IGP
international group program

IGP Country Profile 2022

Switzerland

Prepared by:
AXA

Preface

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Since 1967, the International Group Program has been an industry leader in the field of international benefits management, serving more multinational companies than any other network. IGP is represented in around 70 countries throughout the world and is known for the flexibility and quality of service we provide to our clients.

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Your Local Link to IGP in Switzerland: AXA Switzerland

AXA Switzerland
The IGP Network Partner in Switzerland

AXA Switzerland is part of the AXA Group which is one of the world's leading insurance and asset management groups.
AXA Switzerland is also the leader in the Swiss insurance market with more than 1.9 million private and corporate clients. It has a diversified product line that includes non-life products such as property, liability, vehicle, credit and travel insurance, as well as life and pension solutions that can be tailored to the needs of individuals and corporate clients. With a market share of approximately 30%, AXA is a leading life insurance provider in Switzerland. AXA sells its products and services via its own sales channels and third-party distribution channels and employs more than 4,500 people.

AXA Switzerland is a leader in the Swiss Insurance Market

- Insures about 40 % of the companies in Switzerland, mainly SME's
- Has 1.9 million customers
- Generated business volume of CHF 5.8 billion in 2020
- Offers its customers 91 products providing comprehensive financial security
- Is the only Swiss insurance company with its own accident research center and has been promoting safety in road traffic for many years

AXA Switzerland joined the International Group Program in 2003.

Key Products

Life
- Life
- Spouse's and Orphans' Pensions

Disability
- Accident and Sickness
- Long-Term Disability

Pensions
- Insured Pensions (as part of a Retirement Plan)

Other
- (BVG) Mandatory Occupational Pension Plans

Federal Old Age, Survivors' and Disability Benefits (AHV/IV, 1st Pillar)

Eligibility:
All persons having a legal residence, earning their living in Switzerland, or Swiss citizens working abroad for Swiss employers are compulsorily insured.

Contributions:
Contributions are paid on total earnings (no ceiling) and are shared equally by employer and employee. They are a percentage of total earnings:

	Employer	Employee
Old Age and Survivors' Pensions (AHV)	4.35%	4.35%
Disability Pensions	0.70%	0.70%
Income Replacement Scheme (military service, etc.)	0.25%	0.25%
Total	**5.30%**	**5.30%**

Retirement Date:
First day of the month following attainment of age 65 for males and age 64 for females.

Pensionable Salary:
Minimum Salary = CHF 1
Maximum Salary = unlimited

Old Age Pension:
Normal retirement begins the first day of the month following attainment of age 65 for men and age 64 for women. The minimum pension for single persons is CHF 14,340 and the maximum pension is CHF 28,680. For married couples the Old Age Pension is capped at 150% of the maximum pension.

Benefits are increased every two years unless the cost of living index increases by more than 4% in one year; in which case, they are increased after one year.

Survivors' Benefits:

Widow's pension: 80% of the pension of the insured, payable to widow if caring for one child or more, or if age 45 and married at least five years when widowed. Childless widow under age 45: lump-sum only. If remarried before age 64 pension is cancelled.

Widower's pension: 80% of the pension of the insured if caring for one child or more under the age of 18. If remarried before age 65, pension is cancelled.

Orphans' pension: 40% projected/actual old age pension (if full orphan 80%, but not more than 60% of the maximum old age pension), payable up to age 18 or 25 if full-time student.

Sickness and Disability Benefits:
By law, employers are required to pay full salary upon sickness for at least three weeks during the first year of service, prolonged accordingly for longer service.

If rehabilitation treatments have been unsuccessful, the State will pay a long-term disability pension equal to a percentage of the projected old age pension, depending on the degree of disability.

Degree of Disability	Benefit Payable
40%	25% of Old Age Pension (OAP)
41%	27.5% of Old Age Pension (OAP)
42%	30% of Old Age Pension (OAP)
43%	32.5% of Old Age Pension (OAP)
44%	35% of Old Age Pension (OAP)
45%	37.5% of Old Age Pension (OAP)
46%	40% of Old Age Pension (OAP)
47%	42.5% of Old Age Pension (OAP)
48%	45% of Old Age Pension (OAP)
49%	47.5% of Old Age Pension (OAP)
50 - 69%	The percentage of the pension corresponds to the degree of disability.
More than 70%	100% of Old Age Pension (OAP)

10th Amendment of AVS/AHV (State Old Age System):
The main features of the 10th Amendment of the Social Security Law, which became effective on January 1, 1997, are as follows:

a) A married couple's pension is replaced by two individual pensions and paid separately on a 50/50 basis, although a couple can request a single payment.

b) The formula for the calculation of the pensionable salary.

c) The extension of the allowance for disability requiring assistance (50% of minimum Old Age Pension).

d) The method used to calculate the Old Age Pension for each spouse of a married couple takes into consideration the individual pensionable salary before marriage and 50% of pensionable salary during marriage. However, the maximum Old Age Pension cannot exceed 150% of the maximum Old Age Pension for a single person (CHF 43,020 in 2022).

e) A widower's pension is payable provided that the beneficiary has dependent children.

f) Since January 1, 2001, the retirement age for women has increased in steps to age 64 (effective January 1, 2005).

g) Social Security – Reform Status: In a popular referendum held on May 16, 2004, Swiss citizens rejected the proposed reforms on the 11th revision of the social security pension program (AHV/AVS). The rejection of the proposed reforms in the referendum implies that the retirement age for women will be age 64 under the AHV/AVS program (effective from 2005), which is not in line with the age 65 retirement age under the mandatory pension program (BVG/LPP). The introduction of a flexible retirement age from age 59 and important changes to "modernize" widows' pensions under the AHV/AVS program will not be implemented.

Employee Benefits Insurance (BVG, 2nd Pillar)

Compulsory "Second Pillar" legislation, the Swiss Pension Fund Law (effective January 1, 1985), requires all Swiss employers to provide private pension plans with certain minimum standards.

The main features of this legislation (also known as BVG) are as follows:

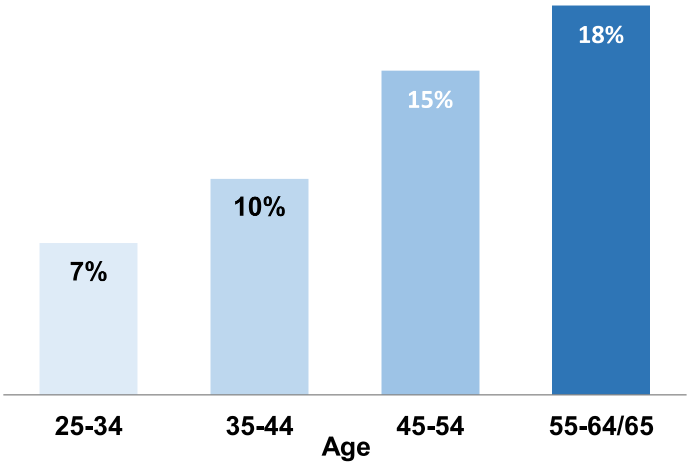
Objectives (Art. 1 BVG):
Through successive steps, the Federal Occupational Retirement, Survivors' and Disability Pensions Act should eliminate the existing gaps in the field of employee benefits and enable aged persons to maintain their customary standard of living.

Persons Eligible for Insurance (Art. 2-7 BVG):
All employees subject to 1st Pillar (Old Age, Disability, and Survivors' Pensions) whose salaries are more than CHF 21,510 are eligible. The eligibility period runs from January 1 following age 17 for death and disability benefits, and from January 1 following age 24 for retirement benefits. Insurance may also become compulsory for certain categories of self-employed persons.

Coordinated Earnings (Art. 8-9 BVG):
Annual earnings taken into consideration are equal to that portion of gross salary between the coordination offset of CHF 25,095 and CHF 86,040, and are therefore, subject to a maximum insured salary of CHF 60,945 (CHF 86,040 minus CHF 25,095). The Federal Council may adjust the earnings limits.

Retirement Benefits (Art. 13-17 BVG):
The amount of the retirement pension is determined by the retirement credits increased with interest (effective January 1, 2021: 1.00%). The rate of conversion of retirement assets into a pension will be fixed by the Federal Council (women and men 6.80%).

Rate of Retirement Credits



The total retirement contributions for the employer and employee are shown above. The Swiss Code of Obligations requires employers to pay at least 50% of the pension plan contribution.

The Federal Council will adjust annually the minimum interest rate, considering the investment possibilities (currently 1.00%).

Children's pension	20% of the retirement pension, per child.

Benefits in Case of Death (Art. 18-22 BVG):

Spouse's pension:	60% of the projected disability or retirement pension.
Orphans' pension:	20% of the projected disability or retirement pension, per child.

Disability Benefits (Art. 23-26 BVG):

Disability pension:	The long-term disability pension is based on the retirement assets without interest projected to age 65 (males) or 64 (females) and multiplied by the conversion rate (6.8%). After the specified degree of disability, a corresponding pension is paid out (see table above in chapter "Sickness and Disability Benefits").
Children's pension:	20% of the disability pension (per child).

Lump Sum Option (Art. 37 BVG):
Generally the benefits are paid as pensions. The rules permit certain benefits to be paid in the form of lump sums. If there are retirement benefits and the insured wishes to receive a lump sum payment, the insured must choose a lump sum option three years prior to retirement age.

Law on Promotion of Home Ownership (Art. 30 BVG)::
This law, which came into effect on January 1, 1995, was accepted by the two Houses on December 17, 1993, together with the law on vesting.

In order to buy a house for their own use or to amortize an existing mortgage loan, the insured have the right to ask for the anticipated payment of the total amount of the portable credit accrued up to age 50. The insured older than 50 can use half of the available credit at the time of request or the available credit accrued at age 50.

The total amount of the available credit includes the mandatory BVG and any optional supplementary plans.
If they withdraw these amounts, their benefits are reduced proportionally. But they always have the option to reimburse this money into the fund up until three years before normal retirement age, in which case, they are entitled to receive their full retirement pension.

The insured also have the right to pledge their benefits as security to borrow money to finance a mortgage.

To avoid a gap in the benefits coverage, the insured have the option to take out individual insurance.

If the property is sold, or if there is no benefit due in the case of the death of the insured, the money must be returned to the fund.

Any anticipated payment is subject to federal, cantonal, and communal taxes. The methods and rates differ according to the location of the property. In case of reimbursement, the amount is not deducted from the taxable income, but the insured have the right to ask for the refund of the taxes paid.

Financing (Art. 65-72 BVG):
Retirement credits may be financed by step-rated contributions based on age or by an average rate of contribution.

Supplementary contributions will be necessary to finance:

a) Coverage of death and disability risk

b) Indexation of survivors' and disability pension to the cost of living

c) Coordination with accident insurance

d) Contributions to the security fund

The total cost (national average) is about 15% of the coordinated earnings or about 10% of the AHV salaries. The employer pays at least 50% of the total cost.

Cost of Living Adjustments for Pension in Course of Payment (Art. 36 BVG):
The adjustment for cost of living is compulsory for survivors' and disability pensions up to age 65 for men and 64 for women. Each pension fund is required to make the necessary adjustment.

The first adjustment is required after the pension has been in payment for three years, with subsequent adjustments.

The indexing requirement does not apply to old age pensions. Pension funds may make voluntary adjustments, based on the development of prices and their financial status.

Vesting Rights (Art. 27 BVG):
Until they are transferred, the amount of portable benefits corresponds to the retirement assets accrued by the insured person.

Organization of Pension Funds (Art. 48-52 BVG):
The legal form may be a foundation, cooperative, or a public law institution.

The supervising authority registers the pension fund in the Register for Occupational Insurance.

Equal representation on the board of the pension fund is mandatory.

Audit (Art. 52c BVG):
An audit of the annual accounts and a periodic review of the actuarial provisions by a recognized expert for occupational benefit plans are required.

Objectives of the Security Fund (Art. 56-59 BVG):
Provides assistance in case of the insolvency of a pension fund.

Supplementary Institution (Art 60 BVG):
Employers who do not fulfill their obligations to provide a pension fund will be obliged to participate in the supplementary institution. Others may join at their request.

Tax Implications (Art. 80 BVG):
Contributions: Total deductibility of the contributions, applicable also for the non-compulsory part (as of January 1, 1987).

Benefits: Benefits are fully taxed as income.

3rd Set of BVG Revisions:
The main changes of the 3rd Set of BVG Revisions which came into effect January 1, 2006, are as follows:

- **Purchase of additional benefits**
  Within the framework of the legal provisions, the insured may purchase additional benefits under the regulations in order to improve their pension coverage. Insured persons must inform the pension fund of any other occupational pension assets in other vested benefits institutions, as the purchase amount for additional benefits will be reduced.

- **Early retirement**
  The federal council has set the minimum age for early retirement at 58. As a transitional provision, the current regulation (minimum age of 55) will continue to apply for five years after the change enters into force for individuals insured as of December 31, 2005.

- **The maximum pensionable salary** may not exceed ten times the BVG ceiling (CHF 860,400). If an insured person is covered by several pension plans, he must inform his pension fund of his total pension.

Short Term Disability

Income Replacement:

According to Article 324a of the Swiss Code of Obligations, the employer has to continue payment of wages and salaries in case of accident or sickness for three weeks in the first year of service and "for an appropriate period, according to the duration of employment" in subsequent years.

Medical Care (KVG)

A law, which came into force on January 1, 1996, provides for mandatory medical coverage for all residents in Switzerland.

The basic coverage, through individual policies (or more rarely, through an employer-sponsored program at the same cost) is identical for everybody and includes the following benefits:

- Hospitalization in public ward
- Medical treatment
- Medicines
- Worldwide coverage
- Maternity
- Accident (only if not already covered by the National Accident Insurance Program known as UVG)

All these benefits are limited to certain maximums.
The cost depends on the canton of residence. Within each canton, the premium is generally the same for everyone regardless of age (except for minors), gender, and state of health or even experience.

Complementary coverage is optional. Each individual has the freedom to choose a higher standard of coverage; e.g., a private hospital or ward, full coverage abroad, medical doctors or surgeons, unlimited medicines or alternative treatments, etc. The extra premium for any kind of supplementary benefits will be calculated individually, and a medical exam may be required.

An employer-sponsored program may also be offered at a lower cost, but it is not very common.

One of the reasons for the implementation of this new law is to control the skyrocketing cost of healthcare in the past 20 years by encouraging sickness funds to get more involved in the management of healthcare services.

Accident Insurance (UVG, 2nd Pillar)

Effective January 1, 1984, benefits are provided through the National Accident Insurance Program (UVG).

Coverage
This is a compulsory accident insurance, either with a public carrier for workers in engineering and building trades, manufacturing industries, transport companies, etc., or with a private carrier for companies that are not compulsorily insured with a public carrier. The insurance covers occupational and non-occupational accidents, as well as occupational diseases.

Contributions
a) Employers:

Employers cover the entire cost for occupational accidents with rates varying by industry risk. For non-occupational accidents, the total premium or a part of it may be charged to the insured person.

Max. contributory salary equals CHF 148'200.

b) Government: None

Qualifying Criteria
No minimum qualifying criteria is needed for occupational accidents. For coverage of non-occupational accidents, a person must work at least eight hours per week for the same employer.

Benefits
Benefits are payable for both occupational and non-occupational accidents.

a) Permanent Disability:
80% of earnings for total disability.

b) Temporary Disability:
80% of earnings, payable after a two-day waiting period.

c) Widow's Pension:
40% of insured's earnings. Also payable to an invalid widower.

d) Orphans' Pension:
15% of insured's earnings for each orphan up to age 18, or up to age 25 if a student. 25% if full orphan.

e) Cost of Burial:
Subject to seven times the maximum insured daily earnings.

f) Medical Benefits:
Service benefits ordinarily provided by doctors, hospitals, and pharmacists.

g) Maximum Earnings for Benefits:
CHF 148,200 per year (in 2022).

Family Allowance (1st Pillar)

Rules vary from canton to canton.

Contributions:

a)	Insured Person:	None
b)	Non-agricultural Employers:	1-3% of payroll according to canton and fund.

Qualifying Criteria:
Child must be under age 16, or age 25 if a student or an invalid.

Benefits:
A minimum of CHF 200 per month is granted for the first child and CHF 250 for a child studying until the age of 25. Benefits for each additional child are granted according to cantonal laws.

Unemployment Insurance (ALV, 2nd Pillar)

Coverage:
Since April 1, 1977, unemployment insurance has been mandatory for all employees according to federal law.

Salary Ceiling
CHF 148,200 per year for benefit purposes (in 2022).

Contributions (effective January 1, 2008):
The unemployment contribution rate is equal to 2.2% (shared equally by employer and employee) for earnings up to CHF 148,200

a) Insured Person: 1.1% of salary up to CHF 148,200

b) Employer: 1.1% of salary up to CHF 148,200

Benefits (as of April 1, 2011):
Benefits are paid for a period ranging from 200 to 520 days depending on the person's age. The benefit level is equal to 70%-80% of covered salary. Benefits are payable after a five-day waiting period.

- Up to 200 daily allowances below age 25
- Up to 400 daily allowances between age 25 and 55
- Up to 520 daily allowances above age 55

As of July 1, 1997, a risk (survivors' and disability) premium is deducted from the daily allowances, thus enabling the unemployed to remain insured in the 2nd Pillar (BVG).

Employer sponsored benefit plans include pension plans consisting of either group contracts or self-administered pension funds. These plans have been regulated since January 1, 1985 by the Federal Law on the Occupational Old Age, Survivors' and Disability Pension Act (BVG). (Please refer to page 11 for a more detailed description.) Another common provision is short-term disability (STD) insurance. Finally, employers sponsor accident insurance covering death, dismemberment, loss of income, and medical and hospital expenses. This provision is regulated by the Accident Insurance Law (UVG), which came into effect on January 1, 1984.

Group Insurance/Pension Plans (BVG, 2nd Pillar)

Retirement Benefits:
A retirement pension for all eligible employees is payable from normal retirement age (i.e., age 65 for males and age 64 for females) for as long as the insured is alive.

a) Defined Benefit Plan:

The amount of pension is normally expressed as a percentage (1.5% to 2%) of pensionable salary times the number of credited years of service.

b) Defined Contribution Plan:

The contributions are equal to the BVG retirement credits or to a rate level of 12%-15% of gross salary.

Survivors' Benefits:
a) Spouse's Pension:
A pension is payable to the spouse from the time of the insured's death (before or after retirement) until the spouse's death or remarriage. In case of remarriage, a lump-sum equal to three annual spouse's pensions is paid.

The normal spouse's pension is equal to 60% of the projected retirement pension. A pension plan frequently includes a special clause saying that the spouse's pension is reduced by 1% to 3% for each complete year over ten that the widow or widower is younger than her/his spouse.

b) Orphans' Pension:

An orphans' pension is payable upon the insured's death to each child until age 18. The annuity is also payable beyond this age limit, provided that one of the following conditions is met:

i. If the child is not fully employed and is studying or in apprenticeship and is under age 25.

ii. If the child suffers from a presumably persistent disability and has already been disabled for the same cause at age 20. In such cases, the annuity is paid during the child's life in proportion to the degree of disability.

An Orphans' Pension is normally fixed at 20% of the projected retirement pension.

Lump Sum Death Benefit
This benefit is provided to all unmarried males and females in case of death before normal retirement age and, in most cases, as compensation for the absence of a survivors' benefit. The lump sum normally equals 100%-200% of the retirement credits. However, there is a growing trend for spouse's pensions to be provided under private benefit plans.

Disability Benefits
A disability pension, classified by degree of disability, is payable in case of inability to work due to sickness or accident. The benefits commence on the day the waiting period, specified in the contract, has lapsed. The duration of the waiting period may be 12 months or, if a separate short-term disability plan exists, 24 months.

The mandatory disability pension is based on the retirement assets without interest projected to age 65 for men and age 64 for women, multiplied by the conversion rate.

The children's pension is normally fixed at 20% of projected disability pension.

Waiver of Premium
Waiver of premium is applicable under the same conditions as mentioned for disability pensions, although a different waiting period may be specified (for example, 6 months for waiver of premium and 24 months for disability pensions).

Pensionable Salary
In order to integrate the Social Security pension with private group plans, private contracts use a Social Security offset expressed as a certain percentage of the Social Security Old Age Pension for single persons. The percentage is fixed according to the total benefits (pension plan plus Social Security).

Payment of Premiums
Normally premiums for annuity benefits are annual level premiums while premiums for lump sum death benefits are annually renewable term insurance premiums.

Employee's Contributions
Varies between 5% and 8% of pensionable salary but cannot be more than 50% of total premium.

Vesting Rights
Due to a law, which came into effect on January 1, 1995, full vesting is applied on BVG benefits, as well as on any benefits over the BVG limits. For defined contribution plans, employees leaving their place of employment receive the amount of total contributions paid on their behalf including interest. For defined benefit plans, the vested amount is determined by the present value of the accrued pension. Additionally, employees must transfer the vested amount to their new employer's pension fund, which will buy back "years of service”.

At the request of the employee, a cash payment can be made in the following cases:

a) If an insured employee is leaving Switzerland and not moving permanently to an EU country (effective June 2007 bilateral agreement between EU and Switzerland);

b) If an insured employee becomes self-employed;

A cash payment requires the written approval of the spouse. All payments are subject to taxes.

c) When the total sum accrued is less than one year of payments.

Short Term Disability Plan (KKTG, 2nd Pillar)

Compensation of lost salary is, within legal requirements, the responsibility of the employer, who may choose to insure its staff unless union agreements compel it to do otherwise. Insurance is by far the most adopted solution.

The customary plan is as follows:

80%–100% of salary payable for 730 days, taking into consideration a waiting period of 14-60 days.

STD insurance plans typically provide the following benefits:

Daily Benefit: 80%/100% of daily salary for two years; possibility of extending the benefit to ten years or even to retirement age.

Market description

- The BVG market (2nd pillar) is a competitive market that repeatedly leads to political discussions due to the conversion rate, minimum interest rate and minimum quota. The Swiss Government is currently preparing a 2nd pillar reform and the public will vote within the next years.
- The Swiss Pension Solution market in Switzerland has grown steadily (in amount of insured persons) since 2012 with an average growth rate of 1.8% per annum.
- In 2019, the BVG market is divided into 3 segments:
  - Pension funds, which manage 77% of the funds
  - Life insurers who manage 18% of their business
  - Banks that manage 4%
- AXA had an overall market share of 10.6% in 2019 (within the market for semi-autonomous solutions AXA has a market share of 23% and in the reinsurance market for autonomous solutions of 20%).

Market potential

- It is assumed that the 2nd-pillar market will grow at an average rate of 2% per year. Retirement due to baby boomers and wage stagnation have led to a reduction in the growth rate.
- The assumption is that the insurance market will shrink, and the PF market will increase due to the higher degree of freedom.

Swiss Macro-Economic Trends

Economic Development

The Swiss economy shrank by -2.9% in 2020, driven mainly by the Covid-19 pandemic. Therefore, the expert group of the Swiss federal lowers its growth forecast for Switzerland in 2022 to 3.0%. For 2023, growth of 2.0 % is expected in the course of economic normalization. This would mean that the Swiss economy would grow at above-average rates for another two years after 2021 (3.3%).

The domestic economy is expected to profit especially from the further development of the services sector. Also foreign trade remains an important pillar of growth profiting from the worldwide more positive economic situation as well as the weaker Swiss franc compared to the last two years.

Economic risks

Uncertainty is currently very high and risks are on the downside. In particular, the risk of setbacks in the development of the pandemic situation has accentuated. Possible restrictive health policy measures would weigh heavily on the recovery.

Dampening effects on the economic recovery would also have to be expected if the global capacity bottlenecks were to last longer than expected. And further the increase of inflation leads to sustained price pressure with significantly higher interest rates. Then existing risks in connection with sovereign and corporate debt would also intensify significantly.

Risks in the domestic real estate sector would also be accentuated. Global risks also emanate from the real estate sector in China. A real estate crisis with a strong impact on demand in China could significantly burden the course of the global economy.

On the other hand it is also possible that the recovery in Switzerland and other advanced economies will be stronger than assumed in the expert group's forecast. Some households have built up considerable additional savings since spring 2020 in the face of limited consumption possibilities, which could be used in part for consumer spending.

Sample Multinational Plan (BVG)

Plan Design		Basic Plan	Additional Benefits
Pension Base		Based on salary (without coordination deduction) up to 200% of BVG pensionable salary = CHF 172 080	Basic salary coordination deduction of CHF 172 080
Pension Design based on age	20-34	12%	14%
	35-44	14%	14%
	45-54	16%	14%
	55-65 (64)	18%	14%
Disability Pension		50% of insured salary	60% of insured salary
Spouse's Pension		35% of insured salary	Lump sum 3 x insured salary, add. accrued capital
Children's Pension		10% of insured salary	none
Independent Life Capital		2 x insured salary	3 x insured salary
Employee Financing		6% of insured salary	7% of insured salary

Defined Benefit Plan

Eligibility:	According to BVG
Normal Retirement Age:	Males: 65; Females: 64
Pensionable Salary:	Gross salary less ⅞ of the AHV pension for a single person.
Retirement Benefits:	A pension equal to 1.5 – 2.0% of pensionable salary times years and months of service up to a maximum of 40 years if male or 39 if female.
	A children's pension equal to 20% of retirement pension.
Death Benefits:	Lump Sum Benefit: For all employees over age 24, and all female employees and single males under age 25, an amount equal to 100% of gross salary, or 100% of retirement credits.
	Spouse's Pension*: For all married men/women, a pension equal to 60% of the projected old age pension.
	Orphans' Pension*: For all employees, a pension equal to 20% of projected old age pension per child (double for full orphan).
Disability Benefits*:	A pension equal to 100% of the projected old age pension, payable after a waiting period of 24 months.
	For the children of disabled employees, a pension equal to 20% of the projected old age pension per child, payable after a waiting period of 24 months.
Waiver of Premium:	Included after a waiting period of three months.
Employee Contribution:	5% of pensionable salary for employees age 25 and over, no contributions for employees under age 25.

*Accident coverage excluded (except for UVG/BVG coordination)

Defined Contribution Plan

Eligibility:	According to BVG
Normal Retirement Age:	Males: 65; Females: 64
Pensionable Salary:	Gross salary less ⅞ of the AHV pension for a single person.
Retirement Benefits:	A pension equal for females and males 6.8% of the BVG accrued credits with interest.
	A children's pension equal to 20% of retirement pension.
Death Benefits:	Lump sum: 100% of retirement credits, if no spouse's pension.
	Spouse's Pension*: A pension equal to 30% of pensionable salary, respectively 60% of old age pension.
	Orphans' Benefits*: A pension equal to 10% of pensionable salary.
Disability Benefits*:	A pension equal to 50% of pensionable salary payable after a waiting period of 24 months.
	A children's pension equal to 10% of pensionable salary.
Waiver of Premium:	Included after a waiting period of three months.
Employee Contribution:	Half of the premium.

*Accident coverage excluded (except for UVG/BVG coordination)

Useful Links

Demographic information:	CIA World Factbook (please select the country to review)
Macro-Economic indicators:	CIA World Factbook (please select the country to review)
Federal Social Insurance Office:	https://www.bsv.admin.ch/bsv/en/home.html
More information on the IGP Network Partner:	IGP – Your Local Link in Switzerland
AXA Switzerland Life: *(Main information is available in German, French, Italian and English)*	www.AXA.ch www.axa.ch/international www.axa.ch/myaxa