

# Overview of compulsory social insurance

Social benefits in Switzerland  
Status as of 01.01.2024



Insurance	Persons subject to compulsory insurance	Benefits					Financing														
		Qualifying salary	Retirement benefits*	Survivors' benefits*	Permanent earning disability*	Temporary loss of earnings	Applicable salary	Employee contributions	Employer contributions												
<b>OASI/IV/LEC:</b> Federal Act on • Old-age and Survivors' Insurance (in force since 01.01.1948) • Invalidity Insurance (in force since 01.01.1960) • Loss of Earnings Compensation Scheme (in force since 01.01.1953)	<ul style="list-style-type: none"> <li>All persons living or working in Switzerland</li> </ul>	<ul style="list-style-type: none"> <li>Maximum pensionable salary CHF 88,200</li> </ul>	<ul style="list-style-type: none"> <li>Single retirement pension<sup>1</sup>: Minimum CHF 14,700 Maximum CHF 29,400</li> <li>The exact amount depends on the average pensionable salary and the contribution period</li> <li>Married couple: 2 single pensions, combined equalling up to 150 % of the maximum single retirement pension</li> <li>Children's pension: 40 % of the retirement pension</li> </ul>	<ul style="list-style-type: none"> <li>Widow's pension / widower's pension / pension for registered partner: 80 % of the single retirement pension</li> <li>Orphan's pension: 40 % of the single retirement pension</li> <li>Full orphan's pension: 60 % of the single retirement pension</li> </ul>	<table border="1"> <tr> <th>Disability level</th> <th>Disability pension</th> </tr> <tr> <td>40 %</td> <td>25 %</td> </tr> <tr> <td>41–49 %</td> <td>25 % +2.5 % per percentage point of level of disability</td> </tr> <tr> <td>50–69 %</td> <td>Corresponds to level of disability</td> </tr> <tr> <td>≥ 70 %</td> <td>Full pension</td> </tr> </table> <ul style="list-style-type: none"> <li>Amount of individual pension: Calculation as for retirement pension</li> <li>Children's pension: 40 % of single pension</li> </ul>	Disability level	Disability pension	40 %	25 %	41–49 %	25 % +2.5 % per percentage point of level of disability	50–69 %	Corresponds to level of disability	≥ 70 %	Full pension	<ul style="list-style-type: none"> <li>IV: Daily allowance for the duration of integration measures</li> <li>Amount: depending on salary, number of children</li> </ul>	<ul style="list-style-type: none"> <li>Gross salary without family and child allowances</li> </ul>	<ul style="list-style-type: none"> <li>OASI: 4.35 %</li> <li>IV: 0.70 %</li> <li>LEC: 0.25 %</li> <li>Special rates and provisions for the self-employed, non-employed persons and old-age pensioners</li> <li>Widows, widowers, spouses and registered partners who are not gainfully employed are liable to pay contributions</li> </ul>	<ul style="list-style-type: none"> <li>OASI: 4.35 %</li> <li>IV: 0.70 %</li> <li>LEC: 0.25 %</li> <li>Special rates and provisions for the self-employed, non-employed persons and old-age pensioners</li> </ul>		
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<b>AIA:</b> Federal Act on Accident Insurance • in force since 01.01.1984	<ul style="list-style-type: none"> <li>All employees working in Switzerland</li> <li>Employees who work less than 8 hours per week: Insurance for occupational accidents only</li> <li>All others: Insurance for occupational and non-occupational accidents</li> </ul>	<ul style="list-style-type: none"> <li>Annual salary on which OASI contributions are due, maximum CHF 148,200</li> </ul>		<ul style="list-style-type: none"> <li>Widows, widowers, registered partners: lump-sum payment or pension in the amount of 40 % of the insured salary</li> <li>Orphan's pension: 15 %, full orphan's pension: 25 % of insured salary</li> <li>Together with OASI benefits LAI benefits may not exceed 90 % of the insured salary</li> </ul>	<ul style="list-style-type: none"> <li>Full disability: disability pension amounting to 80 % of insured salary</li> <li>Partial disability: Reduction according to the degree of disability</li> <li>Allowance for physical or mental impairment and attendance allowance</li> <li>Together with IV benefits LAI benefits may not exceed 90 % of the insured salary</li> </ul>	<ul style="list-style-type: none"> <li>Daily allowance amounting to 80 % of insured earnings starting from the 3<sup>rd</sup> day after the accident continuing until such time as full capacity to work is regained, or until start of pension or death</li> </ul>	<ul style="list-style-type: none"> <li>Same as qualifying salary</li> </ul>	<ul style="list-style-type: none"> <li>Premium for non-occupational accident insurance, staggered according to risk classes and subclasses</li> </ul>	<ul style="list-style-type: none"> <li>Premium for occupational accident insurance, staggered according to risk classes and risk levels</li> </ul>												
<b>LOB:</b> Federal Law on the Occupational Old-Age, Survivors' and Disability Benefit Plans • in force since 01.01.1985	<ul style="list-style-type: none"> <li>All employees with a salary subject to OASI contributions of at least CHF 22,050; for risk of death and disability from 1 January of the year in which they turn 17; for retirement provision from 1 January of the year after the year in which they turn 24</li> </ul>	<ul style="list-style-type: none"> <li>Qualifying salary max. CHF 88,200</li> <li>Coordination deduction CHF 25,725</li> <li>Coordinated salary max. CHF 62,475 min. CHF 3,675</li> </ul>	<ul style="list-style-type: none"> <li>The retirement pension is calculated as a percentage of the retirement savings accrued by the insured person upon reaching retirement age (total of the annual retirement credits incl. interest)</li> <li>Conversion rate at OASI reference age 65<sup>1</sup>: 6.8 % (applies to the statutory minimum provision)</li> <li>Pensioner's children's pension: 20 % of retirement pension</li> </ul>	<ul style="list-style-type: none"> <li>Spouses without children up to the age of 45: lump-sum payment</li> <li>Other spouses: 60 % of disability pension or % of current retirement pension</li> <li>Registered partners are treated on an equal footing with spouses</li> <li>Orphan's pension: 20 % of disability pension for each child</li> </ul>	<ul style="list-style-type: none"> <li>Disability pension: For eligibility requirements, see OASI/IV</li> <li>Calculation: As for retirement pension, based on existing retirement savings plus retirement credits projected up to theoretical retirement age, without future interest</li> <li>Disabled person's child's pension: 20 % of disability pension</li> </ul>		<table border="1"> <tr> <th colspan="2">Retirement credits as % of coordinated salary:</th> </tr> <tr> <th>Age<sup>1</sup></th> <th>%</th> </tr> <tr> <td>25–34</td> <td>7</td> </tr> <tr> <td>35–44</td> <td>10</td> </tr> <tr> <td>45–54</td> <td>15</td> </tr> <tr> <td>55–65</td> <td>18</td> </tr> </table>	Retirement credits as % of coordinated salary:		Age <sup>1</sup>	%	25–34	7	35–44	10	45–54	15	55–65	18	<ul style="list-style-type: none"> <li>Retirement credits: see adjacent table</li> <li>Risk premium: depending on age, gender and salary</li> <li>Contributions to the security fund for subsidies due to unfavourable age structure and insolvency coverage</li> </ul>	<ul style="list-style-type: none"> <li>Min. 50 %</li> </ul>
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<b>UIA:</b> Federal Act on Mandatory Unemployment Insurance and Insolvency Benefit • in force since 01.01.1984	<ul style="list-style-type: none"> <li>All OASI-insured persons who are liable to pay OASI contributions as employees</li> </ul>	<ul style="list-style-type: none"> <li>Maximum CHF 148,200</li> </ul>				<ul style="list-style-type: none"> <li>Daily allowance: 70–80 % of insured earnings, depending on support obligations; a waiting period may apply</li> <li>Max. 400 daily allowances, depending on age, contrib. period and maintenance obligations. IV pension recipients and over 55s with max. contrib. period receive 520 daily allowances</li> </ul>	<ul style="list-style-type: none"> <li>Maximum CHF 148,200</li> </ul>	<ul style="list-style-type: none"> <li>1.1 % of insured earnings up to a maximum of CHF 148,200</li> </ul>	<ul style="list-style-type: none"> <li>1.1 % of insured earnings up to a maximum of CHF 148,200</li> </ul>												
<b>MIIIA:</b> Federal Act on Military Insurance • in force since 01.01.1950	<ul style="list-style-type: none"> <li>Persons performing military service or civil defence duties</li> </ul>	<ul style="list-style-type: none"> <li>Maximum CHF 159,502</li> </ul>	<ul style="list-style-type: none"> <li>Disability pensions are converted to retirement pensions upon reaching the OASI reference age; the amount of the pension is halved</li> </ul>	<ul style="list-style-type: none"> <li>Surviving spouse or registered partner: Pension amounting to 40 % of insured salary</li> <li>Orphan's pension: 15 %, full orphan's pension: 25 % of insured salary</li> </ul>	<ul style="list-style-type: none"> <li>Pension: 80 % of insured earnings</li> <li>Pension for mental or physical impairment</li> <li>Coordinated with 1<sup>st</sup> pillar: max. 100 % of insured earnings; 2<sup>nd</sup> pillar: max. 90 %</li> </ul>	<ul style="list-style-type: none"> <li>Daily benefits amounting to 80 % of insured earnings from day 1 until start of pension</li> <li>Coordinated with 1<sup>st</sup> pillar: max. 100 % of insured earnings; coordinated with 2<sup>nd</sup> pillar: max. 90 %</li> </ul>			<ul style="list-style-type: none"> <li>Unemployed persons are covered by the 2<sup>nd</sup> pillar for the risks of death and disability. Half of the contributions are paid by the unemployed person and half by the unemployment insurance scheme.</li> </ul>												

<sup>1</sup>Please note the information about the implementation of the „OASI 21“ reform on the next page.

## Information about the implementation of the „OASI 21“ reform

(in effect from 1 January 2024)

- A uniform reference age for men and women for ordinary retirement: 65
- Early retirement from age 63, freely selectable on the 1<sup>st</sup> of each month
- Deferral of receipt for at least one year, max. five years (within this period receipt is freely selectable on the 1<sup>st</sup> of each month)
- Semi-retirement possible in three stages
- The following transitional rule applies to the reference age for women:
  - Born in 1960: 64
  - Born in 1961: 64  $\frac{1}{4}$
  - Born in 1962: 64  $\frac{1}{2}$
  - Born in 1963: 64  $\frac{3}{4}$
  - Born in 1964 or later: 65