Conselho das Finanças Públicas
Portuguese Public Finance Council

Social protection systems

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These are occasional short papers, normaly under ten pages length, directed to a wide audience.

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1 INTRODUCTION

The State provides protection to citizens through social protection systems, reducing their exposure to social risks known as contingencies. As a rule this protection is guaranteed as the counterpart of social contributions, being financed by tax revenues when it envisages other social goals such as ensuring minimum income levels. In Portugal the right to social protection is established in the Constitution[1] and is carried out mainly through the Social Security System.

The origins of the Portuguese Social Security System date back to the 1910's when various sectorial insurance schemes were created, most of which with national scope. These schemes were integrated in the Social Security System in the 1970's, originating a unified Social Security System. However, the Civil Servants Pension Scheme, set up in 1929 to provide protection to civil servants, remained separate allowing public employees to benefit from a special scheme.[2]

Nowadays there are two public social protection systems. For the majority of employees, social protection is provided by the Social Security System, managed by the State, while most public servants are covered by a special protection scheme, under which the State, in the quality of employer, assumes the responsibilities inherent to the labour relationship and to the social protection of its employees. This scheme was kept in force by the several social security framework laws, despite envisaging its convergence with the Social Security general scheme since the first of those laws.[3]

Since the generalisation of Social Security in the mid 1970's, there have been significant developments in social protection in Portugal. Successive changes in the Social Security System, enacted through various framework laws,[4] gave rise to a system built on three main pillars primarily managed by the State (Chart 1). The Social Security System comprises the Previdential system, designed to replace earnings lost when specific contingencies occur, the Citizenship Social Protection System, which, by definition, covers all Portuguese citizens, and the Complementary System, which envisages the sharing of social protection responsibilities by encouraging voluntary complementary schemes.

The current social protection model in Portugal reflects both the economic and social changes of the last decades, and a convergence to social protection levels verified in other European Union Member States. The specificity of the Portuguese system due to the late development of the Social Security System, explains the stronger growth of expenditure, when compared to its European counterparts. This feature of the Portuguese system,

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[1] Social protection is a right of citizens established in article 63 of the Portuguese Constitution.

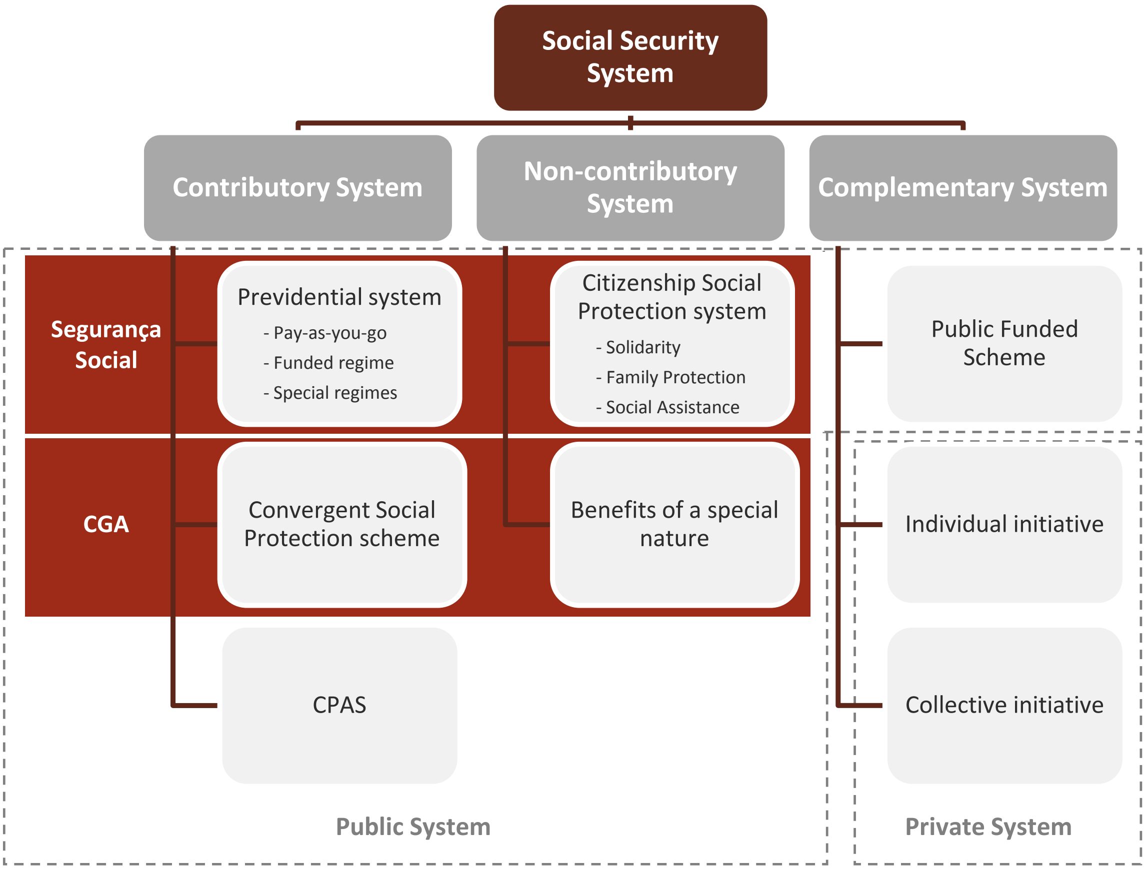
[2] In addition to the Civil Servants Pension Agency, the Lawyers and Solicitors Insurance scheme, set up by the Decree-Law no. 36 550 of 22 October 1947, is managed separately.

[3] Article 104 of the current Social Security Framework Law (Law no. 4/2007, amended by Law no 83-A/2013) establishes this convergence.

[4] Law no. 28/84 of 14 August, Law no. 17/2000 of 8 August, Law no. 32/2002 of 20 December and Law no. 4/2007 of 16 January.

combined with the demographic trends forecasted for the coming decades, adds major challenges to public finances.

Chart 1 – Organisation of the social protection system in Portugal



Source: CFP. | Note: CGA – Civil Servants Pension Scheme; CPAS – Lawyers and Solicitors Insurance scheme.

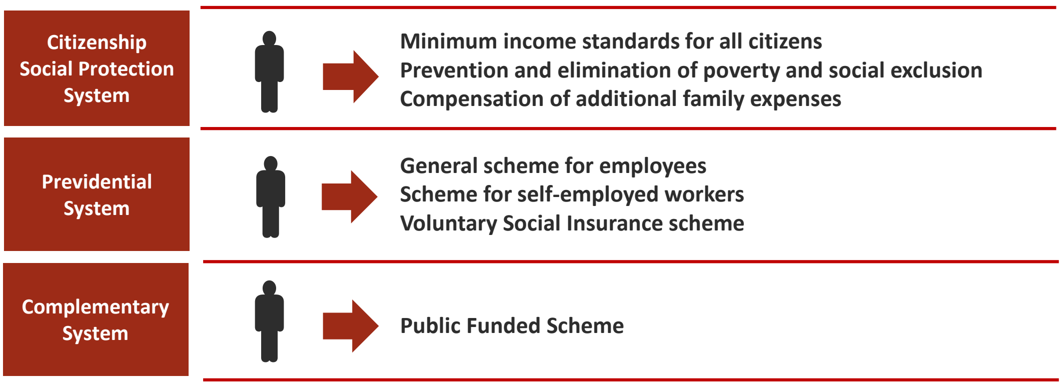
2 THE SOCIAL SECURITY SYSTEM

2.1 INTRODUCTION TO THE SYSTEM | *HOW IS IT ORGANISED?*

The design of the Portuguese Social Security System is defined in the Social Security Framework Law (Law no. 4/2007 of 16 January[5]). According to this law, the Social Security System provides social protection through three systems that correspond to different social protection levels. These systems are distinct not only in terms of funding but also in terms of the type of social protection provided, reflecting the influence of different social protection models. The public component of the Social Security System covers:

- The **Citizenship Social Protection System** which provides social protection of a universal (non-contributory) nature through three subsystems:
  - **Solidarity subsystem:** which provides social transfers with the objective of preventing and reducing poverty and social exclusion;
  - **Family protection subsystem:** which seeks to offset the increase in family expenses associated with increases in households and certain social risks related to disability and dependency;
  - **Social assistance subsystem** which provides social support to the most vulnerable groups (children, young people, people with disabilities, elderly and others in situation of socio-economic deprivation, dysfunction or exclusion);
- The **Previdential system** that covers risks, that depend on the prior existence of contributions, through social benefits aimed at restoring lost earnings, due to legally defined contingencies;
- The voluntary **Complementary system** which aims at supplementing contributory protection through the Public Funded Scheme.

Chart 2 – Public Social Security System



The public component of the Social Security System is managed by a group of entities, known as social security institutions. Following the extinction of the sectorial insurance schemes by the Decree-Law no. 26/2012 of 6 February, the system is now managed by six

[5] Amended by Law no. 83-A/2013 of 30 December.

institutions, with distinct responsibilities, three of which have limited territorial competences (see Box).[6]

2.2 PERSONAL SCOPE | *WHO IS COVERED BY THIS SYSTEM?*

The personal scope defines the universe of potential beneficiaries of a particular social protection system or scheme. In the Social Security, the personal scope varies between its systems and subsystems.

Within the citizenship social protection system, three situations, linked to each subsystem, can be distinguished. The solidarity and family protection subsystems have a universal nature, covering all Portuguese citizens and, under certain legal circumstances, foreign citizens.[7] The protection granted by these subsystems is of a non-contributory nature, although its provision may be means tested.[8]

The social support provided by the social assistance system is of universal access and targeted to protect the most vulnerable social groups. Citizens may benefit from social services and social facilities that are promoted and supported by the State through agreements and protocols signed with private social institutions - *Instituições Particulares de Solidariedade Social* (IPSS) - and other local partners.

The Previdential system is mandatory for employed people or other legal equivalent and self-employed workers. The system also includes individuals with no professional occupation or whose activity does not require mandatory membership of any of the aforesaid schemes and who wish to benefit from social protection.[9]

2.3 MATERIAL SCOPE | *WHAT PROTECTION DOES IT PROVIDE?*

The social security system provides contributory and non-contributory benefits in cash and in kind. Contributory benefits are granted under the general scheme for employed workers, the scheme for self-employed workers and the voluntary social insurance scheme, within the context of the Previdential system. The general scheme presents the widest

[6] In 2012 the following entities were extinguished and incorporated in the Social Security Institute: *Caixa de Previdência e Abono de Família dos Jornalistas*, *Caixa de Previdência dos Trabalhadores da Empresa Portuguesa das Águas Livres, S. A.*, *Caixa de Previdência do Pessoal das Companhias Reunidas Gás e Eletricidade e do Pessoal dos Telefones de Lisboa e Porto* and *Caixa dos "Cimentos"*— both the Federation of insurance schemes and the individual schemes.

[7] Foreigners who work or reside in Portugal benefit from the same rights and duties as national citizens. In the case of the solidarity subsystem, some conditions must be fulfilled to guarantee access to certain benefits, in particular a permanent residence or a minimum period of residence in Portugal.

[8] The means test consists of a series of conditions that a household must meet for one of its members to be eligible for social benefits of a non-contributory nature. It defines the maximum level of earnings up to which a person has the right to a particular social benefit. In the context of the solidarity subsystem a means test is necessary in order for an individual to be entitled to the social insertion income, to parenthood and unemployment benefits, to the solidarity supplement for the elderly and to a social pension. (See Condição de Recursos). Under the family protection subsystem the means test rule applies to family benefits (family allowance).

[9] These individuals are covered by a voluntary social insurance scheme that covers a more limited set of contingencies than the general scheme.

coverage, providing social protection for all contingencies covered by the Previdential system.

Under the general scheme, social benefits are provided to replace earnings lost due to the occurrence of one of the following contingencies: sickness, unemployment, parenthood, occupational accident or disease, disability, old age and death. Protection against these social risks takes the form of a Sickness Benefit, Unemployment Benefit, Parenthood Benefit,[10] Disablement Benefit,[11] Disability, Old Age and Survivor Pensions and a Death Benefit, respectively.

Currently, the scheme for self-employed workers covers the same contingencies as the general scheme, although the range of social benefits is more limited when it comes to immediate benefits (short-term benefits).[12] The protection granted under the voluntary social insurance scheme depends upon the nature of the beneficiary's occupation and the contributions paid. The widest scope of this scheme covers sickness, parenthood, occupational accidents or diseases, disability, old age and death contingencies. The beneficiary can also opt for a more limited scope that only provides coverage of deferred contingencies (long-term contingencies) namely, disability, old age and death.

Since 2012 the Social Security System covers the beneficiaries of the banking sector substitute scheme (established by a collective labour agreement law).[13]

Under the citizenship social protection system, the protection provided by the solidarity subsystem takes the form of social transfers that reduce citizens' exposure to poverty and social/labour market exclusion. It also seeks to cover risks associated with disability, old age and death, in particular as a result of contribution shortfalls. This subsystem includes benefits such as the social insertion income or the solidarity supplement for the elderly, as well as social supplements for disability or old age pensions, death, unemployment or sickness benefits, which ensure to its beneficiaries a minimum income level.

The family protection system covers social benefits that seek to compensate for additional family expenses, namely family allowances, as well as additional costs with disability and long-term care, namely through the provision of a lifetime allowance or a long-term care allowance. Cash benefits provided by the social assistance subsystem have an occasional nature. Protection under this system normally takes the form of social programs established by agreements with IPSS that ensure access to social facilities (for example nursing homes and nursery schools).

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[10] For further information on these benefits see Social protection in Parenthood.

[11] For detailed information on Disablement Benefits see the website: www. seg-social.pt.

[12] For example, in what concerns parenthood, the scheme for self-employed workers does not include the child or grandchild support subsidy. In the case of sickness, a grace period is applied during the first 30 days and the maximum duration of the sickness benefit is 365 days (compared to the 1095 days in the general scheme). An exception is made for tuberculosis patients.

[13] The transfer of liabilities from this contributory scheme to the Social Security System (under Decree-Law no. 127/2011 of 31 December) covered the payment of disability and old age pensions granted until 31 December 2011. This was one of the few special schemes that remained independent following the unification of insurance schemes that originated the Social Security System.

2.4 THE SS BUDGET | *HOW IS IT FINANCED?*

Of the three systems that make up the Social Security System, only the first two are covered by the social security budget.[14] Based on the Social Security Framework Law (SSFL), the Social Security System budget is separated by system and subsystem. Thus, the citizenship social protection system budget sets out the revenue and expenditure of the solidarity subsystem, the family protection system and the social assistance system. In the context of the Previdential system, separate budgets are drawn up for the pay-as-you-go regime and the funded regime. The funding rules of the public system are foreseen in the SSFL and in the Decree-Law no. 367/2007 of 2 November.

The main sources of revenue included in the social security budget are, in decreasing order of importance: (i) employer contributions; (ii) employee contributions; (iii) State Budget (SB) and other public entity transfers; (iv) earmarked revenues, namely from lotteries, and (v) income from financial and property income.

In order to comply with the principle of selective adequacy of financing sources, the systems revenue is allocated according to the nature of each subsystem's expenditure. Thus, given the redistributive nature of the **citizenship social protection system**, its revenues mainly consist of tax revenues (based on a national solidarity principle).

The **previdential system** also incorporates redistributive mechanisms, but of a professional nature, combining financing methods that redistribute resources between different generations (pay-as-you-go and funded regimes). The combination of these techniques is in the origin of the separation of the previdential system into:

- **Previdential system - pay-as-you-go regime** that registers the revenue and expenditure of contributory schemes.[15] Employer and employee contributions are the major source of revenue (13,400 M€ in 2013) and are obtained by applying contribution rates to taxable earnings.[16] This revenue finances annual expenditure;
- **Previdential system – funded regime** that reflects the financial management of the public stabilisation mechanism (the Social Security Financial Stabilisation Fund) and seeks to reinforce the system's financial sustainability and intergenerational solidarity. This scheme is financed by the annual surpluses of the pay-as-you-go regime and a share of between two and four percentage points of the revenue from employee contributions, whenever the financial situation of the later system is balanced.

[14] Although the Public Funded Scheme, one of the components of the Complementary System, is managed by a social security institution, the nature of the benefits (defined contribution benefits) does not generate risks for the State. Thus, this scheme and the respective fund are not included in the social security budget.

[15] From the general scheme for employed workers, from the special scheme for self-employed workers and from the voluntary social insurance scheme.

[16] The rate that provides coverage for all contingencies (of the general scheme) corresponds to a global contribution rate, also frequently referred to as the Single Social Rate (SSR), although there are other contribution rates in the Previdential system that provide a more limited material scope.

Table 1 – SS budget outturn by system and subsystem in 2013 (M€)

(Revenue and expenditure)

Revenue		Expenditure	
Citizenship Social Protection System			
Solidarity Subsystem			
State Budget transfer	4 426	Pensions	3 044
Other	59	Social insertion income, solidarity supplement for the elderly	582
		Unemployment or parenthood social supplements	348
		Social supplements for old age or disability pensions	301
		Other benefits	487
Total	**4 484**		**4 461**
Budget balance			*24*
Family Protection Subsystem			
State Budget transfer	725	Family allowances (Abono de Família)	663
Value added tax (IVA social)	384	Long-term care allowance	355
Other	69	Lifetime allowance	144
		Other	21
Total	**1 178**		**1 183**
Budget balance			*-5*
Social Assistance Subsystem			
State Budget transfer	1 263	Programmes, benefits and cooperation agreements	1 705
Value added tax (PES and ACESE programmes)	252	Other	23
Lottery revenues	177		
Other	158		
Total	**1 850**		**1 728**
Budget balance			*122*
Citizenship Social Protection System budget balance			**141**
Previdential System			
Previdential System - pay-as-you-go regime			
Employer and employee contributions	13 438	Old age, disability and survivor pensions	11 583
State budget extraordinary transfer	1 430	Sickness, unemployment, occupational disease benefits	3 064
European Social Fund transfers	1 347	Vocational training subsidies - European Social Fund	1 311
Other	842	Other	1 075
Total	**17 057**		**17 034**
Budget balance			*23*
Previdential System - funded regime			
Financial returns	330	Administrative and capital expenditure	4
Employee contributions	0		
Other	0		
Total	**330**		**4**
Budget balance			*326*
Previdential System budget balance			**349**
Special Regimes			
State budget transfer	506	Pensions - banking sector substitute scheme, Banco Port. de Negócios	506
CGA transfer (1)	0	Other	0
Total	**507**		**507**
Budget balance			*0*
Social Security System budget balance			**489**
Revenue from the European Social Fund	1 347	Expenditure supported by the European Social Fund	1 311
Social Security System adjusted budget balance			**454**

Source: IGFSS and State General Account 2013. | Note: (1) this transfer has the purpose of covering spending on BPN pensions. In 2013, they amounted to 336,600€. The corresponding pension fund was transferred to the Civil Servants Pension Agency, while the Social Security System is responsible for the payment of benefits.

3 THE CIVIL SERVANTS SOCIAL PROTECTION SYSTEM – CIVIL SERVANTS PENSION AGENCY (CGA)

3.1 INTRODUCTION TO THE SYSTEM | *HOW IS IT ORGANISED?*

The civil servants social protection is rather a complex system, due to the inexistence of a global legal framework since it was created and to the large quantity of legal documents that define it. The legislation passed in 2009 defined the system's current organisation, while integrating the civil servants[17] social protection in the Social Security System, a principle set out in the Constitution of 1976[18] and in the first Social Security Framework Law of 1984. The social protection of civil servants is provided by two schemes:

- The **convergent social protection scheme**, which preserves the organisation and financing of the previous civil servants social protection scheme. It covers civil servants who were members of the Civil Servants Pension Scheme (CGA) up to 31 December 2005;
- The **social security general scheme**, applicable to civil servants hired until 31 December de 2005 and who were already covered by this scheme, as well as employees hired after that date.

Chart 3 – Organisation of the civil servants social protection and respective managing institutions

The convergent social protection scheme[19] has similar goals to those of the Previdential system and the solidarity subsystem, as it provides social benefits to replace lost earnings and compensates for contributory shortfalls or insufficient benefits provided by the Previdential system.

Despite having a single framework, in practice, the civil servants social protection is not uniform, since it is managed by different entities (CGA, employers, Social Security) which adds complexity to the system and difficulties to its monitoring (see Box).

[17] Regardless of the type of bond or legal status of the public employment.

[18] Article 63 (2) of the Portuguese Constitution.

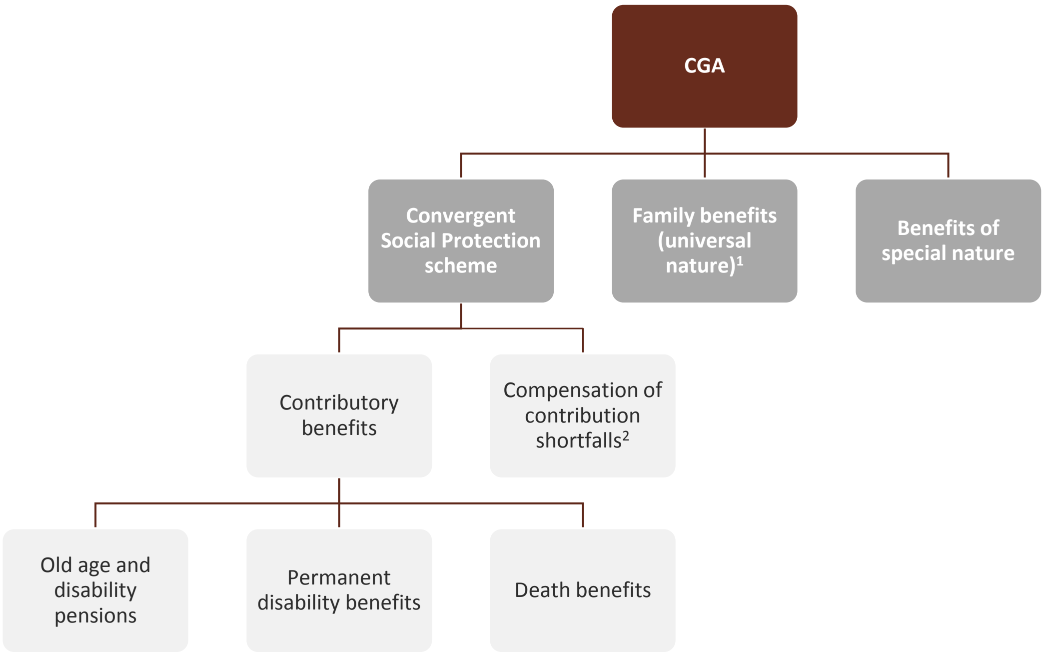
[19] Defined in Law no. 4/2009 of 29 January.

Therefore, any analysis of the civil servants social protection scheme tends to focus on the part of the system managed by CGA, in particular on the pension system of the convergent social protection scheme, which absorbs a significant share of public resources. The interest in monitoring this system is also explained by the fact that for a number of years, there have been considerable differences between its retirement conditions and pension calculation rules compared to those of the social security general scheme, despite the efforts made to promote its convergence since 1993 and especially in the last decade.

For the reasons mentioned previously, the scope of this analysis focuses on the organisation of the civil servants social protection managed by CGA, thereby excluding the social protection managed by the employers.

CGA is responsible for managing the entitlement and payment of retirement pensions, in the event of old age or disability, survivor pensions and death benefits, as well as family benefits, paid to dependent family members of beneficiaries of CGA, and permanent disability benefits, resulting from an occupational accident or disease.

Chart 4 – Organisation of the civil servants social protection managed by CGA



Note: [1] CGA is responsible for managing these benefits after beneficiaries retire; [2] Social benefits that fulfil the goals of the Social Security solidarity subsystem, guaranteeing minimum standards of living (minimum pensions of the contributory scheme).

3.2 PERSONAL SCOPE | *WHO IS COVERED BY THIS SYSTEM?*

The social protection scheme managed by CGA is closed to new members since 1 January 2006, covering individuals, known as subscribers, who were hired by the Public Administration until that date, regardless of the type of employment contract, and not covered by the social security general scheme. These subscribers include civil servants and military personnel employed by the central, regional, local governments and by the social security, private and cooperative school teachers, magistrates, local elected representatives and Members of Parliament,[20] as well as employees of some public corporations and state owned enterprises.[21]

There are two main categories of CGA subscribers: civil servants hired before 31.08.1993, whose pension calculation formula is defined in the law *Estatuto da Aposentação* (the beneficiary is entitled to a pension corresponding to a percentage of the last salary), and civil servants hired after that date, which are subject to the same rules as of the social security general scheme (w considers the entire working career when calculating the pension). In the convergent social protection scheme, the component of the pension calculated according to Social Security rules is increasingly higher in new pensions, which ensures the convergence between the two schemes.

3.3 MATERIAL SCOPE| *WHAT PROTECTION DOES IT PROVIDE?*

CGA grants contributory benefits designed to protect its subscribers in the following events: old age, disability, permanent disability due to an occupational accident or disease and death.[22] Protection against these risks takes the form of a pension or a death allowance.

CGA also covers risks related to increases in family expenses, when applicable to pensioners of CGA. In this context, CGA pays the same type of family benefits paid by the social security system.

3.4 THE CGA BUDGET| *HOW IS IT FINANCED?*

CGA is an autonomous service of the central government that has financial and administrative autonomy and reports to the Minister of Finance. The CGA budget only reflects the part of the civil servant social protection which is managed by this entity, the most important of which is the pension scheme of the convergent social protection system. Social benefits paid by employers (immediate benefits and family allowances paid to employees) are excluded from this budget. Table 2 provides a breakdown of CGA revenue and expenditure in 2013.

Table 2 – CGA budget outturn in 2013 (M€)

Revenue		Expenditure	
Contributions	4 592	Current transfers	9 230
Of which: Employee and employer contributions	4 021	Of which: transfers to households	9 214
Current transfers	4 371	Benefits - Responsibility of CGA	8 382
Of which: SB transfers	4 364	Benefits - State's Responsibility	283
Other current revenue	185	Benefits - Resp. of other entities	549
Capital revenue	48	Other current expenditure	30
Total	**9 197**	**Total**	**9 260**
BUDGET BALANCE			-63

Source: DGO (State General Account 2013 and Monthly Budget Outturn - Dec/13).

[20] Before becoming a closed system, the scheme was optional for local elected representatives and members of parliament who could choose between paying contributions to CGA or to the Social Security.

[21] Since 1996, pension funds of public institutions such as *Caixa Geral de Depósitos (bank)*, *Portugal Telecom* or the Portuguese Post Office (CTT) were incorporated in CGA. This entity assumed the responsibility for managing and paying pensions to the respective beneficiaries.

[22] However, the costs borne by CGA with social benefits related to occupational accidents or diseases are refunded by the employer.

As in the case of the Social Security, CGA funding varies according to the nature of the social protection provided. Benefits granted under the convergent social protection scheme are financed by employer and employee contributions, while the remaining non-contributory benefits (family benefits and other special benefits) are financed by State Budget transfers. In 2013, contributions to CGA[23] accounted for around half of the entity's revenue, covering slightly more than half (51.4%) of contributory expenditure.[24] The high funding gap is covered by State Budget transfers.[25]

On the expenditure side, current transfers to households, which correspond to the social benefits granted by CGA, amounted to approximately 9,200 M€ in 2013. These transfers are broken down into three categories:

- Pensions and other benefits of the responsibility of CGA: contributory benefits that constitute direct expenditure of CGA, in the context of its retirement scheme, and which correspond to the main expenditure item;
- Pensions and other benefits of the responsibility of other entities: contributory benefits paid by CGA, but which represent direct expenditure of employers, who transfer to this entity the correspondent monthly amounts.
- Pensions and other benefits of responsibility of the State: family benefits and other special benefits (military disability pensions, pensions for elected representatives, among others), which are financed by the State.

The breakdown of expenditure by type of benefit reveals that the highest share of CGA expenditure corresponds to retirement pensions of the convergent social protection scheme which, in 2012, amounted to approximately 7724 M€. In second place is expenditure on survivor pensions (765 M€) under the same scheme, followed by spending on military disability pensions (165 M€).

Table 3 – CGA expenditure on social benefits, by type of scheme (Thousands of €)

	2000	2005	2010	2011	2012
Convergent social protection scheme	**4 018 891**	**6 181 494**	**8 230 280**	**8 536 155**	**7 776 582**
Retirement pensions	3 588 326	5 574 030	7 443 132	7 724 430	6 990 417
Old age	2 976 060	4 815 145	6 519 313	6 788 999	6 184 169
Disability	612 266	758 885	923 819	935 431	806 248
Pensões de sobrevivência	411 786	577 005	751 525	778 625	765 274
Death benefit	18 779	30 459	35 624	33 101	20 891
Family benefits	**9 503**	**10 783**	**13 771**	**10 697**	**12 508**
Benefits of special nature	**157 055**	**202 252**	**217 200**	**212 031**	**207 142**
Pensions of political elected representatives	6 243	7 268	9 039	7 639	6 198
Military disability pensions (disability and survivor pensions)	123 824	150 209	169 392	166 394	164 646
Other pensions (*preço de sangue* , other)	26 988	35 321	32 594	31 627	29 862
Benefits of war veterans (retirement and survivor pensions)	0	9 454	6 174	6 370	6 436

Source: CGA. CFP calculations. | Note: the account "Other pensions" includes special survivor pensions (*pensões de preço de sangue*), pensions for exceptional services provided to the nation, pensions related to military awards, among others of similar nature.

[23] In recent years the contribution rate of the convergent social protection scheme was progressively increased until 2014, when it equalled the rate of the social security general scheme that corresponds to full protection of all contingencies laid down in the Social Security Contributory Scheme Code (Law no. 110/2009 of 16 September).

[24] Calculated by the sum of the expenditure on pensions and other benefits of the responsibility of CGA with pensions and other benefits of the responsibility of other entities.

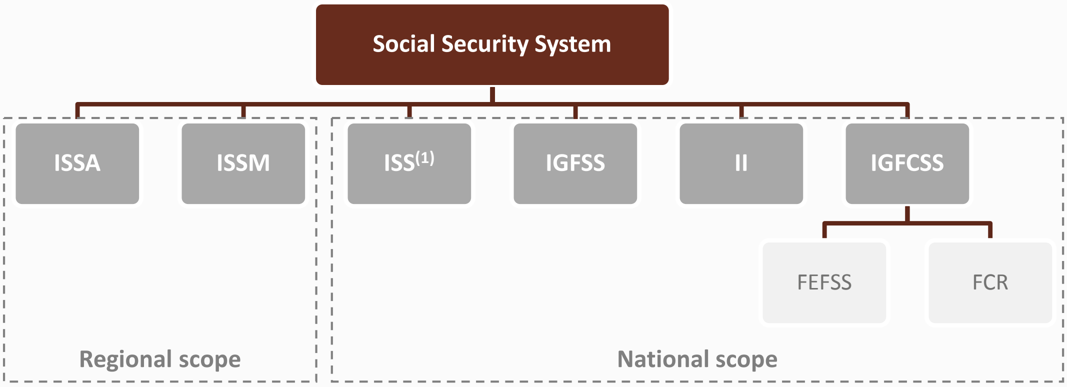
[25] A smaller share of these transfers is used to finance CGA expenditure with pensions and other benefits of responsibility of the State, such as contributory benefits that compensate for contribution shortfalls, family benefits and other special benefits.

Box – Social Security and Convergent social protection scheme managing entities

In the context of the Social Security System, *Instituto de Gestão Financeira da Segurança Social I.P.* (IGFSS) is responsible for the financial management of the economic resources allocated to the Social Security budget. *Instituto de Segurança Social, I.P.* (ISS) is responsible for the provision of social benefits of the different social security schemes, on mainland Portugal, while also monitoring social assistance directly and through cooperation agreements with IPSSs. These duties are performed in the autonomous regions of the Azores and Madeira by *Instituto da Segurança Social dos Açores, I.P.* (ISSA) and by *Instituto de Segurança Social da Madeira*, I.P. (ISSM) respectively.

In what concerns the management of the system's funded schemes, the *Instituto de Gestão de Fundos de Capitalização da Segurança Social, I.P.* (IGFCSS) manages the Social Security Financial Stabilisation Fund (FEFSS) and the Retirement Certificates Fund (FCR), of the Funded Public Scheme and the Workers' Compensation Fund (FCT). The management of information and communications technology of all these institutions is centralised in *Instituto de Informática,I.P.*

Chart 5 – Organisation of the Social Security Public System



Source: Social Security website| Note: (1) ISS, I.P. activities are limited to mainland Portugal. The IGFSS also manages the Salary Guarantee Fund (FGS), the Social Aid Fund (FSS) and the workers' compensation guarantee fund (FGCT).

Civil servants social protection is managed by different entities. Benefits of the Convergent Social Protection Scheme are managed independently by CGA and by public employers. CGA manages deferred benefits, such as pensions, while immediate benefits are managed by the employer – sickness, parenthood, unemployment, occupational accidents or diseases benefits (except those resulting from permanent disability) and family benefits, paid during the employee's working career. The information on expenditure of this scheme is disperse and lacks detail on the part managed by employers. In relation to civil servants enrolled in the social security general scheme, the respective schemes are managed by that system. However, social security statistics do not isolate this special group.

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