

Swiss Social Security System

Effective January 2016

Abbr.	Full name	What is this?	Benefits	How is it paid?
AHV	A lters- und H interlassenen- V ersicherung	State old age and life insurance	Old age annuity; annuity for widows/widowers and orphans	10.3% of the salary; paid half by employer and half by employee
IV	I nvaliden- V ersicherung	State disability insurance	Annuity in case of disability	Included in the AHV (10.3% mentioned above)
EO	E rwerbsersatz- O rdnung	Salary replacement during military service; maternity compensation	Payment per day during military service; 14-week income compensation for gainfully employed women	Included in the AHV (10.3% mentioned above)
ALV	A rbeits- L osen- V ersicherung	Unemployment insurance	Unemployment benefits, depending on how long you have worked in Switzerland	2.2% of the salary; paid half by employer and half by employee
BVG	B erufliche V orsorge- G esetz	Company pension fund	Old age, disability and death benefits (in addition to AHV)	Percentage of the salary; normally paid half by employer and half by employee (ca. 7.0-18.0%, depending on the various factors)
UVG	U nfall- V ersicherung- G esetz	Accident insurance	Medical costs and income replacement in case of accident	See BU and NBU
BU	B erufs- U nfall	Compulsory accident insurance for work-related accidents	Medical costs and income replacement	Percentage of the salary, depending on type of work; paid by employer (ca. 0.1%)
NBU	N icht- B erufs- U nfall	Accident insurance for non-work-related accidents; compulsory for employees, who work more than 8 hours a week	Medical costs and income replacement	Percentage of the salary, depending on type of work; normally paid by employee (ca. 1.0-2.0%)
KTG	K ranken- T ag- G eld	Income protection in case of illness (not compulsory)	Income replacement	Percentage of the salary; normally paid half by employer and half by employee (ca. 1.0-3.0%)
FAK	F amilien- A usgleichs- K asse	Family allowances	Family and children allowances	1.2-1.5% of the salary; paid by employer