

**Table 1. Structure of Old-Age Benefits in Central and Eastern European R**

	Standard Retirement Age 1/		Prior Service Period 2/			Pension Base/Earnings	
	Men	Women	Minimum	Standard	Maximum	Marginal Ratio 3/	Assessment Period 4/
	(Age)	(Age)	(M/F)	(In years) (M/F)	(M/F)	(In percent of earnings)	(In years)
<b>Bulgaria</b>							
WC-III 5/	60	55	12.5/10	25/20	31/26	100	3 (15)
WC-II 6/	55	50	12.5/10	20/20	31/26	100	3 (15)
WC-I 7/	50	45	12.5/10	15/15	31/26	100	3 (15)
<b>CSFR</b>							
		8/		9/		10/	
WC-III 5/	60	53-57	25	25	35	100 to 0	5 (10)
WC-II 6/	60	53-57	25	25 (20)	35	100 to 0	5 (10)
WC-I 7/	55-58	53-57	25	25(20/15)	35	100 to 0	5 (10)
partial pension	65	60	10/20	--	--	100 to 0	5 (10)
<b>Hungary</b>							
						10/	
Standard	60	55	20	20	42	100 to 5	4 (5)
Special	56	50	20	20	42	100 to 5	4 (5)
<b>Poland</b>							
						11/	12/
Standard	65	60	25/20	--	no	100	3 (12)
Special	...	...	...	--	...	100	3 (12)
<b>Romania</b>							
WC-III 5/	60	55	30/25	30/25	no	100	5 (10)
partial	62	57	15/15	--	--	100	5 (10)
WC-II 6/	55	50	25/20	25/20	no	100	5 (10)
WC-I 7/	50	50	20/20	20/20	no	100	5 (10)

Sources: National authorities, and Holzmann (1992b).

Footnotes to Table 1:

1/ Defined as the retirement age when full pension benefits can be taken up; lower for special occupations.

2/ Includes also non-contributory insurance periods, such as education, military service and maternity.

3/ Increase in pension base for an increase in pensionable earnings.

4/ Number of best years out of total years (shown in parentheses) prior to retirement.

5/ Standard work category.

6/ Work category for difficult working conditions.

## reform Countries - Main Scheme, mid-1992

Benefit Accrual Rate	Decrement/ for early retirement per year	Increment delayed per year	Statutory Replacement Rate			Minimum Pension
			Minimum	Standard	Maximum	
(In percent of base)	(In percent of pension amount)		(In percent of pension base) (M/F)	(M/F)	(M/F)	(in percent of minimum wage)
2	0	6-8	27.5	55	67	75
2	0	6-8	...	55	...	75
2	0	6-8	...	55	...	75
1	0	7	50	50	60	72
1.5	0	7	55	55	70	72
2	0	7	60	60	80	72
2	--	--	20/40	--	--	72
2/1/0.5	0	7	53	53	75	93
2/1/0.5	0	7	53	53	75	93
1.3	0	0	50/43.5	--	no ?	13/ 35
1.3	0	0	...	--	no ?	35
1/0.5	0	0	54	54	no ?	graduated
1/0.5	0	0	27/32	--	--	graduated
1/0.5	0	0	56	56	no ?	graduated
1/0.5	0	0	58	58	no ?	graduated

7/ Work category for extremely difficult and stressful conditions.

8/ Varies according to number of children raised.

9/ Depending on years in work category (in bracket).

10/ Marginal ratio declines with level of earnings (i.e. zero implies a ceiling on the pension base).

11/ With ceiling of 250% national average salary (since Nov. 1, 1991).

12/ To be increased to 10 out of 20 years.

13/ Given as percentage of average monthly wage in the socialized enterprise sector.

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Automatic Indexation	Earnings test	Benefits taxed
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)		
	no	no
no	some	no
no	some	no
no	no	no
no	no	no
no	no	no
	no	no
	yes	no
yes	yes	no
yes	yes	yes
yes	yes	yes
	some	no
no	some	no
no	some	no
no	some	no

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