

# THE SPANISH

# unemployment insurance system

December 2020

## SUMMARY

The Spanish unemployment insurance system is part of the mandatory social protection system. Funded by the employees' and employers' contributions, it is run by the state as far as the definition of the rules and payment of the unemployment benefits are concerned, and by the autonomous communities when it comes to the assistance provided to the job seekers.

The unemployment benefit (*prestación contributiva*) guarantees to employees without a job a replacement income insofar as they meet the conditions of allocation of the benefit, including the minimum condition of affiliation which corresponds to 360 days worked during the last 6 years. The amount of the benefit is degressive and amounts to 70% of the reference wage for the 180 first days of compensation period, and to 50% as from the 7<sup>th</sup> month. The length of compensation period varies between 4 months and 2 years. Jobseekers who are not entitled to receive the contributory unemployment benefit may, under certain conditions, have access to an assistance-type of unemployment benefit (*subsídios por desempleo*).

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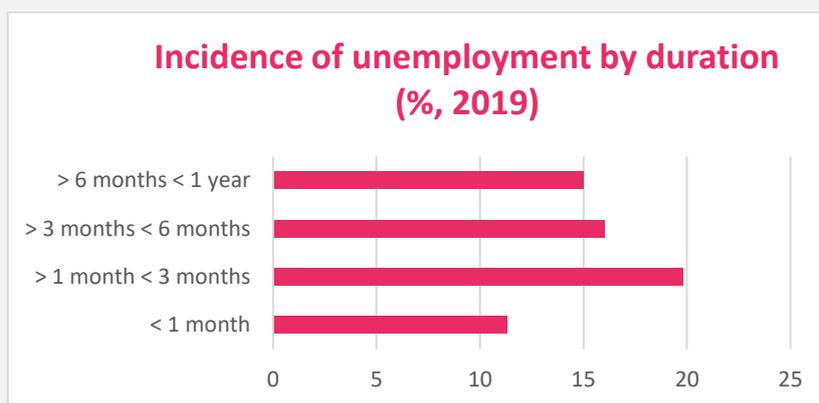
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### Data relating to employment and the employment market <sup>1</sup>

<b>Totale population</b>	47 329 981 (January 2020);
<b>Unemployment rate:</b>	16.5% in September 2020 (13.7% in December 2019);
<b>Employment rate:</b>	68 % (2019);
<b>Legal minimum wage:</b>	€1 050/month (as at 1 <sup>st</sup> January 2020)
<b>Average wage:</b>	€32 854 (\$38 758 for 2019)

During the 1<sup>st</sup> quarter 2020, the Spanish unemployment rate (14%) was, behind Greece's (15.5%), the second highest rate of the European Union, the average of which came out, over the same period, at 6.5%. In 2009, this rate was of 17.9%.

Long-term unemployment (1 year and over) in Spain has been sharply increasing since the beginning of the 2008 crisis, rising from 23.8% in 2009 to 37.8% in 2019. The European average was 33% in 2009 and 40.4% in 2019.



Source : OECD

Youth unemployment is, for its part, declining, having gone down from 37.8% in 2009 to 32.6% in 2019. It represented, for the same year, the second highest rate of the European Union after Greece (39.9%).

In 2019, the percentage of salaried employees with a fixed-term employment contract was 26.3%, thus representing the highest rate of the European Union, the average of which was, for the same year, 13.6 %.

In 2019, the percentage of employees with a full-time job was 86.8%, whilst 13.2% had a part-time job, compared to 16.5% on average within the European Union.

<sup>1</sup>Eurostat, OECD.

## GENERAL PRESENTATION OF THE SPANISH SYSTEM

The Spanish social protection system is a mixed system, combining the ideas which were developed in Germany at the end of the 19th century by the chancellor Bismarck and in Great Britain in 1942 by Lord William Beveridge. The Spanish social security is thus part of a dual logic and incorporates insurance-type and universal-type components.

### A two-level unemployment insurance system

The unemployment insurance system is fully incorporated into the mandatory social protection system. Funded by taxes and by the employers' and employees' contributions, the Spanish unemployment risk management mechanism is organised around two levels of protection:

- ▶ a contributory system entitling to unemployment benefits, the access of which is subject to the beneficiary having paid contributions for a certain period of time;
- ▶ a non-contributory system for the jobseekers who cannot or can no longer benefit from the contributory unemployment benefit.

### A decentralised public employment system

Following its reform in 2013, the Spanish national employment system is composed of the state's public employment system (*Servicio Público de Empleo Estatal, SEPE*) and the autonomous communities' public employment system (*Servicio Público de Empleo de las comunidades autónomas*). The state's public employment system is an autonomous body placed under the supervision of the Ministry of Labour and Social Economy. It is in charge of managing the unemployment insurance scheme, as well as of defining, implementing and monitoring the employment policies. It is composed of central services and a territorial network of more than 700 offices scattered across the 52 provinces of Spain.



The tripartite management of the SEPE is carried out by the management bodies in accordance with the law of 16 December 2003 which also specifies their duties. Thus, whilst the definition of the rules on the payment of unemployment benefits falls under the legislator's and government's competence, the social partners sit on the SEPE's management bodies, and thus take part in the management of the unemployment benefit payment mechanism.

The autonomous communities' employment public services are, for their part, in charge of implementing the employment policy on their territory, intermediating with the labour market, and assisting the jobseekers. In addition to an information system common to the SEPE and to the employment public services of the autonomous communities, the main coordination instruments of the autonomous communities' employment public services are the strategy of activation for employment and the annual employment policy plans.

The strategy of activation for employment is part of a pluriannual framework for the coordination and implementation of the employment policies. Such strategy sets the common goals to the employment public services, and the principles which must guide their respective interventions.

The employment policy annual plans are the annual implementations of this strategy. They set the objectives to be reached at the end of the year, interventions to be implemented, and tools for assessing them.

## HISTORICAL BACKGROUND

The first Spanish mandatory unemployment insurance system was created in 1961. Prior to this date, only a few professions benefited from unemployment insurance mechanisms.

### **1978: creation of the national employment institute**

The National Employment Institute (INEM) was created by the royal decree-law (*Real Decreto-Ley*) on the institutional management of the social security, health and employment systems. The unemployment protection system, for its part, was governed by a law of 1980, which was amended in 1984 to become the Unemployment Protection Law (*Ley de Protección del Desempleo*, LDP).

### **1986: redefinition of the INEM's duties**

To respond to the needs of the labour market, the INEM's structure and duties were revised, and certain special systems were incorporated into the general system, with arrangements based on professional particularities (sale representatives, railway workers, professional soccer players, audio visual professions, musicians and bullfighters).

### **1989: extension of the assistance schemes**

Jobseekers over 52, as well as jobseekers of 45 and over without dependent spouse and/or child, became entitled to benefit from the assistance schemes intended for jobseekers.

### **1992: reduction of the replacement rate and extension of the affiliation period**

The replacement rate went down from 80% to 70% of the minimum wage during the first 6 months. At the same time, the conditions for accessing the insurance system were tightened: 12 months of contribution were required, instead of 6 months.

### **1993: taxation of the benefits**

Unemployment insurance benefits started to be taken into account for the calculation of the income tax.

### **1994: new general social security law**

The new provisions adapted the social security rules to the principles included in the constitution. Thus, the law incorporated a series of rights, such as gender equality, universality of social protection, upgrade of the pension benefits, etc. This statute was amended in 1999 to introduce the provisions relating to the balance of work and family life.

### **1995: end of the INEM's placement monopoly**

Most of the competences relating to the assistance of the jobseekers were transferred to the autonomous communities. The role of the state was reduced to the function of benefit payment.

### **1997: measures to fight job insecurity**

The transformation of the fixed-term employment contracts into permanent employment contracts was encouraged by social security charge reductions. In 1999, precarious contracts were surcharged.

### **2003: redefinition of the national employment system**

In spite of the successive evolutions, the employment services were still not considered efficient. The law of 16 December 2003 redefined the national employment system. The INEM thus became the Servicio Público de Empleo Estatal (SEPE), in charge of the coordination, development and monitoring of employment policy programs and measures at the national level. It constitutes, along with the autonomous communities' employment services, the national employment system.

### **2012: budgetary adjustment to the recession**

In 2012, the recession affecting Spain led the government to take global budgetary adjustment measures which notably resulted, for the unemployment protection system, in extending the tax basis, removing certain deductions and exemptions of contributions upon hiring and reinforcing the activation policies for jobseekers, including in favour of the oldest.

The royal decree-law of 13 July 2012 also lowered the level of compensation and established a reducing coefficient for compensation for loss of part-time work.

In addition, the decree removed the special allowance granted to jobseekers above 45 who were no longer entitled to receive benefits, tightened the conditions of access to benefits for those above 52, as well as the conditions of entitlement to the solidarity benefits.

### **2013 - 2014: priority actions in favour of long-term and youth unemployment**

Numerous active policy measures, notably in favour of young and long-term jobseekers, were implemented. To this end, the 2014 annual plan initiated a new active policy employment model based on an assessment mechanism.

### **2017: emergency measures for the "youth guarantee"**

The royal decree-law of 16 December 2016 established additional measures for the implementation of the "Youth Guarantee" national system which aimed at promoting the inclusion of young people from 16 to 25 into the labour market.

### **2019: action plan for youth employment**

The "Shock Plan for Youth Employment" was defined for the 2019-2021 period. Drawn up in cooperation with the autonomous communities and after consultation with the social partners, this plan aims at eight goals, including improving the professional qualifications and professional inclusion of young people, as well as individualized support by the employment public services.

### **2020: emergency measures to fight the Covid-19 pandemic**

A series of measures were implemented by the Spanish government during the first and second quarters of 2020 to face the consequences of the sanitary crisis. Among these new provisions, some softened, temporarily, certain unemployment insurance rules (deadline to submit the requests, reasons for unemployment, combining unemployment benefits with certain social security benefits) and unemployment assistance rules (renewal of rights). The short-time work scheme<sup>2</sup> was also adapted and simplified by a series of decree-laws, including that of 17 March 2020.

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<sup>2</sup> Not studied in this study.

## THE UNEMPLOYMENT INSURANCE SYSTEM

### Beneficiaries

All salaried workers are subject to the mandatory unemployment insurance system. The obligation to contribute arises at the beginning of the activity, and remains as long as such activity is pursued, including in situations where the worker is temporarily incapacitated.

### Funding of the system

The unemployment insurance system is mainly funded by the proceeds of unemployment contributions and professional training, and by the state in the event of an imbalance in the system's finances.

#### Contribution rates

Unemployment insurance contribution rate	Employers	Salaried employees	Total
Permanent employment contract	5.50%	1.55%	7.05%
Fixed-term employment contract*	6.70%	1.60%	8.30%

\*Fixed-term contracts of less than 5 days: the employers' share of the social security contributions is increased by 40% (except for temporary contracts and the agriculture sector)

In 2020, the monthly cap for the calculation of the unemployment insurance contributions is €4 070.10 per month. It may vary according to the socio-professional category to which the salaried employee belongs.

### Eligibility conditions

To benefit from the "prestación por desempleo", jobseekers must meet the following conditions:

- ▶ be registered with the social security system;
- ▶ be unemployed<sup>3</sup>, available and seeking a job;
- ▶ justify of an affiliation period equal to at least 360 calendar days during the 6 years preceding the situation of unemployment;
- ▶ be registered as a jobseeker;
- ▶ not be concerned by one of the incompatibility cases<sup>4</sup>;
- ▶ not carry out an independent activity or a full-time salaried activity;
- ▶ not having reached the retirement age.

### Benefit duration

The unemployment benefit duration depends on the prior length of affiliation period of the jobseeker. It varies from 4 months to 2 years, based on duration of the activity carried out during a reference period of 6 years preceding the situation of unemployment.

<sup>3</sup> The legal unemployment situations are expressly defined by the law. These situations cover the termination of an agreement notably as a result of a lay-off, the expiration of a fixed-term employment contract or a resignation for a legitimate cause.

<sup>4</sup> Examples: incompatibility of the combination of the unemployment insurance benefit and unemployment assistance benefit.

The calculation principle for minimum lengths of affiliation period is the following: 3 months of affiliation for 1 month of entitlement to benefits.

Length of affiliation period	Length of compensation period
from 360 to 539 days	120 days
from 540 to 719 days	180 days
from 720 to 899 days	240 days
from 900 to 1079 days	300 days
from 1 080 to 1 259 days	360 days
from 1 260 to 1 439 days	420 days
from 1 440 to 1 619 days	480 days
from 1 620 to 1 799 days	540 days
from 1 800 to 1 979 days	600 days
from 1980 to 2 159 days	660 days
As from 2 160 days	720 days

## Benefit amount

The benefit amount is calculated on the basis of the last 180 days of gross wage preceding the situation of unemployment.

It corresponds to:

- ▶ 70% of the reference wage during the first 180 days of compensation period,
- ▶ 50% of the gross reference wage as from the 181<sup>st</sup> day of compensation period.

The minimum and maximum benefit amounts take into account the family situation of the jobseeker:

Jobseeker' situation	Benefit Amount	
	Minimum amount	Maximum amount
without child	€501.98	€1 098.09
with 1 child	€671.40	€1 254.96
with 2 or more children	€671.40	€1 411.83

## Starting point of the compensation period

There is no waiting period if the request for benefits is submitted within 15 days as from the "legal situation of unemployment". If the request takes place after the expiry of this period, entitlement to benefits is recognised as from the date of the request. Also, in the event of paid holidays not taken before the end of the employment contract, the payment of the benefits is postponed until the expiration of the holiday period not taken.

## Pace of payment

The benefits are paid monthly, in arrears, for 30 days per month, whatever the month under consideration. In the event of a creation or takeover of a company, jobseekers may, under certain conditions, request the payment of their benefits in the form of capital.

## Carrying out an activity during the compensation period

The carrying out of an activity during the compensation period is possible only in cases of resumption of part-time work. The amount of the monthly benefits is reduced in proportion to the number of hours worked.

### Example

A jobseeker receives €1 000 per month under the unemployment benefit system. If he/she resumes works at 50% of the working time, he/she will receive  $1000 - 500 = €500$  per month under the unemployment benefit system.

## Consequences of carrying out an activity during the compensation period

- ▶ **Carrying out of a salaried activity of less than 360 days during the compensation period:** When this activity stops, the jobseeker benefits from a resumption of the payment of his/her benefits up to the remaining amount.
- ▶ **Carrying out of a salaried activity of more than 360 days and more during the compensation period:** after a resumption of activity of more than 360 days, the conditions of the readmission are met. However, the jobseeker benefits from a right to opt between the resumption of the remaining amount of his/her initial entitlement or the readmission on the basis of the entitlement resulting from the period worked. However, if the jobseeker opts for the resumption, the period worked during the compensation period might no longer be usable for a subsequent entitlement to receive benefits.

## UNEMPLOYMENT INSURANCE SYSTEM IN SPAIN

### JOB LOSS

#### Eligibility conditions

Job loss	Affiliation	Job search	Registration	Availability	Age	Residence
Être en situation de chômage	360 days of affiliation during the last 6 years	Actively seek a job	Be registered as a jobseeker	Not carry out a full time salaried or independent activity	Not have reached the retirement age	Reside in Spain

### PAYMENT OF UNEMPLOYMENT BENEFITS

#### Benefit duration

#### Benefit amount

A minimum 360 days of affiliation	Affiliation sought within the last 6 years	Elements taken into accounts for the calculation
		<p>Reference wage</p> <p>Amount</p>
Benefit duration between 4 and 24 months, depending on the prior length of affiliation period	Average wage of the last 6 months	<p>70% of the reference wage for 6 months</p> <p>50% of the reference wage beyond 6 months</p> <p>For a person without child:</p> <ul style="list-style-type: none"> <li>Minimum monthly amount: €501.98</li> <li>Maximum monthly amount: €1 098.09</li> </ul>

### Starting point of the compensation period

The payment is immediate if the request is submitted within 15 days following the unemployment.  
The paid holiday period must have expired

### Payment of unemployment benefits and resumption of activity

Resumption of an activity during the compensation period		Loss of an activity resumed during the compensation period	
<p>Activity resumed full-time</p> <p>↓</p> <p>No possible combination of benefit/remuneration</p>	<p>Activity resumed part-time</p> <p>↓</p> <p>Possible combination of benefit/remuneration: unemployment benefit reduced depending on the work duration</p>	<p>Activity of less than 360 days</p> <p>↓</p> <p>Resumption of the payment of the benefit</p>	<p>Activity of more than 360 days</p> <p>↓</p> <p>Option right</p>
			<p>↓</p> <p>Resumption of the entitlement with waiver of the use of the employment periods resumed for a future entitlement</p>
			<p>↓</p> <p>Readmission on the basis of the activity resumed and waiver of the remaining entitlement</p>

## THE UNEMPLOYMENT INSURANCE SCHEME FOR SELF-EMPLOYED WORKERS

Since 2010, self-employed workers have benefited from a specific system of protection system in case of cessation of activity: the special self-employed worker system (RETA)<sup>5</sup>.

This protection includes the payment of unemployment benefits and social security contributions for the main risks, as well as measures to accompany the training and placement to facilitate the reintegration of self-employed workers into the labour market. This support is implemented by the state's and autonomous communities' public employment services. The state's public service is in charge of paying the unemployment benefits.

### Funding and amount of the contributions

The unemployment insurance system for the self-employed workers is funded by a global contribution under the social insurances. Calculated on a basis which varies between €944.40 and €4 070.10, this rate amounts to 28.3% in 2020.

### UNEMPLOYMENT BENEFIT FOR THE SELF-EMPLOYED WORKERS

(Prestación económica - Cese de actividad de trabajadores autónomos)

#### Beneficiaries

The self-employed workers affiliated to the special system for self-employed workers, including the workers comprised in the special system for self-employed agricultural workers (who have paid contributions as from 1st January 2012) and those who are subject to the special system for sailors.

#### Eligibility conditions

To benefit from the "prestación económica", jobseekers must meet the following conditions:

- ▶ be affiliated to the special self-employed worker social security system and be up to date of the payment of the social security contributions;
- ▶ have paid contributions for at least twelve consecutive months immediately before the cessation of activity;
- ▶ be unemployed for economic, technical, production or organisation reasons, due to a force majeure event, the loss of a company license or in case of domestic violence, a divorce or a separation;
- ▶ subscribe to a "commitment to activity";
- ▶ not have reached the retirement age.

#### Benefit duration and benefit amount

The benefit duration varies depending on the age and the duration of the activity carried out during the 48 months preceding the situation of unemployment.

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<sup>5</sup> Régimen Especial de Trabajadores Autónomos

## Benefit duration

Length of affiliation period	Length of compensation period
12 to 17 months	4 months
18 to 23 months	6 months
24 to 29 months	8 months
30 to 35 months	10 months
36 to 42 months	12 months
43 to 47 months	16 months
48 months and more	24 months

## Benefit amount

The amount of the unemployment insurance benefits takes into account whether the beneficiary has a dependent spouse and/or children. It amounts to 70% of the beneficiary's<sup>6</sup> reference wage during the last 12 months preceding the unemployment situation up to 175% of the IPREM<sup>7</sup> (€537.84 per month in 2020) for jobseekers with no dependent spouse and/or children, and up to 200% or 225% for jobseekers with a dependent spouse and/or children. The minimum amount varies between 80% and 107% of the IPREM depending on whether the beneficiary has a dependent spouse and/or children.

<sup>6</sup> The reference wage is composed of the average contribution basis applied during the 12 last month preceding the situation of unemployment.

<sup>7</sup> Indicador Público de Renta de Efectos Múltiples

## THE UNEMPLOYMENT ASSISTANCE SYSTEM

### Funding of the unemployment assistance system

Like the unemployment insurance scheme, the unemployment assistance scheme is funded by the employers' and employees' contributions, to which is added a contribution from the state, the amount of which is set each year in the finance law.

### The unemployment assistance benefit - *Subsidio por desempleo*

The unemployment assistance benefit is intended for the following beneficiaries:

- ▶ jobseekers whose entitlement to receive unemployment insurance benefits has expired and who have a dependent spouse and/or children;
- ▶ jobseekers above 45 whose entitlement to receive unemployment insurance benefits has expired and who have no dependent spouse and/or children;
- ▶ migrant workers who are back in the Spanish territory;
- ▶ jobseekers who do not satisfy the condition of affiliation enabling to benefit from the contributory-type unemployment insurance benefit;
- ▶ persons released from prison;
- ▶ jobseekers who have lost the major disabled person status and are considered to be fit for work or partially handicapped;
- ▶ persons aged 52 and over.

### General eligibility conditions

Several situations can give rise to entitlement to the "subsidio por desempleo". The following conditions are required, regardless of the beneficiary:

- ▶ be without a job;
- ▶ not be entitled or no longer be entitled to the contributory-type unemployment insurance benefit;
- ▶ be registered as a jobseeker and have signed the commitment to activity;
- ▶ not have means of a monthly amount exceeding 75% of the minimum interprofessional wage (SMI);
- ▶ satisfy these conditions during the entire compensation period.

### Jobseekers who do not satisfy the condition of affiliation enabling to benefit from the unemployment insurance system

#### Specific eligibility conditions

- ▶ be in a legal situation of unemployment;
- ▶ have registered as a jobseeker within 15 days following the occurrence of the situation of unemployment and remain registered during the whole compensation period;
- ▶ have contributed, depending on whether the beneficiary has a dependent spouse and/or children, for at least 3 or 6 months;
- ▶ as the case may be, have family responsibilities.

### Benefit amount and benefit duration

The benefit is flat-rate and amounts to €430.27 per month. The benefit duration varies depending on the length of time during which the beneficiary has been affiliated and whether he/she has a dependent spouse and/or children.

Length of affiliation period	Length of compensation period
<b>With a dependent spouse and/or children</b>	
3 months	3 months
4 months	4 months
5 months	5 months
6 months and over	21 months
<b>Sans charge de famille</b>	
6 months and over	6 months

### Jobseekers with a dependent spouse and/or children and whose entitlement to receive unemployment insurance benefits is coming to an end

#### Specific eligibility conditions

- ▶ have his/her entitlement to receive benefits under the contributory-type scheme come to an end;
- ▶ have remained registered as a jobseeker during the month prior to the entitlement to receive benefits coming to an end, and remain registered as a jobseeker during the whole compensation period;
- ▶ have family responsibilities.

#### Benefit amount and benefit duration

The benefit is flat-rate and amounts to €430.27 per month. The benefit duration varies depending on the age, whether the beneficiary has a dependent spouse and/or children and the length of time of the prior entitlement.

Jobseeker's age	Length of the previous entitlement to receive unemployment insurance benefits	Length of compensation period
Under age 45	6 months and over	24 months
45 and above	4 months	24 months
	6 months and over	30 months

### Jobseeker aged 45 and above with no dependent spouse and/or children and whose entitlement to receive unemployment insurance benefits is coming to an end

#### Specific eligibility conditions

- ▶ have his/her entitlement to receive benefits under the contributory-type scheme come to an end;
- ▶ have remained registered as a jobseeker during the month following the entitlement to receive benefits coming to an end, and remain registered as a jobseeker during the whole compensation period;
- ▶ be at least 45 as at the date of his/her entitlement to receive benefits under the unemployment insurance system coming to an end.

### Benefit amount and benefit duration

The benefit is flat-rate and amounts to €430.27 per month. The period of entitlement to receive unemployment assistance benefit is of 6 months (not extendable).

### Jobseekers of 52 and over

#### Specific eligibility conditions

- ▶ be 52 as at the date of his/her entitlement to receive unemployment insurance benefits coming to an end or as at the date on which the conditions are satisfied to benefit from the unemployment assistance benefit;
- ▶ be in one of the following situations:
  - have his/her entitlement to receive benefits under the contributory-type scheme come to an end;
  - be a migrant worker back in the Spanish territory;
  - persons released from prison;
  - jobseekers who have lost the major disabled person status and are considered to be fit for work or partially handicapped;
  - be in a legal situation of unemployment, not have sufficiently contributed to benefit from the unemployment insurance system but have contributed at least 3 months;
- ▶ be registered as a jobseeker during the month following the entitlement to receive unemployment insurance benefits coming to an end, and remain registered as a jobseeker during the whole compensation period;
- ▶ have contributed to the unemployment insurance system for at least 6 months during his/her career;
- ▶ satisfy the conditions (except that regarding age) to be entitled to receive a pension benefit.

It should be noted that if, at the time of the occurrence of the situation of unemployment, the relevant person has not reached the age of 52, but satisfies the other conditions, he/she will be able, when he/she reaches this age, to receive the unemployment assistance benefit.

### Benefit amount and benefit duration

The benefit is flat-rate and amounts to €430.27 per month. It is paid until the legal retirement age.

### Combining the "subsídio de desempleo" with a remuneration

Combining the "subsídio de desempleo" and income resulting from a professional activity is possible if it is a part-time salaried activity and provided that the wage received does not exceed 75% of the minimum interprofessional wage. A deduction (proportional to the time worked) is made on the amount of the unemployment benefit.

The "**active insertion income**" is a program managed by the Employment Public Service, in cooperation with the autonomous communities' employment public services. It consists in a sustained assistance provided to jobseekers in dire poverty or who particularly have trouble accessing the job market (a reinforced personal assistance is provided in seeking a job, training and placement). Paid under conditions of means for a period of 11 months at a maximum, the "active insertion income" amounts to €430.27/month

## UNEMPLOYMENT INSURANCE SYSTEM: COMPARISON FRANCE / SPAIN

	Unemployment insurance FRANCE	Unemployment insurance SPAIN
<b>Salaried employees concerned</b>	Salaried employees of the private and public sectors	Salaried employees of the private and public sectors
<b>Qualifying period</b>	4 months <sup>8</sup> (i.e; 88 days worked or 610 hours worked) during the last 24 months or during the last 36 months for the salaried employees aged 53 and above.	12 months (360 days) during the last 6 years
<b>Benefit duration</b>	The length of compensation period is determined depending on the number of days worked during the last 24 or 36 months. The minimum length of compensation period is 122 days (4 months) and the maximum length is 730 days (24 months) for the persons under 53, 913 days (30 months) for the persons aged 53 and 54 and 1095 days (36 months) for the persons who are 55 and above.	The length of compensation period depends on the length of affiliation period: 3 months of affiliation for 1 month of entitlement. The minimum length of compensation period is 4 months and the maximum length is 24 months.
<b>Benefit amount</b>	The benefit is calculated based on the wages received during the last 12 months preceding the situation of unemployment. It corresponds to the most favourable amount of: <ul style="list-style-type: none"> <li>• 40.4% of the reference daily wage + fixed amount or,</li> <li>• 57% of the reference daily wage or,</li> <li>• Minimum benefit: €29.38</li> </ul> This benefit is capped at 75% of the reference daily wage.	The benefit is calculated based on the last 6 months of wage. The amount of the benefit amounts to 70% of the reference wage during the 6 first months of the compensation period and then decreases to 50%.  Minimum amount: €501.98 Maximum amount: €1 098.09 (for one person without child)
<b>Social and tax regime of the unemployment benefit</b>	Benefit subject to the social contributions and income tax	Benefit subject to the social contributions and income tax
<b>Funding</b>	<b>Unemployment insurance contributions:</b> <ul style="list-style-type: none"> <li>• Employeur : 4,05 %</li> <li>• Salarié<sup>9</sup> : -</li> <li>• Total : 4,05 %</li> </ul> <b>Public contributions:</b> <i>Contribution sociale généralisée</i> <sup>10</sup> (CSG) on the activity income	<b>Unemployment insurance contributions:</b> <b>Permanent contract:</b> <ul style="list-style-type: none"> <li>• Employeur: 5.50%</li> <li>• Salaried employee: 1.55%</li> <li>• Total : 7.05%</li> </ul> <b>Fixed-term contract:</b> <ul style="list-style-type: none"> <li>• Employeur: 6.70%</li> <li>• Salaried employee: 1.60%</li> <li>• Total: 8.30%</li> </ul> Increase of + 40% for the fixed-term employment contracts of less than 5 days

<sup>8</sup> Since 1st August 2020, the condition of affiliation has been shortened to 4 months (decree n° n°2020-929 of 29 July 2020) v. 6 months since 1<sup>st</sup> November 2019 (decree n°2019-797 of 26 July 2019).

<sup>9</sup> Maintien de la contribution salariale pour les salariés intermittents du spectacle, les salariés d'employeurs monégasques et pour certains salariés expatriés.

<sup>10</sup> Taxation of any kind.