

Social Insurance of Switzerland

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Pension Fund Experts

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The Three-Column Principle

In Switzerland, provision for old age, disability and death is taking place on several levels, and in the context of various interrelated social insurance systems.

1st column

Mandatory old-age, survivors' and disability insurance (AHV and IV). These two insurances cover the basic subsistence needs of the insured persons in old age or in the event of disability. In case of death, the insurances pay benefits to survivors.

Since in practice actual pensions often fall short of this goal, the government provides supplementary benefits, i. e. need-based additional allowances to recipients of AHV and IV benefits. AHV and IV are general pension schemes for anybody residing or working in Switzerland.

2nd column

Industrial insurances (employee pension funds) aim to maintain the recipients' accustomed standard of living. The law (BVG) requires minimum contributions to the employer's pension scheme to be withheld from income, up to a specific ceiling.

In practice, many companies offer more comprehensive pension schemes since the mandatory minimum amounts do not suffice to achieve the target level of benefits.

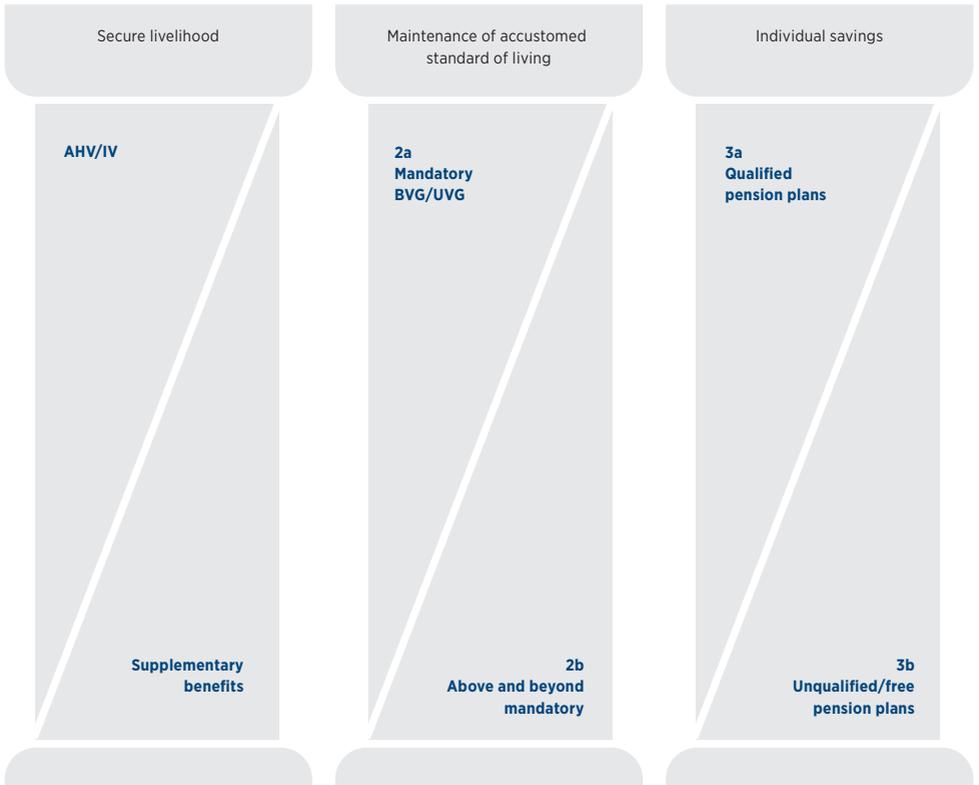
3rd column

To supplement the government's pension schemes, individual investment in private savings plans offered by banks or insurance companies is encouraged. Incentives include tax deductibility of contributions to so-called qualified savings plans, i. e. where funds cannot be accessed freely (column 3a).

1st column
Governmental
pension scheme

2nd column
Industrial
pension scheme

3rd column
Private pension
provisions



Old-Age and Survivors' Insurance

AHV/IV pensions are adjusted at two-yearly intervals to the trend of the mixed index which corresponds to the arithmetical mean of the Wage and Price Indexes. The Federal Council decided to adjust the AHV and IV pensions and the minimum living allowance under supplementary benefits on 1 January 2015. The next adjustment is scheduled for 1 January 2017.

Purpose

To secure the minimum subsistence needs of the elderly as well as surviving dependents.

Persons insured

All persons residing or working in Switzerland as well as (in special cases) individuals who are working abroad for a Swiss employer.

Basis for determining contributions

Employees

Total earned income (= all salaries and wages from employment). The employer settles contributions directly with the social security authorities.

Contributions may optionally be made on small items of income of up to CHF 2300 annually (not applicable to domestic staff). For persons up to the age of 25 inclusive, contributions will only be deducted on request if the annual income does not exceed CHF 750 ("pocket money jobs").

Self-employed persons

Income from self-employment less the deductions prescribed by law. The contributions shall be calculated on the basis of the current income in the contribution year.

Employed AHV pensioners

AHV pensioners in active employment only pay contributions on that part of their earned income which exceeds CHF 1400 per month or CHF 16'800 per year per employer. Any income above this limit is subject to AHV, IV and EO, but not ALV deductions.

Unemployed persons

The level of the contributions is calculated on the basis of the current pension income and the assets in the current contribution year. Women over 64 and men over 65 are exempt. For unemployed married persons contributions are considered paid if the wage-earning spouse pays at least double the minimum amount.

Education and care credits

Education and care credits are also imputed for pension calculation purposes. These credits constitute supplements to the pensionable income, but are not direct cash benefits. The claim to care credits must be made annually.

Financing/Contributions

Contributions to AHV, IV and EO are levied collectively and remitted as a single amount.

Employees

AHV	8.40%
IV	1.40%
EO	0.45% (until 31. 12. 2020)
Total	10.25%

Contributions to AHV, IV and EO are shared equally by employer and employee (5.125 % each).

Self-employed persons

AHV	7.80%
IV	1.40%
EO	0.45% (until 31. 12. 2020)
Total	9.65%

For earned income

- from CHF 56'400 to CHF 9400 a declining scale from 9.155 % to 5.196 % is applied, subject to a minimum of CHF 478.
- below CHF 9400 minimum CHF 478 (AHV, IV, EO).

Unemployed persons

Contributions to AHV, IV and EO depending on assets and pension income (in CHF/year): minimum CHF 478, maximum CHF 23'900.

Public sources

In 2014, around 24.9% of annual revenues were financed by the public authorities. This amount consists of subventions from the federal and cantonal authorities, levies on value-added-tax revenue and money raised by the casino tax.

Insurance benefits (selection)

Annual ordinary pensions for insured parties with a full contribution period from age 64 (women) or from age 65 (men).

Pension type	Min. CHF	Max. CHF
old-age pension	14'100	28'200
both pensions of a married couple		42'300
widow's and widower's pension	11'280	22'560
orphan's and child's pension	5640	11'280
full orphan's and double child's pension	8460	16'920
allowance for incapacitation minor/medium/severe	2820/7056/11'280	

Anticipated withdrawal or deferment of the retirement pension

In the context of flexible retirement women and men can draw their retirement pension

- 1 or 2 full years earlier (no individual months possible), or
- defer the withdrawal of the pension for 1 to 5 years at maximum.

The reduction for early drawing of the retirement pension is 6.8% for one year and 13.6% for two years. Upon deferment of the withdrawal the pension is increased by a monthly supplement (max. 31.5%). During the deferment, the pension may be taken, i. e. drawn, at any time by the beneficiary.

Predictions

Retirement benefits 2020: The Council of States is the first Council to have discussed the reform. The timing of entry into force depends on the progress of the parliamentary debate and is unlikely to occur before 2019.

Disability Insurance

Purpose	(Re-)Integration of the insured persons into the work-force, securing the minimum living requirements of the disabled and their dependents.
Persons insured	See AHV (page 3).
Basis for determining contributions	See AHV (page 3).
Financing/Contributions	See AHV (page 4). In addition, considerable payments from the government.
Insurance benefits (selection)	<p>Integration measures Medical and occupational measures (including occupational advice, initial occupational training, retraining, job finding, capital assistance), integration measures for induction into an occupation, provision of aid. Participants in integration measures are entitled to daily allowances.</p> <p>Disability pension, disability child benefits 100 % disability pension in CHF: min. 14'100, max. 28'200; disability child benefit 40%.</p>

Degree of disability	Entitlement to
min. 40 %	quarter pension
min. 50 %	half pension
min. 60 %	three-quarters pension
min. 70 %	full pension

Compensation for totally incapacitated persons living in their own household

minor disability	CHF 5640 annual pension
medium disability	CHF 14'100 annual pension
severe disability	CHF 22'560 annual pension

Compensation for totally incapacitated persons living in a care home

minor disability	CHF 1416 annual pension
medium disability	CHF 3528 annual pension
severe disability	CHF 5640 annual pension

Supplement for intensive care service at home for disabled minors

min. 4 hours	CHF 5640 annual pension
min. 6 hours	CHF 11'280 annual pension
min. 8 hours	CHF 16'920 annual pension

Assistance contribution

hourly rate	CHF 32.90
hourly rate, for special care	CHF 49.40
maximum per night	CHF 87.80

AHV and IV Supplementary Benefits

Purpose

To cover the living requirements of Swiss residents receiving AHV and IV benefits.

Insurance benefits

Pecuniary benefits

Annual supplementary benefits equivalent to the difference between spending recognised by law and imputable income.

Within the framework of recognised expenditure, in the case of persons living at home the vital minimum is as follows:

for single persons	CHF 19'290
for married couples	CHF 28'935
for orphans	CHF 10'080
for the first two children, each	CHF 10'080
for two further children, each	CHF 6720
for each further child	CHF 3360

In general, these limit values are increased by the amount of the cantonal average basic health insurance premium.

Benefits in kind

Reimbursement of illness and disability costs to the extent that these are not already covered by an insurance.

Financing/Contributions

Supplementary benefits are financed by the federal and cantonal authorities.

Disbursement

Disbursement of supplementary benefits is handled by the cantons. Registration for benefit payments is made at the branch of the cantonal equalisation scheme at the place of residence (except for ZH canton: local authority offices; BS canton: Amt für Sozialbeiträge; GE canton: Office cantonal des personnes âgées).

Predictions

According to an explanatory statement by the Federal Council, persons drawing AHV or IV supplementary benefits should receive more money for home rental. In addition, the maximum amounts (maximum rental sum) will probably differ in future, depending on the region in which the beneficiary resides. The National Council as the first Council to be consulted decided to examine the proposal and discuss it ahead of the forthcoming reform of supplementary benefits. The timing of entry into force depends on the progress of the parliamentary debate and is unlikely to occur before 2017.

Occupational Old-Age, Survivors' and Disability Benefit Plan

The minimum interest rate for the year 2016 is 1.25%. For termination benefits, interest on arrears is charged at the rate of 2.25%.

Purpose

To secure the accustomed standard of living (in conjunction with benefits from AHV/IV). BVG requirements constitute the legally stipulated minimum benefits (column 2a). In practice, more comprehensive pension plans are offered (column 2b).

Persons insured

Mandatory

- Employees with annual wages of over CHF 21'150 (only for risk of death or disability for 18- to 24-year-olds, also for old-age benefits in the case of individuals older than 24).
- Unemployed persons with a daily allowance of at least CHF 81.20 are insured for the risks of death and disability.

Voluntary

Self-employed individuals and employees who are not obliged to contribute to the scheme.

Basis for determining contributions

Coordinated annual wages = insured wages (corresponds to AHV wages less coordination deduction of CHF 24'675).

AHV wages which have to be considered

lower limit	CHF 21'150
upper limit	CHF 84'600

Coordinated wages

lower limit	CHF 3525
upper limit	CHF 59'925

For unemployed persons: daily remuneration which has to be considered

lower limit	CHF 81.20
upper limit	CHF 324.90

Coordination deduction from daily remuneration	CHF 94.75
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Coordinated daily remuneration

lower limit	CHF 13.55
upper limit	CHF 230.15

Financing/Contributions

The mandatory employee old-age pension is financed by contributions from the insured and his or her employer. The law does not stipulate specific contribution rates, but only the amount of savings to be credited to the insured persons' pension accounts. At the time of retirement the savings capital is used to finance pension benefits. The employer pays at least half of the total contributions. Depending on the individual pension fund regulations, uniform or age-related contributions may be levied.

Age	Credits to pension savings accounts in % of the insured wages
25 to 34	7.0%
35 to 44	10.0%
45 to 54	15.0%
55 to 64/65	18.0%

The BVG contribution for unemployed persons is 2.5 % of the coordinated daily wage and is payable in equal shares by the unemployed person and by the unemployment insurance fund.

Contributions for risk coverage, security fund and administrative expenses together amount to a total of between 3 % and 4 % of the insured wages. Total contributions: on average around 16 % of the insured wages or around 10 % of the AHV wages. Individual contributions depend on the age of the insured person and on the regulation of the occupational benefits scheme.

Insurance benefits

Old-age pension

6.8 % of the retirement savings existing for the insured person at the time when his or her entitlement begins.

Disability benefits

6.8 % of the savings capital available at the beginning of the insured person's pension eligibility, as well as the credits for the years missing until age 64 (women) respectively 65 (men), without interest, based on the insured wages at the time the disability occurred.

Spouse's pension

60 % of the old-age or full disability pension. A registered partner of either gender is treated in the same way as a widower or a widow.

Child's and orphan's pension

Children of retired, disabled or deceased insured individuals receive a pension amounting to 20 % of the old-age or disability pension.

Form of benefits

Old-age, survivors' and disability benefits are generally paid out in the form of pensions. The insured person may ask for one quarter of his or her retirement savings to be paid out as a single lump sum.

Cost of living adjustment

No first adjustment of the survivors and disability pensions introduced in 2012 as the September 2015 index is lower than the corresponding index for September 2012. The next adjustment will not take place before 1.1.2017 at the earliest (for pensions that have been paid since 2012 or earlier).

Home ownership subsidy

Federal legislation on home ownership financing through employee pension plans stipulates that insured individuals may withdraw parts of their termination benefits to purchase a home. Similarly, for the same purpose they may pledge that amount or their claim to pension benefits. If an insured individual withdraws parts of his or her termination benefits, the pension benefit claim is reduced accordingly.

Termination benefit

Upon change of employment the savings capital will be transferred to the new employer's pension fund. The termination benefit falls due when the person concerned leaves the pension fund. From that time onwards, it will bear interest at the minimum rate stipulated in BVG (1.25 %). If the pension fund fails to transfer the termination benefit within 30 days of receiving the necessary information, the sum concerned will bear interest on arrears from that date onwards as stipulated in Art. 7 FZV (2.25 %).

Divorce

Equal split of the termination benefits which were vested during the marriage or registered partnership.

Purchase in column 2b

The purchase conditions provide for the inclusion of any capital sum saved in column 3a for the purpose of calculation of the maximum possible purchase. A calculation must be made in every case to determine whether the savings capital in column 3a exceeds the maximum permitted value assigned to the particular year of birth of the insured person (see table below). The excess sum will be deducted from the possible purchase (see also Art. 60a BVV 2). The maximum permitted 3a savings capital amounts are:

Year of birth	Status on 31 December 2015	Status on 31 December 2016
1962 and earlier	242'717	252'519
1963	232'842	242'521
1964	222'951	232'506
1965	213'440	222'876
1966	203'685	212'999
1967	194'305	203'502
1968	184'159	193'229
1969	173'970	182'913
1970	164'173	172'993
1971	154'452	163'151
1972	145'105	153'686
1973	135'885	144'352
1974	127'020	135'376
1975	118'410	126'658
1976	110'131	118'276
1977	101'973	110'015
1978	94'128	102'072
1979	86'345	94'193
1980	78'734	86'487
1981	71'169	78'826
1982	63'787	71'352
1983	56'385	63'857
1984	49'180	56'563
1985	41'894	49'186
1986	34'751	41'953
1987	27'624	34'737
1988	20'602	27'627
1989	13'625	20'563
1990	6768	13'621
1991	0	6768

The values are to be interpolated when calculations are made for less than a full year.

Where purchases have been made, the resulting benefits cannot be drawn as a capital sum within the next three years. Early drawings made for home ownership purposes must be repaid before voluntary purchases can be effected. The purchase limitations stipulated in Art. 60b BVV 2 must also be respected.

Predictions

Retirement pension 2020: a reduction of the conversion rate to 6,0%, adjustments to the coordination sum and the maximum amounts of the insured salary are proposed. Entry into force: not before 2019. Compensation of benefits upon divorce: likely to take effect in mid-2016.

Column 3a (Qualified Fiscally Privileged Pension Schemes)

Purpose

Encouragement of investment in private savings plans in addition to the first two columns. Up to a certain amount contributions to column 3a can be deducted from the taxable income.

Saving schemes

Bank savings and insurance policies. The maximum annual deduction is:

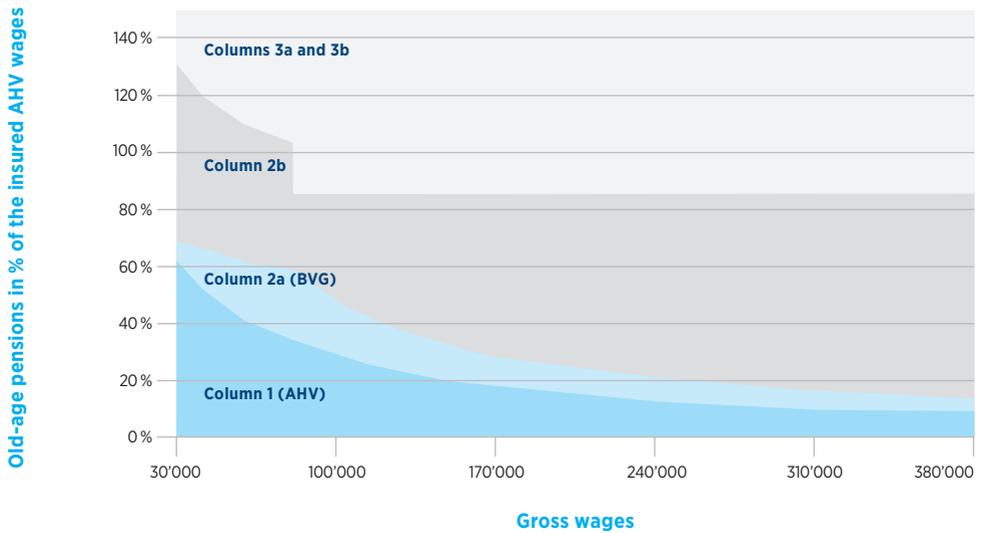
Assessment year	Normal deduction (with 2nd column)	Self-employed persons (without 2nd column)
	CHF	20% of earned income, but a maximum of CHF
1990	4608	23'040
1991	4608	23'040
1992	5184	25'920
1993	5414	27'072
1994	5414	27'072
1995	5587	27'936
1996	5587	27'936
1997	5731	28'656
1998	5731	28'656
1999	5789	28'944
2000	5789	28'944
2001	5933	29'664
2002	5933	29'664
2003	6077	30'384
2004	6077	30'384
2005	6192	30'960
2006	6192	30'960
2007	6365	31'824
2008	6365	31'824
2009	6566	32'832
2010	6566	32'832
2011	6682	33'408
2012	6682	33'408
2013	6739	33'696
2014	6739	33'696
2015	6768	33'840
2016	6768	33'840

This deduction can be applied to both the direct federal tax and the cantonal income tax.

If gainful activity continues beyond the ordinary AHV retirement age, benefit savings may at the same time also continue in column 3a.

The continuation of benefit savings is permitted for a maximum of five years beyond the ordinary retirement age.

Interplay of the three columns (old-age pensions)



The graph above shows the old-age pension in consideration of the principle of adequacy in column 2b.

Unemployment Insurance (ALV) and Insolvency Compensation

Purpose	Appropriate compensation for loss of earnings, prevention of threatened unemployment and measures against existing unemployment, together with promotion of integration into the labour market.
Persons insured	All employees liable for AHV contributions up to ages 64 (women) and 65 (men) as well as certain non-wage-earning individuals.
Basis for determining contributions	<ul style="list-style-type: none"> - Regular contribution: earnings liable for AHV, subject to a maximum of CHF 148'200. - Solidarity contribution: income components above CHF 148'200.
Insured wages	Earnings liable for AHV, subject to a maximum of CHF 148'200. Earnings on which the solidarity contribution is levied and earnings from labour market measures financed by the public authorities are not insured.
Financing/Contributions	2.2% of earnings subject to AHV each year up to CHF 148'200 and 1% of the income components above CHF 148'200 of earnings subject to AHV (solidarity contribution); one half of the contribution is payable by the employer and the other half by the employee. The insurance is also financed by income earned on the assets of the equalisation fund. In addition, the federal authorities contribute to the costs of intermediation and labour market measures.
Persons exempt from contribution	<ul style="list-style-type: none"> - Members of a farmer's family working on the farm, who are considered self-employed for purposes of family benefits. - Women and men after the beginning of the month following completion of their 64th respectively 65th year of age. - Employers for continued payments of wages to the above persons. - Unemployed persons who receive an unemployment allowance and the unemployment scheme for the corresponding employer's share.

Insurance benefits

Unemployment compensation

Amount:

- (Full) daily allowance of 80 % of the insured wage, together with children's and training allowances, provided that there is not already another entitlement to allowances for the child.
- Daily allowance of 70 % for insured persons without children up to the age of 25, non-disabled insured persons and insured persons with a full daily allowance in excess of CHF 140.

Duration:

- Max. 200 daily allowances (DA) (contribution period of not less than 12 months, below the age of 25, no children).
- Max. 260 DA (min. 12 months contribution period, above the age of 25).
- Max. 400 DA (min. 18 months contribution period).
- Max. 520 DA (min. 22 months contribution period and over the age of 55 or drawing an IV pension with IV degree of more than 40 %).
- Max. 90 DA (exempt from contributions).

Waiting times: 0-120 days.

Short-time employment compensation

80 % of the imputable loss of earnings for a maximum of 12 accounting periods within 2 years.

Bad-weather compensation

80 % of imputable loss of earnings for a maximum of 6 accounting periods within 2 years.

Insolvency compensation

Wages due for the last four months of employment, before bankruptcy, together with any wage entitlement for work done after opening of bankruptcy proceedings, subject, however, to a maximum of CHF 12'350 per month.

Labour market measures

- Educational measures (courses).
- Employment measures, including refund of costs to the organisers of employment measures.
- Special measures (induction subventions, commuting costs and contribution to weekly subsistence costs, training subventions, promotion of self-employment).

Compensation for Temporary Loss of Income/Maternity Insurance

Purpose Partial cover of loss of earning e.g. during military, civil defence and civilian service (compensation for loss of earning, EO) and maternity (maternity benefits).

Persons insured See AHV (page 3).

Financing/Contributions Contributions (basis: AHV) and resources from the equalisation fund under the EO. The contribution on earned income is 0.45 %. Contributions are levied on a diminishing scale. Persons who are not in active employment pay a contribution of between CHF 21 and CHF 1050 per year.

Beneficiaries

Maternity allowance

- Women who are in employment, self-employed or unemployed at the time of childbirth.
- Women who draw daily allowances for incapacity due to illness, accident or disability at the time of childbirth.
- Women who are in an employment relationship at the time of childbirth but do not receive any continuing wages or daily allowances because their entitlement has been used up.

Insurance benefits

Basic allowance (irrespective of civil status and employment activity) in CHF/day:

employed persons (E)	62-196	
E attending promotion courses	111-196	
non-active employees (NE)	62	
NE attending promotion courses	111	
long-service participants in basic training	62	
long-service participants outside basic training		see E/NE
long-service cadres in basic training	62	
long-service cadres outside basic training	91	minimum, see E/NE
children's allowances (in CHF per child)	20	
total allowance E/NE (max. in CHF/day):	245/123	(172 for promotion courses)
supplement for care costs (in CHF/day)	20-67	effective costs
business supplement (in CHF/day)	67	

Maternity allowance

- Duration: for 14 weeks (98 days) after childbirth.
- Amount of daily allowance: 80 % of average income from gainful employment prior to childbirth, max. CHF 196/day.

Military Insurance

The Military insurance pensions were adjusted to the trend of earnings and prices on 1 January 2015 (+1.0% or +0.8% for insured persons who have not reached the AHV retirement age). The next adjustment will not take place until 1 January 2017 at the earliest.

Purpose	Liability for bodily and mental injuries of the insured and for the immediate economic consequences of such injuries.
Persons insured	Individuals who provide personal services for the Federation in the area of security or peacekeeping. The following are insured: military and civilian service, together with civil defence service, missions for the Swiss Humanitarian Aid Unit, peacekeeping actions and Good Offices of the Confederation.
Financing/Contributions	The costs are borne by the federal authorities to the extent that they are not covered by premiums paid by insured persons and recovered income.
Insured wages	Wages on which AHV contributions are based, up to a maximum of CHF 150'918 per year.
Insurance benefits (selection)	<p>Key material benefits:</p> <ul style="list-style-type: none"> - Medical treatment (outpatients, hospital inpatients and part inpatients). - Aid devices. - Incorporation measures. - Travel and rescue costs. <p>Key pecuniary benefits:</p> <ul style="list-style-type: none"> - Daily allowances in the event of incapacitation from work (80% of insured wages). - IV pension (for complete disability max. 80% of insured wages). - Survivors' benefits (as percentage of insured wages): spouse's pension (40); pension for divorced spouse (20); pension for orphans of one parent (15); pension for orphans of both parents (25); parental pension (max. 20 each). - Pension for loss of integrity: depending on severity of loss as percentage of annual pension rate (current basic rate CHF 20'940).
Predictions	In October 2010, the Federal Council took note of the report on the outcomes of the consultation on the revision of the federal law in military insurance (MVG) and decided to suspend the revision of the MVG until Parliament has approved the revision of the federal law on accident insurance (UVG).

Accident Insurance

Purpose	Compensation for the economic consequences of occupational accidents, occupational illnesses and non-occupational accidents; also accident prevention.
Persons insured	<p>Mandatory Occupational accidents: all employees working in Switzerland. Non-occupational accidents: all employees working in Switzerland with a weekly working time of at least 8 hours with the same employer.</p> <p>Voluntary Self-employed individuals and family members working in the family business.</p>
Basis for determining contributions	Wages subject to AHV, up to a maximum of CHF 148'200 per annum, CHF 12'350 per month, or CHF 406 per calendar day.
Insured wages	Wages subject to AHV, up to a maximum of CHF 148'200 per annum.
Financing/Premiums	<p>Occupational accident insurance Payable by the employer: amount of the premiums depending on the risk (branch of the economy) concerned.</p> <p>Insurance for non-occupational accidents Charged as a rule to the employees: the premium sum depends on the branch of the economy.</p>
Insurance benefits (selection)	<p>Key material benefits:</p> <ul style="list-style-type: none"> - Medical treatment (outpatients and inpatients). - Aid devices. - Travel, transport and rescue costs. <p>Key pecuniary benefits (save where otherwise stated as percentage of insured wages):</p> <ul style="list-style-type: none"> - Daily allowances (max. 80). - IV pension (for complete disability max. 80) or settlement. - Survivors' benefits: pension or settlement for the spouse (pension: 40) and divorced spouse (pension: 20); pensions for orphans of one parent (15); pension for orphans of two parents (25). - Compensation for incapacitation: monthly CHF 812 to CHF 2436. - Allowance for damage to integrity: depending on severity of damage max. CHF 148'200.
Predictions	The proposal for an amendment of the Federal Accident Insurance Act has been adopted by both Councils (prevention of excess compensation, coordination with occupational benefits and placing the accident insurance for unemployed persons on a firm basis). The time limit for a referendum is 14 January 2016.

Health Insurance

According to the Federal Office of Public Health (BAG), premiums for compulsory health insurance will rise on average by 4.0% for adults in 2016. The BAG website (www.priminfo.ch) provides a premium calculator to compare all the approved basic insurance premiums which are available.

Purpose	Coverage of treatment costs for illnesses, accidents (in excess of accident insurance coverage), as well as pregnancy.
Persons insured	All persons residing or working in Switzerland.
Financing/Contributions	<p>Contributions of the insured</p> <p>Every health insurance scheme is required to levy the same premiums from all individuals residing in the same canton and premium area. The federal and cantonal authorities pay contributions to reduce the premiums of insured persons in modest economic circumstances.</p> <p>Cost sharing</p> <p>Deductible: fixed annual amount payable by the insured in case of a claim. The law requires a deductible of at least CHF 300 for adults. Deductibles of CHF 500, 1000, 1500, 2000 and 2500 may be elected. Retention: 10% of the costs exceeding the deductible up to a maximum of CHF 700.</p>
Premium reductions through	<ul style="list-style-type: none"> - Election of a higher deductible. - Reduced choice of physicians and hospitals through affiliation with an HMO insurance or a primary physician care model. - Exemption from accident coverage for persons adequately insured according to UVG.
Insurance benefits (selection)	<ul style="list-style-type: none"> - Medical and chiropractic treatments; complementary medicine treatments (provisionally from 1 January 2012 to 31 December 2017). - Preventive measures. - Special treatments during pregnancy. - Dental treatments (very limited). - Contribution to cost of transportation and salvage cost. - Analyses and medicines.
Predictions	The Health Insurance Ordinance (KVV) is due to be amended with effect from 1 January 2017 in that the number of elective excesses and premium discounts will be reduced.

Family Benefits

Purpose	Partial equalisation of the financial burden for one or more children.
Entitled persons	Persons who are compulsorily insured with AHV and persons who are employed by an employer who must pay AHV contributions.
Minimum rates	<p>Pursuant to the Federal Law on Family Allowances (FamZG, in force since 1 January 2009) the following minimum monthly allowances per child will be paid in every canton:</p> <ul style="list-style-type: none">- a child allowance of CHF 200 for children up to the age of 16.- an education allowance of CHF 250 for children aged between 16 and 25.
Family allowances in agriculture	Agricultural employees: family allowances equivalent at least to FamZG provision and household allowance CHF 100/month. Full-time and part-time self-employed farmers/full-time self-employed alpine farmers: family allowances equivalent at least to FamZG.
Cantonal family allowances	The cantonal rates for the allowances payable in 2016 can be consulted on the Federal Social Insurance Office's website (www.bsv.admin.ch/themen/zulagen).

General Part of the Social Insurance Legislation (ATSG)

The ATSG unifies concepts and procedures within the framework of social insurance law (with the exception of occupational benefits), coordinates benefits and regulates redress against third parties. This law stipulates in particular that a registered same-sex partnership is to be equated with marriage, the dissolution of a partnership by the courts with divorce and the surviving person with a widow or widower upon the death of his or her partner. This law is applicable if and to the extent that the individual social insurance laws so provide.

Bilateral Agreements

The agreement on freedom of movement between Switzerland and the European Community was not extended to the new Member State Croatia when the European Union was enlarged on 1 July 2013. Regulations (EC) No. 883/2004 and No. 987/2009 therefore do not apply to relations between Switzerland and Croatia.

The facilitation of access for Croatian citizens to the Swiss labour market from 1 July 2014 therefore does not change bilateral relations in the field of social security in any way. The existing social insurance agreement between Switzerland and Croatia will remain in force until the agreement on freedom of movement is extended.

Overview of the Social Insurances

	Insured wages	Contributions	Benefits
AHVG	With influence on pension amount: up to a max. of CHF 84'600 Mandatory contribution: unlimited	Employees 8.4 % Self-employed individuals 7.8 %	Retirement pensions, supplementary pensions, children's pensions, widows' and widowers' pensions, orphans' pensions, incapacitation allowance, aid devices
IVG	Same as AHV	Employees 1.4 % Self-employed individuals 1.4 %	Incorporation measures, disability, supplementary and children's pensions, allowance for helpless persons, assistance contribution
ELG			Need-based contributions in addition to AHV and IV benefits
BVG	AHV wages less CHF 24'675, minimum CHF 3525	Depending on the pension fund regulation	Retirement benefits, spouse's, orphan's and disability pensions, pensions for the children of retired and disabled persons
AVIG	Earnings subject to AHV, up to a maximum of CHF 148'200	2.2% for wage components up to CHF 148'200; 1% for wage components above CHF 148'201 (solidarity contribution)	Unemployment, short-time employment, bad-weather and insolvency compensation, labour market measures, advice and placement
EOG	Same as AHV and IV	Employees 0.45 % Self-employed individuals 0.45 % (until 31 December 2020)	Daily allowances (for EO: including children's allowances) and for EO: allowance for care costs, business supplements
MVG	Maximum CHF 150'918	Federation, where not covered by insurance premiums and recovered income	Benefits in kind (e. g. medical treatment, aid devices), pecuniary benefits (e. g. daily allowances in the event of incapacitation, survivors' benefits, pensions for disability and loss of integrity)
UVG	Maximum CHF 148'200	Depending on economic sector and risk level of the company	Benefits in kind (e. g. medical treatment, aid devices), pecuniary benefits (e. g. daily allowances, survivors' benefits, disability pension, compensation for helpless persons and loss of integrity)
KVG		Per capita contributions depending on insurance provider, canton and area of residence	Coverage of treatment and care-taking costs
FamZG/ FLG		Based on cantonal rates	Children's and education allowances, where applicable birth and adoption allowances, household allowance (agriculture)

Legal Sources

AHVG	Federal law on old-age and survivors' insurance	20.12.1946
IVG	Federal law on disability insurance	19.06.1959
ELG	Federal law on old-age and survivors' insurance and disability insurance supplementary benefits	06.10.2006
BVG	Federal law on employee old-age, survivors' and workmen's compensation insurance	25.06.1982
FZG	Federal law regarding pension cash surrender values of the employee old-age, survivors', and workmen's compensation insurance	17.12.1993
BVV 2	Ordinance by the Federal Parliament on employee old-age, survivors' and workmen's compensation insurance	18.04.1984
BVV 3	Ordinance by the Federal Parliament on tax deductibility of contributions to qualified pension schemes	13.11.1985
AViG	Federal law on mandatory unemployment insurance and insolvency compensation	25.06.1982
EOG	Federal law on compensation for loss of income for persons performing service and in the event of maternity	25.09.1952
MVG	Federal law on military insurance	19.06.1992
UVG	Federal law on accident insurance	20.03.1981
KVG	Federal law on health insurance	18.03.1994
ATSG	Federal law on the general part of the social insurance legislation	06.10.2000
PartG	Federal law on the registered partnership of same-sex couples	18.06.2004
FamZG	Federal law on family benefits Cantonal laws on family benefits	24.03.2006
FLG	Federal law on family allowances in agriculture	20.06.1952

Libera is a leading Swiss provider of consultancy and management services for occupational benefit schemes. Its core tasks include activity as experts and actuarial advice, legal consultancy, pension fund management, technical and administrative management, finance and securities bookkeeping, accountancy in compliance with international accounting standards and investment consulting.

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