

## France

Exchange rate: US\$1.00 equals 0.70 euros (€).

### Old Age, Disability, and Survivors

#### Regulatory Framework

**First law:** 1910.

**Current laws:** 1945 (nonagricultural employees); 1975 (disabled persons); 1996 (social security organization); 2001 (dependency benefits); 2003 (pension reform); 2006 (retirement reform); and 2009 (combination of disability benefit and gainful activity).

**Type of program:** Social insurance and social assistance system.

Note: A system of mandatory supplementary pensions is administered jointly by employers and employees.

#### Coverage

**Social insurance:** Employed persons in commerce and industry; housewives under certain conditions.

Voluntary coverage for nonworking heads of household (old-age pension only), noncovered persons who previously had mandatory coverage for at least 6 months, nonemployed persons caring for a family member with a disability, and French citizens working abroad.

Special systems for agricultural, mining, railroad, public utility, and public-sector employees; seamen; nonagricultural self-employed persons; and agricultural self-employed persons.

**Social assistance:** All elderly and dependent persons residing in France.

#### Source of Funds

**Insured person:** 6.65% of covered earnings for old-age benefits (up to a maximum) and 0.10% of earnings (without limit) for the survivor allowance. (Persons receiving an unemployment allowance greater than the legal minimum wage contribute 11.37% of the allowance for old-age benefits.)

The legal hourly minimum wage is €8.86.

Voluntary contributors pay quarterly contributions according to fixed income bands.

The maximum monthly earnings used to calculate contributions are €2,885.

Disability benefits and part of the cost of survivor benefits are financed under Sickness and Maternity.

**Self-employed person:** Not applicable.

**Employer:** 8.3% of covered payroll for old-age benefits (up to a maximum) and 1.6% of gross payroll (without limit) for the survivor allowance.

The maximum monthly earnings used to calculate old-age benefits are €2,885.

Employer contributions are reduced on wages less than 1.6 times the legal minimum wage; contributions made for newly recruited employees younger than age 23 are reimbursed under certain conditions.

The legal hourly minimum wage is €8.86.

Disability benefits and part of the cost of survivor benefits are financed under Sickness and Maternity.

A social solidarity contribution for old-age benefits for certain nonsalaried workers is made under Sickness and Maternity.

**Government:** Variable subsidies.

#### Qualifying Conditions

**Old-age pension:** Age 60 with at least 162 quarters of coverage under any scheme (rising gradually to 168 quarters by 2020). Persons who began working at age 16 and 17 may receive the pension at age 56 and 59 respectively.

A pensioner can begin a new gainful activity immediately after receiving the pension but must wait 6 months before resuming the same gainful activity performed before retirement.

Periods during which the insured received the unemployment benefit, preretirement benefit, or a disability pension (with an assessed degree of disability of more than 66.7%) are taken into account for the calculation of the coverage period. Coverage period bonuses are awarded under certain conditions to insured women who have given birth and to parents who have interrupted work to rear a child or to care for a sick or disabled child, up to 8 quarters per child.

There are special qualifying conditions for persons with disabilities, working mothers, and war veterans.

**Partial pension:** A reduced pension is awarded at age 60 with at least one quarter of coverage.

**Deferred pension:** The pension can be deferred after age 60.

**Constant-attendance allowance:** Paid if the insured requires the constant attendance of others to perform daily functions.

**Spouse's supplement (income-tested):** Paid for a spouse; the full benefit is paid if the insured had 150 quarters of coverage in the social insurance system.

**Dependent child's supplement:** Paid for a dependent child.

**Child-rearing supplement:** Paid if the insured has reared at least three children.

**Solidarity allowance for the elderly (means-tested):** Awarded to low-income pensioners at age 65 (age 60 if

disabled). The solidarity allowance can supplement other old-age benefits.

Means test: A single pensioner must have an annual income of less than €8,309.27; less than €13,765.73 for a couple.

**Disability pension:** The insured must be younger than age 60, have an assessed loss of at least 66.7% of earning capacity in any occupation, and have at least 12 months of coverage before the disability began and 800 hours of employment in the last 12 months, including 200 hours in the last 3 months or has contributed based on earnings of at least 2,030 times the hourly legal minimum wage including at least 1,015 times the hourly legal minimum wage in the last 6 months.

The legal hourly minimum wage is €8.86.

Constant-attendance supplement: Paid if the insured requires the constant attendance of others to perform daily functions.

**Survivor pension (means-tested):** Eligible survivors must be aged 55 or older or disabled. Eligible survivors include a divorced wife who has not remarried. Nonmarried partners are not eligible, even if a civil partnership with the deceased had been contracted.

Means test: If the survivor is unmarried, annual personal income must be less than 2,030 times the hourly legal minimum wage. A reduced benefit may be paid on remarriage or cohabitation. The means-test threshold is adjusted annually in January.

The legal hourly minimum wage is €8.86.

Child's supplement: Paid if a survivor is younger than age 65, not eligible for a pension under the social insurance system, and has given birth to or reared three or more children.

**Survivor allowance (means-tested):** Paid if the deceased had at least 3 months of compulsory or voluntary coverage in the last 12 months before death. The survivor must be younger than age 55, reside in France or in French Polynesia, must have been married to and not divorced from the deceased, and must not have remarried or cohabited since the insured's death.

Means test: Personal income must be less than €2,119.23 per quarter.

**Death grant:** The deceased was employed or received an unemployment benefit, a cash sickness benefit, or a disability pension (with an assessed degree of incapacity of at least 66.6%).

### **Old-Age Benefits**

**Old-age pension:** The full pension is 50% of the insured's reference earnings.

Reference earnings are average adjusted earnings in the best 25 years for those born after 1948.

The maximum monthly earnings used to calculate benefits are €2,885.

Partial pension: The pension is proportionately reduced for coverage of less than 150 quarters. The partial pension must not be less than 25% of the insured's reference earnings.

Deferred pension: The pension amount is increased by 1.25% for each quarter of activity exceeding the number of quarters required for a full pension or for each quarter of activity after age 60 if the insured has yet to qualify for a full pension at that age.

If the insured continues to work on a reduced basis after the retirement age, 30% to 70% of the old-age pension is paid, depending on the number of working hours. The total amount of the pension and income from gainful activity must not exceed the insured's last wage before retirement.

The minimum pension is €6,958.21 a year. The benefit is reduced proportionately with less than 162 quarters of coverage.

Constant-attendance allowance: €12,129.94 a year is paid.

Spouse's supplement (income-tested): €609.80 a year is paid at age 65 (ages 60 to 64 if disabled) if the insured had at least 150 quarters of coverage. The benefit is reduced proportionately with less than 150 quarters.

Dependent child's supplement: Each child receives €84.69 a month.

Child-rearing supplement: 10% of the pension is paid.

### **Solidarity allowance for the elderly (means-tested):**

Paid to increase the old-age pension for a single person to €8,309.27 a year; to €13,765.73 for a couple.

Benefit adjustment: Benefits are adjusted periodically according to changes in the cost of living.

### **Permanent Disability Benefits**

**Disability pension:** If the insured is assessed as incapable of any professional activity, the pension is 50% of the insured's average earnings; 30% if capable of some gainful activity.

Average earnings are based on adjusted earnings in the best 10 years.

The maximum monthly earnings used to calculate benefits are €2,885.

The minimum annual pension is €3,201.24.

Constant-attendance supplement: 40% of the disability pension. The minimum supplement is €1,029.10 a month.

The monthly disability pension is replaced by the old-age pension at age 60.

If the insured resumes gainful activity, the pension continues to be paid for 6 months without an income test; thereafter, the pension is suspended if total income from the pension and earnings exceeds the average wage paid during the calendar year before the year the disability began.

Benefit adjustment: Benefits are adjusted periodically according to changes in the cost of living.

### Survivor Benefits

**Survivor pension (means-tested):** The pension is 54% of the pension the deceased received or was entitled to receive. If the deceased was married more than once, the pension is split among the surviving widow(er)s according to the length of their marriage to the deceased.

If the deceased had at least 60 quarters of coverage, the minimum annual pension is €3,153.30; the pension is reduced proportionately for coverage of less than 60 quarters.

The maximum annual pension is €9,263.16.

Child's supplement: 10% of the survivor pension is paid. The supplement is reduced if the survivor pension is reduced according to a means test.

**Survivor allowance (income-tested):** €565.13 a month is paid for up to 2 years following the insured's death; may be extended until age 55 if the survivor is at least age 50.

**Death allowance:** A lump sum of 90 times the deceased's average daily wage in the 3 months before death is paid.

The maximum monthly earnings used to calculate benefits are €2,885.

The minimum lump-sum benefit is €86.55.

The maximum lump-sum benefit is €8,655.

Benefit adjustment: Benefits are adjusted periodically according to changes in the cost of living.

### Administrative Organization

Ministry of Health, Youth, Sports, and Communities (<http://www.sante.gouv.fr>) and Ministry of Economy and Finance (<http://www.minefi.gouv.fr>) provide general supervision and issue regulations.

National Old-Age Pension Insurance Fund (<http://www.cnaf.fr>) administers old-age pensions and survivor allowances.

Joint collection agencies (<http://www.urssaf.fr>) collect contributions.

Central Agency of Social Security Institutions (<http://www.acoss.fr>) administers contributions.

### Sickness and Maternity

#### Regulatory Framework

**First law:** 1928.

**Current laws:** 1945 (nonagricultural employees), 1996 (social security organization), 1999 (universal coverage), 2001 (paternity leave), 2004 (maternity insurance), and 2004 (sickness insurance reform).

**Type of program:** Social insurance system.

#### Coverage

Employed persons, job seekers, students, and persons in vocational training.

Pensioners and some groups of nonemployed persons are also covered for medical benefits.

Voluntary coverage is possible, including for French citizens working abroad.

Special systems for agricultural, mining, railroad, public utility, and public-sector employees; clergy; seamen; nonagricultural self-employed persons; and agricultural self-employed persons (medical benefits are provided under the social insurance system for some groups).

#### Source of Funds

**Insured person:** 0.75% of gross earnings. Old-age pensioners contribute 1.4% of the old-age pension (low-income pensioners are exempt) and 2.4% of any private pension. Job seekers contribute 1.7% of the preretirement allowance or 2% of the guaranteed minimum income plus 1% of unemployment benefits and training allowances. Students, young persons, and other groups make flat-rate contributions. For voluntarily insured persons working abroad, see Old Age, Disability, and Survivors.

The insured's contributions also finance disability and survivor benefits.

**Self-employed person:** Not applicable.

**Employer:** 12.8% of payroll plus 0.3% of payroll for the long-term dependency assistance program and a social solidarity contribution of 0.13% of profits (0.16% if profits exceed €760,000) for old-age benefits for certain nonsalaried workers.

The employer's contributions also finance disability and survivor benefits.

**Government:** Proceeds from a 12% surcharge on automobile insurance premiums plus proceeds from an earmarked tax on the costs of pharmaceutical advertising, alcohol, and tobacco. Proceeds from a contribution levied on all individual income finance sickness insurance and family benefits. Government also provides funds for new hospital construction and part of the cost for certain health and social services.

Government contributions also finance disability and survivor benefits.

#### Qualifying Conditions

**Cash sickness benefits:** The benefit is paid for up to 6 months if the insured has at least 200 hours of employment in the last 3 months; paid for more than 6 months but less than 3 years with at least 800 hours of employment in the last 12 months, including at least 200 hours in the

first 3 months or has contributed based on earnings of at least 2,030 times the hourly legal minimum wage including at least 1,015 times the hourly legal minimum wage in the last 6 months. Job seekers who are currently receiving, or who have received, an unemployment benefit during the last 12 months or who have ceased work within the last 12 months are eligible to receive cash sickness benefits calculated based on their last wage.

The legal hourly minimum wage is €8.86.

**Cash maternity benefits:** The insured must have at least 10 months of coverage and 200 hours of employment in the 3 months before certification of pregnancy. The insured must cease work for at least 8 weeks. The same qualifying conditions apply for the adoption of a child. The adoption leave period may be shared between the adopting mother and father if both are eligible. Female job seekers receiving, or who have received, an unemployment benefit during the last 12 months or who have ceased work within the last 12 months are eligible for the cash maternity or adoption benefit based on their last wage.

**Paternity benefit:** The insured must have at least 10 months of coverage and 200 hours of salaried employment in the 3 months before the paternity leave period. The beneficiary must be the child's natural father. Male job seekers receiving, or who have received, an unemployment benefit during the last 12 months or who have ceased work within the last 12 months are eligible for the cash paternity benefit based on their last wage.

**Medical benefits:** Benefits are provided for up to a year if the insured has 60 hours of employment in the last month, has paid contributions on wages of at least 60 times the minimum wage in the last month, has 120 hours of employment in the last 3 months, or has contributions of at least 120 times the legal minimum wage in the last 3 months. Benefits are provided for up to 2 years if the insured has 1,200 hours of employment in the last year or contributions of at least 2,030 times the minimum wage in the last year. Job seekers are eligible for medical benefits while receiving unemployment benefits and remain eligible for 4 years after the unemployment benefit ceases. The dependent survivors of an insured person are eligible to receive medical benefits for up to 4 years after the insured's death; no limit for a married or divorced surviving spouse who is rearing or has reared three children and for work injury beneficiaries and their dependents.

The legal hourly minimum wage is €8.86.

### **Sickness and Maternity Benefits**

**Sickness benefit:** The benefit is 50% of the insured's average daily wage in the 3 months before the incapacity began and is paid for the first 30 days of sick leave; thereafter, 66.7% if the insured has at least three dependent children. The benefit is paid after a 3-day waiting period for up to

360 days in a 3-year period. For a chronic or prolonged illness, the total payment period is 3 years.

The maximum monthly earnings used to calculate benefits are €2,885.

The minimum daily benefit is €8.64 (€11.51 if the insured has dependent children).

The maximum daily benefit is €48.08 (€65.94 if the insured has dependent children).

A partial or full benefit is paid if the beneficiary resumes part-time work for rehabilitation purposes.

Benefit adjustment: Benefits are adjusted according to changes in wages once benefits have been paid for more than 3 months.

**Maternity benefit:** 100% of the insured's average earnings in the 3 months before the maternity leave period (minus a tax deduction) is paid for 6 weeks before and 10 weeks after the expected date of childbirth for the first and second child; for 8 weeks before and 18 weeks after the expected date of childbirth for the third child; for 12 weeks before and 22 weeks after the expected date of childbirth for twins; for 24 weeks before and 22 weeks after the expected date of childbirth for multiple births of three or more children.

The benefit is paid for 2 additional weeks if maternity hospital care is required as the result of complications arising from the pregnancy or childbirth, except in cases of multiple births of three or more children.

If the mother dies as a result of complications arising from childbirth, the father is eligible for a paid leave period equal to the postnatal leave period followed by a paternity benefit leave period.

In the event of a miscarriage, the duration of the benefit paid is based on the duration of the maternity benefit normally paid after childbirth.

For the adoption of a child, benefits are paid for 10 weeks if the insured is rearing one or two children; 18 weeks with at least three children; or 22 weeks for multiple adoptions, regardless of the number of children. The adoption leave period can be shared between the adopting mother and father, in which case the combined leave period is extended by 11 days (18 days for multiple adoptions).

The maximum monthly earnings used to calculate benefits are €2,885.

The minimum daily benefit is €8.63.

The maximum daily benefit is €77.24.

**Paternity benefit:** 100% of the insured's average earnings in the 3 months before the paternity leave begins is paid for up to 11 consecutive days; 18 consecutive days for multiple births. The paternity leave period must be taken in the first 4 months after the date of childbirth.

The paternity leave period is paid in addition to a 3-day leave period paid for by the employer under the labor code.

The maximum monthly earnings used to calculate benefits are €2,885.

The minimum daily benefit is €8.63.

The maximum daily benefit is €77.24.

Benefit adjustment: Maternity, paternity, and adoption benefits are adjusted annually.

### **Workers' Medical Benefits**

Benefits include general and specialist care, hospitalization, laboratory services, medicines, optical and dental care, maternity care, appliances, and transportation. The insured normally pays for services and is reimbursed by the local sickness fund.

Cost sharing: A €1 flat-rate contribution is paid for each medical service up to €50 a year. After the deduction of the flat-rate contribution, the amount reimbursed depends on the type of service: 70% to 100% for medical services; 60% for paramedic services; 35% or 65% for pharmaceuticals; 60% or 70% for laboratory services; 65% for optical and appliance fees up to an annual maximum; and 80% for hospitalization (after a daily contribution of €13.50 or €18). Certain categories of beneficiaries are exempt from cost sharing.

Insured persons who are eligible for means-tested universal sickness insurance have access to free supplemental insurance.

There is no limit to duration.

### **Dependents' Medical Benefits**

Benefits include general and specialist care, hospitalization, laboratory services, medicines, optical and dental care, maternity care, appliances, and transportation. The insured normally pays for services and is reimbursed by the local sickness fund.

Cost sharing: A €1 flat-rate contribution is paid for each medical service up to €50 a year. After the deduction of the flat-rate contribution, the amount reimbursed depends on the type of service: 70% to 100% for medical services; 60% for paramedic services; 35% or 65% for pharmaceuticals; 60% or 70% for laboratory services; 65% for optical and appliance fees up to an annual maximum; and 80% for hospitalization (after a daily contribution of €13.50 or €18). Certain categories of beneficiaries are exempt from cost sharing.

The insured can voluntarily insure against all or part of the remaining medical costs with a complementary insurance product.

Insured persons who are eligible for means-tested universal sickness insurance have access to free complementary insurance.

There is no limit to duration.

### **Administrative Organization**

Ministry of Health, Youth, Sports, and Communities (<http://www.sante.gouv.fr>) and Ministry of Economy and Finance (<http://www.minefi.gouv.fr>) provide general supervision.

National Union of Sickness Insurance Funds negotiates agreements with health practitioners and sets the medical fees reimbursement schedule.

National Sickness Insurance Fund (<http://www.ameli.fr>), governed by a bipartite body, administers the system.

101 Primary Sickness Insurance Funds and the 4 Overseas General Sickness Insurance Funds, governed by bipartite bodies, register the insured, pay cash benefits, and administer refunds of medical expenses.

Joint collection agencies (<http://www.urssaf.fr>) collect contributions.

Central Agency of Social Security Institutions (<http://www.acoss.fr>) administers contributions.

### **Work Injury**

#### **Regulatory Framework**

**First law:** 1898.

**Current laws:** 1946 (work injury) and 1972 (agriculture).

**Type of program:** Social insurance system.

#### **Coverage**

Employed persons, students, vocational education trainees, certain job seekers, certain nonpaid members of social service organizations, and prisoners.

Voluntary coverage for French citizens employed abroad and for persons without mandatory coverage.

Special systems for agricultural, mining, railroad, public utility, and public-sector employees; seamen; and self-employed persons.

#### **Source of Funds**

**Insured person:** None; voluntarily insured persons pay variable contributions according to the assessed degree of risk.

**Self-employed person:** Not applicable.

**Employer:** The total cost. Contributions vary according to the assessed degree of risk. The average contribution is 2.26% of total payroll.

**Government:** None.

#### **Qualifying Conditions**

**Work injury benefits:** There is no minimum qualifying period. Accidents that occur while commuting to and from work are covered.

### **Temporary Disability Benefits**

During the first 28 days, the benefit is 60% of average daily earnings in the last month, up to a maximum (0.834% of the maximum annual earnings for social security contribution); thereafter, 80%. The benefit is paid from the day after the incapacity for work began until recovery or certification of permanent disability.

The maximum daily benefit is €173.23 during the first 28 days and €230.98 thereafter.

Benefit adjustment: Benefits are adjusted according to changes in wages once benefits have been paid for a period exceeding 3 months.

### **Permanent Disability Benefits**

**Permanent disability pension:** The annual benefit is 100% of reference earnings.

Reference earnings are total earnings during the last 12 months up to €34,077.33, plus 33.33% of earnings exceeding €34,077.33.

The minimum annual earnings used to calculate benefits are €17,038.66.

The maximum annual earnings used to calculate benefits are €136,309.35.

Constant-attendance supplement: If the insured requires the constant attendance of others to perform daily functions, 40% of the pension but not less than €12,349.23 a year is paid.

Partial disability: The annual benefit is 100% of reference earnings multiplied by 0.5 times the assessed degree of disability for the portion of disability between 10% and 50% and by 1.5 for the portion greater than 50%.

Reference earnings are total earnings during the last 12 months up to €34,077.33 plus 33.33% of earnings exceeding €34,077.33.

The maximum annual earnings used to calculate benefits are €136,309.35.

A lump sum of €385.10 is paid for an assessed degree of disability of 1% up to €3,849.74 for an assessed degree of disability of 9%.

Schedule of payments: Benefits are paid quarterly; monthly if the assessed degree of disability is greater than 50%.

Benefit adjustment: Benefits are adjusted annually in January by decree according to changes in the consumer price index.

### **Workers' Medical Benefits**

All necessary care, including medical treatment and surgery, hospitalization, medicine, appliances, rehabilitation, and transportation. The fund pays for services directly.

There is no cost sharing.

There is no limit to duration.

### **Survivor Benefits**

**Survivor pension:** The pension is 40% of the deceased's average earnings in the last 12 months of work.

Eligible survivors are a nondivorced or separated spouse or partner whose marriage or civil partnership began before the accident or the onset of the occupational disease that resulted in the insured's death. The condition of marriage or partnership is waived if the couple had a child. A divorced or separated spouse receiving alimony receives a pension equal to the amount of the alimony but not exceeding 20% of the deceased's average earnings in the last 12 months of work.

Supplement for an elderly or disabled survivor: 20% of the pension is paid. The survivor must be aged 55 or older or have an assessed disability of at least 50%.

The pension ceases on remarriage and a lump sum of 3 years of pension is paid; if the survivor cares for one or more children receiving an orphan's pension, the survivor pension is paid until the payment of the orphan's pension ceases.

**Orphan's pension:** The pension is 25% of the deceased's average earnings in the last 12 months of work for each of the first two children younger than age 20; 20% for each subsequent child. Full orphans receive 30% each.

**Other eligible survivors:** The pension is 10% of the deceased's average earnings in the last 12 months of work for each dependent parent, up to 30%.

All survivor benefits combined must not exceed 85% of the deceased's average earnings in the last 12 months of work; otherwise, pensions are reduced proportionately.

Schedule of payments: Benefits are paid quarterly; monthly if the total survivor pension is 50% or more of the deceased's earnings.

Benefit adjustment: Benefits are adjusted annually in January by decree according to changes in the consumer price index.

**Funeral grant:** The cost of the funeral, up to a maximum.

### **Administrative Organization**

Ministry of Health, Youth, Sports, and Communities (<http://www.sante.gouv.fr>) and Ministry of Economy and Finance (<http://www.minefi.gouv.fr>) provide general supervision.

National Union of Sickness Insurance Funds negotiates agreements with health practitioners and sets the medical fees reimbursement schedule.

National Sickness Insurance Fund (<http://www.ameli.fr>), governed by a bipartite body, administers the system.

101 Primary Sickness Insurance Funds and the four Overseas General Sickness Insurance Funds, governed by bipartite bodies, register the insured, pay cash benefits, and administer refunds of medical expenses.

Joint collection agencies (<http://www.urssaf.fr>) collect contributions.

Central Agency of Social Security Institutions (<http://www.acoss.fr>) administers contributions.

## Unemployment

### Regulatory Framework

**First law:** 1905.

**Current laws:** 1958 (unemployment), 1973 (social assistance), 1984 (social insurance and social assistance), 1988 (minimum benefit), and 2009 (unemployment compensation).

**Type of program:** Social insurance and social assistance system.

### Coverage

**Unemployment insurance:** Employed persons in France or in the principality of Monaco, including apprentices, home workers, child caregivers, and some salaried public-sector workers other than civil servants.

Public-sector workers other than civil servants who are not mandatorily covered receive the same benefits directly from their employer.

Exclusions: Civil servants and self-employed persons.

Special systems for construction workers, dockworkers, merchant seamen, aviators, household workers, contract workers, doorkeepers, disabled personnel in sheltered workshops, journalists, performing artists, and certain expatriates.

**Unemployment assistance (means-tested):** Long-term unemployed persons residing in France who are no longer entitled to unemployment insurance benefits or are not eligible for unemployment insurance benefits and certain other designated categories of unemployed person.

### Source of Funds

**Insured person:** 2.4% of covered earnings.

The maximum monthly earnings used to calculate contributions are €11,092.

**Self-employed person:** Not applicable.

**Employer:** 4% of covered payroll; 0.15% of covered payroll finances the salary guarantee fund in the event the employer becomes bankrupt.

The maximum monthly earnings used to calculate contributions are €11,092.

The employer pays an additional contribution that varies according to the employee's age and the company's total number of employees if an employee older than age 50 is laid off.

**Government:** The total cost of social assistance.

### Qualifying Conditions

#### Social insurance benefits

**Unemployment benefit:** Younger than age 60, or between ages 60 and 65 and without the number of quarters of coverage required to qualify for a full old-age pension (162 quarters), with at least 4 months of work in the last 28 months (36 months, if aged 50 or more). The insured must reside in France, be registered at an employment office, and be capable of, and available for, work. Unemployment is not due to voluntary leaving, misconduct, or the refusal of a suitable job offer.

**Preretirement benefit:** The insured must be at least age 57 (or younger than age 56 under certain labor agreements) at the end of the labor contract, have at least 10 years of employment, and have worked with the same employer during the last year of employment. The employer must have concluded an agreement with the government. A reduced benefit is paid under certain conditions at age 55 if the labor contract is changed into a part-time labor contract.

#### Social assistance benefits

**Solidarity allowance (means-tested):** The insured must have at least 5 years of employment in the last 10 years before unemployment, be no longer entitled to unemployment benefits, and be registered at an employment office. The applicant can opt for the solidarity allowance instead of the unemployment benefit if aged 50 or older.

**Means test:** The household's average monthly income (excluding social benefits, savings, and alimony) in the last 12 months before entitlement to unemployment benefits ceased must not exceed €980 for a single person; €1,540 for a couple.

**Insertion allowance (means-tested):** Awarded to foreign nationals not covered by unemployment insurance, work injury beneficiaries, persons diagnosed with an occupational disease, refugees, certain groups of noncitizens, and persons who were previously in detention. The applicant must be registered at an employment office.

**Means test:** The household's average monthly income (social benefits, savings, and alimony are excluded) in the last 12 months before registration as a job seeker must not exceed €887.40 for a single person; €1,774.80 for a couple.

**Insertion minimum income (means-tested):** The insured must be aged 25 or older (waived for pregnant women or if the insured has dependent children), registered at an employment office, and ineligible to receive or no longer entitled to receive social insurance and social assistance benefits.

**Means test:** The household's average monthly income (including salaries, social benefits, and alimony) in the last 3 months must be less than the insertion minimum income.

*Activity minimum income:* Awarded to unemployed persons receiving the insertion minimum income for at least a year who receive an offer of part-time employment of 20 hours or more a week with a conventional labor contract.

*Unemployed retirement-equivalent allowance (means-tested):* Paid to unemployed persons younger than age 60 who have at least 162 quarters of contributions for the old-age pension. The allowance can replace social assistance benefits or supplement the unemployment benefit.

Means test: The household's average monthly income (excluding social benefits) in the last 12 months must not exceed €1,451.04 for a single person; €2,085.87 for a couple.

### Unemployment Benefits

#### Social insurance benefits

*Unemployment benefit:* The benefit rate varies according to the value of declared previous income between 57.4% and 75% of the average daily wage during the last 12 months. The benefit is paid for as many months as the insured has contributed, up to 24 months (36 months, if aged 50 or more).

The maximum monthly earnings used to calculate benefits are €11,092.

The benefit can be partially combined with income from gainful activity for up to 18 months.

Certain financial support is provided to unemployed persons to encourage geographical relocation and vocational training. Employers who hire job seekers registered at an employment office for at least 12 months (3 months for job seekers aged 50 or older) receive financial incentives.

*Preretirement allowance:* The allowance is 65% of the insured's average earnings in the last 12 months, up to €2,516, plus 50% of average earnings exceeding €2,516. A half-rate benefit is paid if the labor contract is changed to a part-time labor contract.

The maximum monthly earnings used to calculate benefits are €4,958.67.

The minimum monthly benefit is €888.60.

The benefit ceases if the beneficiary resumes full-time gainful activity, receives the old-age pension, or reaches age 65.

Death allowance: The benefit is paid to the surviving spouse and is 120 days of preretirement allowance (plus 45 days for each dependent child).

Social assistance benefits

*Solidarity allowance (means-tested):* The monthly benefit is €448 if the household's income is less than €560 for a single person or €1,120 for a couple; otherwise, the benefit is the difference between the means-test income (€1,031.80 for a single person; €1,621.40 for a couple) and the household's income. The benefit is awarded for a 6-month period (or for a year if the beneficiary is aged 55 or older and is exempt

from jobseeking) and is renewable if qualifying conditions are still satisfied. The benefit can also be extended for an additional 6-month period if the beneficiary creates a new company. The benefit ceases if the beneficiary resumes gainful activity, receives the old-age pension, or reaches age 65.

The means-tested solidarity allowance can be combined with earnings (up to a maximum) for up to 12 months (no limit if the beneficiary is older than age 50). The full allowance is paid if also receiving a work injury pension.

Schedule of payments: The benefit is paid monthly, with an additional payment in December.

*Insertion allowance (means-tested):* The monthly benefit is €315.55 if the household's income is less than €591.60 for a single person or €1,479.00 for a couple; otherwise, the benefit is the difference between the means-test income (€887.40 for a single person; €1,774.80 for a couple) and the household's income. The benefit is awarded for a 6-month period and is renewable for a further 6-month period if the qualifying conditions are still satisfied.

The means-tested insertion allowance can be combined with earnings (up to a maximum) for up to 12 months (without limit if the beneficiary is older than age 50). The full allowance is paid if also receiving a work injury pension.

Schedule of payments: The benefit is paid monthly, with an additional payment in December.

*Insertion minimum income (means-tested):* €447.91 a month is paid for a single person, €671.87 for a two-member household, €806.24 for a three-member household, €940.61 for a couple with two children. A supplement of €179.16 is paid for each additional child in a family with more than two children. The benefit is reduced by the value of any income. If the beneficiary receives the housing allowance (see Family Allowances) or other housing assistance benefits, the insertion minimum income is reduced to a fixed lump sum. The benefit is awarded for renewable 3-month periods.

The full benefit is paid if also receiving a work injury pension.

Schedule of payments: The benefit is paid monthly, with an additional payment in December.

*Activity minimum income:* The employer receives a sum of the insertion minimum income paid to a single person (€447.91), under certain conditions and for up to 18 months.

*Unemployed retirement-equivalent allowance (means-tested):* The monthly benefit is €968.00 if the household's income is less than €532.04 for a single person or €1,166.87 for a couple; otherwise, the benefit is the difference between the means-test income (€1,527.36 for a single person; €2,195.58 for a couple) and the household's income. The benefit is awarded for renewable 12-month periods, subject to the qualifying conditions being satisfied.



The unemployed retirement-equivalent allowance can also be combined with the social insurance unemployment benefit, up to €919 a month.

The means-tested unemployed retirement-equivalent allowance can be combined with earnings, up to a maximum. The full benefit is paid if also receiving a work injury pension.

Benefit adjustment: The solidarity allowance and insertion allowance amounts are fixed annually by decree.

## Administrative Organization

### Unemployment insurance

Ministry of Employment, Social Cohesion, and Housing (<http://www.travail.gouv.fr>) provides general supervision.

National Interoccupational Union for Employment in Industry and Commerce, governed by bipartite bodies, administers the program.

30 Employment Associations in Industry and Commerce (<http://www.assedic.fr>), governed by bipartite bodies, collect contributions, register job seekers, and pay unemployment insurance benefits at the local level.

### Unemployment assistance

Ministry of Employment, Social Cohesion, and Housing (<http://www.travail.gouv.fr>) administers unemployment social assistance.

Employment Associations in Industry and Commerce (<http://www.assedic.fr>) pay social assistance benefits.

Family Allowances Funds pay the insertion minimum income.

## Family Allowances

### Regulatory Framework

**First law:** 1932.

**Current law:** 1946.

**Type of program:** Universal system.

### Coverage

**Family allowances:** All families with 2 or more children residing in France.

### Source of Funds

**Insured person:** None.

**Self-employed person:** 5.4% of income.

**Employer:** 5.4% of payroll.

**Government:** See source of funds under Sickness and Maternity.

## Qualifying Conditions

**Family allowances:** A family must have at least two children younger than age 20. A working child must not earn more than 55% of the legal minimum wage.

The legal hourly minimum wage is €8.86.

**Young child benefit:** The benefit is paid for a child born, adopted, or fostered after December 31, 2003 (for a transitional period, children born, adopted, or fostered before January 1, 2004, receive alternative benefits).

The benefit has several components:

*Birth or adoption grant (means-tested):* Paid at the start of the 7th month of pregnancy (or for an adoption).

*Means test:* The total family income must not exceed a maximum that varies according to the number of children and family situation (a single person, a couple with a sole breadwinner, or a couple with two incomes).

*Base allowance (means-tested):* Paid from the month of birth until the child is age 3. The benefit can only be paid simultaneously for more than one child, if multiple births. A recipient of the base allowance means-tested benefit is not eligible for the means-tested family supplement.

*Means test:* The total family income must not exceed a maximum that varies according to the number of children and family situation (a single person, a couple with a sole breadwinner, or a couple with two incomes).

*Supplement for reduced work:* Paid to parents who decide to suspend or reduce work to rear a child younger than age 3. The parent must have contributed to social insurance for at least 4 quarters in the 2 years before the child's birth for the first child, in the last 4 years for families with two children, or in the last 5 years for families with three or more children.

*Optional supplement for reduced work:* Parents with 3 or more children including at least one child born or adopted after June 30, 2006, can choose an optional supplement instead of the supplement for reduced work.

*Supplement for child care:* Paid for children younger than age 6 if the parents are working and pay for child care by an accredited caregiver or home worker. The parents' contribution to the child caregiver's salary must not be less than 15%.

**Parental allowance for a sick child:** Paid for up to 12 months to a parent who has fully or partially ceased employment to care for a seriously sick, injured, or disabled child. A recipient of the parental allowance for a sick child is not eligible for a supplement for reduced work or the special parental allowance for a child with a disability.

**Special parental allowance for a disabled child:** Paid for children up to age 20 with an assessed disability of at least 50%. The allowance is not means-tested. A recipient of the

special parental allowance for a child with a disability is not eligible for the parental allowance for a sick child.

**Single-parent allowance (means-tested):** Guarantees a minimum family income for a single parent who has at least one child or is pregnant.

Means test: The monthly earnings of the beneficiary in the last 3 months must be less than the single-parent allowance amount.

**Family backing allowance:** The benefit is paid to an orphan or abandoned child.

**New school year allowance (means-tested):** Awarded to schoolchildren, apprentices, or students between ages 6 and 18. The earnings of a working child must not exceed €819.82 a month.

Means test: The total family income must be less than €22,321 for families with one child; €27,472 with two children; €32,623 with three children; plus €5,151 for each additional child. If family income exceeds the maximum by a small amount, a proportionately reduced allowance may be awarded.

**Family supplement (means-tested):** Awarded to families with at least three children older than age 3 but younger than age 21.

Means test: The total family income must not exceed a maximum that varies according to the number of children and family situation (a single person, a couple with a sole breadwinner, or a couple with two incomes). If family income exceeds the maximum by a small amount, a proportionately reduced allowance may be awarded.

**Housing allowance (means-tested):** The claimant is entitled to at least one of the family allowance benefits.

Means test: The total family income must not exceed a maximum that varies according to the number of children, family situation, amount of rent paid, and the location and status of the accommodation.

**Home moving allowance:** Awarded to large families with three or more children who move home because of an increase in their household size as the result of a newborn child or an adoption. The family must be entitled to the housing allowance.

### Family Allowance Benefits

**Family allowances:** €123.92 a month is paid for two children; €282.70 for three children; €441.48 for four children, plus €158.78 for each subsequent child.

A supplement of €34.86 is paid for children older than age 11 and €61.96 for children older than age 16 (except for the first child in a two-child family).

A flat-rate allowance of €78.36 a month is paid for up to a year to families with three or more children entitled to

family allowances including one child who is age 20. The earnings of a working child must not exceed €819.82.

**Young child benefits:** The benefit has several components:

**Birth grant (means-tested):** A lump sum of €889.72 is paid for each child at the 7th month of pregnancy (€1,779.43 for an adopted child).

**Base allowance (means-tested):** €177.95 a month is paid from the month of childbirth up to the month preceding the child's 3rd birthday. For the adoption of a child, the benefit is paid for up to 3 years, but no later than the child's 20th birthday.

**Supplement for reduced work:** €241.88 a month is paid if the insured person works less than half the normal working period (nonsalaried persons must work less than 77 hours a month) or €139.53 a month is paid if working between 50% and 80% of the normal working period (less than 122 hours a month for a nonsalaried person). The full rate is €374.17 a month; if the beneficiary is not entitled to the base allowance, the full rate is raised to €552.11; €419.83; or €317.48, according to the number of worked hours.

The supplement is paid from the month after childbirth, adoption, or the end of the maternity, paternity, or adoption leave period for 6 months if there is only one child or up to the month before the child's 3rd birthday if there is more than one child.

If the insured resumes work while the child is between 18 months and 29 months of age, the supplement continues to be paid for 2 months.

If both parents have a part-time job and both are eligible to receive the supplement, the combined maximum amount of both supplements must not exceed the full monthly rate.

The supplement for reduced work can be combined with the supplement for child care, subject to conditions.

**Optional supplement for reduced work:** €611.59 a month is paid for up to 12 months in the first year of birth or adoption. If the beneficiary is not entitled to the base allowance, the supplement is raised to €789.54.

**Supplement for child care:** An income-related cash benefit calculated according to the number of children and family income is paid to compensate for child care costs. The benefit is paid for each child where care is provided by an accredited caregiver or as a global payment to the family if the caregiver is a home worker.

The family allowances fund also reimburses the total social security contributions for an accredited caregiver or 50% of the social security contributions for a home worker. Social security contributions are paid on the care provider's salary, up to a maximum.

A family that uses the services of an accredited caregiver and a home worker may receive two types of child care supplement under certain conditions.

The child care supplement can be combined with the supplement for reduced work to parents who work part time.

**Parental allowance for a sick child:** A daily benefit of €41.17 (€48.92, for a single-parent family) is paid for each day of leave up to 22 days per month. The benefit is paid for up to 12 months. A reduced benefit is paid to each of the parents if both reduce their activity to take care of the child.

Parents can opt for a parental leave period of up to 310 working days spread over a 3-year period to provide care for a sick child. In addition, a means-tested health care cost supplement of €101.22 is provided.

**Special parental allowance for a disabled child:** €124.54 a month is paid. A supplement varying between €93.41 and €1,010.82 is paid for care provided by a third person. An additional amount may be paid for expenses related to treatment for the child's medical condition.

**Single-parent allowance (means-tested):** Paid to a single parent who has at least one child or is pregnant.

**Family backing allowance:** €87.14 is paid for a single parent caring for a child; €116.18 if the child is not supported by either parent.

The family backing allowance can be combined with the single-parent allowance.

**New school year allowance (means-tested):** €280.76 if the child is aged 6 to 10; €296.22 if aged 11 to 14; €306.51 if aged 15 to 18. The benefit is paid in August for children younger than age 16; children aged 16 to 18 must provide evidence of continuing studies or apprenticeship.

**Family supplement (means-tested):** A monthly flat-rate allowance of €156.60 is paid per family.

**Housing allowance (means-tested):** A variable monthly amount is paid depending on rent level, income, and the number of children.

**Home moving allowance:** The benefit covers the cost of moving to another home, up to a maximum depending on the number of children.

Benefit adjustment: Family benefit amounts are adjusted annually in January according to forecasted changes in the retail price index. Means-tested benefits are adjusted in July according to the average change in the retail price index during the reference calendar year.

### **Administrative Organization**

Ministry of Labour, Family, Social Relations, Solidarity and the city (<http://www.famille.gouv.fr>) and Ministry of Economy and Finance (<http://www.minefi.gouv.fr>) provide general supervision.

National Family Allowances Fund (<http://www.caf.fr>), governed by a tripartite body, coordinates funds and ensures financial equalization.

123 Local Family Allowances Funds, governed by a tripartite body, pay benefits.

Joint collection agencies (<http://www.urssaf.fr>) collect contributions.

Central Agency of Social Security Institutions (<http://www.acoss.fr>) administers contributions.