the length of coverage and pensionable earnings in the last five 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. The benefit is higher 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 or 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 €495.74, €520.51 if the insured has one child, €550.25 with two children, €584.95 with three children, €619.66 with four children, and €654.37 with five children.

The maximum monthly pension is €2,773.40 if first insured after December 31, 1992; €2,373.57 if first insured before January 1, 1993.

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: €230 a month is paid with net income up to €7,715.65, €172.50 with net income from €7,715.66 to €8,018.26, €115 with net income from €8,018.27 to €8,219.93, €57.50 with net income from €8,219.94 to €8,472.09, and €30 with net income from €8,472.10 to €9,200.

The disability social solidarity grant is reduced by one third if an early pension is paid.

Schedule of payments: Twelve payments a year.

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

Survivor Benefits

Survivor pension: The pension varies according to the date the deceased first entered the system and is paid for three years beginning the month following the death (may be extended for those who receive the full pension). The full pension the deceased received or was eligible to receive is paid if a surviving spouse does not work, receives any other pension, or has an assessed mental or physical disability of at least 67%; 70% is paid if the spouse is aged 65 or older and working or receiving a pension; 50% if the spouse is younger than age 65 and working or receiving a pension.

The minimum survivor pension is €438.16 a month if first insured before January 1, 1993; €396.58 a month if 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, 20% of the insured's old-age pension is paid to each eligible orphan; 60% for a full orphan. If the deceased was first insured after December 31, 1992, 25% of the insured's old-age pension is paid to each eligible orphan; 50% for a full orphan.

The minimum orphan's pension is €438.16 a month if first insured before January 1, 1993; €396.58 a month if first insured after December 31, 1992.

Grandchild's or parent's pension: If there are no other survivors, 20% of the deceased's pension is paid for an eligible grandchild, a widowed mother, or a dependent father.

The minimum pension is €438.16 a month.

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

Schedule of payments: Twelve payments a year plus three lump-sum payments at Christmas, Easter, and the summer holidays, paid for monthly pensions less than €2,500.

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

Survivors social solidarity grant (income-tested): €230 a month is paid with net income up to €7,715.65, €172.50 with net income from €7,715.66 to €8,018.26, €115 with net

income from €8,018.27 to €8,219.93, €57.50 with net income from €8,219.94 to €8,472.09, and €30 with net income from €8,472.10 to €9,200.

Schedule of payments: Twelve payments a year.

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

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.

Sickness and Maternity

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. 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, and other specified groups.

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 if first insured after December 31, 1992, are €77,609.70 a year; €34,051.50 a year if first insured before January 1, 1993.

Self-employed person: 1.2% of covered monthly earnings (cash benefits) and 6.45% of covered monthly earnings (medical benefits).

There are no minimum earnings used to calculate contributions.

The maximum earnings used to calculate contributions if first insured after December 31, 1992, are €77,609.70 a year; €34,051.50 a year if first insured before January 1, 1993.

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 if first insured after December 31, 1992, are €77,609.70 a year; €34,051.50 a year if first insured before January 1, 1993.

Government: A guaranteed annual 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 two years.

Medical benefits: The insured must have at least 60 days (rising to 100 by 2013) 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 women or the dependent wife of an insured man or pensioner.

Sickness and Maternity Benefits

Sickness benefit: 50% of daily earnings is paid after a three-day waiting period, according to wage class. (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 two 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 €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 wage class.

If the insured is hospitalized and there are no dependents, 33% of the benefit is paid.

Funeral grant: A lump sum of at least eight times the covered monthly earnings of the highest wage class is paid.

Maternity benefit: 50% of daily earnings is paid for up to 56 days before and 63 days after childbirth.

The minimum benefit is 66.7% of the insured's earnings. (The insured may also receive a maternity supplement of up to 33.3% of earnings.)

The maximum daily benefit is €45.19 with no dependents; €63.27 a day with dependents.

Birth grant: €900 is paid for each child.

Workers' Medical Benefits

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

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

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.

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 available.

Source of Funds

Insured person: See source of funds under Sickness and Maternity.

Self-employed person: Not applicable.

Employer: See source of funds under Sickness and Maternity; plus 1% of monthly payroll, depending on the reported accident rate.

Government: A guaranteed annual subsidy.

Qualifying Conditions

Work injury benefits

Work injuries: The injury must be reported in the five 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

50% of daily earnings is paid after a three-day waiting period, according to wage class. (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 two 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, 33% of the benefit is paid.

Permanent Disability Benefits

Permanent disability pension: For an assessed degree of disability of 80% or more (severe), 100% of the old-age pension is paid; for an assessed degree of disability of 67% to 79.9% (ordinary), 75% of the old-age pension is paid (100% if the insured has at least 6,000 days of coverage or the disability is the result of a psychiatric condition).

The pension is calculated using the insured's average wage in the last five years (if first insured after December 31, 1992).

Partial disability: For an assessed degree of disability of 50% to 66.9%, 50% of the old-age pension is paid (75% for a psychiatric condition).

The insured can request that the degree of disability be assessed every six 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: Twelve payments a year plus three lump-sum payments at Christmas, Easter, and the summer holidays, paid for monthly pensions less than €2,500.

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

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

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

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.

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 three years beginning the month following the insured's death.

If the deceased was first insured before January 1, 1993, the widow(er)'s pension is 70% of the insured's pension; 50% if first insured after December 31, 1992.

The pension ceases on remarriage.

A surviving divorced spouse may receive a pension of 30% of the survivor pension if 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 €438.16 a month if first insured before January 1, 1993; €396.58 a month if first insured after December 31, 1992.

Orphan's pension: If the deceased was first insured before January 1, 1993, 20% of the insured's basic pension is paid to each orphan up to age 18 (age 24 if a student, no limit if disabled); 60% for a full orphan. If first insured after December 31, 1992, 25% of the insured's basic pension is paid to each orphan up to age 18 (age 24 if a student, no limit if disabled); 50% for a full orphan.

The minimum orphan's pension is €438.16 a month for persons first insured before January 1, 1993; €396.58 a month for persons first insured after December 31, 1992.

Grandchild's or parent's pension: If there are no other survivors and the deceased was first insured before January 1, 1993, 20% of the deceased's pension is paid for a grandchild up to age 18 (age 24 if a student, no limit if disabled), a widowed mother, or a dependent father.

The minimum survivor pension is €438.16 a month.

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

Schedule of payments: Twelve payments a year plus three lump-sum payments at Christmas, Easter, and the summer holidays, paid only if the monthly pension is less than €2,500.

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

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.

Unemployment

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: 1.83% of covered or gross earnings.

There are no minimum earnings used to calculate contributions.

The maximum earnings used to calculate contributions if first insured before January 1, 1993, are €80.10 a day (€2,432.25 a month); €184.78 a day (€5,543.55 a month) if first insured after December 31, 1992.

Self-employed person: Not applicable.

Employer: 3.17% of covered or gross earnings for employees.

There are no minimum earnings used to calculate contributions.

The maximum earnings used to calculate contributions if first insured before January 1, 1993, are €80.10 a day (€2,432.25 a month); €184.78 a day (€5,543.55 a month) if first insured after December 31, 1992.

Government: A guaranteed annual 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 two months; 200 days in the last two years (for a first-time beneficiary, at least 80 days in each of the last two 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 with income up to €7,923.70.

Special seasonal allowance: Paid to workers in seasonal work.

Unemployment Benefits

Unemployment benefit: 40% of daily wages or 50% of monthly salary is paid after a six-day waiting period for up to five months if the insured has at least 125 days of work, up to eight months with at least 180 days, up to 10 months with at least 220 days, and up to 12 months with at least 250 days and aged 49 or older.

The minimum daily benefit is €12.45.

Dependent's allowance: 10% of the insured's earnings, up to 40%, is paid to each dependent.

Young person's benefit: Paid for five 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.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.

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 all self-employed persons.

Voluntary coverage is not available.

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 if 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 if first insured after December 31, 1992.)

Government: A guaranteed annual 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, have received unemployment benefits for at least two months, be unable to work for a continuous period of at least two months, or have been on maternity leave for two 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 = 0.64 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; and non-employed persons with an annual income of £15,730 or more.

Voluntary coverage for non-employed persons under age 65 with an annual income of less than £15,730.

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 £121.

The maximum weekly earnings used to calculate contributions are £2,022.

The insured's contributions also finance sickness, maternity, work injury, and unemployment benefits; prescription medicine; long-term care; and some medical services.

Non-employed persons under age 65 contribute 9.9% of annual income (old age and survivors).

The non-employed persons' (under age 65) contributions also finance prescription medication, long-term care and some medical services.

The minimum annual income of non-employed persons used to calculate contributions is £15,730. Non-employed persons with income above £15,730 pay contributions on the difference between their income and £6,675.

The maximum annual earnings of non-employed persons used to calculate contributions are £105,144.

Self-employed person: 10.5% of covered earnings.

The minimum annual earnings used to calculate contributions are £6,292.

The maximum annual earnings used to calculate contributions are £105,144.

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 £121.

The maximum weekly earnings used to calculate contributions are £2,022.

The employer's contributions also finance sickness, maternity, work injury, and unemployment benefits; prescription medicine; long-term care; and some medical services.

Government: 15% of total contributions; total cost of social assistance and other noncontributory benefits; contributes as an employer.

Qualifying Conditions

Old-age pension: Age 65 with at least 156 weeks of paid contributions and an annual average of 10 weeks of paid or credited 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 weeks of paid or credited contributions.

Partial pension: The pension is reduced proportionately for an annual average of 10 to 49 weeks of paid or credited contributions.

Dependent's supplement: Paid for a dependent wife younger than age 65 with an annual average of 50 weeks of paid or credited contributions; 10 to 49 weeks for the reduced supplement.

Contributions may be credited for persons who are not working to care for a child younger than age 16.

Retirement is not necessary.

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 weeks of paid or credited contributions in the relevant contribution year for the full pension.

Partial pension: The pension is reduced proportionately with 26 to 49 weeks of paid or credited contributions in the relevant contribution year.

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 three 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 five years. The annual income must not exceed £85,000.

Invalid care allowance (income-tested): Paid to an individual caring for a person with a severe disability for

at least 35 hours a week and earning less than £121 a week from employment. The annual income must not exceed £85,000.

Bereavement payment (survivor grant): The deceased had an annual average of at least 50 paid or credited weekly contributions from age 20 to the year of death for the full benefit; 10 to 49 weeks for the reduced benefit. The benefit is paid to all widow(er)s. The survivor must have been 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 weeks of paid or credited contributions from age 20 to the year of death for the full benefit; 10 to 49 weeks for the reduced benefit. The 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 weeks of paid or credited contributions from age 20 to the year of death for the full benefit; 10 to 49 weeks for the reduced benefit. The 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 weeks of paid or credited contributions from age 20 to the year of death and 26 weeks since 1971 for the full benefit; 10 to 44 weeks 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 £450.

Old-Age Benefits

Old-age pension: The full weekly pension is £186.13.

Partial pension: The reduced weekly pension varies from £37.23 to £182.41.

Dependent's supplement: The full weekly supplement for a dependent adult is £93.24. The reduced weekly supplement varies from £18.65 to £91.38.

Supplementary benefit (income-tested): Up to £450 a week is paid, according to the family's situation and the number and age of dependents.

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 £164.64.

Partial pension: The reduced weekly pension is £90.58 to £159.67. The benefit is paid after entitlement to cash sickness benefits ceases.

Attendance allowance: A weekly allowance of £92.12 is paid.

Invalid care allowance: A weekly allowance of £74.48 is paid.

Supplementary benefit (income-tested): Up to £450 a week is paid, according to the family's income, housing arrangements, and the number and age of dependents.

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 £1,689; £338 to £1,655 for the reduced benefit.

Widowed parent's allowance: The full weekly allowance is £195.72; £83.51 to £192.91 for the reduced benefit.

Bereavement allowance: The full weekly allowance is £168.28; £33.66 to £164.91 for the reduced benefit.

Death grant: The full benefit is a lump sum of £534; £267 to £400.50 for the reduced benefit. The grant is paid on the death of the insured, the surviving spouse or child.

Supplementary benefit (income-tested): Up to £450 a week is paid, according to the family's situation and the number and age of dependents.

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 (medicine).

Current laws: 1971 (social assistance); 1978 (social insurance), with 1999 (maternity); 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 £121 or more.

Long-term care benefit: All persons who have resided in Guernsey for at least five 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. All persons over age 65 contribute 2.9% of annual income (long-term care and medical benefits).

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 weeks in the relevant contribution year.

The relevant contribution year for benefit claims made from January to June is two years before the year of the claim; for benefit claims made from July to December, one year before the year of the claim.

Cash maternity allowances: The insured must have at least 26 weeks of paid or credited contributions in the relevant contribution year.

The relevant contribution year for benefit claims made from January to June is two years before the year of the claim; for benefit claims made from July to December, one year before the year of the claim.

Maternity grant: Must be insured and ordinarily reside in Guernsey.

Long-term care benefit: The insured must have resided in Guernsey for at least five years, including the year immediately before receiving the long-term care benefit, and must receive residential care, residential care with elderly mentally infirm care, or nursing care.

Sickness and Maternity Benefits

Sickness benefit: £136.99 a week is paid if the insured has at least 50 weeks of paid or credited contributions in the relevant contribution year; with 26 to 49 weeks of contributions, the weekly benefit is proportionately reduced and varies from £75.32 to £132.86.

The benefit is paid for up to 26 weeks.

Maternity allowance: £136.99 a week is paid if the insured has at least 50 weeks of paid or credited contributions in the relevant contribution year; with 26 to 49 weeks of contributions, the weekly allowance is proportionately reduced and varies from £75.32 to £132.86.

The allowance is paid for 18 consecutive weeks starting from one to 11 weeks before the expected date of birth, depending on the insured's choice.

Maternity grant: A lump sum of £343 is paid.

Long-term care benefit: £391.37 a week is paid for residential home care (£515.69 a week if assessed as having an elderly mental infirmity (EMI)); and £730.73 a week for nursing home care. (The beneficiary must make a weekly copayment of £176.61.)

Up to £567.98 a week is paid for respite care provided in a residential home (£692.30 a week if assessed as having an EMI); or £907.34 a week for respite care provided in a nursing home. (There are no copayments for persons receiving respite care.)

There is no limit to duration for long-term care benefits.

Workers' Medical Benefits

Medical benefits: The government provides acute hospital accommodation. Specialist medical services are provided by specialist group practices contracted to the government.

Cost sharing: The insured pays a flat-rate fee of £3.10 for medical prescriptions. The fund pays additional costs. There is no fee for persons older than 64 or for social assistance beneficiaries and their dependents. The fund pays a partial subsidy directly to an approved doctor (£12) or nurse (£6).

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. Nonworking spouses must be registered and covered in their own right.

Cost sharing: The insured pays a flat-rate fee of £3.10 for medical prescriptions. The fund pays additional costs. There is no fee for persons older than 64 or for social assistance beneficiaries and their dependents. The fund pays a partial subsidy directly to an approved doctor (£12) or nurse (£6).

Administrative Organization

Social Security Department (http://www.gov.gg) administers cash benefits.

Health and Social Services Department administers hospital benefits.

Work Injury

Regulatory Framework

First law: 1925.

Current law: 1978 (social insurance).

Type of program: Social insurance system.

Coverage

Employed and self-employed persons.

Source of Funds

Insured person: See source of funds under Old Age, Disability, and Survivors.

Self-employed person: See source of funds under Old Age, Disability, and Survivors.

Employer: See source of funds under Old Age, Disability, and Survivors.

Government: See source of funds under Old Age, Disability, and Survivors.

Qualifying Conditions

Work injury benefits: There is no minimum qualifying period.

Temporary Disability Benefits

Temporary disability benefit (industrial injury): £136.99 a week is paid 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 disablement): If the insured is assessed with a full disability (100%), the weekly pension is £150.01. The benefit is proportionately reduced for an assessed degree of disability from 20% to 99%.

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 £1,689 is paid if the deceased had an annual average of at least 50 weeks of paid or credited contributions from age 20 to the year of death; with an annual average of 10 to 49 weeks the lump sum is proportionately reduced and varies from £338 to £1,655.

Widowed parent's allowance: The weekly allowance is £195.72 if the deceased had an annual average of at least 50 weeks of paid or credited contributions from age 20 to the year of death; with an annual average of 10 to 49 weeks, the weekly allowance is proportionately reduced and varies from £83.51 to £192.91.

If the deceased had an annual average of less than 10 weeks of paid or credited contributions and death was the result of a work injury, the minimum number of weeks of contributions used to calculate benefits is 10.

Bereavement allowance: The weekly allowance is £168.28 if the deceased had an annual average of at least 50 weeks of paid or credited contributions from age 20 to the year of death; with an annual average of 10 to 49 weeks, the weekly allowance is proportionately reduced and varies from £33.66 to £164.91.

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

Regulatory Framework

First law: 1964.

Current law: 1978 (social insurance).

Type of program: Social insurance system.

Coverage

Employed persons with weekly earnings of at least £121.

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 contributions. The full benefit is paid with at least 50 weeks of paid or credited contributions in the relevant contribution year; the benefit is proportionately reduced with less than 50 paid or credited weekly contributions.

The relevant contribution year for benefit claims made from January to June is two years before the year of the claim; for benefit claims made from July to December, one year before the year of the claim.

The insured must register at a job center each week to confirm his or her availability for work. The insured may be disqualified for 10 weeks for leaving employment voluntarily, misconduct, or refusing a suitable work offer.

Unemployment Benefits

The weekly benefit is £136.99 if the insured has at least 50 weeks of paid or credited contributions in the relevant contribution year; with 26 to 49 weeks, the weekly benefit is proportionately reduced and varies from £75.32 to £132.86.

The benefit is paid for up to 180 days.

Requalification for the benefit requires 13 additional weeks of employment with earnings at least 40 times the young person's minimum hourly wage rate. Persons enrolled in a training course that is fully or partially funded by the States of Guernsey are not entitled to requalify for the benefit.

The young person's minimum hourly wage rate is £4.36.

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: Paid to a parent or guardian for a child 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 two years.

Family Allowance Benefits

Family allowance: £15.40 is paid weekly for each child.

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 = 234.36 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; 1997 (individual account); 2007 (rehabilitation annuity); 2011 (termination of early retirement pension); and 2011 (disability benefit).

Type of program: Social insurance system.

Note: A 2010 amendment to the social security law terminated the diversion of contributions to second-pillar individual accounts and automatically transferred account balances to the social insurance program (unless an account holder opted out). Since 2009, participation in the individual account program is voluntary.

Coverage

Employed persons, including employed pensioners; members of cooperatives; self-employed persons; and certain social insurance beneficiaries.

Voluntary coverage for persons not covered by compulsory insurance, including independent farmers.

Source of Funds

Insured person: 10% of covered monthly earnings.

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

The monthly minimum wage is 93,000 forints.

The insured's contributions also finance work injury benefits.

Self-employed person: 10% of declared monthly earnings and 27% of declared monthly earnings in the form of a social contribution tax.

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

The monthly minimum wage is 93,000 forints.

The self-employed person's social contribution tax also finances work injury benefits, sickness and maternity benefits, and unemployment benefits.

Employer: 27% of gross monthly payroll in the form of a social contribution tax.

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

The monthly minimum wage is 93,000 forints.

There are no maximum earnings used to calculate contributions.

The employer's contributions also finance work injury benefits, sickness and maternity benefits, and unemployment benefits.

Government: Any deficit.

Qualifying Conditions

Old-age pension

Old-age pension: Age 62 and 6 months (men and women, rising gradually 6 months a year until reaching age 65 in 2015) with at least 20 years of coverage; Age 62 (men and women) with at least 20 years of contributions if born before January 1, 1952.

Women with 40 years of coverage (child raising periods are taken into account) including at least 32 years of work are entitled to old-age pension regardless of age.

Age 60 if employed at least 10 years (men) or eight years (women) in arduous or unhealthy conditions; the retirement age is reduced by one year for each additional five-year period (men) or four-year period (women) of arduous or unhealthy work.

Partial pension: Age 62 with 15 years of service.

Deferred pension: The pension may be deferred in most professions.

Retirement is not necessary.

Old-age pensions are payable abroad.

Disability pension

Disability pension: The insured must have a loss of at least 40% of working capacity with at least 1,095 days of coverage during the last five years before the claim, not receive any regular cash benefit, and be incapable of any gainful activity with no chance of rehabilitation (or where rehabilitation is not recommended).

There are four categories of disability: B2 (rehabilitation is possible but not recommended), C2 (permanent rehabilitation is needed but not recommended), D (employment is possible only through constant support), and E (the insured suffered significant health damage, is not self-sufficient and needs constant attendance).

Rehabilitation pension: The insured must have a loss of at least 40% of working capacity with at least 1,095 days of coverage during the last five years before the claim, not receive any regular cash benefit, and be incapable of any gainful activity but can be rehabilitated.

There are two categories of disability: B1 (rehabilitation is possible) and C1 (permanent rehabilitation is needed).

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

Disability and rehabilitation benefits are payable abroad.

Survivor pension

Survivor pension: 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 a disability or aged 65 or older; and foster parents who supported the deceased for at least 10 years.

A temporary pension is paid under certain conditions if the spouse is not eligible for the survivor pension; may be made permanent 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: The pension is 33% of average earnings for the first 10 years of coverage plus 2% for each additional year from 11 to 25 years of coverage plus 1% for each additional year from 26 to 36 years of coverage plus 1.5% for each additional year from 37 to 40 years of coverage plus 2% for each year exceeding 40 years of coverage.

Average earnings are based on average indexed monthly earnings since 1988.

Partial pension: A reduced pension is paid.

Early pension: The pension is reduced according to the number of years that the pension is taken before the normal retirement age.

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.

Permanent Disability Benefits

Disability pension: 40% of the insured's average earnings is paid for a category B2 disability, 60% for C2, 65% for D, and 70% for E.

The minimum pension is 30% of the monthly minimum wage for a category B2 disability, 45% for C2, 50% for D, and 55% for E.

The maximum pension is 45% of the monthly minimum wage for a category B2 disability; 150% for C2, D, and E.

The monthly minimum wage is 93,000 forints.

Rehabilitation pension: 35% of average earnings is paid for category B1 disability (with a minimum of 30% and a maximum of 40% of the monthly minimum wage); 45% for category C1 (with a minimum of 40% and a maximum of 50% of the monthly minimum wage).

Average earnings are based on average indexed monthly earnings since 1988.

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: The pension is 60% of the old-age or disability pension that the deceased received or was entitled to receive at the time of death. The pension is paid for 12 months; may be extended six months if the spouse is raising the deceased's child or until the child is age 3 if the child has a disability.

Widow(er)'s permanent pension: The pension is 60% of the old-age or disability pension that the deceased received or was entitled to receive at the time of death; 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: The pension is 60% of the old-age or disability pension that the deceased received or was entitled to receive at the time of death.

Orphan's pension: 30% of the deceased's pension is paid for each orphan; 60% of the highest pension of either parent for a full orphan or an orphan with a surviving parent with a disability.

The minimum monthly orphan's pension is 24,250 forints for each child.

Administrative Organization

Social insurance

Ministry of National Resources (http://www.kormany.hu/en/ministry-of-national-resources) 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.

Sickness and Maternity

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, self-employed persons, and recipients of unemployment benefits.

Cash maternity benefits: Employed and self-employed women.

Medical benefits: Employed persons, members of cooperatives, self-employed persons, and certain social insurance beneficiaries.

Voluntary coverage for uninsured Hungarian citizens and noncitizens residing in Hungary.

Source of Funds

Insured person: 4% of gross monthly earnings for in-kind benefits and 2% of gross monthly earnings for cash benefits.

Voluntarily covered persons contribute 50% of the monthly minimum wage and 30% of the monthly minimum wage for each child aged 18 or younger.

The monthly minimum wage is 93,000 forints.

The insured's contributions also finance work injury benefits.

Self-employed person: 4% of gross monthly earnings for in-kind benefits and 3% of gross monthly earnings for cash benefits. See also source of funds under Old Age, Disability, and Survivors above.

The self-employed person's contributions also finance work injury benefits.

Employer: See source of funds under Old Age, Disability, and Survivors above.

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: The loss of earning capacity must be work related.

A doctor must assess, certify, and periodically review the loss of earnings capacity.

Cash maternity benefits

Maternity allowance: The insured must have at least 365 days of coverage in the last two years. The expected date of childbirth must be in the first 42 days after insured employment ceases (after 42 days, if the insured person is receiving an accident-related sickness benefit or within 28 days after termination of such a benefit).

Child care fee: The insured must have at least 365 days of coverage in the two years before the date of childbirth. The child must live with the claimant's family and one of the parents must stay at home to care for the child. The benefit is paid after the maternity allowance expires, until the child reaches age 2.

Medical benefits: There is no minimum qualifying period.

Sickness and Maternity Benefits

Sickness benefit: 60% of average daily gross earnings is paid with more than two years of coverage; 50% with one to two years of coverage or if hospitalized. The benefit is reduced proportionately with less than a year of continuous coverage.

Average daily gross earnings are based on earnings since January 1 of the previous year or earnings in the last 180 days before the incapacity began.

If the insured has at least one year of coverage, the benefit is paid for up to one year; if less than one year of coverage, for a period equal to the duration of the continuous coverage period immediately before the incapacity began.

Sickness benefits are also paid during pregnancy if the insured is not entitled to a maternity allowance, to mothers breastfeeding a hospitalized child older than age 1, or to a parent caring for a sick child. The duration of benefits varies according to the sick child's age and the parents' marital status.

Maternity allowance: 70% of daily average gross earnings is paid for four 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. (In the absence of earnings, the current monthly minimum wage is used.)

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 93,000 forints.

Child care fee: 70% of daily average gross earnings in the previous calendar year is paid, up to 70% of twice the monthly minimum wage (130,200 forints a month).

The monthly minimum wage is 93,000 forints.

Workers' Medical Benefits

Benefits include preventive care; general and specialist care, including basic dental care; hospitalization and in-home nursing; maternity care; medical rehabilitation; sanatorium care; ambulance services; and medical examinations. Benefits are provided directly through public

health service facilities contracted by the National Health Insurance Institute.

Cost sharing: The insured's portion is set by the service provider and may be reduced by the National Health Insurance Fund on an individual basis.

Pharmaceuticals are free when used during inpatient treatment, for the treatment of low-income elderly or persons with disabilities and for life-saving, 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

Dependents' medical benefits are the same as those for the insured.

Administrative Organization

Ministry of National Resources (http://www.kormany.hu/en/ministry-of-national-resources) supervises the program.

National Health Insurance Fund (http://www.oep.hu), with county health insurance funds, administers cash sickness and maternity benefits.

National Tax and Custom Administration (http://www.nav.gov.hu) collects contributions.

Specified health care providers, including private providers under contract with the National Health Insurance Institute, provide medical care.

Work Injury

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, self-employed persons, independent farmers, and recipients of unemployment benefits.

Source of Funds

Insured person: See source of funds under Old Age, Disability, and Survivors and Sickness and Maternity, above.

Self-employed person: See source of funds under Old Age, Disability, and Survivors and Sickness and Maternity, above.

Employer: See source of funds under Old Age, Disability, and Survivors above.

Government: See source of funds under Old Age, Disability, and Survivors and Sickness and Maternity, above.

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 100% of the daily gross average earnings of the previous month (90% in the case of a road accident).

The loss of earning capacity must be assessed and certified by a doctor.

Permanent Disability Benefits

Work injury allowance: Paid for a loss of working capacity of more than 13%. 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.

The National and the County Medical Expert Committees of the National Health Insurance Fund assess the disability. There is no review if assessed with more than a 20% loss of working capacity.

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; medical rehabilitation; sanatorium care; and ambulance services. Medicines 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

Survivors' pension: The pension is 60% of the old-age or disability pension the deceased would have been entitled to receive at the time of death; 30% if the widow(er) receives an old-age pension, disability pension, or work injury pension in his or her own right.

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 a disability or aged 65 or older; and foster parents who supported the deceased for at least 10 years.

Administrative Organization

National Health Insurance Fund (http://www.oep.hu) administers medical benefits.

National Tax and Custom Administration (http://www.nav.gov.hu) collects contributions.

Central Administration of National Pension Insurance (http://www.onyf.hu) administers work injury 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: 1.5% of declared monthly earnings. See also source of funds under Old Age, Disability, and Survivors above.

Employer: See source of funds under Old Age, Disability, and Survivors above.

Government: Finances the National Employment Fund. The National Employment Fund subsidizes unemployment benefits, supports employment and training programs, and pays wages on behalf of new companies who become insolvent.

Qualifying Conditions

Job seeker's benefit: The insured must have at least 365 days of coverage in the last three years, be involuntarily unemployed, actively seeking and available for employment or training, and not receiving a sickness benefit or an old-age, disability, or work injury pension.

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 job seeker's benefits; must have at least 200 days of coverage in the last four years before unemployment began and not be entitled to job seeker's benefit; or must be within five 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: 30% to 60% of the monthly gross average earnings of the previous calendar year is paid. One day of benefits is paid for every 10 days of coverage up to 90 days of benefits.

The maximum unemployment benefit is the monthly minimum wage.

The monthly minimum wage is 93,000 forints.

Job seeker's aid: 40% of the monthly minimum wage is paid until the beneficiary becomes entitled to old-age pension.

The monthly minimum wage is 93,000 forints.

Administrative Organization

Ministry for National Economy (http://www.kormany.hu/en/ministry-for-national-economy) provides general supervision.

Public Employment Service (http://www.afsz.hu) administers the program.

Family Allowances

Regulatory Framework

First law: 1938.

Current laws: 1997 (child protection); 1997 (health insurance); 1998 (family support), implemented in 1999; 2005 (family allowances); and 2011 (family protection).

Type of program: Universal 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 18 (age 23 if a full-time student). The claimant must be the child's parent, guardian (if the child is in a correction center or juvenile prison), or a foster home manager.

Child home care allowance: Paid to parents who stop working 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-raising support: Paid to parents who raise three or more children and the youngest is aged 3 to 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: 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 85,500 forints (three times the minimum old-age pension).

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 140% of the minimum old-age pension (39,900 forints).

Irregular child protection support: 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 for each child (14,800 forints for a single parent); and for three or more children, 16,000 forints a month for each 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 for each child (25,900 forints for each child for a single parent).

For a child in a foster home or living with foster parents, 14,800 forints a month is paid for each child.

Schedule of payments: Benefits are paid monthly with an additional payment in July to support 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-raising 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) for twins.

The minimum monthly old-age pension is 28,500 forints.

Advance maintenance payments: The amount of the benefit is established by the court.

Regular child protection support: 5,800 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 National Resources (http://www.kormany.hu/en/ministry-for-national-economy) supervises the program.

Regional Directorates of the Hungarian State Treasury (http://www.allamkincstar.gov.hu) pay benefits.

Iceland

Exchange rate: US$1.00 = 122.27 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.

Source of Funds

Insured person

Universal pension: None.

Mandatory occupational pension: 4% of gross earnings.

Self-employed person

Universal pension: 7.79% of presumptive income. (Presumptive income is the employment income one would receive if similarly employed by an unrelated person).

The self-employed person's contributions also finance maternity and paternity benefits, work injury benefits, and unemployment benefits.

Mandatory occupational pension: 12% of earnings.

Employer

Universal pension: 7.79% 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, has resided in Iceland for at least 40 years (three years for a reduced pension) from ages 16 to 66, and has annual income below 4,148,420 kronur.

Age 60 for some categories of seamen.

Pension supplement: A supplement is granted if the insured's annual income does not exceed a certain amount.

Deferred pension: The 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 for private-sector employees.

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 from ages 16 to 66, and must have resided in Iceland for at least three 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: A supplement is granted if the insured's annual income does not exceed a certain amount.

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 two years of contributions.

Survivor pension

Universal pension: The deceased and the survivors must have resided in Iceland for at least three years.

Eligible survivors are orphans.

Bereavement social allowance: Paid to a spouse who is widowed before reaching age 67.

Mandatory occupational pension: 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: 393,300 kronur a year is paid to an unmarried person (different amounts for married or cohabiting couples) with annual income of up to 2,575,220 kronur. A reduced benefit is paid with annual income from 2,575,220 to 4,148,420 kronur. The pension is reduced proportionately for less than 40 years of residency.

Pension supplement: 1,241,124 kronur a year is paid. The supplement is reduced when annual income exceeds a certain amount.

Deferred pension: A pension is paid with increased benefits.

Child's supplement: 24,230 kronur a month is paid for each child.

Social allowances (means-tested): 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).

Mandatory old-age occupational pension: 1.4% of average lifetime earnings for each contribution year is paid for life. The minimum pension is 56% of lifetime average earnings with 40 years of contributions.

Early pension: An actuarially reduced pension is paid.

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

Child's supplement: At least 10,553 kronur a month is paid for each child.

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: 393,300 kronur a year is paid to an unmarried person (different amounts for married or cohabiting couples) with at least a 75% assessed degree of disability and annual income of up to 2,575,220 kronur. A reduced benefit is paid with annual income from 2,575,220 to 4,148,420 kronur. The pension is reduced proportionately for less than 40 years of residency.

Disability allowance: 290,760 kronur a year is paid to an unmarried person with an assessed degree of disability of 50% to 74%.

Pension supplement: 1,259,484 kronur a year is paid to an unmarried person. The supplement is reduced when annual income exceeds a certain amount. The supplement is paid monthly.

Age-related pension supplement: From 9,833 kronur to 393,300 kronur a year is paid, depending on when the insured became eligible for a disability pension. The supplement is paid monthly.

Child's supplement: 24,230 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): 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).

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 24,230 kronur a month. The pension is doubled for full orphans.

Bereavement social allowance: 36,090 kronur a month is paid to the widow(er) for up to six months; 27,036 kronur for an additional six 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 for at least a 75% assessed degree of 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 a child 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 Welfare (http://www.velferdarraduneyti.is) provides general supervision.

Social Insurance Administration (http://www.tr.is) administers the programs through local offices.

Mandatory occupational pension: Ministry of Finance (http://www.fjarmalaraduneyti.is) provides general supervision.

Forty-three independent pension funds administer their own programs.

Sickness and Maternity

Regulatory Framework

First laws: 1936 (social security), 1973 (health service), and 1975 (maternity leave and benefits).

Current laws: 2000 (maternity and paternity leave); 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 18 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 six 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 six months.

Sickness and Maternity Benefits

Sickness benefit: At least 1,232 kronur a day is paid for persons who no longer receive wages or employer-paid sickness benefits due to illness; 616 kronur a day is paid for persons who receive 50% of their income due to illness. The benefit is paid after a 14-day waiting period.

(Employers must pay wages for at least one 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: 337 kronur a day is paid for each child younger than age 18.

Maternity and paternity benefits: 80% of the insured's average wage or income during the last two years before the year of the child's birth is paid.

The total combined leave period for a mother and father is three months. The maternity leave period may start one 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 (from 25% to 49%), the minimum benefit is 82,184 kronur a month; if employed from 50% to 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; 113,902 kronur a month to a full-time student.

Workers' Medical Benefits

A minimum fee is charged for a doctor's visit, certain medicine, X-rays, and travel costs. Inpatient treatment in

a public hospital or maternity ward is free of charge. Free medication is provided for some chronic diseases.

Dependents' Medical Benefits

Medical benefits for dependents: A minimum fee is charged for a doctor's visit, certain medicine, X-rays, and travel costs. Inpatient treatment in a public hospital or maternity ward is free of charge. Free medication is provided for some chronic diseases.

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 18.

Only disability pensioners are reimbursed for medical care.

Administrative Organization

Ministry of Welfare (http://www.velferdarraduneyti.is) provides 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: Partially finances through general taxation.

Qualifying Conditions

Work injury benefits: There is no minimum qualifying period.

Temporary Disability Benefits

1,558 kronur a day is paid after a seven-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: 1,907 kronur a day 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). 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: 393,300 kronur a year is paid for at least a 75% assessed degree of disability. 50% of the full pension is paid for an assessed degree of disability of 50%, plus 2% for each additional degree of assessed disability. A lump sum is paid for an assessed degree of disability of 10% to 49%.

The State Social Security Institute assesses the degree of disability following a medical examination by a doctor.

Pension supplement: 1,259,484 kronur a year is paid for an unmarried person.

Age-related pension supplement: From 9,833 kronur to 393,300 kronur a year is paid, depending on the insured's age when first entitled to a disability pension.

Child's supplement: 24,230 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 two years after the date of injury or the date the occupational disease was diagnosed, the surviving spouse receives 36,174 kronur a month for eight years.

Orphan's pension: Each orphan younger than age 18 receives 24,230 kronur a month; the pension is doubled for

full orphans. Children with a disability older than age 16 who were supported by the deceased when the injury occurred or the occupational disease was diagnosed receive a lump-sum benefit from 451,502 kronur to 1,354,998 kronur, depending on the degree of necessary support.

If there are no other eligible surviving relatives, a lump sum of 632,374 kronur is paid to the deceased's surviving children or 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 Welfare (http://www.velferdarraduneyti.is) provides general supervision.

Social Insurance Administration (http://www.tr.is) administers the program through local offices.

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: Aged 16 to 69, reside in Iceland, and have at least 10 weeks of employment in the previous 12 months. Must be registered at an employment office, be actively seeking, and available for, work, and have been unemployed for at least three days before registration. For continuing entitlement, the insured must register at the employment agency every two weeks.

Self-employed persons must have paid contributions in the last 12 months before employment ceased and income tax for at least three months.

Part-time work is permitted.

Unemployment Benefits

Up to 6,900 kronur a day is paid for 10 days; at least 1,725 kronur a day with 10 weeks of full-time employment.

70% of the insured's average earnings is paid from the 11th day. The benefit is paid after a 40-day waiting period; from the first day if the insured is involuntarily unemployed.

Benefits are reduced proportionately if the insured works part-time.

Average earnings are based on earnings during the six-month period ending two months before becoming unemployed.

Child's supplement: 4% of the full benefit is paid daily 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 Welfare (http://www.velferdarraduneyti.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, 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 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 is 61,191 kronur for children younger than age 7 at the end of the 2008 income year.

A supplement of 152,331 kronur is paid to married or cohabiting parents for the first child and 181,323 kronur for the second and each additional child. A supplement of 253,716 kronur is paid to single parents for the first child and 260,262 kronur for the second and each additional child.

Income test: Benefits are reduced when income exceeds 3,600,000 kronur for married or cohabiting parents; 1,800,000 kronur for single parents.

Child education grant: 24,230 kronur a month is paid to children aged 18 to 20 who are full-time students or in vocational training if at least one parent is either deceased or an old-age or disability pensioner.

Social allowance (means-tested): Paid 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 Welfare (http://www.velferdarraduneyti.is) supervises benefits administered by the Social Insurance Administration (http://www.tr.is) and by local authorities.

Social Insurance Administration (http://www.tr.is) and local authorities administer social allowances.

Ireland

Exchange rate: US$1.00 = 0.77 euros (€).

Old Age, Disability, and Survivors

Regulatory Framework

First laws: 1908 (old-age assistance), 1911 (disability insurance), and 1935 (survivor insurance).

Current laws: 2005 (social welfare) and 2011 (social welfare and pensions).

Type of program: Social insurance and social assistance system.

Coverage

Employed persons with weekly earnings of at least €38.

Self-employed persons with annual earnings of €5,000 or more are covered for contributory old-age and survivor benefits.

Exclusions: Part-time employees earning less than €38 a week; permanent public servants 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.

There are no maximum earnings used to calculate contributions.

The insured's contributions also finance sickness and maternity, medical, work injury, unemployment, and adoption benefits.

Self-employed person: With an annual income of €5,000 or more, 4% of covered income.

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 finance cash maternity, adoption, and medical benefits.

Employer: For employees with weekly earnings of €356 or less, 4.25% of gross wages; for employees with weekly earnings greater than €356, 10.75% of gross wages.

There are no maximum earnings used to calculate contributions.

The employer's contributions also finance 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 up to age 66. Age 65 with coverage beginning before age 55. Must have at least 260 weeks of paid contributions, with an annual average of at least 24 weeks of paid or credited contributions (since 1953 or the date insured employment started, if later, up to the end of the last tax year before reaching age 65). From January 1, 2014 the state pension (transition) will be discontinued.

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 full pension, the insured must have an annual average of at least 48 weeks of paid or credited contributions.

Partial pension: Paid with an annual average of 24 to 47 weeks of paid or credited contributions since entry into insured employment.

Employment must cease.

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 student).

The state pension (transition) is payable abroad.

State pension (contributory): Age 66 (rising gradually to 67 by 2021 and 68 by 2028) with coverage beginning before age 56. If reaching pensionable age on or after April 6, 2012, the insured must have at least 520 weeks of paid contributions. The full pension is paid with an annual average of at least 48 weeks of paid or credited contributions before age 66.

Partial pension: Paid with an annual average of 10 to 47 weeks of paid or credited contributions since entry into insured employment.

Retirement is not necessary.

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 count toward the qualifying conditions for certain benefits if receiving the state pension (tran-

sition) 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.

No early or deferred pension is paid.

State pension (noncontributory and means-tested): Paid to habitual residents aged 66 (rising gradually to 67 by 2021, 68 by 2028) or older with limited means who do not qualify for the contributory state pension.

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 aged 55 to 66 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.)

Employment must cease.

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: Must be aged 16 to 66, employed for eight weeks during the previous 26 weeks, and left the workforce to care for a person in need of constant attendance at home. The caregiver may be employed or self-employed for up to 15 hours a week outside the home, 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 two 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 aged 16 or older 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, and have at least 260 weeks of paid contributions with at least 48 weeks paid or credited in the last tax year. The benefit is paid after receiving an ordinary sickness benefit for a year (or less than a year for a severe incapacity).

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 habitual 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 habitual residents aged 16 to 66 with limited means who are assessed with a physical or mental disability and substantially restricted in carrying out work that would otherwise be suitable for a person of their age, experience, and qualifications.

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 must have at least 156 weeks of paid contributions (rising to 260 by 2013) with an annual average of at least 39 weeks of paid or credited contributions in either the last three or five tax years before the date the spouse died or reached age 66.

Partial pension: Paid with an annual average of 24 to 47 weeks of paid or credited contributions since entry into insured employment.

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 parent or stepparent for 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. The 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, the surviving spouse of an insured person, or the insured's child younger than age 18

(age 22 if a full-time student). It is also paid for the death of a cohabiting pensioner spouse and qualified child and orphan receiving the Guardian's Payment (non-contributory). 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 three or five tax years before the date of death or reaching age 66.

Widowed parent's grant: Paid on the death of a spouse on or after December 1, 1999 to a widow(er) with at least one qualified child and entitled to certain benefits.

Contributory survivor benefits are payable abroad.

Widow(er)'s pension (noncontributory and means-tested): Paid to widowed habitual residents with limited means who are not cohabiting, who do not qualify for a contributory widow(er)'s pension, and do not have dependent children.

Guardian's payment (noncontributory and means-tested): Paid to habitual residents caring for full orphans with limited means; a habitual resident caring for a 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 full weekly pension is €230.30.

Partial pension: €225.90 a week is paid.

Dependent's supplement: €153.50 a week is paid for a qualified adult younger than age 66, €206.30 a week if aged 66 or older, and €29.80 a week for each dependent child; €14.90 if the spouse or partner has earnings or income over €310 a week.

State pension (contributory): The full weekly pension is €230.30; an additional €7.70 a week is paid for an unmarried pensioner aged 66 or older who lives alone.

Partial pension: From €92 to €225.80 a week is paid for an annual average of 10 to 47 weeks.

Dependent's supplement: Up to €153.50 a week is paid for a qualified adult younger than age 66, €206.30 a week if aged 66 or older (reduced rates if the pensioner receives less than the full pension or if the qualified adult has earnings or income from €100 to €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; €14.90 if the spouse or partner has earnings or income over €310 a week.

State pension (noncontributory and means-tested): Up to €219 a week is paid; €229 a week if aged 80 or older; an additional €7.70 a week for an unmarried pensioner aged 66 or older who lives alone.

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 dependent supplement for a qualified adult is not paid.

Preretirement allowance (means-tested): Up to €188 a week is paid.

Dependent's supplement: €124.80 a week is paid for a qualified adult and €29.80 a week is paid for a dependent child or €14.90 if the dependent supplement for a qualified adult is not paid.

Caregiver's benefit: €205 a week is paid; €307.50 if caring for two or more persons 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. For each person being cared for the benefit is paid for up to two years.

Caregiver's allowance (means-tested): Up to €204 a week is paid; €307.50 if caring for two or more persons; €239 a week if aged 66 or older; €358 for two or more person 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 for each 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): €193.50 a week is paid; €230.30 a week if aged 65 or older; an additional €7.70 a week is paid for an unmarried pensioner aged 66 or older who lives alone, and €12.70 a week for a pensioner aged 66 or older living on certain offshore islands.

Dependent's supplement: €138.10 a week is paid for a qualified adult (€206.30 a week if aged 66 or older) and €29.80 a week for each dependent child; €14.90 a week if the spouse or partner has earnings or income over €310 a week.

Blind person's pension (means-tested): Up to €188 a week is paid; €198 a week if aged 80 or older; an additional €7.70 a week is paid for an unmarried pensioner aged 66 or older who lives alone.

Dependent's supplement: €124.80 a week is paid for a qualified adult and €29.80 a week for each dependent child; €14.90 if the spouse or partner has earnings or income over €310 a week.

Disability allowance (means-tested): Up to €188 a week is paid; an additional €7.70 a week is paid for an unmarried pensioner aged 66 or older who lives alone.

Dependent's supplement: €124.80 a week is paid for a qualified adult and €29.80 a week is paid for a dependent child (€14.90 if the dependent supplement for a qualified adult is not paid.).

Survivor Benefits

Widow(er)'s pension (contributory): €193.50 a week is paid; €240.30 a week if aged 66 or older; an additional €7.70 a week is paid for an unmarried pensioner aged 66 or older who lives alone.

Partial pension: A reduced pension is paid.

Dependent's supplement: €29.80 is paid for each qualified child.

Guardian's payment (contributory): €161 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 €188 a week is paid.

Guardian's payment (noncontributory and means-tested): Up to €161 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 laws: 1970 (health) and 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 since starting work and at least 39 weeks of paid or credited contributions (of which 13 must be paid) in the second last complete contribution year, or at least 26 weeks of paid contributions in both the second or third last complete contribution year. (The requirement for 13 weeks of paid contributions 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). If the spouse or partner has a weekly income over €400, the child dependent increase is not paid.

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 each of the two years before the claim.

Self-employed women must have at least 52 weeks of paid contributions in either of the last two tax years.

Health and safety benefits: Paid to pregnant workers, to workers who have given birth in the last 14 weeks and are breastfeeding up to 26 week after giving birth, 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-shift workers are also entitled to this benefit 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). If the spouse or partner has a weekly income over €400, the child dependent increase is not paid.

Medical benefits: Full eligibility for medical-card holders (low-income residents and residents older than age 70 with

income less than €700 a week); limited eligibility for those with moderate or high income.

Sickness and Maternity Benefits

Sickness benefit: Up to €188 a week is paid, depending on weekly income. The benefit is paid after a three-day waiting period for up to 52 weeks; may be extended up to two years with at least 260 weeks of contributions.

Dependent's supplement: Up to €124.80 a week is paid for a qualified adult and €29.80 a week for a dependent child.

Maternity benefit: Employed women receive 80% of weekly earnings for 26 weeks, including at least two weeks (up to 16 weeks) before the expected date of childbirth.

The minimum weekly maternity benefit is €217.80 (the sickness benefit replaces the maternity benefit if greater).

The maximum weekly benefit is €262.

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 works at night; or for 26 weeks following childbirth if breastfeeding.

Dependent's supplement: Up to €124.80 a week is paid for a qualified adult and €29.80 a week is paid for a dependent child.

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, limited 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

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

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 for the Department of Social Protection provide optical, dental, and hearing treatment services.

Health Service Executive (http://www.hse.ie) provides services through its own institutions, and clinics, or elsewhere by arrangement.

Work Injury

Regulatory Framework

First law: 1897 (workmen's compensation 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 military personnel. Permanent public servants who were eligible for a public servant's pension before April 6, 1995, are not covered for injury benefits but are covered for other benefits under the work injury program.

Source of Funds

Insured person: See source of funds under Old Age, Disability, and Survivors.

Self-employed person: Not applicable.

Employer: See source of funds under Old Age, Disability, and Survivors.

Government: 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: €188 a week is paid after a three-day waiting period for up to 156 days (excluding Sunday) 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 €124.80 a week is paid for a qualified adult (a dependent spouse, cohabitating partner, or divorced spouse with income up to €400 a week, 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).

Permanent Disability Benefits

Disablement benefit: €219 a week is paid with at least a 90% assessed degree of disability.

Partial disability: With an assessed degree of 20% to 89%, a percentage of the full benefit is paid according to the assessed degree of disability; with 1% up to 20%, a lump sum of up to €15,320 is paid, according to the assessed degree of disability.

The disability is assessed by the Department of Social Protection following a medical examination.

Dependent's supplement: Up to €124.80 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). If the spouse or partner has a weekly income over €400, the child dependent increase is not paid.

Constant-attendance allowance: €205 a week is paid if the insured requires the constant attendance of others to perform daily functions.

Incapacity supplement: €188 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 €124.80 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).

Constant-attendance allowance: €205 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: €234.70 a week is paid to a widow, dependent, or widower with a disability.

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; €10 a week if aged 80 or older.

Orphan's pension: €161 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, €218.50 a week is paid to the first parent and €105.50 a week to the other parent. If the deceased was married, €105.50 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, and clinics, 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 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 three days in six consecutive days; at least 104 weeks of paid contributions since starting work and at least 39 weeks paid or credited (of which 13 must be paid) in the

last complete contribution year or at least 26 weeks of paid contributions in the second or third last complete contribution year.

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 nine weeks), or a trade union dispute (the insured is disqualified for the duration of the dispute).

Job seeker's allowance (means-tested): A habitual resident with limited means, aged 18 to 65, unemployed for at least three days in six consecutive days, and does not satisfy the contribution requirements for the job seeker's benefit.

The applicant must be available for, genuinely seeking, and capable of work and be registered at 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 nine weeks), or a trade union dispute (the insured is disqualified for the duration of the dispute).

Unemployment Benefits

Job seeker's benefit: Up to €188 a week is paid for up to 312 days with at least 260 contributions (up to six months if younger than age 18; up to 234 days with less than 260 contributions).

A daily rate is paid to a person employed part-time (at least three days a week) after losing a full-time position.

Dependent's supplement: Up to €124.80 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).

Job seeker's allowance (means-tested): Up to €188 a week is paid.

Dependent's supplement: Up to €124.80 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). If the spouse or partner has a weekly income over €400, the child dependent increase is not paid.

A daily rate is paid to a person employed part-time (at least three days a week) after losing a full-time position.

Administrative Organization

Department of Social Protection (http://www.welfare.ie) administers the program.

Family Allowances

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).

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 adopted child's placement date 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 two tax years).

Family income supplement (income-tested): Paid to parents employed full time (at least 19 hours a week or 38 hours every two weeks) who have an average weekly joint income below €506 for one child or €602 for two children; increasing to €1,298 for a family with eight or more children (the joint-income threshold increase varies from €96 to €136 for each additional child). At least one child must be younger than age 18 (aged 18 to 22 if a full-time student).

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 of a child with a disability younger than age 16.

Family Allowance Benefits

Child benefit: €140 a month is paid for the first and second child; €148 a month for the third; €160 for the fourth and each additional child. For twins, the child benefit is paid at 1.5 times the monthly rate for each child. For triplets or more, the benefit is doubled for each child.

One-parent family payment (means- and earnings-tested): Up to €188 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 €217.80.

The maximum weekly benefit is €262.

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 = 0.64 pounds (£).

Old Age, Disability, and Survivors

Regulatory Framework

First law: 1948.

Current laws: 1992 (consolidated legislation); 1995 (pensions); 1999 (welfare and pensions), implemented in 2000 and 2001; 2004, 2007, 2008 and 2011 (pensions); 2009 (welfare).

Type of program: Social insurance and social assistance system.

Coverage

Contributory benefits: Employed persons with weekly earnings of at least £102.

Self-employed persons with net annual income of at least £5,315 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 £102.

Noncontributory benefits: All persons residing in the Isle of Man.

Source of Funds

Insured person: 11% of weekly earnings from £115 to £750 and 1% of weekly earnings above £750; certain married women and widows pay 4.85% of weekly earnings from £115 to £750 and 1% of weekly earnings above £750.

Around 20% 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 £2.50 a week plus 8% of annual earnings from £5,980 to £39,000 and 1% of earnings above £39,000.

The voluntarily insured pay a flat rate of £12.60 a week. Voluntary contributions finance only the flat-rate basic state retirement pension and bereavement benefits.

Around 20% 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 £115.

Around 20% 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 2018). The retirement age will rise gradually to age 66 (men and women) from March 2018 to October 2020. To receive the full pension, the insured must have paid or credited contributions for at least 30 years during his or her working life.

Partial pension: The insured must have one to 29 years of paid or credited contributions during 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 paid if living in a country with a reciprocal agreement.

Pension supplement: Paid if ordinarily residing 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 2018). The retirement age will rise gradually to age 66 (men and women) from March 2018 to October 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 since April 1978.

The annual lower earnings limit is £5,304.

The annual upper earnings limit is £39,000.

The basic retirement pension is payable abroad, though annual increases according to changes in the cost of living are only paid if living in a country with a reciprocal agreement.

Old person's pension (noncontributory retirement pension): Age 80 or older and receiving 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: Age 65 or older, 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 less than 16 hours a week. 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 those below state pension age 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 of £102 in one of the last two tax years and paid or credited contributions on earnings of at least 50 times the weekly lower earnings limit of £102 in each of 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 £5,315.

The benefit is also paid under specific conditions to persons who became incapable of work in their youth.

Pension supplement: Age 46 or older with at least 10 years of paid contributions in the Isle of Man, ordinarily residing 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 six of the last 12 months. The allowance is determined by care and mobility needs and is paid after three 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 six of the last 12 months. The allowance is usually paid after six 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 eight 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 six 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 at the time of the claim and not be a full-time student or earning more than £100 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 six of the last 12 months.

Widow's pension: If death occurred before April 9, 2001 and 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 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 survivor must be younger than the normal pensionable age and have been married to the deceased at the time of death. Only applicable where the death occurred after 9 April 2001.

The allowance is payable abroad.

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 age 46 or older with at least 10 years of paid contributions in the Isle of Man, ordinarily residing 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 raising 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 £6,000.

Old-Age Benefits

Basic state retirement pension (flat-rate): The maximum weekly pension is £102.15.

Partial pension: The basic state retirement pension is reduced according to the percentage of paid or credited contributions during the insured's working life.

Dependent's supplement: £58.80 a week is paid for each dependent adult 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 five 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, below) receives the higher of the two benefits.

Pension supplement: The weekly rate is 48.8% of the basic state retirement pension, up to £49.85.

State second pension (S2P): The pension is based on average indexed earnings.

Old person's pension: £61.20 a week is paid minus any basic state retirement pension entitlement. The pension is paid weekly or monthly.

Retirement pension premium: £14.45 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 consumer prices index.

Permanent Disability Benefits

Long-term incapacity benefit: £94.25 a week is paid 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, below). A supplement is paid if the disability began before age 45.

Dependent's supplement: £54.75 a week is paid for each dependent adult.

Pension supplement: £40.68 a week is paid.

Disability living allowance (noncontributory, no means test): The care component is £73.60, £49.30, or £19.55 a week according to care needs. The mobility component is £51.40 or £19.55 a week according to the level of mobility impairment. The benefit is paid weekly or monthly.

Attendance allowance (noncontributory, no means test): £49.30 or £73.60 a week is paid according to need.

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 four and 26 weeks; thereafter, the award may be renewed.

Caregivers's allowance (noncontributory, earnings-tested): £55.55 is paid weekly to an insured person who earns less than £100 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 2011). The benefit may be paid for up to eight weeks after the person cared for dies.

Benefit adjustment: Benefits are adjusted annually in April according to increases in the United Kingdom consumer prices index (the Isle of Man consumer prices 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. 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).

Benefit adjustment: Benefits are adjusted annually in April according to increases in the Isle of Man consumer prices index.

Survivor Benefits

Widow's pension: Up to £100.70 a week is paid.

Pension supplement: Up to £49.15 a week is paid.

Widowed parent's allowance: Up to £100.70 a week is paid.

Allowance supplement: Up to £49.15.

Bereavement allowance: The allowance varies according to the survivor's age when widowed; up to £100.70 a week is paid.

Allowance supplement: Up to £49.15 a week is paid.

Bereavement payment: A lump sum of £2,000 is paid.

Guardian's allowance: £14.75 a week is paid for each child.

Benefit adjustment: Benefits are adjusted annually in April according to increases in the United Kingdom consumer prices 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 £6,000.

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) administers and distributes pensions and benefits.

Isle of Man Treasury, Income Tax Division (http://www.gov.im/treasury) collects national insurance contributions.

Sickness and Maternity

Regulatory Framework

First law: 1951.

Current laws: 1992 (pensions); 1994 (incapacity benefit); 1999 (welfare and pensions), implemented in 2000 and 2001; 2001 (national health service) implemented in 2003; and 2004, 2007, 2008 and 2011 (pensions); 2009 (welfare).

Type of program: Social insurance, social assistance (cash benefits), and universal (medical benefits) system.

Coverage

Short-term incapacity benefit: All those who meet certain contribution conditions, whether or not employed when the incapacity began.

Maternity allowance: All women who meet certain employment and earnings conditions.

Payment for maternity expenses: Expectant and new 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, above.

Self-employed person: For incapacity benefit and maternity allowance, see source of funds under Old Age, Disability, and Survivors, above.

Employer: For incapacity benefit and maternity allowance, see source of funds under Old Age, Disability, and Survivors, above.

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 four 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 of £102 in one of the last two tax years and paid or credited contributions on earnings of at least 50 times the weekly lower earnings limit of £102 in each of the last two tax years.

The insured must be younger than the state pensionable age.

Maternity/adoption allowance: All employed or self-employed earners must have worked for at least 26 weeks, paid contributions for at least 13 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 six weeks before and two weeks after the expected date of childbirth.

Individuals 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 expected 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 equal to the lower earnings limit of £102 in any eight weeks of the 26-week period. The insured must also be the child's father, married to the child's mother, the person adopting the child, or living with the child's mother or the person adopting the child in an enduring family relationship. 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: Paid after a three-day waiting period at a lower and a higher rate. The lower rate is paid for the first 28 weeks at £71.10 plus £42.65 a week for a dependent adult. The higher rate is paid from the 29th to the 52nd week at £84.15 a week plus £42.65 a week for a dependent adult.

Maternity/adoption allowance: Paid for up to 39 weeks starting no earlier than 11 weeks before the expected date of childbirth or two weeks before the child is placed for adoption.

For employed earners the allowance is paid at the rate of 90% of the insured's average earnings up to £179.85 a week. 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 is £128.73.

Paternity allowance: The allowance is 90% of the insured's average earnings and is paid for up to two weeks in the first eight weeks following the date of birth or adoption of a child.

The maximum weekly benefit is £179.85.

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 consumer prices 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. 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).

Workers' Medical Benefits

Medical services are provided by doctors and dentists under contract with and paid directly by the Department of Health. 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 in-patient services, except for attendance allowances and disability living allowances that are withdrawn after four weeks of hospitalization.

Cost sharing: Patients pay £3.85 for each prescription. For dental services, patients pay £16.50, £45.60, or £198, according to the services provided. Exemptions from prescription and dental charges are available to those receiving income-related benefits and their dependents, students younger than age 19, expectant mothers, war pensioners, individuals aged 60 or older (prescription charges), and individuals aged 65 or older (dental charges).

There is no limit to duration.

Dependents' Medical Benefits

Dependents' medical benefits: Medical services are provided by doctors and dentists under contract with and paid directly by the Department of Health. Benefits include general practitioner care, specialist services, hospitalization, maternity care, dental care, medicine, appliances, home nursing, and family planning.

Cost sharing: Patients pay £3.85 for each prescription. For dental services, patients pay £16.50, £45.60, or £198, according to the services provided. 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) administers and distributes pensions and benefits.

Isle of Man Treasury, Income Tax Division (http://www.gov.im/treasury) collects national insurance contributions.

Isle of Man Department of Health (http://www.gov.im/dhss) administers and provides medical services.

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 military personnel.

Source of Funds

Insured person: See source of funds under Old Age, Disability, and Survivors, above.

Self-employed person: Not applicable.

Employer: See source of funds under Old Age, Disability, and Survivors, above.

Government: See source of funds under Old Age, Disability, and Survivors, above.

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 three-day waiting period. The lower rate is paid for the first 28 weeks at £71.10 plus £42.65 a week for a dependent adult. The higher rate is paid from the 29th to the 52nd week at £84.15 a week plus £42.65 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. 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).

Permanent Disability Benefits

Industrial injuries disablement benefit: If the insured is assessed with a 100% disability, up to £150.30 a week is paid from the 90th day after the accident or the onset of the occupational disease. 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 £30.06 a week for an assessed degree of disability of at least 14%, up to £135.27 a week for an assessed degree of disability of at least 90%.

No benefit is paid for an assessed degree of disability of less than 14%, unless the insured is diagnosed with an occupational respiratory disease.

Constant-attendance allowance: Paid if the insured requires the constant attendance of others to perform daily functions. The weekly allowance is £30.10, £60.20, £90.30, or £120.40, according to attendance needs. (Other complementary benefits are paid under certain conditions to persons with severe disabilities, having difficulties in finding suitable employment, or if disabled from a young age.)

The industrial injuries disablement benefit is paid in addition to any contributory benefits the insured may also be entitled to, including the long-term disability benefit or retirement pension.

Workers' Medical Benefits

The Department of Health provides all necessary benefits.

Survivor Benefits

Widowed parent's allowance: Up to £100.70 a week is paid to a widowed parent with at least one dependent child for whom he or she receives child benefits. The allowance is paid weekly or monthly.

Allowance supplement: Up to £49.15 a week.

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 pensionable age or 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 £100.70 a week is paid if aged 55 or older; 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: £14.75 a week is paid for each child.

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. 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) administers and distributes pensions and benefits.

Isle of Man Treasury, Income Tax Division (http://www.gov.im/treasury) collects national insurance contributions.

Isle of Man Department of Health (http://www.gov.im/dhss) administers and provides medical services.

Unemployment

Regulatory Framework

First law: 1948.

Current law: 1995 (job seekers).

Type of program: Social insurance and social assistance system.

Coverage

Social insurance: All employed persons.

Exclusions: Self-employed persons.

Social assistance: All persons ordinarily residing in the Isle of Man with income below prescribed levels.

Source of Funds

Insured person: See source of funds under Old Age, Disability, and Survivors, above.

Self-employed person: Not applicable.

Employer: See source of funds under Old Age, Disability, and Survivors, above.

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 less than 16 hours a week. Contributions must have been paid on earnings of at least 25 times the weekly lower earnings limit of £102 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 of £102 in each of 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 Jobseeker's Agreement.

The Jobseeker'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 Jobseeker's Agreement results in the suspension of benefits.

Job seeker's allowance (social assistance): Paid to job seekers with income below prescribed levels and resident 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 Jobseeker's Agreement.

The Jobseeker'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 Jobseeker's Agreement results in the suspension of benefits.

Unemployment Benefits

Job seeker's allowance (social insurance): A flat-rate £67.50 a week is paid for up to six months if aged 25 or older; £53.45 a week if younger than age 25. The allowance is paid after a three-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) administers and distributes pensions and benefits.

Isle of Man Treasury, Income Tax Division (http://www.gov.im/treasury) collects national insurance contributions.

Family Allowances

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-related 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.

Family Allowance Benefits

Child benefit (noncontributory, universal benefit): £20.40 a week is paid for children younger than age 16; £30 a week is paid for children in full-time education from ages 16 to 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 four 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) administers and distributes pensions and benefits.

Isle of Man Treasury, Income Tax Division (http://www.gov.im/treasury) collects national insurance contributions

Italy

Exchange rate: US$1.00 = 0.77 euros (€).

Old Age, Disability, and Survivors

Regulatory Framework

First law: 1919.

Current laws: 1995 (pension), 2005, 2008, 2009, 2010, and 2011.

Type of program: Notional defined contribution (NDC) and social insurance system.

Coverage

Notional defined contribution (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 daily minimum earnings used to calculate contributions for workers in industry are €44.49 or the daily minimum wage, whichever is greater.

The daily minimum wage varies by sector 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 €93,622 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 daily minimum earnings used to calculate contributions for workers in industry are €45.70 or the daily minimum wage, whichever is greater.

The daily minimum wage varies by sector and 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 €96,149 a year.

Government: The total cost of income-tested allowances and any overall deficit.

Qualifying Conditions

Old-age pension (NDC): Age 66 (men, and women in the public sector), age 62 (women in the private sector, rising gradually to 66 by 2018), with at least 20 years of paid or credited contributions (at least five years if aged 70).

Employment may continue.

Old-age pension (social insurance): Age 66 (men, and women in the public sector), age 62 (women in the private sector, rising gradually to 66 by 2018) with at least 20 years of paid or credited contributions (15 years of contributions if made before December 1992).

Employment may continue.

Early pension: Any age with 42 years and one month of contributions (men, rising to 42 years and 3 months by 2014) or 41 years and one month (women, rising to 41 years and 3 months by 2014) if insurance period began before January 1, 1996). Age 63 with 42 years and one month of contributions (men) or 41 years and one month of contributions (women) if the insurance period began on or after January 1, 1996.

Social allowance (means-tested): Age 65 and not eligible for the old-age pension; an Italian citizen, a citizen of a European Union member state 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 €12,506 if single; €25,012 for a couple.

Disability pension: Paid for a total and permanent incapacity for any work with at least five years of contributions, including three in the last five 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 five years of

contributions, including three in the last five years before the claim. The allowance is paid for up to three years; may be extended for additional three-year periods. After the allowance has been extended for a third consecutive time, the award becomes permanent.

If the insured meets the qualifying conditions for the old-age pension at retirement age, the disability allowance is replaced by the old-age pension.

Means test: The pension is reduced by 25%, 40%, or 50% if the eligible survivor has annual income exceeding three, four, or five times the annual legal minimum wage, respectively.

The annual legal minimum wage is €6,253.

Survivor pension (means-tested): The deceased received an old-age, seniority, or disability pension and had at least 15 years of contributions or five years of contributions, including three in the last five 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 three, four, or five times the annual legal minimum wage, respectively. The means test is not applicable to children younger than age 18, students, or persons with a disability.

The annual legal minimum wage is €6,253.

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); dependent nephews, nieces, or grandchildren; or, if there are none of the above, dependent parents older than age 65 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 one year of contributions in the previous five 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 five years, and an actuarial coefficient that varies according to the insured's age (from 4.419% at age 57 to 5.620% at age 65 and over). The pension must be at least 1.5 times the minimum monthly social allowance (€643.50 in 2012).

The minimum monthly social allowance is €429.

The maximum annual earnings used to calculate benefits are €96,149.

Old-age pension (social insurance): The pension varies according to the level of annual earnings (from 2% for annual earnings up to €44,204 to 0.9% for annual earnings greater than €73,378.64 for contributions accrued prior to December 1992 and for annual earnings greater than €83,987.60 for contributions accrued from January 1993 onwards) and is based on average annual earnings during the last five 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 is provided thereafter.

The social insurance part of the pension is based on the insured's average annual earnings during the last five 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 five years before 1995, can opt for an NDC pension only.

The minimum monthly old-age pension is €481 for a single pensioner with annual income less than €12,506 or for a couple with annual income of less than €25,012. The minimum monthly old-age pension is €617.44 for a single pensioner aged 70 or older with annual income less than €8,026.72 or for a couple aged 70 or older with annual income of less than €13,609.05.

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 up to €44,204 to 0.9% for annual earnings greater than €73,378.64 for contributions accrued prior to December 1992 and for annual earnings greater than €83,987.60 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 five 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 monthly benefit is €481 for an unmarried pensioner with annual income less than €12,506 or for a couple with an annual income less than €25,012; may be increased to €617.44 a month if aged 70 or older, unmarried, and with annual income less than €8,026.72 (for one person) or €13,609.05 (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 five years, and an actuarial coefficient that varies according to the insured's age (from 4.419% at age 57 to 5.620% at age 65 or older). 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 €481 for an unmarried pensioner aged 60 or older with income less than €12,506 (€25,012 for a couple).

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 up to €44,204 to 0.9% for annual earnings greater than €73,378.64 for contributions accrued prior to December 1992 and for annual earnings greater than €83,987.60 for contributions accrued from January 1993 onwards) and is based on average annual earnings during the last five 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 €481 for an unmarried pensioner aged 60 or older with income less than €12,506 (€25,012 for a couple).

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 in the same way as the social insurance old-age pension, above. The pension for the contribution period beginning January 1, 1996, is calculated in the same way as the NDC old-age pension, above.

The social insurance part of the pension is based on the insured's average annual earnings during the last five 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 five years made before 1995, can opt for a pension calculated in the same way as 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 from the insured's age on the date the disability began to the normal retirement age.

The minimum monthly pension is €481 for an unmarried pensioner aged 60 or older with income less than €11,164.66 or for a couple with annual income of less than €16,306.68 (if the person or household's annual income is greater than a certain amount, a reduced benefit or no benefit is paid).

Means test: The disability allowance is reduced by 25% if the insured's annual income exceeds four times the legal minimum pension or by 50% if the insured's annual income exceeds five times the legal minimum pension.

The legal minimum pension is €6,253.

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 two years of pension is paid.

Other eligible survivors (if there are none of the above): Each parent, brother, or sister receives 15% of the pension the deceased received or was entitled to receive.

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

Death grant: A lump sum of the monthly social allowance (€481) 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 Security 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), 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 (none 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 paid for some categories of contract workers.

Tuberculosis benefits: None.

Government

Sickness and maternity benefits: The total cost of maternity benefits for certain categories of worker, 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 one 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 three-day waiting period for up to 180 days a year; may be extended in special cases.

For contract workers, the daily benefit is paid for up to 180 days of hospitalization, and the benefit varies according to the number of contributions paid in the 12 months before hospitalization. The daily benefit may be paid under certain exceptions for sicknesses not requiring hospitalization, for up to 61 days a year.

Maternity benefit: 80% of the insured's average daily earnings in the last month before leave is paid for two months before the expected date of childbirth and for three 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 two months before

the expected date of childbirth and for three 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 three 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 one 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 €12.24 (€6.13 if the beneficiary is a pensioner or the insured's dependent) is paid while receiving institutional care.

Postsanatorium benefit: A daily benefit of €20.40 (€10.21 if the beneficiary is a pensioner or the insured's dependent) is paid for up to two years after leaving institutional care that had lasted for at least six months.

Care and support allowance: A monthly allowance of €82.30 is paid for a renewable two-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 a 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

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

Administrative Organization

Ministry of Labor, Health and Social Policy (http://www.lavoro.gov.it; http://ministerosalute.it) and Ministry of Economy and Finance (http://www.tesoro.it) provide general supervision.

National Social Security Institute (http://www.inps.it) administers cash sickness, maternity, and tuberculosis benefits.

National Health Service (http://www.ministerosalute.it) administers medical benefits through its 20 regional health authorities and their respective local health authorities.

Work Injury

Regulatory Framework

First law: 1898.

Current laws: 1965 (work injury), 1999 (domestic accidents), 2000 (work injury and occupational diseases), 2000 (work injury and occupational diseases), 2008 (occupational diseases), and 2010 (financial stabilization and economic competitiveness).

Type of program: Social insurance system.

Coverage

Manual workers, nonmanual employees in dangerous work, agricultural self-employed persons, household workers, company managers, contract workers, professional athletes, and maritime workers.

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 three-day waiting period. The employer pays 100% of earnings for the day of the accident or the date the occupational disease began and at least 60% of earnings for the next three days.

The average daily wage is based on 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 set 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 €14,681.10.

The maximum annual earnings used to calculate benefits are €27,264.90.

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).

In some cases, the pension cannot be combined with disability pension.

The pension is payable 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): For an assessed degree of disability from 6% to 15%, a lump sum is paid; if the assessed degree of disability is at least 16%, a pension is calculated based on two types of compensation.

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 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.

Constant-attendance supplement: Paid if the insured requires the constant attendance of others to perform daily functions. €483.37 a month is paid for an assessed permanent disability of 100%.

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): Aged 18 to 65 and 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 €239.16 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.

Benefit adjustment: Benefits are adjusted annually in July by ministerial decree according to changes in consumer prices.

Transitional compensation for silicosis and asbestosis: Benefits are paid for an assessed degree of disability up to 60%, for one year to compensate insured workers who are forced to leave a harmful work position to avoid aggravation of a diagnosed disease. If the insured has become unemployed, the amount paid is 66.7% of the average daily wage received in the 30 days before the insured left 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 insured left the harmful work position and the remuneration received in the new employment.

Benefit adjustment: Benefits are adjusted annually in July by ministerial decree 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 (if there are none 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.

Benefit adjustment: Benefits are adjusted annually in July by ministerial decree according to changes in consumer prices.

Funeral grant: A lump sum of €1,936.80 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 through its 20 regional health authorities and their respective local health authorities.

Unemployment

Regulatory Framework

First laws: 1919 and 1945.

Current laws: 1935, 1939, 1975, 1977, 1988, 1991, 1994, 1996, 1997, 1998, 2000, 2005, 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 and apprentices.

Source of Funds

Insured person: None; insured persons in companies with more than 50 employees contribute 0.3% of gross earnings for the special wage supplement.

Self-employed person: Not applicable.

Employer: 1.61% of gross earnings (2.41% for building industry employers). For the special wage supplement, industrial-sector employers with less than 15 employees contribute an additional 1.9% of gross earnings; 3.1% with 15 to 49 employees; 3.4% with 50 or more. Commercial-sector employers with more than 50 employees contribute an additional 0.3%.

There are no maximum earnings for contribution calculation purposes.

Government: Administrative costs plus subsidies for agricultural workers.

Qualifying Conditions

Full unemployment benefits

Unemployment benefit: The insured must have at least two years of coverage with at least 52 weeks of contributions in the last two years; construction workers, at least 43 weeks or 10 months of contributions during two years of employment in the sector. Farm workers, at least 102 days of contributions during two years of employment in the sector. Insured persons with at least two 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 (excluding construction workers) with at least one year of coverage and six 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 Security Institute. The employer makes the claim for 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 for the employee.

Unemployment Benefits

Full unemployment benefits

Unemployment benefit: Daily benefits are 60% of the insured's gross average daily wage for the first six months and 50% for the seventh and eighth month. Benefits are paid for up to eight months. Beneficiaries aged 50 or older receive 60% of the gross average daily wage during the first six months, 50% for the seventh and eighth month, and 40% up to the 12th month.

The gross average daily wage is based on the insured's earnings in the previous three months.

The maximum monthly benefit is €906.80; €1,089.89 if the insured's gross earnings before unemployment were more than €1,961.80 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 employer's location.

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 €892.96 a month; €1,073.25 if the insured's gross earnings before unemployment were greater than €1,961.80 a month.

Mobility allowance: 100% of the insured's last earnings is 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 depends on the age of the worker and the location of the place of employment.

The maximum monthly benefit is €906.80; €1,089.89 if the insured's gross earnings before unemployment were greater than €1,961.80 a month.

Partial unemployment benefits

Ordinary wage supplement: 80% of lost earnings caused by a reduction in the work week of 24 to 40 hours is paid for up to 12 months.

The maximum monthly benefit is €906.80; €1,089.89 if the insured's gross earnings before unemployment were greater than €1,961.80 a month.

Special wage supplement: 80% of lost earnings caused by a reduction in the work week of up to 40 hours is paid for up to 24 months.

The maximum monthly benefit is €906.80; €1,089.89 if the insured's gross earnings before unemployment were greater than €1,961.80 a month.

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 Security 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 benefits are €192.40 or, if greater, 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 a full-time student, 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 €23,736.50.

Family Allowance Benefits

Family allowances (means-tested): Up to €2,294.38 a month is paid, according to the number of family members and certain other criteria (including the number of parents, dependents, and family members with a disability).

Family support allowance (means-tested): €131.87 a month is paid.

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.ministerosalute.it) and Ministry of Economy and Finance (http://www.tesoro.it) provide general supervision.

National Social Security 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.

Jersey

Exchange rate: US$1.00 = 0.64 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 in Jersey.

Disability benefits: All persons residing in Jersey.

Source of Funds

Insured person: 5.2% of covered earnings.

The insured person's contributions also finance sickness, maternity, and work injury benefits.

The minimum monthly earnings used to calculate contributions are £796.

The maximum monthly earnings used to calculate contributions are £3,778.

Nonemployed persons contribute 12.5% of covered earned income from £796 a month to £3,778 a month plus 2% from £3,779 a month to £12,500 a month.

Nonemployed person's contributions also finance sickness, maternity, and work injury benefits.

The minimum annual earned income used to calculate contributions for nonemployed persons is £9,240.

The maximum annual earned and unearned income used to calculate contributions for nonemployed persons is £150,000.

Self-employed person: 10.5% of covered earnings from £796 a month to £3,778 a month plus 2% from £3,779 a month to £12,500 a month.

Self-employed person's contributions also finance sickness, maternity, and work injury benefits.

The minimum monthly earnings used to calculate contributions are £796.

The maximum monthly earnings used to calculate contributions are £12,500.

Employer: 5.3% of covered payroll from £796 a month to £3,778 a month plus 2% from £3,779 a month to £12,500 a month. Employers' contributions also finance sickness, maternity, and work injury benefits.

The minimum monthly earnings used to calculate contributions are £796.

The maximum monthly earnings used to calculate contributions are £12,500.

Government: The total cost of income support.

Qualifying Conditions

Old-age pension: Age 65 (age 60 for women who entered the pension system before 1975) with at least 4.5 years of paid or credited contributions including at least six months of paid contributions. The full pension is paid with 45 years of paid or credited contributions; 44 years for women who can receive their pension at age 60. The retirement age will rise by two months each year from 2020 to reach age 67 in 2031 and the number of contributions required will also rise to reach 47 years in 2031.

Partial pension: Paid with at least 4.5 years of paid or credited contributions.

Credited contributions may be awarded for up to three years for full-time education; for periods of incapacity, to cover a period of unemployment following compulsory redundancy; for widowed persons; and for up to 10 years for parents who do not work while caring 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 married before April 2001 is based either on her or her husband's contribution record.

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.

Employment may continue.

The old-age pension is payable abroad.

The old-age pension may be combined with income support benefits.

Incapacity pension: The insured must be assessed with a permanent incapacity for any work (including voluntary work) and have at least six months of paid contributions, including paid or credited contributions during at least 10% of the period from the date the insured first entered the system to the date the incapacity for work began.

The incapacity pension is paid after sickness benefits have been paid for one 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 incapacity pension is payable abroad.

The incapacity pension may be combined with income support benefits.

Short-term incapacity allowance: The insured must have at least three months of contributions, including paid contributions on earnings above £796 in the quarter before the quarter in which the claim is made. A reduced benefit is paid if contributions were paid on earnings above £796 in only one or two months of the qualifying quarter.

Dependent's supplement: Paid for a dependent spouse or, under certain conditions, a civil 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 incapacity for work of at least 5% and have at least six months of contributions, including contributions paid on earnings above £796 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 civil partner.

The allowance is paid after short-term incapacity benefits have been paid for one year and is paid until age 65.

Employment may continue.

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.

Invalid care allowance (income-tested): Paid to a caregiver providing care to a person with an assessed impairment who is eligible for a personal care benefit. The caregiver's annual income must not exceed £60,272.

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 six months of paid contributions, including paid or credited contributions during at least 10% of the period from age 18 to the month before death. The full survivor allowance is paid if the deceased had continuous paid or credited contributions from age 18 to the month before death.

Either the surviving spouse, surviving civil partner, or the insured must be younger than age 65 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 six 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 continuous paid or credited contributions from age 18 to the month before death.

The survivor pension is paid to a widow(er) or civil partner younger than 65 at the time of the insured's death.

The survivor pension is paid after survivor allowance benefits have been paid for one 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 resided in Jersey within six months prior to death or resided abroad and received a Jersey social security benefit. The deceased must have at least one year of contributions or less than one year of contributions with a contribution paid in the month the death occurred.

Old-Age Benefits

Old-age pension: The full weekly pension is £184.45. The pension is paid every four weeks.

Partial pension: The pension is reduced proportionately for less than 45 years of contributions.

The minimum pension is £18.45 a week.

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 £121.80 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 every four weeks.

Benefit adjustment: Pensions are adjusted annually according to changes in the earnings index.

Permanent Disability Benefits

Incapacity pension: £184.45 a week is paid if the insured has 45 years of paid or credited contributions (contributions are credited for the years from the date the incapacity for work began up to the retirement age). The pension is reduced proportionately for less than 45 years of contributions. The pension is paid after short-term incapacity benefits have been paid for one year and is paid until age 65. The pension is paid every four weeks.

The minimum pension is £18.45 a week.

A medical board consisting of two doctors assesses the degree of incapacity for work. Further medical board examinations may be required.

Dependent's supplement: £121.80 a week is paid.

Short-term incapacity allowance: The weekly benefit is £184.45 and is paid for two to 364 days.

Dependent's supplement: £121.80 a week is paid.

After a year of entitlement to the short-term incapacity allowance, a long-term incapacity allowance or an incapacity pension may be paid.

Long-term incapacity allowance: If the assessed degree of incapacity for work is 100%, the weekly allowance is £184.45 and is paid after entitlement to the short-term allowance ceases. The allowance is paid every four weeks.

A medical board consisting of two doctors assesses the degree of incapacity for work.

Partial incapacity allowance: If the assessed degree of incapacity for work is from 16% to 99%, the allowance is reduced in proportion to the assessed degree of incapacity.

Dependent's supplement: £121.80 a week is paid.

Disablement gratuity: A lump sum is paid if the assessed degree of incapacity is from 5% to 15% and varies according to the insured's age.

Invalid care allowance (income-tested): £779.27 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 £221.41 and is paid for the first 52 weeks after the insured's death.

Survivor pension: The full weekly pension is £184.45 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 £737.88 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); 1974 (social security), implemented in 1975; and 2004 (incapacity benefits).

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.

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 three months of contributions, including paid contributions on earnings above £796 in the quarter before the quarter in which the claim was made. A reduced benefit is paid if contributions were paid on earnings above £796 in only one or two months of the qualifying quarter.

Long-term incapacity allowance: The insured must have an assessed degree of incapacity for work of at least 5% and have at least six months of contributions, including contributions paid on earnings above £796 in the quarter before the quarter in which the claim was made.

Employment may continue.

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 one year of contributions.

Medical benefits: The insured must have at least six months of contributions or have resided in Jersey for at least six months.

Sickness and Maternity Benefits

Short-term incapacity allowance: £184.45 a week is paid for two to 364 days.

Dependent's supplement: £121.80 a week is paid for a dependent spouse or, under certain conditions, a civil partner.

After a year of entitlement to the short-term incapacity allowance, a long-term incapacity allowance or an incapacity pension (see Old Age, Disability, and Survivors) may be paid.

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

Long-term incapacity allowance: £184.45 a week is paid if the assessed degree of incapacity for work is 100%. The allowance is paid after receiving the short-term incapacity allowance for one year and is paid until age 65. The allowance is paid every four weeks.

A medical board consisting of two doctors assesses the degree of incapacity for work periodically.

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: £121.80 a week is paid for a dependent spouse or, under certain conditions, a civil partner.

Incapacity gratuity: A lump sum is paid if the assessed degree of incapacity is from 5% to 15% and varies according to the insured's age.

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

Maternity allowance: £184.45 a week is paid for up to 18 weeks, starting from six to 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 £553.41 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 £19 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 £19 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.

Work Injury

Regulatory Framework

First law: 1930.

Current laws: 1974 (social security), implemented in 1975, and 2004 (incapacity benefits).

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 three months of contributions, including paid contributions on earnings above £796 in the three 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 £796 in only one or two months of the qualifying quarter.

After receiving the short-term incapacity allowance for one 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 six months of contributions, including contributions paid on earnings above £796 in the three months of the quarter before the quarter in which the claim is made.

Employment may continue.

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 six months of paid contributions, including paid or credited contributions during at least 10% of the period from the date the insured first entered the system to the date the incapacity began.

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 six months of paid contributions, including paid or credited contributions during at least 10% of the period from age 18 to the month before death. The full survivor allowance is paid if the deceased had continuous paid or credited contributions from age 18 to the month before death.

Either the surviving spouse, surviving civil partner, or the insured must be younger than age 65 at the time of death.

The survivor allowance may be combined with income support benefits.

Survivor pension: The deceased had at least six months of paid contributions, including paid or credited contributions during at least 10% of the period from age 18 to the month before death. The full survivor pension is paid if the deceased had continuous paid or credited contributions from age 18 to the month before death.

The survivor pension is paid to a widow(er) or civil partner younger than 65 at the time of the insured's death.

The survivor pension is payable abroad.

The survivor pension may be combined with income support benefits.

Death grant: The deceased resided in Jersey within six months prior to death or resided abroad and received a Jersey social security benefit. The deceased must have at least one year of contributions or less than one year of contributions with a contribution paid in the month the death occurred.

Temporary Disability Benefits

Short-term incapacity allowance: £184.45 a week is paid for two to 364 days.

Dependent's supplement: £121.80 a week is paid for a dependent wife or, under certain conditions, partner.

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

Permanent Disability Benefits

Long-term incapacity allowance: £184.45 a week is paid if the assessed degree of incapacity for work is 100%. The allowance is paid after receiving the short-term incapacity allowance for one year and is paid until age 65. The allowance is paid every four weeks.

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: £121.80 a week is paid for a dependent spouse or, under certain conditions, a civil 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: £184.45 a week is paid if the insured has 45 years of paid or credited contributions (contributions are credited for the years from the date the incapacity began until the retirement age). The pension is paid after receiving the short-term incapacity allowance for one year and is paid until age 65. The pension is paid every four weeks.

The minimum pension is £18.45 a week.

A medical board consisting of two doctors assesses the degree of incapacity for work periodically.

Dependent's supplement: £121.80 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 £19 of each consultation.

Pharmaceuticals prescribed by general practitioners are free.

Survivor Benefits

Survivor allowance: The weekly allowance is £222.41 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 £184.45 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 £737.88 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

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): A current resident of Jersey for at least five years and actively seeking employments. Must have a signed Jobseeker's Agreement (by both the job seeker and adviser) that requires an active search for training and work. Failure to sign the agreement may result in the reduction of benefits.

Unemployment Benefits

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 childcare. 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.

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

Regulatory Framework

First and current laws: 1972 (family allowances), implemented in 2005, and 2007 (income support), implemented in 2008.

Type of program: Social assistance system.

Coverage

All persons residing in Jersey with one or more children.

Source of Funds

Insured person: None.

Self-employed person: None.

Employer: None.

Government: The total cost.

Qualifying Conditions

Income support (income-tested): A resident of Jersey for at least five years. All adult household members must be employed full-time, exempt from full-time employment or actively seeking employment.

Family Allowance Benefits

Income support (income-tested): Income support provides financial help toward the cost of housing, daily living expenses, medical needs, and childcare. The benefit is normally paid weekly. The benefit depends on individual household circumstances, including income and assets, the number of persons in the household, amount of housing rent, 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.

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 = 0.53 lats.

Old Age, Disability, and Survivors

Regulatory Framework

First law: 1922.

Current laws: 1995 (social insurance), 1997 (social insurance), and 2000 (individual accounts).

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; 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 for 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 the spouse of a self-employed person younger than the retirement age.

Source of Funds

Insured person: 11% of covered earnings plus administrative fees for the individual account.

Of the total insured person and employer contribution of 35.09% 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, sickness and maternity benefits, work injury benefits, parent's benefits, and unemployment benefits. (In 2013, the contribution rate for the individual account will increase to 6% of covered earnings. The NDC contribution rate will decrease so that the total contribution rate remains the same.)

For salary workers, the annual minimum earnings used to calculate contributions are the legal annual minimum wage; for wage workers the minimum daily earnings used to calculate contributions are the legal hourly minimum wage.

The maximum annual earnings used to calculate contributions are temporarily suspended until 2013.

Self-employed person: 32.46% of covered earnings plus administrative fees for the individual account.

Of the total self-employed person's contribution of 32.46% 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 2013, the contribution rate for the individual account will increase to 6% of covered earnings. 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 2,400 lats.

The maximum annual earnings used to calculate contributions are temporarily suspended until 2013.

Employer: 24.09% of covered earnings.

Of the total insured person and employer contribution of 35.09% 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, work injury benefits, parent's benefits, and unemployment benefits. (In 2013, the contribution rate for the individual account will increase to 6% of covered earnings. The NDC contribution rate will decrease so that the total contribution rate remains the same.)

For salary workers, the annual minimum earnings used to calculate contributions are the legal annual minimum wage; for wage workers the minimum daily earnings used to calculate contributions are the legal hourly minimum wage.

The maximum annual earnings used to calculate contributions are temporarily suspended until 2013.

Government: Contributes for persons residing in Latvia caring for a child younger than 18 months and receiving child care benefits, unemployed persons with disabilities, and certain social insurance beneficiaries.

Qualifying Conditions

Old-age pension (NDC and mandatory individual account): Age 62 with at least 10 years of coverage.

Special conditions apply to certain persons with disabilities; to parents with large families (five or more children) 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.

Early pension: Age 60 with at least 30 years of coverage (beginning January 1, 2014, 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 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 three years of coverage. There are three groups of assessed disability: Group I (severe disability requiring constant attendance); Group II (severe disability but not in need of constant attendance); and Group III (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 with a disability aged 18 or older. 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) whose parents are incapable 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 one 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 21 to 30 years, 58.50 lats (97.50 lats if disabled since childhood); for 30 to 40 years, 67.50 lats (112.50 lats if disabled since childhood); for 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.

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

Benefit adjustment: No adjustments from 2009 to 2014.

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): For Group I, the monthly pension is 0.45 times the insured's average earnings in three consecutive years in the last five years plus the insured's average wage multiplied by the ratio of actual contribution years to the total possible number of years of coverage from age 15 to retirement.

The minimum monthly pension is 72 lats (120 lats if disabled since childhood), which represents 1.6 times the state social security benefit.

For Group II, the monthly pension is 0.4 times the insured's average earnings in three consecutive years in the last five years plus the insured's average wage multiplied by the ratio of actual contribution years to the total possible number of years of coverage from age 15 to retirement.

The minimum pension is 63 lats (105 lats if disabled since childhood), which represents 1.4 times the state social security benefit.

For Group III, the monthly pension is the state social security benefit of 45 lats; 75 lats if disabled since childhood.

The minimum annual earnings used to calculate benefits for self-employed persons and voluntarily insured persons are 2,400 lats.

The maximum annual earnings used to calculate benefits are not in force from 2009 to 2013.

Benefit adjustment: No adjustments from 2009 to 2014.

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 for a child and 100 lats for an adult.

Survivor Benefits

Survivor pension (NDC and mandatory individual account): The monthly pension is 50% of the deceased's old-age pension for one survivor; 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 for a single child is the state social security benefit of 45 lats; 75 lats if disabled since childhood. The minimum monthly survivor pension for families with two or more children is 29.25 lats (48.75 lats if disabled since childhood), which represents 65% of the state social security benefit for each eligible survivor.

Benefit adjustment: No adjustments from 2009 to 2014.

Spouse benefit (NDC and mandatory individual account): A lump sum of two 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 three 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

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; the voluntarily insured pay 2.28% of earnings for sickness and maternity benefits and 1% of earnings for the parent's benefit.

For salary workers, the minimum annual earnings used to calculate contributions are the legal minimum annual wage; for wage workers the minimum daily earnings used to calculate contributions are the legal minimum hourly wage.

The minimum annual earnings used to calculate contributions for self-employed persons and voluntarily insured persons are 2,400 lats.

Self-employed person: 2.20% of gross earnings for sickness and maternity benefits and 1.68% for the parent's benefit is taken from the total contribution rate of 32.46% 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: 80% of the insured's average earnings in the last 12 months is paid. 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 three-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 is not paid for the first day and must not be less than 75% of the insured's average earnings for the second and third days and not less than 80% for the fourth to the 10th days).

The minimum annual earnings used to calculate benefits for self-employed persons and voluntarily insured persons are 1,800 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: 80% of the insured's average earnings in the last 12 months is paid from the first day up to the 14th day if caring for a child younger than age 14. The benefit is also paid for a child receiving treatment in a hospital up to the 21st day.

Maternity benefit: 80% of the insured's average earnings in the last 12 months is paid for 112 consecutive days (56 days before and 56 days after the expected date of childbirth); 14 additional days are paid if there are multiple births or complications arising during pregnancy, childbirth, or the postpartum period and in cases where inpatient medical care associated with the pregnancy began before the 12th week of pregnancy.

The minimum annual earnings used to calculate benefits for self-employed persons and voluntarily insured persons are 2,400 lats.

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: 80% of the insured's average earnings in the last 12 months is paid for 10 consecutive days.

The minimum annual earnings used to calculate benefits for self-employed persons and voluntarily insured persons are 2,400 lats.

Parent's benefit: Paid to persons on child care leave 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 two months before the child care leave.

The minimum annual earnings used to calculate benefits for self-employed persons and voluntarily insured persons are 2,400 lats.

Workers' Medical Benefits

Medical benefits: Benefits are provided by state-owned and private hospitals under contract with the National Health Service. 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 specialist; from 5 to 9.5 lats a day for inpatient care. Rates vary for a home visit by a general practitioner.

Treatment is free in emergencies, and for children up to age 18; persons with Group I disabilities; pregnant women and women with a newborn child (for up to 42 days); low-income persons; persons with serious conditions (tuberculosis, mental illness, and kidney failure); persons who are cared for in state social care centers and local government rest homes; vaccinations provided through the state immunization program; preventive examinations and treatment for certain infectious diseases; and organ donors.

Dependents' Medical Benefits

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

Administrative Organization

Ministry of Welfare (http://www.lm.gov.lv) and Ministry of Health (http://www.vm.gov.lv) provide general supervision.

State Social Insurance Agency (http://www.vsaa.gov.lv) administers cash benefits.

National Health Service (http://www.vmnvd.gov.lv) administers medical benefits.

Work Injury

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 three years of coverage after 1997.

Temporary Disability Benefits

The benefit is identical to the sickness benefit paid under Sickness and Maternity.

80% of the insured's average earnings in the last 12 months is paid. 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 three-year period for a repeated incapacity for work). The employer pays at least 80% of the insured's average earnings for the first 10 days).

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: The monthly pension is 80% of the insured's average monthly earnings in the last 12 months for a 100% loss of earning capacity.

Partial disability pension: The monthly pension is 75% of the insured's average monthly earnings in the last 12 months for a loss of earning capacity from 90% to 99%; 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 from 2009 to 2014.

Workers' Medical Benefits

Benefits include general and specialist care, medicine, and hospitalization. The insured is reimbursed for additional expenses for medical treatment, nursing care, prostheses, travel expenses, and occupational rehabilitation.

Survivor Benefits

Survivor pension: 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 six 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 from 2009 to 2014.

Death allowance: If the deceased was employed, the allowance is twice the deceased's last monthly average earnings used to calculate contributions; twice the permanent disability benefit, if a pensioner.

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 raising 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, above.

Self-employed person: Not applicable.

Employer: See source of funds under Old Age, Disability, and Survivors.

Government: Contributes 1.75% of 50 lats a month for spouses of active military personnel and for persons residing in Latvia caring for a child younger than 18 months.

Qualifying Conditions

Unemployment benefit: The insured must have at least one year of contributions, including nine 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 child with a disability younger than age 16, persons previously disabled who have regained the capacity to work, and military personnel.

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 one to nine years of coverage, 55% with 10 to 19 years, 60% with 20 to 29 years, and 65% with 30 years or more.

The benefit is paid for up to nine months in any 12 month period 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 child with a disability younger than age 16 or formerly disabled persons who have regained the capacity to work before becoming unemployed receive 60% of 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 older than age 1 and younger than age 15 (age 19 if a full-time student; age 18 if disabled) and unmarried.

Foster family allowance: Paid to families providing foster care.

Foster care benefit: Paid to a family or person recognized as the foster family or parent.

Child-raising allowance (flat-rate benefit): The child must be younger than age 2. The person raising 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-raising 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-raising allowance: Paid to persons raising 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.

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-raising allowance (flat-rate benefit): 50 lats a month if the child is younger than age 1; 30 lats if the child is aged 1 or 2.

Child-raising allowance supplement: 50 lats a month is paid for each child younger than age 1 and 30 lats a month for each child aged 1 or 2.

Childbirth allowance: A lump sum of 296 lats is paid.

Disabled child-raising allowance: 150 lats a month is paid until the disabled child reaches age 18.

Disabled child supplement: 75 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.

State Social Insurance Agency (http://www.vsaa.gov.lv) administers benefits.

Liechtenstein

Exchange rate: US$1.00 = 0.94 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 in Liechtenstein.

Mandatory occupational pension: All employees covered by social insurance with annual earnings greater than 20,520 francs.

Voluntary coverage for nonemployed person.

Source of Funds

Insured Person

Social insurance: 3.8% of gross earnings (old age and survivors) and 0.75% of gross earnings (disability).

A nonemployed person contributes annually according to income, 234 francs to 7,800 francs (old age) and 45 francs to 1,500 francs (disability) plus 3.6% of the total contribution amount for administrative fees, depending on the plan.

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 20,880 francs to 83,520 francs minus a tax allowance of 13,920 francs.

Self-employed person

Social insurance: A flat rate of 234 francs (old age and survivors) for annual income up to 3,000 francs; 7.8% of annual income (old age and survivors)and 1.5% of annual income (disability) if annual income is greater than 3,000 francs plus. 3.6% of the total contribution amount (administrative fees).

There is no maximum income used to calculate contributions.

Mandatory occupational pension: Voluntary contributions plus administrative fees.

Employer

Social insurance: 4.0% of payroll (old age and survivor) and 0.75% of payroll (disability) plus 3.6% of the combined insured person and employer contribution amount (administrative fees).

There are no maximum earnings used to calculate contributions.

Mandatory occupational pension: At least 8% of 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 20,880 francs to 83,520 francs minus a tax allowance of 13,920 francs.

Government

Social insurance: Contributes 50 million francs annually, adjusted according to changes in prices.

Mandatory occupational pension: None.

Qualifying Conditions

Old-age pension

Old-age pension (social insurance): Age 64 with at least one year of contributions.

Early pension: Age 60.

Deferred pension: The pension may be deferred until age 70.

Child's supplement: The child must be younger than age 18.

Wife's supplement: May be paid to insured men born before 1945 with a wife born before 1955 who is not entitled to any pension in her own right.

Old-age pension (mandatory occupational pension): Age 64.

Early pension: Age 60 if the social insurance pension is taken early.

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 one 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 one 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

of 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 one 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

Old-age pension (social insurance): The pension depends on the number of years of contributions required for the insured's age cohort and the insured's annual earnings. 1,160 francs to 2,320 francs a month is paid. The pension is proportionately reduced for an incomplete contribution 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 among both partners for the marriage period.

Early pension: The pension is reduced for each year it is awarded before the normal pensionable age. For persons born after 1955 and before 1996, the pension is reduced by 3% for one year, 7% for two years, 11.5% for three years, or 16.5% for four years. For persons born in 1996 or later, the pension is reduced by 5.5% for one year, 10.6% for two years, 15.2% for three years, and 19.5% for four years.

Deferred pension: The pension is increased by 5.22% for one year of deferral, up to 40.71% for six years.

Child's supplement: 40% of the minimum old-age pension paid to the insured's age cohort is paid for each child.

Wife's supplement: From 10% to 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 periodically according to changes in the consumer price index; may be adjusted annually if the annual consumer price index increases by more than 3%.

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.

Permanent Disability Benefits

Disability pension