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DATA**

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Gateway Policy Explorer: Retirement Series

France

Public Own Old-Age Benefit Plan Details

1992-2022

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Preface

This document is intended for researchers who want to understand the evolution of policy or the policy in place at a particular point in time. This document is not intended for financial advice or to aid in decision-making. The authors have made significant effort to identify and collect historical information pertaining to these policies, to accurately represent these policies, and to communicate how policies may interact to determine legal requirements, eligibility for benefits, and/or benefits levels. The policies presented in this document focus on rules applicable to most individuals aged 50 and older from 1992. Many systems include special policies or alternative eligibility rules for specific groups. We encourage all users to complete their own review of literature in this area depending on the research questions they have in mind.

If you have feedback or questions or identify an error, please contact policy@g2aging.org.

Background — Gateway Policy Explorer: Retirement Series

The *Gateway Policy Explorer* (<http://g2aging.org/policy-explorer>) is part of the Gateway to Global Aging Data (<http://g2aging.org>) project. The *Retirement Series* captures historical policy that affects the birth cohorts of respondents in the surveys covered by the Gateway. It was motivated by the rapid evolution of policies affecting older people across the world. As the Health and Retirement Study (HRS) began in 1992 and many of the international network of studies (HRS-INS) cover more than a decade, understanding the policies in place at the time of the survey has become more demanding for researchers.

Why are we tracking past policy? Individuals make choices based on current policies and the outcomes we see today may reflect responses to past policies. When interpreting the survey responses of individuals, an understanding of the policy environment under which those individuals operate is critical. The collection of contextual information in the *Gateway Policy Explorer* aims to support researchers who want to understand or use policy changes in their research and provide context for longitudinal or cross-country differences. Over the period 2023–2026 the *Gateway Policy Explorer* will be expanded to include information on retirement, long-term care, education, and other policies affecting the life cycle.

The key dimensions to the *Gateway Policy Explorer: Retirement Series* are country and time. We prioritize data collection for each country based on its first interview wave and are continuing to expand our data collection back in time to 1992, the earliest survey date in the HRS-INS.

A separate document, like this one, is developed for each country and each broad category of policies covered in the *Gateway Policy Explorer: Retirement Series*.

Author and Contributor Disclaimers

† The opinions expressed here are those of authors and do not necessarily reflect the views of the OECD or of its member countries.

France

Own Old-Age Benefits
Plan details 1992-2022 * †

For France's private sector workers, there are multiple public mandatory pension systems: a universal defined benefit pension that covers earnings up to a maximum income level and supplemental defined benefit pensions based on a worker's occupation that covers up to 8 times the maximum income level of the universal pension. The basic structure of the pension system has remained intact from 1992-2020, with major reforms during this period resulting in greater employer and employee contribution rates, increases in the required contribution quarters, introduction of incentives to delay retirement, increases in the retirement eligibility ages, and consolidation of the occupational pension systems.

Key Dates

First law: 1945

Major changes since 1992: 1993, 2003, 2010, 2014

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* If you have questions or suggestions, please contact policy@g2aging.org.

† Detailed information and definitions are provided in tables, formulas and a glossary at the end of this document. To facilitate switching back and forth, this document is designed with hyperlinks. Most PDF readers have shortcuts that permit a reader to return to the previous location after selecting a hyperlink. In Adobe Acrobat on a PC: "Alt" + "←"; In Adobe Acrobat on a MAC: "command" + "←"; In Preview on a MAC: "command" + "[".

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Chapter 1: Policy enacted 1992

Overview

In the private sector, there are two mandatory old-age benefit tiers:

- Tier 1 is Caisse nationale d'assurance vieillesse (CNAV) (previously “Regime general d'assurance vieillesse des travailleurs salariés”, RGAITS), the earnings-related, defined-benefit public pension for private employees in manufacturing and services. CNAV also guarantees a minimum pension benefit (minimum contributif) for low-income pensioners.
- Tier 2 is composed of mandatory occupational schemes. These include Association des Régimes de Retraites Complémentaires (ARRCO) and l'Association Générale des Institutions de Retraite des Cadres (AGIRC). ARRCO offers benefits to all private sector workers below the social security threshold, and only to blue collar workers above the threshold. AGIRC covers only executives or managerial workers, for earnings above the social security threshold. Both AGIRC and ARRCO are point-based pay-as-you-go systems.

In the public sector,

- Non-permanent staff are affiliated with CNAV for tier 1 and Institut de Retraite Complémentaire des Agents Non Titulaires de l'État et des Collectivités Publiques (IRCANTEC) for tier 2.
- Permanent staff of the central government are covered by the general budget. The rules are known as “Pensions civiles et militaires”, in reference to the law of 1853 instituting pensions for civil servants and military personnel.
- Permanent staff of local authorities and public hospitals are covered by Caisse Nationale de Retraite des Agents des Collectivités Locales (CNRACL), which is a national pension fund for local government employees.

This document and chapter primarily focus on mandatory old-age benefit systems of private sector employees. It also includes historical information on contribution rates for mandatory old-age benefit systems of public sector employees.

Contributions

• Employee contribution rate

Contribution rates are based on a percent of earnings. They may differ based on level of earnings relative to the Social Security threshold (Plafond de la Sécurité Sociale, PSS). See [Table 1](#).

- **CNAV**: 6.55% in 1992 below the PSS. See [Table 2](#) for details by year.
- **ARRCO**: 2.00% in 1992 below the PSS (Tranche 1) and 2.00% for 1 to 8 times the PSS (Tranche 2). See [Table 3](#) for details by year.
- **AGIRC**: For workers first hired before 1981, 2.34% in 1992 for 1 to 4 times the PSS (Tranche B). For workers hired on or after 1981, Tranche B is 4.68%. For all workers, 2.34% in 1992 for 4 to 8 times the PSS (Tranche C). See [Table 3](#) for details by year.
- **Central government employees**: 7.85% in 1992. See [Table 4](#) for details by year.
- **CNRACL**: 7.85% in 1992. See [Table 4](#) for details by year.
- **IRCANTEC**: 2.25% in 1992 below the PSS (Tranche A) and 5.95% for 1 to 8 times the PSS (Tranche B). See [Table 4](#) for details by year.

• Employer contribution rate

Contribution rates are based on a percent of earnings. They may differ based on level of earnings relative to the Social Security threshold (Plafond de la Sécurité Sociale, PSS). See [Table 1](#).

- **CNAV**: 8.20% in 1992 below the PSS, 1.60% above the PSS. See [Table 5](#) for details by year.
- **ARRCO**: 3.00% in 1992 below the PSS (Tranche 1) and 3.00% for 1 to 8 times the PSS (Tranche 2). See [Table 6](#) for details by year.
- **AGIRC**: For workers first hired before 1981, 7.02% in 1992 for 1 to 4 times the PSS (Tranche B) and 7.02% for 4 to 8 times the PSS (Tranche C). For workers hired on or after 1981, Tranche B is 9.36%. See [Table 6](#) for details by year.
- **Central government employees**: Implied rate was 48.60% in 1995 (no explicit rate since paid out of general funds). See [Table 7](#) for details by year.
- **CNRACL**: 21.30% in 1992. See [Table 8](#) for details by year.
- **IRCANTEC**: 3.375% in 1992 below the PSS (Tranche A) and 11.55% for 1 to 8 times the PSS (Tranche B). See [Table 8](#) for details by year.

• Self-employed contribution rate

Not available (applicable systems are not covered in this document)

Note: The statutory pension schemes for traders and artisans are aligned with the general employee scheme in the statutory pension. Liberal professions belong to a separate pension scheme (Caisse National d'Assurance Vieillesse des Professions

Libérales). Self-employed people, like employees, also benefit from occupational retirement schemes for different self-employed categories.

Eligibility

Age requirements to start benefits without penalty

- **Statutory retirement age (SRA)**
Age 60 with the minimum number of contributions to [CNAV](#), otherwise age 65
- **Does SRA vary by birth year?** Answer: No
- **Does SRA vary by sex?** Answer: No

Contribution requirements to be eligible to receive benefit

Eligibility criteria vary by benefit system —

[CNAV](#)

There are two common [eligibility tracks](#) for full benefits and a number of less common eligibility tracks. Each eligibility track has its own contribution and eligibility age requirements. For CNAV, a contribution quarter is earned after contributing a fixed amount corresponding to 200 hours at the minimum wage (see [Table 9](#) for contribution rates by year). In several French old-age benefit systems, particularly the public sector systems, quarters correspond to periods actually worked. This distinction is particularly important for part-year workers. To claim CNAV, a worker must stop work with their "pre-retirement" firm for at least six months.

Eligibility Track 1: Age only

- Age requirements: Age 65
- Contribution requirements: 1 contribution quarter

Eligibility Track 2: Age and experience

- Age requirements: Age 60
- Contribution requirements: 150 contribution quarters (i.e., 37.5 contribution years)

Other Eligibility Tracks for Full Benefits

- Age 55 provided that the worker has a permanent disability percentage of at least 50%
- Age 60 for working mothers with three or more children that contributed for 30 years and worked 5 of the last 15 years before retirement
- Age 60 for war veterans or victims

[ARRCO](#) and [AGIRC](#)

These mandatory occupational pension systems are point-based: each year, an individual's contributions are converted to retirement pension points and added to the worker's account. There is no minimum duration of contributions to receive benefits. The mandatory occupation pension is awarded at the full rate to individuals who are age 65 or qualify for the full CNAV pension (see CNAV eligibility tracks 1 and 2).

Alternative eligibility requirements that permit starting benefits early, but with a penalty

- **Can an individual start benefits before SRA?** Answer: Yes
- **Earliest eligibility**

Varies by benefit system —

[CNAV](#)

Age 60 with insufficient contribution quarters for full benefits (potentially earlier for persons entering the workforce before age 18 or are disabled)

[ARRCO](#) and [AGIRC](#)

Age 55

- **See the subsection *Adjustments for starting benefits before SRA (Early claiming or retirement)* within the *Benefits* section for details on the penalty applied for claiming at earliest eligibility.**

Benefits

To receive a benefit, **does an individual have to claim it?** Answer: Yes

Payment type

- **Payment options (i.e., Annuity, cash balance, or lump sum):** Annuitable

Factors effecting computation of benefit entitlement

- **Does the formula for computing benefit entitlement differ by birth year?** Answer: No
- **Is the formula for computing benefit entitlement progressive?** Answer: Yes
- **Does the benefit entitlement depend on the individual's own contribution/work history?** Answer: Yes
- **Does the benefit entitlement depend on national income?** Answer: No
- **Does an individual receive credits for military service (above any credits normally received for employment)?** Answer: No
- **Does an individual receive credits for number of children?** Answer: Yes

Note: In France, the insurance period for working mothers is increased per child and for periods of childcare.

- Woman's insurance period is increased by 2 years per child, if the woman (or her partner) was responsible for the dependent child for at least 9 years before his/her 16th birthday. Parents of disabled children can be credited with 2 years.
- **Does an individual receive credits for unemployment?** Answer: Yes and it varies by benefit system —

CNAV

- When unemployment benefits are not received, each period of involuntary unemployment is credited towards the state pension, with a limit of one year for people experiencing unemployment before age 55 and a limit of five years for people experiencing unemployment after age 55.
- When unemployment benefits are received each completed 50 days attributes one quarter of contributions, with a maximum of four quarters per year. These periods do not enter into the calculation of the average reference wage based on the 10 best years of earnings and therefore not into the pension calculation.
- There is also a credit for the first period of unemployment without unemployment payments to a maximum of one year (one year and a half for unemployment periods at the beginning of the working life). Subsequent periods of involuntary unemployment without unemployment payments are credited to a maximum of one year only if this follows a period of unemployment with unemployment benefits.

ARRCO and AGIRC

- In the mandatory occupational plans, periods of unemployment enable accumulation of pension points if the person had contributed to one of these plans before the beginning of unemployment. These points are calculated according to a “daily reference wage” which is the last wage (on a year basis) divided by 365.
- **Are future benefit entitlements adjusted for cost of living?** Answer: Yes
- **If so, what measure is used for adjustment?**
Automatic semiannual adjustment of pension for changes in national average wages

Benefit formula for claiming at SRA

Varies by benefit system —

CNAV

The maximum benefit for CNAV is 50% of the insured's reference earnings. The insured reference earnings are computed based on annual earning up to a maximum threshold (see [Table 1](#)) which reflect the best 10 years of earnings indexed to the year of retirement. A 10% supplement is paid to persons who raised at least three children. [Formula 1](#) provides details on how the benefit is computed if eligible for a full benefit (See [Eligibility](#) section).

There is also a guaranteed minimum benefit to retirees who are entitled to a full pension. If an individual's pension rights fall below this minimum, their pension is brought up to the minimum (known as “minimum contributif”).

For detailed reference tables used in the calculation of benefits, see:

- [Table 1](#) for maximum monthly earnings for benefit calculation by year
- [Table 10](#) for revaluation of past earnings and benefits after claiming by year
- [Table 11](#) for maximum number of quarters taken into account for prorating based on policy and birth year
- [Table 12](#) for the guaranteed minimum benefit by year

[ARRCO and AGIRC](#)

The amount depends on the number of points accrued during the insured person's career multiplied by the value of a point when the insured person retires. Each year, the number of points earned is the value of contributions divided by the cost of a pension point (known as a reference salary). At retirement, the accumulated number of points is converted into a pension benefit by multiplying them by the value of a pension point. Updating the cost and value of pension points is agreed between the social partners and is typically done on an annual basis (see [Table 13](#) for pension point values and reference salaries for ARRCO and [Table 14](#) AGIRC values). A supplement is paid to persons who raised children or have dependent children (see [Table 15](#) for supplement rates). See [Formula 2](#) for how the benefit is computed if claimed at eligibility for full benefits.

Note: ARRCO was not formed into a single system until 1999. Prior to 1999, ARRCO existed as a number of smaller pension systems with varying contribution rates, cost of a pension point, and reference salaries. In [Table 13](#) we provide approximate values based on "Practical operating parameters since creation Arrco for mandatory operations (1962-1999)" ([Institute of Public Policy, 2021](#)) and historical reference wages ([AGIRC-ARRCO, 2020](#)). For a more complete account of these values by pension fund prior to 1999, see AGIRC-ARRCO (2020).

Adjustments for starting benefits before SRA (Early claiming or retirement)

- **Are benefits reduced for starting benefits before SRA?** Answer: Yes
- **Is so, what is the earliest eligibility?**

Varies by benefit system —

[CNAV](#)

Age 60 with insufficient contribution quarters for full benefits (potentially earlier for persons entering the workforce before age 18 or are disabled)

[ARRCO and AGIRC](#)

Age 55

- **Adjustment formula**

Varies by benefit system —

[CNAV](#)

Early benefit claiming is allowed up to five years before the full benefit eligibility age ([Eligibility Track 1](#)). The pension is paid at a full rate if the required number of contribution quarters is met ([Eligibility Track 2](#)). If the required contribution quarters are not met, the pension benefit is proportionally reduced according to the number of missing quarters of coverage (see [Formula 3](#)).

[ARRCO and AGIRC](#)

Early benefit claiming is allowed up to ten years before the CNAV full benefit eligibility age ([CNAV Eligibility Track 1](#)). The ARRCO/AGIRC pension is paid at a full rate if the required number of contribution quarters for CNAV is met ([CNAV Eligibility Track 2](#)). The ARRCO/AGIRC benefit reduction is 4% per year for the first 3 years, 5% per year for the next 2 years, and 7% per year for the next 5 years (see [Formula 4](#)).

Adjustments for starting benefits after SRA (Delayed claiming or retirement)

- **Are benefits increased for starting benefits after SRA?** Answer: No

Adjustments for starting benefits and continuing to work (Earnings Test)

- **Are benefits reduced or eliminated while working?** Answer: Yes

Note: A pensioner can begin a new gainful activity immediately after receiving the pension but must wait six months before resuming the same gainful activity undertaken before retirement.

- **Adjustment formula**

Varies by benefit system —

[CNAV](#)

If the insured continues to work after claiming their CNAV benefit, their CNAV benefits may be reduced if benefits were started before qualification for their full benefit (see [Eligibility](#) section). Benefits are reduced by the earnings and pension income in excess of 160% the minimum monthly wage (see [Table 16](#)) or their average earnings in 3 months prior to retirement. See [Formula 5](#) for computational details.

[ARRCO and AGIRC](#)

Similar rules to CNAV except instead of the pre-retirement earnings being based on the average earnings in the 3 months prior to retirement it is the last working salary (indexed to present day income) or average indexed earnings over the 10 years prior to

retirement.

- **If benefits are reduced while working, does it effect future benefits?** Answer: No

Chapter 2: Policy enacted 1993-2002

Policy change in 1993

Law 93-936, passed on July 23, 1993 (known as the Balladur pension reform), was motivated by deficits in CNAV funding. It introduced the following reforms starting in 1994:

- The number of contribution quarters required for a full pension was gradually increased from 150 quarters to 160 quarters (i.e., 37.5 years to 40 years) over a 10-year period
- The period for computing reference wages was gradually increased from the best 10 years to the best 25 years
- Increase pension benefits and past earnings by the consumer price index rather than earnings growth

The 1993 reform indirectly impacted eligibility for AGIRC and ARRCO benefits as qualification for CNAV is part of their eligibility criteria. The Balladur reforms did not change pension systems for public sector employees. Other agreements by AGIRC and ARRCO partner organizations led to an increase in contribution rates starting in 1994 as well.

Overview

In the private sector, there are two mandatory old-age benefit tiers:

- Tier 1 is Caisse nationale d'assurance vieillesse (CNAV), the earnings-related, defined-benefit public pension for private employees in manufacturing and services. CNAV also guarantees a minimum pension benefit (minimum contributif) for low-income pensioners.
- Tier 2 is composed of mandatory occupational schemes. These include Association des Régimes de Retraites Complémentaires (ARRCO) and l'Association Générale des Institutions de Retraite des Cadres (AGIRC). ARRCO offers benefits to all private sector workers below the social security threshold, and only to blue collar workers above the threshold. AGIRC covers only executives or managerial workers, for earnings above the social security threshold. Both AGIRC and ARRCO are point-based pay-as-you-go systems.

In the public sector,

- Non-permanent staff are affiliated with CNAV for tier 1 and Institut de Retraite Complémentaire des Agents Non Titulaires de l'État et des Collectivités Publiques (IRCANTEC) for tier 2.
- Permanent staff of the central government are covered by the general budget. The rules are known as “Pensions civiles et militaires”, in reference to the law of 1853 instituting pensions for civil servants and military personnel.
- Permanent staff of local authorities and public hospitals are covered by Caisse Nationale de Retraite des Agents des Collectivités Locales (CNRACL), which is a national pension fund for local government employees.

This chapter primarily focuses on mandatory old-age benefit systems of private sector employees. It also includes historical information on contribution rates for mandatory old-age benefit systems of public sector employees.

Contributions

• Employee contribution rate

Contribution rates are based on a percent of earnings. They may differ based on level of earnings relative to the Social Security threshold (Plafond de la Sécurité Sociale, PSS). See [Table 1](#).

- **CNAV**: 6.55% in 1994 below the PSS. See [Table 2](#) for details by year.
- **ARRCO**: 2.00% in 1994 but rising gradually from 1996 to 1999 to 3.00% below the PSS (Tranche 1) and 2.00% in 1994 but rising gradually to 6.00% from 1996 to 2003 for 1 to 8 times the PSS (Tranche 2). For workers starting in ARRCO on or after 1997, Tranche 2 contribution rates were 7.00% in 1997 and gradually rose to 8.00% between 1999 and 2000. See [Table 3](#) for details by year.
- **AGIRC**: For workers first hired before 1981, 3.63% in 1994 but rising gradually from 1994 to 1999 to 7.50% for 1 to 4 times the PSS (Tranche B). For workers hired on or after 1981, Tranche B is 4.84% in 1994 but rising gradually from 1994 to 1999 to 7.50%. For all workers, 3.63% in 1994 but rising gradually from 1994 to 1999 to 7.50% for 4 to 8 times the PSS (Tranche C). See [Table 3](#) for details by year.
- **Central government employees**: 7.85% in 1994. See [Table 4](#) for details by year.
- **CNRACL**: 7.85% in 1994. See [Table 4](#) for details by year.
- **IRCANTEC**: 2.25% in 1994 below the PSS (Tranche A) and 5.95% in 1994 for 1 to 8 times the PSS (Tranche B). See [Table 4](#) for details by year.

• Employer contribution rate

Contribution rates are based on a percent of earnings. They may differ based on level of earnings relative to the Social Security threshold (Plafond de la Sécurité Sociale, PSS). See [Table 1](#).

- **CNAV:** 8.20% in 1994 below the PSS, 1.60% above the PSS. See [Table 5](#) for details by year.
- **ARRCO:** 3.00% in 1994 but rising gradually from 1996 to 1999 to 4.50% below the PSS (Tranche 1) and 3.00% in 1994 but rising gradually from 1996 to 2003 to 9.00% for 1 to 8 times the PSS (Tranche 2). For workers starting in ARRCO on or after 1997, Tranche 2 employer contribution rates were 10.50% in 1997 and gradually rose to 12.00% between 1999 and 2000. See [Table 6](#) for details by year.
- **AGIRC:** For workers first hired before 1981, 8.43% in 1994 but rising gradually from 1994 to 1999 to 12.50% for 1 to 4 times the PSS (Tranche B). For workers hired on or after 1981, Tranche B was 9.68% in 1994 but rising gradually from 1994 to 1999 to 12.50%. For all workers, 8.43% in 1994 but rising gradually from 1994 to 1999 to 12.50% for 4 to 8 times the PSS (Tranche C). See [Table 6](#) for details by year.
- **Central government employees:** Implied rate was 48.60% in 1995 (no explicit rate since paid out of general funds). See [Table 7](#) for details by year.
- **CNRA:** 21.30% in 1994 but increasing intermittently to 26.50% by 2003. See [Table 8](#) for details by year.
- **IRCANTEC:** 3.375% in 1994 below the PSS (Tranche A) and 11.55% for 1 to 8 times the PSS (Tranche B). See [Table 8](#) for details by year.

• Self-employed contribution rate

Not available (applicable systems are not covered in this document)

Note: The statutory pension schemes for traders and artisans are aligned with the general employee scheme in the statutory pension. Liberal professions belong to a separate pension scheme (Caisse Nationale d'Assurance Vieillesse des Professions Libérales). Self-employed people, like employees, also benefit from occupational retirement schemes for different self-employed categories.

Eligibility

Age requirements to start benefits without penalty

• Statutory retirement age (SRA)

Age 60 with the minimum number of contributions to [CNAV](#), otherwise age 66

- **Does SRA vary by birth year?** Answer: No
- **Does SRA vary by sex?** Answer: No

Contribution requirements to be eligible to receive benefit

Eligibility criteria vary by benefit system —

[CNAV](#)

There are two common [eligibility tracks](#) for full benefits and a number of less common eligibility tracks. Each eligibility track has its own contribution and eligibility age requirements. For CNAV, a contribution quarter is earned after contributing a fixed amount corresponding to 200 hours at the minimum wage (see [Table 9](#) for contribution rates by year). In several French old-age benefit systems, particularly the public sector systems, quarters correspond to periods actually worked. This distinction is particularly important for part-year workers. To claim CNAV, a worker must stop work with their "pre-retirement" firm for at least six months.

Eligibility Track 1: Age only

- Age requirements: Age 65
- Contribution requirements: 1 contribution quarter

Eligibility Track 2: Age and experience

- Age requirements: Age 60
- Contribution requirements: 150 contribution quarters for workers born before 1934 and gradually rising to 160 quarters for workers born on or after 1943. See [Table 17](#) for required contribution quarters by birth year.

Other Eligibility Tracks for Full Benefits

- Age 55 provided that the worker has a permanent disability percentage of at least 50%
- Age 60 for working mothers with three or more children that contributed for 30 years and worked 5 of the last 15 years before retirement
- Age 60 for war veterans or victims

[ARRCO and AGIRC](#)

These mandatory occupational pension systems are point-based: each year, an individual's contributions are converted to retirement pension points and added to the worker's account. There is no minimum duration of contributions to receive benefits. The mandatory occupation pension is awarded at the full rate to individuals who are age 65 or qualify for the full CNAV pension (see CNAV eligibility tracks 1 and 2).

Alternative eligibility requirements that permit starting benefits early, but with a penalty

- **Can an individual start benefits before SRA?** Answer: Yes

- **Earliest eligibility**

Varies by benefit system —

[CNAV](#)

Age 60 with insufficient contribution quarters for full benefits (potentially earlier for persons entering the workforce before age 18 or are disabled)

[ARRCO and AGIRC](#)

Age 55

- **See the subsection *Adjustments for starting benefits before SRA (Early claiming or retirement)* within the *Benefits* section for details on the penalty applied for claiming at earliest eligibility.**

Benefits

To receive a benefit, **does an individual have to claim it?** Answer: Yes

Payment type

- **Payment options (i.e., Annuity, cash balance, or lump sum):** Annuitable

Factors effecting computation of benefit entitlement

- **Does the formula for computing benefit entitlement differ by birth year?** Answer: Yes
- **Is the formula for computing benefit entitlement progressive?** Answer: Yes
- **Does the benefit entitlement depend on the individual's own contribution/work history?** Answer: Yes
- **Does the benefit entitlement depend on national income?** Answer: No
- **Does an individual receive credits for military service (above any credits normally received for employment)?** Answer: No
- **Does an individual receive credits for number of children?** Answer: Yes

Note: In France, the insurance period for working mothers is increased per child and for periods of childcare.

- Woman's insurance period is increased by 2 years per child, if the woman (or her partner) was responsible for the dependent child for at least 9 years before his/her 16th birthday. Parents of disabled children can be credited with 2 years.
- **Does an individual receive credits for unemployment?** Answer: Yes and it varies by benefit system —

[CNAV](#)

- When unemployment benefits are not received, each period of involuntary unemployment is credited towards the state pension, with a limit of one year for people experiencing unemployment before age 55 and a limit of five years for people experiencing unemployment after age 55.
- When unemployment benefits are received each completed 50 days attributes one quarter of contributions, with a maximum of four quarters per year. These periods do not enter into the calculation of the average reference wage based on the 10 best years of earnings and therefore not into the pension calculation.
- There is also a credit for the first period of unemployment without unemployment payments to a maximum of one year (one year and a half for unemployment periods at the beginning of the working life). Subsequent periods of involuntary unemployment without unemployment payments are credited to a maximum of one year only if this follows a period of unemployment with unemployment benefits.

[ARRCO and AGIRC](#)

- In the mandatory occupational plans, periods of unemployment enable accumulation of pension points if the person had contributed to one of these plans before the beginning of unemployment. These points are calculated according to a “daily reference wage” which is the last wage (on a year basis) divided by 365.

- **Are future benefit entitlements adjusted for cost of living?** Answer: Yes
- **If so, what measure is used for adjustment?**
Annual adjustment of pension for changes in the cost of living

Benefit formula for claiming at SRA

Varies by benefit system —

[CNAV](#)

The maximum benefit for CNAV is 50% of the insured's reference earnings. The insured reference earnings are computed based on annual earning up to a maximum threshold (see [Table 1](#)) which reflect the best 10-25 years of earnings indexed to the year of retirement depending on birth year. A 10% supplement is paid to persons who raised at least three children. [Formula 1](#) provides details on how the benefit is computed if eligible for a full benefit (See [Eligibility](#) section).

There is also a guaranteed minimum benefit to retirees who are entitled to a full pension. If an individual's pension rights fall below this minimum, their pension is brought up to the minimum (known as "minimum contributif").

For detailed reference tables used in the calculation of benefits, see:

- [Table 1](#) for maximum monthly earnings for benefit calculation by year
- [Table 10](#) for revaluation of past earnings and benefits after claiming by year
- [Table 18](#) for the number of years used in computed reference earnings by birth year
- [Table 11](#) for maximum number of quarters taken into account for prorating based on policy and birth year
- [Table 12](#) for the guaranteed minimum benefit by year

[ARRCO and AGIRC](#)

The amount depends on the number of points accrued during the insured person's career multiplied by the value of a point when the insured person retires. Each year, the number of points earned is the value of contributions divided by the cost of a pension point (known as a reference salary). At retirement, the accumulated number of points is converted into a pension benefit by multiplying them by the value of a pension point. Updating the cost and value of pension points is agreed between the social partners and is typically done on an annual basis (see [Table 13](#) for pension point values and reference salaries for ARRCO and [Table 14](#) AGIRC values). A supplement is paid to persons who raised children or have dependent children (see [Table 15](#) for supplement rates). See [Formula 2](#) for how the benefit is computed if claimed at eligibility for full benefits.

Note: ARRCO was not formed into a single system until 1999. Prior to 1999, ARRCO existed as a number of smaller pension systems with varying contribution rates, cost of a pension point, and reference salaries. In [Table 13](#) we provide approximate values based on "Practical operating parameters since creation Arrco for mandatory operations (1962-1999)" ([Institute of Public Policy, 2021](#)) and historical reference wages ([AGIRC-ARRCO, 2020](#)). For a more complete account of these values by pension fund prior to 1999, see AGIRC-ARRCO (2020).

Adjustments for starting benefits before SRA (Early claiming or retirement)

- **Are benefits reduced for starting benefits before SRA?** Answer: Yes
- **Is so, what is the earliest eligibility?**

Varies by benefit system —

[CNAV](#)

Age 60 with insufficient contribution quarters for full benefits (potentially earlier for persons entering the workforce before age 18 or are disabled)

[ARRCO and AGIRC](#)

Age 55

- **Adjustment formula**

Varies by benefit system —

[CNAV](#)

Early benefit claiming is allowed up to five years before the full benefit eligibility age ([Eligibility Track 1](#)). The pension is paid at a full rate if the required number of contribution quarters is met ([Eligibility Track 2](#)). If the required contribution quarters are not met, the pension benefit is proportionally reduced according to the number of missing quarters of coverage (see [Formula 3](#)).

[ARRCO and AGIRC](#)

Early benefit claiming is allowed up to ten years before the CNAV full benefit eligibility age (CNAV [Eligibility Track 1](#)). The ARRCO/AGIRC pension is paid at a full rate if the required number of contribution quarters for CNAV is met (CNAV [Eligibility](#)

[Track 2](#)). The ARRCO/AGIRC benefit reduction is 4% per year for the first 3 years, 5% per year for the next 2 years, and 7% per year for the next 5 years (see [Formula 4](#)).

Adjustments for starting benefits after SRA (Delayed claiming or retirement)

- **Are benefits increased for starting benefits after SRA?** Answer: No

Adjustments for starting benefits and continuing to work (Earnings Test)

- **Are benefits reduced or eliminated while working?** Answer: Yes

Note: A pensioner can begin a new gainful activity immediately after receiving the pension but must wait six months before resuming the same gainful activity undertaken before retirement.

- **Adjustment formula**

Varies by benefit system —

[CNAV](#)

If the insured continues to work after claiming their CNAV benefit, their CNAV benefits may be reduced if benefits were started before qualification for their full benefit (see *Eligibility* section). Benefits are reduced by the earnings and pension income in excess of 160% the minimum monthly wage (see [Table 16](#)) or their average earnings in 3 months prior to retirement. See [Formula 5](#) for computational details.

[ARRCO and AGIRC](#)

Similar rules to CNAV except instead of the pre-retirement earnings being based on the average earnings in the 3 months prior to retirement it is the last working salary (indexed to present day income) or average indexed earnings over the 10 years prior to retirement.

- **If benefits are reduced while working, does it effect future benefits?** Answer: No

Chapter 3: Policy enacted 2003-2009

Policy change in 2003

Law 2003-775, passed on August 21, 2003 (known as the Fillon pension reform), introduced the following measures:

- The number of contribution quarters required for a full pension was gradually increased from 160 quarters for those born in 1948 to 164 quarters for those born after 1952, and further contribution quarter increases were tied to life expectancy
- Created a new eligibility track to receive full benefits for persons that start work before 18 and contribute 8 more quarters above the required number of quarters for a full benefit (known as the “dispositif pour carrière longue”)
- Created an increased minimum benefit for workers with at least 120 contribution quarters
- Created incentives to delay claiming CNAV benefits
- Established a schedule to gradually reduce penalties for starting CNAV benefits before reaching the required contributions for full benefits and increase rewards for continued work and delayed claiming after reaching the required contribution quarters - the rates will eventually converge to 1.25% per quarter delayed (5% per year)
- Reduced disincentives to work after starting CNAV benefits
- Created an additional, mandatory points-based system for public sector workers (RAFP)

Overview

In the private sector, there are two mandatory old-age benefit tiers:

- Tier 1 is Caisse nationale d'assurance vieillesse (CNAV), the earnings-related, defined-benefit public pension for private employees in manufacturing and services. CNAV also guarantees a minimum pension benefit (minimum contributif) for low-income pensioners.
- Tier 2 is composed of mandatory occupational schemes. These include Association des Régimes de Retraites Complémentaires (ARRCO) and l'Association Générale des Institutions de Retraite des Cadres (AGIRC). ARRCO offers benefits to all private sector workers below the social security threshold, and only to blue collar workers above the threshold. AGIRC covers only executives or managerial workers, for earnings above the social security threshold. Both AGIRC and ARRCO are point-based pay-as-you-go systems.

In the public sector,

- Non-permanent staff are affiliated with CNAV for tier 1 and Institut de Retraite Complémentaire des Agents Non Titulaires de l'État et des Collectivités Publiques (IRCANTEC) for tier 2.
- Permanent staff of the central government are covered by the general budget. Before 2009, there was no specific scheme, but since 2009 it has been known as the Service de Retraite de l'Etat (SRE). The rules are known as “Pensions civiles et militaires”, in reference to the law of 1853 instituting pensions for civil servants and military personnel.
- Permanent staff of local authorities and public hospitals are covered by Caisse Nationale de Retraite des Agents des Collectivités Locales (CNRACL), which is a national pension fund for local government employees.
- Furthermore, state employees contribute to a complimentary scheme (RAFP) since 2005, which is a mandatory points-based scheme created for civil servants.

In addition, there are supplementary and voluntary, funded schemes, including:

- Voluntary private collective pension provision (Plan d'Épargne pour la Retraite Collectif), which was introduced in 2006. These are company plans that enable employees to get tax credits when they contribute to these funds.
- Voluntary private individual pension provision (Plan d'Épargne Retraite Populaire), which was created in 2004. 10% of annual income may be invested tax-free in these individual funds.

This chapter primarily focuses on mandatory old-age benefit systems of private sector employees. It also includes historical information on contribution rates for mandatory old-age benefit systems of public sector employees.

Contributions

• Employee contribution rate

Contribution rates are based on a percent of earnings. They may differ based on level of earnings relative to the Social Security threshold (Plafond de la Sécurité Sociale, PSS). See [Table 1](#).

- **CNAV**: 6.55% in 2004 and increasing to 6.65% in 2006 below the PSS and 0.10% above the PSS. See [Table 2](#) for details by year.
- **ARRCO**: 3.00% in 2004 below the PSS (Tranche 1) and 7.00% in 2004 rising to 8.00% in 2005 for 1 to 8 times the PSS (Tranche 2). For workers starting in ARRCO on or after 1997, Tranche 2 contribution rates were 8.00% in 2004. See [Table 3](#) for details by year.
- **AGIRC**: 7.50% in 2004 but rising to 7.70% for 1 to 8 times the PSS (Tranches B and C). See [Table 3](#) for details by year.
- **Central government employees**: 7.85% in 2004. See [Table 4](#) for details by year.
- **CNRA**: 7.85% in 2004. See [Table 4](#) for details by year.
- **IRCANTEC**: 2.25% in 2004 below the PSS (Tranche A) and 5.95% in 2004 for 1 to 8 times the PSS (Tranche B). See [Table 4](#) for details by year.

• Employer contribution rate

Contribution rates are based on a percent of earnings. They may differ based on level of earnings relative to the Social Security threshold (Plafond de la Sécurité Sociale, PSS). See [Table 1](#).

- **CNAV**: 8.20% in 2004 but rising to 8.30% in 2006 below the PSS and 1.60% above the PSS. See [Table 5](#) for details by year.
- **ARRCO**: 4.50% in 2004 below the PSS (Tranche 1) and 10.50% in 2004 but rising to 12.00% in 2005 for 1 to 8 times the PSS (Tranche 2). For workers starting in ARRCO on or after 1997, Tranche 2 employer contribution rates were 12.00% in 2004. See [Table 6](#) for details by year.
- **AGIRC**: 12.50% in 2004 but rising to 12.60% in 2006 for 1 to 8 times the PSS (Tranches B and C). See [Table 6](#) for details by year.
- **Central government employees**: Implied rate was 56.80% in 2004 (no explicit rate since paid out of general funds), but contribution rate became formalized in 2006 at 49.90% and varying by year from a low of 40.14% to a high of 62.14% between 2006 and 2010. See [Table 7](#) for details by year.
- **CNRA**: 26.90% in 2004 and increasing to 27.30% in 2005. See [Table 8](#) for details by year.
- **IRCANTEC**: 3.375% in 2004 below the PSS (Tranche A) and 11.55% for 1 to 8 times the PSS (Tranche B). See [Table 8](#) for details by year.

• Self-employed contribution rate

Not available (applicable systems are not covered in this document)

Note: The statutory pension schemes for traders and artisans are aligned with the general employee scheme in the statutory pension. Liberal professions belong to a separate pension scheme (Caisse Nationale d'Assurance Vieillesse des Professions Libérales). Self-employed people, like employees, also benefit from occupational retirement schemes for different self-employed categories.

Eligibility

Age requirements to start benefits without penalty

• Statutory retirement age (SRA)

Age 60 with the minimum number of contributions to **CNAV**, otherwise age 67

- **Does SRA vary by birth year?** Answer: No
- **Does SRA vary by sex?** Answer: No

Contribution requirements to be eligible to receive benefit

Eligibility criteria vary by benefit system —

CNAV

There are two common **eligibility tracks** for full benefits and a number of less common eligibility tracks. Each eligibility track has its own contribution and eligibility age requirements. For CNAV, a contribution quarter is earned after contributing a fixed amount corresponding to 200 hours at the minimum wage (see [Table 9](#) for contribution rates by year). In several French old-age benefit systems, particularly the public sector systems, quarters correspond to periods actually worked. This distinction is particularly important for part-year workers. To claim CNAV, a worker must stop work with their "pre-retirement" firm for at least six months.

Eligibility Track 1: Age only

- Age requirements: Age 65

- Contribution requirements: 1 contribution quarter

Eligibility Track 2: Age and experience

- Age requirements: Age 60
- Contribution requirements: 150 contribution quarters for workers born before 1934 and gradually rising to 164 quarters for workers born on or after 1952. Further revisions are made for more recent birth cohorts based on changes in mortality. See [Table 17](#) for required contribution quarters by birth year and when they become effective.

Other Eligibility Tracks for Full Benefits

- Long career option (Dispositif pour carrière longue)
 - For those starting work before age 16, 2 years before the age requirement with 8 more quarters than required in eligibility track 2 (e.g., Age 56 with 168 quarters of coverage if born on or after 1943 and entered the workforce at 14)
- Age 55 provided that the worker has a permanent disability percentage of at least 50%
- Age 60 for working mothers with three or more children that contributed for 30 years and worked 5 of the last 15 years before retirement
- Age 60 for war veterans or victims

[ARRCO](#) and [AGIRC](#)

These mandatory occupational pension systems are point-based: each year, an individual's contributions are converted to retirement pension points and added to the worker's account. There is no minimum duration of contributions to receive benefits. The mandatory occupation pension is awarded at the full rate to individuals who are age 65 or qualify for the full CNAV pension (see CNAV eligibility tracks 1 and 2).

Alternative eligibility requirements that permit starting benefits early, but with a penalty

- **Can an individual start benefits before SRA?** Answer: Yes

- **Earliest eligibility**

Varies by benefit system —

[CNAV](#)

Age 60 with insufficient contribution quarters for full benefits (potentially earlier for persons entering the workforce before age 18 or are disabled)

[ARRCO](#) and [AGIRC](#)

Age 55

- **See the subsection *Adjustments for starting benefits before SRA (Early claiming or retirement)* within the *Benefits* section for details on the penalty applied for claiming at earliest eligibility.**

Benefits

To receive a benefit, **does an individual have to claim it?** Answer: Yes

Payment type

- **Payment options (i.e., Annuity, cash balance, or lump sum):** Annuitable

Factors effecting computation of benefit entitlement

- **Does the formula for computing benefit entitlement differ by birth year?** Answer: Yes
- **Is the formula for computing benefit entitlement progressive?** Answer: Yes
- **Does the benefit entitlement depend on the individual's own contribution/work history?** Answer: Yes
- **Does the benefit entitlement depend on national income?** Answer: No
- **Does an individual receive credits for military service (above any credits normally received for employment)?** Answer: No
- **Does an individual receive credits for number of children?** Answer: Yes

Note: In France, the insurance period for working mothers is increased per child and for periods of childcare.

- For pensions that started before 2004, the woman's insurance period is increased by 2 years per child, if the woman (or her partner) was responsible for the dependent child for at least 9 years before his/her 16th birthday. Parents of disabled children can be credited with 2 years.

- For pensions that started during or after 2004, a woman's insurance period is increased by 1 quarter for every year spent caring for a child (up to a maximum of 8 quarters per child).
- **Does an individual receive credits for unemployment?** Answer: Yes and it varies by benefit system —

CNAV

- When unemployment benefits are not received, each period of involuntary unemployment is credited towards the state pension, with a limit of one year for people experiencing unemployment before age 55 and a limit of five years for people experiencing unemployment after age 55.
- When unemployment benefits are received each completed 50 days attributes one quarter of contributions, with a maximum of four quarters per year. These periods do not enter into the calculation of the average reference wage based on the 10 best years of earnings and therefore not into the pension calculation.
- There is also a credit for the first period of unemployment without unemployment payments to a maximum of one year (one year and a half for unemployment periods at the beginning of the working life). Subsequent periods of involuntary unemployment without unemployment payments are credited to a maximum of one year only if this follows a period of unemployment with unemployment benefits.

ARRCO and AGIRC

- In the mandatory occupational plans, periods of unemployment enable accumulation of pension points if the person had contributed to one of these plans before the beginning of unemployment. These points are calculated according to a “daily reference wage” which is the last wage (on a year basis) divided by 365.
- **Are future benefit entitlements adjusted for cost of living?** Answer: Yes
- **If so, what measure is used for adjustment?**
Annual adjustment of pension for changes in the cost of living

Benefit formula for claiming at SRA

Varies by benefit system —

CNAV

The maximum benefit for CNAV is 50% of the insured's reference earnings. The insured reference earnings are computed based on annual earning up to a maximum threshold (see [Table 1](#)) which reflect the best 10-25 years of earnings indexed to the year of retirement depending on birth year. A 10% supplement is paid to persons who raised at least three children. [Formula 6](#) provides details on how the benefit is computed if eligible for a full benefit (See *Eligibility* section).

There is also a guaranteed minimum benefit to retirees who are entitled to a full pension. If an individual's pension rights fall below this minimum, their pension is brought up to the minimum (known as “minimum contributif”).

For detailed reference tables used in the calculation of benefits, see:

- [Table 1](#) for maximum monthly earnings for benefit calculation by year
- [Table 10](#) for revaluation of past earnings and benefits after claiming by year
- [Table 18](#) for the number of years used in computed reference earnings by birth year
- [Table 11](#) for maximum number of quarters taken into account for prorating based on policy and birth year
- [Table 19](#) for the guaranteed minimum benefit by year

ARRCO and AGIRC

The amount depends on the number of points accrued during the insured person's career multiplied by the value of a point when the insured person retires. Each year, the number of points earned is the value of contributions divided by the cost of a pension point (known as a reference salary). At retirement, the accumulated number of points is converted into a pension benefit by multiplying them by the value of a pension point. Updating the cost and value of pension points is agreed between the social partners and is typically done on an annual basis (see [Table 13](#) for pension point values and reference salaries for ARRCO and [Table 14](#) AGIRC values). A supplement is paid to persons who raised children or have dependent children (see [Table 15](#) for supplement rates). See [Formula 2](#) for how the benefit is computed if claimed at eligibility for full benefits.

Note: ARRCO was not formed into a single system until 1999. Prior to 1999, ARRCO existed as a number of smaller pension systems with varying contribution rates, cost of a pension point, and reference salaries. In [Table 13](#) we provide approximate values based on “Practical operating parameters since creation Arrco for mandatory operations (1962-1999)” ([Institute of Public Policy, 2021](#)) and historical reference wages ([AGIRC-ARRCO, 2020](#)). For a more complete account of these values by pension fund prior to 1999, see AGIRC-ARRCO (2020).

Adjustments for starting benefits before SRA (Early claiming or retirement)

- **Are benefits reduced for starting benefits before SRA?** Answer: Yes
- **Is so, what is the earliest eligibility?**

Varies by benefit system —

[CNAV](#)

Age 60 with insufficient contribution quarters for full benefits (potentially earlier for persons entering the workforce before age 18 or are disabled)

[ARRCO and AGIRC](#)

Age 55

- **Adjustment formula**

Varies by benefit system —

[CNAV](#)

Early benefit claiming is allowed up to five years before the full benefit eligibility age ([Eligibility Track 1](#)). The pension is paid at a full rate if the required number of contribution quarters is met ([Eligibility Track 2](#)). If the required contribution quarters are not met, the pension benefit is proportionally reduced according to the number of missing quarters of coverage (see [Formula 7](#) and [Table 20](#) for reduction rates by birth year).

[ARRCO and AGIRC](#)

Early benefit claiming is allowed up to ten years before the CNAV full benefit eligibility age ([CNAV Eligibility Track 1](#)). The ARRCO/AGIRC pension is paid at a full rate if the required number of contribution quarters for CNAV is met ([CNAV Eligibility Track 2](#)). The ARRCO/AGIRC benefit reduction is 4% per year for the first 3 years, 5% per year for the next 2 years, and 7% per year for the next 5 years (see [Formula 4](#)).

Adjustments for starting benefits after SRA (Delayed claiming or retirement)

- **Are benefits increased for starting benefits after SRA?** Answer: Varies by benefit system —

[CNAV](#)

Yes

[ARRCO and AGIRC](#)

No

- **If so, what is the latest claiming age where benefits are adjusted?** Answer: No maximum

Note: An individual can reach full benefit eligibility age but has not have accrued the required length of insurance for entitlement to a full pension (all basic schemes combined). They can increase their length of insurance by delaying claiming beyond that age (whether or not they continue to work).

- **Adjustment formula**

Varies by benefit system —

[CNAV](#)

When people work after reaching full benefit eligibility (see *Eligibility* section), their benefits may be increased if they delay claiming their CNAV benefit. How benefits increase depends on whether the worker reached the qualifying contributory quarters for a full pension and their current age relative to the full-benefit age without the qualifying quarters (i.e., the age requirement in [Eligibility Track 1](#); see [Table 17](#) for applicable age based on year and individual's birth year):

- *Work after reaching qualifying contributory quarters:* Each additional quarter subject to contributions increases the benefit under CNAV by a fixed percentage per quarter (rates may differ based on when quarters were earned, policy in place at the time they were earning and the worker's age).
- *Work after reaching full-benefit age but before reaching qualifying contribution quarters:* Each additional quarter after the full-benefit age adds an additional 2.5% to the contribution history (e.g., if a worker has 100 quarters at age 65, their full-benefit age and they continue to work four more quarters, then their revised contribution history is $100 + 2.5\% \times 4 \times 100 = 110$).

See [Formula 8](#) for computational details and [Table 21](#) for rates by category, year earned and policy year.

[ARRCO and AGIRC](#)

None during this time period.

Adjustments for starting benefits and continuing to work (Earnings Test)

- **Are benefits reduced or eliminated while working?** Answer: Yes

Note: A pensioner can begin a new gainful activity immediately after receiving the pension but must wait six months before resuming the same gainful activity undertaken before retirement.

- **Adjustment formula**

Varies by benefit system —

[CNAV](#)

If the insured continues to work after claiming their CNAV benefit, their CNAV benefits may be reduced if benefits were started before qualification for their full benefit (see *Eligibility* section). Benefits are reduced by the earnings and pension income in excess of 160% the minimum monthly wage (see [Table 16](#)) or their average earnings in 3 months prior to retirement. See [Formula 5](#) for computational details.

[ARRCO](#) and [AGIRC](#)

Similar rules to CNAV except instead of the pre-retirement earnings being based on the average earnings in the 3 months prior to retirement it is the last working salary (indexed to present day income) or average indexed earnings over the 10 years prior to retirement.

- **If benefits are reduced while working, does it effect future benefits?** Answer: No

Chapter 4: Policy enacted 2010-2013

Policy change in 2010

Law 2010-1330, passed on November 9, 2010, introduced the following reforms:

- Gradual increase of the minimum pension age from age 60 to 62 and the full benefit age from 65 to 67 depending on the birth year, for persons born after June 1951
- Increases in contribution quarter and age requirements for the long career eligibility track (known as the “dispositif pour carrière longue”)
- Increased contribution rates for public sector employees

Additionally, starting in 2012, the minimum pension benefit is reduced if total pension benefits exceed a maximum value.

Overview

In the private sector, there are two mandatory old-age benefit tiers:

- Tier 1 is Caisse nationale d'assurance vieillesse (CNAV), the earnings-related, defined-benefit public pension for private employees in manufacturing and services. CNAV also guarantees a minimum pension benefit (minimum contributif) for low-income pensioners.
- Tier 2 is composed of mandatory occupational schemes. These include Association des Régimes de Retraites Complémentaires (ARRCO) and l'Association Générale des Institutions de Retraite des Cadres (AGIRC). ARRCO offers benefits to all private sector workers below the social security threshold, and only to blue collar workers above the threshold. AGIRC covers only executives or managerial workers, for earnings above the social security threshold. Both AGIRC and ARRCO are point-based pay-as-you-go systems.

In the public sector,

- Non-permanent staff are affiliated with CNAV for tier 1 and Institut de Retraite Complémentaire des Agents Non Titulaires de l'État et des Collectivités Publiques (IRCANTEC) for tier 2.
- Permanent staff of the central government are covered by the general budget. Before 2009, there was no specific scheme, but since 2009 it has been known as the Service de Retraite de l'État (SRE). The rules are known as “Pensions civiles et militaires”, in reference to the law of 1853 instituting pensions for civil servants and military personnel.
- Permanent staff of local authorities and public hospitals are covered by Caisse Nationale de Retraite des Agents des Collectivités Locales (CNRACL), which is a national pension fund for local government employees.
- Furthermore, state employees contribute to a complimentary scheme (RAFP) since 2005, which is a mandatory points-based scheme created for civil servants.

In addition, there are supplementary and voluntary, funded schemes, including:

- Voluntary private collective pension provision (Plan d'Épargne pour la Retraite Collectif), which was introduced in 2006. These are company plans that enable employees to get tax credits when they contribute to these funds.
- Voluntary private individual pension provision (Plan d'Épargne Retraite Populaire), which was created in 2004. 10% of annual income may be invested tax-free in these individual funds.

This chapter primarily focuses on mandatory old-age benefit systems of private sector employees. It also includes historical information on contribution rates for mandatory old-age benefit systems of public sector employees.

Contributions

• Employee contribution rate

Contribution rates are based on a percent of earnings. They may differ based on level of earnings relative to the Social Security threshold (Plafond de la Sécurité Sociale, PSS). See [Table 1](#).

- **CNAV:** 6.65% in 2011 and increasing to 6.75% in 2012 below the PSS and 0.10% above the PSS. See [Table 2](#) for details by year.
- **ARRCO:** 3.00% in 2011 below the PSS (Tranche 1) and 8.00% for 1 to 8 times the PSS (Tranche 2). See [Table 3](#) for details by year.
- **AGIRC:** 7.70% in 2011 for 1 to 8 times the PSS (Tranches B and C). See [Table 3](#) for details by year.
- **Central government employees:** 8.12% in 2011 and gradually increasing to 8.76% by 2013. See [Table 4](#) for details by year.

- **CNRA**: 8.12% in 2011 and gradually increasing to 8.76% by 2013. See [Table 4](#) for details by year.
- **IRCA**: 2.275% in 2011 and gradually increasing to 2.45% by 2013 below the PSS (Tranche A) and 6.00% in 2011 and gradually increasing to 6.225% by 2013 for 1 to 8 times the PSS (Tranche B). See [Table 4](#) for details by year.

- **Employer contribution rate**

Contribution rates are based on a percent of earnings. They may differ based on level of earnings relative to the Social Security threshold (Plafond de la Sécurité Sociale, PSS). See [Table 1](#).

- **CNAV**: 8.30% in 2011 but rising to 8.40% in 2012 below the PSS and 1.60% above the PSS. See [Table 5](#) for details by year.
- **ARRCO**: 4.50% in 2011 below the PSS (Tranche 1) and 12.00% for 1 to 8 times the PSS (Tranche 2). See [Table 6](#) for details by year.
- **AGIRC**: 12.60% in 2011 for 1 to 8 times the PSS (Tranches B and C). See [Table 6](#) for details by year.
- **Central government employees**: 65.39% in 2011 and rose gradually to 74.28% in 2013. See [Table 7](#) for details by year.
- **CNRA**: 27.30% in 2011 and increasing to 28.85% in 2013. See [Table 8](#) for details by year.
- **IRCA**: 3.4125% in 2011 but gradually increasing to 3.675% below the PSS (Tranche A) and 11.60% in 2011 but gradually increasing to 11.825% for 1 to 8 times the PSS (Tranche B). See [Table 8](#) for details by year.

- **Self-employed contribution rate**

Not available (applicable systems are not covered in this document)

Note: The statutory pension schemes for traders and artisans are aligned with the general employee scheme in the statutory pension. Liberal professions belong to a separate pension scheme (Caisse National d'Assurance Vieillesse des Professions Libérales). Self-employed people, like employees, also benefit from occupational retirement schemes for different self-employed categories.

Eligibility

Age requirements to start benefits without penalty

- **Statutory retirement age (SRA)**

Age 60 for persons born before July 1951 and gradually increasing to age 62 for persons born on or after 1955 with the minimum number of contributions to **CNAV**. Otherwise age 65 for persons born before July 1951 and gradually increasing to age 67 for persons born on or after 1955.

- **Does SRA vary by birth year?** Answer: Yes
- **Does SRA vary by sex?** Answer: No
- **Details by birth year:** See [Table 22](#) and [Table 23](#) for age requirements by birth year and effective dates depending on contribution years.

Contribution requirements to be eligible to receive benefit

Eligibility criteria vary by benefit system —

CNAV

There are two common **eligibility tracks** for full benefits and a number of less common eligibility tracks. Each eligibility track has its own contribution and eligibility age requirements. For CNAV, a contribution quarter is earned after contributing a fixed amount corresponding to 200 hours at the minimum wage (see [Table 9](#) for contribution rates by year). In several French old-age benefit systems, particularly the public sector systems, quarters correspond to periods actually worked. This distinction is particularly important for part-year workers. To claim CNAV, a worker must stop work with their "pre-retirement" firm for at least six months.

Eligibility Track 1: Age only

- Age requirements: Age 65 for persons born before July 1951 and gradually increasing to age 67 for persons born on or after 1955 (see [Table 22](#) for age requirements by birth year and effective dates).
- Contribution requirements: 1 contribution quarter

Eligibility Track 2: Age and experience

- Age 60 for persons born before July 1951 and gradually increasing to age 62 for persons born on or after 1955 (see [Table 23](#) for age requirements by birth year and effective dates).
- Contribution requirements: 150 contribution quarters for workers born before 1934 and gradually rising to 166 quarters for workers born on or after 1955. Further revisions are made for more recent birth cohorts based on changes in mortality. See [Table 17](#) for required contribution quarters by birth year and when they become effective.

Other Eligibility Tracks for Full Benefits

- Long career option (Dispositif pour carrière longue)

- For those starting work before age 16, up to 2 years before the age requirement with 8 more quarters than required in eligibility track 2 (e.g., age 58 with 174 quarters of coverage if born in 1955 and entered workforce before age 18)
- Disability: Five years younger than the age requirement for eligibility track 2 provided the claimant is a worker with a permanent disability percentage of at least 50% with at least 1 contribution quarter
- Working mothers: Same as the age requirement for eligibility track 2 provided the claimant is a working mothers with three or more children that contributed for 30 years and worked 5 of the last 15 years before retirement
- War veterans and victims: Same as the age requirement for eligibility track 2 with at least 1 contribution quarter

[ARRCO and AGIRC](#)

These mandatory occupational pension systems are point-based: each year, an individual's contributions are converted to retirement pension points and added to the worker's account. There is no minimum duration of contributions to receive benefits. The mandatory occupation pension is awarded at the full rate to individuals who qualify for the full CNAV pension (see CNAV eligibility tracks 1 and 2) or age 65 for persons born before July 1951 and gradually increasing to age 67 for persons born on or after 1955 (see [Table 23](#) for age requirements by birth year and effective dates).

Alternative eligibility requirements that permit starting benefits early, but with a penalty

- **Can an individual start benefits before SRA?** Answer: Yes
- **Earliest eligibility**

Varies by benefit system —

[CNAV](#)

Age 60 for persons born before July 1951 and gradually increasing to age 62 for persons born on or after 1955 with insufficient contribution quarters for full benefits (potentially earlier for persons entering the workforce before age 18 or are disabled)

[ARRCO and AGIRC](#)

Age 55 for persons born before July 1951 and gradually increasing to age 57 for persons born on or after 1955. Corresponds with 5 years before early CNAV eligibility.

- **See the subsection *Adjustments for starting benefits before SRA (Early claiming or retirement)* within the *Benefits* section for details on the penalty applied for claiming at earliest eligibility.**

Benefits

To receive a benefit, **does an individual have to claim it?** Answer: Yes

Payment type

- **Payment options (i.e., Annuity, cash balance, or lump sum):** Annuitable

Factors effecting computation of benefit entitlement

- **Does the formula for computing benefit entitlement differ by birth year?** Answer: Yes
- **Is the formula for computing benefit entitlement [progressive](#)?** Answer: Yes
- **Does the benefit entitlement depend on the individual's own contribution/work history?** Answer: Yes
- **Does the benefit entitlement depend on [national income](#)?** Answer: No
- **Does an individual receive credits for military service (above any credits normally received for employment)?** Answer: No
- **Does an individual receive credits for number of children?** Answer: Yes

Note: In France, the insurance period for working mothers is increased per child and for periods of childcare.

- For pensions that started before 2004, the woman's insurance period is increased by 2 years per child, if the woman (or her partner) was responsible for the dependent child for at least 9 years before his/her 16th birthday. Parents of disabled children can be credited with 2 years.
- For pensions that started during or after 2004, a woman's insurance period is increased by 1 quarter for every year spent caring for a child (up to a maximum of 8 quarters per child).
- **Does an individual receive credits for unemployment?** Answer: Yes and it varies by benefit system —

[CNAV](#)

- When unemployment benefits are not received, each period of involuntary unemployment is credited towards the state pension, with a limit of one year for people experiencing unemployment before age 55 and a limit of five years for people experiencing unemployment after age 55.

- When unemployment benefits are received each completed 50 days attributes one quarter of contributions, with a maximum of four quarters per year. These periods do not enter into the calculation of the average reference wage based on the 10 best years of earnings and therefore not into the pension calculation.
- There is also a credit for the first period of unemployment without unemployment payments to a maximum of one year (one year and a half for unemployment periods at the beginning of the working life). Subsequent periods of involuntary unemployment without unemployment payments are credited to a maximum of one year only if this follows a period of unemployment with unemployment benefits.

ARRCO and AGIRC

- In the mandatory occupational plans, periods of unemployment enable accumulation of pension points if the person had contributed to one of these plans before the beginning of unemployment. These points are calculated according to a “daily reference wage” which is the last wage (on a year basis) divided by 365.

• **Are future benefit entitlements adjusted for cost of living?** Answer: Yes

• **If so, what measure is used for adjustment?**

Annual adjustment of pension for changes in the cost of living

Benefit formula for claiming at SRA

Varies by benefit system —

CNAV

The maximum benefit for CNAV is 50% of the insured’s reference earnings. The insured reference earnings are computed based on annual earning up to a maximum threshold (see [Table 1](#)) which reflect the best 10-25 years of earnings indexed to the year of retirement depending on birth year. A 10% supplement is paid to persons who raised at least three children.

There is also a guaranteed minimum benefit to retirees who are entitled to a full pension. If an individual’s pension rights fall below this minimum, their pension is brought up to the minimum (known as “minimum contributif”). Starting in 2012, the minimum pension benefit is reduced if total pension benefits exceed a maximum value.

[Formula 6](#) provides details on how the benefit is computed if eligible for a full benefit before 2012 and [Formula 9](#) provides details on how the benefit is computed if eligible for a full benefit from 2012 with the cap on the guaranteed minimum benefit. See [Eligibility](#) section for eligibility conditions.

For detailed reference tables used in the calculation of benefits, see:

- [Table 1](#) for maximum monthly earnings for benefit calculation by year
- [Table 10](#) for revaluation of past earnings and benefits after claiming by year
- [Table 18](#) for the number of years used in computed reference earnings by birth year
- [Table 11](#) for maximum number of quarters taken into account for prorating based on policy and birth year
- [Table 19](#) for the guaranteed minimum benefit by year

ARRCO and AGIRC

The amount depends on the number of points accrued during the insured person’s career multiplied by the value of a point when the insured person retires. Each year, the number of points earned is the value of contributions divided by the cost of a pension point (known as a reference salary). At retirement, the accumulated number of points is converted into a pension benefit by multiplying them by the value of a pension point. Updating the cost and value of pension points is agreed between the social partners and is typically done on an annual basis (see [Table 13](#) for pension point values and reference salaries for ARRCO and [Table 14](#) AGIRC values). A supplement is paid to persons who raised children or have dependent children (see [Table 15](#) for supplement rates). See [Formula 2](#) for how the benefit is computed if claimed at eligibility for full benefits.

Note: ARRCO was not formed into a single system until 1999. Prior to 1999, ARRCO existed as a number of smaller pension systems with varying contribution rates, cost of a pension point, and reference salaries. In [Table 13](#) we provide approximate values based on “Practical operating parameters since creation Arrco for mandatory operations (1962-1999)” ([Institute of Public Policy, 2021](#)) and historical reference wages ([AGIRC-ARRCO, 2020](#)). For a more complete account of these values by pension fund prior to 1999, see AGIRC-ARRCO (2020).

Adjustments for starting benefits before SRA (Early claiming or retirement)

• **Are benefits reduced for starting benefits before SRA?** Answer: Yes

• **Is so, what is the earliest eligibility?**

Varies by benefit system —

[CNAV](#)

Age 60 for persons born before July 1951 and gradually increasing to age 62 for persons born on or after 1955 with insufficient contribution quarters for full benefits (potentially earlier for persons entering the workforce before age 18 or are disabled)

[ARRCO and AGIRC](#)

Age 55 for persons born before July 1951 and gradually increasing to age 57 for persons born on or after 1955. Corresponds with 5 years before early CNAV eligibility.

- **Adjustment formula**

Varies by benefit system —

[CNAV](#)

Early benefit claiming is allowed up to five years before the full benefit eligibility age ([Eligibility Track 1](#)). The pension is paid at a full rate if the required number of contribution quarters is met ([Eligibility Track 2](#)). If the required contribution quarters are not met, the pension benefit is proportionally reduced according to the number of missing quarters of coverage (see [Formula 7](#) and [Table 20](#) for reduction rates by birth year).

[ARRCO and AGIRC](#)

Early benefit claiming is allowed up to ten years before the CNAV full benefit eligibility age (CNAV [Eligibility Track 1](#)). The ARRCO/AGIRC pension is paid at a full rate if the required number of contribution quarters for CNAV is met (CNAV [Eligibility Track 2](#)). The ARRCO/AGIRC benefit reduction is 4% per year for the first 3 years, 5% per year for the next 2 years, and 7% per year for the next 5 years (see [Formula 4](#)).

Adjustments for starting benefits after SRA (Delayed claiming or retirement)

- **Are benefits increased for starting benefits after SRA?** Answer: Varies by benefit system —

[CNAV](#)

Yes

[ARRCO and AGIRC](#)

No

- **If so, what is the latest claiming age where benefits are adjusted?** Answer: No maximum

Note: An individual can reach full benefit eligibility age but has not have accrued the required length of insurance for entitlement to a full pension (all basic schemes combined). They can increase their length of insurance by delaying claiming beyond that age (whether or not they continue to work).

- **Adjustment formula**

Varies by benefit system —

[CNAV](#)

When people work after reaching full benefit eligibility (see *Eligibility* section), their benefits may be increased if they delay claiming their CNAV benefit. How benefits increase depends on whether the worker reached the qualifying contributory quarters for a full pension and their current age relative to the full-benefit age without the qualifying quarters (i.e., the age requirement in [Eligibility Track 1](#); see [Table 17](#) for applicable age based on year and individual's birth year):

- *Work after reaching qualifying contributory quarters:* Each additional quarter subject to contributions increases the benefit under CNAV by a fixed percentage per quarter (rates may differ based on when quarters were earned, policy in place at the time they were earning and the worker's age).
- *Work after reaching full-benefit age but before reaching qualifying contribution quarters:* Each additional quarter after the full-benefit age adds an additional 2.5% to the contribution history (e.g., if a worker has 100 quarters at age 65, their full-benefit age and they continue to work four more quarters, then their revised contribution history is $100 + 2.5\% \times 4 \times 100 = 110$).

See [Formula 8](#) for computational details and [Table 21](#) for rates by category, year earned and policy year.

[ARRCO and AGIRC](#)

None during this time period.

Adjustments for starting benefits and continuing to work (Earnings Test)

- **Are benefits reduced or eliminated while working?** Answer: Yes

Note: A pensioner can begin a new gainful activity immediately after receiving the pension but must wait six months before resuming the same gainful activity undertaken before retirement.

- **Adjustment formula**

Varies by benefit system —

[CNAV](#)

If the insured continues to work after claiming their CNAV benefit, their CNAV benefits may be reduced if benefits were started before qualification for their full benefit (see *Eligibility* section). Benefits are reduced by the earnings and pension income in excess of 160% the minimum monthly wage (see [Table 16](#)) or their average earnings in 3 months prior to retirement. See [Formula 5](#) for computational details.

[ARRCO](#) and [AGIRC](#)

Similar rules to CNAV except instead of the pre-retirement earnings being based on the average earnings in the 3 months prior to retirement it is the last working salary (indexed to present day income) or average indexed earnings over the 10 years prior to retirement.

- **If benefits are reduced while working, does it effect future benefits?** Answer: No

Chapter 5: Policy enacted 2014-2022

Policy change in 2014

Law 2014-40, passed on January 20, 2014, introduced the following reforms:

- The number of contribution quarters required for a full pension was gradually increased from 166 quarters for persons born in 1955 to 172 quarters for persons born from 1973
- Increase in contribution rates

Additionally during this period, ARRCO and AGIRC's social partners reached a reform agreement on October 30, 2015 that:

- Merged the ARRCO and AGIRC plans on January 1, 2019
- Established a temporary 10% reduction in benefits lasting 3 years for workers born on or after 1957 and that claim at the age which they become eligible for full CNAV benefit - the reduction can be avoided if the worker delays the start of their benefits by one year
- Established an incentive for employees to delay their retirement

Overview

In the private sector, there are two mandatory old-age benefit tiers:

- Tier 1 is Caisse nationale d'assurance vieillesse (CNAV), the earnings-related, defined-benefit public pension for private employees in manufacturing and services. CNAV also guarantees a minimum pension benefit (minimum contributif) for low-income pensioners.
- Tier 2 is composed of mandatory occupational schemes. These include Association des Régimes de Retraites Complémentaires (ARRCO) and l'Association Générale des Institutions de Retraite des Cadres (AGIRC). ARRCO offers benefits to all private sector workers below the social security threshold, and only to blue collar workers above the threshold. AGIRC covers only executives or managerial workers, for earnings above the social security threshold. Both AGIRC and ARRCO are point-based pay-as-you-go systems.

In the public sector,

- Non-permanent staff are affiliated with CNAV for tier 1 and Institut de Retraite Complémentaire des Agents Non Titulaires de l'État et des Collectivités Publiques (IRCANTEC) for tier 2.
- Permanent staff of the central government are covered by the general budget. Before 2009, there was no specific scheme, but since 2009 it has been known as the Service de Retraite de l'État (SRE). The rules are known as "Pensions civiles et militaires", in reference to the law of 1853 instituting pensions for civil servants and military personnel.
- Permanent staff of local authorities and public hospitals are covered by Caisse Nationale de Retraite des Agents des Collectivités Locales (CNRACL), which is a national pension fund for local government employees.
- Furthermore, state employees contribute to a complimentary scheme (RAFP) since 2005, which is a mandatory points-based scheme created for civil servants.

In addition, there are supplementary and voluntary, funded schemes, including:

- Voluntary private collective pension provision (Plan d'Épargne pour la Retraite Collectif), which was introduced in 2006. These are company plans that enable employees to get tax credits when they contribute to these funds.
- Voluntary private individual pension provision (Plan d'Épargne Retraite Populaire), which was created in 2004. 10% of annual income may be invested tax-free in these individual funds.

This chapter primarily focuses on mandatory old-age benefit systems of private sector employees. It also includes historical information on contribution rates for mandatory old-age benefit systems of public sector employees.

Contributions

Employee contribution rate

Contribution rates are based on a percent of earnings. They may differ based on level of earnings relative to the Social Security threshold (Plafond de la Sécurité Sociale, PSS). See [Table 1](#).

- **CNAV**: 6.80% in 2014 but gradually increasing to 6.90% by 2016 below the PSS and 0.25% in 2014 but gradually increasing to 0.40% in 2017 above the PSS. See [Table 2](#) for details by year.
- **ARRCO**: 3.05% in 2014 but gradually increasing to 3.15% by 2019 below the PSS (Tranche 1) and 8.05% in 2014 but gradually increasing to 8.64% by 2019 for 1 to 8 times the PSS (Tranche 2). See [Table 3](#) for details by year.

- **AGIRC**: 7.75% in 2014 but gradually increasing to 8.64% by 2019 for 1 to 8 times the PSS (Tranches B and C). See [Table 3](#) for details by year.
- **Central government employees**: 9.14% in 2014 but gradually increasing to 11.10% by 2020. See [Table 4](#) for details by year.
- **CNRA**: 9.14% in 2014 but gradually increasing to 11.10% by 2020. See [Table 4](#) for details by year.
- **IRCANTEC**: 2.535% in 2014 but gradually increasing to 2.80% by 2017 below the PSS (Tranche A) and 6.375% in 2014 but gradually increasing to 6.95% by 2017 for 1 to 8 times the PSS (Tranche B). See [Table 4](#) for details by year.

• **Employer contribution rate**

Contribution rates are based on a percent of earnings. They may differ based on level of earnings relative to the Social Security threshold (Plafond de la Sécurité Sociale, PSS). See [Table 1](#).

- **CNAV**: 8.45% in 2014 but gradually rising to 8.55% by 2016 below the PSS, 1.75% in 2014 but gradually rising to 1.90% by 2017 above the PSS. See [Table 5](#) for details by year.
- **ARRCO**: 4.575% in 2014 but gradually rising to 4.72% by 2019 below the PSS (Tranche 1) and 12.00% in 2014 but gradually rising to 12.95% by 2019 for 1 to 8 times the PSS (Tranche 2). See [Table 6](#) for details by year.
- **AGIRC**: 12.68% in 2014 but gradually rising to 12.95% by 2019 for 1 to 8 times the PSS (Tranches B and C). See [Table 6](#) for details by year.
- **Central government employees**: 74.28% in 2014
- **CNRA**: 30.40% in 2014 but gradually increasing to 30.65% in 2017. See [Table 8](#) for details by year.
- **IRCANTEC**: 3.8025% in 2014 but gradually increasing to 4.20% below the PSS (Tranche A) and 11.975% in 2014 but gradually increasing to 12.55% for 1 to 8 times the PSS (Tranche B). See [Table 8](#) for details by year.

• **Self-employed contribution rate**

Not available (applicable systems are not covered in this document)

Note: The statutory pension schemes for traders and artisans are aligned with the general employee scheme in the statutory pension. Liberal professions belong to a separate pension scheme (Caisse National d'Assurance Vieillesse des Professions Libérales). Self-employed people, like employees, also benefit from occupational retirement schemes for different self-employed categories.

Eligibility

Age requirements to start benefits without penalty

• **Statutory retirement age (SRA)**

Age 60 for persons born before July 1951 and gradually increasing to age 62 for persons born on or after 1955 with the minimum number of contributions to **CNAV**. Otherwise age 65 for persons born before July 1951 and gradually increasing to age 67 for persons born on or after 1955.

- **Does SRA vary by birth year?** Answer: Yes
- **Does SRA vary by sex?** Answer: No
- **Details by birth year:** See [Table 22](#) and [Table 23](#) for age requirements by birth year and effective dates depending on contribution years.

Contribution requirements to be eligible to receive benefit

Eligibility criteria vary by benefit system —

CNAV

There are two common **eligibility tracks** for full benefits and a number of less common eligibility tracks. Each eligibility track has its own contribution and eligibility age requirements. For CNAV, a contribution quarter is earned after contributing a fixed amount corresponding to 150 (previously, 200 prior to 2014) at the minimum wage (see [Table 9](#) for contribution rates by year). In several French old-age benefit systems, particularly the public sector systems, quarters correspond to periods actually worked. This distinction is particularly important for part-year workers. To claim CNAV, a worker must stop work with their “pre-retirement” firm for at least six months.

Eligibility Track 1: Age only

- Age requirements: Age 65 for persons born before July 1951 and gradually increasing to age 67 for persons born on or after 1955 (see [Table 22](#) for age requirements by birth year and effective dates).
- Contribution requirements: 1 contribution quarter

Eligibility Track 2: Age and experience

- Age requirements: Age 60 for persons born before July 1951 and gradually increasing to age 62 for persons born on or after 1955 (see [Table 23](#) for age requirements by birth year and effective dates).

- Contribution requirements: 150 contribution quarters for workers born before 1934 and gradually rising to 172 quarters for workers born on or after 1973. Further revisions are made for more recent birth cohorts based on changes in mortality. See [Table 17](#) for required contribution quarters by birth year and when they become effective.

Other Eligibility Tracks for Full Benefits

- Long career option (Dispositif pour carrière longue)
 - For those starting work before age 16, up to 2 years before the age requirement with 8 more quarters than required in eligibility track 2 (e.g., age 58 with 174 quarters of coverage if born in 1955 and entered workforce before age 18)
- Disability: Five years younger than the age requirement for eligibility track 2 provided the claimant is a worker with a permanent disability percentage of at least 50% with at least 1 contribution quarter
- Working mothers: Same as the age requirement for eligibility track 2 provided the claimant is a working mothers with three or more children that contributed for 30 years and worked 5 of the last 15 years before retirement
- War veterans and victims: Same as the age requirement for eligibility track 2 with at least 1 contribution quarter

[ARRCO](#) and [AGIRC](#)

These mandatory occupational pension systems are point-based: each year, an individual's contributions are converted to retirement pension points and added to the worker's account. There is no minimum duration of contributions to receive benefits. The mandatory occupation pension is awarded at the full rate to individuals who qualify for the full CNAV pension (see CNAV eligibility tracks 1 and 2) or age 65 for persons born before July 1951 and gradually increasing to age 67 for persons born on or after 1955 (see [Table 23](#) for age requirements by birth year and effective dates).

Alternative eligibility requirements that permit starting benefits early, but with a penalty

- **Can an individual start benefits before SRA?** Answer: Yes
- **Earliest eligibility**

Varies by benefit system —

[CNAV](#)

Age 60 for persons born before July 1951 and gradually increasing to age 62 for persons born on or after 1955 with insufficient contribution quarters for full benefits (potentially earlier for persons entering the workforce before age 18 or are disabled)

[ARRCO](#) and [AGIRC](#)

Age 55 for persons born before July 1951 and gradually increasing to age 57 for persons born on or after 1955. Corresponds with 5 years before early CNAV eligibility.

- **See the subsection *Adjustments for starting benefits before SRA (Early claiming or retirement)* within the *Benefits* section for details on the penalty applied for claiming at earliest eligibility.**

Benefits

To receive a benefit, **does an individual have to claim it?** Answer: Yes

Payment type

- **Payment options (i.e., Annuity, cash balance, or lump sum):** Annuitable

Factors effecting computation of benefit entitlement

- **Does the formula for computing benefit entitlement differ by birth year?** Answer: Yes
- **Is the formula for computing benefit entitlement [progressive](#)?** Answer: Yes
- **Does the benefit entitlement depend on the individual's own contribution/work history?** Answer: Yes
- **Does the benefit entitlement depend on [national income](#)?** Answer: No
- **Does an individual receive credits for military service (above any credits normally received for employment)?** Answer: No
- **Does an individual receive credits for number of children?** Answer: Yes

Note: In France, the insurance period for working mothers is increased per child and for periods of childcare.

- For pensions that started before 2004, the woman's insurance period is increased by 2 years per child, if the woman (or her partner) was responsible for the dependent child for at least 9 years before his/her 16th birthday. Parents of disabled children can be credited with 2 years.
- For pensions that started during or after 2004, a woman's insurance period is increased by 1 quarter for every year spent caring for a child (up to a maximum of 8 quarters per child).

- **Does an individual receive credits for unemployment?** Answer: Yes and it varies by benefit system —

CNAV

- When unemployment benefits are not received, each period of involuntary unemployment is credited towards the state pension, with a limit of one year for people experiencing unemployment before age 55 and a limit of five years for people experiencing unemployment after age 55.
- When unemployment benefits are received each completed 50 days attributes one quarter of contributions, with a maximum of four quarters per year. These periods do not enter into the calculation of the average reference wage based on the 10 best years of earnings and therefore not into the pension calculation.
- There is also a credit for the first period of unemployment without unemployment payments to a maximum of one year (one year and a half for unemployment periods at the beginning of the working life). Subsequent periods of involuntary unemployment without unemployment payments are credited to a maximum of one year only if this follows a period of unemployment with unemployment benefits.

ARRCO and AGIRC

- In the mandatory occupational plans, periods of unemployment enable accumulation of pension points if the person had contributed to one of these plans before the beginning of unemployment. These points are calculated according to a “daily reference wage” which is the last wage (on a year basis) divided by 365.

- **Are future benefit entitlements adjusted for cost of living?** Answer: Yes
- **If so, what measure is used for adjustment?**
Annual adjustment of pension for changes in the cost of living

Benefit formula for claiming at SRA

Varies by benefit system —

CNAV

The maximum benefit for CNAV is 50% of the insured's reference earnings. The insured reference earnings are computed based on annual earning up to a maximum threshold (see [Table 1](#)) which reflect the best 10-25 years of earnings indexed to the year of retirement depending on birth year. A 10% supplement is paid to persons who raised at least three children.

There is also a guaranteed minimum benefit to retirees who are entitled to a full pension. If an individual's pension rights fall below this minimum, their pension is brought up to the minimum (known as “minimum contributif”). Starting in 2012, the minimum pension benefit is reduced if total pension benefits exceed a maximum value.

[Formula 9](#) provides details on how the benefit is computed if eligible for a full benefit. See *Eligibility* section for eligibility conditions.

For detailed reference tables used in the calculation of benefits, see:

- [Table 1](#) for maximum monthly earnings for benefit calculation by year
- [Table 10](#) for revaluation of past earnings and benefits after claiming by year
- [Table 18](#) for the number of years used in computed reference earnings by birth year
- [Table 11](#) for maximum number of quarters taken into account for prorating based on policy and birth year
- [Table 19](#) for the guaranteed minimum benefit by year

ARRCO and AGIRC

The amount depends on the number of points accrued during the insured person's career multiplied by the value of a point when the insured person retires. Each year, the number of points earned is the value of contributions divided by the cost of a pension point (known as a reference salary). At retirement, the accumulated number of points is converted into a pension benefit by multiplying them by the value of a pension point. Updating the cost and value of pension points is agreed between the social partners and is typically done on an annual basis (see [Table 13](#) for pension point values and reference salaries for ARRCO and [Table 14](#) AGIRC values). A supplement is paid to persons who raised children or have dependent children (see [Table 15](#) for supplement rates). See [Formula 2](#) for how the benefit is computed if claimed at eligibility for full benefits before 2019 and [Formula 10](#) for benefits starting on or after 2019.

Notes

1. From 2015, there is a temporary 10% reduction in benefits lasting 3 years for workers born on or after 1957 and that claim at the age which they become eligible for full CNAV benefit - the reduction can be avoided if the worker delays the start of their benefits by one year

2. ARRCO was not formed into a single system until 1999. Prior to 1999, ARRCO existed as a number of smaller pension systems with varying contribution rates, cost of a pension point, and reference salaries. In [Table 13](#) we provide approximate values based on "Practical operating parameters since creation Arrco for mandatory operations (1962-1999)" ([Institute of Public Policy, 2021](#)) and historical reference wages ([AGIRC-ARRCO, 2020](#)). For a more complete account of these values by pension fund prior to 1999, see AGIRC-ARRCO (2020).

Adjustments for starting benefits before SRA (Early claiming or retirement)

- **Are benefits reduced for starting benefits before SRA?** Answer: Yes

- **Is so, what is the earliest eligibility?**

Varies by benefit system —

[CNAV](#)

Age 60 for persons born before July 1951 and gradually increasing to age 62 for persons born on or after 1955 with insufficient contribution quarters for full benefits (potentially earlier for persons entering the workforce before age 18 or are disabled)

[ARRCO and AGIRC](#)

Age 55 for persons born before July 1951 and gradually increasing to age 57 for persons born on or after 1955. Corresponds with 5 years before early CNAV eligibility.

- **Adjustment formula**

Varies by benefit system —

[CNAV](#)

Early benefit claiming is allowed up to five years before the full benefit eligibility age ([Eligibility Track 1](#)). The pension is paid at a full rate if the required number of contribution quarters is met ([Eligibility Track 2](#)). If the required contribution quarters are not met, the pension benefit is proportionally reduced according to the number of missing quarters of coverage (see [Formula 7](#) and [Table 20](#) for reduction rates by birth year).

[ARRCO and AGIRC](#)

Early benefit claiming is allowed up to ten years before the CNAV full benefit eligibility age ([CNAV Eligibility Track 1](#)). The ARRCO/AGIRC pension is paid at a full rate if the required number of contribution quarters for CNAV is met ([CNAV Eligibility Track 2](#)). The ARRCO/AGIRC benefit reduction is 4% per year for the first 3 years, 5% per year for the next 2 years, and 7% per year for the next 5 years (see [Formula 4](#)).

Adjustments for starting benefits after SRA (Delayed claiming or retirement)

- **Are benefits increased for starting benefits after SRA?** Answer: Varies by benefit system —

[CNAV](#)

Yes

[ARRCO and AGIRC](#)

Yes

- **If so, what is the latest claiming age where benefits are adjusted?** Answer: No maximum

Note: An individual can reach full benefit eligibility age but has not have accrued the required length of insurance for entitlement to a full pension (all basic schemes combined). They can increase their length of insurance by delaying claiming beyond that age (whether or not they continue to work).

- **Adjustment formula**

Varies by benefit system —

[CNAV](#)

When people work after reaching full benefit eligibility (see [Eligibility](#) section), their benefits may be increased if they delay claiming their CNAV benefit. How benefits increase depends on whether the worker reached the qualifying contributory quarters for a full pension and their current age relative to the full-benefit age without the qualifying quarters (i.e., the age requirement in [Eligibility Track 1](#); see [Table 17](#) for applicable age based on year and individual's birth year):

- *Work after reaching qualifying contributory quarters:* Each additional quarter subject to contributions increases the benefit under CNAV by a fixed percentage per quarter (rates may differ based on when quarters were earned, policy in place at the time they were earning and the worker's age).
- *Work after reaching full-benefit age but before reaching qualifying contribution quarters:* Each additional quarter after

the full-benefit age adds an additional 2.5% to the contribution history (e.g., if a worker has 100 quarters at age 65, their full-benefit age and they continue to work four more quarters, then their revised contribution history is $100 + 2.5\% \times 4 \times 100 = 110\%$).

See [Formula 8](#) for computational details and [Table 21](#) for rates by category, year earned and policy year.

[ARRCO and AGIRC](#)

- Before October 30, 2015: there was no adjustment.
- From October 30, 2015: if an individual delays retirement by one year then a temporary 10% reduction in benefits for is eliminated and for each additional year beyond (2 to 4 years delayed) AGIRC and ARRCO benefits are increased 10% per year delayed (up to a maximum 30%). See [Formula 11](#) for computational details.

Adjustments for starting benefits and continuing to work (Earnings Test)

- **Are benefits reduced or eliminated while working?** Answer: Yes

Note: A pensioner can begin a new gainful activity immediately after receiving the pension but must wait six months before resuming the same gainful activity undertaken before retirement.

- **Adjustment formula**

Varies by benefit system —

[CNAV](#)

If the insured continues to work after claiming their CNAV benefit, their CNAV benefits may be reduced if benefits were started before qualification for their full benefit (see *Eligibility* section). Benefits are reduced by the earnings and pension income in excess of 160% the minimum monthly wage (see [Table 16](#)) or their average earnings in 3 months prior to retirement. See [Formula 5](#) for computational details.

[ARRCO and AGIRC](#)

Similar rules to CNAV except instead of the pre-retirement earnings being based on the average earnings in the 3 months prior to retirement it is the last working salary (indexed to present day income) or average indexed earnings over the 10 years prior to retirement.

- **If benefits are reduced while working, does it effect future benefits?** Answer: No

Tables and Formulas

Table 1: Caisse Nationale d'Assurance Vieillesse (CNAV) Maximum Monthly Earnings by Year

Effective Dates	Social Security Threshold (PSS) <i>Monthly</i>	Social Security Threshold (PSS) <i>Annual</i>
2022	3,428 €	41,136 €
2021	3,428	41,136
2020	3,428	41,136
2019	3,377	40,524
2018	3,311	39,732
2017	3,269	39,228
2016	3,218	38,616
2015	3,170	38,040
2014	3,129	37,548
2013	3,086	37,032
2012	3,031	36,372
2011	2,946	35,352
2010	2,885	34,620
2009	2,859	34,308
2008	2,773	33,276
2007	2,682	32,184
2006	2,589	31,068
2005	2,516	30,192
2004	2,476	29,712
2003	2,432	29,184
2002	2,352	28,224
2001	14,950 Francs (F)	179,400 F
2000	14,700	176,400
1999	14,470	173,640
1998	14,090	169,080
1997	13,720	164,640
July - December 1996	13,540	161,220
January - June 1996	13,330	161,220
July - December 1995	13,060	155,940
January - June 1995	12,930	155,940
July - December 1994	12,840	153,120
January - June 1994	12,680	153,120
July - December 1993	12,610	149,820
January - June 1993	12,360	149,820
July - December 1992	12,150	144,120
January - June 1992	11,870	144,120

Source: Barèmes, Salaire plafond, Salaire plafond soumis à cotisations ([Legislation.cnav.fr](https://legislation.cnav.fr), 2022)

Table 2: Employee Contribution Rates by Year for CNAV

Time Periods	CNAV (previously RGVATS) Salary under Social Security Threshold	CNAV (previously RGVATS) Salary above Social Security Threshold
2019 -Present	6.90%	0.40%
2018	6.90	0.40
2017	6.90	0.40
2016	6.90	0.35
2015	6.85	0.30
2014	6.80	0.25
2013	6.75	0.10
2012	6.75	0.10
2011	6.65	0.10
2010	6.65	0.10
2009	6.65	0.10
2008	6.65	0.10
2007	6.65	0.10
2006	6.65	0.10
2005	6.55	0.10
2004	6.55	0.10
2003	6.55	0.00
2002	6.55	0.00
2001	6.55	0.00
2000	6.55	0.00
1999	6.55	0.00
1998	6.55	0.00
1997	6.55	0.00
1996	6.55	0.00
1995	6.55	0.00
1994	6.55	0.00
1993	6.55	0.00
1992	6.55	0.00

Source: Barèmes, Cotisations-salaires, Taux des cotisations de droit commun ([Legislation.cnav.fr](https://legislation.cnav.fr), 2022)

Table 3: Employee Contribution Rates by Year for ARRCO and AGIRC Systems

Time Periods	ARRCO Tranche 1	ARRCO Tranche 2 (hired before 1997)	ARRCO Tranche 2 (hired on or after 1997)	AGIRC Tranche B (hired before 1981) Tranche C (all periods)	AGIRC Tranche B (hired on or after 1981)
2019 -Present	3.15%	8.64%	8.64%	8.64%	8.64%
2018	3.10%	8.10	8.10	7.80	7.80
2017	3.10	8.10	8.10	7.80	7.80
2016	3.10	8.10	8.10	7.80	7.80
2015	3.10	8.10	8.10	7.80	7.80
2014	3.05	8.05	8.05	7.75	7.75
2013	3.00	8.00	8.00	7.70	7.70
2012	3.00	8.00	8.00	7.70	7.70
2011	3.00	8.00	8.00	7.70	7.70
2010	3.00	8.00	8.00	7.70	7.70
2009	3.00	8.00	8.00	7.70	7.70
2008	3.00	8.00	8.00	7.70	7.70
2007	3.00	8.00	8.00	7.70	7.70
2006	3.00	8.00	8.00	7.70	7.70
2005	3.00	8.00	8.00	7.50	7.50
2004	3.00	7.00	8.00	7.50	7.50
2003	3.00	6.00	8.00	7.50	7.50
2002	3.00	6.00	8.00	7.50	7.50
2001	3.00	5.00	8.00	7.50	7.50
2000	3.00	5.00	8.00	7.50	7.50
1999	3.00	3.00	7.50	7.50	7.50
1998	2.75	2.75	7.00	6.875	6.875
1997	2.50	2.50	7.00	6.25	6.25
1996	2.25	2.25		5.625	5.625
1995	2.00	2.00		5.00	5.00
1994	2.00	2.00		3.63	4.84
1993	2.00	2.00		2.34	4.68
1992	2.00	2.00		2.34	4.68

Source: For current values, see Chiffres-clés ([AGIRC-ARRCO, 2022](#)). For historical values see [AGIRC-ARRCO \(2020\)](#) for pension points and reference salary, and Barèmes IPP, Prélèvements sociaux, Régimes complémentaires de retraite (secteur privé), Cotisations retraites des non-cadres (ARRCO) (1962-2018) for credit rates before 2019 ([Institute of Public Policy, 2021](#)).

Table 4: Employee Contribution Rates by Year for State Employees and Local Government Employees (CNRACL)

Time Periods	State Employees Contribution Rate	CNRACL Contribution Rate	IRCANTEC Rate Tranche A (<1 PSS)	Credit Rate Tranche B (1+ PSS)	IRCANTEC Call Rate (Contribution Rate = Credit Rate x Call Rate)
2020	11.10%	11.10%	2.240%	5.56%	125%
2019	10.83	10.83	2.240	5.56	125
2018	10.56	10.56	2.240	5.56	125
2017	10.29	10.29	2.240	5.56	125
2016	9.94	9.94	2.176	5.40	125
2015	9.54	9.54	2.112	5.26	125
2014	9.14	9.14	2.028	5.10	125
2013	8.76	8.76	1.960	4.98	125
2012	8.49	8.49	1.880	4.88	125
2011	8.12	8.12	1.820	4.80	125
1992-2010	7.85	7.85	1.800	4.76	125

Source: Barèmes IPP, Prélèvements sociaux, Cotisations du secteur public, Cotisations à la Caisse nationale de retraite des agents des collectivités locales ([Institute of Public Policy, 2021](#)) and Barèmes IPP, Prélèvements sociaux, Cotisations du secteur public, Cotisations à la Retraite complémentaire des agents non titulaires de la Fonction publique et des élus locaux ([Institute of Public Policy, 2021](#))

Table 5: Employer Contribution Rates by Year for CNAV

Time Periods	CNAV (previously RGVATS) Salary under Social Security Threshold	CNAV (previously RGVATS) Salary above Social Security Threshold
2019 -Present	8.55%	1.90%
2018	8.55	1.90
2017	8.55	1.90
2016	8.55	1.85
2015	8.50	1.80
2014	8.45	1.75
2013	8.40	1.60
2012	8.40	1.60
2011	8.30	1.60
2010	8.30	1.60
2009	8.30	1.60
2008	8.30	1.60
2007	8.30	1.60
2006	8.30	1.60
2005	8.20	1.60
2004	8.20	1.60
2003	8.20	1.60
2002	8.20	1.60
2001	8.20	1.60
2000	8.20	1.60
1999	8.20	1.60
1998	8.20	1.60
1997	8.20	1.60
1996	8.20	1.60
1995	8.20	1.60
1994	8.20	1.60
1993	8.20	1.60
1992	8.20	1.60

Source: Barèmes, Cotisations-salaires, Taux des cotisations de droit commun ([Legislation.cnav.fr, 2022](#))

Table 6: Employer Contribution Rates by Year for ARRCO and AGIRC Systems

Time Periods	ARRCO Tranche 1	ARRCO Tranche 2 (hired before 1997)	ARRCO Tranche 2 (hired on or after 1997)	AGIRC Tranche B (hired before 1981) Tranche C (all periods)	AGIRC Tranche B (hired on or after 1981)
2019 -Present	4.72%	12.95%	12.95%	12.95%	12.95%
2018	4.65	12.10	12.10	12.75	12.75
2017	4.65	12.10	12.10	12.75	12.75
2016	4.65	12.10	12.10	12.75	12.75
2015	4.65	12.10	12.10	12.75	12.75
2014	4.575	12.00	12.00	12.68	12.68
2013	4.50	12.00	12.00	12.60	12.60
2012	4.50	12.00	12.00	12.60	12.60
2011	4.50	12.00	12.00	12.60	12.60
2010	4.50	12.00	12.00	12.60	12.60
2009	4.50	12.00	12.00	12.60	12.60
2008	4.50	12.00	12.00	12.60	12.60
2007	4.50	12.00	12.00	12.60	12.60
2006	4.50	12.00	12.00	12.60	12.60
2005	4.50	12.00	12.00	12.50	12.50
2004	4.50	10.50	12.00	12.50	12.50
2003	4.50	9.00	12.00	12.50	12.50
2002	4.50	9.00	12.00	12.50	12.50
2001	4.50	7.50	12.00	12.50	12.50
2000	4.50	7.50	12.00	12.50	12.50
1999	4.50	4.50	11.25	12.50	12.50
1998	4.125	4.125	10.50	11.875	11.875
1997	3.75	3.75	10.50	11.25	11.25
1996	3.375	3.375		10.625	10.625
1995	3.00	3.00		10.00	10.00
1994	3.00	3.00		8.43	9.68
1993	3.00	3.00		7.02	9.36
1992	3.000	3.00		7.02	9.36

Source: For current values, see Chiffres-clés ([AGIRC-ARRCO, 2022](#)). For historical values see [AGIRC-ARRCO \(2020\)](#) for pension points and reference salary, and Barèmes IPP, Prélèvements sociaux, Régimes complémentaires de retraite (secteur privé), Cotisations retraites des non-cadres (ARRCO) (1962-2018) for credit rates before 2019 ([Institute of Public Policy, 2021](#)).

Table 7: Public Sector Pension Contribution Rates by Employer (Central Government)

Effective Date	SRE Retirement Pension (Non-military)	SRE Disability (Non-military)	SRE Combined Rate (Explicit Policy) (Non-military)	SRE Combined Rate (Implied Policy) (Non-military)
2017 - Present	74.28%	0.32%	74.60%	
2016	74.28	0.32	74.60	
2015	74.28	0.32	74.60	
2014	74.28	0.32	74.60	
December 2013	44.28	0.32	44.60	
Jan. - Nov. 2013	74.28	0.32	74.60	
2012	68.59	0.33	68.92	
2011	65.39	0.33	65.72	
2010	62.14	0.33	62.47	
2009	40.14	0.32	40.46	
2009	60.14	0.32	60.46	
2008	55.71	0.31	56.02	
2007	50.74	0.31	51.05	
2006	49.90	0.39	50.20	
2005				59.40%
2004				56.80
2003				52.70
2002				52.30
2001				48.70
2000				49.20
1999				48.60
1997				47.40
1996				46.20
1995				48.60
1994				unknown
1993				unknown
1992				unknown

Source: Barèmes IPP, Prélèvements sociaux, Cotisations du secteur public, Cotisations retraites de l'Etat-employeur ([Institute of Public Policy, 2021](#))

Table 8: Public Sector Pension Contribution Rates by Employer (Local Government)

Effective Date	CNRACL	IRCANTEC Credit Rate Tranche A (<1 PSS)	IRCANTEC Credit Rate Tranche B (1+ PSS)	IRCANTEC Call Rate (Contribution Rate = Credit Rate x Call Rate)
2017 - Present	30.65%	3.360%	10.04%	125%
2016	30.60	3.264	9.88	125
2015	30.50	3.168	9.74	125
2014	30.40	3.042	9.58	125
December 2013	28.85	2.940	9.46	125
Jan. - Nov. 2013	28.85	2.940	9.46	125
2012	27.40	2.820	9.36	125
2011	27.30	2.730	9.28	125
2010	27.30	2.700	9.24	125
2009	27.30	2.700	9.24	125
2009	27.30	2.700	9.24	125
2008	27.30	2.700	9.24	125
2007	27.30	2.700	9.24	125
2006	27.30	2.700	9.24	125
2005	27.30	2.700	9.24	125
2004	26.90	2.700	9.24	125
2003	26.50	2.700	9.24	125
2002	26.10	2.700	9.24	125
2001	26.10	2.700	9.24	125
2000	25.60	2.700	9.24	125
1999	25.10	2.700	9.24	125
1997	25.10	2.700	9.24	125
1996	25.10	2.700	9.24	125
1995	25.10	2.700	9.24	125
1994	21.30	2.700	9.24	125
1993	21.30	2.700	9.24	125
1992	21.30	2.700	9.24	125

Source: Barèmes IPP, Prélèvements sociaux, Cotisations du secteur public, Cotisations à la Caisse nationale de retraite des agents des collectivités locales ([Institute of Public Policy, 2021](#)) and Barèmes IPP, Prélèvements sociaux, Cotisations du secteur public, Cotisations à la Retraite complémentaire des agents non titulaires de la Fonction publique et des élus locaux ([Institute of Public Policy, 2021](#))

Table 9: Contributions Required for a Quarter (CNAV)

Year	Contribution Amount
2022	1,585.50 €
2021	1,537.50
2020	1,522.50
2019	1,504.50
2018	1,482.00
2017	1,464.00
2016	1,450.50
2015	1,441.50
2014	1,429.50
2013	1,886.00
2012	1,844.00
2011	1,800.00
2010	1,772.00
2009	1,742.00
2008	1,688.00
2007	1,654.00
2006	1,606.00
2005	1,522.00
2004	1,438.00
2003	1,366.00
2002	1,334.00
2001	8,404.00 F
2000	8,144.00
1999	8,044.00
1998	7,886.00
1997	7,582.00
1996	7,396.00
1995	7,112.00
1994	6,966.00
1993	6,812.00
1992	6,532.00

Source: Barèmes, Salaire validant 1 trimestre, Salaire validant un trimestre ([Legislation.cnav.fr](https://legislation.cnav.fr), 2022)

Formula 1: CNAV Benefit Formula for Claiming at Statutory Retirement Age (Effective 1992-2003)

$$B_{OA(CNAV),i,t} = \max \left\{ 0.5 \times \frac{1}{12} \times AE_{i,t} \times \min \left\{ 1, \frac{C_{i,t}}{CREF_{i,t}} \right\}, BMIN_t \right\} \times (1 + CHILD_i)$$

- $B_{OA(CNAV),i,t}$ = Individual i 's full monthly benefit from CNAV if claimed at SRA
- $AE_{i,t}$ = Individual i 's reference earnings, calculated as the average of the worker's highest yearly wages capped by the Social Security ceiling and adjusted for inflation.

$$AE_{i,t} = \frac{1}{X_i} \sum_{\text{best } X_i \text{ years for } s \leq t} \left\{ \min \{ EARN_{i,s}, MAXEARN_s \} \times rf_{CNAV,s} \right\}$$

- X_i = The number of years used in the calculation average annual earnings, which varies by individual i 's birth year (see [Table 18](#)).
- $EARN_{i,s}$ = Individual i 's earnings in year s
- $MAXEARN_s$ = Social security ceiling in year $s \leq t$ (see [Table 1](#) for values by year)
- $rf_{CNAV,t,s}$ = Cumulative CNAV revaluation factor in year $t \in n_t$ for past earnings in year $s \in n_s$, where n_t and n_s correspond to periods of time in [Table 10](#) and period $n_s \leq n_t$:

$$rf_{CNAV,t,s} = \begin{cases} \prod_{k=n_s+1}^{n_t} rf_k & \text{if } n_s < n_t \\ 1 & \text{if } n_s = n_t \end{cases}$$

- rf_n = CNAV revaluation factor for time period n as reported in [Table 10](#)
- $C_{i,t}$ = Individual i 's number of contribution quarters (including quarters awarded for periods of unemployment, sick leave or maternity leave). Note: Contributions after SRA accumulate at a greater rate.
- $CREF_{i,t}$ = Reference quarters for benefit computation. Varies based on time period t and individual i 's birth year (see [Table 11](#)).
- $BMIN_t$ = Monthly guaranteed minimum benefit (see [Table 12](#) for values by year).
- $CHILD_i$ = Child supplement equal to 10% if individual i raised 3 children for nine years each before their 16th birthdays

Source: Réglementation, Retraite personnelle, Taux de la retraite, Taux de la retraite ([Legislation.cnnav.fr, 2022](#))

Table 10: Revaluation of Past Earnings for CNAV Benefits

Period Start	Period End	Revaluation Factor
January 1, 2022	December 31, 2022	1.011
January 1, 2021	December 31, 2021	1.004
January 1, 2020	December 31, 2020	1.001
January 1, 2019	December 31, 2019	1.015
October 1, 2017	December 31, 2018	1.008
October 1, 2016	September 30, 2017	1.000
October 1, 2015	September 30, 2016	1.001
January 1, 2015	September 30, 2015	1.013
January 1, 2014	December 31, 2014	1.013
April 1, 2013	December 31, 2013	1.013
January 1, 2012	March 31, 2013	1.021
April 1, 2011	December 31, 2011	1.021
April 1, 2010	March 31, 2011	1.009
April 1, 2009	March 31, 2010	1.010
July 31, 2008	March 31, 2009	1.008
January 1, 2008	July 30, 2008	1.011
January 1, 2007	December 31, 2007	1.018
January 1, 2006	December 31, 2006	1.018
January 2005	December 31, 2005	1.020
January 2004	December 31, 2004	1.017
January 2003	December 31, 2003	1.015
January 2002	December 31, 2002	1.022
January 2001	December 31, 2001	1.022
January 2000	December 31, 2000	1.005
January 1999	December 31, 1999	1.012
January 1998	December 31, 1998	1.011
January 1997	December 31, 1997	1.012
January 1996	December 31, 1996	1.020
July 1, 1995	December 31, 1995	1.005
January 1995	June 30, 1995	1.012
January 1994	December 31, 1994	1.020
January 1993	December 31, 1993	1.020
January 1992	December 31, 1992	1.020

Source: Barèmes, Revalorisation, Coefficients de revalorisation des retraites ([Legislation.cnav.fr](https://legislation.cnav.fr), 2022)

Table 11: Maximum Quarters Included in Prorating CNAV Benefits by Policy and Birth Year

Effective Date:	Effective 1972-2003	Effective 2004-2008	Effective 2009-2011	Effective 2012	Effective 2013-2014	Effective 2015-2021
Birth Year						
Before 1944	150	150	150	150	150	150
1944	150	152	152	152	152	152
1945	150	154	154	154	154	154
1946	150	156	156	156	156	156
1947	150	158	158	158	158	158
1948	150	160	160	160	160	160
1949	150	160	161	161	161	161
1950	150	160	162	162	162	162
1951	150	160	163	163	163	163
1952	150	160	164	164	164	164
1953-1954	150	160	164	165	165	165
1955-1957	150	160	164	165	166	166
1958-1960	150	160	164	165	166	167
1961-1963	150	160	164	165	166	168
1964-1966	150	160	164	165	166	169
1967-1969	150	160	164	165	166	170
1970-1972	150	160	164	165	166	171
1973+	150	160	164	165	166	172

Source: Barèmes IPP, Retraite, Secteur privé, Régime général (CNAV), Durée d'assurance maximale pour le coefficient de proratisation (Institute of Public Policy, 2021)

Table 12: Guaranteed Minimum CNAV Benefit by Year (1992-2011)

Effective Dates	Annual Contributory Minimum	Annual Increased Contributory Minimum
April 2011 - December 2011	7297.85 €	7974.55 €
April 2010 - March 2011	7147.75	7810.53
April 2009 - March 2010	7084.00	7740.87
September 2008 - March 2009	7013.87	7664.23
January 2008 - August 2008	6958.21	7603.41
2007	6882.51	7301.64
2006	6760.82	7172.54
2005	6641.28	6840.51
2004	6511.06	6706.39
2003	6,402.23	Not applicable before this date
2002	6,307.62	
2001	40,484.61 F	
2000	39,613.13	
1999	39,416.05	
1998	38,948.67	
1997	38,524.90	
1996	38,068.09	
July 1995 - December 1995	37,321.66	
January 1995 - June 1995	37,135.99	
1994	36,695.65	
1993	35,976.13	
July 1992 - December 1992	35,514.45	
January 1992 - June 1992	34,886.50	

Source: Barèmes, Retraite personnelle, Montant minimum de la retraite personnelle ([Legislation.cnav.fr](https://legislation.cnav.fr), 2022)

Table 13: Pension Point Values and Reference Salaries in ARRCO before 2019 and AGRIC-ARRCO from 2019

Time Period	Pension Point Value (1 Euro = 6.65 F in 1999)	Tranche 1 Credit Rate	Tranche 2 Credit Rate (Companies incorporated before 1997)	Tranche 2 Credit Rate (Companies incorporated after 1997)	Reference Salary
2022	1.2831 €	6.2%	17.0 %	17.0 %	17.4316 €
November 2021	1.2831	6.2	17.0	17.0	17.3982
- December 2021					
January 2021	1.2714	6.2	17.0	17.0	17.3982
- October 2021					
2020	1.2714	6.2	17.0	17.0	17.3982
November 2019	1.2714	6.2	17.0	17.0	17.0571
- December 2019					
January 2019	1.2588	6.2	17.0	17.0	17.0571
- October 2019					
2018	1.2588	6.2	16.2	16.2	16.7226
2017	1.2513	6.2	16.2	16.2	16.1879
2016	1.2513	6.2	16.2	16.2	15.6556
2015	1.2513	6.2	16.2	16.2	15.2589
2014	1.2513	6.1	16.1	16.1	15.2589
2013	1.2513	6.0	16.0	16.0	15.2284
2012	1.2414	6.0	16.0	16.0	15.0528
2011	1.2135	6.0	16.0	16.0	14.7216
2010	1.1884	6.0	16.0	16.0	14.4047
2009	1.1799	6.0	16.0	16.0	14.2198
2008	1.1648	6.0	16.0	16.0	13.9684
2007	1.1480	6.0	16.0	16.0	13.5091
2006	1.1287	6.0	16.0	16.0	13.0271
2005	1.1104	6.0	16.0	16.0	12.6600
2004	1.0886	6.0	14.0	16.0	12.3632
2003	1.0698	6.0	12.0	16.0	12.0852
2002	1.0530	6.0	12.0	16.0	11.8949
2001	6.7983 F	6.0	10.0	16.0	11.7076
2000	6.6717	6.0	10.0	16.0	75.6616 F
April 1999	6.6186	6.0	6.0	15.0	71.8534
- December 1999					
January 1999	6.5596	6.0	6.0	15.0	71.8534
- March 1999					
1998	varies	5.5	5.5	14.0	varies
1997	varies	5.0	5.0	14.0	varies
1996	varies	4.5	4.5		varies
1995	varies	4.0	4.0		varies
1994	varies	4.0	4.0		varies
1993	varies	4.0	4.0		varies
1992	varies	4.0	4.0		varies

Source: For current values, see Chiffres-clés (AGIRC-ARRCO, 2022). For historical values see AGIRC-ARRCO (2020) for pension points and reference salary, and Barèmes IPP, Prélèvements sociaux, Régimes complémentaires de retraite (secteur privé), Cotisations retraites des non-cadres (ARRCO) (1962-2018) for credit rates before 2019 (Institute of Public Policy, 2021).

Table 14: Pension Point Values and Reference Salaries in AGRIC before 2019

Time Period	Pension Point Value (1 Euro = 6.65 F in 1999)	Tranche B and C Credit Rate (Companies incorporated before 1981)	Tranche B and C Credit Rate (Companies incorporated after 1981)	Reference Salary
2018	0.4378	16.44	16.44	5.8166 €
2017	0.4352	16.44	16.44	5.6306
2016	0.4352	16.44	16.44	5.4455
2015	0.4352	16.44	16.44	5.3075
2014	0.4352	16.34	16.34	5.3075
2013	0.4352	16.24	16.24	5.3006
2012	0.4330	16.24	16.24	5.2509
2011	0.4233	16.24	16.24	5.1354
2010	0.4216	16.24	16.24	5.0249
2009	0.4186	16.24	16.24	4.9604
2008	0.4132	16.24	16.24	4.8727
2007	0.4073	16.24	16.24	4.7125
2006	0.4005	16.24	16.24	4.5444
2005	0.3940	16.00	16.00	4.4163
2004	0.3862	16.00	16.00	4.3128
2003	0.3796	16.00	16.00	4.2158
2002	0.3737	16.00	16.00	4.1494
2001	2.4126 F	16.00	16.00	26.79 F
2000	2.3586	16.00	16.00	26.39
1999	2.3586	16.00	16.00	24.69
1998	2.3492	15.00	15.00	23.10
1997	2.3492	14.00	14.00	22.26
1996	2.3375	13.00	13.00	21.16
1995	2.3030	12.00	12.00	20.03
1994	2.3030	10.00	12.00	19.52
1993	2.3030	8.00	12.00	19.28
1992	2.2420	8.00	12.00	19.23

Source: For historical values see [AGIRC-ARRCO \(2020\)](#) for pension points and reference salary, and Barèmes IPP, Prélèvements sociaux, Régimes complémentaires de retraite (secteur privé), Cotisations retraites des cadres (AGIRC) (1948-2018) for credit rates before 2019 ([Institute of Public Policy, 2021](#)).

Table 15: ARRCO and AGIRC Supplements by Policy Year for Current Children and Children Born or Raised

Supplementary plan	Child supplement	Supplement for children born or raised
ARRCO		
On rights obtained from 2012	5% per child	10% for 3 or more children
On rights obtained between 1999 and 2011	5% per child	5% for 3 or more children
On the rights obtained before 1999	5% per child	May vary by pension fund
AGIRC		
On rights obtained from 2012	5% per child	10% for 3 or more children
On the rights obtained before 2012	5% per child	Varies by number of children: <ul style="list-style-type: none"> • 8% for 3 children • 12% for 4 children • 16% for 5 children • 20% for 6 children • 24% for 7 children and more

Source: Conditions d'ouverture de mes droits ([AGIRC-ARRCO, 2022](#))

Formula 2: AGIRC and ARRCO Benefit Formula for Claiming at Statutory Retirement Age (Full Benefits) Before 2019

$$B_{OA(AGIRC-ARRCO),i,t} = \begin{cases} PPV_{ARRCO,t} \times \left(\sum_{s=1961}^t PP_{ARRCO,i,s} \times (1 + CHILD_{ARRCO,i,s}) \right) \\ + PPV_{AGIRC,t} \times \left(\sum_{s=1947}^t PP_{AGIRC,i,s} \times (1 + CHILD_{AGIRC,i,s}) \right) \end{cases}$$

- $B_{OA(AGIRC-ARRCO),i,t}$ = Individual i 's benefit from AGIRC and ARRCO in year t if i claims benefit at SRA
- $PPV_{ARRCO,t}$ = The value of an ARRCO pension point in year t (see Table 13)
- $PP_{ARRCO,i,s}$ = Individual i 's ARRCO pension points accrued in year $s \leq t$

$$PP_{ARRCO,i,s} = \begin{cases} \frac{EARN_{i,s} \times C_s^{T1}}{RS_{ARRCO,s}} & \text{if } EARN_{i,s} < PSS_s \\ \frac{PSS_s \times C_s^{T1} + (EARN_{i,s} - PSS_s) \times C_s^{T2}}{RS_{ARRCO,s}} & \text{if } PSS_s < EARN_{i,s} \leq MAXCF_s \times PSS_s \\ \frac{PSS_s \times C_s^{T1} + (MAXCF_s - 1) \times PSS_s \times C_s^{T2}}{RS_{ARRCO,s}} & \text{if } MAXCF_s \times PSS_s < EARN_{i,s} \end{cases}$$

- $EARN_{i,s}$ = Individual i 's earnings in year $s \leq t$
- PSS_s = Social security contribution threshold in year $s \leq t$ (see Table 18 for values by year)
- C_s^{T1} = ARRCO contribution rate below the social security threshold in year $s \leq t$ (known as Tranche 1, see Table 13 for rates by year)
- C_s^{T2} = ARRCO contribution rate above the social security threshold in year $s \leq t$ (known as Tranche 2, see Table 13 for rates by year)
- $RS_{ARRCO,s}$ = ARRCO conversion rate for contributions to pension points (known as a reference salary) in year $s \leq t$ (see Table 13 for reference salaries by year)
- $MAXCF_s$ = The maximum multiple of the social security threshold for which workers can contribute to ARRCO in year $s \leq t$. Before 2018, this was 3. Starting in 2018, this is 8.
- $PPV_{AGIRC,t}$ = The value of an AGIRC pension point in year t (see Table 14)
- $PP_{AGIRC,i,s}$ = Individual i 's AGIRC pension points accrued in year $s \leq t$

$$PP_{AGIRC,i,s} = \begin{cases} 0 & \text{if } EARN_{i,t} \leq PSS_s \\ & \text{or } s \text{ is after 2018 when AGIRC and ARRCO consolidated} \\ \frac{(EARN_{i,s} - PSS_s) \times C_s^{TB}}{RS_{AGIRC,s}} & \text{if } PSS_s < EARN_{i,s} \leq 4 \times PSS_s \\ \frac{3 \times PSS_s \times C_s^{TB} + (EARN_{i,s} - 4 \times PSS_s) \times C_s^{TC}}{RS_{AGIRC,s}} & \text{if } 4 \times PSS_s < EARN_{i,s} \leq 8 \times PSS_s \\ \frac{PSS_s \times C_s^{TB} + 4 \times PSS_s \times C_s^{TC}}{RS_{AGIRC,s}} & \text{if } 8 \times PSS_s < EARN_{i,s} \end{cases}$$

- C_s^{TB} = AGIRC credit rate for earnings between 1 and 4 times the social security threshold in year $s \leq t$ (known as Tranche B, see Table 14 for rates by year)
- C_s^{TC} = AGIRC credit rate for earnings between 4 and 8 times the social security threshold in year $s \leq t$ (known as Tranche C, see Table 14 for rates by year)
- $RS_{AGIRC,s}$ = AGIRC conversion rate for contributions to pension points (known as a reference salary) in year $s \leq t$ (see Table 14 for reference salaries by year)
- $CHILD_{ARRCO,i,t}, CHILD_{AGIRC,i,t}$ = Supplement if individual i has dependent children or for children born or raised at time t . Ranges from 5% to 24% and depend on policy in place when pension points were earned. See Table 15 for values by policy year.
 - The supplements for children born or raised are capped. For pensions taking effect from January 1, 2021, the cap is set at € 2,092.32. This cap does not apply if i was born before August 2, 1951. The amount of the cap is revalued according to the evolution of the value of the AGIRC-ARRCO retirement points. Historical information on the cap is not known at this time.

Source: Ma retraite: à quel âge, pour quel montant? (AGIRC-ARRCO, 2022); Points de retraite: comment sont-ils obtenus? (AGIRC-ARRCO, 2022)

Notes

1. Managers must contribute to ARRCO for earnings up to PSS_t and must contribute to AGIRC for earnings above PSS_t . Non-managers contribute to ARRCO below and above PSS_t up to the maximum amount ($MAXCF_t \times PSS_t$).
2. ARRCO contribution and credit rates were higher for companies formed after 1997 until 2005
3. AGIRC contribution and credit rates were higher for companies formed after 1981 until 1995

Formula 3: CNAV Reduced Benefit Formula for Early Claiming (1992-2003)

$$B_{OA(CNAV,early),i,t} = B_{OA(CNAV),i,t} \times M_{i,t}$$

- $B_{OA(CNAV,early),i,t}$ = Individual i 's reduced benefit from claiming their CNAV benefit early
- $B_{OA(CNAV),i,t}$ = Individual i 's benefit from CNAV at SRA
- $M_{i,t}$ = Multiplier for individual i in period t based on their contribution quarters and age. Specifically:

$$M_{i,t} = 0.5 \times \left(1 - 0.025 \times \min \left\{ 4 \times \max \{ 0, FBA_{i,t} - AGE_{i,t} \}, \max \{ 0, CMIN_i - C_{i,t} \} \right\} \right)$$

- $FBA_{i,t}$ = Individual i 's qualification age for full-benefits without penalty for insufficient contribution years. Varies based on time period t and individual i 's birth year (see [Table 23](#)).
- $AGE_{i,t}$ = Individual i 's age in years at time t
- $C_{i,t}$ = Individual i 's number of contribution quarters (including quarters awarded for periods of unemployment, sick leave or maternity leave)
- $CMIN_i$ = Required quarters for a full pension. Varies based on time period t and individual i 's birth year (see [Table 17](#)).

Source: Réglementation, Retraite personnelle, Taux de la retraite, Taux de la retraite ([Legislation.cnav.fr, 2022](#))

Formula 4: AGIRC and ARRCO Reduced Benefit Formula for Claiming Early

$$B_{OA(AGIRC-ARRCO,early),i,t} = \begin{cases} B_{OA(AGIRC-ARRCO),i,t} \times \left(1 - (0.04 \times (FBA_{i,t} - AGE_{i,t})) \right) & \text{if } (FBA_{i,t} - 3) \leq AGE_{i,t} < FBA_{i,t} \\ B_{OA(AGIRC-ARRCO),i,t} \times \left(0.88 - (0.05 \times (FBA_{i,t} - AGE_{i,t})) \right) & \text{if } (FBA_{i,t} - 5) \leq AGE_{i,t} < (FBA_{i,t} - 3) \\ B_{OA(AGIRC-ARRCO),i,t} \times \left(0.78 - (0.07 \times (FBA_{i,t} - AGE_{i,t})) \right) & \text{if } (FBA_{i,t} - 10) \leq AGE_{i,t} < (FBA_{i,t} - 5) \end{cases}$$

- $B_{OA(AGIRC-ARRCO,early),i,t}$ = Individual i 's benefit from AGIRC and ARRCO if i claims benefit before SRA
- $B_{OA(AGIRC-ARRCO),i,t}$ = Individual i 's benefit from AGIRC and ARRCO if i claims benefit at SRA
- $FBA_{i,t}$ = Individual i 's qualification age for full-benefits without penalty for insufficient contribution years. Varies based on time period t and individual i 's birth year (see [Table 23](#)).
- $AGE_{i,t}$ = Individual i 's age in years at time t

Source: Ma retraite: à quel âge, pour quel montant? ([AGIRC-ARRCO, 2022](#)); Coefficients d'anticipation - Carrières courtes - régime AGIRC-ARRCO ([AGIRC-ARRCO, 2022](#))

Table 16: Minimum Monthly Wage

Period Start	Period End	Gross Monthly Minimum Wage
May 2022		1,645.58 €
January 2022	April 2022	1,603.12
October 2021	December 2021	1,589.47
January 2021	September 2021	1554.58
January 2020	December 2020	1539.42
January 2019	December 2019	1521.22
January 2018	December 2018	1498.47
January 2017	December 2017	1480.27
January 2016	December 2016	1466.62
January 2015	December 2015	1457.52
January 2014	December 2014	1445.38
January 2013	December 2013	1430.22
July 2012	December 2012	1425.67
January 2012	June 2012	1398.37
December 2011	December 2011	1393.84
January 2011	November 2011	1365.03
January 2010	December 2010	1343.79
July 2009	December 2009	1337.72
July 2008	June 2009	1321.04
May 2008	June 2008	1308.91
July 2007	April 2008	1280.09
July 2006	June 2007	1254.31
July 2005	June 2006	1217.91
July 2004	June 2005	1154.20
July 2003	June 2004	1090.50
July 2002	June 2003	1035.90
January 2002	June 2002	1011.63
July 2001	December 2001	6631.01
July 2000	June 2001	7101.38 F
July 1999	June 2000	6881.68
July 1998	June 1999	6797.18
July 1997	June 1998	6663.67
July 1996	June 1997	6406.79
May 1996	June 1996	6374.68
July 1995	April 1996	6249.62
July 1994	June 1995	6009.64
July 1993	June 1994	5886.27
July 1992	June 1993	5756.14
March 1992	June 1992	5629.39
July 1991	February 1992	5519.54

Source: For 2005 to present, see Barèmes, Smic-Minimum garanti, Smic mensuel ([Legislation.cnav.fr](https://legislation.cnav.fr), 2022); For years prior to 2005, see Barèmes IPP, Marché du travail, Salaire minimum ([Institute of Public Policy](#), 2021).

Formula 5: CNAV Benefit Reduction for Working After Early Claiming

$$B_{OA(CNAV,work),i,t} = \frac{1}{12} \times B_{OA(CNAV,early),i,t} - 0.9825 \times EXCESS_{i,t}$$

- $B_{OA(CNAV,work),i,t}$ = Individual i 's reduced monthly benefit from claiming their CNAV benefit early and working
- $B_{OA(CNAV,early),i,t}$ = Individual i 's reduced monthly benefit from claiming their CNAV benefit early
- $EXCESS_{i,t}$ = Individual i 's earnings and pension income in excess of 160% the minimum monthly wage or their average earnings in 3 months prior to retirement:

$$EXCESS_{i,t} = EARN_{i,t} + \frac{1}{12} \times B_{OA(CNAV,early),i,t} + PENSION_{i,t} - \max\{1.6 \times MINWAGE_t, AE3_i\}$$

- $EARN_{i,t}$ = Individual i 's monthly earnings in year t
- $PENSION_{i,t}$ = Individual i 's other monthly pension income at time t (e.g., occupational pension income from AGIRC or ARRCO)
- $MINWAGE_t$ = Monthly minimum wage in year t (see Table 16 for values by year)
- $AE3_i$ = Individual i 's average monthly income for the 3 months preceding the collection of their CNAV benefit

Source: Réglementation, Retraite personnelle, Cessation d'activité et cumul emploi-retraite, Limite de cumul ([Legislation.cnav.fr](http://legislation.cnav.fr), 2022)

Table 17: Required Contribution Quarters for Full Benefit Rate in CNAV by Policy and Birth Year

Effective Year:	Effective 1983-1993	Effective 1994-2003	Effective 2004-2011	Effective 2012	Effective 2013-2014	Effective 2015-2021
Birth Year						
Before 1934	150	150	150	150	150	150
1934	150	151	151	151	151	151
1935	150	152	152	152	152	152
1936	150	153	153	153	153	153
1937	150	154	154	154	154	154
1938	150	155	155	155	155	155
1939	150	156	156	156	156	156
1940	150	157	157	157	157	157
1941	150	158	158	158	158	158
1942	150	159	159	159	159	159
1943-1948	150	160	160	160	160	160
1949	150	160	161	161	161	161
1950	150	160	162	162	162	162
1951	150	160	163	163	163	163
1952	150	160	164	164	164	164
1953-1954	150	160	164	165	165	165
1955-1957	150	160	164	165	166	166
1958-1960	150	160	164	165	166	167
1961-1963	150	160	164	165	166	168
1964-1966	150	160	164	165	166	169
1967-1969	150	160	164	165	166	170
1970-1972	150	160	164	165	166	171
1973+	150	160	164	165	166	172

Source: Réglementation, Retraite personnelle, Taux de la retraite, Durée d'assurance pour le taux plein ([Legislation.cnav.fr](http://legislation.cnav.fr), 2022)

Table 18: CNAV Number of Highest Earning Years for Reference Wage by Birth Year

Birth year	Number of Years
Before 1933	10 years
1934	11 years
1935	12 years
1936	13 years
1937	14 years
1938	15 years
1939	16 years
1940	17 years
1941	18 years
1942	19 years
1943	20 years
1944	21 years
1945	22 years
1946	23 years
1947	24 years
1948	25 years

Source: Réglementation, Retraite personnelle, Salaire annuel moyen, Nombre d'années retenues ([Legislation.cnav.fr](https://legislation.cnav.fr), 2022)

Formula 6: CNAV Benefit Formula for Claiming at Statutory Retirement Age (Effective 2004-2011)

$$B_{OA(CNAV),i,t} = \max \left\{ 0.5 \times \frac{1}{12} \times AE_{i,t} \times \min \left\{ 1, \frac{C_{i,t}}{CREF_{i,t}} \right\}, BMIN_{i,t} \right\} \times (1 + CHILD_i)$$

- $B_{OA(CNAV),i,t}$ = Individual i 's full monthly benefit from CNAV if claimed at SRA
- $AE_{i,t}$ = Individual i 's reference earnings, calculated as the average of the worker's highest yearly wages capped by the Social Security ceiling and adjusted for inflation.

$$AE_{i,t} = \frac{1}{X_i} \sum_{\text{best } X_i \text{ years for } s \leq t} \left\{ \min \{ EARN_{i,s}, MAXEARN_s \} \times rf_{CNAV,s} \right\}$$

- X_i = The number of years used in the calculation average annual earnings, which varies by individual i 's birth year (see [Table 18](#)).
- $EARN_{i,s}$ = Individual i 's earnings in year s
- $MAXEARN_s$ = Social security ceiling in year $s \leq t$ (see [Table 1](#) for values by year)
- $rf_{CNAV,t,s}$ = Cumulative CNAV revaluation factor in year $t \in n_t$ for past earnings in year $s \in n_s$, where n_t and n_s correspond to periods of time in [Table 10](#) and period $n_s \leq n_t$:

$$rf_{CNAV,t,s} = \begin{cases} \prod_{k=n_s+1}^{n_t} rf_k & \text{if } n_s < n_t \\ 1 & \text{if } n_s = n_t \end{cases}$$

- rf_n = CNAV revaluation factor for time period n as reported in [Table 10](#)
- $C_{i,t}$ = Individual i 's number of contribution quarters (including quarters awarded for periods of unemployment, sick leave or maternity leave). Note: Contributions after SRA accumulate at a greater rate.
- $CREF_{i,t}$ = Reference quarters for benefit computation. Varies based on time period t and individual i 's birth year (see [Table 11](#)).
- $BMIN_{i,t}$ = Monthly guaranteed minimum benefit. See [Table 12](#) for values by year before 2012 and [Table 19](#) for values by year on and after 2012. The increased rate is used when individual i has accumulated at least 120 contribution quarters.
- $CHILD_i$ = Child supplement equal to 10% if individual i raised 3 children for nine years each before their 16th birthdays

Source: Réglementation, Retraite personnelle, Taux de la retraite, Taux de la retraite ([Legislation.cnnav.fr, 2022](#))

Table 19: Guaranteed Minimum CNAV Benefit by Year (2012-Present)

Effective Dates	Annual Contributory Minimum	Annual Increased Contributory Minimum	Monthly Pension Income Ceiling
May 2022 - Present	7,831.22 €	8,557.38 €	1,273.76 €
January 2022 - April 2022	7,831.22	8,557.38	1,240.88
October 2021 - December 2021	7746.02	8464.28	1,229.82
January 2021 - September 2021	7746.02	8464.28	1203.35
2020	7715.16	8430.56	1191.56
October 2019 - December 2019	7638.78	8347.09	1177.44
January 2019 - September 2019	7615.94	8322.13	1177.44
October 2018 - December 2018	7615.94	8322.13	1160.04
January 2018 - September 2018	7615.94	8322.13	1160.04
October 2017 - December 2017	7615.94	8322.13	1145.95
January 2017 - September 2017	7555.50	8256.09	1145.95
October 2016 - December 2016	7555.50	8256.09	1135.73
January 2016 - September 2016	7555.50	8256.09	1135.73
October 2015 - December 2015	7555.50	8256.09	1128.96
January 2015 - September 2015	7547.96	8247.85	1128.96
February 2014 - December 2014	7547.96	8247.85	1120.00
January 2014	7547.96	8247.85	1039.47
April 2013 - December 2013	7547.96	8247.85	1028.17
January 2013 - March 2013	7451.10	8142.01	1028.17
July 2012 - December 2012	7451.10	8142.01	1025.1
April 2012 - June 2012	7451.10	8142.01	1005.00
January 2012 - March 2012	7297.85	7974.55	1005.00

Source: Barèmes, Retraite personnelle, Montant minimum de la retraite personnelle ([Legislation.cnav.fr](https://legislation.cnav.fr), 2022); Barèmes, Retraite personnelle, Plafond des retraites pour l'attribution du minimum contributif ([Legislation.cnav.fr](https://legislation.cnav.fr), 2022)

Formula 7: CNAV Reduced Benefit Formula for Early Claiming (2004-Present)

$$B_{OA(CNAV,early),i,t} = B_{OA(CNAV),i,t} \times M_{i,t}$$

- $B_{OA(CNAV,early),i,t}$ = Individual i 's reduced benefit from claiming their CNAV benefit early
- $B_{OA(CNAV),i,t}$ = Individual i 's benefit from CNAV at SRA
- $M_{i,t}$ = Multiplier for individual i in period t based on their contribution quarters and age. Specifically:

$$M_{i,t} = 0.5 \times \left(1 - rr_i \times \min \left\{ 4 \times \max \{ 0, FBA_{i,t} - AGE_{i,t} \}, \max \{ 0, CMIN_i - C_{i,t} \} \right\} \right)$$

- rr_i = Individual i 's reduction rate if claiming benefit before reaching age 65 or having the required number of contributions. Varies based on i 's birth year. See [Table 20](#) for reduction rates by birth year.
- $FBA_{i,t}$ = Individual i 's qualification age for full-benefits without penalty for insufficient contribution years. Varies based on time period t and individual i 's birth year (see [Table 23](#)).
- $AGE_{i,t}$ = Individual i 's age in years at time t
- $C_{i,t}$ = Individual i 's number of contribution quarters (including quarters awarded for periods of unemployment, sick leave or maternity leave)
- $CMIN_i$ = Required quarters for a full pension. Varies based on time period t and individual i 's birth year (see [Table 17](#)).

Source: Réglementation, Retraite personnelle, Taux de la retraite, Taux de la retraite ([Legislation.cnnav.fr, 2022](#))

Table 20: CNAV Rate Reduction for a Missing Quarter by Birth Year

Birth year	Rate (%)
Before 1944	2.500
1944	2.375
1945	2.250
1946	2.125
1947	2.000
1948	1.875
1949	1.750
1950	1.625
1951	1.500
1952	1.375
Since 1953	1.250

Source: Barèmes, Retraite personnelle, Pourcentage de minoration appliqué au taux plein - Taux réduit ([Legislation.cnnav.fr, 2022](#))

Formula 8: CNAV Increased Benefit Formula for Delayed Claiming (Effective from 2003)

$$B_{OA(CNAV,delay),i,t} = \begin{cases} M_{i,t} \times B_{OA(CNAV),i,t} & \text{if } CMIN_i \leq C_{i,FBY} \\ B_{OA(CNAV,revised),i,t} & \text{if } C_{i,t} < CMIN_i \\ M_{i,t} \times B_{OA(CNAV,revised),i,t} & \text{if } C_{i,FBY} < CMIN_i \text{ and } CMIN_i < C_{i,t} \end{cases}$$

- $B_{OA(CNAV,delay),i,t}$ = Individual i 's increased benefit from delaying claiming their CNAV benefit
- $B_{OA(CNAV),i,t}$ = Individual i 's benefit from CNAV at SRA
- $C_{i,t}$ = Individual i 's number of contribution quarters (including quarters awarded for periods of unemployment, sick leave or maternity leave) accrued through year t
- $C_{i,FBY}$ = Individual i 's number of contribution quarters (including quarters awarded for periods of unemployment, sick leave or maternity leave) accrued through the year they reach full-benefit age (see [Table 23](#))
- $CMIN_i$ = Required quarters for a full pension. Varies based on time period t and individual i 's birth year (see [Table 17](#)).
- $B_{OA(CNAV,revised),i,t}$ = Individual i 's benefit from CNAV (see [Formula 6](#), 2004-2011; [Formula 9](#), 2012-present) but replace $C_{i,t}$ in that formula with $CREV_{i,t}$
 - $CREV_{i,t}$ = Individual i 's revised number of contribution years accounting for supplementary credits for working after the full benefit age. Specifically:

$$CREV_{i,t} = C_{i,FBY} + 0.025 \times (C_{i,t} - C_{i,FBY}) \times C_{i,FBY}$$

- $M_{i,t}$ = Multiplier for individual i in period t based on their contribution quarters and age. Specifically:

$$M_{i,t} = 1 + \left(\sum_{\text{Category 1 contributions}} df_{i,s}^1 + \sum_{\text{Category 2 contributions}} df_{i,s}^2 + \sum_{\text{Category 3 contributions}} df_i^3 \right)$$

where contributions after the required numbers of contributions is met are uniquely attributed to one of the following three categories based on the time $s \leq t$ they were earned:

- Category 1 contributions are the contribution quarters before age 65 and after achieving $CMIN_i$, up to a maximum of 4 quarters.
- Category 2 contributions are the contribution quarters before age 65 and after achieving $CMIN_i$ and the maximum number for category 1 contributions.
- Category 3 contributions are the contribution quarters after age 65 (no maximum).
- $df_{i,t}^1, df_{i,t}^2, df_{i,t}^3$ = Individual i 's rate of increase if delaying benefit claiming after reaching the full-benefit eligibility for categories 1, 2 and 3, respectively. Varies based on i 's age, year t when i earns a particular category of contribution quarter, and the policy effective in year t . See [Table 21](#) for rates by category, year earned and policy year.

Example: A worker, born in July 1938 required 150 credits to qualify for full benefits before age 65. If the worker had 150 credits at age 64 in July 2002 and she chose to continuously work 8 more quarters, then they would have two quarters in category 1 before 2003 and in 2003 respectively, two quarters in category 2 in 2003 and 2004 respectively. No increment was given on credit earned before 2003, 0.75% on credits earned in 2003 across any category, 0.75% for category 1 in 2004 and 1% for category 2 in 2004. Consequently, the combined increase in their benefit would be $0.75\% \times 4 + 1.00\% \times 2 = 5\%$.

Source: Réglementation, Retraite personnelle, Surcote ([Legislation.cnav.fr](http://legislation.cnav.fr), 2022)

Table 21: Increase Rates for Delaying CNAV Benefits After Full Benefit Eligibility

Effective Dates	Effective Before 2003	Effective 2003-Present	Effective 2004-Present	Effective 2009-Present
Period Credits Earned	Earned Before 2003	Earned in 2003	Earned 2004-2008	Earned after 2009
Categories				
1. Age < 65, first 4 quarters	0 %	0.75 %	0.75 %	1.25 %
2. Age < 65, 5+ quarters	0	0.75	1.00	1.25
3. From age 65	0	0.75	1.25	1.25

Source: Réglementation, Retraite personnelle, Surcote ([Legislation.cnav.fr](https://legislation.cnav.fr), 2022)

Table 22: Eligibility Age for Full Benefits with Insufficient Contribution Quarters by Policy and Birth Date

Policy Effective Dates	Effective April 1983 to June 2011	Effective July 2011 to December 2011	Effective January 2012 to Present
Birth Date			
Before July 1951	65 years	65 years	65 years
July - December 1951	65 years	65 years 4 months	65 years 4 months
1952	65 years	65 years 8 months	65 years 9 months
1953	65 years	66 years	66 years 2 months
1954	65 years	66 years 4 months	66 years 7 months
1955 or later	65 years	67 years	67 years

Source: For current policy, see Réglementation, Retraite personnelle, Taux de la retraite, Taux de la retraite ([Legislation.cnav.fr](https://legislation.cnav.fr), 2022); For historical policy, see Barèmes IPP, Retraite, Secteur privé, Régime général (CNAV), Age d'annulation de la décote ([Institute of Public Policy](https://www.institut-public-politique.fr), 2021).

Table 23: Eligibility Age for Full Benefits with Sufficient Contribution Quarters by Policy and Birth Date

Policy Effective Dates	Effective April 1983 to June 2011	Effective July 2011 to December 2011	Effective January 2012 to Present
Birth Date			
Before July 1951	60 years	60 years	60 years
July - December 1951	60 years	60 years 4 months	60 years 4 months
1952	60 years	60 years 8 months	60 years 9 months
1953	60 years	61 years	61 years 2 months
1954	60 years	61 years 4 months	61 years 7 months
1955 or later	60 years	62 years	62 years

Source: For current policy, see Réglementation, Retraite personnelle, Conditions d'attribution, Age de départ à la retraite ([Legislation.cnav.fr](https://legislation.cnav.fr), 2022); For historical policy, see Barèmes IPP, Retraite, Secteur privé, Régime général (CNAV), Age d'ouverture des droits (dit "âge légal") ([Institute of Public Policy](https://www.institut-public-politique.fr), 2021).

Formula 9: CNAV Benefit Formula for Claiming at Statutory Retirement Age (Effective from 2012)

$$B_{OA(CNAV),i,t} = \max \left\{ 0.5 \times \frac{1}{12} \times AE_{i,t} \times \min \left\{ 1, \frac{C_{i,t}}{CREF_{i,t}} \right\}, BMIN_t \right\} \times (1 + CHILD_i)$$

- $B_{OA(CNAV),i,t}$ = Individual i 's full monthly benefit from CNAV if claimed at SRA
- $AE_{i,t}$ = Individual i 's reference earnings, calculated as the average of the worker's highest yearly wages capped by the Social Security ceiling and adjusted for inflation.

$$AE_{i,t} = \frac{1}{X_i} \sum_{\text{best } X_i \text{ years for } s \leq t} \left\{ \min \{ EARN_{i,s}, MAXEARN_s \} \times rf_{CNAV,s} \right\}$$

- X_i = The number of years used in the calculation average annual earnings, which varies by individual i 's birth year (see [Table 18](#)).
- $EARN_{i,s}$ = Individual i 's earnings in year s
- $MAXEARN_s$ = Social security ceiling in year $s \leq t$ (see [Table 1](#) for values by year)
- $rf_{CNAV,t,s}$ = Cumulative CNAV revaluation factor in year $t \in n_t$ for past earnings in year $s \in n_s$, where n_t and n_s correspond to periods of time in [Table 10](#) and period $n_s \leq n_t$:

$$rf_{CNAV,t,s} = \begin{cases} \prod_{k=n_s+1}^{n_t} rf_k & \text{if } n_s < n_t \\ 1 & \text{if } n_s = n_t \end{cases}$$

- rf_n = CNAV revaluation factor for time period n as reported in [Table 10](#)
- $C_{i,t}$ = Individual i 's number of contribution quarters (including quarters awarded for periods of unemployment, sick leave or maternity leave). Note: Contributions after SRA accumulate at a greater rate.
- $CREF_{i,t}$ = Reference quarters for benefit computation. Varies based on time period t and individual i 's birth year (see [Table 11](#)).
- $BMIN_t$ = Monthly guaranteed minimum benefit subject to a total income ceiling when combined with other pension income. See [Table 19](#) for values by year. The increased rate in [Table 19](#) is used when individual i has accumulated at least 120 contribution quarters.

$$BMIN_t = \max \left\{ \min \left\{ \frac{\text{Annual Guaranteed minimum benefit}}{12}, CEILING_t - PENSION_{i,t} \right\} \right\}$$

- $CEILING_t$ = Maximum pension income to be eligible for the minimum benefit
- $PENSION_{i,t}$ = Individual's i 's non-CNAV pension income at time t (e.g., AGIRC or ARRCO benefits)
- $CHILD_i$ = Child supplement equal to 10% if individual i raised 3 children for nine years each before their 16th birthdays

Source: Réglementation, Retraite personnelle, Taux de la retraite, Taux de la retraite (Legislation.cnnav.fr, 2022)

Formula 10: AGIRC and ARRCO Benefit Formula for Claiming at Statutory Retirement Age (Full Benefits) Since 2019

$$B_{OA(AGIRC-ARRCO),i,t} = \begin{cases} PPV_{ARRCO,t} \times \left(\sum_{s=1961}^t PP_{ARRCO,i,s} \times (1 + CHILD_{ARRCO,i,s}) \right. \\ \left. + 0.347791547 \times \sum_{s=1947}^{2018} PP_{AGIRC,i,s} \times (1 + CHILD_{AGIRC,i,s}) \right) \end{cases}$$

- $B_{OA(AGIRC-ARRCO),i,t}$ = Individual i 's benefit from AGIRC and ARRCO in year t if i claims benefit at SRA
- $PPV_{ARRCO,t}$ = The value of an ARRCO pension point in year t (see Table 13)
- $PP_{ARRCO,i,s}$ = Individual i 's ARRCO pension points accrued in year $s \leq t$

$$PP_{ARRCO,i,s} = \begin{cases} \frac{EARN_{i,s} \times C_s^{T1}}{RS_{ARRCO,s}} & \text{if } EARN_{i,s} < PSS_s \\ \frac{PSS_s \times C_s^{T1} + (EARN_{i,s} - PSS_s) \times C_s^{T2}}{RS_{ARRCO,s}} & \text{if } PSS_s < EARN_{i,s} \leq MAXCF_s \times PSS_s \\ \frac{PSS_s \times C_s^{T1} + (MAXCF_s - 1) \times PSS_s \times C_s^{T2}}{RS_{ARRCO,s}} & \text{if } MAXCF_s \times PSS_s < EARN_{i,s} \end{cases}$$

- $EARN_{i,s}$ = Individual i 's earnings in year $s \leq t$
- PSS_s = Social security contribution threshold in year $s \leq t$ (see Table 18 for values by year)
- C_s^{T1} = ARRCO contribution rate below the social security threshold in year $s \leq t$ (known as Tranche 1, see Table 13 for rates by year)
- C_s^{T2} = ARRCO contribution rate above the social security threshold in year $s \leq t$ (known as Tranche 2, see Table 13 for rates by year)
- $RS_{ARRCO,s}$ = ARRCO conversion rate for contributions to pension points (known as a reference salary) in year $s \leq t$ (see Table 13 for reference salaries by year)
- $MAXCF_s$ = The maximum multiple of the social security threshold for which workers can contribute to ARRCO in year $s \leq t$. Before 2018, this was 3. Starting in 2018, this is 8.
- $PPV_{AGIRC,t}$ = The value of an AGIRC pension point in year t (see Table 14)
- $PP_{AGIRC,i,s}$ = Individual i 's AGIRC pension points accrued in year $s \leq t$

$$PP_{AGIRC,i,s} = \begin{cases} 0 & \text{if } EARN_{i,t} \leq PSS_s \\ & \text{or } s \text{ is after 2018 when AGIRC and ARRCO consolidated} \\ \frac{(EARN_{i,s} - PSS_s) \times C_s^{TB}}{RS_{AGIRC,s}} & \text{if } PSS_s < EARN_{i,s} \leq 4 \times PSS_s \\ \frac{3 \times PSS_s \times C_s^{TB} + (EARN_{i,s} - 4 \times PSS_s) \times C_s^{TC}}{RS_{AGIRC,s}} & \text{if } 4 \times PSS_s < EARN_{i,s} \leq 8 \times PSS_s \\ \frac{PSS_s \times C_s^{TB} + 4 \times PSS_s \times C_s^{TC}}{RS_{AGIRC,s}} & \text{if } 8 \times PSS_s < EARN_{i,s} \end{cases}$$

- C_s^{TB} = AGIRC credit rate for earnings between 1 and 4 times the social security threshold in year $s \leq t$ (known as Tranche B, see Table 14 for rates by year)
- C_s^{TC} = AGIRC credit rate for earnings between 4 and 8 times the social security threshold in year $s \leq t$ (known as Tranche C, see Table 14 for rates by year)
- $RS_{AGIRC,s}$ = AGIRC conversion rate for contributions to pension points (known as a reference salary) in year $s \leq t$ (see Table 14 for reference salaries by year)
- $CHILD_{ARRCO,i,t}, CHILD_{AGIRC,i,t}$ = Supplement if individual i has dependent children or for children born or raised at time t . Ranges from 5% to 24% and depend on policy in place when pension points were earned. See Table 15 for values by policy year.
 - The supplements for children born or raised are capped. For pensions taking effect from January 1, 2021, the cap is set at € 2,092.32. This cap does not apply if i was born before August 2, 1951. The amount of the cap is revalued according to the evolution of the value of the AGIRC-ARRCO retirement points. Historical information on the cap is not known at this time.

Source: Ma retraite: à quel âge, pour quel montant? (AGIRC-ARRCO, 2022); Points de retraite: comment sont-ils obtenus? (AGIRC-ARRCO, 2022)

Notes

1. AGIRC point earned before the 2019 merger are converted to ARRCO points based the ratio of AGIRC and ARRCO point values in 2018. AGIRC point value was 0.4378 in 2018. ARRCO point value was 1.2588 in 2018. The conversion coefficient in 2018 is therefore $\frac{0.4378}{1.2588} = 0.347791547$.

Formula 11: AGIRC and ARRCO Increased Benefit Formula for Delayed Claiming (Effective from 2015)

$$B_{OA(AGIRC-ARRCO, delay), i, t} = (1 + r_{i, t}) \times B_{OA(AGIRC-ARRCO), i, t}$$

- $B_{OA(AGIRC-ARRCO, delay), i, t}$ = Individual i 's benefit from AGIRC and ARRCO if i claims benefit before SRA
- $B_{OA(AGIRC-ARRCO), i, t}$ = Individual i 's benefit from AGIRC and ARRCO if i claims benefit at SRA
- $r_{i, t}$ = rate of increase based on the number of years an insured person defers retirement beyond the age they are eligible for full CNAV benefits with insufficient contribution quarters

$$r_{i, t} = \begin{cases} 0.1 & \text{if } FBA_{i, t} + 2 \leq AGE_{i, t} < FBA_{i, t} + 3 \\ 0.2 & \text{if } FBA_{i, t} + 3 \leq AGE_{i, t} < FBA_{i, t} + 4 \\ 0.3 & \text{if } FBA_{i, t} + 4 \leq AGE_{i, t} \end{cases}$$

- $FBA_{i, t}$ = Individual i 's qualification age for full-benefits with insufficient contribution quarters. Varies based on time period t and individual i 's birth year (see [Table 22](#)).
- $AGE_{i, t}$ = Individual i 's age in years at time t

Source: Conditions d'ouverture de mes droits ([AGIRC-ARRCO, 2022](#))

Sources

This section records key sources consulted when we collected the institutional details reported in this document. Archived versions of these sources are available at the Gateway Policy Explorer website (<http://g2aging.org/policy-explorer>).

AGIRC-ARRCO (2020). Valeurs de service du point et salaires de référence / valeurs d'achat du point: Historique. Available only in French. As of May 10, 2022. [\[Link\]](#)

AGIRC-ARRCO (2022). Chiffres-clés [Key figures]. Available only in French. As of May 10, 2022. [\[Link\]](#)

AGIRC-ARRCO (2022). Conditions d'ouverture de mes droits [Conditions for opening my rights]. Available only in French. As of May 10, 2022. [\[Link\]](#)

Institute of Public Policy (2021). IPP Scales. As of May 10, 2022. [\[Link\]](#)

Legislation.cnav.fr (2022). Réglementation, Retraite personnelle [Regulation, Personal Pension]. Available only in French. As of May 10, 2022. [\[Link\]](#)

Legislation.cnav.fr (2022). Barèmes [Scales]. Available only in French. As of May 10, 2022. [\[Link\]](#)

Loi 93-936 du 22 juillet 1993 relative aux pensions de retraite et à la sauvegarde de la protection sociale [Law 93-936 of 22 July 1993 on retirement pensions and the safeguarding of social protection], Journal Officiel de la République Française [J.O.] [Official Gazette of France], July 23, 1993. Available only in French. As of May 10, 2022. [\[Link\]](#)

Loi 2003-775 du 21 août 2003 portant réforme des retraites [Law 2003-775 of August 21, 2003 on pension reform], Journal Officiel de la République Française [J.O.] [Official Gazette of France], August 21, 2003. Available only in French. As of May 10, 2022. [\[Link\]](#)

Loi 2010-1330 du 9 novembre 2010 portant réforme des retraites [Law 2010-1330 of November 9, 2010 on pension reform], Journal Officiel de la République Française [J.O.] [Official Gazette of France], November 9, 2010. Available only in French. As of May 10, 2022. [\[Link\]](#)

Loi 2014-40 du 20 janvier 2014 garantissant l'avenir et la justice du système de retraites [Law 2014-40 of January 20, 2014 guaranteeing the future and justice of the pension system], Journal Officiel de la République Française [J.O.] [Official Gazette of France], January 20, 2014. Available only in French. As of May 10, 2022. [\[Link\]](#)

AGIRC-ARRCO (2022). Points de retraite: comment sont-ils obtenus? [Retreat points: how are they obtained?]. Available only in French. As of May 10, 2022. [\[Link\]](#)

AGIRC-ARRCO (2022). Ma retraite: à quel âge, pour quel montant? [My retirement: at what age, for what amount?]. Available only in French. As of May 10, 2022. [\[Link\]](#)

AGIRC-ARRCO (2022). Coefficients d'anticipation – Carrières courtes – régime AGIRC-ARRCO [Anticipation coefficients – Short careers – AGIRC-ARRCO scheme]. Available only in French. As of May 10, 2022. [\[Link\]](#)

Glossary of terms

This section summarizes key definitions from the main text. To facilitate switching back and forth, this document is designed with hyperlinks. Most PDF readers have shortcuts that permit a reader to return to the previous location after selecting a hyperlink. In Adobe Acrobat on a PC: “Alt” + “←”; In Adobe Acrobat on a MAC: “command” + “←”; In Preview on a MAC: “command” + “[”.

Allowance for Elderly Workers (AVTS): Known as allocation aux vieux travailleurs salariés in French, this system is one of two old-age social assistance systems before 2006. It is provided to employees who do not have sufficient resources. AVTS benefits paid over a person's life are not recoverable by the government from the person's assets after their death.

Annuitable System: A pension system that provides a periodic payment for life after the benefit begins.

Association des Régimes de Retraites Complémentaires (ARRCO): ARRCO is a mandatory occupational pension system for private sector workers. It offers benefits to all private sector workers below the social security threshold, and only to blue collar workers above the threshold. ARRCO is a point-based pay-as-you-go system.

Association Générale des Institutions de Retraite des Cadres (AGIRC): AGIRC is a mandatory occupational pension system for private sector workers. It covers only executives or managerial workers, for earnings above the social security threshold. AGIRC members are also ARRCO members for earnings below the social security threshold. Both AGIRC and ARRCO are point-based pay-as-you-go systems.

Caisse Nationale D'Assurance Vieillesse (CNAV): France's earnings-related, defined-benefit public pension for private employees in manufacturing and services. CNAV also guarantees a minimum pension benefit (minimum contributif) for low-income pensioners.

Caisse Nationale de Retraite des Agents des Collectivités Locales (CNRACL): CNRACL is a national pension fund for local government employees. It is a mandatory occupational pension system for public sector workers that are permanent staff of local authorities and public hospitals. CNRACL covered workers do not contribute to CNAV.

Cash Balance System: A pension system that provides each individual an account that is drawn down over time.

Central Government Employee Pension System (Pensions civiles et militaires): Known as "Pensions civiles et militaires", in reference to the law of 1853 instituting pensions for civil servants and military personnel, this is a mandatory occupational pension system for permanent staff of the central government. Costs are covered by the general budget. Before 2009, there was no specific scheme, but since 2009 it has been known as the Service de Retraite de l'Etat (SRE). Workers make contributions to cover their benefits. Covered workers do not contribute to CNAV.

Claimable Benefit: A pension for which the beneficiary must actively file a claim for benefits with the government's pension authority.

Cost-of-Living Adjustments (COLA): Adjustments after an individual begins receiving benefits that increase benefit payments, typically in line with consumer prices or average earnings.

Defined Benefit system (DB): An old-age benefit system where a worker's benefits paid at retirement are based on a defined formula typically consisting of contribution years, a measure of final average earnings and a multiplier (sometimes known as an accrual factor).

Earliest eligibility: Earliest age and/or years of contributions required to be eligible to start receipt of a particular type of benefit. Earliest eligibility is the same as statutory eligibility in countries where there is no benefit penalty for claiming before the statutory retirement age.

Eligibility Track 1: One of two main eligibility tracks for unreduced CNAV old-age benefits that is based primarily on age with a minimal number of required contribution years.

Eligibility Track 2: One of two main eligibility tracks for unreduced CNAV old-age benefits that permits starting benefits at an earlier age than eligibility track 1 if the person has a substantial number of contribution years.

Eligibility Track: Requirements for an individual to start receiving an unreduced old-age pension benefit. An individual typically must satisfy only one eligibility track.

Institut de Retraite Complémentaire des Agents Non Titulaires de l'État et des Collectivités Publiques (IRCANTEC): IRCANTEC is a mandatory occupational pension system for public sector workers that are non-permanent staff and are affiliated with CNAV for general old-age benefits.

Latest claiming age: Latest age where a benefit may be claimed such that benefit payments are increased as an incentive for delaying the start of benefits past the statutory retirement age. Latest claiming age is the same as statutory retirement age in countries where there is no benefit to delayed claiming. Not applicable for non-claimable benefits.

Lump Sum Benefit: A pension system that provides an individual with a one-time or limited number of payments. Lump sum benefits are distinct from annuitable or cash balance benefits because they do not continue past a specified time frame. Lump sum benefits use varies by country, but they are sometimes used as death benefits, incentives to delay claiming, or payments to individuals with an insufficient contribution history to be eligible for annuitable benefits.

National Income Measure: In some pension systems, the benefit is dependent on a national income measure, such as average wages. We indicate a pension system depends on the national income measure if the benefit paid is determined by a national income measure (as opposed to an individual's earnings history). For example, the benefit level for the United Kingdom Basic State Pension depends on a level set by the government and does not depend on an individual's earnings. This distinction does not include systems that adjust annual benefits based on a national income measure or index past earnings using a national income measure.

Plafond de la Sécurité Sociale (PSS): Social Security threshold specified by the government that determines whether contributions are made to CNAV or a mandatory occupational scheme, such as ARRCO or AGIRC.

Progressive Benefit: A benefit is progressive if people with lower earnings have a greater replacement rate for their contributions.

Qualified Benefit: A benefit is qualified if an individual must continue to meet certain standards, such as a means test, to continue receipt of benefits.

Solidarity Allowance for the Elderly (ASPA): Known as Allocation de solidarité aux personnes âgées in French, this is a unified old-age social assistance system for new beneficiaries starting in 2006. ASPA provides a guaranteed minimum level of income for elderly or disabled residents of France. ASPA benefits paid over a person's life are recoverable by the government from the person's assets after their death. ASPA replaced AVTS and AS for new beneficiaries only.

Statutory Retirement Age (SRA): The age at which individuals are eligible to receive their full benefit. In the United States, this is known as the normal retirement age. In the United Kingdom, this is known as the state pension age.

Supplementary Allowance for the Elderly (AS): Known as allocation supplémentaire in French, this system is one of two old-age social assistance systems before 2006. It provides a guaranteed minimum level of income for elderly or disabled residents of France without a nationality requirement. AS benefits paid over a person's life are recoverable by the government from the person's assets after their death.

Version information

Current Version: 2.2 (August 2023)

Version History

- 1.0 (March 2021): First version
- 2.0 (May 2022): Major revisions and expansion to cover through 2022
- 2.1 (April 2023): Updated formatting
- 2.2 (August 2023): Updated formatting

Additional resources

The following resources provide additional details for the interested reader:

Institute of Public Policy (2021). *IPP Scales*. Available at: <https://www.ipp.eu/baremes-ipp/>

Features: Extensive database of critical values used in the computation of French pension benefits. It was used heavily in collecting the relevant information for the tables in this document and the resources available on this site also reference the relevant aspects of legislation for each value.

Service-public.fr (2021). *Retirement of a private sector employee*. <https://www.service-public.fr/particuliers/vosdroits/N381>

Features: Government resource for information on retirement eligibility and benefit rules as of 2021.

AGIRC-ARRCO (2020). *Valeurs de service du point et salaires de référence / valeurs d'achat du point: Historique*. https://www.agirc-arrco.fr/fileadmin/agircarrco/documents/Doc_specif_page/Historique_valeur_du_point_salaire_de_reference.pdf

Features: As mentioned in the text, ARRCO consisted of many occupational systems prior to 1999. This resource provides historical values pertaining to reference salaries and pension point values.

French Government (2021). *Légifrance Website*. <https://www.legifrance.gouv.fr>

Features: Website that permits searching for French laws and allows the user to see legislation by effective date