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# MISSOC 2005

# **Mutual Information System on Social Protection**

Social Protection in the Member States of the European Union, the European Economic Area and in Switzerland

Situation on 1st January 2005





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Social Protection in the Member States of the European Union, the European Economic Area and in Switzerland

Situation on 1st January 2005

# **European Commission**

Directorate-General for Employment, Social Affairs and Equal Opportunities Unit E.4

Manuscript completed in December 2005

The contents of this publication do not necessarily reflect the opinion or position of the European Commission, Directorate-General for Employment, Social Affairs and Equal Opportunities.

If you are interested in receiving the electronic newsletter 'ESmail' from the European Commission's Directorate-General for Employment, Social Affairs and Equal Opportunities, please send an e-mail to empl-esmail@cec.eu.int. The newsletter is published on a regular basis in English, French and German.

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A great deal of additional information on the European Union is available on the Internet. It can be accessed through the Europa server (http://europa.eu.int).

Cataloguing data can be found at the end of this publication.

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**Table of contents** 

# **Table of contents**

WH	IAT	IS MISSOC?	5
MI	SSO(	C PRODUCTS	7
1.	MISSOC comparative tables		7
2.	The organisation of social protection		
3.	. The social protection of the self-employed		
4.	. MISSOC Info Bulletins		
5.	Th	e MISSOC web pages on the Europa website	9
НО	w T	O NAVIGATE IN THE CD-ROM	11
1.	Navigation in the comparative tables on social protection		13
	a.	Country selection	13
	b.	Subject selection	14
	c.	Create the comparative table	15
	d.	Printing	15
2.	Navigation in the sections on the organisation of social protection,		
	the social protection of the self-employed, the MISSOC Info Bulletins		
	an	d MISSOC 2005 in PDF format	16
MISSOC CD-ROM – TROUBLESHOOTING			19
DETAILED CONTENTS OF TABLES I TO XII			21
ΜI	SSO(	C CORRESPONDENTS AND SECRETARIAT	27



What is MISSOC?

# WHAT IS MISSOC?

The Mutual Information System on Social Protection (MISSOC) was established in 1990 by the European Commission as an instrument to facilitate the continuous and comprehensive exchange of information on social protection between the EU Member States. MISSOC has since been further developed and has become an important central source of information on social protection in all Member States of the European Union. Today the information system includes the 25 Member States, the three countries of the European Economic Area – Iceland, Liechtenstein, Norway – and Switzerland.

MISSOC is based on the close cooperation between the European Commission, the network of the official representatives of the participating countries and the secretariat appointed by the European Commission. The coordination of MISSOC is administered by the European Commission, Directorate-General for Employment, Social Affairs and Equal Opportunities.

To ensure the reliability of information published by MISSOC, each participating country is represented by correspondents from the national ministries or institutions that are responsible for the areas of social protection. The MISSOC correspondents for 2005 are presented in the section 'MISSOC CORRESPONDENTS AND SECRETARIAT'.

The MISSOC secretariat, appointed by the European Commission, is responsible for the ongoing coordination of the network and the preparation of its publications. These tasks are carried out by the Otto-Blume-Institut für Sozialforschung und Gesellschaftspolitik (ISG) e.V., Barbarossaplatz 2, 50674 Cologne, Germany.

The MISSOC network, which includes the national correspondents, the representatives from the European Commission and the members of the secretariat, meets twice a year to maintain and further develop the MISSOC database and other products.



**MISSOC** products

# MISSOC PRODUCTS

The MISSOC network produces regularly updated information on all areas of social protection. The correspondents provide information according to agreements made at the two annual plenary meetings. The information is then collated to produce the following products:

- 1. The MISSOC comparative tables (database and PDF-format)
- 2. The organisation of social protection charts and descriptions
- 3. The social protection of the self-employed
- 4. The MISSOC Info Bulletins
- 5. The MISSOC website hosted on the EUROPA server.

All these products are made in three languages (German, English and French).

To facilitate comparisons, the monetary amounts in each product are shown in Euros and in the national currency in the case of countries outside the Euro zone.

As a basis for calculation, the official exchange rate from 3rd of January 2005 is used.

# 1. MISSOC comparative tables

The MISSOC comparative tables on social protection are published once a year showing the information valid as of the 1st of January that year.

Until the year 2004, the MISSOC comparative tables were published in a printed book format and on the website of the European Commission in the form of a database. From 2005 onwards, the printed book version was replaced by the CD-ROM attached to this publication, which allows a more compact and handy format.

The comparative tables contain a detailed presentation of the statutory regulations regarding the core areas of social protection in the form of twelve tables, which also allow a comparison between different countries.

Table I addresses the central aspects of financing social protection:

- a) The financing principles for the individual areas of social protection,
- b) The contribution of insured persons and their employer,
- c) The public authorities participation in financing, and
- d) The financing system for long-term benefits.

**Tables II-XII** cover the most important categories of social protection: health care, cash and non-cash benefits during illness, maternity and disability, benefits for the elderly and the bereaved, benefits for occupational injuries and diseases, family benefits, unemployment benefits, minimum protection and long-term care benefits.

The detailed list of the 306 categories dealt with throughout the twelve tables is presented at the end of this leaflet.

The purpose of these tables and categories is to provide an overview of the main characteristics of the different legislations and to enable a comparison. To facilitate access to further sources for more detailed information, a notation to the respective law is given in the language of the country.

MISSOC information is mainly limited to general statutory systems of social protection, which – depending upon country and area of protection – are either universal systems covering the entire population, or employment-related systems protecting the 'active' population (i.e. the employed and the self-employed), or systems applying solely to employees. The scope of the general systems is, as a rule, limited to the statutory basic protection of the so-called 'first pillar'. Supplementary systems of the second and third pillars, based on voluntary membership or on collective agreements, are not generally covered by MISSOC.

As a rule, the specific social protection of civil servants is not covered in the Tables. The social protection of the self-employed is only covered in Tables I-XII if they are a part of the 'general system'. Other systems for the self-employed are covered separately – see below.

#### 2. The organisation of social protection

The social protection organisation structure of each of the 29 countries covered by MISSOC is illustrated in an organisation chart and described in a brief text. For quick access to further information, the text also contains the Internet addresses of the Ministries responsible for social protection as well as the other relevant institutions.

#### 3. The social protection of the self-employed

Because of the many different social protection systems for the self-employed that exist in several countries, the coverage in this section has had to be limited. For all those countries where there is no uniform system of social protection of the self-employed, the information is restricted to the basic groups of self-employed farmers, handcrafts men and tradesmen. Specific schemes for members of the classic 'liberal professions' are not currently included.



**MISSOC** products

#### 4. MISSOC Info Bulletins

MISSOC Info Bulletins are complementary to the comparative tables, providing more descriptive and comprehensive information in a broader perspective. The MISSOC Info Bulletins consist of an introduction written by the secretariat's experts that summarises the overall major trends, followed by the individual national reports prepared by the correspondents. They are usually produced twice a year.

- The first annual issue is dedicated to a description of the main developments of social protection during the preceding year, in the 25 EU Member States, the EEA countries and Switzerland.
- (2) The second annual issue covers a specific topic of social protection. Several areas of social protection have been described in recent years, in line with the social policy concerns at European level.

# 5. The MISSOC web pages on the Europa website

http://www.europa.eu.int/comm/employment\_social\_protection/missoc\_en.htm

The MISSOC web pages contain the current MISSOC comparative tables, including the descriptions of the organisation of the national social protection systems and the social protection of the self-employed, as well as the archives for the earlier years (PDF files). The MISSOC Info Bulletins can also be found here in chronological order, in PDF format.



How to navigate in the CD-ROM

# **HOW TO NAVIGATE IN THE CD-ROM**

The attached CD-ROM contains the MISSOC products presented above, that is:

- The MISSOC comparative tables as of I<sup>st</sup> of January 2005,
- · The organisational charts and descriptive text,
- The social protection of the self-employed, and
- The MISSOC Info Bulletins (2005 and 2004).

For ease of use they are all integrated into one application, which can be operated like a standard interactive page on the Internet.

After introducing the CD-ROM into the CD-reader of your PC, the MISSOC application will automatically start with your web browser (Microsoft Windows Internet Explorer™, Netscape Navigator™ or another browser) and the starting page (the 'Index page') will be displayed on the screen. If it does not appear automatically, please look at the section on 'Troubleshooting' below.

The information is presented in three languages: German, English and French. You can choose one language by clicking on the corresponding welcome message. You can switch languages at any time throughout the whole application.



# MISSOC 2005

When you click on the welcome message in the language you select, the following 'Information choice' page will appear on your screen.

This page shows the table of contents of the CD-ROM:

# The MISSOC-header

A text-line indicates the level you are at within the application. To go back to the previous level, click on one of the underlined pages on the text-line

Shortcuts to the three languages

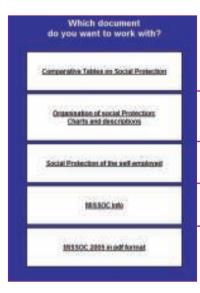


An introduction to MISSOC

Five boxes with links to documents



How to navigate in the CD-ROM



The first box contains the link to the 'Comparative tables on social protection' in a database format that allows free selection of what data and countries to look at.

The second box contains the link to the 'Organisation of social protection: charts and descriptions'.

The third has the link to the 'Social protection of the self-employed'.

The fourth is the link to the 'MISSOC Info Bulletins'.

The fifth box links to some of the MISSOC products in PDF version, including the complete comparative tables in a printable PDF version.

# 1. Navigation in the comparative tables on social protection

The database is an 'interactive' file, which allows and requires your active selection of the information you want to view, both in terms of country selection and by subject.

# a. Country selection

A list of countries appears in the top horizontal white window with a scroll bar on the right.

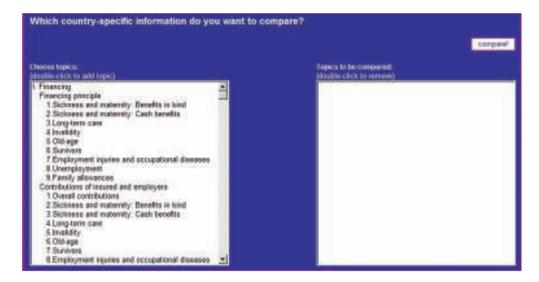
- You can scroll up or down to select a single country by directly clicking on its name, which will then be highlighted, or
- You can select several countries in order to compare them. To do this, click their names
  in the list while keeping the 'Ctrl'-Button pressed on your keyboard. A second click on a
  highlighted country will annul that selection.

All highlighted countries will be shown in the comparative table that will be created.

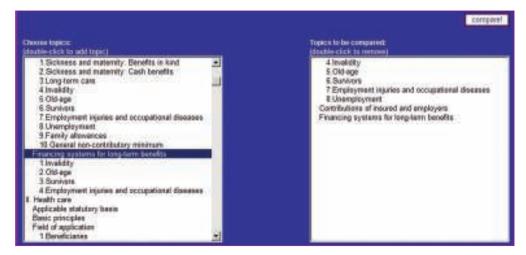


# b. Subject selection

Below the list of countries are two further white windows. The one on the left (called 'Choose topics') contains all topics covered in the tables. To select the topics, double click on each topic of interest and these will appear in the window on the right ('Topics to be compared'). Double-clicking on a topic in this window will remove the topic, thus annulling your previous choice. Information about all the topics shown in the window on the right will be presented in the comparative table that will be created.



For example, a user may decide to compare some aspects of social protection in 'Belgium', the 'Czech Republic' and 'Germany'. The user can then select the specific topics to be compared. The user can select an entire chapter (table), or just one or several parts of it.





How to navigate in the CD-ROM

# c. Create the comparative table

After completing the country and subject selections, simply click on the button 'compare' in the middle of the page on the right hand side. The process of compiling the comparative table may take a few moments, depending on how many countries and/or topics you have chosen to compare. The result will look like the image below.



# d. Printing

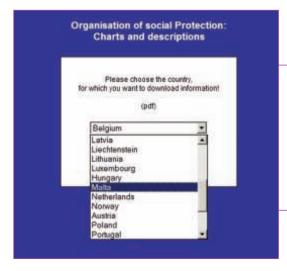
Please note that, due to technical reasons, the printing of the comparative table compiled with the database presents some limitations. The current system does not allow the user to print comparative information for more than two countries on the same page. Please use the print function of your browser and turn the print-out settings of your printer to the 'land-scape' mode.

If the user wants to print out several countries on the same page, he or she may select the 'Information choice' page, and click on 'MISSOC 2005 in PDF format' in the white window, where there are more printing possibilities.

# Navigation in the sections on the organisation of social protection, the social protection of the self-employed, the MISSOC Info Bulletins and MISSOC 2005 in PDF format

As mentioned above, the 'Information choice' page shows white boxes with links to the above-mentioned sections with documents (these documents are PDF files, which require the use of the Adobe Acrobat Reader<sup>TM</sup> programme). To explain the navigation in these sections, we will open the document on the organisation of social protection in Malta, as an example.

After clicking on the link to 'Organisation of social protection' displayed on the 'Information choice' page, the following appears on the screen:



The white window contains a list of countries, which you can scroll through by clicking on the small black arrow in the grey area beside the country name.

After choosing the entry 'Malta', click on the button 'download/view'.

The pages with the description and the chart of the organisation of social protection in the selected country appear as shown below, in PDF format (please note that it is not possible to select more than one country at a time in this section).



# How to navigate in the CD-ROM

#### Statutory Contribution

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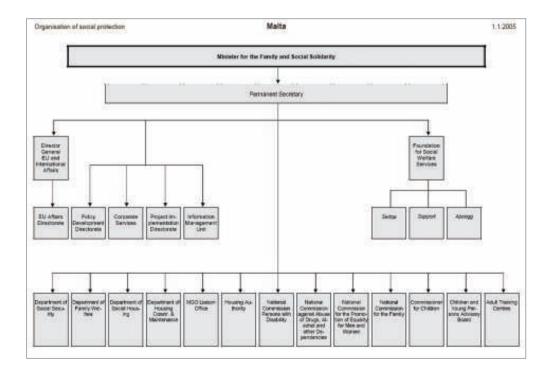
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MISSOC CD-ROM - Troubleshooting

# MISSOC CD-ROM - TROUBLESHOOTING

When using the MISSOC CD-ROM some problems may occur.

If the application does not start automatically or the contents do not appear, it may be because:

- 1. The application needs the interpretation of 'javascript' to be activated in your Internet browser
- 2. Firewalls installed on your computer must be enabled to allow the application to work.

If the application does not start automatically after you insert the CD-ROM in the appropriate drive, please open the contents of the CD-ROM in your Windows explorer function and double-click on the file 'missoc.exe'.

If this does not work contact the IT department in your organisation for advice.



#### Detailed contents of Tables I to XII

# DETAILED CONTENTS OF TABLES I TO XII

# Table I: Financing

# Financing principle

- 1. Sickness and maternity: Benefits in kind
- 2. Sickness and maternity: Cash benefits
- 3. Long-term care
- 4. Invalidity
- 5. Old-age
- 6. Survivors
- Employment injuries and occupational diseases
- 8. Unemployment
- 9. Family allowances

# Contributions of insured and employers

# Rates and ceiling

- I. Overall contributions
- 2. Sickness and maternity: Benefits in kind
- 3. Sickness and maternity: Cash benefits
- 4. Long-term care
- 5. Invalidity
- 6. Old-age
- 7. Survivors
- Employment injuries and occupational diseases
- 9. Unemployment
- 10. Family allowances
- 11. Other special contributions

# Public authorities' participation

- 1. Sickness and maternity: Benefits in kind
- 2. Sickness and maternity: Cash benefits
- 3. Long-term care
- 4. Invalidity
- 5. Old-age
- 6. Survivors
- Employment injuries and occupational diseases
- 8. Unemployment
- 9. Family allowances
- 10. General non-contributory minimum

# Financing systems for long-term benefits

- 1. Invalidity
- 2. Old-age
- 3. Survivors
- 4. Employment injuries and occupational diseases

# Table II: Health care

# Applicable statutory basis

#### **Basic principles**

# Field of application

- 1. Beneficiaries
- 2. Exemptions from the compulsory insurance
- 3. Voluntarily insured persons
- 4. Eligible dependants

#### **Conditions**

- 1. Qualifying period
- 2. Duration of benefits

# Organisation

- I. Doctors:
  - Approval
  - Remuneration
- 2. Hospitals

# **Benefits**

- I. Medical treatment:
  - Choice of doctor
  - Access to specialists
  - Payment of doctor
  - Patient's participation
  - Exemption or reduction of patient's participation
- 2. Hospitalisation:
- .. Hospitalisation.
  - Choice of hospital
  - Patient's participation
  - Exemption or reduction of patient's participation
- 3. Dental care:
  - Treatment
  - Dental prosthesis
- 4. Pharmaceutical products
- 5. Prosthesis, spectacles, hearing-aids
- 6. Other benefits

#### Table III: Sickness - Cash benefits

# Applicable statutory basis

# **Basic principles**

# Field of application

- 1. Beneficiaries
- 2. Membership ceiling
- 3. Exemptions from compulsory insurance

#### **MISSOC 2005**

# **Conditions**

- I. Proof of incapacity for work
- 2. Qualifying period
- Other conditions Waiting period

#### **Benefits**

- I. Benefits paid by employers
- Benefits of social protection
   Amount of the benefits
   Duration of benefits
   Special conditions for unemployed persons

Death grant
Other benefits

# Taxation and social contributions

- I. Taxation of cash benefits
- 2. Limit of income for tax relief or tax reduction
- 3. Social security contributions from benefits

# **Table IV: Maternity/Paternity**

# Applicable statutory basis

# **Basic principles**

### Field of application

- I. Benefits in kind
- 2. Cash benefits

#### **Conditions**

- I. Benefits in kind
- 2. Cash benefits

# **Benefits**

- 1. Benefits in kind
- Maternity leave
   Prior to and after confinement
   Continuation of payment by the employer
- 3. Cash benefits

#### Taxation and social contributions

- I. Taxation of cash benefits
- 2. Limit of income for tax relief or tax reduction
- 3. Social security contributions from benefits

# **Table V: Invalidity**

#### Applicable statutory basis

**Basic principles** 

Field of application

# **Exemptions from compulsory insurance**

Risk covered

**Definitions** 

#### **Conditions**

- 1. Minimum level of incapacity for work
- 2. Period for which cover is given
- 3. Minimum period of affiliation for entitlement

#### **Benefits**

- Determining factors for the amount of benefits
- Calculation method, pension formula or amounts
- 3. Reference earnings or calculation basis
- Non-contributory periods credited or taken into consideration
- Supplements for dependants Spouse Children
- 6. Minimum pension
- 7. Maximum pension
- 8. Other benefits Adjustment

Accumulation with other social security benefits

Accumulation with earnings from work

# Return to active life

- I. Rehabilitation, retraining
- Preferential employment of handicapped persons

# Taxation and social contributions

- 1. Taxation of pension benefits
- 2. Limit of income for tax relief or tax reduction
- 3. Social security contributions from pension

# Table VI: Old-Age

# Applicable statutory basis

**Basic principles** 



#### Detailed contents of Tables I to XII

# Field of application

# ${\bf Exemptions\ from\ compulsory\ insurance}$

#### **Conditions**

- I. Minimum period of membership
- 2. Conditions for drawing full pension
- Legal retirement age Standard pension Early pension Deferred pension

## **Benefits**

- I. Determining factors
- 2. Calculation method or pension formula
- 3. Reference earnings or calculation basis
- Non-contributory periods credited or taken into consideration
- Supplements for dependants Spouse/Children
- 6. Special supplements
- 7. Minimum pension
- 8. Maximum pension
- 9. Early pension
- 10. Deferment

Adjustment

Partial pension

Accumulation with earnings from work

# Taxation and social contributions

- 1. Taxation of pension benefits
- Limit of income for tax relief or tax reduction
- 3. Social security contributions from pension

# **Table VII: Survivors**

# Applicable statutory basis

#### **Basic principles**

# Field of application

# Exemptions from compulsory insurance Entitled persons

# Conditions

- I. Deceased insured person
- 2. Surviving spouse
- 3. Children
- 4. Other persons

#### **Benefits**

- I. Surviving spouse
- 2. Surviving spouse: remarriage
- 3. Orphan children
- 4. Other beneficiaries
- Maximum for all those entitled to benefits
- 6. Other benefits
- 7. Minimum pension
- 8. Maximum pension

#### Taxation and social contributions

- Taxation of cash benefits
- 2. Limit of income for tax relief or tax reduction
- 3. Social security contributions from benefits

# Table VIII: Employment injuries and occupational diseases

# Applicable statutory basis

# **Basic principles**

#### Field of application

- I. Beneficiaries
- Exemptions from the compulsory insurance
- Voluntarily insured persons

#### Risks covered

- I. Employment injuries
- 2. Travel between home and work
- 3. Occupational diseases

#### **Conditions**

- I. Employment injuries
- 2. Occupational diseases

# Benefits

I. Temporary incapacity:

Benefits in kind

Free choice of doctor or hospital

Payment of costs and contribution by

person involved

Duration of benefits

Cash benefits

Waiting period

Duration

Amount of the benefit

#### **MISSOC 2005**

2. Permanent incapacity

Minimum level of incapacity giving

entitlement to compensation

Fixing level of incapacity

Possibility of review

Basic earnings used for calculating annuity

Amount or formula

Supplements for dependants

Supplements for care by another person

Redemption

Accumulation with new earnings from work

Accumulation with other pensions

3. Death

Surviving spouse

Orphans

Dependent parents and other relatives

Maximum for all beneficiaries

Capital sum on death

- 4. Rehabilitation
- 5. Other benefits Adjustment

#### Taxation and social contributions

- 1. Taxation of cash benefits
- 2. Limit of income for tax relief or tax reduction
- 3. Social security contributions from benefits

# **Table IX: Family Benefits**

# Applicable statutory basis

# **Child benefit**

- I. Basic principles
- 2. Field of application: beneficiaries
- 3. Conditions

Residence of the child

Other conditions

- 4. Age limit
- 5. Benefits

Monthly amounts

Variation with income

Variation with age

# Child-raising allowances

- I. Basic principles
- 2. Field of application: beneficiaries
- 3. Conditions
- 4. Amounts of benefits

# Other benefits

- I. Birth and adoption grants
- 2. Childcare allowances
- 3. Allowance for single parents
- 4. Special allowances for handicapped children
- 5. Advance on maintenance payments
- 6. Other allowances

#### Special cases:

- I. Unemployed persons
- 2. Pensioners
- 3. Orphans
  - Adjustment

# Taxation and social contributions

- I. Taxation of cash benefits
- 2. Limit of income for tax relief or tax reduction
- 3. Social security contributions from benefits

# **Table X: Unemployment**

# Applicable statutory basis

# **Basic principles**

# Field of application

# Total unemployment

I. Conditions

Main conditions

Qualifying period

Means test

Waiting period

2. Benefits

Determining factors

Earnings taken as reference and ceiling

Rates of the benefits

Family supplements

Other supplements

Duration of payment

3. Sanctions

- Accumulation with other social security benefits
- 5. Accumulation with earnings from work

## Partial unemployment

- I. Definition
- 2. Conditions
- 3. Rates of the benefits
- 4. Sanctions
- Accumulation with other social security benefits
- 6. Accumulation with earnings from work



#### Detailed contents of Tables I to XII

# Benefits for older unemployed persons

- I. Measure
- 2. Conditions
- 3. Rates of the benefits
- Accumulation Adjustment

#### Taxation and social contributions

- I. Taxation of cash benefits
- 2. Limit of income for tax relief or tax reduction
- 3. Social security contributions from benefits

# Table XI: Guarantee of sufficient resources

# General non-contributory minimum: Designation

# Applicable statutory basis

# **Basic principles**

#### **Entitled persons/beneficiaries**

# **General conditions**

- I. Duration
- 2. Nationality
- 3. Residence
- 4. Age
- 5. Willingness to work
- 6. Exhaustion of other claims
- 7. Other conditions

#### **Guaranteed Minimum**

- I. Determination of the minimum
- 2. Level of determination
- Domestic unit for the calculation of resources
- 4. Resources taken into account

# **Guaranteed amounts**

- Categories
- 2. Specific supplements and single benefits
- 3. Guaranteed minimum and family allowances
- 4. Examples
- Relations between the amounts Recovery Indexation

# Taxation and social contributions

- I. Taxation of cash benefits
- 2. Limit of income for tax relief or tax reduction

 Social security contributions from benefits Measures stimulating social and professional integration

#### **Associated rights**

- I. Health
- 2. Housing and heating

# Other specific non-contributory minima:

- I. Old-age
  - I. Designation
  - 2. Principle
  - 3. Main conditions of eligibility
  - 4. Amount payable
- II. Invalidity
  - I. Designation
  - 2. Principle
  - 3. Main conditions of eligibility
  - 4. Amount payable
- III. Other specific non-contributory minima

# Table XII: Long-term care

#### Applicable statutory basis

**Basic principles** 

Risk covered

**Definition** 

#### Field of application

# **Conditions**

- I. Age
- 2. Qualifying period

#### Benefits in kind

- I. Home care
- 2. Semi-stationary care
- 3. Nursing home care
- 4. Other benefits

# **Cash benefits**

- I. Home care
- 2. Semi stationary care
- 3. Nursing home care
- 4. Other benefits

Participation of the beneficiary

Accumulation

Taxation



MISSOC correspondents and secretariat

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