

Indicators of Quality of Work and Employment

Dimension 4 – Stability and security of work, and social protection **B social protection**

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Introduction

Link with Dimension 4 A – flexicurity :

This paper is complementary to the paper developed by Olivier Marchand on ‘flexicurity indicators’. In that dimension, the author covers the following elements of flexicurity related to quality of employment:

- flexible contractual arrangements (and transitions), including child care facilities
- life long learning strategies, both percentage of persons between 25 / 64 who participated in training as well as public expenses devoted to education (as a proxy for investment in human resources)
- active labour market policies (preventive services as well as unemployment benefits)
- modern social security systems (unemployment traps, low pay traps)

Generally speaking in the first series of indicators on stability and security at work, dimension 4A, the main emphasis is on one aim of social protection in a wide sense, namely to the ‘employability’ aim, whereby transitions should be made possible, including the financial means to overcome transitory periods, the means to find a new jobs as well as building up rights over the life course in the case of a more flexible employment careers (with transitions from one job to another and with unemployment or other spells in between).

The particular emphasis of this paper

This second paper under the same heading is therefore trying to reflect on some indicators who would measure more generally social protection elements which can be linked to quality of employment.

Generally speaking, the indicators in this chapter should focus on another aim of social protection, namely decommodification, the provision of an income and ways to deal with the loss of income, while facing particular risks.

¹ This paper reflects the opinion of the authors and does not engage the European Foundation for the Improvement of Living and Working Conditions

The concept of social protection

Social protection stands for a system to organise transfers in cash or kind at the event of a number of risks, which can happen in everyone's life. Social protection consists of policies and programs designed to reduce poverty and vulnerability by promoting efficient labor markets, diminishing people's exposure to risks, enhancing their capacity to protect themselves against hazards and interruption/loss of income. Broadly speaking, social protection usually covers two main elements:

- social security, or social insurance: programs which cushion the risks associated with unemployment, ill health, disability, work-related injury and old age
- social assistance or welfare service programs for the most vulnerable groups with no other means of adequate support, including single mothers, the homeless, or physically or mentally challenged people.

In the ILO, social protection² means the way to supply adequate levels of protection in the case of particular risks to all members of society. The Universal Declaration of Human Rights³ and the International Covenant on Economic Social and Cultural Rights⁴ recognize the right to social security for everyone. The Social Security Department in the ILO provides ILO member States with tools and assistance to achieve and maintain for its peoples this right. In 2006 a reflection paper enumerated the different aims and challenges for social security⁵.

Social protection norms in different systems

Social protection is an issue which has been taken up by several international organisations. Standards on social security or social protection have been developed by the International Labour Organisation, Council of Europe, European Union etc. Countries have to report periodically on the state of play with regard to the standards and coverage of different elements of social protection, included in internationally agreed norms by each of the institutions. While the ILO⁶, as well as the Council of Europe, develop a direct quantitative approach, embedded in 'minimum standards'⁷ about which each of the countries have to report progress, the European Union has gone for a combination of qualitative and quantitative approach, by an Open Method of Coordination, consisting of commonly agreed objectives in the first place and common indicators to monitor progress towards these objectives. Contrary to ILO Convention 102, which is only and solely considering social security as such, there is not a only single 'social protection strategy'

² <http://www.ilo.org/public/english/protection/secsoc/>

³ Article 22

⁴ Article 9

⁵ <http://www.ilo.org/public/english/protection/secsoc/downloads/publ/1519sp1.pdf>

⁶ The norms are developed by the ILO in what is called 'conventions. The countries sign up individually to each of the conventions of the ILO. Countries report progress to these norms. Discussions on the progress take place in a rolling plan every couple of years.

⁷ The issue is slightly more complicated as countries can choose a particular number of these standards (they do not have to 'sign up' to all). The number is different for each of the norms.

in the European Union⁸. However, there are strategies dealing with aspects of social protection, namely pensions and health care.

Social protection norms related to quality of employment

1 Social Security (Minimum Standards) Convention (1952)⁹

This is a convention dealing with social security in general. A number of other conventions deal with aspects of it, be it for one specific element of social security such as the C103 Maternity Protection Convention (Revised), 1952, or for particular groups of workers (eg seafarers etc).

The contingencies which are covered under the heading of social security covered in Convention 102 are sickness, unemployment, old age, employment injury (incapacity for work, invalidity, survivors), maternity, invalidity, survivors.

2 Social protection in the EU: the Open method of coordination.

In the European Union, social protection schemes remain a national competence. The social protection systems are very different in the different member states, they are historically build. Financing of the systems can either be through general taxation or through contributions on salaries, from employers and employees. Usually it is a mix of the two ways of financing but the accent might be either more on the taxation system in some countries (eg the Scandinavian countries) or more on contributions (such as the continental systems eg Germany, France etc.). Another distinction is that the provision of benefits might be general provision or targeted (means-tested).

⁸ However, the Social Protection Committee, together with its subgroup on indicators, plays a very important role in the work on the common development and choice of the objectives and indicators, which are then proposed by the European Commission and adopted by the Council. The Social Protection Committee (SPC) consists of high level officials from all the member states, presided by a selected member of the committee. The European Commission is the secretariat of the SPC.

⁹ <http://www.ilo.org/ilolex/english/convdsp1.htm>

Table 5: Social protection receipts by type (as % of total receipts)

	General government contributions		Social contributions						Other receipts	
			Total		Employers		Protected persons (1)			
	2000	2005	2000	2005	2000	2005	2000	2005	2000	2005
EU 27	:	37.6	:	59.0	:	38.3	:	20.8	:	3.4
EU 26	35.4	37.7	60.9	59.0	38.7	38.2	22.2	20.8	3.6	3.3
EU 16	35.6	37.9	60.9	58.9	38.7	38.2	22.2	20.7	3.5	3.2
EA 13	31.8	33.9	64.3	62.6	41.5	40.1	22.9	22.5	3.9	3.4
BE	25.3	24.7	72.1	73.4	49.9	51.4	22.3	22.0	2.5	1.9
BG	:	36.1	:	60.7	:	42.4	:	18.3	:	3.1
CZ	25.0	18.1	73.8	80.7	49.8	54.3	24.0	26.4	1.2	1.2
DK	63.9	63.2	29.4	28.8	9.1	10.3	20.3	18.5	6.7	8.0
DE	31.8	35.6	66.1	62.7	38.5	35.0	27.6	27.7	2.1	1.6
EE	20.6	20.4	79.2	79.5	79.2	79.0	:	0.4	0.2	0.1
IE	58.3	53.9	40.1	40.0	25.1	24.7	15.1	15.3	1.5	6.1
EL	29.2	30.7	60.8	58.4	38.2	35.5	22.6	22.9	10.0	11.0
ES	29.4	33.3	68.0	64.5	51.8	48.9	16.2	15.6	2.6	2.1
FR	30.3	30.6	65.9	65.6	46.0	44.7	19.9	20.9	3.8	3.8
IT	40.6	41.4	57.7	57.0	42.8	41.7	14.9	15.3	1.6	1.6
CY	45.0	53.7	37.3	34.7	20.5	19.7	16.8	15.0	17.7	11.6
LV	33.5	35.3	66.5	64.1	50.2	47.1	16.3	16.9	0.0	0.7
LT	38.9	39.6	59.6	59.9	53.7	53.8	5.9	6.0	1.5	0.5
LU	46.9	45.3	48.6	51.4	24.7	26.9	23.8	24.4	4.6	3.4
HU	31.6	34.8	59.7	57.9	47.0	42.0	12.8	15.9	8.7	7.3
MT	30.5	34.5	66.8	62.7	45.3	43.5	21.5	19.2	2.6	2.8
NL	14.4	19.9	67.5	67.9	29.4	33.4	38.1	34.4	18.1	12.3
AT	32.5	33.1	66.2	65.4	39.1	37.9	27.1	27.4	1.3	1.6
PL	32.5	39.2	55.3	50.4	30.5	28.0	24.8	22.3	12.2	10.4
PT*	39.1	42.2	53.0	47.5	35.6	31.7	17.4	15.7	7.9	10.0
RO	:	11.7	:	73.3	:	49.7	:	23.5	:	15.0
SI	31.5	31.7	66.3	67.4	27.0	27.4	39.3	40.0	2.2	0.8
SK	31.0	14.0	66.8	84.4	48.3	62.0	18.5	22.4	2.2	1.5
FI	42.9	43.7	50.0	50.2	38.0	38.8	12.0	11.4	7.0	6.1
SE	45.8	48.0	49.9	49.8	40.5	41.0	9.4	8.8	4.3	2.3
UK	46.4	50.5	52.4	47.9	29.9	32.4	22.5	15.5	1.2	1.6
IS	51.4	32.8	48.6	32.0	39.5	26.2	9.1	5.7	:	35.2
NO	60.5	55.8	38.4	44.1	24.4	29.5	14.0	14.6	1.1	0.1
CH	21.0	22.2	60.4	59.8	29.3	27.6	31.1	32.1	18.6	18.0

(1) Employees, self-employed, pensioners and other persons.

: Data not available.

* Data for Portugal refers to 2004

Source: Eurostat-ESSPROS

*Financing of social protection: differences between EU countries
Picture taken from Statistics in Focus 46/2008*

A description of the different social protection systems in the member states of the European Union can be found in MISSOC¹⁰. The following contingencies fall under the heading of social protection as described by the MISSOC tables¹¹ which are :

[I - Financing](#)

[II - Health Care](#)

[III - Sickness - Cash Benefits](#)

[IV - Maternity](#)

[V - Invalidity](#)

[VI - Old-Age](#)

¹⁰ http://ec.europa.eu/employment_social/spsi/missoc_en.htm

¹¹ MISSOC (Mutual Information system on social protection) describes the social protection systems in the Member States in the EU Member States and the European Economic Area, see http://ec.europa.eu/employment_social/spsi/missoc_en.htm

[VII - Survivors](#)

[VIII - Employment injuries and occupational diseases](#)

[IX - Family benefits](#)

[X - Unemployment](#)

[XI - Guaranteeing sufficient resources](#)

This gives an overview of the broad range of national measures organized at state level (first pillar social protection measures). Those measures are usually complemented by second and third pillar measures for particular elements, such as complementary pensions schemes, either organized at company (or branch) level (second pillar scheme) or by individuals themselves (individual pensions, third pillar), or complementary health care systems. The weight between first and second pillar schemes is very different from country to country. One could generalize and say there is move towards privatization of certain elements for both pensions and health care in most member states. However, the state systems remains a very important decommodification guarantee for all workers and therefore is an important element of quality of employment.

All member states in the European Union felt in 1996 the need to modernize their systems and the European Commission summarized the common challenges in a Communication on modernizing and improving social protection in the European Union¹²

This resulted in a common reflection¹³ of the EU member states on how to change national systems to adapt to new needs and challenges, including sustainability of the social protection systems. The Open method of coordination¹⁴ is used in the European Union to deal with particular areas of economic, employment and social policy, which are Member States competence but in which all the member states will have to meet reform challenges, similar throughout Europe, to deal with challenges like demographic ageing, globalization etc. Open method of coordination is a framework of political coordination which supports the Member States in their reform efforts, while respecting their legal competences and without legal constraints. The Member States agree to identify and promote their most effective policies in the fields of among others, social protection and social inclusion with the aim of learning from each others' experiences.

This is a flexible and decentralised method, which involves:

- Agreeing to [common objectives](#) which set out high-level, shared goals to underpin the entire process;
- [Agreeing to a set of common indicators](#) which show how progress towards these goals can be measured;
- Preparing national [strategic reports](#), in which Member States set out how they will plan policies over an agreed period to meet the common objectives;

¹² http://ec.europa.eu/employment_social/social_protection/docs/com102_en.pdf

¹³ http://ec.europa.eu/employment_social/social_protection/docs/com99-347_en.pdf

¹⁴ http://ec.europa.eu/employment_social/spsi/the_process_en.htm

- [Evaluating these strategies](#) jointly with the European Commission and the Member States.

In the field of social protection, new common indicators from 2006 have been agreed upon. In June 2006, the [Social Protection Committee](#) adopted a set of common indicators for the social protection and social inclusion process.

It consists of a portfolio of 14 overarching indicators (+11 context indicators) meant to reflect the newly adopted overarching objectives (a) "social cohesion" and (b) "interaction with the Lisbon strategy growth and jobs objectives" and of three strand portfolios for social inclusion, pensions, and health and long-term care.

The use of commonly agreed indicators to monitor progress towards commonly agreed objective is an essential component of the OMC policy coordination process.

In this context, indicators have been agreed using a consensual approach and using a set of criteria which include comparability based on sound EU harmonised data, policy responsiveness, clear normative interpretation, focus on outcomes, etc.

An indicator subgroup also agreed on a new typology of indicators which distinguish between those that can directly be used for benchmarking, and those that can only be used to monitor progress within a single country.

How to select some indicators on social protection

The fact that the organization of social protection systems is particularly complex makes the selection of indicators on social protection as part of quality of employment a complicated issue.

The idea is that it would be good to have some general indicators on social protection coverage. But it is more difficult, because of the differences in weight between first and second pillar systems and in organization per country (in cash/in kind benefits) to make up indicators on sub-elements of social protection related to employment. This is an issue which has to be discussed with the group and might be developed at a later stage.

Elements which could be developed are:

- Health care & sickness benefits
 - o health care: usually organized with public finances and usually not related to employment
 - o in some countries, health care is related to employment: an indicator which can be retained is the % age of compulsory statutory health care for salaried workers and self-employed
 - o Sickness benefits: income maintenance/ support in cash in connection with sickness (excluding disability), also known as paid sick leave (not

- including the salary paid by the employer during the event of sickness, only the part provided by the state): replacement rates, duration
- Old age: pensions related to employment
 - o replacement rates
 - o at-risk-of-poverty of elderly people
 - o percentage of workers having a complementary pension
 - Maternity
 - o cash benefits during maternity leave rate: should be sufficient to ensure full and healthy maintenance of mother and child in accordance to suitable standard of living: replacement rates and duration?
 - o medical benefits (not related to employment?)
 - Disability benefits
 - o Income maintenance and support in cash or in kind in connection with the inability to engage in economic and social activities
 - o Not related to employment ?
 - Unemployment benefits
 - o Cfr dimension 4A flexicurity
 - Family benefits in cash / in kind
 - o in some countries they are organized for salaried workers, in other countries they are flat rate and not linked to employment
 - Survivors benefits
 - o When they are related to employment
 - o When death is result of occupational injury

A possible way of considering it could be the percentage of workers who are covered by the different elements of social protection, including percentage of replacement income for these workers and duration of the benefit. This goes more in line with the ILO standards as described in the Convention 102¹⁵.

Some possible general indicators to measure social protection

Some general figures on social protection are described in a recent edition of Eurostat statistics in focus¹⁶. Figures are taken from 'ESSPROS' which collects data on expenditure and receipts on social protection schemes, for the European Union (Eurostat)¹⁷

1 Expenditure on social protection as percentage of GDP

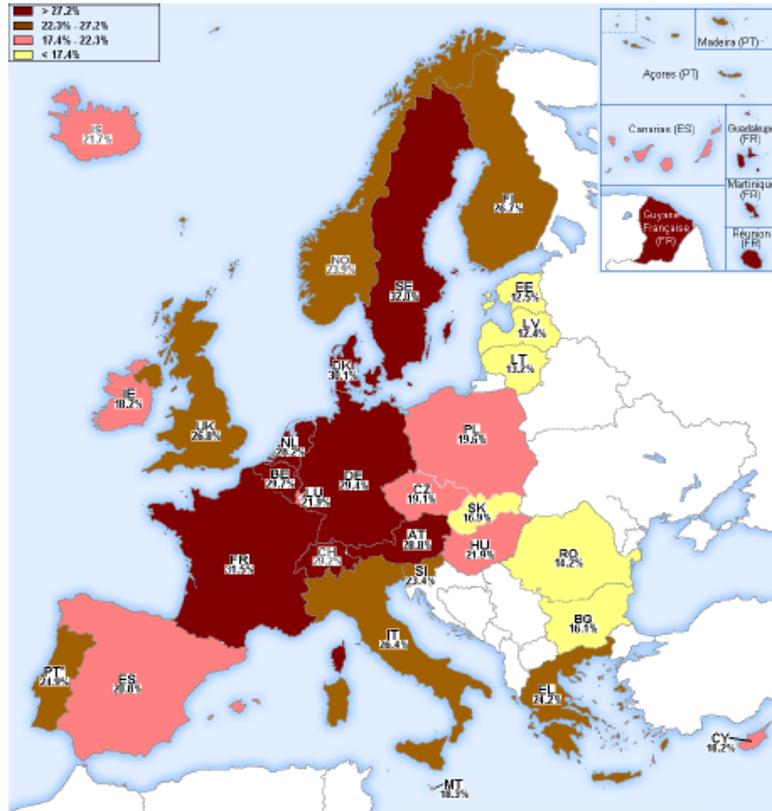
¹⁵ In that Convention, as well as in the norms developed by the Council of Europe and which take broadly the same headings, minimum levels of coverage are established. This is by outmost a political exercise, which is by outmost a political exercise and for which agreement of policymakers is needed. We refrain here from referring to minimum levels of coverage and would suggest, that if these indicators would be developed, we look at percentages of workers (employees and self-employed) which are covered by each of the sub-elements, as well as the average duration and replacement rates of each of them.

¹⁶ http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-SF-08-046/EN/KS-SF-08-046-EN.PDF

¹⁷ European Social Statistics: social protection expenditure and receipts, data for 1997 – 2005 at http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-DC-08-001/EN/KS-DC-08-001-EN.PDF

A first indicator is the one described in the list of indicators as proposed by the Steering Committee on Quality is a general indicator on expenditure on social protection as percentage of GDP.

Figure 1: Expenditure on social protection as % of GDP in the EU in 2005



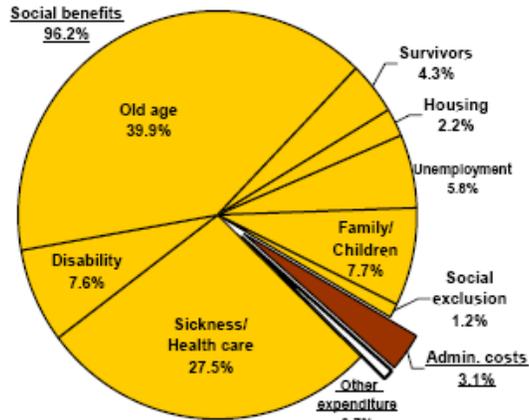
Source: Eurostat-ESSPROS

Picture taken from Statistics in Focus 46/2008

Table 1: Expenditure on social protection (as % of GDP)

	2000	2001	2002	2003	2004	2005
EU 27	:	:	:	:	:	27.2
EU 25	26.6	26.8	27.1	27.4	27.3	27.4
EU 15	27.0	27.1	27.4	27.8	27.7	27.8
EA 13	26.8	26.9	27.4	27.8	27.8	27.8
BE	26.5	27.3	28.0	29.1	29.3	29.7
BG	:	:	:	:	:	16.1
CZ	19.5	19.5	20.2	20.2	19.3	19.1
DK	28.9	29.2	29.7	30.9	30.9	30.1
DE	29.3	29.4	30.0	30.3	29.6	29.4
EE	14.0	13.1	12.7	12.6	13.1	12.5
IE	14.1	15.0	17.3	17.8	18.2	18.2
EL	23.5	24.1	23.8	23.6	23.6	24.2
ES	20.3	20.0	20.3	20.4	20.6	20.8
FR	29.5	29.6	30.4	30.9	31.3	31.5
IT	24.7	24.9	25.3	25.8	26.0	26.4
CY	14.8	14.9	16.2	18.4	17.8	18.2
LV	15.3	14.3	13.9	13.8	12.9	12.4
LT	15.8	14.7	14.1	13.6	13.3	13.2
LU	19.6	20.9	21.6	22.2	22.3	21.9
HU	19.3	19.3	20.4	21.1	20.7	21.9
MT	16.5	17.4	17.5	17.9	18.4	18.3
NL	26.4	26.5	27.6	28.3	28.3	28.2
AT	28.1	28.4	29.0	29.3	29.0	28.8
PL	19.7	21.0	21.1	21.0	20.1	19.6
PT	21.7	22.7	23.7	24.1	24.7	:
RO	13.2	13.2	13.4	12.6	15.1	14.2
SI	24.6	24.8	24.8	24.1	23.7	23.4
SK	19.3	18.9	19.0	18.2	17.3	16.9
FI	25.1	24.9	25.6	26.5	26.6	26.7
SE	30.7	31.2	32.2	33.2	32.7	32.0
UK	26.9	27.3	26.2	26.2	26.3	26.8
IS	19.2	19.4	21.2	23.0	22.6	21.7
NO	24.4	25.4	26.0	27.2	25.9	23.9
CH	26.9	27.6	28.5	29.1	29.3	29.2

Figure 3: Structure of social protection expenditure in EU-27, 2005



* The ratio EU27, EU25, EU15 and EA13 for 2005 is calculated with the 2004 data for Portugal

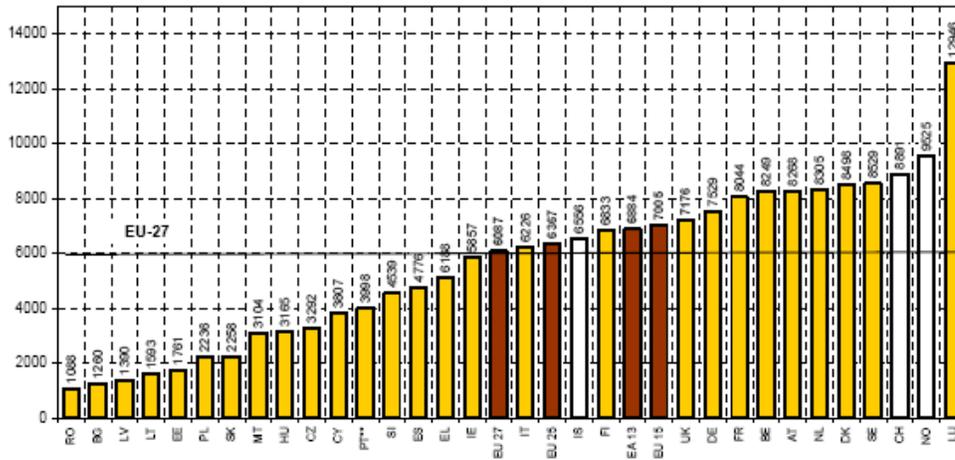
Source: Eurostat-ESSPROS

Picture taken from Statistics in Focus 46/2008

The big bulk of social protection expenditure consists of benefits related to old age on the one hand (39,9%) and sickness and health care (27,5%).

2 A second indicator is expenditure on social protection in PPS per capita

Figure 2: Expenditure on social protection in PPS* per capita, 2005



* Purchasing power standards (PPS): unit independent of any national currency that removes the distortions due to price level differences. PPS values are derived from purchasing power parities (PPPs), which are obtained as weighted averages of relative price ratios in respect of a homogeneous basket of goods and services, comparable and representative for each Member State.

** Data for Portugal refers to 2004

Source: Eurostat-ESSPROS

Picture taken from Statistics in Focus 46/2008

3 Some indicator related to sub-elements/ different functions of social protection

Table 3: Social benefits by function group in 2005 as % of total social benefits (TSB) and as % of GDP

	Old-age and survivors		Sickness/ Health care		Disability		Family/children		Unemployment		Housing and social exclusion	
	% of TSB	% of GDP	% of TSB	% of GDP	% of TSB	% of GDP	% of TSB	% of GDP	% of TSB	% of GDP	% of TSB	% of GDP
EU 27	45.9	12.0	28.6	7.5	7.9	2.1	8.0	2.1	6.1	1.6	3.5	0.9
EU 25	45.9	12.1	28.6	7.5	7.9	2.1	8.0	2.1	6.1	1.6	3.5	0.9
EU 15	45.7	12.2	28.6	7.7	7.9	2.1	8.0	2.2	6.2	1.7	3.5	0.9
EA 13	46.3	12.3	28.6	7.6	7.1	1.9	8.2	2.2	6.9	1.8	2.8	0.8
BE	44.7	12.7	27.1	7.7	7.0	2.0	7.2	2.0	12.2	3.5	1.8	0.5
BG	51.1	7.9	29.0	4.5	8.4	1.3	6.8	1.1	1.9	0.3	2.7	0.4
CZ	42.6	7.9	35.3	6.5	7.8	1.4	7.5	1.4	3.6	0.7	3.1	0.6
DK	37.5	11.0	20.7	6.1	14.4	4.2	12.9	3.8	8.6	2.5	5.8	1.7
DE	43.5	12.4	27.3	7.8	7.7	2.2	11.2	3.2	7.3	2.1	2.9	0.8
EE	44.0	5.4	31.9	3.9	9.4	1.2	12.2	1.5	1.3	0.2	1.2	0.1
IE	26.6	4.5	40.9	6.9	5.3	0.9	14.6	2.5	7.5	1.3	5.1	0.9
EL	51.2	12.0	27.8	6.5	4.9	1.2	6.4	1.5	5.1	1.2	4.5	1.1
ES	41.4	8.4	31.6	6.4	7.3	1.5	5.6	1.1	12.4	2.5	1.7	0.4
FR	43.9	13.0	29.8	8.8	5.9	1.8	8.5	2.5	7.5	2.2	4.3	1.3
IT	60.7	15.5	26.7	6.8	5.9	1.5	4.4	1.1	2.0	0.5	0.3	0.1
CY	46.6	8.3	25.3	4.5	3.7	0.7	11.8	2.1	5.8	1.0	6.7	1.2
LV	48.4	5.7	26.0	3.1	9.1	1.1	11.0	1.3	3.9	0.5	1.6	0.2
LT	46.4	6.0	30.3	3.9	10.4	1.3	9.3	1.2	1.8	0.2	1.8	0.2
LU	36.6	7.9	25.7	5.5	13.1	2.8	16.9	3.6	5.0	1.1	2.8	0.6
HU	42.5	9.1	29.9	6.4	9.9	2.1	11.8	2.5	2.9	0.6	3.1	0.7
MT	52.4	9.5	26.3	4.8	6.7	1.2	4.7	0.9	7.4	1.3	2.5	0.4
NL	42.3	11.1	30.9	8.1	9.9	2.8	4.9	1.3	5.9	1.5	6.2	1.6
AT	46.6	13.5	25.5	7.1	8.0	2.2	10.7	3.0	5.8	1.6	1.4	0.4
PL	59.8	11.5	19.9	3.8	10.5	2.0	4.4	0.8	2.9	0.6	2.5	0.5
PT*	47.2	10.9	30.4	7.0	10.4	2.4	5.3	1.2	5.7	1.3	1.0	0.2
RO	41.3	5.7	36.2	5.0	7.0	1.0	10.2	1.4	3.2	0.4	2.1	0.3
SI	44.4	10.2	32.3	7.4	8.5	2.0	8.6	2.0	3.3	0.7	2.9	0.7
SK	42.5	7.0	29.5	4.8	9.2	1.5	11.3	1.9	4.3	0.7	3.2	0.5
FI	37.3	9.6	25.9	6.7	12.9	3.4	11.6	3.0	9.3	2.4	3.0	0.8
SE	40.5	12.5	24.3	7.5	15.4	4.8	9.8	3.0	6.2	1.9	3.8	1.2
UK	45.0	11.8	30.9	8.1	9.0	2.4	6.3	1.7	2.6	0.7	6.3	1.7
IS	31.2	6.7	34.8	7.4	15.1	3.2	13.9	3.0	1.8	0.4	3.2	0.7
NO	30.7	7.2	32.2	7.5	19.1	4.5	12.1	2.8	2.7	0.6	3.2	0.8
CH	48.3	13.1	26.5	7.2	12.7	3.4	4.8	1.3	4.4	1.2	3.4	0.9

* Data for Portugal refers to 2004

Source: Eurostat-ESSPROS

Picture taken from Statistics in Focus 46/2008

This list gives an overview of the percentage which each of the elements take in the social protection systems of each of the countries. As such this list does not say anything about the level of protection for workers, as they might depend on many other elements (eg ageing of the workforce etc). It is just illustrative to show the percentages of each element in the social protection system of each of the countries.

Table 4: Social benefits at constant prices, annual average rate of growth for 2000-2005

	Old-age and survivors	Sickness/ Health care	Disability	Family / Children	Unemployment	Housing and social exclusion	Total benefits
EU 27	:	:	:	:	:	:	:
EU 25	2.0	3.4	1.7	2.2	1.6	2.8	2.4
EU 16	1.8	3.4	1.7	2.2	1.8	2.8	2.3
EA 13	1.7	2.3	0.3	1.8	1.7	2.7	1.8
BE	4.4	6.6	-1.6	0.0	5.0	3.9	4.1
BG	:	:	:	:	:	:	:
CZ	3.8	5.1	4.2	1.8	4.8	2.5	4.1
DK	2.4	3.3	6.6	2.4	-1.4	1.8	2.7
DE	0.9	-0.3	0.1	1.2	-2.5	4.7	0.3
EE	6.7	7.3	15.2	7.8	8.1	-8.8	7.4
IE	12.1	10.7	10.9	12.5	5.4	8.7	10.7
EL	6.3	6.7	6.0	2.7	1.9	2.1	5.7
ES	3.1	6.2	2.9	7.7	6.2	9.0	4.7
FR	3.1	4.1	3.4	1.9	4.1	1.6	3.3
IT	1.5	3.6	2.1	5.4	6.2	8.5	2.4
CY	7.0	6.4	9.9	22.4	3.5	6.7	8.0
LV	0.5	13.5	0.6	5.7	4.4	6.7	3.9
LT	4.3	5.3	9.5	6.1	5.9	-7.8	4.9
LU	5.2	7.3	6.6	7.4	16.9	21.0	7.0
HU	8.3	9.2	8.4	5.3	0.7	3.3	7.7
MT	4.1	4.3	6.2	-6.3	7.5	4.1	3.8
NL	2.6	3.7	-0.9	4.2	5.5	0.8	2.7
AT	1.9	1.8	-0.6	1.9	5.4	7.9	1.9
PL	4.8	3.4	-2.6	0.6	-6.0	14.8	3.2
PT*	7.1	4.3	0.4	5.1	17.5	-3.8	5.6
RO	7.2	18.7	8.1	11.1	-7.0	56.3	10.7
SI	2.6	4.0	1.7	1.5	-2.4	15.4	2.9
SK	4.0	-2.1	5.2	6.1	-1.1	-12.0	1.3
FI	4.5	5.5	2.2	2.1	1.1	0.8	3.7
SE	3.3	0.5	6.6	3.9	0.0	-0.6	2.7
UK	1.8	7.5	2.5	1.5	0.2	3.1	3.4
IS	7.1	4.6	9.0	10.9	14.1	10.3	7.1
NO	3.5	2.1	6.6	2.4	2.9	3.1	3.4
CH	1.8	4.3	4.9	1.9	13.1	2.3	3.2

(1) See page 11 for details of the method of calculation.

(2) New benefits were introduced in the disability function in 2001. An unemployment insurance system was introduced in 2002.

(3) The detailed breakdown of benefits in the unemployment and social exclusion functions has been revised as from 2001.

* Data for Portugal refers to 2004.

Source: Eurostat-ESSPROS

Picture taken from Statistics in Focus 46/2008

This list shows that the increase in expenditure on each of the benefits. What we see that in general there is a significant increase in sickness and health care expenditure. The increase is higher for some countries, however, again, this has to be considered in the light of the level of benefits at the original point in time.

Table 6: Expenditure on chosen benefits in PPS per inhabitant, 2005

	EU	27	EU	16	EA	18	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	BK	FI	SE	UK	IS	NO	CH		
Paid sick leave benefit	187	227	240	206	34	162	255	341	70	139	115	356	184	118	345	34	56	504	95	78	509	301	73	70	9	194	42	302	485	120	460	840	312					
1 In-patient care	810	887	828	1814	194	460	990	614	688	1006	813	368	152	213	1117	286	526	1163	900	188	78	274	444	217	592	610	1500	1056	1301	895								
Out-patient care	831	726	788	2112	433	449	926	238	606	543	518	1011	665	159	131	197	1609	541	120	542	775	157	934	52	729	363	806	873	532	667	689	814						
Disability pension	266	287	288	379	61	185	503	251	50	236	159	359	218	181	71	88	109	957	198	153	703	410	187	357	39	177	117	523	700	284	661	1020	740					
2 Accommodation	67	87	84	99	7	23	159	109	15	1	15	15	0	20	13	0	49	0	0	0	0	0	0	0	0	0	3	1	32	28	27	154	55	139	15	153		
Home help	18	22	8	10	2	4	101	11	2	2	2	2	2	2	2	1	0	577	0	0	0	0	0	0	0	0	0	0	50	217	59	6	69					
Old age pension	2088	2404	2410	2022	472	1183	2055	2789	560	834	1652	1540	2671	2683	1254	578	640	1044	1367	2389	3218	885	1360	409	1295	843	1787	2266	2429	1287	1951	2522						
Anticipated old age pension	88	100	109	0	87	40	529	186	144	211	542	124	2	0	1	19	22	870	130	0	204	262	238	42	2	486	9	147	198	0	0	0	0	0	0	0	0	
3 Accommodation	61	80	88	2	3	39	34	23	10	27	7	50	15	23	0	14	10	0	38	83	258	84	0	0	0	0	0	9	24	103	473	94	506	380	63			
Assistance in carrying daily tasks	82	88	17	12	10	455	30	2	45	14	22	7	5	0	2	1	0	17	16	0	21	3	11	1	0	0	0	0	71	191	71	26	261					
4 Survivors pension	245	287	312	595	12	27	0	88	12	267	165	119	465	595	60	24	20	1397	38	45	421	103	94	241	5	68	29	233	179	245	165	109	329					
Income maintenance benefit in the event of childbirth	35	40	35	40	6	27	152	27	88	26	37	36	40	42	24	19	13	139	18	6	0	41	5	31	5	29	11	113	181	31	195	195	26					
Parental leave benefit	17	18	20	0	22	73	0	36	23	0	14	0	4	0	3	34	23	106	76	0	0	1	20	0	40	68	59	58	0	0	0	0	0	0	0	0	0	
5 Family or child allowance	283	308	311	411	41	65	273	514	83	441	119	52	425	96	238	52	44	1188	167	113	185	627	61	79	45	163	157	232	214	288	167	264	309					
Birth grant	2	2	3	10	2	5	0	4	0	4	0	8	1	9	0	7	5	27	4	0	0	0	2	0	1	0	2	2	0	0	0	0	0	0	0	0	0	
Child day care	82	78	82	19	7	0	440	111	0	36	1	11	10	233	14	0	33	105	0	33	105	0	33	105	0	54	11	106	0	240	241	60	354	309	27			
Accommodation	15	18	10	9	25	139	0	9	82	10	19	0	18	1	12	15	9	25	7	0	33	0	33	0	33	0	7	1	4	11	52	83	32	71	60	27		
Full unemployment benefits	216	264	281	538	17	39	371	334	11	241	71	338	399	78	86	36	10	285	38	183	466	217	26	184	19	52	23	393	330	50	93	205	256					
6 Early retirement benefit for labour market reasons	22	26	31	117	3	0	43	0	4	5	38	23	0	6	127	10	13	0	17	30	0	17	30	0	0	0	38	13	112	0	0	0	0	0	0	0	0	
Vocational training	18	18	17	7	2	2	10	5	38	121	62	0	6	2	8	4	15	5	7	0	34	2	0	1	7	0	39	36	27	0	0	0	0	0	0	0	0	
Rent benefits	124	147	84	19	0	159	156	4	165	50	190	5	30	8	0	41	40	1	98	28	14	1	3	69	147	362	63	15	47									
7 Benefits to owner-occupiers	6	6	8	0	15	0	1	0	61	0	17	0	55	0	50	34	26	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8 Income support	37	41	46	49	17	51	178	44	14	93	0	5	91	0	158	4	9	168	4	21	133	14	7	27	21	95	64	71	86	0	50	114	180					

Source: Eurostat/ESSPROS

Functions: 1-Sickness/Health care, 2-Disability, 3-Olivaige, 4-Survivors, 5-Family/Children, 6-Unemployment, 7-Housing, 8-Social exclusion

* Data for Portugal refers to 2004

This list gives an overview of expenditure on particular chosen benefits in PPS per inhabitant in 2005. This list might be very useful for the future development and choice of more selected indicators on this dimension. Several of these benefits are directly related to employment.

Indicators on social protection

At this stage, we propose to select more general indicators and not concentrate on the sub-elements of the indicators. We realize that the limits of these indicators, that we look at social protection in general and not focus on the elements which are linked to quality of employment. However, the main elements of social protection are related to old age and health care/sickness benefits, which are both, very much linked to employment. Therefore we consider this a good indicator.