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A Guide to Invalidity and Industrial Injuries Benefits in EU States

By Bill Birmingham: ITAT Expert for Old Age Insurance



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The following Tables derived from the EU MISSOC Tables describe the invalidity and industrial injury benefits in EU Member States as at 1st January 2005.

Invalidity benefit

Belgium

Basic Principles	Compulsory social insurance for employees with earnings-related benefits
Field of Application	Employees, with no exemptions
Definitions	A worker, who due to sickness or infirmity, cannot earn more than 1/3 rd of normal earnings of a worker in the same category and with the same training
Minimum level of incapacity	66.66%
Period of entitlement	From day after end of primary period of incapacity (1 year) to retirement age
Minimum period of affiliation for entitlement	6 months with 120 days worked
Determining factors	Lost earnings and family situation
Calculation methods	65% of lost daily earnings (subject to ceiling) if with dependants 50% if single without dependants 40% if cohabiting without dependants (or 65% if without dependants but with attendance requirement)
Non-contributory periods credited	None
Minimum pension	With dependants €38.73 per day; single €31.23; cohabiting €27.73
Maximum pension	Ceiling for maximum daily remuneration on which benefits are calculated = €103.2407
Indexation	Automatic adjustment by 2% if consumer price index increases by 1.02 from previous rate. Rates adapted in line with general standard of living by fixing annual adjustment coefficient
Overlap with other benefits	Payable with employment injuries or occupational diseases pension up to statutory maximum
Effect of earnings	A professional activity may be authorised during period of disability. The amount of daily benefit must not exceed the amount if there were no such activity
Rehabilitation and retraining	Functional and occupational retraining, in accordance with panel of doctors, in special establishments
Preferential employment of	None

handicapped people	
Tax treatment	Benefits subject to tax, but tax reduction for benefits
Social security contribution liability	Pension reduction of 3.55%, subject to minimum entitlement + solidarity contribution of up to 2% subject to minimum entitlement

Czech Republic

Basic Principles	Compulsory social insurance financed by employers' and employees' contributions with earnings-related benefits linked to insurance periods
Field of Application	Compulsory participation by employees, assimilated groups and self-employed with no exemptions; voluntary participation for certain others, eg students and persons abroad
Definitions	Full invalidity: reduced capacity for economic activity of 66% or due to handicap able to work only under exceptional conditions Partial invalidity: reduced capacity for consistent economic activity of 33% or significant deterioration in standard of living
Minimum level of incapacity	33% for partial incapacity
Period of entitlement	From start of invalidity until recovery or retirement, with option at retirement age for invalidity or old age pension
Minimum period of affiliation for entitlement	Depends on age when disability starts, increasing from less than 1 year if aged under 20, to 5 years for 28+. If invalid under 18, entitled to full rate
Determining factors	Average earnings and insurance period
Calculation methods	Basic amount = €46 per month + percentage amount calculated from personal assessment base (PAB) and number of years of insurance: full invalidity pension = 1.5%, partial invalidity pension = 0.75%, of PAB x number of insurance years. (If disabled from youth, 45% of annual general assessment base using national average monthly wage – with that figure as a minimum for persons with 15 years insurance.) PAB = person's average gross earnings over statutory period, indexed by wage inflation, but with high earnings not taken fully into account.
Non-contributory periods credited	Students, job seekers, persons undergoing training if with reduced earnings capacity, military service, caring for young or disabled children and carers of incapacitated relatives
Minimum pension	Basic amount = €46, percentage amount €25, per month
Maximum pension	No maximum
Indexation	Adjusted annually by 100% of annual price increase and at least 1/3 rd of wage increase, with regular adjustment of PAB
Overlap with other benefits	Only highest of invalidity, old age & partial invalidity pension is payable, but if, survivor's pension is also payable, the highest is payable + half percentage amount of the other. Partial invalidity pension is payable with unemployment benefit.
Effect of earnings	No limitations for full invalidity pension; earnings above threshold lead to reduction in partial invalidity pension.
Rehabilitation and retraining	Under health regulations, rehabilitation after recommendation by specialised doctors
Preferential employment of handicapped people	Public authorities obliged to create job opportunities for handicapped people; employers must employ legal number of handicapped people (6% of workforce, if over 20) with penalty of half national average earnings, if they do not.
Tax treatment	Benefits subject to taxation, with no special relief

Social security contribution liability	No contribution liability
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Denmark

Basic Principles	Universal system for all inhabitants
Field of Application	All resident nationals with no exceptions
Definitions	Reduction of capacity for work to an extent that a person cannot assure his subsistence
Minimum level of incapacity	Incapacity for work (as above) – pre-2003, under previous regime, 50%
Period of entitlement	From start of month (or up to 4 th month) after claim to age 64.
Minimum period of affiliation for entitlement	3 years' residence after age 15; or for foreigners 10 years' residence, of which 5 years immediately before claim.
Determining factors	Incapacity level and social factors
Calculation methods	If income does not exceed €22,869 for persons living alone; €19,437 for others – basic amount €7,650 + invalidity amount €3,721. Also cash benefit for additional expenses due to handicap with minimum €807 per year
Non-contributory periods credited	Not applicable
Minimum pension	3/40ths of above amount
Maximum pension	40/40ths of above amounts
Indexation	Adjusted annually to take account of wage inflation
Overlap with other benefits	Possible payment with other benefits, but dependent on income
Effect of earnings	Possible reduction to take account of earnings
Rehabilitation and retraining	Maintenance allowances during vocational rehabilitation
Preferential employment of handicapped people	Public authorities must give preference to disabled people who cannot obtain employment in private sector, though capable of the work. Local authorities provide subsidies to private employers who employ disabled people
Tax treatment	Subject to taxation, with no special relief
Social security contribution liability	No contributions payable

Germany

Basic Principles	Compulsory social insurance for employees and certain self-employed with earnings-related cash benefits
Field of Application	Employees and handicapped people incapable of work, but no compulsory insurance for employees with insignificant or short-term employment
Definitions	Total incapacity: due to sickness or infirmity a person cannot work at least 3 hours a day; Partial incapacity: he cannot work for 6 hours a day
Minimum level of incapacity	Total incapacity: capacity to work for less than 3 hours a day; Partial incapacity: capacity to work for 3 to 6 hours a day
Period of entitlement	From end of month in which conditions satisfied to age 65
Minimum period of affiliation for entitlement	60 months, of which 36 contribution months in 5 years before onset of complaint, but treated as met after employment injury. Handicapped persons incapable of work: 240 insurance months
Determining factors	Amount of employment income insured through contributions throughout working life
Calculation methods	Partial incapacity: $PEP \times 0.5 \times AR$; total incapacity: $PEP \times 1.0 \times AR$, where PEP = personal earnings points (based on income on which contributions paid, subject to monthly ceiling (€5,200)); AR = current pension value (€26.13 per month)
Non-contributory periods credited	Periods of sickness, rehabilitation, unemployment, higher education and child raising to age 10.
Minimum pension	None
Maximum pension	None
Indexation	Annual adjustment in line with wages, subject to factor of ratio between beneficiaries and insurable employees
Overlap with other benefits	If combined with employment injury insurance, suspended if aggregate would exceed former net income
Effect of earnings	Pension reduced or suspended if respective ceilings exceeded
Rehabilitation and retraining	Occupational training
Preferential employment of handicapped people	All employers with 20+ employees must meet quota of 5% severely disabled workers, with penalties for not meeting quota
Tax treatment	Gradual transition to deferred taxation. Taxable share (50% (increasing by 2% per annum) of pension) subject to tax
Social security contribution liability	7.1% for sickness insurance & 1.95% for long-term care insurance

Estonia

Basic Principles	Pension for incapacity for work under universal social insurance system providing pensions related to contributions & national pension for persons not entitled to incapacity pension
Field of Application	Permanent residents, aliens with temporary residence permits & legal refugees, with no exceptions
Definitions	Work incapacity is certified by medical commission in increments of 10% up to 100%. Total incapacity = serious functional impairment due to illness or injury leading to a person's inability to work to support himself; Partial incapacity = capable of working to support himself, but with functional impairment due to illness or injury unable to perform suitable work equal to national working time with 10% - 90% loss of working capacity.
Minimum level of incapacity	40% reduction in working capacity
Period of entitlement	Payable between age 16 & pension age and granted for work incapacity for 6 months, 1 year, 2 years, 5 years or until pension age, but renewable on expiry
Minimum period of affiliation for entitlement	Depends on age at time of incapacity: Under 20: no requirement; 21 – 23: 1 year's contributions; increasing by an additional year's contributions for each 3 years' increase in age until 15 years' contributions required at age 63
Determining factors	Social tax payments and percentage of loss of working capacity
Calculation methods	Percentage of old age pension entitlement (calculated on years of pensionable service and pension insurance coefficient or old age pension for persons with 30 years' pensionable service) according to percentage of loss of capacity for work. Plus supplements for disabled adults or parents, carers and rehabilitation
Non-contributory periods credited	Certain categories of non-active persons
Minimum pension	€63 per month
Maximum pension	None
Indexation	Annually indexed based on equal shares of wage & price inflation
Overlap with other benefits	Not possible. If entitlement to more than one benefit, individual must choose which to claim
Effect of earnings	No restrictions
Rehabilitation and retraining	Medical rehabilitation provided under health care benefits in kind; Local authorities to provide social rehabilitation
Preferential employment of handicapped people	Encouraged through state contribution to social tax and temporary employment subsidy to employers employing disabled persons, but no quota
Tax treatment	Pensions less than 3x non-taxable minimum not subject to tax
Social security contribution liability	None

Greece

Basic Principles	Compulsory social insurance for employees with contribution-related benefits
Field of Application	Employees with no exceptions
Definitions	A person suffers from severe invalidity when due to illness or physical or mental disability occurring after affiliation, he cannot earn more than 1/5 th of normal earnings of a worker of the same category or training over 1 year. Those unable to earn more than 1/3 rd obtain 75% of pension; those unable to earn more than 1/2 obtain 50%
Minimum level of incapacity	50%
Period of entitlement	From date invalidity is deemed to exist, but with periodic (1 or 2 years) reassessment
Minimum period of affiliation for entitlement	4,500 working days or 15 insurance years, 1,500 working days (600 within the 5 years preceding the invalidity) or 5 insurance years; contribution period (depending on age): up to age 21: 300 days (1 year of insurance), then increasing to 1,500, if an average of 120 days per year added. Full eligibility from day 1 for industrial accident or disease. Injury due to other accident: as soon as 50% of conditions for normal invalidity satisfied
Determining factors	Amount of wage, number of insured years and degree of invalidity
Calculation methods	Pension depends on number of insured years. Each corresponds to 2% of pensionable income (or 3% for persons aged 65+ with 35+ insured years. The amount depends on degree of invalidity: severe invalidity: full pension; partial invalidity: 50%; normal invalidity: 75%. Plus for total invalidity attendance supplement = 1/4 of monthly average per capita GNP. Special provision for totally blind and insured quadriplegics and paraplegics with 4.050 contribution days treated as having 10,500 irrespective of age with an allowance of 20x unskilled worker's minimum wage
Non-contributory periods credited	Periods of sickness and unemployment, military service and certain periods of education and parental leave
Minimum pension	€420.30
Maximum pension	€1,885
Indexation	Annual adjustment determined by Government, generally in line with consumer prices
Overlap with other benefits	Possible up to aggregate of €3,114.50 a month
Effect of earnings	Earnings possible if activity is declared; if not prosecuted and repayment required. Payment of invalidity benefit is stopped if earnings reach normal earnings of a healthy worker.
Rehabilitation and retraining	No special measures
Preferential employment of handicapped people	For certain categories, eg blind.
Tax treatment	Benefits taxable, with limited exceptions, eg blind and

	paraplegics
Social security contribution liability	None

Spain

Basic Principles	Compulsory social insurance scheme for employees and assimilated workers with contribution-related benefits for permanent incapacity
Field of Application	Employees, except as regards marginal employment
Definitions	Permanent incapacity = worker who after prescribed treatment suffers from physical or functional disabilities rendering him totally or partially incapable of work
Minimum level of incapacity	33%
Period of entitlement	From date that adjudicating body determines claimant to be permanently incapable
Minimum period of affiliation for entitlement	Persons under 26: ½ time from age 16 to onset of invalidity Persons 26+: ¼ time from age 20 to onset, with 5 year minimum (with 1/5 in 10 years before causal event) No qualification period, if caused by accident (industrial or otherwise) or occupational disease
Determining factors	Degree of incapacity and calculation basis
Calculation methods	Partial permanent incapacity: lump sum = 24x monthly sickness benefit entitlement Total permanent incapacity: 55% of calculation basis (+20% if 55+ and not in work) (or lump sum of 84x monthly pension – reduced for every year over 54) Absolute permanent incapacity: 100% of basis (+ 50% if severe incapacity) Calculation basis = quotient from dividing previous 96 months contribution basis by 112 (uprated by consumer prices for more than 2 years before) with modification if due to accident
Non-contributory periods credited	1 st year of parental leave bringing up a child under 3
Minimum pension	Monthly amount (paid 14x a year) total permanent incapacity: €438.71 (€524.01 if dependent spouse) absolute permanent incapacity: as above severe incapacity: €658.07 (€786.02 if dependent spouse)
Maximum pension	€2,159.12 per month
Indexation	Adjusted annually in line with consumer price index
Overlap with other benefits	May not be drawn with other benefits, except widow's pension
Effect of earnings	Compatible with earnings, provided activity is consistent with condition and does not imply change in capacity
Rehabilitation and retraining	Vocational guidance and training including rehabilitation for normal occupation and retraining for other.
Preferential employment of handicapped people	Employers with workforce of 50+ must set aside 2% for handicapped workers, with social security contribution incentives. Subsidies for employment centres for handicapped workers
Tax treatment	Partial or permanent total incapacity benefits taxed normally. Absolute permanent incapacity & severe incapacity untaxed
Social security contribution liability	None

France

Basic Principles	Compulsory social insurance scheme with earnings- or income-related benefits
Field of Application	Employees and self-employed with no exemptions
Definitions	A worker who due to sickness or infirmity, can no longer in any occupation earn more than 1/3 rd of the normal earnings of a worker in the same category and region with the same training
Minimum level of incapacity	66.6%
Period of entitlement	From date invalidity is deemed to exist or end of sickness cash benefit to age 60 (when old age pension payable)
Minimum period of affiliation for entitlement	Insured for at least 12 months before 1 st day of interruption of work due to invalidity, or accident followed by invalidity, or medical declaration of invalidity, and must have paid contributions on 2,030 x hourly minimum wage in 12 months preceding realisation of risk, of which 1,015 in 1 st 6 months or prove 800 working hours in preceding 12 months of which 200 during 1 st 3 months
Determining factors	Average annual salary during best 10 years between 1.1.1948 & date prior to work interruption & category of incapacity
Calculation methods	Group 1 (still able to work): 30% of average annual salary during best 10 years to date prior to work interruption. Group 2: 50% of average annual salary during best 10 years to date prior to work interruption. Group 3 (requiring help from other person): As Group 2 + 40% supplement Annual average salary subject to €30,192 per year (adjusted annually)
Non-contributory periods credited	Periods of benefit for sickness, maternity, employment accidents or pension of over 66% for permanent incapacity + vocational rehabilitation, but only if in the year there is one quarter's insurance
Minimum pension	€2,956.24 per year (€4,237.76 if means tested)
Maximum pension	30% of social security ceiling = €9,057.60 per year. 50% of social security ceiling = €15,096 per year
Indexation	Annual adjustment by order fixing coefficient of increase
Overlap with other benefits	Payable with military invalidity pension or work injury pension up to salary of able-bodied worker; invalidity pension under agricultural workers' regime up to 50% of salary of able-bodied worker
Effect of earnings	Suspended if pension and salary during 2 consecutive quarters exceeds average quarterly salary during year before invalidity
Rehabilitation and retraining	Vocational training in specialised centres with social security funds contributing to costs
Preferential employment of handicapped people	Up to 6% handicapped required for employers with 20 + employees
Tax treatment	Subject to tax, except supplement for assistance by 3 rd party
Social security	6.6% + 0.5% to pay of social debt

contribution liability	
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Ireland

Basic Principles	Compulsory social insurance for employees with flat rate benefits
Field of Application	All employees aged 16+, except those with earnings under €38 per week, self-employed and public servants recruited pre-1995
Definitions	Insured persons who have received sickness benefit for 12 months and whose incapacity is likely to be permanent. (In some cases 12 months condition is waived)
Minimum level of incapacity	Permanently incapable of work
Period of entitlement	From satisfaction of condition for unlimited duration
Minimum period of affiliation for entitlement	At least 260 contribution weeks of insurable employment for which contributions paid + at least 48 contributions paid or credited in year preceding claim
Determining factors	Flat-rate amounts depending on age
Calculation methods	€154.30 per week if aged under 65; €179.30 aged 60 – 80; €185.70 aged 80 & over; with supplements for spouse (€110.10) and children (€19.30 per child)
Non-contributory periods credited	Credited for periods of unemployment, illness or maternity to assist towards affiliation conditions
Minimum pension	Flat rate amount as above
Maximum pension	Flat rate amount as above
Indexation	Normally increased once a year
Overlap with other benefits	Not payable with any social welfare benefits, except (industrial) disablement benefit
Effect of earnings	No earnings may be received as requirement for total incapacity
Rehabilitation and retraining	Beneficiaries may, with permission, engage in work of a therapeutic or rehabilitative nature or undergo a training course to be able to take up another occupation
Preferential employment of handicapped people	Public authorities reserve up to 3% of suitable positions for handicapped people
Tax treatment	Benefits liable to taxation
Social security contribution liability	None

Italy

Basic Principles	Compulsory social insurance scheme with contribution-related benefits
Field of Application	Private sector employees
Definitions	Workers whose earning ability in suitable occupations is reduced to at least 1/3 rd due to sickness or infirmity is deemed invalid for invalidity allowance purposes; Incapacity pension is payable to persons permanently incapable of any occupational activity due to sickness or infirmity
Minimum level of incapacity	Invalidity allowance: 66% Incapacity pension: 100%
Period of entitlement	From the month of application or statement of invalidity to retirement age
Minimum period of affiliation for entitlement	5 contribution years, including 3 during last 5 years, but no conditions for occupational invalidity (other than industrial accidents)
Determining factors	Reference earnings and number of insurance years
Calculation methods	Earnings to €38,603: 2% x n x E; partial amount to €51,342: 1.6% x n x E; partial amount to €64,081: 1.35% x n x E; partial amount to €73,345: 1.1% x n x E; over €73,345: 0.9% x n x E; where n = number of insurance years & E = reference earnings, which for those first employed post-1.1.1996 is based on total earnings throughout working life; for those first employed earlier average of best 5 – 10 years. The pension is calculated by multiplying contribution amounts (adjusted annually) by actuarial coefficient that varies according to age
Non-contributory periods credited	Years between liquidation of pension and retirement
Minimum pension	Incapacity pension: €5,460.26 if person's annual taxable earnings are less than minimum social pension. Invalidity allowance: none
Maximum pension	None
Indexation	Annual adjustment based on cost of living: up to 2 x minimum pension: 100%; from 2 x to 3 x minimum pension: 90%; 3 x minimum pension & above: 75%
Overlap with other benefits	Not payable with benefit for industrial injuries, but excess over that benefit payable, with reductions of 25% or 50% if income 4 – 5 x higher than minimum pension
Effect of earnings	Incapacity pension: no earnings permitted Invalidity allowance: partial earnings possible
Rehabilitation and retraining	Medical care allowed to prevent or reduce invalidity and restore capacity for work
Preferential employment of handicapped people	Persons disabled by industrial injuries of at least 40% are employed in enterprises with 50+ staff (1 per 50 workers)
Tax treatment	Subject to tax
Social security contribution liability	€0.01 per month (for 13 months a year)

Cyprus

Basic Principles	A social insurance scheme financed by earnings-related contributions paid by insured persons, employers and the State. The scheme covers all gainfully occupied employed and self-employed persons and voluntary insured persons
Field of Application	All employed and self-employed persons (with no exceptions) and voluntary insured persons working abroad for Cypriot employers
Definitions	Total invalidity: 100% reduction in working capacity: 100% invalidity pension. Partial invalidity: 50% - 66.65% reduction: 60% invalidity pension; 66.66% - 75% reduction: 75% invalidity pension; 76% - 99% reduction: 85% invalidity pension
Minimum level of incapacity	50% reduced capacity
Period of entitlement	May be claimed at any age up to 63.
Minimum period of affiliation for entitlement	Insurance for 156 weeks to date of invalidity + Weekly average from age 16 to week before incapacity = at least 25% of weekly amount of insurable earnings + paid or credited insurable earnings in year before year when incapacity commences = at least 20 x weekly amount of insurable earnings. However, following accident, requirement for 26 weeks of invalidity
Determining factors	Earnings, number of insurance years & degree of invalidity
Calculation methods	Basic pension = 60% of average lower part of insurable earnings (€3,474 per month)(+ 1/3 rd for 1 st & 1/6 th for 2 nd & 3 rd dependants) Supplementary pension = 1.5% of total paid & credited insurable earnings in upper part between date of incapacity and age 63 divided by 52. Partial invalidity: 50% - 66.65%: 60% of total invalidity pension; 66.66% - 75%: 75% of total pension; 76% - 99%: 85% of total.
Non-contributory periods credited	Unemployment, incapacity, maternity, invalidity, military service, education, 156 weeks of bringing up children up to 12 + prospective credits to age 63 for supplementary pension
Minimum pension	85% of full basic pension based on maximum basic insurable earnings
Maximum pension	Basic Pension: 100% of lower part of insurable earnings (including supplements for up to 3 dependants). Supplementary pension: No fixed maximum
Indexation	Basic pension increased annually in line with annual survey of wages + after 6 months if increase in cost of living exceeds 1% over previous 6 months Supplementary pension increased annually in line with cost of living index + after 6 months if increase in cost of living exceeds 1% over previous 6 months
Overlap with other	Entitled also to pre-1980 disablement benefit & widow's

benefits	pension Otherwise to higher of invalidity & sickness, unemployment or employment injury benefit
Effect of earnings	For partial invalidity, period of employment and income reduced
Rehabilitation and retraining	May be required to attend vocational training or rehabilitation course with expenses paid by social insurance
Preferential employment of handicapped people	None
Tax treatment	Subject to tax
Social security contribution liability	None

Latvia

Basic Principles	Insurance scheme with benefits linked to contributions and insurance periods
Field of Application	All insured persons (employed and self-employed) below state pension age
Definitions	Category 1: high degree of incapacity and need for care from someone else; Category 2: high degree of incapacity; Category 3: medium degree of incapacity
Minimum level of incapacity	25% reduction in capacity
Period of entitlement	Age 16 to retirement age
Minimum period of affiliation for entitlement	3 years of insurance
Determining factors	Gross average earnings on which contributions were paid & individual insurance record
Calculation methods	Category 1: $P = 0.45 \times V_i + (A_{Si}/A_{Sie}) \times V_i \times 0.1$ Category 2: $P = 0.40 \times V_i + (A_{Si}/A_{Sie}) \times V_i \times 0.1$ Where P = pension; V_i = reference earnings (gross average contribution earnings for consecutive 36 months in 5 years before entitlement), A_{Si} = individual insurance record in years; A_{Sie} = maximum possible insurance record from age 15 to retirement Category 3: €50 per month
Non-contributory periods credited	Limited transitional provisions where contributions credited
Minimum pension	Category 1: 1.6% x €50 per month; Category 2: 1.4% of €50 per month; category 3: fixed €50 per month
Maximum pension	Not defined, depending on maximum average earnings
Indexation	Pension to 3 x €50 adjusted annually in line with prices & 50% average earnings; pension above 3 x €50 adjusted in line with prices; pensions above 5 x €50 not indexed
Overlap with other benefits	Claimants receive higher of invalidity pension & old age or survivors; Category 3 may also receive unemployment benefit
Effect of earnings	Not permitted before retirement age
Rehabilitation and retraining	State funds specialised vehicles & occupational rehabilitation
Preferential employment of	None

handicapped people	
Tax treatment	Pre-1996 pensions not taxed; post-1.1.1996 awards taxable with exemption: Categories 1 & 2: €2,154; Category 3: €2,068
Social security contribution liability	None

Lithuania

Basic Principles	Contribution-financed social insurance scheme with flat-rate & earnings-related elements of pension
Field of Application	Employees and self-employed (obligatory if 12+ minimal monthly wages a year)
Definitions	3 levels of disability: severe, moderate & light; & 3 groups: Group 1: inability to take of personal & social life + need for permanent care by another; Group 2: partial inability to take of personal & social life + need for impermanent care by another; Group 3: loss of (at least 1/3 rd) work capacity. Total disability when irreversible functional disorder renders person unable to take care of personal & social needs with rehabilitation of no avail
Minimum level of incapacity	1/3 rd reduction in working capacity
Period of entitlement	Throughout contingency
Minimum period of affiliation for entitlement	Partial pension: under 23: none, increasing by 1 year for every 3 years of age to 5 years insurance for age 35 & above. Full pension: under 24: 1 year; 24 – 38 increasing by 4 months per year; 38+: increasing by 1 year per year
Determining factors	Social insurance while working; time between occurrence & retirement age & earnings on which contributions paid
Calculation methods	Group 1: 1.5 x basic pension; Group 2: basic pension; Group 3: 0.5% basic pension. (Basic pension == 110% of minimum standard of living). Partial pension for those not fully satisfying contribution conditions. Supplementary pension payable to compulsorily insured employees based on number of completed years and years to retirement
Non-contributory periods credited	Sickness, maternity & unemployment, caring for children under 3, military conscripts, diplomatic wives, clergy, monks & nuns
Minimum pension	None
Maximum pension	Based on individual insurable incomes up to 5 x national average
Indexation	Basic pension indexed according to Government decision; Supplementary pension according to current year's average insured income
Overlap with other benefits	Permitted with survivor's pension or orphan's pension
Effect of earnings	No restrictions
Rehabilitation and retraining	Occupational and social rehabilitation for acquiring trade or profession & occupational training for other profession or employment for which capable
Preferential employment of handicapped people	Enterprises with 50+ workers must employ 2% - 5% of Group 1 or 2 disabled (percentage dependent on local unemployment levels. Subsidised at 100% of national minimum wage for 1 st year & 50% for 2 nd).
Tax treatment	Benefits not subject to tax. Disabled employed have special tax allowances
Social security contribution liability	None

Luxembourg

Basic Principles	Compulsory social insurance scheme for employees and self-employed with flat-rate and earnings-related benefits
Field of Application	All employees and self-employed (and others voluntarily), with exemptions for those with occasional employment and low-income self-employed
Definitions	Insured person who due to prolonged sickness or infirmity has lost working capacity to such an extent that no longer able to carry on last occupation or other occupation suited to his capacity
Minimum level of incapacity	None
Period of entitlement	For permanent incapacity: immediately until age 65 For temporary incapacity: on expiry of sickness benefit or after 6 months until age 65
Minimum period of affiliation for entitlement	12 months' insurance in 3 years pre-invalidity, but not required if due to accident or industrial disease
Determining factors	Number of insurance years (for flat-rate part) & earnings (for earnings-related part)
Calculation methods	Flat-rate part: 1/40 th per insurance year, to €344.75 after 40 years Income-related part: 1.85% of total salary from €1,466 - €7,333 Supplements for where onset under age 55 – Flat-rate 1/40 th for each year between commencement of entitlement & 65; income-related for years to age 55
Non-contributory periods credited	Rearing children; education to age 27 & caring for dependant
Minimum pension	€1,320.30 per month after 40 years insurance, reduced by 1/40 th for each missing year
Maximum pension	Cannot exceed 5/6ths of 5 x reference amount (€6,112.50)
Indexation	Index-linked to prices when index has increased by at least 2.5%. Adjustment by earnings requires special law
Overlap with other benefits	Reduced if in receipt of employment injury pension
Effect of earnings	Income permitted up to ceiling of average of 5 highest annual salaries during insurance. Above that, benefit reduced
Rehabilitation and retraining	Person aged under 50 must comply with prescribed rehabilitation and training requirements; otherwise pension suspended
Preferential employment of handicapped people	According to company size, certain posts destined for disabled
Tax treatment	Benefits subject to tax
Social security contribution liability	Contributions required for health care and long-term care insurance

Hungary

Basic Principles	Social insurance scheme financed by employees and self-employed providing earnings-related benefits
Field of Application	Gainfully occupied (employees and self-employed) persons & beneficiaries of income subsidy, unemployment & family benefits
Definitions	Class 1: 100% reduction in working capacity + need for permanent care by someone Class 2: 100% reduction in working capacity, but no need for permanent care by someone Class 3: at least 67% reduction in working capacity
Minimum level of incapacity	67%
Period of entitlement	From day invalidity diagnosed until pensioner no longer invalid or works on a regular basis with earnings for 4 months no less than before invalidity
Minimum period of affiliation for entitlement	Under 22: 2 years; 22 – 24: 4 years; 25 – 29: 6 years; 30 – 34: 8 years; 35 – 44: 10 years; 45 – 54: 15 years; 55+: 20 years
Determining factors	Age at onset of invalidity, insurance period and degree of invalidity
Calculation methods	Class 3: under 25: 37.5% - 63% of average wage since 1988 (revalued pre-last 3 years); age 25+: 33% of average net income for 1 st 10 years of insurance + 2% for each year 11 – 25 + 1% for each year 26 – 36 + 1.5% for each year 36+ of insurance. Class 2: as Class 3 + 5%; Class 1: as Class 3 + 10%
Non-contributory periods credited	Military service, caring for child to age 3 (10, if disabled), maternity, sickness, work accident sick pay, unemployment
Minimum pension	Class 1: €109; Class 2: €105; Class 3: €101 per month
Maximum pension	Equal to pension contribution ceiling
Indexation	Annual adjustment = 50% of predicted wage increase + 50% of predicted price increase
Overlap with other benefits	If surviving spouse in receipt of invalidity benefit, s/he will receive 20% of widow/er's benefit
Effect of earnings	Not permitted
Rehabilitation and retraining	Rehabilitation available for those with less than 50% capacity for work with retraining allowance, with allowance to make initial earnings up to 80% of previous earnings
Preferential employment of handicapped people	Employer with at least 20 employees must fill 5% with disabled (or, if not contribute to rehabilitation fund). Labour market support fund to employers with employees who have lost 40% of working capacity
Tax treatment	Benefits not subject to tax
Social security contribution liability	No contributions payable

Malta

Basic Principles	Social insurance scheme for all gainfully occupied people with flat rate benefits
Field of Application	Employed and self-employed persons, excluding those under 16 & over 65
Definitions	Incapacity of a permanent nature, stemming from serious disease, bodily injury or mental impairment and rendering the person incapable of full-time or regular part-time work. Category 1: Incapacity for such work. Category 2: Incapacity of a permanent nature or preventing a person from such work for at least 3 years
Minimum level of incapacity	Incapacity preventing a person from regular work for at least 3 years
Period of entitlement	Payable to pensionable age
Minimum period of affiliation for entitlement	Minimum of 5 years paid contributions
Determining factors	Number of contributions since age 18 & whether claimant in receipt of a service pension (see below)
Calculation methods	Married person: €107 per week; single person: €93 per week, but reduced if contribution deficiency. Also reduced to €69 (married) or €55 (single) if in receipt of a service pension payable by employer in respect of past services
Non-contributory periods credited	Sickness, unemployment & injury + ex-members of police force, armed forces & voluntary & care workers
Minimum pension	Married person: €70 per week; single person: €69 per week
Maximum pension	Married person: €107 per week; single person: €93 per week
Indexation	Increased annually by 2/3 rd cost of living increase
Overlap with other benefits	Not payable if claimant in receipt of another higher social security benefit
Effect of earnings	Not permitted to engage in employment or self-employment
Rehabilitation and retraining	Medical rehabilitation available
Preferential employment of handicapped people	Employers with 20+ workers must engage at least 2% of workforce from among disabled register
Tax treatment	Subject to tax
Social security contribution liability	No contributions payable

Netherlands

Basic Principles	Disabled employees under 65 are entitled if at least 15% unfit for work after 104 weeks of disability, with special provision for minimum benefit for young handicapped
Field of Application	All employees under 65 (with special provision for residents incapable of work at age 17 & certain students)
Definitions	A person completely or partially incapable of work, if due to sickness or infirmity he cannot earn the same as healthy workers with similar training and skills at the place where he most previously worked, irrespective of cause of incapacity
Minimum level of incapacity	15% (25% for special provision for young handicapped)
Period of entitlement	From end of sickness benefit period; then initial benefit depending on age at commencement: to 32; 0 years; 33 – 37: 0.5; 38 – 42: 1 year; 43 – 47: 1.5; 48 – 52: 2 years; 53 – 57: 3; 58: 6; 59+: to age 65; then continuing benefit to age 65. (Provision for young handicapped: after 104 weeks of incapacity to age 65)
Minimum period of affiliation for entitlement	No qualifying conditions
Determining factors	Initial benefit: degree of disablement, employee's last wage & age at commencement of benefit. Continuing benefit: flat rate basic amount + flat rate supplement depending on age Young handicapped: degree of disability & benefit basis
Calculation methods	Initial benefit: daily allowance for incapacity level = %age of 100/108 x daily wage to ceiling of €167 per day: 15% - 20% disability: 14%; 25% - 35%: 21%; 35% - 45%: 28%; 55% - 65%: 42%; 65% - 80%: 50.75%; 80%+: 70%. Continuing benefit: for each year over 15 when benefit starts, 2% difference between previous wage & minimum wage is added to statutory minimum wage as basis for calculating benefit rate, with percentage based on degree of disablement. Young handicapped: daily allowance as %age of minimum youth wage increasing (as above) from 25% - 35%: 21% to 80%+: 70%
Non-contributory periods credited	None
Minimum pension	No minimum benefits, but a supplement may be claimed if benefits below social minimum
Maximum pension	For full disablement: Initial benefit for full disablement: 70% x 100/108 x €167 per day; Continuing benefit: 70% x 100/108 x statutory minimum wage plus supplement Young handicapped: 70% of statutory minimum youth wage
Indexation	Adjusted every 6 months with contract wage development
Overlap with other benefits	Reduced if claimant entitled to foreign benefit for same incapacity
Effect of earnings	Disability category & benefit rate adjusted depending on earnings
Rehabilitation and retraining	Facilities granted to enable disabled workers facilities to maintain, restore or improve capacity for work

Preferential employment of handicapped people	Legislation in preparation
Tax treatment	Benefits subject to tax
Social security contribution liability	Social insurance contributions deducted from benefits

Austria

Basic Principles	Compulsory social insurance scheme for employees with contribution-related benefits
Field of Application	All employees and trainees in paid employment; family members working in self-employed enterprises; persons whose work is equivalent to employment & persons voluntarily insured; but exemption for persons with earnings below €323.46 per month
Definitions	Incapacity for habitual occupation: capacity reduced due to physical or mental state to 50% of person with similar education & experience. Total incapacity: a manual worker no longer able to earn 50% of the income that a healthy worker could earn from the activity. Invalidity: manual or white collar worker aged 57+ no longer able to perform professional activity performed during 120 of last 180 months after considering reasonable change of activity. Original incapacity: deemed invalid due to severe impairment on entry to labour market, but with 10 years' contributions
Minimum level of incapacity	50%
Period of entitlement	From 1 st day of month after contingency for 24 months, after which new claim needed
Minimum period of affiliation for entitlement	180 insurance months in 360 calendar months or 60 insurance months in last 120 calendar months (increased by 1 insurance month in 2 calendar months if aged 50+. Not required if employment accident or industrial disease or pre-age 27 with 6 insurance months
Determining factors	Amount of income and length of insurance
Calculation methods	Average earned income revalued of years of working life up to ceiling. 1.78% of this is credited per calendar year. The benefit is reduced by 4.5% (to maximum of 15%) for each year before pension age. Partial pensions are calculated on a pro rata basis. Supplements for children
Non-contributory periods credited	Child raising periods (up to 4 years per child), military service, maternity, sickness & unemployment
Minimum pension	€662.99 for single; €1,030.23 for couple per month
Maximum pension	€2,480.83 per month
Indexation	Increased annually by 1.5% to €686.70, but fixed €10.30 above
Overlap with other benefits	Payable with benefits for employment injuries & occupational diseases and with survivor's benefit
Effect of earnings	Partial pension if earnings exceed €323.46, with aggregate up to €934.93, but reduction of 30% , 40% or 50% where above

Rehabilitation and retraining	Rehabilitation required to be considered before invalidity benefit payable – medical, social & vocational rehabilitation with transitional benefit of 60% of invalidity pension
Preferential employment of handicapped people	Employers must employ 1 disabled person per 25 workers or pay compensation of €201 per month
Tax treatment	Benefit subject to tax
Social security contribution liability	4.85% sickness insurance payable from benefit

Poland

Basic Principles	Compulsory social insurance providing earnings-related benefits
Field of Application	Employees, self-employed, farmers, unemployment allowance recipients & persons on parental leave
Definitions	Persons with long-term or permanent incapacity unlikely to regain capacity for work after rehabilitation Total incapacity: unable to perform any type of work Partial incapacity: unable to perform usual work, but capable of a lower skilled job
Minimum level of incapacity	Not defined in percentages, but on basis of working capacity
Period of entitlement	Whole period of disability without age limits, including post-retirement
Minimum period of affiliation for entitlement	Depends on age: less than 20: 1 year; 20 – 22: 2 years; 22 – 25: 3 years; 25 – 30: 4 years; 30+: 5 years in 10 years before invalidity
Determining factors	Reference wage, number of years' insurance, extent of incapacity & basic amount
Calculation methods	Full invalidity pension = $kb \times (wpw \times os \times 1.3\% + wpw \times on \times 0.7\% + wpw \times oh \times 0.7\% + 24\%)$, where kb = basic amount (national average wage); wpw = reference wage coefficient; os = contribution periods; on = non-contribution periods; oh = hypothetical periods (no. of years up to 25 between age at claim & 60). Reference earnings = average over 10 consecutive years from last 20 years; or best 20 years, with ceiling 250% national average wage Partial invalidity pension = 75% of above
Non-contributory periods credited	Sickness, parental leave, university study, caring for dependant & military service
Minimum pension	Total incapacity: €138; partial incapacity: €106 per month
Maximum pension	100% of reference wage
Indexation	In calendar year when consumer price index = 105% of previous adjustment
Overlap with other benefits	Not payable with old age or survivor's pension, benefit for employment injury or industrial disease, & unemployment benefit
Effect of earnings	Earnings below 70% of national average wage: no deduction 70% - 130%: basic amount reduced by 24% (18% partial pension) 130%+: pension suspended
Rehabilitation and retraining	Rehabilitation after expiry of sickness benefit or within 6 months of start of invalidity. Rehabilitation allowance for 6 months (9 months after work injury) at 75% of monthly earnings
Preferential employment of handicapped people	Employers with 25+ full-time workers must employ 6% disabled workers, but more severely disabled counting double or treble, with penalty of 41% of average earnings for non-compliance. If disabled from work injury, employer must arrange suitable work within 3 months of disabled person stating wish to return
Tax treatment	Subject to taxation

Social security contribution liability	Contributions deducted for health care insurance
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Portugal

Basic Principles	Compulsory social insurance for employees and self-employed with benefits related to earnings and length of affiliation
Field of Application	All insured employees
Definitions	Workers unable to earn more than 1/3 rd of normal earnings due to illness or accident, except industrial accident or industrial disease
Minimum level of incapacity	Earnings capacity not more than 1/3 rd of normal earnings
Period of entitlement	1 st day of month of claim or permanent invalidity determined to retirement age
Minimum period of affiliation for entitlement	Contributions paid or credited for 5 years (shorter for certain chronic illnesses) or in special cases after 1,095 days of sickness benefit
Determining factors	Number of contribution years & average monthly earnings throughout entire insurance period
Calculation methods	Monthly amount: up to 20 contribution years = 2% x N x RE, where N = number of contribution years; RE = reference earnings; More than 20 contribution years: tapering rates from 2% - 2.3% applied to RE indexed to national minimum wage varying between 1.1% & 8% of that wage. + €32.39 supplement for spouse. Reference earnings = average monthly wage for up to 40 years, where E/N x 14, where E = sum of all earnings; N = no. of years; earnings adjusted by 75% of consumer prices & 25% wage index
Non-contributory periods credited	Sickness, maternity, military service, jury service, caring for children
Minimum pension	30% of reference earnings, but not less than €216.79 after less than 15 contribution years; where 15 – 40 contribution years, indexed at 65% - 100% national minimum wage depending on contribution period
Maximum pension	Between 80% & 92% depending on applicable rate
Indexation	Normally increased annually taking account of prices
Overlap with other benefits	Possible payment with other benefits under certain conditions
Effect of earnings	Possible up to limit of reference earnings
Rehabilitation and retraining	No special measures except for industrial injuries and diseases
Preferential employment of handicapped people	Only for victims of industrial accidents
Tax treatment	Subject to special tax regime, where annual income is €10,768+

Social security contribution liability	None
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Slovenia

Basic Principles	Compulsory social insurance for employees & self-employed with earnings-related benefits
Field of Application	Employees, self-employed, farmers (except where very low income), unemployed beneficiaries & those doing public works, voluntary military service & parents caring for disabled children
Definitions	Where capacity is reduced due to injury or illness and cannot be reversed by medical treatment or rehabilitation. Category 1: no capacity to engage in gainful employment Category 2: capacity is reduced by 50%+ Category 3: capacity for full-time work impaired, but able to work half-time or capacity reduced by 50% for normal occupation
Minimum level of incapacity	No fixed percentage
Period of entitlement	As long as condition persists – at retirement choice of old age or invalidity benefit
Minimum period of affiliation for entitlement	Age 30+ at onset: employed at least 1/3 rd of time between age 20 & invalidity onset Age 21 – 29: employed at least 1/4 th of time between age 21 & invalidity onset Under 21, if category 1: covered by compulsory insurance or 3 months' insurance. No period if due to employment injury or occupational disease
Determining factors	Cause of invalidity, previous earnings, age at onset & gender
Calculation methods	Account is taken of actual qualifying period + 2/3 rd of period from onset to age 58 and ½ of period from 58 – 63 (men)/61 (women) Benefit assessed according to pension rating basis depending on how & when invalidity occurred – men: 35% - 45% of basis; women: 38% - 48% of basis. Pension rating basis = monthly average earnings on which contributions paid in any consecutive 18 years
Non-contributory periods credited	¼ of actual insurance added where during insured periods there was physical impairment of 70%+. Also sickness, maternity & rehabilitation taken into account
Minimum pension	If entitled to old age pension, 35% of minimum pension rating base
Maximum pension	No statutory maximum amount
Indexation	Adjusted twice a year in line with average national salaries, but normally not less than consumer price index
Overlap with other benefits	Payable with disability allowance, assistance & attendance allowance & supplementary allowance, if conditions satisfied
Effect of earnings	Category 3 beneficiaries entitled to work part-time
Rehabilitation and retraining	Occupational rehabilitation organised by employer in co-operation with pension & disability insurance institution that meets cost. Occupational rehabilitation benefit paid during that period
Preferential	No dismissal permitted on disability grounds. Incentives for

employment of handicapped people	employing handicapped people, who have priority in employment in certain circumstances
Tax treatment	Subject to taxation, but supplements not taxable
Social security contribution liability	5.76% deducted for health services

Slovakia

Basic Principles	Compulsory social insurance for employees & certain self-employed groups with earnings-related benefits
Field of Application	Compulsory membership for employees & self-employed with sickness insurance, persons in military service and carers of young children; voluntary membership for under 16s, persons abroad & unemployed. Exempt: self-employed with low income
Definitions	Persons with long-term severe health condition if capacity for work is reduced by 40% compared with healthy person. Full invalidity = loss of capacity 70%+
Minimum level of incapacity	40% loss of earning capacity
Period of entitlement	From start of month of onset while condition continues or award of old age pension
Minimum period of affiliation for entitlement	Depends on age when disability starts, increasing from less than 1 year if aged under 20, to 5 years for 28+. If 28+ 5 years must be in 10 years before onset of invalidity
Determining factors	Incapacity level and amount of employment income – not payable if due to voluntary malefaction & only 50% if due to alcohol or drugs
Calculation methods	Incapacity of 70%+ = APEP x PPI x CPV Incapacity 40% - 70% = APEP x PPI x CPV x II/100, where APEP = average personal earnings (personal earnings points during specific years x periods of insurance); PPI = period of pension insurance; CPV = current pension value (1.25% of Slovak monthly average wage) II = %age decrease of capacity for work
Non-contributory periods credited	Period between onset of invalidity and pensionable age
Minimum pension	No statutory minimum
Maximum pension	No statutory maximum
Indexation	Annual adjustment in comparison with gross earnings increase, with adjustment after 6 months according to consumer prices & average wage
Overlap with other benefits	Higher of invalidity & old age pension payable Higher of invalidity & survivor's + half the lower
Effect of earnings	Earnings permitted
Rehabilitation and retraining	Medical rehabilitation, allowance for sheltered workshop, start up allowance for disabled self-employed, career counselling & placement services
Preferential employment of handicapped people	Employers with 20+ employees must employ 3.2%+ disabled; if not, employer must pay €504 a year for vacancy, but 1 person with 70%+ disablement = 3 disabled persons
Tax treatment	Not subject to tax
Social security	None

contribution liability	
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Finland

Basic Principles	Statutory earnings-related scheme covering employees, self-employed & farmers + universal scheme guaranteeing minimum pension
Field of Application	Statutory earnings-related scheme: employed, self-employed & farmers aged 18 – 68, except self-employed & farmers below thresholds National pension: all residents aged 16 -65
Definitions	Insured persons who lost work capacity through illness & whose incapacity will last at least 1 year
Minimum level of incapacity	National pension: none defined Statutory earnings-related disability pension: no more than 2/5 th working capacity left; partial disability pension: no more than 3/5 th working capacity left
Period of entitlement	From end of sickness benefit (300 days) as long as condition satisfied to old age pension (63 for earnings-related; 65 for national pension)
Minimum period of affiliation for entitlement	National pension: 3 years' residence after age 16 Earnings-related pension: employees: none; self-employed: 4 months
Determining factors	National pension: duration of residence & amount of earnings-related pension Earnings-related pension: amount dependent on accrual years credited to old age pension age
Calculation methods	National pension: €420.70 - €498.21 according to marital status & place of residence. Reduced pro rata if less than 80% residence since age 16 & by 50% of earnings-related if aggregate = €561 + supplement for children:€18.47 per month Earnings-related pension: accrual rate on annual earnings = 1.5% from age 18 & 1.9% from age 53 with additional accrual years to age 63 if invalidity occurs during employment Partial disability pension = 50% of full pension
Non-contributory periods credited	National pension: not applicable Earnings-related pension: unemployment, sickness, rehabilitation allowances with credited years based on previous earnings
Minimum pension	None
Maximum pension	None
Indexation	National pension: annually on cost of living increase basis Earnings-related: on index of 20% wage & 80% price increase
Overlap with other benefits	Statutory earnings-related pension secondary to accident insurance and only excess paid.
Effect of earnings	National pension: withdrawn on return to work Earnings-related: earnings 40% - 60% - partial disability pension; earnings 60% - pension withdrawn
Rehabilitation and retraining	Rehabilitation must be considered before disability pension award National pension: rehabilitation allowance = pension + 10% Earnings-related : rehabilitation allowance = pension + 33% during vocational rehabilitation

Preferential employment of handicapped people	Any employment
Tax treatment	Subject to tax, but no tax if national pension only
Social security contribution liability	1.5% deducted for sickness insurance

Sweden

Basic Principles	Compulsory public system for all insured persons
Field of Application	All insured persons aged 19 – 64 + disabled children
Definitions	Permanent or prolonged incapacity for work
Minimum level of incapacity	25%
Period of entitlement	Activity compensation: ages 19 - 29 Sickness compensation: ages 30 – 64 Care allowance for disabled child Handicap allowance: ages 16 - 65 if disabled & needing special help
Minimum period of affiliation for entitlement	Guaranteed compensation: periods of residence Activity & sickness compensation: at least 1 year within period depending on age from 5 years if 53+, , to 8 years if 46 & under Care & handicap allowance: residence
Determining factors	Degree of incapacity
Calculation methods	Activity & sickness compensation paid according to degree (25%, 50%, 75% & 100%) of incapacity Activity compensation: €768 if under 21, rising to €860 at 29 – 30 Sickness compensation: between €862 to €1,786 Care allowance: €914; handicap allowance €252
Non-contributory periods credited	Pension credits for remaining years to age 65
Minimum pension	Flat-rate benefits based on degree of incapacity
Maximum pension	Pensions not calculated on income above 7.5 x price base amount
Indexation	Adjusted annually on increase in price base amount
Overlap with other benefits	May be paid with care & handicap allowance
Effect of earnings	Earnings not permitted
Rehabilitation and retraining	Vocational training permitted with partial disability pension
Preferential employment of handicapped people	No special quota
Tax treatment	Subject to tax
Social security contribution liability	None

United Kingdom

Basic Principles	Compulsory social insurance scheme for employees & self-employed with flat rate benefit
Field of Application	Employed & self-employed & unemployed, but exemptions for those earning below threshold
Definitions	Incapacity for work due to physical or mental illness or disability after 52 weeks entitlement or deemed entitlement to sickness benefit
Minimum level of incapacity	Incapable of all work (100%)
Period of entitlement	After 1 year of incapacity to pensionable age
Minimum period of affiliation for entitlement	Must have been entitled or deemed entitled to sickness benefit for 52 weeks
Determining factors	Personal capability assessment to determine whether incapacity threshold met
Calculation methods	Flat rate €105 per week (+ €22 if incapacity began before age 35 & €11 if it began at age 35 – 44) + supplement for spouse & children
Non-contributory periods credited	Sickness, incapacity, unemployment & age 60 - 65
Minimum pension	Flat rate
Maximum pension	Flat rate
Indexation	Annual adjustment at least in line with prices
Overlap with other benefits	Payable with attendance allowance, disability living allowance & industrial injuries disablement benefit
Effect of earnings	Not permitted
Rehabilitation and retraining	Vocational assessment & supported employment with allowances during rehabilitation & training
Preferential employment of handicapped people	Employers with 20 employees must employ 3% registered disabled. Car park attendants & lift attendants reserved for disabled
Tax treatment	Subject to tax
Social security contribution liability	None

Benefit for employment injuries and occupational diseases

The following table does not cover medical treatment and benefits in kind.

Belgium

Basic Principles	Compulsory social insurance
Field of Application	Workers subject to social security (and others, eg trainees exposed to risk)
Employment injuries	Accident injury occurring during & as a result of executing work contract
Travel to work	Covered
Occupational diseases	List specified, but others covered if shown to be cause of disablement
Conditions - injuries	Accident injury occurring during & as a result of executing work contract
Conditions - diseases	Exposure to risk (presumed to exist if covered by statutory list)
Duration of benefits	Until recovery or permanently
Amount of benefits	Total incapacity: 90% of basic earnings divided by 365 per day Partial incapacity: difference between pre-accident/disease earnings and earnings in partial employment
Minimum level of incapacity giving entitlement	Level fixed between fund and individual
Review	Accident: within 3 years of agreement or final award Disease: at any time
Earnings for calculation	Total earnings of year pre-accident/disease (subject to ceiling)
Amount or formula	$E \times t$, where E = previous earnings & t = degree of disability
Effect of earnings	Full accumulation possible
Overlap with other benefits	Limitations with benefits for sickness, invalidity & retirement
Death benefits	Widow/er: $E \times 30\%$; Orphans: $E \times 15\%$ per child (up to 45% total) or if loss of both parents $E \times 20\%$ (to 60% maximum)
Indexation	Subject to annual review
Tax treatment	Generally not taxable, but subject to tax for compensation for loss of earnings
Social security contribution liability	13.07% deducted

Czech Republic

Basic Principles	Obligatory social insurance financed by employers
Field of Application	All employees
Employment injuries	Injury, illness or death resulting from performance of working tasks or directly connected with them
Travel to work	Not covered
Occupational diseases	List of occupational diseases. No minimum period of exposure, but time limits for declaration
Conditions - injuries	None
Conditions - diseases	None
Duration of benefits	Unlimited liability on employer
Amount of benefits	Difference between pre-accident/disease average earnings & sickness benefit entitlement
Minimum level of incapacity giving entitlement	Full invalidity: 66% reduction; partial invalidity: 33% reduction fixed by social security institution doctor
Review	No possibility
Earnings for calculation	Average gross earnings for 3 months before incapacity
Amount or formula	Average earnings less sickness/invalidity benefit
Effect of earnings	Earnings permitted, but taken into account in determining compensation
Overlap with other benefits	Permitted
Death benefits	Lump sum to widow/er & orphans
Indexation	As for invalidity benefit
Tax treatment	Subject to tax
Social security contribution liability	None

Denmark

Basic Principles	Compulsory social insurance for employees
Field of Application	All salaried workers + trainees, etc. at workshop
Employment injuries	Personal injury caused by incident or exposure occurring suddenly or within 5 days
Travel to work	Covered only where special requirement
Occupational diseases	List of recognised diseases
Conditions - injuries	Declaration as soon as possible & within 1 year
Conditions - diseases	Time limit for declaration – generally within 1 year
Duration of benefits	Employer required to continue paying salary (with employer receiving sickness benefit)
Amount of benefits	Employer required to continue paying salary (with employer receiving sickness benefit)
Minimum level of incapacity giving entitlement	Minimum level: 15% determined by National Board
Review	Possible within 5 years, but National Board may exceptionally extend period
Earnings for calculation	Total earnings in year before accident/disease, subject to threshold (€19,497) & ceiling (€52,036)
Amount or formula	Total incapacity: 80% of annual earnings; partial incapacity: pro rata
Effect of earnings	Full accumulation possible
Overlap with other benefits	Social pension reduced
Death benefits	30% of annual salary to widow/er for 10 years; 10% to orphans (20% if loss of both parents)
Indexation	Annual adjustment
Tax treatment	Subject to taxation, except handicap compensation & lump sums
Social security contribution liability	None

Germany

Basic Principles	Compulsory social insurance for employees & certain self-employed groups with benefits in kind & earnings-related cash benefits
Field of Application	Employed persons, some self-employed, students & persons undergoing rehabilitation, except civil servants, clergy & medical personnel (with own arrangements)
Employment injuries	Accident injury occurring in enterprise or in connection with occupation depending on enterprise on basis of employment contract
Travel to work	Covered
Occupational diseases	List of 68 occupational diseases
Conditions - injuries	Immediate notification by doctor or employer
Conditions - diseases	No fixed exposure requirement, but requirement for immediate notification by doctor or employer
Duration of benefits	78 weeks
Amount of benefits	Basic earnings
Minimum level of incapacity giving entitlement	20% after 26 th week after injury determined by medical examination
Review	During 1 st 3 years at any time. After annuity fixed at intervals of 1 year with adjustment if increase/decrease more than 5%
Earnings for calculation	Actual earnings in 12 months pre-accident/disease subject to ceiling
Amount or formula	$E \times t \times 66.66\%$, where E = earnings & t = degree of incapacity
Effect of earnings	Full accumulation possible
Overlap with other benefits	Employment injury pensions are paid at the full rate
Death benefits	Widow under 45: $E \times 30\%$ for 24 months; widow/er 45+ or incapacitated or with orphan child: $E \times 40\%$; Orphan $E \times 20\%$ (30% if loss of both parents)
Indexation	Adjustment by decree
Tax treatment	Not subject to tax
Social security contribution liability	None

Estonia

Basic Principles	No specific insurance against employment injuries and occupational diseases, but provided by sickness & invalidity benefits
Field of Application	All employees
Employment injuries	Injury or health damage as a result of an accident in the course of fulfilling work duties
Travel to work	Covered
Occupational diseases	List of occupational diseases published by Ministry
Conditions - injuries	None
Conditions - diseases	None
Duration of benefits	As for sickness/invalidity benefits
Amount of benefits	In case of work injury or occupational disease 100% of reference wage
Minimum level of incapacity giving entitlement	Pension for incapacity: 40% reduction in capacity; Compensation: 10% reduction in capacity, certified by Medical Commission
Review	As for invalidity benefit
Earnings for calculation	Pension: as for invalidity benefit; Compensation: average gross earnings over 12 months pre-injury/occupational disease
Amount or formula	Pension: as invalidity benefit; Compensation: %age of reference wage corresponding to incapacity less state pension
Effect of earnings	Full accumulation with new earnings
Overlap with other benefits	Pension: not permitted with other state benefits Compensation: accumulation permitted with other benefits
Death benefits	Entitlement to survivor's benefits
Indexation	Indexation annually in line with consumer price index
Tax treatment	Pension: not subject to taxation unless 3 x non-taxable minimum Compensation: subject to tax
Social security contribution liability	None

Greece

Basic Principles	No particular insurance with the risk covered by sickness, invalidity & survivor's benefits
Field of Application	Employees
Employment injuries	Accident injury occurring because of & during employment
Travel to work	Covered
Occupational diseases	List of occupational diseases
Conditions - injuries	1 day of insurance, with declaration within 5 days of accident
Conditions - diseases	List of occupational diseases specifies minimum affiliation periods
Duration of benefits	As for sickness benefit
Amount of benefits	As sickness benefit
Minimum level of incapacity giving entitlement	50% determined by social security institution after medical committee's opinion
Review	On person's request every 6 months
Earnings for calculation	Wages of last 5 years
Amount or formula	70% of minimum wage of a married worker
Effect of earnings	As for invalidity benefit
Overlap with other benefits	Permitted up to aggregate ceiling of €3,114 per month
Death benefits	Survivor's benefit
Indexation	According to income policy determined by Government (generally in accordance with consumer price index)
Tax treatment	Subject to tax, except for war injured, blind persons & paraplegics
Social security contribution liability	None

Spain

Basic Principles	Compulsory social insurance for employees with benefits in kind & earnings-related cash benefits
Field of Application	Employees, except marginal work, but not self-employed
Employment injuries	Physical injury suffered in the course, or consequence, of employment & any disease not considered an occupation disease contracted during execution of professional activity
Travel to work	Covered
Occupational diseases	List of diseases and linked main activities – no cover for diseases not on list, unless adjudged as employment injury
Conditions - injuries	Registration (or presumed registration) with social security institution
Conditions - diseases	Registration (or presumed registration) with social security institution
Duration of benefits	12 months, extendable for a further 6 months, after which invalidity benefit
Amount of benefits	75% of reference figure from date after start of sick leave
Minimum level of incapacity giving entitlement	33% determined by disability evaluation team
Review	Possible at any time up to retirement
Earnings for calculation	Earnings for normal working day at time of accident x 365 + bonuses, etc. divided by 12 for monthly entitlement
Amount or formula	Partial permanent incapacity for usual occupation: 24x reference wage Total permanent incapacity for usual occupation: 55% of reference wage (increased by 20% for persons aged 55+) Absolute permanent incapacity: 100% of reference wage Severe incapacity: 100% + 50% for carer
Effect of earnings	Permanent incapacity pensions are compatible with earnings provided that the activity is consistent with the person's physical conditions and does not imply change in incapacity conditions
Overlap with other benefits	Permitted with widow's or widower's benefit
Death benefits	Widow/er: Percentage applied to reference figure 46% or 70%
Indexation	Annual adjustment by decree
Tax treatment	Subject to taxation, except absolute permanent incapacity and severe incapacity pensions
Social security contribution liability	None

France

Basic Principles	Compulsory insurance scheme for employees with benefits in kind & earnings-related cash benefits
Field of Application	Persons working in any capacity for one or more employers
Employment injuries	An injury occurring because of, or in connection with, employment, irrespective of cause
Travel to work	Covered
Occupational diseases	Assumed when one in table of 98 diseases in social security code
Conditions - injuries	Presumption if the accidental and professional nature confirmed, but not assumed if during travel to work
Conditions - diseases	If given in table, but also if proven that illness directly caused by individual's work. Fixed period of exposure for some diseases, but not others, but fixed periods may be discounted if illness shown to have been caused by work. Periods of liability from 3 days to 40 years. Time limit for declaration: 2 years
Duration of benefits	Until recovery or permanent condition
Amount of benefits	Basic daily earnings = 1/30 th previous salary if paid monthly; 1/28 th of 2 previous wages, if paid weekly or 2 weekly; to 0.834% of annual ceiling. Amount: 60% of basic earnings (to € 151.08 ceiling) for 28 days, then 80% (to €201.44 ceiling)
Minimum level of incapacity giving entitlement	No minimum level – determined by social security fund on advice of consultant doctor
Review	Review possible at any time during 1 st 2 years, but thereafter once a year
Earnings for calculation	Actual earnings in 12 months prior to cessation of work between threshold (€15,973) & ceiling (€31,947), with 1/3 rd of earnings up to €127,790. No minimum earnings for incapacity under 10%
Amount or formula	$E \times t$ reduced, where E = earnings & t = incapacity level reduced by ½ by portion under 50% & increased by ½ by portion over 50%. If t = less than 10%, a single lump sum payment
Effect of earnings	Full accumulation possible
Overlap with other benefits	Combination with invalidity benefit restricted to 80% of actual earnings at time of injury, but no limits for old age pension
Death benefits	Widow/er, civil partner under 55: $E \times 40\%$ Spouse aged 55+ or with at least 50% incapacity: complement of E reduced $\times 20\%$ Orphan: $E \times 25\%$ for 1 child; $E \times 50\%$ for 2; $E \times 70\%$ for 3 children, but $E \times 30\%$ for each child if loss of both parents
Indexation	Annual adjustment by decree
Tax treatment	Not subject to taxation
Social security contribution liability	6.2%

Ireland

Basic Principles	Compulsory social insurance scheme for employees with benefits in kind and flat-rate cash benefits
Field of Application	Employed persons and some trainees. Self-employed and defence forces not included
Employment injuries	Personal injury as a result of an accident at work, including diseases caused by such accidents & prescribed occupational diseases contracted in course of insurable employment
Travel to work	Covered
Occupational diseases	56 diseases are prescribed. Claims re upper respiratory tract infection, dermatitis & pneumoconiosis due to mineral dust, not included in the list, must be proved to have employment origin
Conditions - injuries	All employment injuries covered
Conditions - diseases	Employment in occupations involving exposure to risk as in Regulations. No prescribed period, except occupational deafness: 10 years; tuberculosis: 6 weeks: & pneumoconiosis: 2 years. Periods of liability: normally 1 month for grant of presumption of occupational origin, but occupational asthma: 10 years; occupational deafness: 5 years; tuberculosis: 2 years
Duration of benefits	156 days maximum, excluding Sundays
Amount of benefits	Maximum: €148.80 per week + supplement for dependants
Minimum level of incapacity giving entitlement	1% Disablement assessed by Ministry after medical examination
Review	At end of provisional assessment period, or earlier, if circumstances change
Earnings for calculation	Benefits nor based on earnings
Amount or formula	Rate depends on degree of disablement 1% - 19%: lump sum gratuity 20% - 100%: weekly pension depending on %age disablement
Effect of earnings	Full accumulation permitted
Overlap with other benefits	Full accumulation permitted
Death benefits	Widow/er's pension: €177.60 per week (€183.70 if aged 66+) + increase of €21.60 for dependent child. Orphan's allowance of €121 per week if loss of both parents
Indexation	Normally increased annually
Tax treatment	Fully taxable after 6 weeks' receipt, but child supplement exempt
Social security contribution liability	None

Italy

Basic Principles	Compulsory social insurance scheme for employees & certain categories of self-employed with benefits in kind and earning-related cash benefits. Also covered are persons working in the home without remuneration
Field of Application	Salaried workers & certain categories of self-employed
Employment injuries	Employment injury caused by violent cause at work
Travel to work	Not normally covered, but unavoidable use of very long, bad or dangerous route, transport of heavy tools, harbour vessels and the use of the employer's own transport are covered
Occupational diseases	List of 58 occupational diseases + special law re silicosis & asbestosis. Possibility of award for diseases not on list
Conditions - injuries	Liability: 4 days after accident; Time for declaration: within 3 years
Conditions - diseases	Liability: periods within list; Time for declaration: within 3 years
Duration of benefits	Until recovery or permanent condition
Amount of benefits	As reference, average daily earnings during 15 working days prior to cessation of work. Amount: 60% of basic daily earnings for 60 days: thereafter 75%
Minimum level of incapacity giving entitlement	Below 6% :no compensation 6% - 15%: lump sum for physical damage 16% - 100%: pension as compensation for physical & material damage No minimum for silicosis or asbestosis combined with tuberculosis Fixed on basis of opinion of consultant doctor
Review	Possible during 4 years after award fixed at intervals of 1 year. Thereafter at 3 year intervals, but not after 10 years from award
Earnings for calculation	Average earnings in year prior to cessation of work depending on sector – industry: minimum €12,360; maximum €22,955; agriculture: daily amount of €34.84 for 300 days Reduction according to %ages corresponding to incapacity level – t 11% - 64%: reduction of 50% - 98% of earnings t 65% - 100%: 100% of earnings
Amount or formula	E reduced by t , where E = earnings & t = degree of incapacity + supplement for spouse & children
Effect of earnings	Accumulation possible with new earnings
Overlap with other benefits	Invalidity & old age pensions cannot be drawn alongside benefits for employment injuries, but excess may be drawn
Death benefits	Widow/er: 50% of deceased's entitlement; orphans 20% (40% on loss of both parents)
Indexation	Automatic adjustment linked to industrial earnings
Tax treatment	Benefits for total or partial invalidity taxed only if paid as part of, or instead of, normal remuneration
Social security contribution liability	None

Cyprus

Basic Principles	Social insurance scheme financed by earnings-related contributions payable by insured persons, employers & the State. Everyone gainfully employed as an employed person is covered for employment injuries & occupational diseases
Field of Application	Employed persons
Employment injuries	Temporary incapacity for work, permanent loss of physical/mental faculties or death as a result of an accident arising out of & in the course of employment
Travel to work	Covered
Occupational diseases	Diseases specified by Regulations as occupational diseases and the nature of the profession from which the disease has been caused
Conditions - injuries	Claimant must have been employed person at time of the accident
Conditions - diseases	The occupational disease must have been specified in Regulation of ILO Convention
Duration of benefits	12 months maximum from date of accident
Amount of benefits	Basic benefit: 60% of full basic insurable earnings, increased by 1/3 rd for 1 st dependant & 1/6 th for subsequent dependants (to 3) Supplementary benefit: 50% of upper part of insurable earnings over benefit year, but maximum cannot exceed basic insurable earnings
Minimum level of incapacity giving entitlement	Disablement grant: 10% reduction in capacity Disablement pension: 20% reduction in capacity Determined by medical boards
Review	Review possible if circumstances change at request of medical board
Earnings for calculation	Full basic pension: insurable earnings €134 per week Supplementary pension: weekly average of insurable earnings above basic level in 2 years ending with day before accident
Amount or formula	Disablement pension – total disablement: Basic pension: 60% of weekly amount of basic insurable earnings increased as above for dependants Supplementary pension: 60% of weekly paid & credited earnings above basic level (€134 per week) in 2 years ending with day before day of accident Partial disablement; percentage of total disablement pension representing degree of partial disablement Disablement grant: lump sum ranging from €2,917 at 10% to €5,543 at 9%
Effect of earnings	Not taken into account
Overlap with other benefits	Only widow's pension payable in addition, but excess of other pensions over disablement pension payable
Death benefits	Widow/er's pension: 60% of deceased's basic & supplementary pension + increase of basic pension by 1/3 rd for 1 st dependant & 1/6 th for subsequent dependants (to 3)
Indexation	Basic pension increased annually in line with basic insurable earnings; supplementary pension in line with cost of living index; Also both adjusted after 6 months if cost of living index has

	increased by 1%+
Tax treatment	Subject to tax
Social security contribution liability	None

Latvia

Basic Principles	Insurance-based earnings-related benefit financed by employer's contributions
Field of Application	All employees
Employment injuries	An accident or injury occurring during or as a result of work duties
Travel to work	Not covered unless in employer's transport
Occupational diseases	List of occupational diseases approved by Ministry. All enterprises must insure against diseases
Conditions - injuries	None
Conditions - diseases	None
Duration of benefits	52 weeks from 1 st day of incapacity if incapacity continuous, or 78 weeks over 3 year period if intermittent
Amount of benefits	80% of average gross wages on which contributions paid during 6 months
Minimum level of incapacity giving entitlement	Working capacity reduced by 10%+. Determination fixed by Commission
Review	Possible at initiative of claimant or institution. No requirement for regular reviews
Earnings for calculation	Gross wages on which contributions paid during 6 month period before incapacity
Amount or formula	Percentage of monthly earnings depending on reduced capacity ranging from 25% of earnings for reduced capacity of 10% - 14% to 80% of earnings for 100% reduced capacity
Effect of earnings	Permanent incapacity: full accumulation possible
Overlap with other benefits	Reduced by 20% if entitlement to old age pension; not payable with survivor's or invalidity pension
Death benefits	Widow/er: up to 25% of deceased's gross average monthly insurance wage if widow/er incapable of work – payable until deceased would have reached pensionable age Orphans: 25% for 1 child, 35% for 2; 45% for 3; & 55% of deceased's gross average monthly insurance wage for 4+ children, increased respectively to 40%, 50%, 60% & 70% if loss of both parents
Indexation	Revised annually according to consumer price and social insurance contribution earnings index
Tax treatment	Not subject to tax
Social security contribution liability	None

Lithuania

Basic Principles	Social insurance scheme financed by employer's contributions providing earnings-related benefit
Field of Application	Persons in paid employment
Employment injuries	An accident occurring in working environment causing total or partial loss of functional capacity or death
Travel to work	Covered
Occupational diseases	List of occupational diseases determined by Government decree
Conditions - injuries	No qualifying period required
Conditions - diseases	No qualifying period required
Duration of benefits	Until recovery or determination of disability
Amount of benefits	100% of average monthly compensatory wage ie average wage of last but one calendar quarter before sickness on which contributions collected. Lump sum: less than 20% loss of capacity: 10% of 24x monthly compensatory wage 20% - 30% loss of capacity: 20% of 24x monthly compensatory wage. In each case 3 x higher for permanent incapacity
Minimum level of incapacity giving entitlement	30% for pension Assessed by State Commission
Review	Possible at any time
Earnings for calculation	See formula below
Amount or formula	$0.5 \times d \times k \times D$, where d = lost capacity coefficient; k = compensation coefficient (ratio between person's average earnings in 12 months pre-accident & current year's insured income); D = current year's insured monthly income based on average wage on which contributions collected. If chronic occupational disease, $k = (K1 \times S1 + K2 \times S2)/(S1 + S2)$, where $K1$ & $K2$ = person's income coefficients pre- & post- 1994; $S1$ = years of pension insurance to calculate $K1$; $S2$ = years of post-1994 pension insurance
Effect of earnings	Full accumulation possible
Overlap with other benefits	Full accumulation possible
Death benefits	Widow/ers entitled if dependent on deceased at death & do not work but care for deceased's children under age 8, or have reached pensionable age, or are disabled. Benefit = compensation that deceased would have received divided by recipients, including orphans, + 1 (ie 4 recipients divided by 5)
Indexation	Adjusted according to year's average insured income (see D above)
Tax treatment	Not subject to tax
Social security contribution liability	None

Luxembourg

Basic Principles	Compulsory social insurance for employees & self-employed with benefits in kind & cash benefits related to seriousness of injury & previous earnings
Field of Application	Persons engaged in wage-earning activity & self-employed, persons on vocational training, studies, emergency relief & voluntary work for social services
Employment injuries	Covered
Travel to work	Covered
Occupational diseases	Covered
Conditions - injuries	Employment injury occurring as a result of, or at times of, work
Conditions - diseases	Table of 55 diseases & harmful factors in a list
Duration of benefits	Until recovery or permanent condition with annuity after 13 weeks
Amount of benefits	Gross salary that individual would have received if still in work
Minimum level of incapacity giving entitlement	No minimum level – assessed by joint committee on annuities on basis of social security organisation medical service
Review	Possible only during 3 years from fixing annuity, unless deterioration of more than 10%
Earnings for calculation	Actual earnings in year prior to cessation of work, or, if more favourable, customary daily earnings in last post multiplied by number of days of work completed in enterprise
Amount or formula	$E \times t \times 85.6\%$, where E = earnings; t = reduced capacity + 10% supplement per dependant if t = 50%+ (up to 100% maximum)
Effect of earnings	Accumulation possible with new earnings
Overlap with other benefits	Invalidity pension is reduced if aggregate exceeds average of 5 highest annual earnings
Death benefits	Widow/er: $E \times 42.8\%$ (or $E \times 53.5\%$, if 50%+ incapacity level) Orphans: $E \times 21.4\%$
Indexation	Pensions & annuities adjusted when price index varies by 2.5%
Tax treatment	Pensions paid during 1 st 13 weeks after accident not taxable; otherwise subject to tax
Social security contribution liability	None

Hungary

Basic Principles	Social insurance scheme financed by employee & employer contributions providing earnings-related benefit
Field of Application	Employees & self-employed & unemployment beneficiaries
Employment injuries	Injury sustained in course of work within range of person's profession or in relation to it, including travel to & from work + accidents while undertaking charitable work or in relation to social benefits (eg before medical tribunal)
Travel to work	Covered
Occupational diseases	List of recognised diseases according to Government decree and occupations prescribed & time limits of exposure applicable
Conditions - injuries	No qualifying periods
Conditions - diseases	No qualifying periods
Duration of benefits	Payable for one year, with possible extension to 2 nd year
Amount of benefits	100% of average income
Minimum level of incapacity giving entitlement	Work accident annuity: 16% reduced capacity Work accident-related disability pension: 67% (50% if due to silicosis or asbestosis) decided by Medical Expert Committee of Health Insurance Fund
Review	Compulsory review after 2 years
Earnings for calculation	Gross monthly average earnings on which contributions paid in calendar year before accident
Amount or formula	Work accident annuity: Level 1 (16% - 25% reduced capacity): 8% of average monthly earnings; Level 2 (26% - 35%): 10%; Level 3 (36% - 49%): 15%; Level 4 (50% - 66%): 30%. Work accident-related disability pension: minima: Class 1: 70%; Class 2: 65%; Class 3: 30% of monthly average earnings (see invalidity pension for Classes) in each case increased by 1% for each completed year of employment to 100% maximum
Effect of earnings	Work accident annuity: person can work without limits Work accident-related disability pension: pension terminates if recipients work on regular basis & income over previous 4 months is not at least 20% lower than they would have received in their previous occupation, but instead Level 4 work accident annuity awarded
Overlap with other benefits	No accumulation possible
Death benefits	Temporary widow/er's pension: 50% of deceased's pension rate for 12 months (18 months if caring for a child under 3) Permanent widow/er's pension: normal survivor's pension, but without the need to satisfy insurance conditions
Indexation	Annual increase based on 50% of predicted price increase & 50% of predicted wage increase
Tax treatment	Subject to tax
Social security contribution liability	Subject to pension contributions

Malta

Basic Principles	Entitlement depending on payment of contributions to provide flat-rate benefits
Field of Application	Employees & certain self-occupied persons, except low earners
Employment injuries	Personal injury or disease caused by an accident during & as a result of employment or self-occupation
Travel to work	Covered while travelling in transport provide or paid for by employer
Occupational diseases	Gainfully occupied persons who contract diseases specified in Social Security law
Conditions - injuries	None
Conditions - diseases	None
Duration of benefits	1 year
Amount of benefits	Married person: €23 per day; single person: €17 per day
Minimum level of incapacity giving entitlement	Injury gratuity: 1% - 19% reduction in working capacity Basic pension: 20% - 89% reduction in working capacity Invalidity pension: 90%+ reduction in working capacity Recommended by Medical Panel
Review	Re-examination if determined by Medical Panel or Medical consultant certifies incapacity more serious than previously thought
Earnings for calculation	Benefits unrelated to earnings
Amount or formula	Injury gratuity: 1% - 19% reduction: €184 - €3,503 Basic pension: 20% - 89% reduction: maximum weekly rate: €53, with reduced pension rate, eg 20%, = $20/89 \times €53$ Invalidity pension: 90%+ : awarded invalidity pension
Effect of earnings	Basic pension: paid irrespective of earnings Invalidity pension: not able to accumulate earnings as deemed totally incapable
Overlap with other benefits	No accumulation possible
Death benefits	Entitlement to increased widow's pension
Indexation	Adjusted annually in line with increase in national minimum wage
Tax treatment	Subject to tax
Social security contribution liability	None

Netherlands

Basic Principles	No specific insurance against employment injuries & occupational diseases – covered by sickness, incapacity & survivor's benefits
Field of Application	Not applicable
Employment injuries	Not applicable
Travel to work	Not applicable
Occupational diseases	Not applicable
Conditions - injuries	Not applicable
Conditions - diseases	Not applicable
Duration of benefits	Not applicable
Amount of benefits	Not applicable
Minimum level of incapacity giving entitlement	Not applicable
Review	Not applicable
Earnings for calculation	Not applicable
Amount or formula	Not applicable
Effect of earnings	Not applicable
Overlap with other benefits	Not applicable
Death benefits	Not applicable
Indexation	Not applicable
Tax treatment	Not applicable
Social security contribution liability	Not applicable

Austria

Basic Principles	Compulsory social insurance scheme for employees and certain categories of self-employed with benefits in kind and earnings-related cash benefits
Field of Application	All employees in paid employment, trainees, persons engaged in a trade or business and members of their family (except if without compulsory insurance), certain self-employed, eg teachers, musicians & artists, persons without a contract performing essential work, students & pupils
Employment injuries	Accidents that occurred at work, during working time or as a result of the activity performed + assimilated work, eg during rescue operations
Travel to work	Covered
Occupational diseases	List of 52 occupational diseases + where proof if not on list
Conditions - injuries	Notification of employment injury by employer or doctor within 5 days
Conditions - diseases	Enterprises & work: periods of exposure to risk. No time for declaration, but notification of occupational disease by employer or doctor within 5 days. Time limit for retro-active entitlement due to occupational disease: 2 years
Duration of benefits	Until permanent condition determined (2 years at the latest)
Amount of benefits	For 1 st 26 weeks as for sickness benefit – employer required to continue paying wages for a further 8 weeks
Minimum level of incapacity giving entitlement	20% (50% for pupils & students) fixed by accident insurance fund
Review	Review possible at any time in 1 st 2 years; thereafter at intervals of at least 1 year
Earnings for calculation	Annual wages or salaries for year prior to accident or cessation of work due to occupational disease, with maximum amount €50,820
Amount or formula	$E \times 66 \frac{2}{3} \% \times t$, where E = earnings & t = degree of incapacity, with supplement for dependent children. If t is at least 50%, supplement of 20%; if t is at least 70%, supplement of 50%. The pension is granted 14 x per year
Effect of earnings	No reduction
Overlap with other benefits	No reduction
Death benefits	Widow 60+ or widower 65+: annual earnings x 40%; other widow/ers: annual earnings x 20%; orphans: annual earnings x 20% (30% if loss of both parents)
Indexation	Annual adjustment according to net wage increase
Tax treatment	Subject to tax, except long-term care benefit
Social security contribution liability	None

Poland

Basic Principles	Compulsory social insurance scheme providing earnings-related benefits
Field of Application	Employees & self-employed persons
Employment injuries	Accidents occurring in the course of work or connected with usual work
Travel to work	Not covered
Occupational diseases	List of recognised occupational diseases. No minimum period of exposure required
Conditions - injuries	No qualifying conditions
Conditions - diseases	No qualifying conditions
Duration of benefits	6 months maximum, with possible 3 month extension where possibility of resumption of work
Amount of benefits	100% of reference wage per month, calculated on basis of contributory earnings in 6 months (12 months for self-employed) prior to cessation of work
Minimum level of incapacity giving entitlement	None. %age fixed by Social Insurance Institute
Review	Review possible if major change in claimant's state of health
Earnings for calculation	Reference wage = wage in 10 consecutive years out of previous 20, or best 20 years out of all insurance to ceiling of 250% of national average wage
Amount or formula	Same as for invalidity pension, but amount must not be lower than 80% for total incapacity & 60% for partial incapacity & must be no less than 120% of minimum invalidity pension
Effect of earnings	Pension suspended or reduced
Overlap with other benefits	Not payable with invalidity pension; payable with old age pension only if pensioner has stopped working, and, if so, 50% of either old age pension or 50% of employment injury pension payable with 100% of the other
Death benefits	Widow/er & orphans: pension must be at least 120% of minimum survivor's pension
Indexation	Adjusted if consumer price index = 105% of previous index
Tax treatment	Subject to taxation
Social security contribution liability	Contributions payable for health care insurance

Portugal

Basic Principles	Employment injuries: compulsory private insurance for employees financed by employers & compulsory private insurance for self-employed. Occupational diseases: compulsory social insurance scheme for employees (voluntary for self-employed) with benefits in kind & earnings-related cash benefits
Field of Application	All employees & self-employed
Employment injuries	Accident occurring at place of work & during the employment giving rise to physical injury, functional disorder or death or to a partial or total loss of working or earning capacity
Travel to work	Covered
Occupational diseases	List of occupational diseases
Conditions - injuries	Time limit for declaration: within 48 hours of the accident
Conditions - diseases	Time limit for declaration: 1 year from formal communication of diagnosis; thereafter benefits payable only from month after application
Duration of benefits	Whilst undergoing medical treatment or occupational rehabilitation
Amount of benefits	Employment injuries: total incapacity: 70% of reference wage (daily wage or 1/30 th of monthly wage at day of accident); partial incapacity: 70% of reduction of earning capacity. Occupational disease: total incapacity: 70% of daily wage for 1 st 12 months, then 75%; partial incapacity: 70% of reduction of earning capacity, but reduced to 45% during hospital treatment (unless having dependants)
Minimum level of incapacity giving entitlement	Indicated in scale of incapacity. Fixed for employment injuries by labour tribunal & for occupational diseases by National Centre for protection against occupational risks
Review	Possible at instigation of beneficiary or institutions
Earnings for calculation	Employment injuries: annual wage, including bonuses Occupational diseases: average monthly wage
Amount or formula	Total incapacity for any work: 80% of reference (+ 10% per dependant) Total incapacity for regular work: 50% – 70% depending on residual functional capacity to pursue another suitable occupation Partial incapacity of 30%+: pension = 70% of reduction of general earning capacity Partial incapacity under 30%: lump sum of commutation of 70% of reduction of general earning capacity
Effect of earnings	Full accumulation possible
Overlap with other benefits	Can be paid with other benefits
Death benefits	Widow/er: until age 65: E x 30%; Orphans: E x 20% for 1 child; E x 40% for 2 & E x 50% for 3+, with each percentage doubled for the loss of both parents, subject to a maximum of 80% of the deceased's earnings
Indexation	Adjustment by Government decision
Tax treatment	Not subject to taxation
Social security	None

contribution liability	
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Slovenia

Basic Principles	Compulsory health and pension and invalidity insurance
Field of Application	Employees, self-employed, farmers, students, disabled persons undergoing rehabilitation, volunteers, prisoners
Employment injuries	Employment injuries arising out of and in the course of employment
Travel to work	Direct travel from home to work and to medical institution covered
Occupational diseases	Any disease caused by work according to prescribed list
Conditions - injuries	Employer must report any fatal accident or injury rendering employee incapable for 3 consecutive days or any collective accident or established occupational disease
Conditions - diseases	Occupational disease on basis of list determined by medical supervision. Consideration given to shortest period and lowest intensity of exposure that may cause occupational disease
Duration of benefits	From 1 st day of incapacity until entitlement to invalidity benefit. Recipients referred to Invalidity Commission if return to full working capacity is not possible, or after 1 year
Amount of benefits	Compensation for temporary absence from work due to employment injury or occupational disease is 100% of base (average monthly gross wage in calendar year before that in which injury/disease occurred, but no lower than €227 or higher than wage that would have been received from work)
Minimum level of incapacity giving entitlement	No fixed percentage. Pension taken by Institution on basis of its medical expert bodies
Review	Possible, but no statutory defined period
Earnings for calculation	Pension rating basis: monthly average of earnings in consecutive 18 year period of insurance since 1970
Amount or formula	%age of assessment fixed, taking into account actual pension qualifying period + 2/3 rd of period from occurrence of invalidity to age 58 + 1/2 of period from age 58 to age 63 (men) or 61(women); Amount assessed according to pension rating basis depending on when invalidity occurred & aggregate of actual and notional pension periods, with 100% payable to those with aggregate periods of 40 years (men) & 38 years (women). If the injury/disease was partly due to industrial injury/occupational disease and partly otherwise, each part is assessed separately
Effect of earnings	Earnings from work before age 63 (men) & 61(women) are deducted from pension at a statutory rate ranging from 5% - 31%
Overlap with other benefits	Not payable with other benefit, but individual may choose which to receive
Death benefits	As survivor's benefits
Indexation	Adjusted 2x per year in accordance with national average wage
Tax treatment	Subject to tax, but disability allowance and attendance allowance non-taxable
Social security contribution liability	5.76% for health insurance

Slovakia

Basic Principles	Social insurance scheme financed by employer contributions providing earnings-related benefits to employees
Field of Application	All employed persons, students and those on military service
Employment injuries	Injury or death in connection with performance of working tasks , except those caused by employee or due to intoxication
Travel to work	Not covered
Occupational diseases	List of 47 occupational diseases, with in some cases highest permitted period of exposure laid down by Regulation
Conditions - injuries	Period of benefit limitation: 3 years from award of benefit
Conditions - diseases	Period of benefit limitation: 3 years from award of benefit
Duration of benefits	Injury surcharge benefit: maximum: 52 weeks
Amount of benefits	Paid as surcharge to sickness benefit: 55% of daily assessment base for 1 st 3 days, then 25% of daily assessment base (average daily earnings in calendar year before injury occurred)
Minimum level of incapacity giving entitlement	40% (but one-off redemption benefit: 10%) diagnosed by medical examiner of Agency in collaboration with individual's doctor
Review	Regular review on frequency determined by doctor – temporary incapacity: 4 weeks; permanent incapacity only if change of capacity can be identified
Earnings for calculation	Average daily earnings in calendar year before injury occurred
Amount or formula	$30.4167 \times 0.8 \times \text{DAB} \times \text{II}/100$, where DAB = daily assessment base as proportion of earnings & number of days in previous calendar years; II = %age decrease in capacity for work
Effect of earnings	Accumulation possible
Overlap with other benefits	Injury annuity is reduced by the amount of old age, early retirement and invalidity pension
Death benefits	Widow/ers & orphans: survivor's benefits, but one-off compensation benefit = 730 x daily assessment base for widow/er or half that amount for orphan
Indexation	Annual adjustment according to consumer prices and average wage
Tax treatment	Not subject to tax
Social security contribution liability	None

Finland

Basic Principles	Statutory insurance for employees & farmers with benefits in kind & earnings-related cash benefits
Field of Application	Employees & farmers & some students & trainees, with self-employed able to join voluntarily
Employment injuries	Injury occurring at work or in circumstances deriving from employment
Travel to work	Covered
Occupational diseases	Any disease probably primarily due to physical, chemical or biological factors associated with work done during a period of employment. List of such diseases
Conditions - injuries	Time limit for declaration: 1 year, subject to special circumstances
Conditions - diseases	Time limit for declaration: 1 year, subject to special circumstances
Duration of benefits	1 year
Amount of benefits	Daily allowance = sick pay for 1 st 4 weeks; thereafter 1/360 th of person's annual earnings
Minimum level of incapacity giving entitlement	Working capacity reduced by 10%+ and annual earning capacity reduced by 5%+ Fixed by institution
Review	Possible
Earnings for calculation	Total earnings that would have been earned in the year, if the injury/disease had not occurred, with €9,470 minimum
Amount or formula	Total incapacity: 85% (70% aged 65+) x E Partial incapacity: proportional reduction in total incapacity amount
Effect of earnings	Accumulation possible
Overlap with other benefits	If other benefits payable, they are reduced
Death benefits	Widow's pension = 40% x E, if no other benefits payable, but reduced if orphan's benefit payable to 70% aggregate maximum. Orphans: 25% x E (1 child), 40% (2 children), 50% (3 children), 55% x E (4+ children)
Indexation	Annually adjusted by earnings-related pension index
Tax treatment	Subject to tax
Social security contribution liability	None

Sweden

Basic Principles	Compulsory social insurance for employees and self-employed with benefits in kind and earnings-related cash benefits
Field of Application	Everyone gainfully employed
Employment injuries	Every accident or illness related to the work situation. Injury accepted as work injury if the person has suffered accident or harmful influence if stronger grounds for presumption than not
Travel to work	Covered
Occupational diseases	No special list – see above
Conditions - injuries	Immediate notification by employer or self-employed person
Conditions - diseases	Immediate notification by employer or self-employed person
Duration of benefits	Unlimited
Amount of benefits	As for sickness benefit
Minimum level of incapacity giving entitlement	1/15 th fixed by social insurance office
Review	Possible at any time up to retirement age
Earnings for calculation	Income qualifying for cash sickness benefit – minimum €1,058; maximum: €32,922
Amount or formula	100% loss of earnings
Effect of earnings	Full accumulation possible
Overlap with other benefits	If another benefit payable, only paid to compensate loss of earnings not covered by the other benefit
Death benefits	Widow/er: 20% of the deceased's entitlement if there are children; 45% if not. Orphans: 40% of deceased's entitlement for 1 st child, 20% for each subsequent child
Indexation	Annual adjustment in line with prices
Tax treatment	Not subject to tax
Social security contribution liability	None

United Kingdom

Basic Principles	State non-contributory scheme with flat rate benefits
Field of Application	Employed earners
Employment injuries	Personal injury caused while a person is at work
Travel to work	Generally not covered
Occupational diseases	List of 70+ industrial diseases, with special provision for pneumoconiosis & byssinosis; if disease not listed, subject to accident provisions
Conditions - injuries	Personal injury by accident arising out of and in the course of employed earner's employment
Conditions - diseases	Work: occupation involving specific exposure to specified substances or work processes Period of exposure: occupational deafness: 10+ years; chronic bronchitis or emphysema: 20+ years; others: no limit No time limit for claim, but benefit not paid more 3 months pre-claim
Duration of benefits	28 weeks statutory sick pay; 52 weeks short-term incapacity benefit
Amount of benefits	As for sickness benefit
Minimum level of incapacity giving entitlement	14% disablement (1% for pneumoconiosis, diffuse mesothelioma & byssinosis – decided by decision makers on medical advice)
Review	Possible if circumstances change
Earnings for calculation	Not based on earnings
Amount or formula	Benefit depends on t (degree of disablement) t 1% - 13% = 0, unless pneumoconiosis, diffuse mesothelioma & byssinosis (for which 1% - 10% = €17 per week & 11% - 19% = €34 per week) Other benefits 14% - 19% (treated as 20%) = €34 per week, then percentage to 100% = €170 per week Payable from 91 st day after accident or onset of diseases, except mesothelioma payable from date of onset & occupational deafness payable from later of date of onset or claim
Effect of earnings	Full accumulation possible
Overlap with other benefits	Full accumulation possible with contributory benefits, but taken into account for income-related benefits
Death benefits	Survivor's benefits
Indexation	Annual adjustment in line with prices
Tax treatment	Not subject to tax
Social security contribution liability	None

Bill Birmingham
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June

贝贝传递的祝福是繁荣。在中国传统文化艺术中，“鱼”和“水”的图案是繁荣与收获的象征，人们用“鲤鱼跳龙门”寓意事业有成和梦想的实现，“鱼”还有吉庆有余、年年有余的蕴涵。

贝贝的头部纹饰使用了中国新石器时代的鱼纹图案。贝贝温柔纯洁，是水上运动的高手，和奥林匹克五环中的蓝环相互辉映。晶晶是一只憨态可掬的大熊猫，无论走到哪里都会带给人们欢乐。作为中国国宝，大熊猫深得世界人民的喜爱。

晶晶来自广袤的森林，象征着人与自然的和谐共存。他的头部纹饰源自宋瓷上的莲花瓣造型。晶晶憨厚乐观，充满力量，代表奥林匹克五环中黑色的一环。

欢欢是福娃中的大哥哥。他是一个火娃娃，象征奥林匹克圣火。欢欢是运动激情的化身，他将激情散播世界，传递更快、更高、更强的奥林匹克精神。欢欢所到之处，洋溢着北京 2008 对世界的热情。

欢欢的头部纹饰源自敦煌壁画中火焰的纹样。他性格外向奔放，熟谙各项球类运动，代表奥林匹克五环中红色的一环。

迎迎是一只机敏灵活、驰骋如飞的藏羚羊，他来自中国辽阔的西部大地，将健康的美好祝福传向世界。迎迎是青藏高原特有的保护动物藏羚羊，是绿色奥运的展现。

迎迎的头部纹饰融入了青藏高原和新疆等西部地区的装饰风格。他身手敏捷，是田径好手，代表奥林匹克五环中黄色的一环。

妮妮来自天空，是一只展翅飞翔的燕子，其造型创意来自北京传统的沙燕风筝。“燕”还代表燕京（古代北京的称谓）。妮妮把春天和喜悦带给人们，飞过之处播撒“祝您好运”的美好祝福。

天真无邪、欢快矫捷的妮妮将在体操比赛中闪亮登场，她代表奥林匹克五环中绿色的一环。

Best,

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