

Swiss Social Security System

Effective January 2012

Abbr.	Full name	What is this?	Benefits	How is it paid?
AHV	Alters- und Hinterlassenen-Versicherung	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	Invaliden-Versicherung	State disability insurance	Annuity in case of disability	Included in the AHV (10.3% mentioned above)
EO	Erwerbsersatz-Ordnung	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	Arbeits-Losen-Versicherung	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	Berufliche Vorsorge-Gesetz	Company Pension Fund	Old age, disability and death benefits	Percentage of the salary; normally paid half by employer and half by employee (ca. 7.0–18.0%, depending on the various factors)
UVG	Unfall-Versicherung-Gesetz	Accident insurance	Medical costs and income replacement in case of accident	See BU and NBU
BU	Berufs-Unfall	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	Nicht-Berufs-Unfall	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	Kranken-Tag-Geld	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	Familien-Ausgleichs-Kasse	Family allowances	Family and children allowances	1.5–1.7% of the salary; paid by employer

Note: this list has been kept as short as possible; more detailed information on insurance benefits can be obtained from Swiss Life, Mr. Martin Studer, +41-61-227-8826, martin.studer@swisslife.ch