



Global Employer Services Social security

Social Security Benefits Study 2017

Deloitte has announced the results of its comparative Social Security Benefits Study. The objective of this study is to compare social security schemes across the European Economic Area and highlight the most important similarities and differences, doing so from the perspective of mobile employees and business in general. For mobile employees, who may switch between social security schemes, the level of social protection is generally a key talking point.

Together with 25 other Deloitte Firms, Deloitte Belgium elaborated an in-house overview of all branches of social security in the EEA, providing an insight into the variety of social security contributions and benefits. The study serves as an executive summary of this broader exercise. The different chapters include some highlights from the screening of all EEA social security systems. Next to Deloitte's horizontal conclusions, a short description of the participating countries' different social security systems is provided, giving a broad idea of their main features and specific characteristics.

The following highlights emerge from the survey:

- In more than half of the European countries involved, social security contributions are capped, which self-evidently impacts employer costs;
- Most countries have increased their legal pension age to 65 years, some pioneering with a current legal pension age of 67 years. In Belgium, this increase is planned for 2030.
- There is still a very clear difference as to the amount of benefits between "old EU countries" (e.g. first child

benefits between EUR 60 and EUR 200) and “new EU countries” (e.g. first child benefits between EUR 10 and EUR 50). Just under half of all the countries have income-related child allowances;

- The European average duration of maternity leave is 26 weeks, with Belgian maternity leave set at 15 weeks. Paternity leave, where such scheme exists, is generally set at between 1 day and 2 weeks;
- Belgium is the only country where the grant of unemployment benefits is still not limited in duration;
- Around 80% of the countries have a public scheme of voluntary social security contributions.

More information on the Social Security Benefits Study 2017 can be found by downloading the full report [here](#).

Contacts

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