



2.2.4 Social Benefits

The employer shall provide access to adequate schemes to support the workers' social security and welfare such as pension/provident funds, health insurance, medical care, etc.

Control point 1 is not applicable where there is no national legislation concerning social benefits. In such a case, the additional coverage for retirement (control point 2) and maternity (control point 3) then become MUST criteria (2=M) for all permanent employees.

N°	Control Points: Social Benefits	MAX	Score
1	Compliance with national legislation in regard to social benefits (sickness, retirement, maternity) is (0) not at all achieved (1) not fully, but almost (2=M) fully achieved	2 M=2	
2	Basic coverage for retirement (independent from legislation) is guaranteed: (0) not at all; (2) basic coverage for all workers who have access to a basic provident/pension fund, legally required employer contributions paid; (3) for all workers substantial part contributed by employer OR higher than legally required; (4) exceptionally high coverage & contributions for all workers	4	
3	Basic coverage for maternity is guaranteed (independent from legislation): (0) not at all; (1) some efforts / not yet sufficient; (2) basic coverage for permanent workers; (3) for all workers or for permanent workers higher than required; at least 12 weeks. (4) exceptionally generous practice; substantial contributions by employer	4	
4	Medical insurance (independent from legislation) for workers: (0) no health insurance nor minimal support from employer in case of non-work related sickness; (2) at least basic medical insurance for permanent workers; (3) for all workers OR coverage higher than normal and employer contributes towards insurance costs; (4) exceptionally high coverage with unusually high contributions from employer in local context	4	
5	Unemployment insurance or compensation for loss of work: (0) none, even for long term permanent workers; (2) as legally required; (3) for all workers or higher than legally required; contributions by employer; (4) exceptionally generous practice	4	
6	Paid sick leave: (0) no right to paid sick days; (1) legally required paid sick days sometimes granted but not guaranteed; (2=M) paid sick days granted as per local legislation; (3) better coverage than legally required; at least 10 paid sick days/year; (4) exceptionally generous sick days practices in local comparison; some protection for long term illness/ absence due to health reasons	4 M=2	
7	Records on social benefits payments by employer and deductions from workers wages: (0) no/very poor records; (2=M) adequate records	2 M=2	
8	<u>Additional points for voluntary commitment:</u> Extra social benefits such as e.g. free child care, death insurance, membership to a private retirement fund, educational fund etc. → rate extra benefits (beyond above) from (0) to (4). <i>No norm requirement.</i>	4	
	TOTAL	MAX	TNP
	Maximum Points / Total Norm Points / Effective Points	28	14