

## INCAPACITY FOR WORK DUE TO DISEASE OR INJURY IN 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.

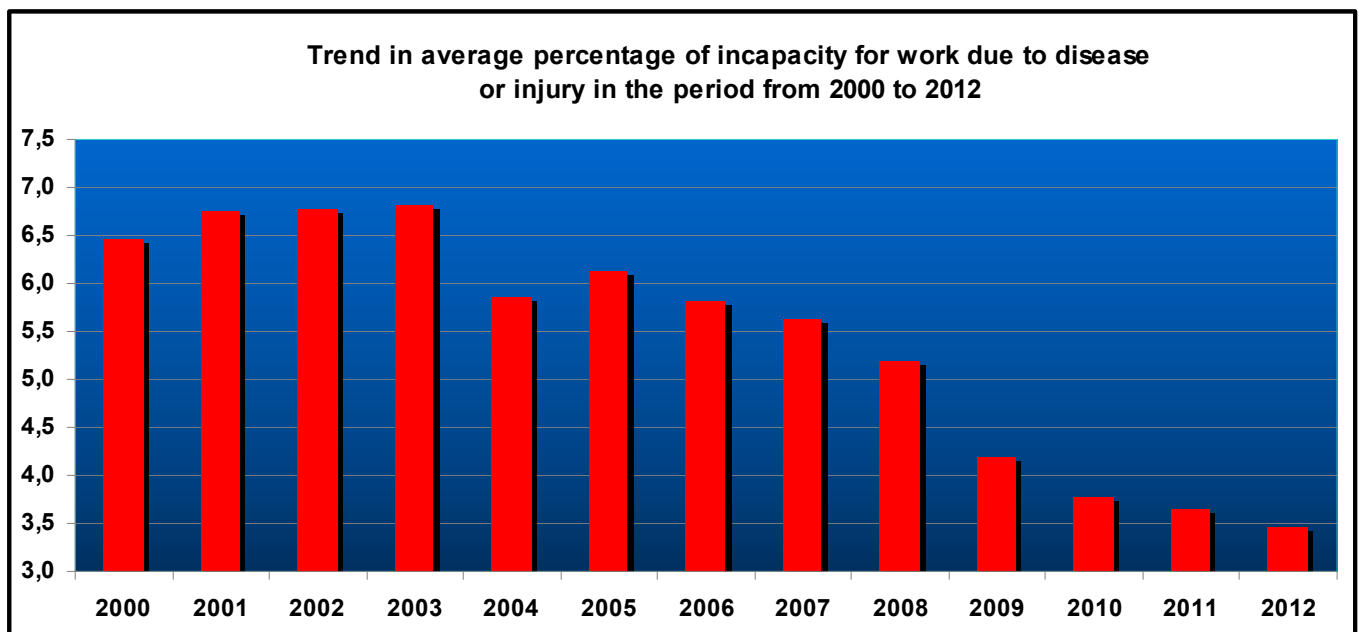
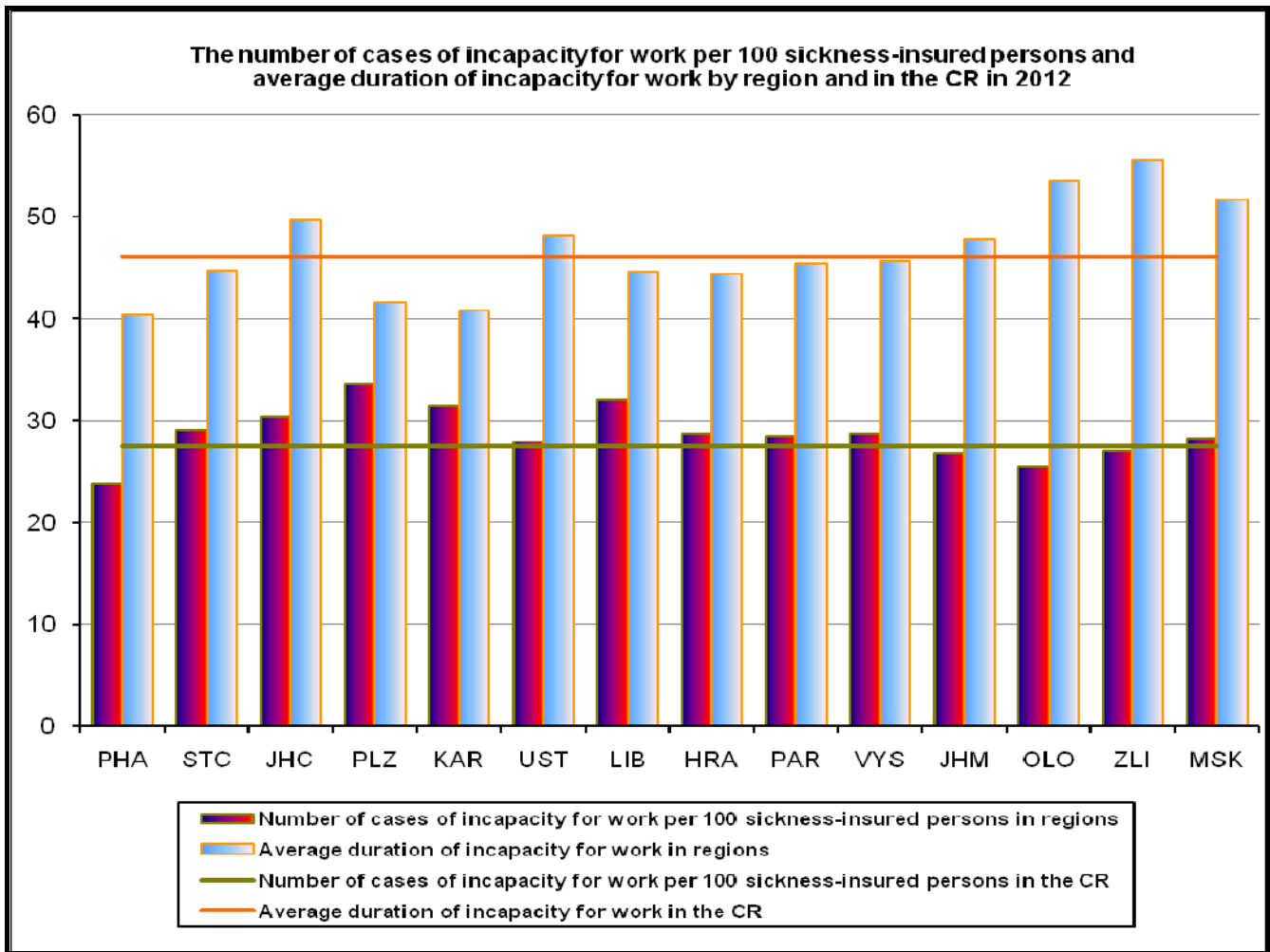
**Starting in 2012** the Czech Statistical Office has been providing **data for the Statistics of Temporary Incapacity for Work and Injury** by processing of data the administrative data source of the CSSA information system.

**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.

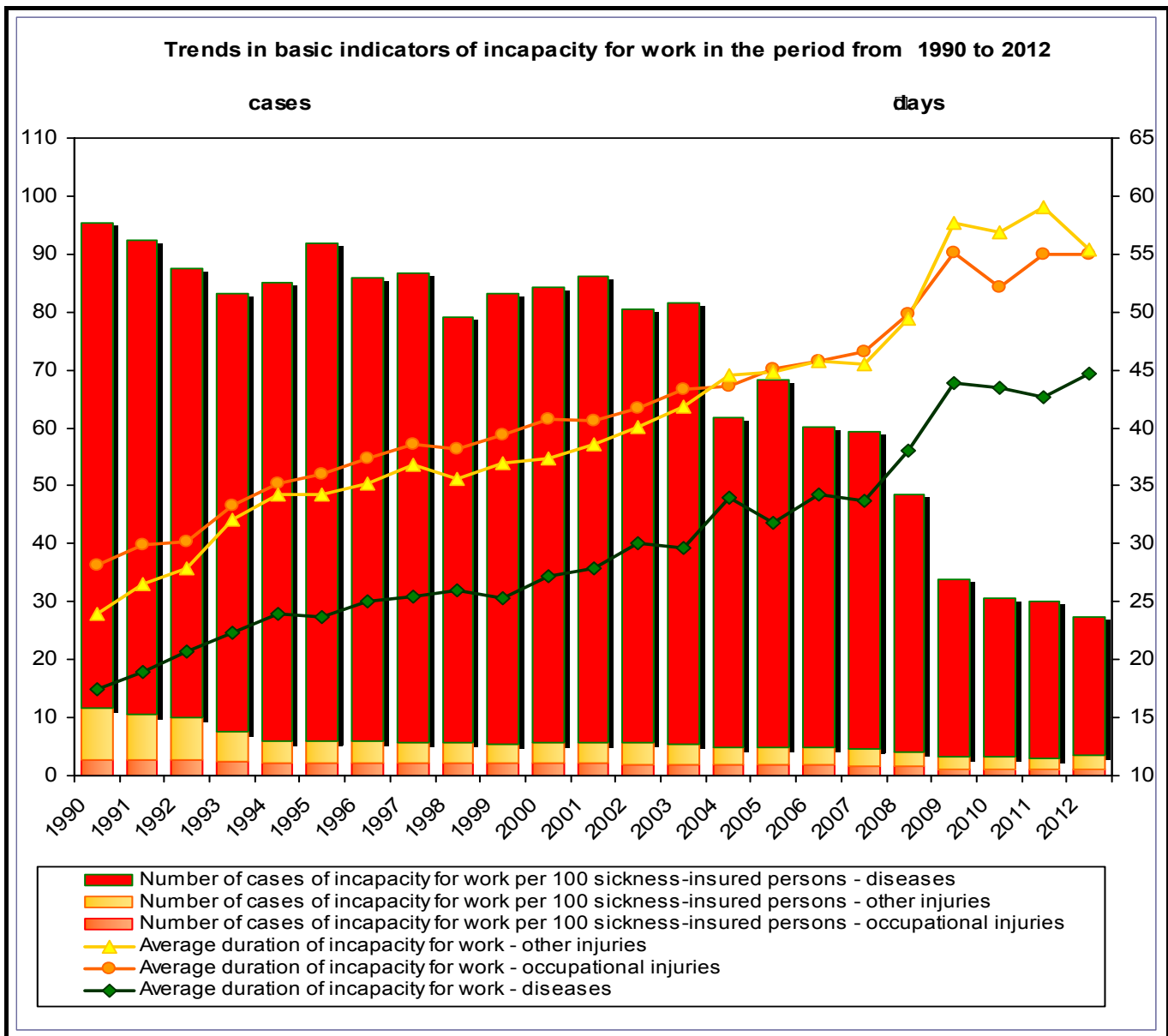
The **trend in temporary incapacity for work due to disease or injury in the Czech Republic in 2012 was continuing in the descending mode of values of indices** significantly affected by changes to relevant acts regulating the sickness insurance.

**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 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	1 122 256	266 781	10 774 508	23.77	2.623	40.39	29 439
Středočeský Region	409 951	118 988	5 317 848	29.02	3.544	44.69	14 527
Jihočeský Region	228 714	69 508	3 451 551	30.39	4.123	49.66	9 430
Plzeňský Region	219 151	73 769	3 069 762	33.66	3.827	41.61	8 389
Karlovarský Region	90 517	28 409	1 159 055	31.39	3.499	40.80	3 167
Ústecký Region	293 213	81 986	3 955 963	27.96	3.686	48.25	10 808
Liberecký Region	148 358	47 620	2 123 494	32.10	3.911	44.59	5 801
Královéhradecký Region	199 387	57 148	2 539 791	28.66	3.480	44.44	6 940
Pardubický Region	192 610	54 914	2 490 344	28.51	3.533	45.35	6 805
Vysočina Region	178 868	51 272	2 340 006	28.66	3.574	45.64	6 394
Jihomoravský Region	489 633	131 044	6 261 581	26.76	3.494	47.78	17 109
Olomoucký Region	211 251	53 634	2 870 273	25.39	3.712	53.52	7 843
Zlínský Region	217 353	58 711	3 268 012	27.01	4.108	55.66	8 929
Moravskoslezský Region	470 627	133 085	6 870 676	28.28	3.989	51.63	18 772
<b>CR, total</b>	<b>4 471 889</b>	<b>1 226 869</b>	<b>56 492 864</b>	<b>27.44</b>	<b>3.452</b>	<b>46.05</b>	<b>154 353</b>



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 value of average percentage of incapacity for work reached 3.638%. In 2012 the descending trend in the values of the average percentage of incapacity for work was continuing and its value was 3.452.



\*) 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).

## 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 own-account workers 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 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 22<sup>nd</sup> calendar day of incapacity for work**

Sickness benefit shall be provided since 22<sup>nd</sup> 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 1<sup>st</sup> reduction limit was CZK 825, 2<sup>nd</sup> reduction limit was CZK 1 237, and 3<sup>rd</sup> reduction limit was CZK 2 474. In 2012 1<sup>st</sup> reduction limit is CZK 838, 2<sup>nd</sup> reduction limit is CZK 1 257, and 3<sup>rd</sup> reduction limit is CZK 2 514.

### **➤ Sickness insurance of the own-account workers and foreign employees**

Since 1 January 2011 the rate of insurance premium for sickness insurance for the own-account workers 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 own-account workers 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 own-account workers, 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 own-account workers are entitled to sickness benefit payments starting from 22<sup>nd</sup> day of their incapacity for work.

Other essential change for 2011 for the own-account workers, 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 own-account worker 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.

