

INCAPACITY FOR WORK DUE TO DISEASE OR INJURY IN THE FIRST HALF OF 2012

The publication contains results of “**Statistics of Temporary Incapacity for Work due Disease or Injury**” generated by processing of data from an administrative source of the information system of the Czech Social Security Administration, which the Czech Statistical Office has been providing for since 2012. The data are measured and published always for the first half of the year and cumulated for the whole year.

Till 2011 the **statistics of temporary incapacity for work due disease or injury was carried out and measured** by a statistical survey on rates of incapacity for work due to disease and injury by means of the state statistical questionnaire ‘**Nem Úr 1-02**’, results of which were supplemented with data from the administrative source of the information system of the Czech Social Security Administration (CSSA).

Because of reduction of administrative demands and load of reporting units the statistical questionnaire on incapacity for work due to disease and injury ‘**Nem Úr 1-02**’ was not included into the Programme of Statistical Surveys for 2012 and was cancelled.

Time series and data measured by the statistical survey on incapacity for work due to disease and injury of ‘**Nem Úr 1-02**’ can be compared till 2011 only.

Starting in 2012 the Czech Statistical Office has been providing **data for the Statistics of Temporary Incapacity for Work and Injury** by processing of data the administrative data source of the CSSA information system.

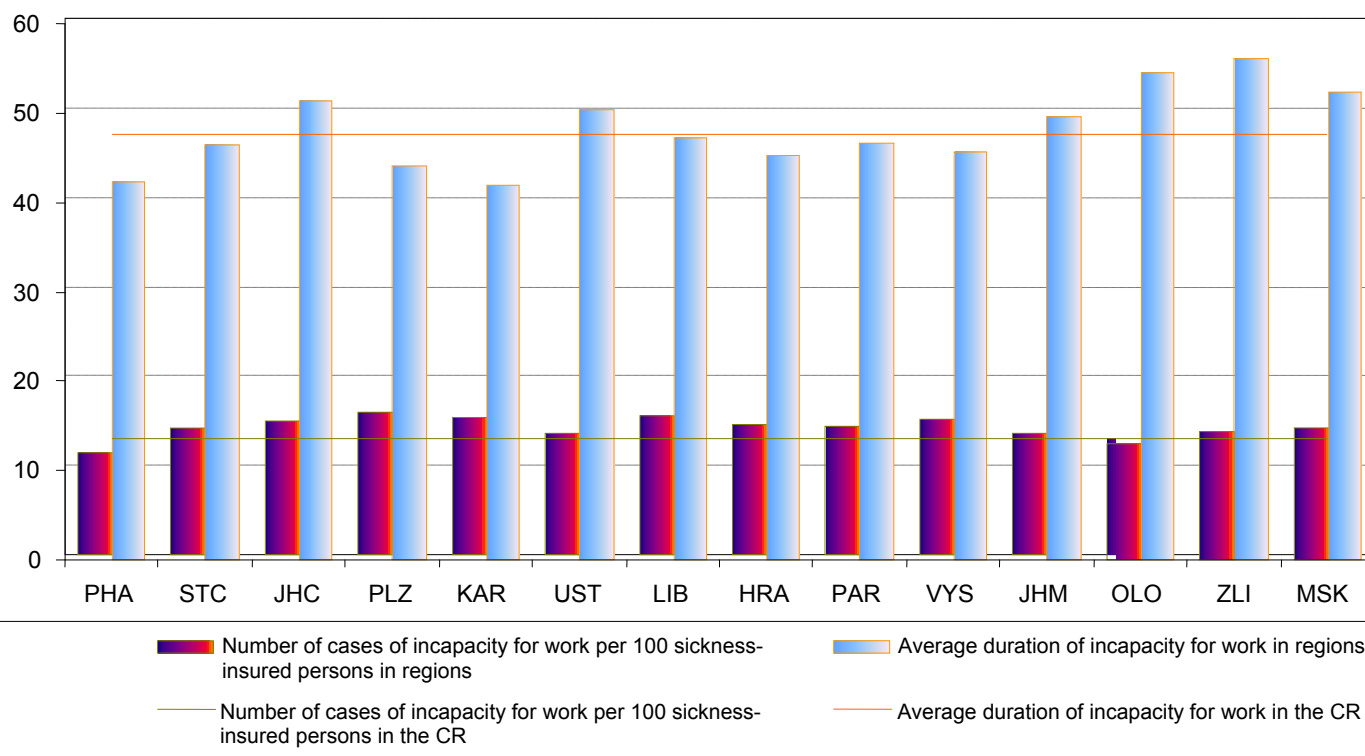
Methodological information on data of the “Statistics of Temporary Incapacity for Work due Disease or Injury” generated by processing of data from an administrative source of the information system of the Czech Social Security Administration are given in the text of Methodological Notes.

The **trend in temporary incapacity for work due to disease or injury in the Czech Republic in the 1st half of 2012 was continuing in the descending mode of values of indices** significantly affected by changes to relevant acts regulating the sickness insurance.

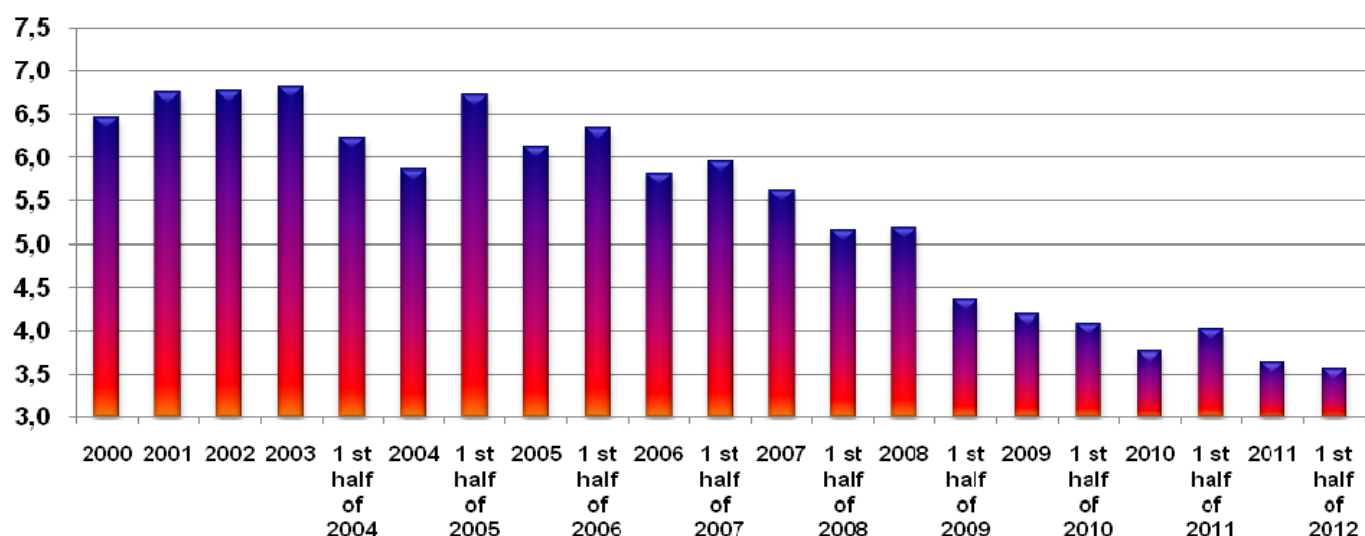
Overview table and graph below give basic indicators of the statistics of temporary incapacity for work due to disease or injury in regions of the Czech Republic in the 1st half of 2012 processed from data of the administrative source of the CSSA information system.

Region / CR	Average number of sickness-insured persons	Number of newly notified cases of incapacity for work	Number of calendar days of incapacity for work	Number of newly notified cases of incapacity for work per 100 sickness-insured persons	Average percentage of incapacity for work	Number of calendar days of incapacity for work per 1 newly notified case	Average daily number of the incapacitated for work
Hl. m. Praha Region	1 110 780	125 806	5 329 016	11.33	2.636	42.36	29 280
Středočeský Region	409 738	57 716	2 684 382	14.09	3.600	46.51	14 749
Jihočeský Region	227 713	33 906	1 743 128	14.89	4.206	51.41	9 578
Plzeňský Region	218 131	34 626	1 525 024	15.87	3.841	44.04	8 379
Karlovarský Region	91 139	13 914	582 840	15.27	3.514	41.89	3 202
Ústecký Region	294 269	40 052	2 017 321	13.61	3.767	50.37	11 084
Liberecký Region	147 639	22 950	1 084 315	15.54	4.035	47.25	5 958
Královéhradecký Region	200 659	29 396	1 328 604	14.65	3.638	45.20	7 300
Pardubický Region	192 618	27 514	1 282 766	14.28	3.659	46.62	7 048
Vysočina Region	178 376	26 997	1 229 887	15.13	3.788	45.56	6 758
Jihomoravský Region	490 788	66 432	3 293 345	13.54	3.687	49.57	18 095
Olomoucký Region	210 443	27 401	1 494 299	13.02	3.902	54.53	8 210
Zlínský Region	217 231	31 088	1 744 451	14.31	4.412	56.11	9 585
Moravskoslezský Region	469 494	69 565	3 633 378	14.82	4.252	52.23	19 964
CR total	4 459 018	607 363	28 972 756	13.62	3.570	47.70	159 191

The number of cases of incapacity for work per 100 sickness-insured persons and average duration of incapacity for work by region and in the CR in the first half of 2012



Trend in the average percentage of incapacity for work due to disease or injury in the period from 2000 to the first half of 2012



^{*)} Time series and data measured by the state statistical questionnaire on incapacity for work due to disease and injury of 'Nem Úr 1-02' can be compared till 2011. Starting in 2012 the Czech Statistical Office has been providing data for the Statistics of Temporary Incapacity for Work and Injury by processing of data from the administrative data source of the CSSA information system (see Methodological Notes).

The average percentage of incapacity for work gives the number out of 100 sickness insured persons is on average every day incapacitated for work due to disease or injury. At the beginning of the 1990s the value of the average percentage of incapacity for work fell around 5%, then it was gradually growing till 2003 to reach its maximum of 6.814%. Since 2005 there has been a descending trend in values of the average percentage of incapacity for work, which was strongly accelerated by changes to legislation in 2009, when the level of the average

percentage of incapacity for work reached its lowest value of 4.184% in history since the beginning of the 1960s; in 2010 it dropped further to 3.763%. In 2011 the average percentage of incapacity for work decreased slightly further to 3.638%. **In the first half of 2012 the descending trend in the values of the average percentage of incapacity for work was continuing and its value was 3.570.** In the same period of 2011 the value of average percentage of incapacity for work reached 4.015%.

Generic Information

Since 1 January 2009 the sickness insurance is regulated by the Act No. 187/2006 Sb. on sickness insurance as amended. **Insurance premium for sickness insurance** is regulated by the **Act No. 589/1992 Sb.** on insurance premiums for social security and contribution to the state employment policy, as amended. **Since 1 January 2011 essential changes have been made to legislation on wage reimbursement in the first period of temporary incapacity for work or quarantine, sickness benefits** due to the **Act No. 347/2010 Sb.** changing certain acts in relation to saving measures in the field of the Ministry of Labour and Social Affairs of the CR, **and the advantageous regulation for the self-employed without employees was cancelled as well.** Since **1 January 2012 the Act No. 187/2006 Sb.** on sickness insurance as amended, has been amended by the Act No. 365/2011 Sb. This amendment enlarged the circle of the sickness-insured persons with **employees active on the basis of an agreement on work.**

Trend of temporary incapacity for work due to disease or injury in the Czech Republic in the first half of 2012 reflected legal changes to sickness insurance valid since 1 January 2011 and since 1 January 2012 in a significant manner.

An overview of essential legal changes to the system of sickness insurance since 2011:

➤ Amount of sickness benefit (percentage rate)

In relation to saving measures the increase in percentage rate for sickness benefit depending on the duration of incapacity for work. In 2010 a unified rate for sickness benefit for the whole duration of incapacity for work at the amount of 60% was introduced. This, originally one-year measure, shall be valid permanently. The amount of sickness benefit is 60% of the reduced daily chargeable basis. Percentage rates of other benefits and allowances have not been changed since 1 January 2011. That means maternity benefit will be 70% and care allowance will be 60%.

➤ Providing of sickness benefit starting from 22nd calendar day of incapacity for work

Sickness benefit shall be provided since 22nd calendar day of temporary incapacity for work. The period, for which the employer provides the employee with wage reimbursement according to the Labour Code, has been prolonged from 14 to 21 calendar days.

➤ Amounts of sickness benefit in relation to elevation of the reduction limits

Amount of benefits are calculated from a daily chargeable basis, which is determined that chargeable income accounted to the employees in the determining period (as a rule the period of 12 calendar months before the calendar month in which the social event occurred) is subdivided by the number of "countable" calendar days falling into the determining period.

This way determined average daily income is adjusted (reduced) by means of three reduction limits.

In 2011 1st reduction limit was CZK 825, 2nd reduction limit was CZK 1 237, and 3rd reduction limit was CZK 2 474. In 2012 1st reduction limit is CZK 838, 2nd reduction limit is CZK 1 257, and 3rd reduction limit is CZK 2 514.

➤ Sickness insurance of the self-employed persons without employees and foreign employees

Since 1 January 2011 the rate of insurance premium for sickness insurance for the self-employed persons without employees and foreign employees was increased from 1.4% to 2.3%. This rate remained valid for the year 2012 according to the Act No.364/2011 Sb. as well.

The participation of the self-employed persons without employees in sickness insurance is voluntary and is created on the basis of an application submitted to sickness insurance and by payment of insurance premium for sickness insurance. Since 1 January 2012 the minimum monthly chargeable basis for the self employed without employees, which such person may choose to pay insurance premium for sickness insurance from, has been CZK 5 000, and that means, while the rate of insurance premium of 2.3%, that the minimum insurance premium for a calendar month is CZK 115.

The self-employed persons without employees are entitled to sickness benefit payments starting from 22nd day of their incapacity for work.

Other essential change for 2011 for the self-employed without employees, who are sickness insured, is that in the situation their independent income activity is their side activity (for instance, for the reason they have been granted

old-age pension) and the given person enrolls into voluntary participation in the sickness insurance at the same time, the performance of their independent income activity has been changed to the main income activity since 1 January 2011. Thus this self-employed person is obliged to pay deposits to pension insurance at least at their minimum amount, or depending on the amount of the income tax basis attained for the previous calendar year.

Since 1 January 2011 the interconnection of the deposit for pension insurance and payment to sickness insurance has been provided for by law. This in practise means that the monthly base determined by insurance payment to sickness insurance may not be higher than the monthly chargeable basis, which deposit to pension insurance was or should be reimbursed in that month from.

So-called foreign employees may voluntarily participate in the sickness insurance as well. Foreign employees are employees of a foreign employer with registered office located in a country, which is "foreign country not covered by an agreement", if they do their work activities in the Czech Republic in benefit of the foreign employer.

➤ **Change to the circle of sickness-insured persons**

Since 1 January 2012 the Act No. 187/2006 Sb. on sickness insurance, as amended, has been amended by the Act No. 365/2011 Sb. This amendment broadens the circle of the sickness-insured persons with employees active on the basis of an agreement on work and with other persons given in Section 5 a) under points 16-20.

An employee active on the basis of an agreement on work has the obligation to participate in the sickness insurance born if he/she complies with two conditions as follows:

- the work activities are performed on the territory of the Czech Republic, and
- in the calendar month in which the agreement on work is effective, he/she reached chargeable income in the amount over CZK 10 000.