

	Germany	Spain	France
I. Financing			
Financing principle			
5. Old-age			
	Contributions (insured persons and employers) and taxes.	Contributions (employees and employers).	Contributions (employees and employers) and taxes.
Contributions of insured and employers			
6. Old-age			
	19.90% total, of which 9.95% employee, 9.95% employer. Annual ceiling: € 64,800 in the old Länder and € 54,600 in the new Länder.	Included in the overall contribution.	General scheme for employees (Régime général d'assurance vieillesse des travailleurs salariés, RGA VTS): 14.95% total, of which 6.65% employee and 8.30% employer. Ceiling: € 2,859 per month; € 34,308 per year & 43 employer 1.60% and employee 0.10% without ceiling. Reductions of contributions: see "Sickness and maternity: Benefits in kind". Complementary pension scheme for employees (retraite complémentaire des salariés, ARRCO): * all employees: 7.5% under ceiling (3% employee, 4.5% employer) & 43 2% under ceiling (0.8% employee and 1.2% employer) & 43 2.2% from 2nd to 4th ceiling (0.9% employee and 1.3% employer for retirement between 60 and 65 years of age); * employees except management staff: 20% for 2nd and 3rd ceiling (8% employee and 12% employer). Complementary pension scheme for management staff (retraite des cadres, AGIRC): Salaried management staff from 2nd to 8th salary ceiling 20.3% (7.7% employee and 12.6% employer & 43 0.35% temporary contribution (0.13% employee and 0.22% employer). Reduction of contributions for overtime: see "Sickness and maternity: Benefits in kind".
Public authorities' participation			
5. Old-age			

	<p>Statutory pension insurance expenses are not only covered by contributions, but also by a Federal State subsidy which varies according to the development of the gross earnings and the contribution rate. Moreover, the State provides additional Federal lump-sum subsidies to cover those pension insurance benefits which are not covered by contributions. In addition to this, the State pays contributions for child-raising periods on a flat-rate basis into the pension insurance. All the Federal expenses mentioned above (approximately 31% of the total expenses in statutory pension insurance) are tax financed.</p>	<p>Contributory pensions: The State finances the guaranteed amounts to reach the minimum pension (pensión mínima) of the contributory systems. Non-contributory pensions: Financed by the State.</p>	<p>Compensation of contribution exemption for employment measures.</p>
Financing systems for long-term benefits			
2. Old-age			
	<p>Current income financing ("pay as you go").</p>	<p>Current income financing ("pay as you go") and creation of a single stabilisation fund for the whole social security system.</p>	<p>Current income financing ("pay as you go").</p>
VI. Old-age			
Applicable statutory basis	<p>Social Code (Sozialgesetzbuch), Book VI, introduced by the Pension Reform Act (Rentenreformgesetz) of 18 December 1989, in the version published on 19 February 2002 (BGBl. I S. 754, 1404, 3384) last amended by Art. 1 of the Act on Pension Adjustment 2008 (Gesetz zur Rentenanpassung 2008) of 26 June 2008 (BGBl. I S. 1076).</p>	<p>Social Security General Act (Ley General de la Seguridad Social) approved by Legislative Royal Decree No. 1/94 of 20 June 1994. Ministerial Order of 18 January 1967. Royal Decree No. 1647/97 of 31 October 1997. Law No. 35/2002 of 12 July 2002.</p>	<p>General scheme for employees (Régime général d'assurance vieillesse des travailleurs salariés, RGAVTS): Articles L. 351-1 and following of the Social Security Code (Code de la sécurité sociale). Complementary pension scheme for employees (retraite complémentaire des salariés, ARRCO): National inter-professional agreement of 8 December 1961. Complementary pension scheme for management staff (retraite des cadres, AGIRC): National collective agreement for management staff of 14 March 1947. Several other basic and complementary systems, especially for the self-employed and for certain salaried employees.</p>
Basic principles	<p>Compulsory social insurance scheme financed by contributions and taxes covering employees and certain groups of self-employed providing earnings-related pensions depending on contributions and the</p>	<p>Compulsory social insurance scheme financed by contributions covering employees and assimilated groups providing earnings-related Retirement pensions (pensión de jubilación) depending on contributions and</p>	<p>Compulsory basic and complementary social insurance schemes financed by contributions providing earnings-related pensions depending on contributions and the duration of affiliation.</p>

	duration of affiliation.	the duration of affiliation. Special scheme for the self-employed (see annex).	
Field of application			
	Compulsory for all employees and certain groups of the self-employed. Voluntary insurance possible for all persons over the age of 16 years resident in Germany and for all Germans abroad.	Employees and assimilated groups. Special scheme for the self-employed (see annex). Voluntary insurance possible (Convenio especial).	All active population. In certain cases, voluntary insurance.
Exemptions from compulsory insurance			
	No compulsory insurance for employees with only insignificant employment (up to € 400 per month) or a short-term employment (up to 2 months or 50 working days per year) if this employment is not pursued as an profession and if the remuneration does not exceed € 400 per month.	All salaried work which is considered marginal and not a basic means to earn one's living.	No exemptions.
Conditions			
1. Minimum period of membership			
	5 years of contribution and substitute periods (general qualifying period).	Contributions must have been paid during a period of 15 years of which at least 2 years must have been during the 15 years immediately preceding the date of retirement.	General scheme for employees (Régime général d'assurance vieillesse des travailleurs salariés, RGAVTS): Entitlement as soon as the contributions paid enable the validation of at least one quarter's insurance. One quarter's insurance is acquired when the insured has a remuneration equal to the amount of 200 hours of the minimum wage (salaire minimum interprofessionnel de croissance, SMIC), i.e. € 1,742 from 1 January 2009 (200 x 8.71). Complementary schemes for employees (ARRCO) and management staff (AGIRC): No minimum period of membership.
2. Conditions for drawing full pension			
	No concept of "full pension".	35 years of contributions.	General scheme for employees (Régime général d'assurance vieillesse des travailleurs salariés, RGAVTS): Full rate is granted either because of the duration of the insurance period (161 quarters), because of age (65 years) or because the person

			belongs to a particular group (insured unable to work, etc.). Complementary schemes for employees (ARRCO) and management staff (AGIRC): Full rate is granted if the basic pension was obtained at a full rate.
3. Legal retirement age			
Standard pension			
	67 years (standard retirement age). The Act on the adjustment of the standard retirement age to demographic development and the reinforcement of the principles of statutory pension insurance financing (Pension Insurance Retirement Ages Act - RV- Altersgrenzenanpassungsgesetz) of 20 April 2007 (Federal Law Gazette - BGBl. I p. 554), provides for the standard retirement age to be gradually increased to 67 years from 2012 to 2029, starting with those born in 1947. The first increase amounts to one month per year (65 to 66) and the following to two months per year (66 to 67). For all those born after 1963, the standard retirement age of 67 years shall apply. It will still be possible for insured persons to retire at the age of 65 years without having their pensions reduced if they complete 45 years of compulsory contributions from employment and care and from child-raising periods up to the age of 10 of the child.	65 years.	General scheme for employees (Régime général d'assurance vieillesse des travailleurs salariés, RGAVTS): 60 years. Complementary schemes for employees (ARRCO) and management staff (AGIRC): 65 years of age, with possibility to obtain the pension at the age of 60 if the basic pension was accorded at a full rate.
Early pension			
	The retirement age for early pensions shall be adjusted to the new standard retirement age: * from the age of 67 with a deduction from the age of 63 (65 for severely disabled persons with deduction from the age of 62) after 35 years of pension insurance periods. No adjustment for types of pensions which are phased out; standard retirement age remains 65 years of age: * from the age of 60 with deduction for women born before 1952 after at least 15 years of contribution and substitute periods, if compulsory contributions were paid for more than ten years since the age of 40; the standard retirement age remains the age of 65.	* 60 years of age for certain persons who were insured according to the system abolished on 1 January 1967. * 61 years of age for employees in certain cases. * The age of 65 can be reduced for certain groups whose professional activity is arduous, toxic, dangerous or unhealthy. * Workers with a disability degree of 45% or 65% in certain cases.	General scheme for employees (Régime général d'assurance vieillesse des travailleurs salariés, RGAVTS): From the age of 56 for insured persons who started their professional activity before the age of 16 and who fulfil the minimum periods of insurance and contribution. From the age of 55 for insured persons with severe disability who fulfil the minimum periods of insurance and contribution. Complementary schemes for employees (ARRCO) and management staff (AGIRC): From the age of 55 with an anticipation coefficient or without coefficient if the insured obtained the basic pension at a full rate.

	<p>* from the age of 63 with deduction for persons born before 1952 after at least 15 years of contribution and substitute periods if they were compulsorily insured for at least 8 in the last 10 years, are unemployed at the commencement of the pension and were unemployed for 52 weeks after completion of the age of 58.5 years or have worked part-time for elder workers (Altersteilzeitarbeit) for 24 calendar months. As a compensation for the longer duration of pension payments, the pension is reduced by 0.3% for each month of drawing a pension prior to the standard retirement age (in case of old-age pension for persons with severe disability before the age of 65).</p>		
Deferred pension	Unlimited deferment possible.	As a general rule, unlimited deferment possible.	<p>General scheme for employees (Régime général d'assurance vieillesse des travailleurs salariés, RGAVTS): After 60 years, increase of the pension amount (over-evaluation) if the insured fulfils the insurance condition for a full rate pension. After 65 years, increase of the insurance duration if the insured does not fulfil (for any basic scheme) the insurance period required depending on the year of birth.</p> <p>Complementary schemes for employees (ARRCO) and management staff (AGIRC): No specific measure because the number of pension points is related to the duration of contributions.</p>
Benefits			
1. Determining factors	Amount of employment income insured through contributions during the entire insured life, voluntary contributions (contribution periods) and periods of child-raising.	The amount is determined by contributions which in turn depend on the earnings and on the number of contribution years.	General scheme for employees (Régime général d'assurance vieillesse des travailleurs salariés, RGAVTS): The insurance period required for a full rate pension, the annual average salary and the period of insurance, related to the maximum period of insurance. Complementary schemes for employees (ARRCO) and management staff (AGIRC): The number of points accrued in the course of the professional career and the value of the point.
2. Calculation method or			

pension formula	<p>Pension formula: $PEP \times RA (1,0) \times AR$ PEP: Personal Remuneration Points (persönliche Entgeltpunkte). The sum of remuneration points results from the insured earnings for each year divided by the national average of earnings for the same year and the value of credited non-contributory periods, multiplied with the access factor (Zugangsfaktor). The access factor follows the age of the insured at the commencement of pension payments and effects reductions in the case of early pensions or increases in the case of a pension deferment after the standard retirement age has been reached. RA = Pension type factor (Rentenartfaktor): A factor established according to the respective insurance objective (1.0 for a full old-age pension). AR = Current pension value (aktueller Rentenwert): Corresponds to the monthly pension paid to an average earner for each contribution year. It is adjusted annually in accordance with the development of wages and salaries. The actual pension value amounts to € 27.20 in the old Länder and € 24.13 in the new Länder.</p>	<p>The amount of the retirement pension is obtained by applying a percentage rate to the calculation basis (see below under "Reference earnings or calculation basis"). The rate index starts at 50% with 15 contribution years and increases by 3% for every additional year between the 16th and the 25th year, and by 2% from the 26th year onwards, until reaching 100% after 35 contribution years. Employees over 65 years of age with more than 15 years of contributions who continue working are entitled to a 2% increase of the pension amount for each additional year. The increase is 3% per additional year if they have more than 40 years of contribution. The pension is paid 14 times a year.</p>	<p>General scheme for employees (Régime général d'assurance vieillesse des travailleurs salariés, RGAVTS): Pension Formula: Reference salary $\times t \times n / 161$. t = pension rate. Based on the age of the insured person and the number of years of contributions. Maximum rate of 50% if 160 quarters of insurance for insured persons born before 1949, 161 quarters for those born in 1949 and 164 for insured persons born in 1952. If the maximum duration is not reached, the pension amount decreases from 5% per year (for generations before 1944) to 2.5% (for generations after 1952). The full rate is applicable for certain groups, regardless of the number of years of contributions (for example, for employees with 50% incapacity, female manual workers having raised 3 children, war veterans or victims) or if the insured person has reached the age of 65 at the moment the pension payment is due. n = insurance period: 150 quarters for insured born in 1943 or previously. 160 quarters for generations born after 1947. For generations born after 1949, the insurance period corresponds to that required for drawing a full rate pension. Complementary schemes for employees (ARRCO) and management staff (AGIRC): Total number of points multiplied by the value of the point.</p>
3. Reference earnings or calculation basis	<p>Insured employment income (up to contribution ceiling) during the entire duration of the insurance. The monthly contribution ceiling for 2009 is: West: € 5,400 East: € 4,550</p> <p>Periods of child-raising during the first 36 calendar months after the month of birth (12 calendar months for births before 1992) are considered as periods of contributions based on average earnings.</p>	<p>The calculation basis is the result of dividing by 210 the contribution basis for the 180 months immediately prior to the date of retirement. The 24 months immediately prior at face value, the others will be updated according to the evolution of the Consumer Price Index. Annual pension ceiling: € 34,184.50.</p>	<p>General scheme for employees (Régime général d'assurance vieillesse des travailleurs salariés, RGAVTS): Annual average salary, limited to the social security ceiling (€ 34,308 per year in 2009) which is adjusted every year by decree. The average salary is calculated on the basis of the 25 best years for the insured born after 1947.</p> <p>Complementary schemes for employees (ARRCO) and management staff (AGIRC): Value of the point per year: € 1.1799 (ARRCO) and € 0.4186 (AGIRC).</p>
4. Non-contributory			

periods credited or taken into consideration			
	<p>Accounted periods (Anrechnungszeiten): Periods of sickness, rehabilitation, unemployment, receipt of pensions, studies or higher education over 17 years of age.</p> <p>Substitute periods (Ersatzzeiten): Certain periods before 31.12.1991, e.g. times of military war service or of detention due to political reasons.</p> <p>Consideration periods (Berücksichtigungszeiten): Periods of child-raising up to the age of 10 years.</p>	<p>The first two years of parental leave (excedencia por cuidado de hijo) to bring up a child. The first year of leave to take care of other relatives who, on account of age, disease or incapacity, require constant assistance to carry out the most essential daily activities.</p>	<p>General scheme for employees (Régime général d'assurance vieillesse des travailleurs salariés, RGA VTS):</p> <ul style="list-style-type: none"> * Periods during which are drawn sickness, maternity, invalidity, employment injury benefits (life-time annuities in case of an incapacity over 66.66%) and of vocational rehabilitation. * Unemployment with allowances or limited to one year without allowances. * Military service and of detention pending judgement (under certain conditions). * Mothers (credit of max. 2 years insurance per child). * Credit of max. 2 years insurance to take care of a severely disabled child. * Parental leave within a limit of 3 years. * Periods during which the allowance to prepare for retirement is paid to unemployed war veterans of North Africa. * Periods of anticipated retirement under certain conditions. <p>Complementary schemes for employees (ARRCO) and management staff (AGIRC): Periods during which are drawn benefits for sickness, maternity, employment injury, invalidity, unemployment and early retirement; certain periods of war.</p>
5. Supplements for dependants (spouse, children, other dependants)			
Other dependants			
	<p>No supplements.</p>	<p>No pension supplements, but higher amount for the Minimum Pension (pensión mínima) if there is a dependent spouse.</p>	<p>Spouse: General scheme for employees (Régime général d'assurance vieillesse des travailleurs salariés): Spouse aged over 65 years (60 years if incapacitated): € 609.80 maximum per year (means of spouse tested. See table XI). Complementary schemes for employees (ARRCO) and executives (AGIRC): No supplement.</p>

			<p>Children: General scheme for employees (Régime général d'assurance vieillesse des travailleurs salariés): No supplement. Complementary pension scheme for employees (retraite complémentaire des salariés, ARRCO): 5% for each dependent child under 25 years of age.</p>
6. Special supplements			
	No special supplements.	No special supplements.	<p>General scheme for employees (Régime général d'assurance vieillesse des travailleurs salariés, RGAVTS): Child supplement (bonification pour enfant): 10% of the pension to any pensioner who has had at least 3 children, including children he/she has brought up for at least 9 years before their 16th birthday. (Possible accumulation with family benefits.) The bonus is granted to each of the parents who draw a basic old-age pension (pension de base). The old-age pensioner who needs help because of inaptitude is entitled to a supplement for assistance by a third party (majoration pour l'assistance d'une tierce personne) of 40% of the pension but not less than € 12,349.23 per year. Complementary pension scheme for employees (retraite complémentaire des salariés, ARRCO): 5% for having grown up 3 children or more. No accumulation possible with the supplement for dependent child. Complementary schemes for employees (ARRCO) and management staff (AGIRC): 8% for having grown up 3 children and 4% from the 4th child within the limit of 24%.</p>
7. Minimum pension			
	No statutory minimum pension.	<p>Minimum pension (Pensión mínima): Monthly amounts (14 payments per year): * + 65 years: € 561.54 for single beneficiaries; € 696.19 or € 546.55 for married beneficiaries, according to whether or not the spouse is dependent. * - 65 years: € 524.28 for single beneficiaries; € 651.63 or € 509.28 for married beneficiaries, according to whether or not the spouse is dependent.</p>	<p>General scheme for employees (Régime général d'assurance vieillesse des travailleurs salariés, RGAVTS): Minimum pension (pension minimale): € 7,084.00 per year, granted to the insured person drawing a full rate pension on any grounds. Increased minimum for periods of effective contributions (minimum 120 quarters): € 7,740.87. It is prorated if the insurance period is below the duration de required pending on the year of birth of the insured. Means tested maximum amount paid as Solidarity allowance</p>

			for old people (allocation de solidarité aux personnes âgées): € 8,125.59 per year for a single person. Complementary schemes for employees (ARRCO) and management staff (AGIRC): No statutory minimum pension.
8. Maximum pension			
	No statutory maximum pension.	€ 2,441.75 per month.	<p>General scheme for employees (Régime général d'assurance vieillesse des travailleurs salariés, RGAVTS): 50% of the social security ceiling = € 17,154 per year.</p> <p>Complementary pension scheme for employees (retraite complémentaire des salariés, ARRCO): Points are granted within a limit of a salary equal to 3 times the ceiling of the social security.</p> <p>Complementary pension scheme for management staff (retraite des cadres, AGIRC): Points are granted with a limit of 8 times the ceiling of the social security.</p>
9. Early pension			
	In the case of early retirement (for conditions see above) pension calculated according to the general pension formula (see access factor). The reduction amounts to 0.3% of the pension for each month, during which the pension is claimed earlier.	<p>For employees who were insured according to the system which was abolished on 1 January 1967 and who retired at the age of 60, a reduction rate of 8% per year under 65. When these employees do not retire on a voluntary basis, the reduction rate ranges from 8% for 30 years of contributions to 6% for 40 years of contributions.</p> <p>In certain cases, employees over 61 years of age who credit at least 30 years of contributions. The reduction rate ranges from 8% for 30 years of contributions to 6% for 40 years of contributions.</p>	<p>General scheme for employees (Régime général d'assurance vieillesse des travailleurs salariés, RGAVTS): No early pension.</p> <p>Complementary schemes for employees (ARRCO) and management staff (AGIRC): Pension paid earlier since the age of 55 is permanently reduced according to the age of the beginning of retirement (7% per year from 55 to 59 years of age, 5% from 60 to 62 and 4% for the following years).</p>
10. Deferment			
	The old-age increases by 0.5% per each calendar month of deferment after the standard retirement age has been reached (see access factor).	<p>The pensioner and the employee may continue to work after pensionable age (65) but his/her pension is suspended.</p> <p>The rate which is applied to the calculation basis is increased by 2 percentage points for each additional year. The increase is 3 percentage points for each additional year after 40 years of contribution at the age of 65.</p>	<p>General scheme for employees (Régime général d'assurance vieillesse des travailleurs salariés, RGAVTS): Increase of the pension amount (between 0.75% and 1.25%) for insured persons aged over 60 who completed the period of insurance required for a full rate pension. From the age of 65, the insured who does not fulfil the insurance period required depending on his year of birth, will benefit from an increase of the insurance duration by 2.5% per additional quarter he contributed after the 65th birthday.</p>

Adjustment			
	<p>The pensions are annually adjusted on 1 July according to the income development by calculation of the pension on the basis of the valid new current pension value (aktueller Rentenwert). The current pension value is adjusted in line with the wage development in the previous calendar year (separate for the old and new federal states), with the wage development according to the national accounts being the relevant criterion (without compensation for extra expenses for recipients of unemployment benefit II (Arbeitslosengeld II) in subsidized community work). From 2006 the development of insurable income is also taken into consideration, when the relevant wage development is determined for the pension adjustment. Apart from wage development, changes of the pension insurance contribution rate and the increasing share of private old-age-provision (certain part of the income foreseen for private old-age pensions, Altersvorsorgeanteil) and the development of the ratio between beneficiaries and employed persons liable to compulsory insurance are taken into consideration (sustainability factor). Tax-related changes for employees, however, are not taken into consideration. The gradual increase of certain part of the income foreseen for private old-age pensions in the pension adjustment will be suspended in 2008 and 2009 due to a legal provision. Consequently, in 2009 there is a pension adjustment which is 0.63 percentage points higher. The calculation of the levels of increase of certain part of the income foreseen for private old-age pensions will be made up by the pension adjustment in 2012 and 2013. As a result, the gross pensions were adapted on 1 July 2009 by 2.41% in the old Länder (West) and by 3.38% in the new Länder (East). The current pension value since 1 July 2009 amounts to € 27.20 in the old Länder (West) and € 24.13 in the new Länder (East).</p>	<p>Automatic adjustment at the beginning of each year according to the Consumer Price Index anticipated for the year in question.</p>	<p>Complementary schemes for employees (ARRCO) and management staff (AGIRC): No special provisions.</p> <p>Annual adjustment (expected evolution of consumer prices, tobacco excluded).</p>