

Invalidity

Applicable statutory basis

ALBANIA

Law No. 7703, dated 11.5.1993 "For the social insurance in Republic of Albania" (amended), by Law no.104/2014, date 31.07.2014, which has come into force on 1 January 2015.

(last update of information (Albania) (2019)

ARMENIA

- Law on "State Pensions", 22 December 2010
- Law on "Social Protection of the Disabled", 24 May 1993
- Law on "The Profit Tax", 30 September 1997
- RA Government resolution No 276, 2 March 2006
- RA Government resolution No 780, 13 June 2003
- RA Government resolution No 453, 12 April 2007
- RA Government resolution No 665, 5 May 2011
- RA Government resolution No 635, 26 June 2014
- RA Government resolution No 1734, 30 December 2010

AZERBAIJAN

- Law "On Social Protection of Disabled People" dated 1992.
- Regulation of the Cabinet of Ministers No. 128 dated 12 August 2002 "On Holiday Vouchers for People who Became Disabled after the Chernobyl Nuclear Accident and Their Families and for Army Servants (excluding compulsory regular army servants) and Their Families";
- Law "On Labour Pensions" dated 2006.
- Law "On Social Allowances" dated 2006.
- Decree of the President of Azerbaijan "On Increasing the Pensions" (dated 1 August 2003).
- Decree of the President of Azerbaijan "On the Grants of the President of Azerbaijan to Disabled People as a Result of War" No. 823 dated 9 September 2008.
- Decree of the President of Azerbaijan "On Increasing the Amount of Social Allowances" No. 820 dated 27 August 2008.
- The Order of the President of Azerbaijan No. 2449 dated 20 June 2014 "On a Number of Measures to Improve the Social and Living Conditions of Persons with Disabilities and the Families of Martyrs in connection with the Protection of the Territorial Integrity, Independence and Constitutional Order of the Republic of Azerbaijan"
- The Order of the President of Azerbaijan No. 569 dated 25 January 2021 "On Additional Measures to Improve the Social and Living Conditions of Persons with Disabilities and the Families of Martyrs in connection with the Protection of the Territorial Integrity, Independence and Constitutional Order of the Republic of Azerbaijan"
- Decision of the Cabinet of Ministers of the Republic of Azerbaijan No. 501 dated 18 December 2020 "On Terms and Procedure for Providing Disabled Persons with Rehabilitation Aid".

BOSNIA AND HERZEGOVINA

Federation of BiH

- Law on Pension and Disability Insurance of FBiH (Official Gazette of FBiH 13/18 and 90/21)
- Law Establishing the Institute for Medical Examination of the Health ("Official Gazette of the Federation of BiH", nos. 70/07, 26/14 and 40/18)

Republika Srpska

- Law on Pension and Invalidation Insurance of Republika Srpska (Official Gazette of RS 134/11), Law on Amendments and Additions of the Law on Pension and disability insurance of the Republika Srpska ((Official Gazette of RS 82/13 and 103/15)
- Law on Professional Rehabilitation Qualification and Employment of Disabled Persons - Consolidated text (Official Gazette of RS 37/12), Law on Amendments and Additions of the Law on Professional Rehabilitation, Qualification and Employment of Disabled Persons (Official

Gazette of RS 82/15)

Brčko District of BiH

- Employees chose whether to be affiliated with the system in the Federation of BiH or Republika Srpska

GEORGIA

Labour Code of Georgia.

27/12/2010-Resolution N279 of Government of Georgia „On defining social package” 23.07.2012 (in force from 1.09.2013)

- Law of Georgia concerning “Social aids”29.12.2006.
- Law of Georgia On the rights of persons with disabilities (in force from 2020)
- Law of Georgia concerning “Medical and Social Appraisal” (7.12.2001).
- Order No 1/n by the Minister of Labour, Healthcare and Social Protection “On Approving the Rules of Determining a Limited Ability Status”, 13.1.2003.
- Order No 2/n by the Minister of Labour, Healthcare and Social Protection “On the List of Illnesses, Anatomic and Mental Defects in Case of which Special Labour Conditions are allowed for Persons with a Limited Ability Status”, 13.1.2003.

MONTENEGRO

Law on Pension and Disability Insurance, 2003,
amended in 2004/2007/2008/2010/2011/2012/2013/2014/2015/2016/2020/2021.

Law on Contributions for Mandatory Social Insurance, 2007,
amended in 2008/2009/2010/2011/2012/2013/2015/2017/2019/2021.

Law on Social and Child Welfare, 2013/2014/2015/2016/2017/2021.

NORTH MACEDONIA

Law on pension and disability insurance (Official Gazette No. 98/2012), as amended on several occasions.

Law on Mandatory Fully Funded Pension Insurance (Official Gazette No. 29/2002), as amended on several occasions.

Law on Payment of Pensions and Pension Benefits from Fully Funded Pension Insurance (Official Gazette No. 11/2012).

Law on employment of people with disabilities (Official Gazette No. 44/2000), as amended on several occasions.

Law on Obligatory Social Insurance Contributions (Official Gazette No.142/2008).

The laws are supplemented by extensive guidelines.

REPUBLIC OF MOLDOVA

- Law No. 156-XIV, of 14.10.1998 on public pension system; came into force on 1.1.1999.

- Law No. 489-XIV, of 8.7.1999, on the public social insurance scheme.

- Law No. 756-XIV, of 24.12.1999, on insurance in respect of employment injuries and occupational diseases.

- Law No. 290 of 16.12.2016 On Amendments and Addenda to Some Legislative Acts.

Government Decision no. 165 of March 21, 2017 for the approval of the Regulation on the methodology of calculating the pensions and the methodology of confirming the contributory periods for the pensions establishment.

SERBIA

Law on Pension and Disability Insurance 2003, revised 2004/2005/2006/2009/2010/2012/2013/2014/2018/2019.

Law on Compulsory Social Insurance Contributions 2004, revised 2005/2006/2009/2011/2013/2014/2015/2016/2017/2018 /2019/2020

Law on Professional Rehabilitation and Employment of Persons with Disabilities 2009, revised 2013.

The Budget System Law 2009, revised 2010/2011/2012/2013/2014/2015/2016/2017/2018/2019 /2020.

TÜRKIYE

Social Insurances and Universal Health Insurance Law No 5510 dated 31/05/2006.

UKRAINE

Law of Ukraine “On mandatory state pension insurance”, # 1058-IV dated July 9, 2003

Law of Ukraine “On the collection and accounting of a single fee for the compulsory state social insurance”. 01.01.2011

Law of Ukraine "On amendments to some legislative acts Ukraine "dated 12.06.2016, 1774-VIII

Law of Ukraine „On state social assistance to disabled people from childhood and children with disabilities” №2109-III dated 16-11-2000

(last update of information by Ukraine 2019)

Basic principles

ALBANIA

Social insurance system funded by contributions providing a basic pension intended to provide a minimum standard of living as well as a pension increment based on the length of insurance and previous earnings.

(last update 2019)

ARMENIA

Disability Labour Pension:
based on degree of invalidity and duration of insurance record.

Disability Benefit:
awarded to specific categories of the population regardless of insurance coverage or means, intended for those who do not fulfil the qualifying period required for a Disability Labour Pension (see Table XI.2 'Specific Non-contributory Minimum: Invalidity' below)

AZERBAIJAN

Compulsory social insurance scheme financed by contributions and state budget that provides an earnings-related benefit to all employees.

BOSNIA AND HERZEGOVINA

Federation of BiH and Republika Srpska

- A social insurance scheme financed by employer's contributions which provides an earning related benefit to all employed person.
- No distinction is made between work related and non-work related incapacity, however those with work related incapacity are exempt from the conditions relating to minimum qualifying periods.

District Brčko of BiH

- The people of the District of Brčko do not have their own separate pension system but choose to be affiliated to the scheme in either the Federation of BiH or Republika Srpska

GEORGIA

Flat rate benefit for all citizens and employees fulfilling the entitlement conditions. No distinction is made between work and non-work related incapacity.

MONTENEGRO

Social insurance scheme which is based on the principle of economic activity.

Financed from contributions paid by insured persons, employers, and in special cases funds for social insurance are provided by the state.

Conditions for becoming entitled are years of age and minimum insurance service period. The amount of the compensation depends on the length of the insurance service period and the wage earned.

For non-active persons a specific invalidity grant is guaranteed.

NORTH MACEDONIA

Compulsory social insurance scheme financed by contributions covering the active population providing earnings-related benefits.

Those suffering from employment injuries or occupational diseases do not have to satisfy any of the qualifying periods; they are also entitled to higher benefits.

REPUBLIC OF MOLDOVA

Social insurance type system providing an earnings-related benefit based upon the claimant's degree of invalidity.

SERBIA

Compulsory social insurance scheme for active population financed by contributions on a pay as you go basis. Any deficit is covered by the state budget. Benefits depend on age, previous earnings and duration of insurance. Benefits for work and non-work related incapacity are the same but victims of work-related incapacity are exempt from the conditions relating to minimum qualifying periods and their benefits are calculated on the basis of 40 years of insurance.

TÜRKIYE

Civil Servants: Social insurance-based system and contribution by civil servant and employer state body.

Workers: Social insurance-based system financed by contributions from employers and employees providing an earnings-related benefit.

UKRAINE

Disability pension shall be granted:
in the event of disability that resulted in full or partial incapacity to work due to a general disease (including a non-industrial injury and disability from childhood), provided the invalid has the required service as specified;
irrespective of whether the individual becomes disabled during employment period, before placement at work, or after ceasing employment;
in the event of industrial accident and occupational disease the benefit shall be granted under the Law of Ukraine "On Mandatory State Social Insurance against Industrial Accidents and Occupational Diseases that Caused Disability".

(last update 2019)

Field of application

ALBANIA

- employers,
- employees, and
- self-employed persons.

(last update 2019)

ARMENIA

Disability Labour Pension:
awarded to employees, self-employed persons and owners of agricultural land who have been recognised as a person with disability.

Disability Benefit:
awarded to persons with disabilities not qualifying for any pension.

AZERBAIJAN

All workers residing in Azerbaijan, including self-employed persons, members of collective farms, landowners, and foreign citizens.

BOSNIA AND HERZEGOVINA

Federation of BiH and Republika Srpska

All insured persons:

- employed
- self-employed
- farmers
- persons in religious services

GEORGIA

Permanent residents

MONTENEGRO

The insured persons are the employed, self-employed persons and farmers.
Disability caused by an employment injury or a professional disease is covered as well.
For further information see Table 8 "Employment injuries and professional diseases".

NORTH MACEDONIA

Employees,
self-employed,
farmers,
interns,
persons engaged in practical or voluntary work,
unemployed/students during professional and vocational training,
prisoners.

REPUBLIC OF MOLDOVA

The person is entitled to a pension if he| or she fulfills the conditions provided by the legislation.

SERBIA

All persons performing an economic activity (See also Table 6. 'Old Age: Field of Application')

In case of a work incapacity due to work injuries or occupational diseases, following groups are also covered:

- persons up to 26 years of age who are not insured but do part time work on the youth labour market and during their education,
- persons in professional education as directed by the employment agency,
- pupils and students on professional practice and internships,
- persons working whilst serving time in prison, and
- volunteer workers.

TÜRKIYE

Civil Servants: All civil servants.

Workers: All workers.

UKRAINE

All residents.

(last update 2019)

Exemptions from compulsory social insurance

ALBANIA

None.

(last update 2019)

ARMENIA

None.

AZERBAIJAN

None

BOSNIA AND HERZEGOVINA

Federation of BiH and Republika Srpska
None

GEORGIA

None.

MONTENEGRO

An employer who until 31.12.2021 established an employment contract for an indefinite period with a person who had been unemployed for more than three months and who was registered in the Employment Agency, is partly released from the obligation to pay contributions for pension and disability insurance on wages which are not higher than the average monthly wage in the country. The amount of this right is:

- 1) 90% of contributions in 2021,
- 2) 60% of contributions in 2022,
- 3) 30 % of contributions in 2023.

Contributions for pension and disability insurance for employees who are entitled to exemption from payment of part of the contributions shall be paid from the State budget

NORTH MACEDONIA

None.

REPUBLIC OF MOLDOVA

None.

SERBIA

Serbian citizens employed abroad.
Registered and unregistered unemployed persons not receiving any unemployment benefit.
Posted workers performing gainful activities in Serbia while insured abroad.

TÜRKIYE

Civil Servants: none.

Workers: none

UKRAINE

None.

(last update 2019)

Risks covered

ALBANIA

ARMENIA

AZERBAIJAN

BOSNIA AND HERZEGOVINA

GEORGIA

MONTENEGRO

Invalidity is ascertained if the insured person due to changes in his/her health condition, which cannot be remedied by treatment or medical rehabilitation, experiences a complete loss of working capacity.

Invalidity is also ascertained when the insured person due to changes in his/her health condition that can not be eliminated by treatment or medical rehabilitation, experiences a partial loss of working capacity of 75%.

Invalidity can occur due to an employment injury, a professional disease, an injury out of work or an illness.

NORTH MACEDONIA

Invalidity is ascertained if the capacity for work is permanently reduced by more than 50% compared to physically and mentally healthy person of the same or similar education and abilities due to a change in the health condition (caused by either work or non-work related injury or disease), which cannot be reversed by medical treatment or rehabilitation. There are two categories of invalidity of the insured persons:

* Category I - General incapacity to work: permanent loss of working capacity of the insured when the capacity to work is reduced by more than 80%.

* Category II – Occupational incapacity to work:

The capacity to work of the insured is reduced from 50% to 80%.

The insured person can continue to work on a half-time basis in the same job or be assigned to another job, if he/she has lost the capacity to perform the job on a full-time basis due to reduction of the work capacity by 50% compared to physically and mentally healthy person of the same or similar education and ability.

The jobs in relation to which the invalidity is assessed comprise all jobs adequate to his/her physical and mental abilities and to his/her previous jobs.

REPUBLIC OF MOLDOVA

SERBIA

Invalidity is ascertained if person suffers a total loss of working ability due to a change in health condition (as a result of injury or illness related and unrelated to work) which cannot be reversed by medical treatment or rehabilitation.

Invalidity is also ascertained when a member of professional military personnel suffers a total loss of capacity for professional military service.

TÜRKIYE

Civil Servants: Those who have lost min 60% of working capacity or earning capacity in the profession at a degree, which does not allow him/her to carry out the professional duties.

Workers: Those who have lost min 60% of working capacity or earning capacity in the profession.

Invalidity can be both as a result of work accidents and occupational diseases and regular accidents and diseases.

The invalidity assessments of the insured are made by Health Committee of Social Security Institution.

UKRAINE

Conditions

Minimum level of incapacity for work

ALBANIA

Partial permanent working disability which incurs at least 33 percent of the working capacity lost, and is certified by MCDWC (medical committee for determination of the working capacity).

The minor permanent incapacity of less than 33%, but more than 10% - certified by a special medical commission.

(last update 2019)

ARMENIA

Group III: less limited vital activity.

AZERBAIJAN

According to the new criteria of disability assessment, approved by the Cabinet of Ministers No. 187 dated 13.05.2022, the minimum level of incapacity for work is 5-30% and the minimum degree of disability is 35%.

BOSNIA AND HERZEGOVINA

Federation of BiH and Republika Srpska

Minimum 20% of work incapacity, determined on the basis of findings, evaluation and opinions of professional agency.

Professional agency is commissioned by PIF and composed of medical and occupational health specialists

GEORGIA

If an injured person is capable of continuing the same profession but the salary is reduced or the job requires more effort due to the injury, then the level of professional incapacity is assessed as 25%.

MONTENEGRO

A complete loss of working capacity of 100% and a partial loss of working capacity of 75%.

NORTH MACEDONIA

More than 50% reduction in working capacity. Claimant's remaining working capacity is assessed in view of his/her health, age, education and capacity to work full-time in another job after completion of occupational rehabilitation

REPUBLIC OF MOLDOVA

0-20% reduction in working capacity.

SERBIA

Complete and permanent loss of working ability.

For police officers and members of professional military personnel – total loss of capacity for professional police or military service.

TÜRKIYE

Civil Servants:

After working with insurance;

- Minimum 60% loss of working capacity,

- Loss of earning capacity in the profession at a degree, which does not allow him/her to carry out the professional duties.

Workers:

After working with insurance;
- Minimum 60% loss of working capacity,
- Minimum 60% loss of earning capacity in profession (if caused by an employment injury or occupational disease).

UKRAINE

The level determined by Medico-Social Expert Authority.

(last update 2019)

Possibility of review

ALBANIA

Review period determined by MEC. Usually this period is 6 or 12 months

(last update 2019)

ARMENIA

AZERBAIJAN

A medical commission assesses and periodically reviews the degree of disability until certification of a permanent disability.

BOSNIA AND HERZEGOVINA

Federation of BiH

The Federal Institute for Pension and Disability Insurance, by paying the costs of auditing, may apply for a revision of a decision awarding the right to disability category I and the employer for disabilities of category II, also by paying the costs of auditing

GEORGIA

Recipients in some cases are re-examined after 1, or in some cases after 5 years, and in the case of changing degree (group) of disability are entitled to receive benefit of adequate amount

MONTENEGRO

Findings, assessment and opinion of the first instance medical commission are subject to a prior control by a body established pursuant to the general regulation of the Pension and Disability Insurance Fund.

The insured person may request for reassessment of the findings. The Fund determines the control check-up of the beneficiary within three years from the day of determining the disability except in special cases: when disability is caused by malign disease, amputation of extremity, severe trauma with permanent deformity and similar serious diseases.

NORTH MACEDONIA

Obligatory control by a special Commission for Working capacity is performed a year after the first assessment (and maximum twice up to the age of 65 of the beneficiary) in order to reassess the degree of invalidity. Afterwards, the pension becomes permanent.

Failure to comply with this obligation results in suspension of the invalidity pension. Such control however is not applicable in cases where due to the type of disease there will be no improvement of working capacity.

Review is also possible on request of the beneficiary / employer / Pension Fund / the Commission for Working capacity at all times if there is a change in the degree of invalidity.

Persons entitled to occupational rehabilitation who could not be trained for particular job or have not exercised their right to occupational rehabilitation within 6 months are also subject to reassessment of working capacity.

Additionally, all assessments/controls of the invalidity are subject to audit by a special Commission for Audits

REPUBLIC OF MOLDOVA

SERBIA

The Fund may, of its own motion or on application by the insured person order a re-examination of the beneficiaries .

TÜRKIYE

Civil servants – workers

The recipient is re-examined upon the demand of the Social Security Institution or on the demand of the recipient him/herself, if circumstances change. The amount of the benefit is adapted in relation to the worsened or improved conditions.

UKRAINE

Invalid person when reaching pensionable age can choose between disability and old-age pension

(last update 2019)

Period for which cover is given

ALBANIA

Full and Partial Pensions:

Available up to pensionable age, on reaching this age recipients have the right to opt for an old-age pension, if that is more favourable for them.

(last update 2019)

ARMENIA

Unlimited.

AZERBAIJAN

Upon reaching pensionable age the recipient may choose between an old age pension or an invalidity pension.

BOSNIA AND HERZEGOVINA

Federation of BiH and Republika Srpska

No defined age limits.

GEORGIA

Unlimited. After the entitlement to old age pensions the recipient must choose between the invalidity and old age pension

MONTENEGRO

Payment of partial disability pension ceases at the moment the person becomes entitled to old age or full disability pension.

NORTH MACEDONIA

As long as the contingency takes

REPUBLIC OF MOLDOVA

The right to invalidity pension is granted for the period for which the degree of disability was determined, the period indicated in the certificate of qualification for disability.

If the insured qualifies to obtain several categories of pension (ex: disability or old age), he may opt for a single category.

SERBIA

No defined age limits.

TÜRKIYE

Civil Servants and Workers:

Insured persons can receive the invalidity pension for their duration of invalidity, but if they start to work again, their invalidity pension is suspended.

When insured person reaches pensionable age, invalidity pension is not transformed into old-age pension.

UKRAINE

The invalidity pension is granted for the term of the invalidity or for life for persons over 60.

(last update 2019)

Minimum period of affiliation for entitlement

ALBANIA

-The minimum insurance period to qualify for a invalidity pension equals three-fourth of the period between the moment the insured person turned 20 years of age and the moment he/she became invalid.

($\frac{3}{4} * (x-20)$ with x = the insured person's age at the time that he becomes disabled).

Moreover, the insured person must have acquired in the last 5 years before benefit entitlement to at least one insurance year.

-The person under conditions of a full disability, who has not completed the minimum insurance period, shall be eligible for a reduced disability pension equal to the ratio between the insurance period completed and the insurance period defined for a full disability pension.

(last update 2019)

ARMENIA

Disability Labour Pension:

depending on the age of the person, the length of service should be at least:

up to 23 years of age: 2 years

23-26 years of age: 3 years

26-29 years of age: 4 years

29-32 years of age: 5 years

32-35 years of age: 6 years

25-38 years of age: 7 years

38-41 years of age: 8 years

41-44 years of age: 9 years

over 44 years of age: 10 years

AZERBAIJAN

For Group I (total disability, incapacity for any work, and requires constant care),

for Group II (disability, incapacity for any work, but does not require constant attendance),

Group III (incapacity for usual work) - must have at least five years of covered employment plus four months of covered employment for each full year of work since age 15.

Special conditions for Group II and for Group III - pension capital on the individual account should be sufficient for granting at least the minimum pension.

BOSNIA AND HERZEGOVINA

Federation of BiH

The right to disability pension is achieved if disability is caused by an injury at work or a professional illness. In the event of an injury outside of work and illness, a disability pension is granted if the insured person has a retirement age covering one third of the age of at least 20 years of life to the disability (high school education), 22 years of age (higher professional qualifications) or 25 (university degree)

Republika Srpska

There is no minimum period of affiliation for entitlement

GEORGIA

None

MONTENEGRO

If disability is caused by an injury at work or a professional disease – regardless of the length of pension service period;
If disability is caused by an injury outside work or a disease – provided that the loss of working capacity occurred prior to reaching the age stipulated for becoming entitled to old-age pension (66 years for men, 62 years and 3 months for (women) in 2022) and that he/she had accrued pension service covering minimum one third of the work life (work life is the number of full years in the period as of the day when the insured person reached the age of 20, or the age of 23 if he/she acquired college degree in regular education, or the age of 26, if he/she acquired university degree in regular education, until the day of occurrence of disability);
Until reached age of 20 – regardless of the length of insurance service period;
When disability occurred from the age of 20 to the age of 30 – if he/she has a total of minimum one year of insurance service until the occurrence of disability.

NORTH MACEDONIA

Non-work related incapacity

It depends upon the age of the person when the invalidity emerged:

- * Age of 45 years and over: have acquired an insurance period of at least 12 years;
- * Age of 38 - 45 years: have acquired an insurance period for at least 40% of the time between attaining 20 years of age (26 for persons with university education) and the development of invalidity (only full years of service being considered).
- * Age of 30 -37 years: have acquired an insurance period for at least 30% of the time between attaining 20 years of age (26 for persons with university education) and the development of invalidity (only full years of service being considered);
- * before the age of 30: have acquired a pension insurance period for at least 12 months;
- * before the age of 25: have acquired a pension insurance period for at least 9 months;
- * before the age of 20: have acquired a pension insurance period for at least 6 months;

Work-related incapacity

No minimum period applies.

REPUBLIC OF MOLDOVA

The insured person assigned a disability degree caused by an ordinary disease shall benefit for a disability pension provided he/she meets the period of insurance conditions compared to age when disability was determined.

Age Qualifying period

under 23 2 years

23-29 4 years

29-33 7 years

33-37 10 years

37-41 13 years

over 41 15 years

SERBIA

Victims of work-related incapacity are exempt from the conditions relating to minimum qualifying periods.

If invalidity is caused by injury or disease which is unrelated to work/working conditions the following minimum insurance periods are applicable:

- up to 20 years of age: 1 year of insurance,
- up to 25 years of age: 2 years of insurance,
- up to 30 years of age: 3 years of insurance,
- over 30 years of age: 5 years of insurance.

TÜRKIYE

Civil Servants and Workers:

10 years of affiliation and 1800 days of contribution have to be paid for long term insurance branches (invalidity, old age and survivors insurances).

For invalid persons who are in need of permanent care, the only condition is 1800 days of contribution.

UKRAINE

Qualification period depends on age when disability occurs, it ranges from
2 years for persons aged under 23 years old
3 years for persons aged under 26
4 years for persons aged under 31
5 years for persons aged over 32.

(last update 2019)

Benefits

Determining factors for the amount of benefits

ALBANIA

- The basic old age pension (see Table VI "Old Age"),
- Insurance period, and
- Average assessment basis.

(last update 2019)

ARMENIA

Disability Labour Pension:
length of service and invalidity group.

Disability benefit:
invalidity group.

AZERBAIJAN

Social insurance period. Degree of invalidity, social allowance (if the person doesn't have labour period):

BOSNIA AND HERZEGOVINA

- Federation of BiH
- period of employment, and
 - scale of invalidity

The employment record has a consequence for the eventual amount of the benefits in the cases of non-work related diseases and injuries.

- Republika Srpska
- period of employment
 - scale of invalidity
 - gender, and
 - the calendar year in which the pension is first granted

GEORGIA

Degree of invalidity

MONTENEGRO

Mandatory pension and disability insurance based on generational solidarity depending on work, time period for which contributions were paid and the amount of the base on which contributions were paid for pension and disability insurance, a insured persons will be secured the right in case of disability; wages realized during the insurance period; insurance period;

gender;
cause of occurrence of disability.

NORTH MACEDONIA

1st pillar:

Previous earnings,
Period of insurance,
Accrual rate,
Degree of invalidity.

2nd pillar:

Accumulated income plus returns of
accumulation minus costs (operating,
investments, etc.) of the pension fund selected by the insured person.

REPUBLIC OF MOLDOVA

The basis for calculating the pension is the average of the average insured income from the entire period of activity, valued at the date of pension establishment.

The total realized contribution period includes contributory periods – activities during which the person participates to the social insurance system, as well as non-contributory periods – periods that are assimilated in the total contribution period.

SERBIA

Previous earnings,
period of insurance,
gender,
age,
working place risks, and
cause of invalidity (result of work or not).

TÜRKIYE

Civil Servants:

Factors determining the amount of invalidity benefit are:

- index + supplementary index
- salary coefficient,
- basic salary coefficient,
- seniority pay,
- allowances and supplements
- salary-related allocation rate.

Workers:

- minimum rate of 40%, and changes by 2% for every 360 days of premium exceeding 7200 premium days (additional 10% for those who require third party care) (maximum limit is 90%),
- average annual income
- GDP development rate and consumer price index.

UKRAINE

disability group
previous earnings, and
service period.

(last update 2019)

Calculation method, pension formula or amounts

ALBANIA

-The full invalidity pension is calculated under the same method as the full old age pension is.

-The total pension amount cannot be lower than 75 percent of the national net minimum wage.

-The reduced invalidity pension amount shall be calculated by multiplying the full invalidity pension amount with the coefficient from the ratio between the insurance period completed and the insurance period required for a full invalidity pension.

(last update 2019)

ARMENIA

Disability Labour Pension:

In case of length of service (LOS) up to 10 years the pension benefit is calculated as following:

$$P = BP + (LOS \times YV) \times PC;$$

If the LOS greater than 10 years, the pension benefit calculation formulae is:

$$P = BP + (10 \times YV + (LOS - 10) \times YV1) \times PC,$$

where:

P - Monthly amount of labor pension;

BP - Size of basic pension (16000 AMD per month) adjusted by a percentage according to disability group, which is:

Group I : 140%,

Group II: 120%,

Group III: 100%.

LOS – years of service;

YV – value of one year of service for LOS up to 10 years (including) (800 AMD);

YV1 – value of one year of service for LOS exceeding 10 years; (500 AMD)

PC – Personal Coefficient of pensioner.

The personal coefficient (PC) is defined:

For LOS = ≤ 10: PC = 0.1 x LOS

For LOS = from 11 to 40: PC = 1 + 0.01 x (LOS – 10)

For LOS = ≥ 41: PC = 1.3 + 0.02 x (LOS – 40).

The PC cannot be greater than 2.

Disability benefit:

lump sum for Group I, II, III and disabled children (under 18 of age): 26 500AMD per month

AZERBAIJAN

The benefit is calculated by dividing pension capital on the insurance part of the individual account of the insured by the number of months of the expected pension payment multiplied to the insurance coverage coefficient.

The insurance coverage coefficient is defined as the ratio of the number of months of insurance record required for labour pension to 200.

If the pension capital on insurance part of the individual account is less than minimum pension amount (AZN 240), in this case the pension capital is increased to the level of the minimum pension.

BOSNIA AND HERZEGOVINA

Federation of BiH

The disability pension is determined in the same way as the old age pension.

An insured person who has a disability caused by an injury at work or a professional illness is entitled to a disability pension for a 40-year insurance period.

The average disability pension for January 2019 was 347.49 BAM.

Republika Srpska

Disability pension caused by a work injury or occupational disease cannot be less than the amount of an old-age pension based upon an insurance record of 40 years.

Disability caused by disease or injury outside of workplace is determined in a same way as old-age pension (index of average salary earned by insured person divided by average salary in Republika Srpska multiplied by number of years of pension insurance record and then multiplied by 9,231875 BAM).

The average disability pension in Republika Srpska in December 2021 was 343.17 BAM.

GEORGIA

Fixed benefit defined by law 250 GEL for the persons with severe degree of disability (I group) and for children with disabilities. 140 GEL for persons with moderate degree of disability (II group).

In the framework of the "Targeted State Program for Harm mitigation Caused by New Coronavirus (SARS-COV-2) Infection (COVID-19)" the right to receive state aid 100 GEL for 6 months was granted to persons with severe disabilities and children with disabilities. (The program was implemented in 2 stages: May-October in 2020 and January-June in 2021)

MONTENEGRO

Full disability pension due to complete loss of working capacity, caused by an injury at work or professional disease, will be set in the same level as the old-age pension that the an insured person would receive for 40 years of pension service.

Partial disability pension is set in the amount of 75% of the full pension amount.

If disability is caused by an injury outside work or a disease:

an insured person under 55 years of age shall be provided with additional 2/3 of the pension service he/she lacks until 55 years of age and 1/2 of the pension service he/she lacks from 55 years of age to the age of 60;

an insured person over 55 years of age shall be provided with additional 1/2 of pension service lacking until 60 years of age.

Disability pension (P) is calculated by multiplying the personal points of the insured person (PP) with the value of the pension for one personal point on the day of entitlement (PVPP)

$$P=PP \times PVPP$$

Personal points (PP) are set through multiplying the personal coefficient of the insured person (PC) by its pension service (PS)

$$PP=PC \times PS$$

Annual personal coefficient represents the relation between the wage of the insured person, i.e. insurance base in certain calendar year according to the average annual wage in Montenegro for that calendar year.

NORTH MACEDONIA

The highest invalidity pension is 77.76% of the pension basis, but only for employment injuries and occupational diseases.

The minimum invalidity benefit is 36.00% of the pension basis (for men) and 41.00% of the pension basis (for women).

The actual pension is determined according to the individual's working period:

$$P=c \cdot a \cdot R$$

C= accrual rate

a= number of years of insurance

R=reference earnings

See calculation of benefits in Table 6 'Old Age'

The beneficiary of an invalidity pension suffering general incapacity to work (category I) prior to the age of 62 (women) and 64 (men) is also entitled to an invalidity supplement if the invalidity pension is less than 77.76% of the reference earnings. The invalidity supplement constitutes part of the invalidity pension.

Invalidity supplement equals to:

*10% of the amount of the invalidity pension if the general work incapacity is 80%;

*15% of the amount of the invalidity pension if the general work incapacity is 90%;

*20% of the amount of the invalidity pension if the general work incapacity is 100%.

2nd pillar:

If the calculated pension of a member of a pension fund are higher than or equal to the calculated amount of an invalidity pension within the first pillar, the member of the pension fund may, instead of the invalidity pension from the first pillar, choose to use the whole amount of accumulated assets standing to his/her account as a pension paid either through annuity or programmed withdrawals or temporary programmed withdrawals combined with lifelong deferred annuity.

REPUBLIC OF MOLDOVA

Disability pension linked to disability degree shall be calculated by the formulas:

For severe disability:

$$P = 0.42 \times V_{av} + T_a | T_{max} \times V_{av} \times 0.1;$$

Major disability:

$$P = 0.35 \times V_{av} + T_a | T_{max} \times V_{av} \times 0.1;$$

Medium disability:

$$P = 0.20 \times V_{av} + T_a | T_{max} \times V_{av} \times 0.1;$$

Where:

P is pension amount;

Vav is valuated secured monthly average income which may not be above double average salary in the country in the year preceding the pension setting year;

Ta is total realized contribution period;

Tmax is maximum potential contribution period starting from the age of 18 to the retirement ages but not longer than forty years.

SERBIA

Same formula as for old age pensions (see Table 6. 'Old Age: Calculation Method') with certain differences in calculating pension period 'PS':

If invalidity is caused by injury at work or occupational disease, the 'PS' is taken as 40 years

If invalidity is unrelated to work and:

- the person is younger than 53 then the pension period varies according to gender and is calculated using the formulae:

men: $PS = rs + 2/3*(53-x) + 5$

women: $PS = 1.06*(rs + 2/3*(53-x) + 5)$

- the person is aged 53 to 63 (53 to 58 if female) then the pension period varies according to gender and is calculated using the formulae:

men: $PS = rs + 1/2*(63-x)$, women: $PS = 1.06*(rs + 1/2*(58-x))$,

- the person is aged 63 and over (58 and over if female) then the pension period varies according to gender and is calculated using the formulae:

men: $PS = rs$, women: $PS = 1.06*rs$

Where:

PS: calculated pension period included in the old age formula (see Table 6. 'Old Age: Calculation Method')

X: age

rs: effective working period.

"Money amount as pension increase" and other supplements – See Table 6. "Old Age".

TÜRKIYE

Civil Servants first insured before 01.10.2008:

For the duration of invalidity and up to retirement age.

Formula for calculating monthly invalidity pension (FCMIP)

$(FCMIP) = (A+B+C+D) \times E\%$ Where

A = (Index + supplementary index) x salary coefficient

B: Basic salary coefficient,

C: Seniority pay,

D: Allowances and supplements

E: Salary-related allocation rate

Explanation:

Index: indicates figures determined according to civil service grades.

Supplementary index: indicates variable figures relating to category, function and grade.

Basic salary (Basic salary is calculated by multiplying the civil servant's salary indicator with the basic salary coefficient): coefficient determined by the General Finance Act (1000 x basic salary coefficient).

Seniority pay: relates to length of service (20 x salary

coefficient). The salary indicator is a scale granted to the civil servant according to his/her education and service years The basic salary coefficient is determined each year by the Financial Budgetary Act. x length of service.

Allowances and supplements: These are determined using figures from the supplementary index and expressed as salary rates by the head of Administrative Affairs under Presidential Office .

Invalidity Pension allocation rate: The invalidity pension is awarded at a replacement rate of 60% when at least a service record is compiled amounting to 10 years Replacement rate is increased with 1% for each insurance year in addition of the minimum 10 years.

Civil Servants first insured after 01.10.2008:

See "Applicable statutory basis" above.

Workers first insured after 01.10.2008:

See Table 6 "Old Age" above.

Workers first insured after 01.01.2000 and before 01.10.2008:

The coefficient system and the index system have been abandoned changing the method for calculating the pension.

The new formula is: Average annual earnings x Rate (60%)/12.

If the insured is lacking physical self-support: Average annual earnings X Rate (70%)/12

Average annual earnings: earnings taken as a basis for the contribution in each calendar year from the year in which claimant began work to the date of claim. These earnings are adjusted in accordance with the Consumer Price Index (CPI) and growth of gross domestic product. The total annual earnings thus calculated should be divided by the total number of days of contribution equals. Average daily earnings which in turn are multiplied by 360 to arrive at average annual earnings. No ceiling.

Workers first insured before 01.01.2000

Following formula applied:

Index × coefficient × rate

Where:

index: average annual income upon which contribution have been paid over the five years preceding invalidity,

coefficient: determined by the Council of Ministers.

Mixed system:

for those who were affiliated before 01.01.2000 their pension is calculated using both formulas with the results being added together to form their final pension.

UKRAINE

The amount of the disability pension is based on the old age pension. The old age pension is determined by the formula:

$P=W \times A$,

Where

P is pension amount in UAH

W is pensionable wage (income) of the insured person in UAH and

A is accrual rate.

Accrual rate used in pension calculation shall be determined by the formula:

$M \times S$

$A= \text{-----}$

$100\% \times 12$

where

A is accrual rate

M is months of covered service period

S is percentage score determined pursuant to the above mentioned Law for one year of covered service period.

The amount of disability pension is expressed as a percentage of the old age pension and depends on the degree of disability:

Group I, 100%;

Group II, 90%;

Group III, 50%.

(last update 2019)

Reference earnings or calculation basis

ALBANIA

The assessment basic is a proportion of sum of wages, for which during the insurance period contributions have been paid, with insurance period.

For the period before 1.1.1994 reference wages are taken as determined by Council of Minister.

In case a person has insurance period before and after 1.1.1994, assessment basic calculated as progressive arithmetic average of assessment part that stem from both periods.

(last update 2019)

ARMENIA

Benefits are flat-rate and unrelated to previous earnings.

AZERBAIJAN

Social insurance period till 2006 + pension capital at the insurance part of the individual account of the insured + national average monthly salary

BOSNIA AND HERZEGOVINA

Federation of BiH and Republika Srpska
See Table VI 'Old Age'

GEORGIA

Benefits not linked to earnings

MONTENEGRO

Wages or pension insurance bases earned since 1 January 1970.

NORTH MACEDONIA

Pension basis: average net earnings over the entire insurance period (after 1st January 1970). No ceilings but there is a maximum amount of benefit.

Sickness / Maternity benefit paid during temporary incapacity of work and unemployment benefits paid in time of unemployment or occupational rehabilitation are taken into account when calculating the pension basis. They are indexed by the same coefficient as for the earnings.

REPUBLIC OF MOLDOVA

The basis for calculating the pension is the average monthly income insured during the whole period of activity, valued at the date of pension establishment.

SERBIA

See Table 6. 'Old Age'.

TÜRKIYE

Benefit (invalidity pension) is earnings related. The calculations are explained above; see Table 5 "Invalidity", "Calculation method, pension formula or amounts".

UKRAINE

Wage (income) over any 60 successive calendar months before 1st July , 2000, irrespective of any breaks, and the entire covered service period after 1st July 1,2000.

If service period is less than that specified above, then income over the entire service period shall be taken into account.

At the option of applicant, up to 60 successive months shall be excluded from pensionable period, provided that these months account for more 10% of the total service period.

(last update 2019)

Non contributory periods credited or taken into consideration

ALBANIA

Periods of insurance shall include all periods

- for which contributions were paid,

- during which a benefit was awarded by social insurance, including periods over which a partial disability pension was awarded.

The Council of Ministers may declare other periods as credited insurance periods, provided it reimburses the Social Insurance Fund from the State Budget.

(last update 2019)

ARMENIA

The following periods are included in insurance record only after 8 years of proper length of service:

1) the period of receiving an unemployment benefit;

2) the period during which any of the parents (adopters, custodians) has taken care of his or her disabled child until the child reaches

- the age of 18, or the period during which an individual recognized as a custodian has taken care of a person with a first degree working incapacity where such a period shall not exceed ten years;
- 3) the period during which any of the parents (adopters) has taken care of each of his/her child(ren) until the child reached the age of two, provided the above period shall not exceed six years;
 - 4) the period of cohabitation with one's spouse who has served as a soldier in places (military locations) defined by the Government of the Republic of Armenia, provided the above period shall not exceed eight years;
 - 5) the period of cohabitation with one's spouse who has been commissioned to a diplomatic service of a diplomatic mission of the Republic of Armenia in a foreign state, provided the above period shall not exceed five years;
 - 6) the period of full-time study at educational institutions (other than general educational institutions), provided the above period shall not exceed six years;
 - 7) three times the length of the time period of arrest, imprisonment and punishment of persons subjected to repression, prosecution and later on duly acquitted starting from the age of 14 years;
 - 8) periods of participation in military operations as a member of the armed forces.

AZERBAIJAN

The following are classified as employment periods for the purpose of entitlement:

- military and non-military national service, including internal affairs, justice and border protection;
- emergency rescue special communication units;
- higher, medium vocational and professional education, professional improvement courses, postgraduate studies, clinical co-ordination and doctorates;
- care for Group I invalids, disabled children aged below 16 years or elderly people aged 70 years and over;
- duration of child care by non-working mothers until each child reaches 3 years of age, but no more than 6 years in total;
- periods in receipt of unemployment allowances or during retraining and education of the unemployed;
- throughout temporary incapacity for work;
- duration of pension for non-working invalids of Group I and II who were injured as a result of military/civilian national service or occupational diseases;
- duration of forced unemployment of wives of officers, warrant officers and re-enlisted military servicemen, but for no more than 10 years;
- duration of forced treatment in labour establishment;
- during periods of employment completed whilst confined as a criminal.

BOSNIA AND HERZEGOVINA

Federation of BiH and Republika Srpska
See Table VI 'Old Age'

GEORGIA

None.

MONTENEGRO

An insured woman shall have six months per child she gave birth to, calculated as special service.
The time spent in military service is included in the special length of service.

NORTH MACEDONIA

See Non-contributory periods credited or taken into consideration in Table 6 'Old Age'.

REPUBLIC OF MOLDOVA

The total realized contribution period includes contributory periods – activities during which the person participates to the social insurance system, as well as non-contributory periods – periods that are assimilated in the total contribution period, and more specifically:

- period of military service, full or reduced;
- period of military service on contract base or other similar service, when pension cannot be established under Law on Pension Insurance for Military Staff and Other Staff from the Command Body and Internal Affairs Authorities Troops no.1544-XII of 23 June 1993;
- child care period – taking care of a child up to 3 years by one of the parents or by tutor in case of both parents' death;
- period during which the insured benefitted from a temporary incapacity indemnity, unemployment benefit, professional integration and reintegration benefits.
- period of care for a severely disabled child under the age of 18 or a person with a severe disability by one of the parents, tutor, curator, until employment as a personal assistant;

- period of residency as part of mandatory post-university education;
- period of non-contributory service as a judge or prosecutor before 31 December 2005;

SERBIA

If insured person is a female who gave birth to 3 or more children the pension period (PS) is increased by 2 years

Additional provisions to be applied from 2032 onwards:

- 0.5 extra year for women who gave birth to one child,
- 1 extra year for women who gave birth to two children;

TÜRKIYE

There is no implementation of "non-contributory period credited or taken into consideration", but there are "back-purchase of insurance periods" (See Table 6 "Old-age").

UKRAINE

Periods of disability.

(last update 2019)

Supplements for dependants : spouse, children, other dependants

ALBANIA

Spouse: None.

Children: The family supplement for every dependent child up to 15 years of age is equal to 5% of basic pension, but subject to a maximum of 30%.

-When the beneficiary of a disability pension becomes physically or mentally helpless and needs constant care of another person, he shall be awarded an allowance for helplessness of 15% of the net assessment base. The need of constant care is to be determined by the Medical Committee, responsible on work ability definition.

(last update 2019)

ARMENIA

Spouse: None.

Children: None.

AZERBAIJAN

Dependent's supplement: A supplement is paid to dependent family members who are either nonworking disabled persons with a Group I or II disability or children with limited health capacity younger than age 18.

Care supplement: A supplement is paid for a Group I disability and for persons with limited health capacity younger than age 18.

BOSNIA AND HERZEGOVINA

Federation of BiH and Republika Srpska
None

GEORGIA

None

MONTENEGRO

No supplements for dependants.

NORTH MACEDONIA

Spouse: None.
Children: None.

REPUBLIC OF MOLDOVA

Spouse: None.
Children: None.

SERBIA

Spouse: None.
Children: None.
Other dependants: None.

TÜRKIYE

Civil Servants: none

Workers: none.

UKRAINE

Spouse: none. Children: none

(last update 2019)

Minimum pension

ALBANIA

It is repealed by the new law.
None

(last update 2019)

ARMENIA

26 500 AMD per month

AZERBAIJAN

The minimum amount of labour pension is AZN 240 (as of 01.01.2022).

BOSNIA AND HERZEGOVINA

Federation of BiH and Republika Srpska See Table VI 'Old Age'

GEORGIA

MONTENEGRO

Minimum pension paid in January 2022, amounted to 150.21 EUR.
Minimum partial disability pension is set in the amount of 75% of the lowest full disability pension.
Minimum pension is indexed as for other pensions.

NORTH MACEDONIA

See Table 6 'Old Age' below.

REPUBLIC OF MOLDOVA

Minimum disability pension shall amount to:

- In the event of a severe disability, 75% of statutory guaranteed monthly minimum income;
- In the event of a major disability, 70% of statutory guaranteed monthly minimum income;
- In the event of a medium disability, 50% of statutory guaranteed monthly minimum income.

If the pension calculated as per the law be below the minimum pension for a respective category, the difference between the amounts shall be covered from the state budget.

SERBIA

See Table 6. "Old Age".

TÜRKIYE

See Table 6 "Old Age" below

UKRAINE

Minimum old age pension for men having 35 years and women, having 30 years of covered service. The amount is set at the level of the minimum subsistence for individuals who are unable to work, as stipulated by the law 1497 UAH per month

(last update 2019)

Maximum pension

ALBANIA

It is repealed by the new law.

None

(last update 2019)

ARMENIA

None.

AZERBAIJAN

This rule is not available now.

BOSNIA AND HERZEGOVINA

Federation of BiH and Republika Srpska See Table VI 'Old Age'

GEORGIA

275 GEL per month

MONTENEGRO

Maximum pension is set by multiplying pension service by coefficient 4, which means that the level of personal coefficient is limited for calculation of the pension amount.

The amount of the maximum pension is calculated according to maximum value of personal point which is 4 and the maximum amount of pension service PS.

NORTH MACEDONIA

See Table 6 'Old Age' below.

REPUBLIC OF MOLDOVA

None.

SERBIA

See Table 6. 'Old Age'.

TÜRKIYE

See Table 6 "Old Age" below

UKRAINE

No restriction

(last update 2019)

Other benefits

ALBANIA

Persons who are on invalidity pension are entitled for the disability increment on the basis of the social services legislation. The amount is 3300 ALL per month for a full pension and 2200 ALL for a partial pension. The amounts mentioned above are for those persons who are born as invalids.

As for the disease invalidity and occupational disease, there are two categories, the first category includes persons who need care and the second category includes those who do not need care. The amount for the first category is 4000 ALL whereas for the second category is 2700 ALL.

(last update 2019)

ARMENIA

None.

AZERBAIJAN

Allowances for the work injury and occupational diseases,
the disease during the military service,
invalids of events of 20th January,
invalids of the Chernobyl nuclear disaster.

Degree I: 220 AZN (+ 80 AZN Presidential benefit for their caregivers)

Degree II: 180 AZN

Degree III: 120 AZN.

For disabled children under 18 years: 200 AZN (+ 80 AZN Presidential benefit for their caregivers).

BOSNIA AND HERZEGOVINA

Federation of BiH and Republika Srpska

None

GEORGIA

None.

MONTENEGRO

Subsidy for physical impairment:

- for a person who experiences a loss, a severe injury or a considerable disability of certain organs or parts of the body regardless of the fact whether it caused work disability or not;
- for person who suffers physical impairment at a degree of at least 50%, when caused by an injury at work or a professional disease.

NORTH MACEDONIA

Invalidity payments for bodily injuries: an independent right to a periodic benefit that is determined by the type of the body injury. It is paid monthly.

Entitlement to the benefit and its amount are decided according to the list of body injuries with defined percentages of the damage. When there are several body injuries, all of them are taken into account to determine the total percentage, which cannot be higher than 100%.

The conditions of entitlement are:

- confirmation by the Commission for assessment of the working capacity of the Fund that there is a bodily injury;
- the person was employed (insured) when the bodily injury occurred, and
- the insured person has acquired the minimum insurance period as required for the invalidity pension (see "Minimum period of affiliation for entitlement" above).

The amount of the benefit is calculated by multiplying the established percentage of the body injury (damage) and the basis, which may be:

*9% of the average national wage in the past year if the body injury was caused by a work-related injury or disease;

*7% of the average national wage in the past year if the body injury was caused by a non-work-related injury or disease.

REPUBLIC OF MOLDOVA

From July 1 2014 a monthly state financial support is granted to the pension beneficiaries when the amount after indexation does not exceed 1,500 MDL:

- beneficiaries of full old age pension – 180 MDL
- beneficiaries of partial old age pension - 100 MDL

Starting April 1, 2017, state financial support is not established for new pensioners (new entrants in the system)

SERBIA

Cash Compensation for Bodily Damage Resulting from Workplace Injury or Occupational Disease (See table 8. 'Employment injuries and occupational diseases').

Long-term care benefit (See table 12. 'Long-term care').

"Money amount as pension increase" – See Table 6. "Old Age".

TÜRKIYE

Civil Servants: none

Workers: none.

UKRAINE

Minimum old age pension for men having 35 years and women, having 30 years of covered service. The amount is set at the level of the minimum subsistence for individuals who are unable to work, as stipulated by the law 1497 UAH per month

(last update 2019)

Adjustment

ALBANIA

The basic old age and disability pensions are annually indexed, according to the change in price of a basket of goods which is considered essential for a minimum standard of living. The partial old age and partial disability pensions are annually indexed in proportion to the full old age pension.

The individual assessment basis for the pension increment, awarded to employed persons, is annually adjusted by the Council of Ministers according to the development of the national average contributions paid in that year.

(last update 2019)

ARMENIA

Irregular decision of the Government based upon available resources.

AZERBAIJAN

Every year the amount of the pensions is indexed by the average national monthly salary growth rate.

BOSNIA AND HERZEGOVINA

Federation of BiH and Republika Srpska See Table VI 'Old Age'

GEORGIA

None

MONTENEGRO

Pension benefit indexed through indexation of the personal points as of January 1, as of May 1 and September 1 of the current year, on the basis of statistical data, in relation to the change of the CPI and average wage in Montenegro for the previous quarter compared to the quarter prior to it:

- in the percentage representing the sum of 75% of the percentage increase, i.e. decrease in the CPI and 25% of the percentage of increase, i.e. decrease of wages if the rate of change of the CPI is greater than or equal to the rate of change of the wage index;

- in the percentage representing the sum of 25% of the percentage increase, i.e. decrease in the CPI and 75% of the percentage of increase, i.e. decrease of wages if the rate of change of the CPI is lower than the rate of change of the wage index.

Exceptionally, if the percentage that represents the sum of the percentage of increase, i.e. decrease in the CPI and the percentage of increase, i.e. decrease of wages would lead to a negative indexation, the value of the pension for one personal point and pensions will not be adjusted.

Additional indexation of the minimum pension by 36% will be implemented in September 2022. Indexation of personal points value was 2.13% in January 2022.

NORTH MACEDONIA

See Table 6 'Old Age' below.

REPUBLIC OF MOLDOVA

The pensions are indexed every year, on 1 April and 1 October. On April 1, the indexation coefficient is the inflation rate recorded in the last half of the year preceding the indexation year, and on October 1 the inflation rate recorded in the first half of the current year. The indexation coefficient is established by the Government.

The indexing coefficient for 1 April 2020 was 4,83%.

The indexing coefficient for 1 October 2020 was 1,07%.

The indexing coefficient for 1 April 2021 is 3,89%.

SERBIA

See Table 6. 'Old Age'.

TÜRKIYE

See Table 6 "Old Age".

UKRAINE

Actualization: every 2 years on the basis of amount of wage at the present moment.

(last update 2019)

Accumulation with other social security benefits

ALBANIA

The invalidity pension may not be combined with pensions for old age, survivors, employment injuries or occupational disease.

(last update 2019)

ARMENIA

Unlimited.

AZERBAIJAN

Upon reaching retirement age the recipient of an invalidity pension is entitled to choose an old age pension if that is more favorable for him. If Group I and II invalids have the necessary service length for an old age pension, (including more favorable pensions) the disability pension is granted as the amount of old age pension corresponding to service length.

BOSNIA AND HERZEGOVINA

Federation of BiH and Republika Srpska Invalidity pension may not be combined with other benefits. After pensionable age the invalidity pension is continued to be paid and not the old age pension.

GEORGIA

Invalidity (disability) pension cannot be combined with other benefits such as old-age pension or survivors pension. Upon reaching retirement age the recipient of invalidity pension is entitled to choose an old age pension. It is possible, however, for example to receive subsistence allowance (family benefit) and old age pension, or social package for disabled and survivor persons.

MONTENEGRO

A beneficiary of a disability pension can at the same time be a beneficiary of subsidy for physical impairment. Moreover, accumulation is possible with other rights as provided by the Law on Social and Child Welfare (ie. personal disability benefit and care and assistance allowance. It is not possible to accumulate with other benefits from the pension scheme. Entitlement to care and assistance allowance cannot be accumulated with personal disability allowance.

NORTH MACEDONIA

Within the pension and disability insurance only the payment for bodily injuries (see "Other Benefits" above) can be combined with an invalidity pension and the amount of the payment is not affected by the amount of the invalidity pension. Outside of the pension insurance system it can be accumulated with child benefits and guaranteed minimum assistance benefits. Pensions may be accumulated with the financial reimbursement for assistance and care by other person and with disability benefit.

REPUBLIC OF MOLDOVA

If the insured qualifies to obtain several categories of pension (ex: disability or old age, survivor), he may opt for a single category.

At the same time, persons who have exercised their right for a pension but who continue to work by paying social insurance contributions from the salary are insured in the event of other social risks and are entitled to benefit ex: temporary incapacity benefit, an accident at work or other benefits

SERBIA

No accumulation with other pensions. If beneficiary fulfils conditions for more than one pension, s/he selects one. Accumulation possible with Cash Compensation for Bodily Damage or Long-Term Care benefit. The benefit can be also combined with benefits granted by Law on

TÜRKIYE

Civil Servants and Workers:

-for the insurance holder qualified for both invalidity and old age pensions, higher pension is paid; if the pensions are equal only the old age pension is paid.

-for the insurance holder who qualified for invalidity or old age pension on one hand, and survivor's pension (from deceased spouse) on the other hand: both pensions are paid.

Workers:

- for the insurance holder who qualified for a pension (from old age, invalidity or survivor's insurances) and a benefit (from work accident and occupational disease insurance): the highest one plus, half of the other one are paid. In case both are equal, the benefit provided from work accident and occupational disease insurance plus, half of the pension provided from old age, invalidity or survivor's insurances are paid.

Unemployment benefit may not be combined with invalidity pension.

Civil Servants:

(Duty invalidity pension is for civil servants.)

If an insured person is qualified for both duty invalidity pension and survivor's pension, both pensions are paid.

If an insured person who receives duty invalidity pension restarts to work with insurance, and is entitled to both duty invalidity pension and invalidity pension, the highest pension is paid. If they are equal, only duty invalidity pension is paid.

If an insured person who receives duty invalidity pension restarts to work with insurance, and is entitled to both duty invalidity pension and old age pension, both pensions are paid.

UKRAINE

Possible to accumulate with family benefits.

(last update 2019)

Accumulation with earnings from work

ALBANIA

The full invalidity pension is suspended during any periods that the beneficiary is employed or otherwise economically active. The benefit shall continue only in cases where the law explicitly accepts the continuation of employment or other economic activity (e.g. partial disability pension).

(last update 2019)

ARMENIA

Unlimited.

AZERBAIJAN

In case of employment, the person receives invalidity benefit (pension) or full amount of social allowance for invalids (who has no right to get labour (invalidity) pension).

BOSNIA AND HERZEGOVINA

Federation of BiH and Republika Srpska Invalidity pension cannot be combined with other earnings

GEORGIA

Earnings do not impact on payment and/or amount of invalidity pension.

MONTENEGRO

A person being determined a partial loss of working capacity of 75%, and who is a beneficiary of partial disability pension may be partially employed (in an amount of ¼th of a full working week regardless of the income earned).

NORTH MACEDONIA

Invalidity pension is terminated if a person receives earnings from employment/self-employment

REPUBLIC OF MOLDOVA

The invalidity pension is not suspended and is not reduced in case the person continues his / her work activity.

SERBIA

Generally not allowed. If the beneficiary performs gainful activity, invalidity is to be reassessed which usually result in termination of the benefit.

Exception possible when work (mainly intellectual) is performed under some specific contracts, usually for a limited period.

TÜRKIYE

Civil Servants and Workers:

If a pensioner in receipt of an invalidity pension begins to work again as an employee or self-employed, payment of invalidity pension is suspended.

UKRAINE

Full accumulation possible, no influence on the amount of invalidity pension.

(last update 2019)

Return to active life

Rehabilitation, retraining

ALBANIA

Professional rehabilitation is available to disabled persons where it may help the recipient re-enter the labour market. The entitlement criteria and methods of training are closely linked with the recipient's educational and medical needs. The government has also developed specialised services providing advice to disabled persons who are choosing or starting another job.

(last update 2019)

ARMENIA

Free-of-charge prostheses, orthoses and corsets
Free medicine for Group I and II, with 50% discount for Group III.

AZERBAIJAN

Rehabilitation services provided by the State Agency for Medical and Social Expertise and Rehabilitation under the Ministry of Labor and Social Protection of Population of the Republic of Azerbaijan. In order to develop medical, vocational, psychological and pedagogical rehabilitation and social skills of persons with disabilities in rehabilitation centers, an Individual Rehabilitation Program is developed and its implementation is monitored. The Agency currently has 14 Rehabilitation Centers and 1 Prosthetic and Orthopedic Production and Rehabilitation Center located in different regions of the country.

BOSNIA AND HERZEGOVINA

Federation of BiH and Republika Srpska

- The employer has the duty to provide the employee (hit by a health disorder) another employment if such possibility exists within the company.
 - Other suitable employment
 - New or further training or
 - To receive an appropriate monetary compensation with regard to the use of these rights
- Vocational or social services are provided in mainstream public services.

Brčko District of BiH:

Based on labour law

- The employee shall be obliged to inform the employer of the occurrence of injury or disease within three (3) days of the occurrence of injury or occupational disease.
- The employee who is temporarily incapacitated from work due to an injury at work or an occupational disease shall be entitled to return to work, after necessary treatment and has gone through necessary rehabilitation and after the authorized doctor or a medical institution has issued a written consent for return to work.
- If an authorized doctor or a medical institution prescribes a lower work norm, the employer shall be obliged to offer to him/her in writing or other jobs for which the employee is capable.

GEORGIA

State health and social services (rehabilitation, treatment, specialized equipment- prosthesis, hearing devices, wheelchairs, etc).

MONTENEGRO

None

NORTH MACEDONIA

Occupational rehabilitation to work full-time in another job is provided for invalid worker up to 50 years of age, whose capacity for work has diminished by 50%-80% and taking into account his/her qualifications needed for the previous work.

He/she is entitled to salary compensation (corresponding to the amount of invalid pension), which is paid from the onset of invalidity until the transfer to another adequate job at the same employer, or for up to 12 months after the completion of occupational rehabilitation if no such job can be found.

Additionally, the Special Fund within the Employment Service Agency finances adaptation of the working place, procurement of equipment, practical vocational training of a disabled person, engagement of workplace personal assistant as well as labour tax relief.

REPUBLIC OF MOLDOVA

Insured persons are entitled to assistance with the following:

physical rehabilitation,
recovery of working capacity, and
retraining.

Persons with category III invalidity can also take vocational training courses.

SERBIA

Persons with invalidity have rights to:

professional assistance in examining remaining working capacity and selection of occupation,
professional rehabilitation, and
subsidies for equipping new workplace.

TÜRKIYE

UKRAINE

Rehabilitation: sanatoriums and special treatment as prescribed by doctors.

Retraining: medical, professional and social rehabilitation of disabled people is carried out according to rehabilitation programmes determined by the decision of medical-social experts with the participation of representatives of public services and public organizations of disabled people.

(last update 2019)

Preferential employment of persons with disabilities

ALBANIA

Every employer who engages more than 24 employees is obliged to employ one moderately disabled person for every 25 able bodied people working for him/her. If an employer engages a severely disabled person then this counts as five moderately disabled people. Employers who do not fulfill this quota must pay the equivalent of one minimum wage per absent disabled employee to the National Labour Fund. This money is then used to help generate employment opportunities for the disabled. Employers are entitled to subsidies from the Employment Office in order to buy special equipment or adapt the work place in order to cater for those with disabilities. Favorable tax treatment is also available for employers of disabled persons.

(last update 2019)

ARMENIA

Taxable profit is decreased by 150% of the gross salary of each disabled employee.

AZERBAIJAN

In accordance with the Decision of the Cabinet of Ministers of the Republic of Azerbaijan of December 2019, 2017 No 616 "Procedure for financing of the wages of the insured", efforts are ongoing on the execution of the joint (the State Employment Service with employers) co-financing programme aimed to expand employment opportunities in order to facilitate the inclusion of persons with disabilities into the labour market, help them acquire the necessary skills and experience.

Regulations on reasonable accommodation of the infrastructure facilities for use of persons with disabilities" approved by the Resolution of the Cabinet of Ministers of the Republic of Azerbaijan No. 340 dated November 5, 2021, reasonable accommodation is carried out in order to make the necessary and appropriate modification and adjustments, where needed in a particular case, and ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms.

All central and local executive bodies, enterprises and organizations operating in the territory of the Republic of Azerbaijan, regardless of their organizational and legal forms and a form of ownership should provide reasonable accommodation of subordinated road-transport, communication, information, cultural, household and other social infrastructure facilities for the use of persons with disabilities.

BOSNIA AND HERZEGOVINA

Federation of BiH

The quota system was established in the Federation of BiH in the Law on Professional Rehabilitation, Training and Employment of Persons with Disabilities (1 handicapped person for 16 employees)

GEORGIA

State Program on Employment Support Services.

Employment support services for persons with disabilities (PWDs) consists of 2 main components:

Formation of group of supportive employment consultants (job coach); Wage subsidy components. The objective of the component is to make an agreement with employers having vacancies, employ registered job seekers (PWDs) and subsidize wages. While PWDs in the framework of the program are employed, the state is paying 50% of the wage (up to 560 GEL). The duration of the components is no more than 4 months. The program obliges employers after the completion of the wage subsidy to employ program beneficiaries by signing an employment contract for not less than 6 months.

MONTENEGRO

With the aim of supporting employment of persons with disabilities, quota – the number of persons with disabilities that an employer must employ proportional to the total number of employees - were determined.

An employer employing a person with disability is entitled to subsidies, relating to:

- grant for adjustment of working position and working conditions for employment of a person with disability;
- credit funds under favourable conditions for purchase of machines, equipment and tools necessary for employment of persons with disabilities;
- participation in financing personal expenses of an assistant (assistant in work) of the person with disability;
- wage subsidies for persons with disabilities employed.

An employer who does not employ a person with disability is obliged to pay in a special contribution to the Fund for Professional Rehabilitation and Employment of Persons with Disabilities.

NORTH MACEDONIA

No quota system in operation.

Persons with disabilities who run their own business as self-employed as well as sheltered enterprises are exempted from paying social contributions, personal income and profit taxes should they employ person(s) with disabilities for an indefinite period. Sheltered enterprises are entitled to grants (subsidies) for adaptation of the work place and for procurement of specialized equipment according to the needs of the persons with disabilities.

REPUBLIC OF MOLDOVA

The placement of people with disabilities in the workplace is done without discrimination.

SERBIA

Employer with 20 - 49 employees – must hire at least one disabled person.

Employer with 50 and more employees – must hire at least two disabled persons. At least one per every additional 50 employees must be a disabled person.

Employer who do not fulfill the abovementioned obligation pays monthly compensation equal to 50% of the average salary in Serbia per missing disabled employee.

These rules do not apply to newly established enterprises during first 24 months.

Employers who hire disabled persons can obtain reductions in social security contributions for these persons for 3 years.

TÜRKIYE

Employment of disabled persons is obligated by a quota system both in private and public organizations as follows;

Civil Servants: All public administrations with more than 50 staff are obliged to employ disabled persons in the proportion of 4% of the total number of staff.

Workers:

All employers with more than 50 staff are obliged to employ disabled persons in the proportion of 3% of the total number of staff. Sanctions are applied to employer who does not meet this quota.

Additionally, employment of disabled persons is promoted by a social security contribution incentive calculated on the amount of minimum earning subject to contribution. Employer share of the contribution which is paid by employer for disabled person is covered by the state.

UKRAINE

4% of workplaces are reserved for disabled persons. For enterprises employing 8 to 25 persons, one workplace is to be reserved for a disabled person. If employers do not fill these places they have to pay money into a Disability Fund.

(last update 2019)

Taxation and social contributions

Taxation of pension benefits

ALBANIA

Not subject to taxation.

(last update 2019)

ARMENIA

Not subject to taxation.

AZERBAIJAN

Not subject to taxation.

BOSNIA AND HERZEGOVINA

Federation of BiH and Republika Srpska

- Not subject to taxation

District Brčko of BiH

- Subject to taxation

GEORGIA

Not subject to taxation.

MONTENEGRO

Not subject to taxation.

NORTH MACEDONIA

Pensions are subject to personal income tax.

REPUBLIC OF MOLDOVA

Benefits not subject to taxation.

SERBIA

Not subject to taxation.

TÜRKIYE

Civil Servants: not subject to taxation.

Workers: not subject to taxation.

UKRAINE

Not subject to taxation.

(last update 2019)

Limit of income for tax relief or tax reduction

ALBANIA

Not applicable.

(last update 2019)

ARMENIA

Not applicable.

AZERBAIJAN

Not applicable.

BOSNIA AND HERZEGOVINA

Federation of BiH
- Not applicable

Republika Srpska
Tax relief per year:
900 BAM for each supported member of the family
Amount for voluntary pension insurance
Housing loan interest rate

Brčko District of BiH:
- Tax relief of 240.00 BAM + 50.00 BAM (life expenditures) and a further 120.00BAM for each supported member of the family. The rest of the individual's income is subjected to taxation in amount of 10%

GEORGIA

All Invalids of I and II Groups receive a tax exemption of 6000 GEL per annum.

MONTENEGRO

Not applicable

NORTH MACEDONIA

General taxation rules: Individual tax exemption for pensioners: 8,788 MKD per month.

REPUBLIC OF MOLDOVA

Not applicable.

SERBIA

Not applicable.

TÜRKIYE

Civil Servants: not applicable.

Workers: not applicable

UKRAINE

Not applicable.

(last update 2019)

Social security contributions from pension

ALBANIA

None.

(last update 2019)

ARMENIA

None.

AZERBAIJAN

None.

BOSNIA AND HERZEGOVINA

Federation of BiH
-Not applicable

Republika Srpska
- Not applicable

District Brčko of BiH
- Contributions paid on benefits in same way as on wages

GEORGIA

None

MONTENEGRO

The obligation to pay health insurance contributions by pension beneficiaries has been abolished.

NORTH MACEDONIA

Contribution of 13% for health insurance. This contribution is not deducted from the pension; the amount is computed by the Pension and Disability Insurance Fund as if it was paid from individual pensions and is transferred to the Health Insurance Fund of the Republic of North Macedonia.

REPUBLIC OF MOLDOVA

None.

SERBIA

Pension fund pays a contribution of 10.3% of pension, for health insurance of retired person.

TÜRKIYE

Civil Servants: none

Workers: none.

UKRAINE

None.

(last update by Ukraine 2019)