# Contents

## Guide to Reading the Country Summaries



## Country Summaries

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This third issue in the current four-volume series of *Social Security Programs Throughout the World* reports on the countries of Africa. The combined findings of this series, which also includes volumes on Europe, Asia and the Pacific, and the Americas, are published at 6-month intervals over a 2-year period. Each volume highlights features of social security programs in the particular region.

This guide serves as an overview of programs in all regions. A few political jurisdictions have been excluded because they have no social security system or have issued no information regarding their social security legislation. In the absence of recent information, national programs reported in previous volumes may also be excluded. The summary for Somalia was previously omitted in the 2003 volume and has similarly been omitted from this volume for that reason.

In this volume on Africa, the data reported are based on laws and regulations in force in January 2005 or on the last date for which information has been received.[1] Information for each country on types of social security programs, types of mandatory systems for retirement income, contribution rates, and demographic and other statistics related to social security is shown in Tables 1–4 beginning on page 16.

The country summaries show each system's major features. Separate programs in the public sector and specialized funds for such groups as agricultural workers, collective farmers, or the self-employed have not been described in any detail. Benefit arrangements of private employers or individuals are not described in any detail, even though such arrangements may be mandatory in some countries or available as alternatives to statutory programs.

The country summaries also do not refer to international social security agreements that may be in force between two or more countries. Those agreements may modify coverage, contributions, and benefit provisions of national laws summarized in the country write-ups. Since the summary format requires brevity, technical terms have been developed that are concise as well as comparable and are applied to all programs. The terminology may therefore differ from national concepts or usage.

[1] The names of the countries in this report are those used by the U.S. Department of State. The term *country* has been used throughout the volume even though in some instances the term *jurisdiction* may be more appropriate.

## Sources of Information

Most of the information in this report was collated from the Social Security Programs Throughout the World survey conducted by the International Social Security Association (ISSA) under the sponsorship of the U.S. Social Security Administration (SSA). This information was supplemented by data collected from the ISSA's Developments and Trends Annual Survey. Empirical data were also provided by numerous social security officials throughout the world. (For a listing of countries and jurisdictions that responded to the survey, see page 2.) Important sources of published information include the ISSA Documentation Center; the legislative database of the International Labour Office; and official publications, periodicals, and selected documents received from social security institutions. Information was also received from the Organization for Economic Cooperation and Development, the World Bank, the International Monetary Fund, and the United Nations Development Programme. During the compilation process, international analysts at both SSA and the ISSA examined the material for factual errors, ambiguous statements, and contradictions in material from different sources.

## Types of Programs

The term social security in this report refers to programs established by statute that insure individuals against interruption or loss of earning power and for certain special expenditures arising from marriage, birth, or death. This definition also includes allowances to families for the support of children.

Protection of the insured person and dependents usually is extended through cash payments to replace at least a portion of the income lost as the result of old age, disability, or death; sickness and maternity; work injury; unemployment; or through services, primarily hospitalization, medical care, and rehabilitation. Measures providing cash benefits to replace lost income are usually referred to as income maintenance programs; measures that finance or provide direct services are referred to as benefits in kind.

Three broad approaches to coverage provide cash benefits under income-maintenance programs; namely, employment-related, universal, and means-tested systems. Under both the employment-related and the universal approaches, the insured, dependents, and survivors can claim benefits as a matter of right. Under means-tested approaches, benefits are based on a comparison of a person's income or resources against a standard measure. Some countries also provide other types of coverage.

### *Employment-Related*

Employment-related systems, commonly referred to as social insurance systems, generally base eligibility for pensions and other periodic payments on length of employment or self-employment or, in the case of family allowances and work injuries, on the existence of the employment relationship itself. The amount of pensions (long-term payments, primarily) and of other periodic (short-term) payments in the event of unemployment, sickness, maternity, or work injury is usually related to the level of earnings before any of these contingencies caused earnings to cease. Such programs are financed entirely or largely from contributions (usually a percentage of earnings) made by employers, workers, or both and are in most instances compulsory for defined categories of workers and their employers.

The creation of notional defined contributions (NDC) is a relatively new method of calculating benefits. NDC schemes are a variant of contributory social insurance that seek to tie benefit entitlements more closely to contributions. A hypothetical account is created for each insured person that is made up of all contributions during his or her working life and, in some cases, credit for unpaid activity such as caregiving. A pension is calculated by dividing that amount by the average life expectancy at the time of retirement and indexing it to various economic factors. When benefits are due, the individual's notional account balance is converted into a periodic pension payment.

Some social insurance systems permit voluntary affiliation of workers, especially the self-employed. In some instances, the government subsidizes such programs to encourage voluntary participation.

The government is, pro forma, the ultimate guarantor of many benefits. In many countries, the national government participates in the financing of employment-related as well as other social security programs. The government may contribute through an appropriation from general revenues based on a percentage of total wages paid to insured workers, finance part or all of the cost of a program, or pay a subsidy to make up any deficit of an insurance fund. In some cases, the government pays the contributions for low-paid workers. These arrangements are separate from obligations the government may have as an employer under systems that cover government employees. Social security contributions and other earmarked income are kept in a dedicated fund and are shown as a separate item in government accounts. (For further details on the government's role in financing social security, see Source of Funds under Old Age, Disability, and Survivors.)

#### Countries in Africa that Responded to the Social Security Programs Throughout the World Survey

- Algeria
- Benin
- Botswana
- Burkina Faso
- Burundi
- Cameroon
- Cape Verde
- Central African Republic
- Ethiopia
- Ghana
- Guinea
- Kenya
- Madagascar
- Mali
- Malawi
- Mauritania
- Mauritius
- Morocco
- Niger
- Nigeria
- Rwanda
- Senegal
- Seychelles
- Sierra Leone
- Sudan
- Tanzania
- Togo
- Tunisia
- Uganda
- Zambia

### *Universal*

Universal programs provide flat-rate cash benefits to residents or citizens, without consideration of income, employment, or means. Typically financed from general revenues, these benefits may apply to all persons with sufficient residency. Universal programs may include old-age pensions for persons over a certain age; pensions for disabled workers, widow(er)s, and orphans; and family allowances. Most social security systems incorporating a universal program also have a second-tier earnings-related program. Some universal programs, although receiving substantial support from income taxes, are also financed in part by contributions from workers and employers.

### *Means-Tested*

Means-tested programs establish eligibility for benefits by measuring individual or family resources against a calculated standard usually based on subsistence needs. Benefits are limited to applicants who satisfy a means test. The size and type of benefits awarded are determined in each case by administrative decision within the framework of the law.

The specific character of means, needs, or income tests, as well as the weight given to family resources, differ considerably from country to country. Such programs, commonly referred to as social pensions or equalization payments, traditionally are financed primarily from general revenues.

Means-tested systems constitute the sole or principal form of social security in only a few jurisdictions. In other jurisdictions, contributory programs operate in tandem with income-related benefits. In such instances, means- or income-tested programs may be administered by social insurance agencies. Means-tested programs apply to persons who are not in covered employment or whose benefits under employment-related programs, together with other individual or family resources, are inadequate to meet subsistence or special needs. Although means-tested programs can be administered at the national level, they are usually administered locally.

In this report, when national means-tested programs supplement an employment-related benefit, the existence of a means-tested program is generally noted, but no details concerning it are given. When a means-tested program represents the only or principal form of social security, however, further details are provided.

### *Other Types of Programs*

Three other types of programs are those delivered, in the main, through financial services providers (mandatory individual accounts, mandatory occupational pensions, and mandatory private insurance), publicly operated provident funds, and employer-liability systems.

#### Programs Delivered by Financial Services Providers

*Mandatory individual account.* Applies to a program where covered persons and/or employers must contribute a certain percentage of earnings to the covered person's individual account managed by a contracted public or private fund manager. The mandate to establish membership in a scheme and the option to choose a fund manager lie with the individual. The accumulated capital in the individual account is normally intended as a source of income replacement for the contingencies of retirement, disability, ill health, or unemployment. It may also be possible for eligible survivors to access the accumulated capital in the case of the insured's death.

Contributions are assigned to an employee's individual account. The employee must pay administrative fees for the management of the individual account and usually purchase a separate policy for disability and survivors insurance.

*Mandatory occupational pension.* Applies to a program where employers are mandated by law to provide occupational pension schemes financed by employer, and in some cases, employee contributions. Benefits may be paid as a lump sum, annuity, or pension.

*Mandatory private insurance.* Applies to a program where individuals are mandated by law to purchase insurance directly from a private insurance company.

**Provident Funds.** These funds, which exist primarily in developing countries, are essentially compulsory savings programs in which regular contributions withheld from employees' wages are enhanced, and often matched, by employers' contributions. The contributions are set aside and invested for each employee in a single, publicly managed fund for later repayment to the worker when defined contingencies occur. Typically, benefits are paid out in the form of a lump sum with accrued interest, although in certain circumstances drawdown provisions enable partial access to savings prior to retirement or other defined contingencies. On retirement, some provident funds also permit beneficiaries to purchase an annuity or opt for a pension. Some provident funds provide pensions for survivors.

**Employer-Liability Systems.** Under these systems, workers are usually protected through labor codes that require employers, when liable, to provide specified payments or services directly to their employees. Specified payments or services can include the payment of lump-sum gratuities to the aged or disabled; the provision of medical care, paid sick leave, or both; the payment of maternity benefits or family allowances; the provision of temporary or long-term cash benefits and medical care in the case of a work injury; or the payment of severance indemnities in the case of dismissal. Employer-liability systems do not involve any direct pooling of risk, since the liability for payment is placed directly on each employer. Employers may insure themselves against liability, and in some jurisdictions such insurance is compulsory.

## Format of Country Summaries

Each country summary discusses five types of programs:

- Old age, disability, and survivors;
- Sickness and maternity;
- Work injury;
- Unemployment; and
- Family allowances.

### Old Age, Disability, and Survivors

Benefits under old age, disability, and survivor programs usually cover long-term risks, as distinct from short-term risks such as temporary incapacity resulting from sickness and maternity, work injury, or unemployment. The benefits are normally pensions payable for life or for a considerable number of years. Such benefits are usually provided as part of a single system with common financing and administration as well as interrelated qualifying conditions and benefit formulas.

The laws summarized under Old Age, Disability, and Survivors focus first on benefits providing pensions or lump-sum payments to compensate for loss of income resulting from old age or permanent retirement. Such benefits are usually payable after attaining a specified statutory age. Some countries require complete or substantial retirement in order to become eligible for a pension; other countries pay a retirement pension at a certain age regardless of whether workers retire or not.

The second type of long-term risk for which pensions are provided is disability (referred to in some countries as invalidity). Disability may be generally defined as long-term and more or less total work impairment resulting from a nonoccupational injury or disease. (Disability caused by a work injury or occupational disease is usually compensated under a separate program; see Work Injury, below.)

The third type of pension is payable to dependents of insured workers or pensioners who die. (Pensions for survivors of workers injured while working are usually provided under a separate Work Injury program.)

**Coverage.** The extent of social security coverage in any given country is determined by a number of diverse factors, including the kind of system, sometimes the age of the system, and the degree of economic development. A program may provide coverage for the entire country or some portion of the workforce.

In principle, universal systems cover the entire population for the contingencies of old age, disability, and survivorship. A person may have to meet certain conditions, such as long-term residence or citizenship. Many countries exclude aliens from benefits unless there is a reciprocal agreement with the country of which they are nationals.

The extent of employment-related benefits is usually determined by the age of the system. Historically, social security coverage was provided first to government employees and members of the armed forces, then to workers in industry and commerce, and eventually extended to the vast majority of wage earners and salaried employees through a general system. As a result, public employees (including military personnel and civil servants), teachers, and employees of public utilities, corporations, or monopolies are still covered by occupation-specific separate systems in many countries.

In many countries, special occupational systems have been set up for certain private-sector employees, such as miners, railway workers, and seamen. Qualifying conditions and benefits are often more liberal than under the general system. The risk involved in an occupation, its strategic importance for economic growth, and the economic and political strength of trade unions may have had a role in shaping the type and size of benefits offered by the particular program.

Groups that might be considered difficult to administer—family workers, domestics, day workers, agricultural workers, and the self-employed—were often initially excluded from coverage. The trend has been to extend coverage to these groups under separate funds or to bring them gradually under the general system. In some countries, noncovered workers become eligible for the right to an eventual pension if they make voluntary contributions at a specified level. Some systems also provide voluntary coverage for women who leave the labor force temporarily to have children or to raise a family, or for self-employed persons not covered by a mandatory program. Some developed countries with younger programs have constructed a unified national program, thus largely bypassing the need for developing separate industrial or agricultural funds.

Most developing countries have extended coverage gradually. Their first steps toward creating a social security system have commonly been to cover wage and salary workers against loss of income due to work injury, and then old age and, less commonly, disability.

In a number of developing countries, particularly in those that were once British colonies, this initial step has come via the institutional form of provident funds. Most provident funds provide coverage for wage and salary workers in the government and private sector. A few funds have exclusions based on the worker's earnings or the size of the firm. Funds that exclude employees with earnings above a certain level from compulsory coverage may in some cases give them the option to affiliate or continue to participate voluntarily.

**Source of Funds.** The financing of benefits for old-age, disability, and survivor programs can come from three possible sources:

- A percentage of covered wages or salaries paid by the worker,
- A percentage of covered payroll paid by the employer, and
- A government contribution.

Almost all pension programs under social insurance (as distinct from provident funds or universal systems) are financed at least in part by employer and employee contributions. Many derive their funds from all three sources. Contributions are determined by applying a percentage to salaries or wages up to a certain maximum. In many cases the employer pays a larger share.

The government's contribution may be derived from general revenues or, less commonly, from special earmarked or excise taxes (for example, a tax on tobacco, gasoline, or alcoholic beverages). Government contributions may be used in different ways to defray a portion of all expenditures (such as the cost of administration), to make up deficits, or even to finance the total cost of a program. Subsidies may be provided as a lump sum or an amount to make up the difference between employer/employee contributions and the total cost of the system. A number of countries reduce or, in some cases, eliminate contributions for the lowest-paid wage earners, financing their benefits entirely from general revenues or by the employer's contribution.

The contribution rate apportioned between the sources of financing may be identical or progressive, increasing with the size of the wage or changing according to wage class. Where universal and earnings-related systems exist side by side, and the universal benefit is not financed entirely by the government, separate rates may exist for each program. In other instances, flat-rate weekly contributions may finance basic pension programs. These amounts are uniform for all workers of the same age and sex, regardless of earnings level. However, the self-employed may have to contribute at a higher rate than wage and salary workers, thereby making up for the employer's share.

For administrative purposes, a number of countries assess a single overall social security contribution covering several contingencies. Benefits for sickness, work injury, unemployment, and family allowances as well as pensions may be financed from this single contribution. General revenue financing is the sole source of income in some universal systems. The contribution of the resident or citizen may be a percentage of taxable income under a national tax program. General revenues finance all or part of the means-tested supplementary benefits in many countries.

Contribution rates, as a rule, are applied to wages or salaries only up to a statutory ceiling. A portion of the wage of highly paid workers will escape taxation but will also not count in determining the benefit. In a few cases, an earnings ceiling applies for the determination of benefits but not for contribution purposes. In some countries, contribution rates are applied not to actual earnings but to a fixed amount that is set for all earnings falling within a specified range or wage class.

**Qualifying Conditions.** Qualifying to receive an old-age benefit is usually conditional on two requirements: attainment of a specified age and completion of a specified period of contributions or covered employment. Another common requirement is total or substantial withdrawal from the labor force. In some instances, eligibility is determined by resident status or citizenship.

Old-age benefits generally become payable between ages 60 and 65. In some countries, length-of-service benefits are payable at any age after a certain period of employment, most commonly between 30 and 40 years. In recent years, several countries have increased the age limit for entitlement, in part because of budgetary constraints arising as a consequence of demographic aging.

Many programs require the same pensionable age for women as for men. Others permit women to draw a full pension at an earlier age, even though women generally have a longer life expectancy. Although the norm has been for the differential to be about 5 years, there is now an emerging international trend toward equalizing the statutory retirement age.

Many programs offer optional retirement before the statutory retirement age is reached. A reduced pension, in some instances, may be claimed up to 5 years before the statutory retirement age. Some countries pay a full pension before the regular retirement age if the applicant meets one or more of the following conditions: work in an especially arduous, unhealthy, or hazardous occupation (for example, underground mining); involuntary unemployment for a period near retirement age; physical or mental exhaustion (as distinct from disability) near retirement age; or, occasionally, an especially long period of coverage. Some programs award old-age pensions to workers who are older than the statutory retirement age but who cannot satisfy the regular length-of-coverage requirement. Other programs provide increments to workers who have continued in employment beyond the normal retirement age.

Universal old-age pension systems usually do not require a minimum period of covered employment or contributions. However, most prescribe a minimum period of prior residence.

Some old-age pension systems credit periods during which persons, for reasons beyond their control, were not in covered employment. Credits can be awarded for reasons such as disability, involuntary unemployment, military service, education, child rearing, or training. Other systems disregard these periods and may proportionately reduce benefits for each year below the required minimum. Persons with only a few years of coverage may receive a refund of contributions or a settlement in which a proportion of the full benefit or earnings is paid for each year of contribution.

The majority of old-age pensions financed through social insurance systems require total or substantial withdrawal from covered employment. Under a retirement test, the benefit may be withheld or reduced for those who continue working, depending on the amount of earnings or, less often, the number of hours worked. Universal systems usually do not require retirement from work for receipt of a pension. Provident funds pay the benefit only when the worker leaves covered employment or emigrates.

Some countries provide a number of exemptions that act to eliminate the retirement condition for specified categories of pensioners. For instance, the retirement test may be eliminated for workers who reached a specified age above the minimum pensionable age or for pensioners with long working careers in covered employment. Occupations with manpower shortages may also be exempted from the retirement test.

The principal requirements for receiving a disability benefit are loss of productive capacity after completing a minimum period of work or having met the minimum contribution requirements. Many programs grant the full disability benefit for a two-thirds loss of working capacity in the worker's customary occupation, but this requirement may vary from one-third to 100 percent.

The qualifying period for a disability benefit is usually shorter than for an old-age benefit. Periods of 3 to 5 years of contributions or covered employment are most common. A few countries provide disability benefits in the form of an unlimited extension of ordinary cash sickness benefits.

Entitlement to disability benefits may have age limitations. The lower limit in most systems is in the teens, but it may be related to the lowest age for social insurance or employment or to the maximum age for a family allowance benefit. The upper age limit is frequently the statutory retirement age, when disability benefits may be converted to old-age benefits.

For survivors to be eligible for benefits, most programs require that the deceased worker was a pensioner, completed a minimum period of covered employment, or satisfied the minimum contribution conditions. The qualifying contribution period is often the same as that for the disability benefit. The surviving spouse and orphans may also have to meet certain conditions, such as age requirements.

**Old-Age Benefits.** The old-age benefit in most countries is a wage-related, periodic payment. However, some countries pay a universal fixed amount that bears no relationship to any prior earnings; others supplement their universal pension with an earnings-related pension.

Provident fund systems make a lump-sum payment, usually a refund of employer and employee contributions plus accrued interest. In programs that have mandatory individual accounts, options for retirement include purchasing an annuity, making withdrawals from an account regulated to guarantee income for an expected lifespan (programmed withdrawals), or a combination of the two (deferred annuity).

Benefits that are related to income are almost always based on average earnings. Some countries compute the average from gross earnings, including various fringe benefits; other countries compute the average from net earnings. Alternatively, some countries have opted to use wage classes rather than actual earnings. The wage classes may be based on occupations or, for administrative convenience, on earnings arranged by size using the midpoint in each step to compute the benefit.

Several methods are used to compensate for averages that may be reduced by low earnings early in a worker's career or by periods without any credited earnings due, for example, to unemployment or military service, and for the effects of price and wage increases due to inflation. One method is to exclude from consideration a number of periods with the lowest (including zero) earnings. In many systems the period over which earnings are averaged may be shortened to the last few years of coverage, or the average may be based on years when the worker had his or her highest earnings. Other systems revalue past earnings by applying an index that usually reflects changes in national average wages or the cost of living. Some assign hypothetical wages before a certain date. Alternatively, others have developed mechanisms for automatic adjustment of workers' wage records based on wage or price changes.

A variety of formulas are used in determining the benefit amount. Instead of a statutory minimum, some systems pay a percentage of average earnings—for instance, 35 percent or 50 percent—that is unchanged by length of coverage once the qualifying period is met. A more common practice is to provide a basic rate—for example, 30 percent of average earnings—plus an increment of 1 percent or 2 percent of earnings either for each year of coverage or for each year in excess of a minimum number of years. Several countries have a weighted benefit formula that returns a larger percentage of earnings to lower-paid workers than to higher-paid workers.

Most systems limit the size of the benefit. Many do so by establishing a ceiling on the earnings taken into account in the computation. Others establish a maximum cash amount or a maximum percentage of average earnings set, for example, at 80 percent. Some systems combine these and other, similar methods.

Most systems supplement the benefit for a wife or child. The wife's supplement may be 50 percent or more of the basic benefit, although in some countries the supplement is payable only for a wife who has reached a specified age, has children in her care, or is disabled. It may also be payable for a dependent husband.

Minimum benefits are intended to maintain a minimum standard of living in many countries, although that objective is not always achieved. A maximum that reduces the effect large families have on benefits is commonly used to limit total benefits, including those of survivors, in the interest of the financial stability of the program.

In some countries, benefits are automatically adjusted to reflect price or wage changes. In other countries, the process is semiautomatic—the adequacy of pensions is reviewed periodically by an advisory board or other administrative body that recommends a benefit adjustment to the government, usually requiring legislative approval.

**Disability Benefits.** Under most programs, provisions for disability benefits for persons who are permanently disabled as the result of nonoccupational causes are very similar to those for the aged. The same basic formula usually applies for total disability as for old age—a cash amount usually expressed as a percentage of average earnings. Increments and dependents' supplements are generally identical under the total disability and old-age programs. For the totally disabled, a constant-attendance supplement, usually 50 percent of the benefit, may be paid to those who need help on a daily basis. Partial disability benefits, if payable, are usually reduced, according to a fixed scale. The system may also provide rehabilitation and training. Some countries provide higher benefits for workers in arduous or dangerous employment.

**Survivor Benefits.** Most systems provide periodic benefits for survivors of covered persons or pensioners, although some pay only lump-sum benefits. Survivor benefits are generally a percentage of either the benefit paid to the deceased at death or the benefit to which the insured would have been entitled if he or she had attained pensionable age or become disabled at that time.

Survivor benefits are paid to some categories of widows under nearly all programs. The amount of a widow's benefit usually ranges from 50 percent to 75 percent of the deceased worker's benefit or, in some cases, 100 percent. In some countries, lifetime benefits are payable to every widow whose husband fulfills the necessary qualifying period. More commonly, the provision of widows' benefits is confined to widows who are caring for young children, are above a specified age, or are disabled.

Lifetime benefits are ordinarily payable to aged and disabled widows. Those awarded to younger mothers, however, are usually terminated when all children have passed a certain age, unless the widow has reached a specified age or is disabled. Most widows' benefits also terminate on remarriage, although a final lump-sum grant may be payable under this circumstance. Special provisions govern the rights of the divorced. Age limits for orphan's benefits are in many cases the same as for children's allowances. Many countries fix a somewhat higher age limit for orphans attending school or undergoing an apprenticeship or for those who are incapacitated. The age limit is usually removed for disabled orphans as long as their incapacity continues. Most survivor programs distinguish between half orphans (who have lost one parent) and full orphans (who have lost both parents), with the latter receiving benefits that are 50 percent to 100 percent larger than those for half orphans. Special payments are also made to orphans under the family allowance programs of some countries.

Benefits are payable under a number of programs to widowers of insured workers or pensioners. A widower usually must have been financially dependent on his wife and either disabled or old enough to receive an old-age benefit at her death. A widower's benefit is usually computed in the same way as a widow's benefit.

Many systems also pay benefits to other surviving close relatives, such as parents and grandparents, but only in the absence of qualifying widows, widowers, or children. The maximum total benefit to be split among survivors is usually between 80 percent and 100 percent of the benefit of the deceased.

**Administrative Organization.** Responsibility for administration generally rests with semiautonomous institutions or funds. These agencies are usually subject to general supervision by a ministry or government department but otherwise are largely self-governing, headed by a tripartite board that includes representatives of workers, employers, and the government. Some boards are bipartite with representatives of workers and employers only or of workers and the government. Where coverage is organized separately for different occupations, or for wage earners and salaried employees or self-employed workers, each program usually has a separate institution or fund. In a few cases, the administration of benefits is placed directly in the hands of a government ministry or department.

### *Sickness and Maternity*

Sickness benefit programs are generally of two types: cash sickness benefits, which are paid when short-term illnesses prevent work, and health care benefits, which are provided in the form of medical, hospital, and pharmaceutical benefits. Some countries maintain a separate program for cash maternity benefits, which are paid to working mothers before and after childbirth. In most countries, however, maternity benefits are administered as part of the cash sickness program. (Benefits provided as a result of work injury or occupational disease are provided either under work injury or sickness programs. Details of the benefits are discussed under Work Injury.)

Cash sickness and maternity benefits as well as health care are usually administered under the same branch of social security. For this reason, these programs are grouped together in the country summaries.

An important reason for grouping these numerous benefits together is that each deals with the risk of temporary incapacity. Moreover, in most instances, such benefits are furnished as part of a single system with common financing and administration. Most countries provide medical care services for sickness and maternity as an integral part of the health insurance system and link those services directly with the provision of cash benefits. In some instances, however, maternity cash grants are covered under family allowance programs. Occasionally, medical care services are provided under a public health program, independent of the social insurance system. Where this dual approach is followed, it has been indicated in the summaries.

Where health care is dispensed directly by the government or its agencies and the principal source of funds is general revenue, the cash benefit program usually continues to be administered on an insurance basis, funded by payroll contributions, and merged in some instances with other aspects of the social insurance system such as old age and disability. However, countries that deliver health care primarily through private facilities and private funding are also likely to have developed separate programs. Where the social security program operates its own medical facilities, both types of benefits are usually administered jointly.

Benefits designed to assist in the provision of long-term care, often at home, are generally supported by a special tax. Benefit levels are normally set to the level of care required. These benefits may be payable in cash, as care services, or as a combination of the two.

**Coverage.** The proportion of the population covered by sickness programs varies considerably from country to country, in part because of the degree of economic development. Coverage for medical care and cash benefits is generally identical in countries where both types of benefits are provided through the same branch of social insurance. In a number of systems, particularly in developing countries, health care insurance extends only to employees in certain geographic areas. A common procedure is to start the program in major urban centers, then extend coverage gradually to other areas. Both cash sickness and health care programs may exclude agricultural workers, who, in some countries, account for a major proportion of the working population. Where a health insurance system (as distinguished from a national health service program) exists, most workers earning below a certain ceiling participate on a compulsory basis. Others, such as the self-employed, may be permitted to affiliate on a voluntary basis. In several countries, higher-paid employees are specifically excluded from one or both forms of sickness insurance, although some voluntary participation is usually permitted.

Many countries include pensioners as well as other social security beneficiaries under the medical care programs, in some cases without cost to the pensioner. Elsewhere, pensioners pay a percentage of their pension or a fixed premium for all or part of the medical care coverage. Special sickness insurance systems may be maintained for certain workers, such as railway employees, seamen, and public employees.

Where medical care coverage is provided through a national health service rather than social insurance, the program is usually open in principle to virtually all residents. However, restrictions on services to aliens may apply.

**Source of Funds.** Many countries have merged the financing of sickness programs with that of other social insurance benefits and collect only a single contribution from employees and employers. More commonly, however, a fixed percentage of wages, up to a ceiling, is contributed by employees and employers directly to a separate program that administers both health care and cash benefits for sickness and maternity. Some countries also provide a government contribution. Where medical care is available to residents, generally through some type of national health service, the government usually bears at least the major part of the cost from general revenues.

**Qualifying Conditions.** Generally, a person becoming ill must be gainfully employed, incapacitated for work, and not receiving regular wages or sick-leave payments from the employer to be eligible for cash sickness benefits. Most programs require claimants to meet a minimum period of contribution or to have some history of work attachment prior to the onset of illness to qualify. Some countries, however, have eliminated the qualifying period.

The length of the qualifying period for cash sickness benefits may range from less than 1 month to 6 months or more and is ordinarily somewhat longer for cash maternity benefits. Usually the period must be fairly recent, such as during the last 6 or 12 months. In the case of medical benefits, a qualifying period is usually not required. In instances where such a requirement does exist, it is generally of a short duration. Most programs providing medical services to dependents of workers, as well as to the workers themselves, do not distinguish in their qualifying conditions between the two types of beneficiaries. A few programs require a longer period of covered employment before medical services are provided to dependents.

**Cash Benefits.** The cash sickness benefit is usually 50 percent to 75 percent of current average earnings, frequently with supplements for dependents. Most programs, however, fix a maximum benefit amount or do so implicitly through a general earnings ceiling for contributions and benefits. Benefits may be reduced when beneficiaries are hospitalized at the expense of the social insurance system.

A waiting period of 2 to 7 days is imposed under most cash sickness programs. As a result, benefits may not be payable if an illness or injury lasts for only a few days. Similarly, in the case of a prolonged inability to work, benefits may not be payable for the first few days. Under some programs, however, benefits are retroactively paid for the waiting period when the disability continues beyond a specified time, commonly 2 to 3 weeks. A waiting period reduces administrative and benefit costs by excluding many claims for short illnesses or injuries during which relatively little income is lost and can also help reduce the potential for the inappropriate use of the system by workers.

The period during which a worker may receive benefits for a single illness or injury, or in a given 12-month period, is ordinarily limited to 26 weeks. In some instances, however, benefits may be drawn for considerably longer and even for an unlimited duration. A number of countries permit the agency to extend the maximum entitlement period to 39 or 52 weeks in specific cases. In most countries, when cash sickness benefits are exhausted, the recipient is paid a disability benefit if the incapacity continues.

Cash maternity benefits are usually payable for a specified period, both before and after childbirth. A woman is almost always required to stop working while receiving maternity benefits, and usually she must use the prenatal and postnatal medical services provided by the system. In some countries, cash maternity benefits are also payable to working men who stay home to care for a newborn child while the mother returns to work. Cash payments may also be available for a parent, usually the mother, who is absent from work to care for a sick child under a specified age.

The proportion of earnings payable as a cash maternity benefit differs considerably from country to country but, like cash sickness benefits, is usually between 50 percent and 75 percent of current earnings. However, in a number of countries, maternity benefits are set at 100 percent of wages. Benefit payments usually start approximately 6 weeks before the expected date of childbirth and end 6 to 8 weeks afterward.

A nursing allowance—usually 20 percent or 25 percent of the regular maternity benefit and payable for up to 6 months or longer—may be provided in addition to the basic cash maternity benefit. A grant for the purchase of a layette—clothes and other essentials for the new-born baby—or the provision of a layette itself is furnished under some programs. Finally, a lump-sum maternity grant may be paid on the birth of each child. The wives of insured men may be eligible for this grant. Similar benefits may be provided under the family allowance program.

**Medical Benefits.** Medical services usually include at least general practitioner care, some hospitalization, and essential drugs. Services of specialists, surgery, maternity care, some dental care, a wider range of medicines, and certain appliances are commonly added. Transportation of patients and home-nursing services may be included.

There are three principal methods of meeting the cost of health care: direct payment to providers by the public system or its agents, reimbursement of patients, and direct provision of medical care. These methods may be used in different combinations and may be varied for different kinds of services.

Under direct payment, the social security or public medical care system pays providers directly for services. Patients usually have little or no direct financial dealings with the care provider. Payments for care are commonly made on the basis of contracts with service providers or the professional groups representing them, such as practitioner or hospital associations. Remuneration may take the form of a specified fee for each service, a capitation payment in return for providing all necessary services to a given group of persons, or a salary.

Under the reimbursement method, the patient makes the initial payment and is reimbursed by social security for at least part of the cost. A maximum is sometimes placed on the refund, expressed as a percentage of the bill or a flat amount that can vary with the nature of the service as stipulated in a schedule of fees. The ceiling on medical bills can be placed on the provider when presenting the bill or on the patient when applying for reimbursement. In the latter case, the patient may be reimbursed for only a small portion of the bill.

Under the direct-provision method, the social security system or the government owns and operates its own medical facilities, largely manned by salaried staff. Countries using this method may contract for services of public or private providers. The patient normally pays no fee for most of these services, except insofar as part of the social security contribution may be allotted toward health care funding.

Regardless of the funding method used, all national health care programs provide for at least a small degree of cost-sharing by patients, usually on the assumption that such charges discourage overuse. Thus, the patient either pays part of the cost to the provider or social security agency or receives less than full reimbursement. Even under the direct-provision method, with its emphasis on basically free medical services to the whole population, patients are generally required to pay a small fixed fee per medical treatment or prescription or per day of hospitalization.

Some health care systems have no limit on how long medical care may be provided. Other systems fix a maximum, such as 26 weeks, for services provided for any given illness. Some set limits only on the duration of hospitalization paid for by social security. Where time limits are imposed, they may be extended.

**Maternity Care.** Prenatal, obstetric, and postnatal care for working women is provided in most countries under the medical services program. Obstetric care is sometimes limited to the services of a midwife, although a doctor is usually available in case of complications. Care in a maternity home or hospital, as well as essential drugs, are ordinarily furnished where necessary.

**Medical Care for Dependents.** When medical benefits for insured workers are provided through social insurance, similar services are typically furnished to their spouse and young children (and, in some cases, other adults or young relatives living with and dependent on the insured). Maternity care is generally provided to the wife of an insured man.

In some countries, however, medical services available to dependents are more limited than those provided to insured workers or heads of families. Dependents may be subject to a shorter maximum duration for hospital stays, for example, and may have to pay a larger percentage of the cost of certain services such as medicines.

**Administrative Organization.** The administrative organization for the sickness and maternity program is similar to that of the old-age, disability, and survivor program in many countries. Most commonly, such programs are administered by some form of national social security institution. Under some systems, social security agencies own and operate their own medical facilities, furnishing at least part of the services available under their programs.

In most countries with a national health insurance program, responsibility for detailed administration lies with semiautonomous, nongovernment health funds or associations. All workers covered by the program must join one of these funds.

Each health fund usually requires government approval and must satisfy certain requirements. Workers and, in some countries, employers participate in the election of governing bodies. The funds normally collect contributions within minimum and maximum limits. Funds may also receive government subsidies related to their expenditures or to the number of affiliated members.

National law usually prescribes the minimum (and, in some cases, the maximum) cash benefits and medical services the health funds may provide. In a few countries, individual funds may determine what specific health care benefits and services to provide and arrange to furnish medical care to their members. This arrangement can involve delivery through contracts with care and service providers in the region.

Less commonly, government departments are responsible for the actual provision of medical services, usually through a national health service program. The administrative responsibility for delivering medical services in some countries is often separated from the administration of cash benefit programs, which tend to be linked with other types of social security benefits.

## *Work Injury*

The oldest type of social security—the work injury program—provides compensation for work-connected injuries and occupational illnesses. Such programs usually furnish short- and long-term benefits, depending on both the duration of the incapacity and the age of survivors. Work injury benefits nearly always include cash benefits and medical services. Most countries attempt to maintain separate work injury programs that are not linked directly with other social security measures. In some countries, however, work injury benefits are paid under special provisions of the general social security programs. Both types of programs are dealt with under Work Injury.

**Types of Systems.** There are two basic types of work injury systems: social insurance systems that use a public fund, and various forms of private or semiprivate arrangements required by law. In most countries, work injury programs operate through a central public fund, which may or may not be part of the general social insurance system. All employers subject to the program must pay contributions to the public carrier, which in turn pays the benefits.

Countries that rely primarily on private arrangements require employers to insure their employees against the risk of employment injury. However, in some of these countries, only private insurance is available. In the remainder, a public fund does exist, but employers are allowed the option of insuring with either a private carrier or the public fund.

The premiums charged by private or mutual insurance companies for work injury protection usually vary according to the experience of work accidents in different undertakings or industries, and the cost of protection may vary widely. In some countries, however, experience rating has been eliminated, and all employers contribute to the program at one rate.

In other instances, workers' compensation laws simply impose on employers a liability to pay direct compensation to injured workers or their survivors. Employers covered under such laws may simply pay benefits from their own funds as injuries occur or may voluntarily purchase a private or mutual insurance contract to protect themselves against risk.

**Coverage.** Work injury programs commonly cover wage and salary workers and exclude the self-employed. The programs of some of the more highly industrialized nations cover practically all employees. However, many countries either exclude all agricultural employees or cover only those who operate power-driven machinery. Some programs also exclude employees of small enterprises.

**Source of Funds.** Work injury benefits are financed primarily by employer contributions, reflecting the traditional assumption that employers should be liable when their employees suffer work injuries. Where certain elements of the work injury program are meshed with one or more of the other branches of the social insurance system, however, financing usually involves contributions from employees, employers, and the government. Another exception occurs in countries that provide medical treatment for work-connected illnesses under their ordinary public medical care programs.

**Work Injury Benefits.** Work injury programs provide cash benefits and medical benefits. Cash benefits under work injury programs may be subdivided into three types: benefits for temporary disability, those for permanent total disability, and those for permanent partial disability. No qualifying period of coverage or employment is ordinarily required for entitlement to work injury benefits. The concept of work-connected injury has gradually been liberalized in a number of countries to cover injuries occurring while commuting to and from work.

Temporary disability benefits are usually payable from the start of an incapacity caused by a work injury, though some programs require a waiting period of 1 to 3 days. Benefits normally continue for a limited period, such as 26 to 52 weeks, depending on the duration of incapacity. If incapacity lasts longer, the temporary disability benefit may be replaced by a permanent disability benefit. In some systems, temporary benefits may continue for an extended period, particularly if the temporary and permanent benefit amounts are identical.

The temporary benefit is nearly always a fraction of the worker's average earnings during a period immediately before injury, usually at least one-third to one-half. A ceiling may be placed on the earnings considered in computing a benefit. Temporary benefits under work injury programs may be significantly higher than in the case of ordinary sickness. Benefits are reduced under some programs when a worker is hospitalized.

The second type of cash work injury benefit is provided in cases of permanent total disability. Generally, it becomes payable immediately after the temporary disability benefit ceases, based on a medical evaluation that the worker's incapacity is both permanent and total. The permanent total disability benefit is usually payable for life, unless the worker's condition changes. A minority of programs, however, pay only a single lump-sum grant equal to several years' wages.

The permanent total disability benefit usually amounts to two-thirds to three-fourths of the worker's average earnings before injury, somewhat higher than for ordinary disability benefits. In addition, unlike ordinary disability benefits, the rate usually does not vary based on the length of employment before the injury. Supplements may be added for dependents and for pensioners requiring the constant attendance of another person, in which case benefits may exceed former earnings. In some countries, the benefits of apprentices or new labor force entrants who become permanently disabled as a result of work-connected injury or disease are based on hypothetical lifetime wages or on the wage of an average worker in the particular industry. This mechanism overcomes the problem of establishing a lifetime benefit based on a very low starting wage.

The third type of cash work injury benefit is provided when permanent partial disability results in a worker's loss of partial working or earning capacity. It is usually equal to a portion of the full benefit corresponding to the percentage loss of capacity. Alternatively, permanent partial disability benefits may be paid in the form of a lump-sum grant. Partial disability payments are generally smaller and are usually stipulated in a schedule of payments for particular types of injuries. Some systems pay the benefit as a lump sum when the extent of disability is below a stated percentage, such as 20 percent.

Medical and hospital care and rehabilitation services are also provided to injured workers. Nearly always free, they may include a somewhat wider range of services than the general sickness program. Ordinarily, they are available until the worker recovers or the condition stabilizes. In some countries, however, free care is limited, the amount being based on the duration of services or their total cost.

**Survivor Benefits.** Most work injury programs also provide benefits to survivors. These benefits are customarily payable to a widow, regardless of her age, until her death or remarriage; to a disabled widower; and to orphans below specified age limits. If the benefit is not exhausted by the immediate survivors' claims, dependent parents or other relatives may be eligible for small benefits. No minimum period of coverage is required.

Survivor benefits are computed as a percentage of either the worker's average earnings immediately before death or the benefit payable (or potentially payable) at death. These percentages are typically larger than those for survivor benefits under the general program and do not normally vary with the length of covered employment. They are usually about one-third to one-half of the worker's average earnings for a widow, about half as much for each half orphan, and about two-thirds as much for each full orphan. A limit is commonly placed on the combined total of survivor benefits.

Not all countries, however, provide work injury benefits to survivors, and some do not differentiate between survivors in this category and survivors entitled to benefits under other social insurance programs. Some schemes pay only a lump sum equal to the worker's earnings over a specified number of years. Most systems also pay a funeral grant equivalent to a fixed sum or a percentage of the worker's earnings.

**Administrative Organization.** The functions involved in administering work injury programs differ widely between countries in which employers are not required to insure or can insure with private carriers and those in which a public agency or fund has sole responsibility for both collecting contributions and paying benefits.

## *Unemployment*

Benefits in this category provide compensation for the loss of income resulting from involuntary unemployment. In some countries, these programs are independent of other social security measures and may be closely linked with employment services. In other countries, the unemployment programs are included with social security measures covering other short-term risks, although employment services may continue to verify unemployment and assist in a job search.

Unemployment programs, which exist mainly in industrialized countries, are compulsory and fairly broad in scope in many countries. Some countries restrict benefits to those who satisfy a means or income test. In addition to the programs offering scheduled payments, a number of countries provide lump-sum grants, payable by either a government agency or the employer; other countries provide mandatory individual severance accounts, providing total benefits equal to the value of accumulated capital in the individual account. In addition, employers in many instances are required to pay lump-sum severance indemnities to discharged workers.

**Coverage.** About half of the compulsory unemployment programs cover the majority of employed persons, regardless of the type of industry. Coverage under the remaining programs is limited to workers in industry and commerce. A few exclude salaried employees earning more than a specified amount. Some have special provisions covering temporary and seasonal employees. Several countries have special occupational unemployment programs, most typically for workers in the building trades, dockworkers, railway employees, and seafarers.

Voluntary insurance systems are limited to industries in which labor unions have established unemployment funds. Membership in these funds is usually compulsory for union members in a covered industry and may be open on a voluntary basis to nonunion employees. Noninsured workers, such as recent school graduates or the self-employed, for example, may be eligible for a government-subsidized assistance benefit when they become unemployed.

**Source of Funds.** The methods used to finance unemployment insurance are usually based on the same contributory principles as for other branches of social insurance—contributions amounting to a fixed percentage of covered wages are paid on a scheduled basis. In many cases, the government also grants a subsidy, particularly for extended benefits.

Unemployment insurance contributions are shared equally between employees and employers in many countries. Alternatively, the entire contribution may be made by the employer. However, government subsidies may be quite large, amounting to as much as two-thirds of the program's expenditures. Means-tested unemployment assistance programs are financed entirely by governments, with no employer or employee contribution.

**Qualifying Conditions.** To be entitled to unemployment benefits, a worker must be involuntarily unemployed and have completed a minimum period of contributions or covered employment. The most common qualifying period is 6 months of coverage within the year before employment ceased. In a number of industrialized countries, however, students recently out of school who are unable to find jobs may be eligible for unemployment benefits, even without a work record. This benefit provides a transition from school to work, particularly in periods of recession.

Nearly all unemployment insurance programs, as well as those providing unemployment assistance, require that applicants be capable of, and available for, work. An unemployed worker, therefore, is usually ineligible for unemployment benefits when incapacitated or otherwise unable to accept a job offer. Usually, the unemployed worker must register for work at an employment office and report regularly for as long as payments continue. This close linkage between unemployment benefits and placement services ensures that benefits will be paid only after the person has been informed of any current job opportunities and been found unsuitable.

An unemployed worker who refuses an offer of a suitable job without good cause usually will have benefits temporarily or permanently suspended. Most programs stipulate that the job offered must have been suitable for the worker. The definitions of suitable employment vary considerably. Generally, the criteria include the rate of pay for the job being offered in relation to previous earnings; distance from the worker's home; relationship to the worker's previous occupation, capabilities, and training; and the extent to which the job may involve dangerous or unhealthy work. In some countries, long-term unemployed workers may also be obliged to undertake employment retraining programs. Some countries also provide the unemployed with access to educational placements. If an unemployed worker refuses a place on a retraining program or fails, without good cause, to attend an educational placement, benefits can be temporarily or permanently suspended.

An unemployed worker may satisfy all of the qualifying conditions for a benefit but still be temporarily or permanently disqualified. Nearly all unemployment systems disqualify a worker who left voluntarily without good cause, was dismissed because of misconduct, or participated in a labor dispute leading to a work stoppage that caused the unemployment. The period of disqualification varies considerably, from a few weeks to permanent disqualification.

**Unemployment Benefits.** Weekly benefits are usually a percentage of average wages during a recent period. A system of wage classes rather than a single fixed percentage is used in some countries. The basic rate of unemployment benefits is usually between 40 percent and 75 percent of average earnings. However, a ceiling on the wages used for benefit computations or maximum benefit provisions may considerably narrow the range within which the basic percentage of wages applies.

Flat-rate amounts are sometimes payable instead of graduated benefits that vary with past wages and customarily differ only according to the family status or, occasionally, the age of the worker. Supplements for a spouse and children are usually added to the basic benefit of unemployed workers who are heads of families. These supplements are either flat-rate amounts or an additional percentage of average earnings.

Most countries have a waiting period of several days before unemployment benefits become payable to reduce the administrative burden of dealing with a very large number of small claims. Most waiting periods are between 3 and 7 days. Some programs have a waiting period for each incident of unemployment, and others limit eligibility to once a year. Longer waiting periods may be prescribed for certain workers, such as the seasonally employed.

Most countries place a limit on the period during which unemployment benefits may be continuously drawn. Typically, this limit varies from 8 to 36 weeks but may be longer in certain cases.

Duration of benefits may also depend on the length of the preceding period of contribution or coverage under the program. That criterion may reduce the maximum duration of unemployment benefits for workers with brief work histories. However, workers with a long history of coverage may, under some programs, have their benefit period extended well beyond the ordinary maximum.

Many unemployed workers who exhaust the right to ordinary benefits continue to receive some assistance, provided their means or incomes are below specified levels. Recipients are usually required to continue registering and reporting at an employment exchange. Some countries that have unemployment assistance but no insurance program do not place any limit on the duration of payments. A number of countries require that insured workers approaching retirement age who have been out of work for a specified period be removed from the unemployment rolls and granted a regular old-age benefit.

**Administrative Organization.** Unemployment insurance systems may be administered by government departments or self-governing institutions that are usually managed by representatives of insured persons, employers, and the government.

Unemployment insurance and placement service programs usually maintain a close administrative relationship that ensures that benefits are paid only to workers who are registered for employment. At the same time, this liaison increases the effectiveness of the placement services by providing an incentive, through payment of benefits, for unemployed persons to register and report regularly.

Some countries have merged the administration of unemployment insurance and employment service programs, especially at the lower administrative levels where claims are received and benefits are paid by the local employment office. Other countries require persons to register with a local employment office, but the receipt of claims and payment of benefits are handled by a separate insurance office.

In addition to providing an income for the unemployed, many governments have elaborate measures to prevent or counteract unemployment. The typical procedure is for government employment services to work with industry to promote occupational and geographic mobility of labor and to minimize unemployment caused by economic or technological developments; they do that by subsidizing the retraining and relocation of workers in industries that are declining or being restructured. Governments may grant tax and other incentives to industry to locate in areas of high unemployment, or they may allocate funds to create jobs in anticipation of periods of seasonal unemployment.

## *Family Allowances*

The general purpose of family allowance programs is to provide additional income for families with young children in order to meet at least part of the added costs of their support. These programs may either be integrated with other social security measures or kept entirely separate. In this report, family allowances primarily include regular cash payments to families with children. In some countries, they also include school grants, birth grants, maternal and child health services, and allowances for adult dependents.

Most industrialized countries have family allowance programs that originated in Europe in the 19th century when some large companies began paying premiums to workers with large families. The idea spread gradually, and several European countries enacted programs during the 1920s and 1930s. Most programs in operation today, however, have been in place since 1945.

**Types of Systems and Coverage.** Family allowance programs are of two types: universal and employment-related. The first category, in principle, provides allowances to all resident families with a specified number of children. The second category provides allowances to all wage and salary workers and, in some cases, the self-employed. A few systems cover some categories of nonemployed persons as well. Most employment-related programs continue to pay family allowances to insured persons with dependent children in their care when they retire or are temporarily off the job and receiving sickness, unemployment, work injury, disability, or other benefits. Employment-related family programs also pay allowances to widows of social security beneficiaries.

**Source of Funds.** The differences in family allowance programs are reflected in the methods used for financing. In universal systems, the entire cost is usually covered by general revenue. By contrast, countries linking eligibility with employment meet the cost of allowances entirely or in considerable part from employer contributions, usually at a uniform percentage-of-payroll rate. If employer contributions do not cover the entire cost, the remainder is usually met from a government subsidy. Few countries require an employee contribution toward family allowances, although some require self-employed persons to contribute.

**Eligibility.** Eligibility is commonly related to the size of the family and, in some cases, to family income. Many countries pay allowances beginning with the first child. In addition, some countries pay an allowance for a nonemployed wife or other adult dependent, even if there are no children.

In some countries, families with only one child are ineligible. Age requirements vary but are usually tied to the last year of school or the minimum working age, which are often the same and fall somewhere between ages 14 and 18. Under most programs, the continuation of schooling, apprenticeship, or vocational training qualifies a child for an extension of the age limit. In the case of disabled children, many countries extend the age limit beyond that for continued education or pay allowances indefinitely.

**Benefits.** Whether a program pays a uniform rate for all children or an increasing or decreasing amount for each additional child may reflect the history or the intent of the program. The allowance structure may vary, for example, depending on whether the primary intent is to provide assistance or stimulate population growth. The allowance in most countries is a uniform amount for every child, regardless of the number of children in a family. The allowance in most of the other countries increases for each additional child; the payment for a fifth child, for example, may be considerably larger than that for the first or second child. In a few countries, the allowance per child diminishes or ceases with the addition of children beyond a certain number. In some countries, family allowances (and tax exemptions for dependent family members) have been replaced or supplemented by credits or other forms of a negative income tax.

**Administrative Organization.** In countries where family allowances are available to all families and financed from general revenues, the program is usually administered by a government department. Where allowances are payable mainly to families of employed persons and financed primarily from employer contributions, the administration may be by a semiautonomous agency under public supervision. Equalization funds may handle the program's financial operations. Each employer pays family allowances to its employees with their wages. The firm then settles with the local fund only the surplus or deficit of contributions due, after deducting allowances the firm has paid. A similar procedure of settling only surpluses or deficits is followed by the local funds in relation to the regional equalization funds under whose supervision they operate. The equalization process makes it possible to fix a uniform contribution rate for all employers, regardless of the number of children in their employees' families. It also eliminates any effect allowances might have in inducing employers to discriminate in hiring workers with children.

**Table 1.**
**Types of social security programs**

| Country | Old age, disability, and survivors | Sickness and maternity: Cash benefits for both | Sickness and maternity: Cash benefits plus medical care [a] | Work injury | Unemployment | Family allowances |
|---|---|---|---|---|---|---|
| Algeria | X | X | X | X | X | X |
| Benin | X | b | c | X | d | X |
| Botswana | e | d | d | X | d | c |
| Burkina Faso | X | b | X | X | d | X |
| Burundi | X | d | d | X | d | X |
| Cameroon | X | b | X | X | d | X |
| Cape Verde | X | X | X | X | d | X |
| Central African Republic | X | b | c | X | d | X |
| Chad | X | b | c | X | d | X |
| Congo (Brazzaville) | X | b | c | X | d | X |
| Congo (Kinshasa) | X | d | c | X | d | X |
| Côte d'Ivoire | X | b | X | X | d | X |
| Egypt | X | X | X | X | X | d |
| Equatorial Guinea | X | X | X | X | d | X |
| Ethiopia | X | d | d | X | d | d |
| Gabon | X | b | X | X | d | X |
| Gambia | X | d | d | X | d | d |
| Ghana | X | d | c | X | d | d |
| Guinea | X | X [f] | X | X | d | X |
| Kenya | X | d | g | X | d | d |
| Liberia | X | d | d | X | d | d |
| Libya | X | X | X | X | d | c |
| Madagascar | X | b | X | X | d | X |
| Malawi | d | d | g | X | d | d |
| Mali | X | b | X | X | d | X |
| Mauritania | X | b | X | X | d | X |
| Mauritius | X | d | g | X | c | X |
| Morocco | X | X | c | X | d | X |
| Niger | X | b | X | X | d | X |
| Nigeria | X | d | c | X | c | d |
| Rwanda | X | d | d | X | d | d |
| São Tomé and Principe | X | X | c | X | d | d |
| Senegal | h | b | X | X | d | X |
| Seychelles | X | X | c | X | c | d |
| Sierra Leone | X | d | d | X | d | d |

(Continued)

**Table 1.
Continued**

| Country | Old age, disability, and survivors | Sickness and maternity: Cash benefits for both | Sickness and maternity: Cash benefits plus medical care [a] | Work injury | Unemployment | Family allowances |
|---|---|---|---|---|---|---|
| South Africa | X [i] | c | g | X | X | X |
| Sudan | X | d | d | X | d | d |
| Swaziland | X | d | d | X | d | d |
| Tanzania | X | b | X | X | d | d |
| Togo | X | b | c | X | d | X |
| Tunisia | X | X | X | X | X | X |
| Uganda | X | d | d | X | d | d |
| Zambia | X | d | g | X | d | d |
| Zimbabwe | X | d | g | X | d | d |

SOURCE: Based on information in the country summaries in this volume.

a. Coverage is provided for medical care, hospitalization, or both.
b. Maternity benefits only.
c. Coverage is provided under other programs or through social assistance.
d. Has no program or information is not available.
e. Old-age and orphan's benefits only.
f. Maternity benefits are provided under Family Allowances.
g. Medical benefits only.
h. Old-age and survivor benefits only.
i. Old-age and disability benefits only, with survivor benefits provided under Unemployment.

**Table 2.**
**Types of mandatory systems for retirement income**

| Country | Flat-rate | Earnings-related | Means-tested | Flat-rate universal | Provident funds | Occupational retirement schemes | Individual retirement schemes |
|---|---|---|---|---|---|---|---|
| Algeria | | X | | | | | |
| Benin | | X | | | | | |
| Botswana | | | | X | | | |
| Burkina Faso | | X | | | | | |
| Burundi | | X | | | | | |
| Cameroon | | X | | | | | |
| Cape Verde | | X | | | | | |
| Central African Republic | | X | | | | | |
| Chad | | X | | | | | |
| Congo (Brazzaville) | | X | | | | | |
| Congo (Kinshasa) | | X | | | | | |
| Côte d'Ivoire | | X | | | | | |
| Egypt | | X | | | | | |
| Equatorial Guinea | | X | | | | | |
| Ethiopia | | X | | | | | |
| Gabon | | X | | | | | |
| Gambia | | X | | | X | | |
| Ghana | | X | | | | | |
| Guinea | | X | | | | | |
| Kenya | | | | | X | | |
| Liberia | | X | X | | | | |
| Libya | | X | | | | | |
| Madagascar | | X | | | | | |
| Malawi [a] | | | | | | | |
| Mali | | X | | | | | |
| Mauritania | | X | | | | | |
| Mauritius | | X | | X [b] | | | |
| Morocco | | X | | | | | |
| Niger | | X | | | | | |
| Nigeria | | | | | | | X |
| Rwanda | | X | | | | | |
| São Tomé and Principe | | X | | | | | |
| Senegal | | X | X | | | | |
| Seychelles | X | X | | | | | |
| Sierra Leone | | X | | | | | |
| South Africa | | | X | | | | |
| Sudan | | X | | | | | |

(Continued)

## Table 2.
## Continued

| Country | Flat-rate | Earnings-related | Means-tested | Flat-rate universal | Provident funds | Occupational retirement schemes | Individual retirement schemes |
|---|---|---|---|---|---|---|---|
| Swaziland | | | | | X | | |
| Tanzania | | X | | | | | |
| Togo | | X | | | | | |
| Tunisia | | X | | | | | |
| Uganda | | | | | X | | |
| Zambia | | X | | | | | |
| Zimbabwe | | X | | | | | |

SOURCE: Based on information in the country summaries in this volume.

NOTE: The types of mandatory systems for retirement income are defined as follows:

**Flat-rate pension:** A pension of uniform amount or based on years of service or residence but independent of earnings. It is financed by payroll tax contributions from employees, employers, or both.

**Earnings-related pension:** A pension based on earnings. It is financed by payroll tax contributions from employees, employers, or both.

**Means-tested pension:** A pension paid to eligible persons whose own or family income, assets, or both fall below designated levels. It is generally financed through government contributions, with no contributions from employers or employees.

**Flat-rate universal pension:** A pension of uniform amount normally based on residence but independent of earnings. It is generally financed through government contributions, with no contributions from employers or employees.

**Provident funds:** Employee and employer contributions are set aside for each employee in publicly managed special funds. Benefits are generally paid as a lump sum with accrued interest.

**Occupational retirement schemes:** Employers are required by law to provide private occupational retirement schemes financed by employer and, in some cases, employee contributions. Benefits are paid as a lump sum, annuity, or pension.

**Individual retirement schemes:** Employees and, in some cases, employers must contribute a certain percentage of earnings to an individual account managed by a public or private fund manager chosen by the employee. The accumulated capital in the individual account is used to purchase an annuity, make programmed withdrawals, or a combination of the two and may be paid as a lump sum.

a. No mandatory system for retirement income.
b. Benefits increase with age, but are subject to an income test for residents aged 60 to 90.

## Table 3. Demographic and other statistics related to social security, 2005

| Country | Total population (millions) | Percentage 65 or older | Dependency ratio [a] | Life expectancy at birth (years): Men | Life expectancy at birth (years): Women | Statutory pensionable age: Men | Statutory pensionable age: Women | Early pensionable age [b]: Men | Early pensionable age [b]: Women | GDP per capita (US$) |
|---|---|---|---|---|---|---|---|---|---|---|
| Algeria | 30.2 | 4.1 | 63.8 | 68.7 | 71.8 | 60 | 55 | 50 | 45 | 5,760 |
| Benin | 6.2 | 2.7 | 96.5 | 52.5 | 55.7 | 55 | 55 | c | c | 1,070 |
| Botswana | 1.5 | 2.8 | 81.6 | 36.5 | 35.6 | 65 | 65 | c | c | 8,170 |
| Burkina Faso | 11.5 | 3.2 | 108.1 | 47.0 | 49.0 | 55 | 55 | c | c | 1,100 |
| Burundi | 6.3 | 2.9 | 101.7 | 39.8 | 41.4 | 60 | 60 | c | c | 630 |
| Cameroon | 14.8 | 3.7 | 87.8 | 49.3 | 50.6 | 60 | 60 | 50 | 50 | 2,000 |
| Cape Verde | 0.4 | 4.6 | 78.2 | 67.0 | 72.8 | 65 | 60 | c | c | 5,000 |
| Central African Republic | 3.7 | 4.0 | 88.8 | 42.7 | 46.0 | 55 | 50 | c | c | 1,170 |
| Chad | 7.8 | 3.1 | 98.4 | 45.1 | 47.5 | 55 | 55 | c | c | 1,020 |
| Congo (Brazzaville) | 3.0 | 3.3 | 98.4 | 49.6 | 53.7 | 55 | 55 | c | c | 980 |
| Congo (Kinshasa) | 50.9 | 2.9 | 106.8 | 51.0 | 53.3 | 65 | 60 | c | c | 650 |
| Côte d'Ivoire | 16.0 | 3.1 | 82.5 | 47.7 | 48.1 | 55 | 55 | 50 | 50 | 1,520 |
| Egypt | 67.8 | 4.1 | 65.3 | 66.7 | 69.9 | 60 | 60 | c | c | 3,810 |
| Equatorial Guinea | 0.4 | 3.9 | 91.0 | 50.4 | 53.6 | 60 | 60 | c | c | 2,700 |
| Ethiopia | 62.9 | 3.0 | 92.8 | 42.8 | 43.8 | 60 | 60 | 55 | 55 | 780 |
| Gabon | 1.2 | 5.8 | 85.3 | 51.8 | 54.0 | 55 | 55 | c | c | 6,590 |
| Gambia | 1.3 | 3.1 | 76.6 | 45.7 | 48.5 | 55 | 55 | 45 | 45 | 1,690 |
| Ghana | 19.3 | 3.2 | 79.1 | 56.0 | 58.5 | 60 | 60 | 55 | 55 | 2,130 |
| Guinea | 8.1 | 2.8 | 88.0 | 48.0 | 49.0 | 55 | 55 | 50 | 50 | 2,100 |
| Kenya | 30.6 | 2.8 | 86.2 | 48.7 | 49.9 | 55 | 55 | c | c | 1,020 |
| Liberia | 2.9 | 2.9 | 83.6 | 54.6 | 56.7 | 60 | 60 | c | c | 900 |
| Libya | 5.2 | 3.4 | 59.5 | 69.2 | 73.3 | 65 | 60 | c | c | 7,570 |
| Madagascar | 15.9 | 3.0 | 91.4 | 52.5 | 54.8 | 60 | 55 | c | c | 740 |
| Malawi | 11.3 | 2.9 | 97.1 | 39.6 | 39.0 | d | d | d | d | 580 |
| Mali | 11.3 | 4.0 | 100.5 | 51.1 | 53.0 | 58 | 58 | 53 | 53 | 930 |
| Mauritania | 2.6 | 3.2 | 89.8 | 50.9 | 54.1 | 60 | 55 | c | c | 2,220 |
| Mauritius | 1.1 | 6.2 | 46.7 | 68.4 | 75.8 | 60 | 60 | c | c | 10,810 |
| Morocco | 29.8 | 4.1 | 63.4 | 66.8 | 70.5 | 60 | 60 | 55 | 55 | 3,810 |
| Niger | 10.8 | 2.0 | 107.8 | 45.9 | 46.5 | 60 | 60 | c | c | 800 |
| Nigeria | 113.8 | 3.0 | 92.7 | 52.0 | 52.2 | 50 | 50 | c | c | 860 |
| Rwanda | 7.6 | 2.6 | 88.4 | 40.2 | 41.7 | 55 | 55 | c | c | 1,270 |
| São Tomé and Principe | 0.1 | 3.9 | 105.0 | 65.4 | 68.5 | 62 | 57 | c | c | 1,317 |

(Continued)

## Table 3.
## Continued

| Country | Total population (millions) | Percentage 65 or older | Dependency ratio [a] | Life expectancy at birth (years) | | Statutory pensionable age | | Early pensionable age [b] | | GDP per capita (US$) |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | Men | Women | Men | Women | Men | Women | |
| Senegal | 9.4 | 2.5 | 88.1 | 52.5 | 56.2 | 55 | 55 | 53 | 53 | 1,580 |
| Seychelles | 0.08 | 6.2 | 51.5 | 66.4 | 77.4 | 63 | 63 | c | c | 18,232 |
| Sierra Leone | 4.4 | 2.9 | 89.2 | 39.2 | 41.8 | 60 | 60 | 55 | 55 | 520 |
| South Africa | 43.3 | 3.6 | 60.2 | 46.5 | 48.3 | 65 | 60 | c | c | 10,070 |
| Sudan | 31.0 | 3.4 | 77.2 | 55.6 | 58.4 | 60 | 60 | 50 | 50 | 1,820 |
| Swaziland | 0.9 | 3.5 | 81.9 | 38.1 | 38.1 | 50 | 50 | 45 | 45 | 4,550 |
| Tanzania | 35.1 | 2.4 | 90.2 | 50.1 | 52.0 | 60 | 60 | 55 | 55 | 580 |
| Togo | 4.5 | 3.1 | 90.1 | 51.1 | 53.3 | 55 | 55 | c | c | 1,480 |
| Tunisia | 9.4 | 5.9 | 55.2 | 69.6 | 72.2 | 60 | 60 | 50 | 50 | 6,760 |
| Uganda | 23.3 | 2.5 | 107.1 | 45.3 | 46.8 | 55 | 55 | 50 | 50 | 1,390 |
| Zambia | 10.4 | 2.9 | 97.9 | 42.6 | 41.7 | 55 | 55 | 50 | 50 | 840 |
| Zimbabwe | 12.6 | 3.2 | 93.8 | 43.3 | 42.4 | 60 | 60 | c | c | 2,400 |

SOURCES: United Nations Population Division, Department of Economic and Social Affairs, *World Population Ageing 1950–2050* (New York: United Nations, 2002); *Human Development Report 2004*, prepared for the United Nations Development Programme (New York: Oxford University Press, 2004); U.S. Central Intelligence Agency, *The World Factbook, 2005* (Washington DC: Central Intelligence Agency, 2005). Information on statutory and pensionable ages is taken from the country summaries in this volume.

NOTE: GDP = gross domestic product.

a. Population aged 14 or younger plus population aged 65 or older, divided by population aged 15–64.
b. General early pensionable age only; excludes early pensionable ages for specific groups of employees.
c. The country has no early pensionable age, has one only for specific groups, or information is not available.
d. There is no statutory old-age pension system.

**Table 4.**
**Contribution rates for social security programs, 2005 (in percent)**

| Country | Old age, disability, and survivors | | | All social security programs [a] | | |
|---|---|---|---|---|---|---|
| | Insured person | Employer | Total | Insured person | Employer | Total |
| Algeria | 7 [b] | 10 [b] | 17 [b] | 9 | 25 [c] | 34 |
| Benin | 3.6 | 6.4 | 10 | 3.6 | 16.4 | 20 |
| Botswana | 0 | 0 | 0 [d] | 0 | 0 [e] | 0 [d] |
| Burkina Faso [f] | 5.5 | 5.5 | 10 | 5.5 | 16 | 21.5 |
| Burundi [f] | 2.6 | 3.9 | 6.5 | 2.6 | 6.9 [g] | 9.5 |
| Cameroon [f] | 2.8 | 4.2 | 7 | 2.8 | 12.95 | 15.75 |
| Cape Verde [f] | 3 | 7 | 10 | 7 | 16 | 23 |
| Central African Republic [f] | 2 | 3 | 5 | 2 | 18 | 20 |
| Chad [f,h] | 2 | 4 | 6 | 2 | 12.5 | 14.5 |
| Congo (Brazzaville) [f,h] | 4 | 8 | 12 | 4 | 20.48 | 24.48 |
| Congo (Kinshasa) [f,h] | 3.5 | 3.5 | 7 | 3.5 | 9 | 12.5 |
| Côte d'Ivoire [f,h] | 3.2 | 4.8 | 8 | 3.2 | 12.55 | 15.75 |
| Egypt [f,h] | 13 | 17 | 30 | 14 | 26 | 40 |
| Equatorial Guinea [h] | 4.5 [i] | 21.5 [i] | 26 [i] | 4.5 | 21.5 | 26 |
| Ethiopia | 4 [i] | 6 [i] | 10 [i] | 4 | 6 | 10 |
| Gabon [f,h] | 2.5 | 5 | 7.5 | 2.5 | 20.1 | 22.6 |
| Gambia [f,h] | 5 | 10 | 15 | 5 | 11 | 16 |
| Ghana | 5 [i] | 12.5 [i] | 17.5 [i] | 5 | 12.5 [e] | 17.5 |
| Guinea [f] | 2.5 | 4 | 6.5 | 5 | 18 | 23 |
| Kenya [f] | 5 | 5 | 10 | 5 | 5 [e] | 10 |
| Liberia [h] | 3 | 3 | 6 | 3 | 4.75 | 7.75 |
| Libya [h] | 3.75 [i] | 10.5 [i] | 14.25 [i] | 5.25 | 12.95 [j] | 18.2 |
| Madagascar [f] | 1 | 9.5 | 10.5 | 1 | 13 | 14 |
| Malawi | 0 [k] | 0 [k] | 0 [k] | 0 | 0 [e] | 0 |
| Mali [f] | 3.6 | 5.4 | 9 | 3.6 | 16.4 | 20 |
| Mauritania [f] | 1 | 2 | 3 | 1 | 15 | 16 |
| Mauritius | 3 [i] | 6 [i] | 9 [i] | 3 | 6 | 9 [l] |
| Morocco [f] | 3.96 | 7.93 | 11.89 | 4.29 | 16.1 [e] | 20.39 |
| Niger [f] | 1.6 | 2.4 | 4 | 1.6 | 15.4 | 17 |
| Nigeria | 7.5 | 7.5 | 15 | 7.5 | 7.5 [e] | 15 |
| Rwanda | 3 | 3 | 6 | 3 | 5 | 8 |
| São Tomé and Principe [h] | 4 [i] | 6 [i] | 10 [i] | 4 | 6 | 10 |
| Senegal [f] | 5.6 | 8.4 | 14 | 8.6 | 20.9 | 29.5 |
| Seychelles [f] | 5 [i] | 10 [i] | 15 [i] | 5 | 10 | 15 |
| Sierra Leone | 5 | 10 | 15 | 5 | 10 [e] | 15 |
| South Africa [f,h] | 0 | 0 | 0 [d] | 1 | 1 [e] | 2 [d,m] |

(Continued)

## Table 4. Continued

| Country | Old age, disability, and survivors | | | All social security programs [a] | | |
|---|---|---|---|---|---|---|
| | Insured person | Employer | Total | Insured person | Employer | Total |
| Sudan | 8 | 15 | 23 | 8 | 17 | 25 |
| Swaziland [f,h] | 5 | 5 | 10 | 5 | 5 [e] | 10 |
| Tanzania | 10 [i] | 10 [i] | 20 [i] | 10 | 10 [e] | 20 |
| Togo | 4 | 8 | 12 | 4 | 16.5 | 20.5 |
| Tunisia | 7.74 | 7.76 | 15.50 | 10.37 | 14.88 | 25.25 |
| Uganda | 5 | 10 | 15 | 5 | 10 [e] | 15 |
| Zambia [f] | 5 | 5 | 10 | 5 | 5 [e] | 10 |
| Zimbabwe [f,h] | 3 | 3 | 6 | 3 | 3 [e] | 6 |

SOURCE: Based on information in the country summaries in this volume.

a. Includes old age, disability, and survivors; sickness and maternity; work injury; unemployment; and family allowances. In some countries, the rate may not cover all of these programs. In some cases, only certain groups, such as wage earners, are represented. When the contribution rate varies, either the average or the lowest rate in the range is used.
b. Contributions finance old-age benefits only.
c. A lump sum contribution is also paid for Family Allowances.
d. Government pays the total cost of the Old Age, Disability, and Survivors program.
e. Employers pay the total cost of Work Injury.
f. Contributions are subject to an upper earnings limit for some benefits.
g. Employers pay the total cost of Family Allowances.
h. Data are at least 2 years old.
i. Also includes the contribution rates for other programs.
j. Employers pay the total cost of maternity benefits.
k. There is no Old Age, Disability, and Survivors program.
l. Government pays the total cost of Unemployment Benefits and Family Allowances.
m. Government pays the total cost of Family Allowances.

# Algeria

Exchange rate: US$1.00 equals 73.03 dinars.

## Old Age, Disability, and Survivors

### Regulatory Framework

**First law:** 1949.

**Current laws:** 1983, implemented in 1984, with 1996, 1997, and 1999 amendments; and 1994 (early pension).

**Type of program:** Social insurance system.

### Coverage

All persons employed under a labor contract, domestic workers, actors, and certain categories of fishermen and apprentices with earnings at least equal to half the legal minimum wage.

Special systems for armed forces personnel and the self-employed.

### Source of Funds

**Insured person:** 7% of gross earnings (including 0.5% for the early pension).

The above contributions finance old-age benefits only. Disability benefits, survivor benefits, and the death grant are financed under Sickness and Maternity, below.

**Self-employed person:** Not applicable.

**Employer:** 10% of gross payroll (including 0.5% for the early pension).

The above contributions finance old-age benefits only. Disability benefits, survivor benefits, and the death grant are financed under Sickness and Maternity, below.

**Government:** None; the government subsidizes the minimum pension.

### Qualifying Conditions

**Old-age pension:** Age 60 (men) or age 55 (women and veterans) with at least 15 years of coverage, including at least 7.5 years of contributions; regardless of age with 32 years of contributions. Retirement from work is necessary.

Workers who do not have the required number of years of coverage at the normal retirement age can continue working for up to 5 years in order to satisfy the qualifying condition.

Persons employed in arduous or unhealthy work can retire before the normal retirement age. The normal retirement age for insured women (age 55) who have raised at least one child for at least 9 years is reduced by a year for each child, up to a maximum of 3 years. The normal retirement age for disabled veterans (age 55) is reduced, according to the assessed degree of disability.

There is no qualifying condition for age for the old-age pension for totally disabled workers who do not meet the disability pension qualifying conditions.

Partial pension: Age 50 (men) or age 45 (women) with 20 years (men) or 15 years (women) of actual contributions.

Early pension: Age 50 (men) or age 45 (women) with at least 20 years of employment, including 10 years of contributions of which 3 years were immediately before employment ceased. The insured must not receive income from any professional activity. The early pension is subject to the employer paying a lump-sum contribution, calculated according to the number of years that the insured retires before the normal retirement age.

**Retirement settlement:** Age 60 or older with at least 5 years or 20 quarters of coverage and ineligible for the old-age pension.

**Disability pension:** The total disability pension is payable for the loss of all working capacity. Must be currently covered with 60 days of employment in the last 12 months or 180 days in the last 3 years.

Partial disability: A loss of at least 50% of earning capacity.

**Survivor pension:** The deceased was a pensioner or satisfied the qualifying conditions for a pension.

**Death grant:** The deceased had 15 days (or 100 hours) of insured employment in the 3 months before death.

Eligible survivors are a widow(er) of any age; children younger than age 18 (age 25 if an apprentice with earnings of no more than half the legal minimum wage, age 21 if a student, no limit if disabled or a daughter without income); and dependent parents with income less than the minimum old-age pension.

All of the above benefits are payable abroad only if there is a reciprocal agreement.

### Old-Age Benefits

**Old-age pension:** The pension is equal to 2.5% of average monthly earnings in the 5 years before retirement or the best 5 years of the total professional career (whichever is higher) times the number of years of coverage, up to a maximum of 80%.

For pension calculation purposes, each covered year or covered quarter is based on 180 days or 45 days of work, respectively. The pension is paid monthly.

The minimum pension is equal to 75% (250% for veterans) of the legal monthly minimum wage.

The maximum pension is 15 times the legal monthly minimum wage.

Dependent spouse supplement: 1,000 dinars.

Constant-attendance supplement: Equal to 40% of the insured's pension. The minimum supplement is 2,470.34 dinars.

Early pension: The pension is reduced by 1% for each year that the pension is awarded before the normal retirement age. The pension is increased every 12 months by 1% until the pensioner reaches the normal retirement age, when it is then recalculated according to the number of years the pension was awarded before the normal retirement age and the insured's total coverage period.

The minimum early pension is 75% of the legal monthly minimum wage.

Dependent spouse supplement: Equal to 12.5% of the legal monthly minimum wage.

The legal monthly minimum wage is 10,000 dinars.

**Retirement settlement:** A lump sum equal to 2.5% of average monthly earnings in the 5 years before retirement or the best 5 years of the total professional career (whichever is higher) times the number of years of coverage.

Benefit adjustment: Benefits are adjusted annually in May.

### Permanent Disability Benefits

**Disability pension:** The pension is equal to 80% of average earnings during the last year or the best 3 years of the total professional career (whichever is higher). At the normal retirement age, the disability pension is replaced by an old-age pension of at least the same amount.

Constant-attendance supplement: Equal to 40% of the pension.

Partial disability: The pension is equal to 60% of average earnings during the last year or the best 3 years of the total professional career (whichever is higher).

The minimum pension is equal to the legal monthly minimum wage.

The legal monthly minimum wage is 10,000 dinars.

Benefit adjustment: Benefits are adjusted annually in May.

### Survivor Benefits

**Survivor pension:** The widow(er) receives 75% of the old-age pension or disability pension (50% if there are other survivors) paid or accrued to the deceased. If there is more than one widow, the pension is split equally among them.

**Other eligible survivors:** 30% of the old-age pension or disability pension paid or accrued to the deceased is payable for one other survivor; 40% is split equally if there is more than one other eligible survivor.

If there is no surviving spouse, 45% of the old-age pension or disability pension paid or accrued to the deceased is payable to a full orphan and 30% is payable to a dependent parent.

The total survivor pension must not exceed 90% of the pension paid or accrued to the deceased.

Benefit adjustment: Benefits are adjusted annually in May.

**Death grant:** A lump sum equal to 12 times the deceased's best monthly earnings in the year before death.

The minimum death grant is 12 times the legal monthly minimum wage.

The legal monthly minimum wage is 10,000 dinars.

### Administrative Organization

Ministry of Labor and Social Security (http://www.mtss.gov.dz) provides general supervision.

National Retirement Fund administers the old-age program for salaried employees.

National Social Insurance Fund (http://www.cnas.org.dz) administers the disability and survivors program for salaried employees.

National Social Security Fund for Nonwage Earners (http://www.casnos.com.dz) administers the old-age and disability program for nonwage earners.

## Sickness and Maternity

### Regulatory Framework

**First law:** 1949.

**Current law:** 1983, implemented in 1984.

**Type of program:** Social insurance system.

### Coverage

**Cash and medical benefits:** All employed persons.

**Medical benefits only:** Persons receiving an unemployment benefit, persons receiving the early pension, national liberation war pensioners, disabled persons with an assessed degree of disability of at least 50%, unemployed students, and their respective dependents; the dependents of certain categories of prisoner.

### Source of Funds

**Insured person:** 1.5% of gross earnings.

The above contributions also finance disability benefits, survivor benefits, and the death grant under Old Age, Disability, and Survivors, above.

**Self-employed person:** Not applicable.

**Employer:** 12.5% of gross payroll.

The above contributions also finance disability benefits, survivor benefits, and the death grant under Old Age, Disability, and Survivors, above.

**Government:** None.

### Qualifying Conditions

**Cash sickness benefits:** Must be in covered employment at the onset of incapacity. For up to 6 months' entitlement, the insured must have been employed for 15 days (or 100 hours) in the last quarter or 60 days (or 400 hours) in the last 12 months;

for entitlement beyond 6 months, the insured must have been employed for 60 days (or 400 hours) in the last 12 months or 180 days in the last 3 years.

**Cash maternity benefits:** Must have 15 days (or 100 hours) of insured employment in the last 3 months or 60 days (or 400 hours) in the last 12 months before the onset of pregnancy.

**Medical benefits:** Must have 15 days (or 100 hours) of insured employment in the 3 months before the year of the onset of the incapacity or 60 days (or 400 hours) of employment in the last 12 months.

### Sickness and Maternity Benefits

**Sickness benefit:** The benefit is equal to 50% of daily earnings (100% for an extended illness or hospitalization) for the first 15 days; thereafter, 100% of daily earnings from the 16th day up to a maximum of 3 years; 4 years under certain circumstances.

The minimum daily benefit (at the 100% rate) is eight times the legal hourly minimum wage.

The legal hourly minimum wage is 52.17 dinars.

**Maternity benefit:** The benefit is equal to 100% of earnings. The benefit is payable for up to 14 weeks (including up to 6 weeks before the expected date of childbirth).

The minimum daily benefit is eight times the legal hourly minimum wage.

The legal hourly minimum wage is 52.17 dinars.

### Workers' Medical Benefits

Benefits include medical treatment, surgery, hospitalization, medicines, laboratory services, ophthalmology and optician services, some dental care including dental prostheses, functional and vocational rehabilitation, prostheses, thermal and specialized cures, and transportation.

Full medical care in government hospitals is provided free and for unlimited duration for certain categories of sickness; some categories may require cost sharing.

Cost sharing: A cash refund of 80% of medical expenses (100% for insured persons with chronic diseases, work injury beneficiaries assessed as more than 50% disabled, and old-age pensioners or disability pensioners with income less than the legal minimum wage).

Maternity benefits are reimbursed at 100%; hospital charges are limited to 8 days.

### Dependents' Medical Benefits

Benefits include medical treatment, surgery, hospitalization, medicines, laboratory services, ophthalmology and optician services, some dental care including dental prostheses, functional and vocational rehabilitation, prostheses, thermal and specialized cures, and transportation.

Full medical care in government hospitals is provided free and for unlimited duration for certain categories of sickness; some categories may require cost sharing.

Cost sharing: A cash refund of 80% of medical expenses (100% for insured persons with chronic diseases, work injury beneficiaries assessed as more than 50% disabled, and old-age pensioners or disability pensioners with income less than the legal minimum wage).

Maternity benefits are reimbursed at 100%; hospital charges are limited to 8 days.

### Administrative Organization

Ministry of Labor and Social Security (http://www.mtss.gov.dz) provides general supervision.

National Social Insurance Fund (http://www.cnas.org.dz) administers the disability and survivors program for salaried employees.

National Social Security Fund for Nonwage Earners (http://www.casnos.com.dz) administers the old-age and disability program for nonwage earners.

## Work Injury

### Regulatory Framework

**First law:** 1919.

**Current law:** 1983, implemented in 1984.

**Type of program:** Social insurance system.

### Coverage

All employed persons, apprentices, students in technical schools and trainees, persons undergoing medical or vocational rehabilitation, some kinds of voluntary worker, wards of juvenile courts, students, and convicted persons working in prison workshops.

### Source of Funds

**Insured person:** None; work injury pensioners whose permanent disability pension is more than the legal minimum wage contribute 2% of the pension.

**Self-employed person:** Not applicable.

**Employer:** 1% of gross payroll.

**Government:** None.

### Qualifying Conditions

**Work injury benefits:** There is no minimum qualifying period. Accidents that occur while commuting to and from work are covered.

### Temporary Disability Benefits

The benefit is equal to 100% of net daily earnings. The benefit is payable from the day after the onset of disability until full recovery or the certification of permanent disability.

The minimum daily benefit is 8 times the legal minimum hourly wage.

The legal minimum hourly wage is 52.17 dinars.

### Permanent Disability Benefits

**Permanent disability pension:** The pension is equal to average earnings during the last 12 months times the assessed degree of disability.

A lump sum is paid if the assessed degree of disability is less than 10%.

The annual earnings for pension calculation purposes must not be less than 2,300 times the legal minimum hourly wage.

The legal minimum hourly wage is 52.17 dinars.

Constant-attendance supplement: Equal to 40% of the pension.

**Foreign worker settlement:** A lump sum equal to three times the annual pension is payable to injured foreign workers who leave the country, unless there is a reciprocal agreement.

### Workers' Medical Benefits

Benefits include medical treatment, surgery, hospitalization, medicines, laboratory services, ophthalmology and optician services, some dental care, prostheses, functional and vocational rehabilitation, thermal and specialized cures, and transportation.

There is no limit to duration.

### Survivor Benefits

**Survivor pension:** The widow receives 75% (50% if there are other survivors) of the deceased's average earnings in the 12 months before the date of the accident resulting in the insured's death. If there is more than one widow, the pension is split equally among them.

Eligible survivors are a widow of any age; children younger than age 18 (age 25 if an apprentice with earnings of no more than half the legal minimum wage, age 21 if a student, no limit if disabled or a daughter without income); and dependent parents with income less than the minimum old-age pension.

Survivors of foreign workers are eligible for benefits if they are resident or are covered by a reciprocal agreement.

**Other eligible survivors:** 30% of the deceased's average earnings are payable for one survivor; 40% is split equally if there is more than one eligible survivor.

If there is no surviving spouse, 45% of the deceased's average earnings are payable to a full orphan and 30% to a dependent parent.

The total survivor pension must not exceed 90% of the deceased's average earnings.

**Death grant:** A lump sum equal to 12 times the deceased's best monthly earnings in the year before death.

The minimum death grant is 12 times the legal monthly minimum wage.

The legal monthly minimum wage is 10,000 dinars.

### Administrative Organization

Ministry of Labor and Social Security (http://www.mtss.gov.dz) provides general supervision.

National Social Insurance Fund (http://www.cnas.org.dz) administers the disability and survivors program for salaried employees.

## Unemployment

### Regulatory Framework

**First and current law:** 1994.

**Type of program:** Social insurance system.

### Coverage

Involuntarily unemployed salaried workers.

### Source of Funds

**Insured person:** 0.5% of gross earnings; contributions are paid on unemployment benefits.

**Self-employed person:** Not applicable.

**Employer:** 1.5% of gross payroll plus a lump-sum contribution equal to 80% of each laid-off worker's average monthly earnings in the last year for each year of employment (up to a maximum of 12 years), if the employee worked for the employer for more than 3 years.

**Government:** None.

### Qualifying Conditions

**Unemployment benefit:** The insured is involuntarily unemployed; must have at least 3 years of contributions, including the 6 months before unemployment; must not receive income from any professional activity; must have been looking for work for at least 3 months; and must be a resident of Algeria. The previous employer must have paid all required social security contributions.

### Unemployment Benefits

The benefit is calculated according to a reference salary that is equal to 50% of the sum of the insured's average monthly salary during the last 12 months and the monthly legal minimum wage (1,000 dinars). The benefit is payable for

2 months for each year of contributions, up to a maximum of 36 months.

The minimum duration of benefit entitlement is 12 months.

The total duration of benefit entitlement is split into four equal periods, and the benefit payable declines over the four periods. The monthly benefit is equal to 100% of the reference salary during the first period, 80% during the second period, 60% during the third period, and 50% during the fourth period.

The minimum monthly benefit is 70% of the legal monthly minimum wage.

The maximum monthly benefit is three times the legal monthly minimum wage.

The legal monthly minimum wage is 10,000 dinars.

Nonworking spouse supplement: 500 dinars a month, if the insured receives an unemployment benefit of less than 7,000 dinars a month.

Unemployment beneficiaries and their dependents are eligible for sickness, maternity, and family benefits (entitlement may continue for up to 12 months after the unemployment benefit ceases). Periods during which the unemployment benefit has been paid are credited for pension calculation purposes.

### Administrative Organization

Ministry of Labor and Social Security (http://www.mtss.gov.dz) provides general supervision.

National Unemployment Insurance Fund (http://www.cnac.dz) administers the program.

## Family Allowances

### Regulatory Framework

**First and current law:** 1941, with 1994 amendment.

**Type of program:** Employment-related system.

### Coverage

Nonagricultural employees and social insurance beneficiaries.

Special systems for public-sector employees and employees of certain agricultural cooperatives.

### Source of Funds

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** 25% of the cost of family allowances for employees.

**Government:** 75% of the cost of family allowances for employees; the total cost of family allowances for social insurance beneficiaries.

### Qualifying Conditions

**Family benefits:** The child must be younger than age 17 (age 18 if an apprentice, age 21 if a student or disabled). The insured must earn at least half the legal monthly minimum wage; be disabled or ill; or be receiving an unemployment benefit, early retirement benefit, or old-age pension.

The legal monthly minimum wage is 10,000 dinars.

### Family Allowance Benefits

**Family allowances:** If family earnings are 15,000 dinars a month or less, the benefit is 600 dinars a month for each of the first five children and 300 dinars for each additional child. If family earnings exceed 15,000 dinars a month, the benefit is 300 dinars a month for each child.

**School allowance:** Payable for children older than age 6. If family earnings are 15,000 dinars a month or less, the benefit is 800 dinars for each of the first five children and 400 dinars for each additional child. If family earnings exceed 15,000 dinars a month, the benefit is 400 dinars for each child. The school allowance is payable once a year in addition to family allowances.

### Administrative Organization

Ministry of Labor and Social Security (http://www.mtss.gov.dz) provides general supervision.

National Social Insurance Fund (http://www.cnas.org.dz) administers the program.

# Benin

Exchange rate: US$1.00 equals 493.54 CFA francs.

## Old Age, Disability, and Survivors

### Regulatory Framework

**First law:** 1970.

**Current law:** 2003 (social security).

**Type of program:** Social insurance system.

### Coverage

Employed persons; managers of companies under certain conditions.

Voluntary coverage for persons previously insured for at least 6 consecutive months.

Exclusions: Self-employed persons, agricultural workers, informal economy workers, cooperative members, apprentices, interns, and students at technical schools.

Special system for civil servants.

Voluntary provident fund for citizens working abroad.

### Source of Funds

**Insured person:** 3.6% of gross earnings. Voluntarily insured persons contribute a sum equal to 10% of the last gross salary paid under compulsory insured employment.

The minimum monthly earnings for contribution purposes are equal to the legal monthly minimum wage (27,500 CFA francs in June 2004).

Contributions made by pensioners aged 55 to 60 who begin new covered employment or by foreign workers who leave the national territory may be reimbursed.

**Self-employed person:** Not applicable.

**Employer:** 6.4% of gross payroll.

The minimum monthly earnings for contribution purposes are equal to the legal monthly minimum wage (27,500 CFA francs in June 2004).

Contributions are paid monthly by employers with 20 or more employees or quarterly by employers with 1 to 19 employees.

**Government:** None.

### Qualifying Conditions

**Old-age pension:** Age 55 with 180 months of insurance coverage. Retirement from covered employment is necessary.

An insurance month corresponds to any month in which the insured worked at least 18 days or 120 hours in covered employment, including periods for which cash maternity or work injury benefits are paid.

The old-age pension is suspended if the pensioner begins new covered employment.

**Old-age settlement:** Ineligible for the old-age pension at age 55 with at least 12 months of insurance coverage.

**Disability pension:** A loss of 2/3 of earning capacity with 60 months of insurance coverage, including 6 months in the 12 months before the onset of disability (the coverage condition is waived for a disability that is the result of an accident).

An insurance month corresponds to any month in which the insured worked at least 18 days or 120 hours in covered employment, including periods for which cash maternity or work injury benefits are paid.

**Survivor pension:** The deceased was a pensioner, satisfied the qualifying conditions for a pension, or had at least 180 months of insurance coverage.

An insurance month corresponds to any month in which the insured worked at least 18 days or 120 hours in covered employment, including periods for which cash maternity or work injury benefits are paid.

**Survivor settlement:** The deceased was ineligible for a pension.

Eligible survivors include a widow married at least a year before the insured's death or who is pregnant by or who had a child with the deceased; a disabled or dependent widower who was married to the deceased at least a year before her death; and a dependent child younger than age 19 (age 22 if an apprentice, a student, or disabled).

Benefits are payable abroad only if there is a reciprocal agreement.

### Old-Age Benefits

**Old-age pension:** The pension is equal to 20% of the insured's average monthly earnings during the last 10 years. An increment of 2% is paid for every 12-month period of insurance coverage beyond 180 months, up to a maximum of 60% of the insured's earnings (wage increases above 10% a year during the last 10 years are not taken into account in the calculation).

The minimum pension is 60% of the legal monthly minimum wage (27,500 CFA francs in June 2004).

The maximum pension is 1,700,00 CFA francs a month (June 2004). The maximum is set periodically by a Decree of the Council of Ministers.

**Old-age settlement:** A lump sum equal to the insured's average monthly earnings during the last 10 years times the number of 12-month periods of insurance coverage.

Benefit adjustment: Pensions are adjusted for changes in the cost of living, depending on the financial resources of the system. (The last adjustment was made on January 1, 2001.)

### Permanent Disability Benefits

**Disability pension:** The pension is equal to 20% of the insured's average monthly earnings during the last 10 years. An increment of 2% is paid for every 12-month period of insurance coverage beyond 180 months, up to a maximum of 60% of the insured's earnings. For each year that a claim is made before the insured reaches age 55, the insured is credited with a 6-month insurance period.

The minimum pension is 60% of the legal monthly minimum wage (27,500 CFA francs in June 2004).

The maximum pension is 190,500 CFA francs a month (June 2004). The maximum is set periodically by a Decree of the Council of Ministers.

Constant-attendance supplement: Equal to 40% of the pension.

The disability pension ceases at age 55 and is replaced by an old-age pension of the same value.

When the insured is entitled to receive two or more pensions, the full amount of the higher pension and half the amount of the other pension(s) are paid.

Benefit adjustment: Pensions are adjusted for changes in the cost of living, depending on the financial resources of the system. (The last adjustment was made on January 1, 2001.)

### Survivor Benefits

**Survivor pension:** 40% of the pension the deceased received or would have received is paid to the widow(er). If there is more than one widow, the pension is split equally among them. A disabled or dependent widower is eligible to receive a pension on behalf of his first deceased spouse only.

The pension ceases on remarriage.

Remarriage settlement: A lump sum equal to 6 months' pension is paid.

**Orphan's pension:** 20% of the deceased's pension for one orphan; 40% for two or more orphans; 30% for a full orphan who is a single child. The amount payable may be recalculated if the number of eligible orphans changes.

The total survivor pension must not exceed 80% of the deceased's pension.

If an eligible survivor also receives survivor benefits under the work injury program, the work injury survivor pension is paid in full along with the part of the nonwork injury survivor pension that exceeds this amount.

**Survivor settlement:** One month of the pension the deceased would have been entitled to with 180 months of insurance for each 6-month period of insurance the deceased had at the time of death. The settlement is split equally between the eligible spouse and orphans. In the absence of an eligible spouse and orphans, the settlement is paid to the deceased's parents.

Benefit adjustment: Pensions are adjusted for changes in the cost of living, depending on the financial resources of the system. (The last adjustment was made on January 1, 2001.)

### Administrative Organization

Ministry of Public Administration, Labor, and Administrative Reform provides general supervision.

Managed by a tripartite board and director, the National Social Security Fund administers the program.

## Sickness and Maternity

### Regulatory Framework

**First law:** 1952.

**Current laws:** 1998 (labor code) and 2003 (social security).

**Type of program:** Social insurance system. Maternity benefits only.

### Coverage

Employed women; managers of companies under certain conditions.

Exclusions: Self-employed persons, agricultural workers, informal economy workers, cooperative members, apprentices, interns, and students at technical schools.

Special system for civil servants.

### Source of Funds

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** 0.2% of gross payroll.

The minimum monthly earnings for contribution purpose are equal to the legal monthly minimum wage (27,500 CFA francs in June 2004).

Contributions are paid monthly by employers with 20 or more employees or quarterly by employers with 1 to 19 employees.

**Government:** None.

### Qualifying Conditions

**Cash sickness benefits:** No statutory benefits are provided.

**Cash maternity benefits:** Six months of insurance coverage.

An insurance month corresponds to any month in which the insured worked at least 18 days or 120 hours in covered employment, including periods for which cash maternity or work injury benefits are paid.

Benefits are payable abroad only if there is a reciprocal agreement.

### Sickness and Maternity Benefits

**Sickness benefit:** No statutory benefits are provided. (The 1998 labor code requires employers to provide paid sick leave.)

**Maternity benefit:** 100% of the insured's earnings at the time the maternity leave starts (the employer pays half). The benefit is payable for 6 weeks before and 8 weeks after the expected date of childbirth. Four additional weeks are payable if complications arise from the pregnancy or childbirth.

### Workers' Medical Benefits

No statutory benefits are provided. (The 1998 labor code requires employers to pay 60% of the cost of health and medical services for employees.)

### Dependents' Medical Benefits

The insured's spouse and dependent children receive the same benefits as the insured according to the labor code. (Some maternity, child health, and welfare services are provided under Family Allowances, below.)

### Administrative Organization

Ministry of Public Administration, Labor, and Administrative Reform provides general supervision.

Managed by a tripartite board and director, the National Social Security Fund administers the program.

## Work Injury

### Regulatory Framework

**First law:** 1959.

**Current law:** 2003 (social security).

**Type of program:** Social insurance system.

### Coverage

Employed persons, managers of companies under certain conditions, apprentices, interns, students at technical schools, members of cooperatives, nonsalaried managers of cooperatives and their assistants, seamen, local authority employees, and some public-sector employees and civil servants.

Exclusions: Self-employed persons, agricultural workers, and informal economy workers.

### Source of Funds

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** 1% to 4% of gross payroll, according to the assessed risk.

The minimum monthly earnings for contribution purpose are equal to the legal monthly minimum wage (27,500 CFA francs in June 2004).

Contributions are paid monthly by employers with 20 or more employees or quarterly by employers with 1 to 19 employees.

**Government:** None; contributes as an employer.

### Qualifying Conditions

**Work injury benefits:** There is no minimum qualifying period. Accidents that occur while commuting to and from work are covered.

### Temporary Disability Benefits

The benefit is 2/3 of the insured's average daily earnings during the last month before the month in which the accident occurred.

The minimum monthly earnings for benefit purposes are equal to the legal monthly minimum wage (27,500 CFA francs in June 2004).

The benefit is payable from the day after the onset of disability until full recovery or death. The maximum duration of the benefit is 12 months; thereafter, the benefit is replaced by a temporary disability pension based on the insured's yearly wages in the year before the onset of disability, up to a ceiling of 10 times the legal minimum wage multiplied by 1.4, depending on the assessed degree of disability. The degree of disability is assessed by an approved doctor.

### Permanent Disability Benefits

**Permanent disability pension:** For a total disability, the pension is equal to 100% of the insured's annual earnings in the year before the year of the onset of disability up to three times the legal minimum wage, plus 50% of the portion of wages between this limit and 10 times the legal minimum wage.

Partial disability: For an assessed degree of disability of 20% or more, the pension is equal to the insured's annual earnings in the year before the year of the onset of disability multiplied by 0.5 times the assessed degree of disability for the portion of disability between 1% and 50% and by 1.5 times the assessed degree of disability for the portion above 50%.

The minimum monthly earnings for pension calculation purposes are equal to the legal monthly minimum wage multiplied by 1.4. The legal monthly minimum wage is 27,500 CFA francs (June 2004).

Constant-attendance supplement: Equal to 40% of earnings.

Pensions are paid monthly if the assessed degree of disability is 75% or more; otherwise, monthly or quarterly.

The degree of disability is assessed by an approved doctor.

When the insured is entitled to two or more pensions, the higher pension and half the amount of the other pension or pensions are paid.

**Disability allowance:** For an assessed degree of disability of less than 20%, a lump sum equal to 5 years' pension is paid, according to the assessed degree of disability.

The degree of disability is assessed by an approved doctor.

Benefit adjustment: Pensions are adjusted for changes in the cost of living, depending on the financial resources of the system. (The last adjustment was made on January 1, 2001.)

### Workers' Medical Benefits

Benefits include medical and surgical care, hospitalization, medicines, appliances, prostheses, rehabilitation, and transportation.

### Survivor Benefits

**Survivor pension:** 30% of the deceased's earnings taken into account for the calculation of the disability pension are payable to a spouse who married the deceased before the onset of disability (a divorced spouse who received alimony may also be entitled to a pension up to 20% of the deceased's earnings). If there is more than one widow, the pension is split equally among them.

The pension ceases on remarriage.

Remarriage settlement: A lump sum equal to 6 months' pension is paid.

**Orphan's pension:** 15% of the deceased's earnings taken into account for the calculation of the disability pension are payable to each of the first two orphans and 10% for each additional orphan. Eligible orphans are dependent children younger than age 19 (age 22 if an apprentice, a student, or disabled). An orphan receiving the pension may not receive family allowances.

**Dependent parent's and grandparent's pension:** 10% of the deceased's earnings taken into account for the calculation of the disability pension each.

The total survivor pension must not exceed 85% of the disability pension the deceased was or would have been entitled to; otherwise, the pensions are reduced proportionally.

If an eligible survivor also receives survivor benefits under the old-age, disability, and survivors program, the work injury survivor pension is paid in full along with the part of the nonwork injury survivor pension that exceeds this amount.

**Funeral grant:** Funeral costs are reimbursed up to five times the monthly legal minimum wage (27,500 CFA francs a month in June 2004).

Benefit adjustment: Pensions are adjusted for changes in the cost of living, depending on the financial resources of the system. (The last adjustment was made on January 1, 2001.)

### Administrative Organization

Ministry of Public Administration, Labor, and Administrative Reform provides general supervision.

Managed by a tripartite board and director, the National Social Security Fund administers the program.

## Family Allowances

### Regulatory Framework

**First law:** 1955.

**Current law:** 2003 (social security).

**Type of program:** Employment-related system.

### Coverage

Employed persons, managers of companies under certain conditions, local authority employees, and some public-sector employees and civil servants.

Exclusions: Self-employed persons, agricultural workers, informal economy workers, cooperative members, apprentices, interns, and students at technical schools.

Special system for civil servants.

### Source of Funds

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** 8.8% of gross payroll.

The minimum monthly earnings for contribution purposes are equal to the legal monthly minimum wage (27,500 CFA francs in June 2004).

Contributions are paid monthly by employers with 20 or more employees or quarterly by employers with 1 to 19 employees.

**Government:** None; contributes as an employer.

### Qualifying Conditions

**Family allowances:** The child must be younger than age 15 (age 22 if an apprentice, a student, or disabled). The parent must have 6 months of insurance and be currently working at least 18 days or 120 hours during the month, including periods for which cash maternity or work injury benefits are paid.

The child must not receive an orphan's pension.

If one of the parents receives family allowances from the special system for civil servants, only the higher benefit award is paid.

**Prenatal allowance:** Must undergo prescribed medical examinations. The pregnant spouse of an insured worker is also eligible.

Benefits are payable abroad only if there is a reciprocal agreement.

### Family Allowance Benefits

**Family allowances:** 2,000 CFA francs a month for each child, payable from the first day of the month of birth.

**Prenatal allowance:** 1,500 CFA francs a month for 9 months.

Some maternity, child health, and welfare services are also provided.

Benefit adjustment: Benefits are adjusted for changes in the cost of living, depending on the financial resources of the system.

## *Administrative Organization*

Ministry of Public Administration, Labor, and Administrative Reform provides general supervision.

Managed by a tripartite board and director, the National Social Security Fund administers the program.

# Botswana

Exchange rate: US$1.00 equals 4.35 pula.

## Old Age, Disability, and Survivors

### Regulatory Framework

**First and current law:** 1996 (universal pension and orphan care).

**Type of program:** Universal old-age pension and orphan care benefit system.

Note: Botswana does not yet have national social security legislation.

### Coverage

**Old-age pension:** All citizens of Botswana aged 65 or older.

Special system for public-sector employees.

**Orphan care benefit:** All orphaned citizens of Botswana younger than age 18.

### Source of Funds

**Insured person:** None.

**Self-employed person:** None.

**Employer:** None.

**Government:** Total cost.

### Qualifying Conditions

**Old-age pension:** Age 65 or older and a resident.

**Disability benefit:** No statutory benefits are provided; cash benefits are provided to registered destitute disabled persons under the destitute program (see Family Allowances, below).

**Orphan care benefit:** Provided for the loss of one parent (single parent) or both parents (married couple); a social orphan whose parents' whereabouts is not known. The child must be younger than age 18.

### Old-Age Benefits

**Old-age pension:** A flat-rate monthly pension of 166 pula.

Benefit adjustment: Benefits are adjusted periodically according to changes in the cost of living.

### Permanent Disability Benefits

**Disability benefit:** No statutory benefits are provided; cash benefits are provided to registered destitute disabled persons under the destitute program (see Family Allowances, below).

### Survivor Benefits

**Orphan care benefit:** A monthly food basket equal to 216.60 pula; a school uniform, transportation fees, sports fees, tour fees, clothing, rental fees where applicable, and other payments as required. The benefits are received by the orphan's caregiver (guardian) or by an orphan acting as the head of the family (guardian) for younger siblings.

### Administrative Organization

Department of Labor and Social Security (http://www.gov.bw) provides general supervision and administers the program.

Social Benefits Division, Department of Social Services, Ministry of Local Government (http://www.gov.bw) administers the program.

## Sickness and Maternity

### Regulatory Framework

No statutory benefits are provided.

The amended 1982 Employment Act provides for up to 14 days of paid sick leave a year.

The amended 1984 Employment Order requires employers in designated areas to pay maternity benefits to female employees. The maternity benefit is a minimum of 25% of wages or 0.5 pula for each day of absence, whichever is greater, and is payable for 6 weeks before and 6 weeks after the expected date of childbirth; may be extended for an additional 2 weeks for complications arising from childbirth. Maternity benefits may be extended for an additional 2 weeks for complications arising from childbirth.

The 1982 Employment Act requires employers in designated areas to provide certain medical services to employees and their dependents, including transportation to the nearest hospital.

## Work Injury

### Regulatory Framework

**First law:** 1936.

**Current laws:** 1977, with 1980 and 1985 amendments; and 1998.

**Type of program:** Employer-liability system, normally involving insurance with a private carrier.

### Coverage

Employed persons, including government and local authority employees and armed forces personnel.

Exclusions: Casual workers and family labor.

### Source of Funds

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** Total cost, met through the direct provision of benefits or the payment of insurance premiums.

**Government:** None.

### Qualifying Conditions

**Work injury benefits:** There is no minimum qualifying period.

### Temporary Disability Benefits

66% of the insured's earnings is payable for up to 6 months; the benefit may be extended for additional 3-month periods up to a total of 24 months with the approval of the Commissioner for Workmen's Compensation. The benefit is payable after a 7-day waiting period until full recovery or certification of permanent disability.

Partial disability: Reduced amounts are payable for partial disability.

### Permanent Disability Benefits

If totally disabled, a lump-sum benefit equal to 60 months of the insured's earnings minus the value of any temporary disability benefit paid previously.

The minimum benefit is 16,000 pula.

The maximum benefit is 250,000 pula.

Constant-attendance supplement: Up to a maximum of 25% of the permanent disability benefit.

Partial disability: A percentage of the full benefit according to the assessed degree of disability, according to the schedule in law.

The maximum partial disability benefit is 200,000 pula.

### Workers' Medical Benefits

Medical and surgical care, hospitalization, and medicines are provided by the employer, up to a maximum of 75,000 pula; the costs of prostheses, up to a maximum of 10,000 pula; and transportation costs, up to a maximum of 1,500 pula.

### Survivor Benefits

**Survivor benefit:** A lump sum equal to 48 months of the insured's earnings minus the value of any temporary disability benefit previously paid to the deceased is payable to dependent survivors.

The minimum benefit is 8,000 pula.

The maximum benefit is 20,000 pula.

Reduced benefit amounts are paid if the survivor was only partially dependent.

**Funeral grant:** A lump sum, up to a maximum of 100 pula. (The amount is deducted from the survivor benefit.)

### Administrative Organization

Department of Labor and Social Security (http://www.gov.bw) enforces the law.

Employers may insure against liability with private insurance companies.

## Unemployment

### Regulatory Framework

No statutory benefits are provided.

Under the amended 1984 Employment Order, employees with 60 months of continuous employment are entitled to a severance benefit from their employer.

Department of Labor and Social Security (http://www.gov.bw) enforces the law.

Commissioner of Labor and Social Security provides supervision.

## Family Allowances

### Regulatory Framework

Botswana provides monthly cash benefits (61 pula) and monthly food rations (equal to 172 pula) to all destitute residents, including those unable to support themselves because of old age, disability, or a chronic health condition; needy children younger than age 18 with a terminally ill parent; or orphans or abandoned children younger than age 18 not covered by the orphan care program.

# Burkina Faso

Exchange rate: US$1.00 equals 493.54 CFA francs.

## Old Age, Disability, and Survivors

### Regulatory Framework

**First law:** 1960.

**Current law:** 1972 (social security), implemented in 1973, with 2005 (retirement age) amendment.

**Type of program:** Social insurance system.

### Coverage

Employed persons and apprentices.

Voluntary coverage for persons previously insured for at least 6 consecutive months.

Exclusions: Self-employed persons and temporary workers.

Special system for civil servants.

### Source of Funds

**Insured person:** 5.5% of gross earnings. (Voluntarily insured persons contribute 11% of declared earnings. The declared earnings for contribution purposes are chosen by the self-employed person from between the minimum and maximum earnings levels.)

The minimum earnings for contribution and benefit purposes are equal to the legal monthly minimum wage.

The maximum monthly earnings for contribution and benefit purposes are 600,000 CFA francs. (The maximum earnings for contribution and benefits purposes were last adjusted in 2003.)

**Self-employed person:** Not applicable.

**Employer:** 5.5% of gross payroll.

The minimum earnings for contribution and benefit purposes are equal to the legal monthly minimum wage.

The maximum monthly earnings for contribution and benefit purposes are 600,000 CFA francs. (The maximum earnings for contribution and benefits purposes were last adjusted in 2003.)

Contributions are paid monthly by employers with 20 or more employees or quarterly by employers with 1 to 19 employees.

**Government:** None; contributes as an employer for public-sector employees who are not civil servants.

The legal monthly minimum wage is 28,811 CFA francs. (The legal monthly minimum wage was last adjusted in 1999.)

### Qualifying Conditions

**Old-age pension:** Age 56 (blue-collar workers), age 58 (white-collar workers), age 60 (managers), or age 63 (doctors and teachers in private higher education), with 180 months of insurance coverage. The pension is payable from age 50 if prematurely aged. Retirement from gainful employment is necessary.

For a transitional period until 2009, the old-age pension is payable from age 55.

Deferred pension: A deferred pension is possible.

The pension is payable abroad.

**Old-age settlement:** Payable if the insured is not eligible for a pension at the normal retirement age. Retirement from gainful employment is necessary.

**Disability pension:** A permanent loss of 2/3 of earning capacity for any work with 5 years of insurance coverage including at least 6 months in the last year. The insured must be younger than the normal retirement age. There is no minimum qualifying period for a disability that is the result of a nonoccupational accident. The loss in working capacity is assessed by a doctor approved or designated by the National Social Security Fund.

The pension is payable abroad.

**Survivor pension:** The deceased satisfied the qualifying conditions for the old-age pension or disability pension, was a pensioner at the time of death, or had 180 months of insurance coverage.

The pension is payable to a widow who was married to the deceased for at least 1 year or who has a child or is pregnant by the deceased, to a dependent disabled widower, and to orphans younger than age 15 (age 19 if an apprentice, age 22 if a student or disabled).

The pension is payable abroad.

**Survivor settlement:** Payable if the deceased had less than 180 months of insurance coverage and did not satisfy the qualifying conditions for a disability pension.

### Old-Age Benefits

**Old-age pension:** The pension is equal to 20% of the insured's average monthly covered earnings in the last 3 or 5 years (whichever is higher), plus 1.33% for each 12-month period of insurance coverage beyond 180 months. The pension is paid quarterly.

The minimum pension is 60% of the legal monthly minimum wage.

The legal monthly minimum wage is 28,811 CFA francs. (The legal monthly minimum wage was last adjusted in 1999.)

The maximum pension is 80% of the insured's average monthly covered earnings in the last 3 or 5 years, whichever is higher.

Deferred pension: The pension is calculated in the same way as the old-age pension.

**Old-age settlement:** A lump sum equal to 20% of the insured's average monthly covered earnings in the last 3 or 5 years (whichever is higher) for each 6-month period of insurance coverage.

Benefit adjustment: Pensions are adjusted by decree for changes in the average salary and the legal minimum wage, depending on the financial resources of the system. (The last adjustment was made in 1999.)

### Permanent Disability Benefits

**Disability pension:** The pension is equal to 20% of the insured's average monthly covered earnings in the last 3 or 5 years (whichever is higher), plus 1.33% for each 12-month period of insurance coverage beyond 180 months. For each year that a claim is made before the insured reaches the normal retirement age, the insured is credited with a 6-month coverage period. The pension is paid quarterly.

The minimum pension is 60% of the legal monthly minimum wage.

The legal monthly minimum wage is 28,811 CFA francs. (The legal monthly minimum wage was last adjusted in 1999.)

The maximum pension is 80% of the insured's average monthly covered earnings in the last 3 or 5 years, whichever is higher.

Constant-attendance allowance: Equal to 50% of the pension.

The disability pension ceases at the normal retirement age and is replaced by an old-age pension of the same value, including the value of any constant-attendance allowance payable.

The insured may be required to undergo medical examination by a doctor approved or designated by the National Social Security Fund.

If the insured also receives a disability pension under the work injury program, the work injury disability pension is paid in full along with the part of the nonwork injury permanent disability pension that exceeds this amount.

Benefit adjustment: Pensions are adjusted by decree for changes in the average salary and the legal minimum wage, depending on the financial resources of the system. (The last adjustment was made in 1999.)

### Survivor Benefits

**Survivor pension:** The pension paid to the widow(er) is equal to 50% of the pension paid or accrued to the deceased. If there is more than one widow, the pension is split equally among them. The pension is payable quarterly.

The pension ceases on remarriage.

**Orphan's pension:** The pension is equal to 25% of the deceased's pension for each orphan; 40% for each full orphan.

The value of the orphan's pension must not be less than the value of family allowances. An orphan's receiving the pension may not receive family allowances.

The total survivor pension must not exceed 100% of the deceased's pension; otherwise, the pensions are reduced proportionately.

If an eligible survivor also receives a survivor pension under the work injury program, the work injury survivor pension is paid in full along with the part of the nonwork injury survivor pension that exceeds this amount.

**Survivor settlement:** A lump sum equal to 1 month of the deceased's average monthly earnings in the last 3 or 5 years (whichever is higher) before death for each 6-month period of coverage.

Benefit adjustment: Pensions are adjusted by decree for changes in the average salary and the legal minimum wage, depending on the financial resources of the system. (The last adjustment was made in 1999.)

### Administrative Organization

Ministry of Labor, Employment, and Youth (http://www.emploi.gov.bf) provides technical supervision.

Ministry of Finance and Budget (http://www.finances.gov.bf) provides financial supervision.

Ministry of Trade, Economic Development, and Craftsmen provides administrative supervision.

Managed by a tripartite board and a director, the National Social Security Fund (http://www.cnss.bf) administers the program.

## Sickness and Maternity

### Regulatory Framework

**First law:** 1952.

**Current law:** 1972 (social security), with 1981 (maternity benefit) amendment.

**Type of program:** Social insurance system. Maternity benefits only.

### Coverage

Employed women.

Exclusions: Self-employed persons and temporary workers.

Special system for civil servants (cash maternity benefits only).

Voluntary private health insurance programs are available.

### Source of Funds

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** See source of funds under Family Allowances, below.

**Government:** None.

### Qualifying Conditions

**Cash sickness benefits:** No statutory benefits are provided.

**Cash maternity benefits:** At least 3 months of insured employment.

## Sickness and Maternity Benefits

**Sickness benefit:** No statutory benefits are provided.

**Maternity benefit:** The benefit is equal to 100% of the insured's last gross earnings (of which the National Social Security Fund pays a sum equal to 100% of insurable earnings and the employer pays the remainder). The benefit is payable for 14 weeks, including at least 2 weeks before the expected date of childbirth; may be extended for up to 3 additional weeks in case of complications. The benefit period after childbirth is payable for a stillborn child.

The minimum earnings for benefit calculation purposes are equal to the legal minimum wage. The legal monthly minimum wage is 28,811 CFA francs. (The legal monthly minimum wage was last adjusted in 1999.)

The maximum monthly earnings for benefit calculation purposes are 600,000 CFA francs. (The maximum earnings for benefit calculation purposes were last adjusted in 2003).

Some maternity services are provided under Family Allowances, below.

## Workers' Medical Benefits

Working women receive free medical care during pregnancy and childbirth.

The labor code requires employers to provide certain medical services.

## Dependents' Medical Benefits

The spouse of an insured woman receives some medical benefits.

Some child health and welfare services are provided under Family Allowances, below.

## Administrative Organization

Ministry of Labor, Employment, and Youth (http://www.emploi.gov.bf) provides technical supervision.

Ministry of Finance and Budget (http://www.finances.gov.bf) provides financial supervision.

Ministry of Trade, Economic Development, and Craftsmen provides administrative supervision.

Managed by a tripartite board and a director, the National Social Security Fund (http://www.cnss.bf) administers contributions and benefits.

# Work Injury

## Regulatory Framework

**First law:** 1932.

**Current law:** 1972 (social security).

**Type of program:** Social insurance system.

## Coverage

Employed persons, members of cooperatives, technical students, apprentices, and temporary workers.

Voluntary coverage for persons previously insured for at least 6 consecutive months.

Exclusions: Self-employed persons.

## Source of Funds

**Insured person:** None. (Voluntarily insured persons contribute 3.5% of declared earnings. The declared earnings for contribution purposes are chosen by the voluntarily insured person from between the minimum and maximum earnings levels.)

**Self-employed person:** Not applicable.

**Employer:** 3.5% of gross payroll.

The minimum earnings for contribution and benefit purposes are equal to the legal minimum wage.

The maximum monthly earnings for contribution and benefit purposes are 600,000 CFA francs. (The maximum earnings for contribution and benefit purposes were last adjusted in 2003.)

Contributions are paid monthly by employers with 20 or more employees or quarterly by employers with 1 to 19 employees.

**Government:** None; contributes as an employer for public-sector employees who are not civil servants.

The legal monthly minimum wage is 28,811 CFA francs. (The legal monthly minimum wage was last adjusted in 1999.)

## Qualifying Conditions

**Work injury benefits:** There is no minimum qualifying period. Accidents that occur while commuting to and from work are covered.

## Temporary Disability Benefits

The benefit is equal to 2/3 of the insured's average daily earnings in the 90 days before the month of the onset of disability. The benefit is payable from the day after the onset of disability until full recovery or the certification of permanent disability.

The minimum earnings for benefit purposes are equal to the legal minimum wage. The legal monthly minimum wage is 28,811 CFA francs. (The legal monthly minimum wage was last adjusted in 1999.)

The maximum monthly earnings for benefit calculation purposes are 600,000 CFA francs. (The maximum earnings for benefit calculation purposes were last adjusted in 2003.)

## Permanent Disability Benefits

**Permanent disability pension:** If the insured is totally disabled, the pension is equal to 85% of the insured's monthly average earnings in the 3 months before the onset of disability. The pension is paid monthly.

The pension may be paid partially as a lump sum after 5 to 7 years, subject to conditions.

The minimum earnings for benefit calculation purposes are equal to the legal minimum wage. The legal monthly minimum wage is 28,811 CFA francs. (The legal monthly minimum wage was last adjusted in 1999.)

The maximum monthly earnings for benefit calculation purposes are 600,000 CFA francs. (The maximum earnings for benefit calculator purposes were last adjusted in 2003.)

Constant-attendance supplement: Equal to 50% of the pension.

Partial disability: If the assessed degree of disability is at least 15%, a percentage of the full pension is paid according to the assessed degree of disability. The pension is paid quarterly; monthly if the assessed degree of disability is 75% or more.

If the assessed degree of disability is less than 15%, a lump sum of 3 years' pension is paid according to the assessed degree of disability.

The insured may be required to undergo medical examination by a doctor approved or designated by the National Social Security Fund.

If the insured also receives a disability pension under the old-age, disability, and survivors program, the work injury permanent disability pension is paid in full along with the part of the nonwork injury disability pension that exceeds this amount.

Benefit adjustment: Pensions are adjusted by decree for changes in the average salary and the legal minimum wage, depending on the financial resources of the system. (The last adjustment was made in 1999.)

### Workers' Medical Benefits

Benefits include medical, surgical, and dental care; hospitalization; medicines; X-rays; laboratory services; rehabilitation; retraining; appliances; and transportation.

### Survivor Benefits

**Survivor pension:** The pension is equal to 30% of the deceased's monthly average earnings in the 3 months before the onset of disability.

Eligible survivors are a widow who was married to the deceased for at least 1 year (or who has a child or is pregnant by the deceased) or a dependent disabled widower. If there is more than one widow, the pension is split equally among them.

**Orphan's pension:** Each receives a pension equal to 10% of the deceased's monthly average earnings in the 3 months before the onset of disability for each orphan younger than age 15 (age 19 if an apprentice, age 22 if a student or disabled); 30% for each full orphan.

An orphan receiving the pension may not receive family allowances.

**Dependent parent's and grandparent's pension:** Each receives a pension equal to 10% of the deceased's monthly average earnings in the 3 months before the onset of disability.

The minimum earnings for benefit calculation purposes are equal to the legal minimum wage. The legal monthly minimum wage is 28,811 CFA francs. (The legal monthly minimum wage was last adjusted in 1999.)

The maximum monthly earnings for benefit calculation purposes are 600,000 CFA francs. (The maximum earnings for benefit calculator purposes were last adjusted in 2003.)

The total survivor pension must not exceed 85% of the deceased's full permanent disability pension; otherwise, the pensions are reduced proportionately.

If an eligible survivor also receives survivor benefits under the old-age, disability, and survivors program, the work injury survivor pension is paid in full along with the part of the nonwork injury survivor pension that exceeds this amount.

**Funeral grant:** A lump sum equal to 1/2 of the maximum monthly earnings for contribution purposes (600,000 CFA francs in 2005).

Benefit adjustment: Pensions are adjusted by decree for changes in the average salary and the legal minimum wage, depending on the financial resources of the system. (The last adjustment was made in 1999.)

### Administrative Organization

Ministry of Labor, Employment, and Youth (http://www.emploi.gov.bf) provides technical supervision.

Ministry of Finance and Budget (http://www.finances.gov.bf) provides financial supervision.

Ministry of Trade, Economic Development, and Craftsmen provides administrative supervision.

Managed by a tripartite board and a director, the National Social Security Fund (http://www.cnss.bf) administers contributions and benefits.

## Family Allowances

### Regulatory Framework

**First law:** 1955.

**Current law:** 1972 (social security), implemented in 1973.

**Type of program:** Employment-related system.

### Coverage

Employed persons and social insurance beneficiaries with one or more children.

Exclusions: Self-employed persons.

Special system for civil servants.

## Source of Funds

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** 7% of gross payroll.

The employer contributions also finance maternity benefits, above.

The minimum earnings for contribution and benefit purposes are equal to the legal monthly minimum wage. The legal monthly minimum wage is 28,811 CFA francs. (The legal monthly minimum wage was last adjusted in 1999.)

The maximum monthly earnings for contribution and benefit purposes are 600,000 CFA francs. (The maximum earnings for contribution and benefit purposes were last adjusted in 2003.)

Contributions are paid monthly by employers with 20 or more employees or quarterly by employers with 1 to 19 employees.

**Government:** Any deficit; contributes as an employer for public-sector employees who are not civil servants.

## Qualifying Conditions

**Family allowances:** The child must be younger than age 15 (age 19 if an apprentice, age 22 if a student or disabled). The parent (or guardian) must have 3 months of covered employment and be currently working 18 days or 120 hours a month. The allowance is payable to a pensioner or to an unemployed person for a maximum of 6 months.

The child must not receive an orphan's pension.

If both parents qualify for family allowances, the benefit is paid on behalf of the husband only. If one of the parents receives family allowances from the special system for civil servants, only the higher benefit award is paid.

The mother and child must undergo prescribed medical examinations.

**Prenatal allowance:** The mother must undergo prescribed medical examinations.

## Family Allowance Benefits

**Family allowances:** 1,000 CFA francs a month for each of the first six children.

**Prenatal allowance:** 500 CFA francs a month for 9 months. The allowance is paid in three installments.

Some maternity and child health and welfare services are also provided.

Benefit adjustment: The benefits are adjusted depending on the financial resources of the system. (Family allowances were last adjusted in 1992, and prenatal allowances were last adjusted in 1993.)

## Administrative Organization

Ministry of Labor, Employment, and Youth (http://www.emploi.gov.bf) provides technical supervision.

Ministry of Finance and Budget (http://www.finances.gov.bf) provides financial supervision.

Ministry of Trade, Economic Development, and Craftsmen provides administrative supervision.

Managed by a tripartite board and a director, the National Social Security Fund (http://www.cnss.bf) administers the program.

# Burundi

Exchange rate: US$1.00 equals 1,085.70 francs.

## Old Age, Disability, and Survivors

### Regulatory Framework

**First law:** 1956.

**Current law:** 2002.

**Type of program:** Social insurance system.

### Coverage

Salaried workers covered by the labor code, military personnel, and civil service and public utility contract workers.

Voluntary coverage for persons previously insured for at least 6 consecutive months.

Special system for civil servants.

### Source of Funds

**Insured person:** 2.6% of gross monthly earnings (excluding family allowances and reimbursements paid by the employer); 3.8% if working under arduous conditions. Voluntary insured persons contribute 6.5% of monthly income.

The maximum monthly earnings for contribution and benefit purposes are 150,000 francs.

**Self-employed person:** Voluntary coverage, subject to conditions.

**Employer:** 3.9% of gross monthly payroll; 5.7% of gross monthly payroll for arduous work.

The maximum monthly earnings for contribution purposes are 150,000 francs.

**Government:** None; contributes as an employer.

### Qualifying Conditions

**Old-age pension:** Age 60 (age 55 if prematurely aged or age 45 if working under arduous conditions) with 15 years of insurance. Retirement is not necessary.

**Old-age settlement:** Paid to an insured person aged 60 or older who does not meet the qualifying conditions for an old-age pension.

**Disability pension:** Payable for a 66% or more loss of physical or mental capacity with 3 years of insurance coverage, including 6 months of contributions during the last 12 months.

**Survivor pension:** The insured qualified for a pension, was a pensioner, or had at least 180 months of coverage at the time of death.

Eligible survivors are the widow(er); unmarried orphans younger than age 16 (age 18 if an apprentice, age 21 if a student, no limit if disabled); and parents in the absence of a surviving spouse and children.

**Survivor settlement:** The deceased did not meet the qualifying conditions for a pension.

### Old-Age Benefits

**Old-age pension:** The pension is equal to 30% of the insured's average monthly earnings during the last 3 or 5 years (whichever is higher), plus 2% for every 12-month period of insurance coverage beyond 180 months.

The minimum pension is 60% of the highest legal minimum wage. The highest legal minimum monthly wage is equal to 4,000 francs (2004).

The legal minimum wage is adjusted by ministerial ordinance. (The last adjustment was made in 1988.)

The maximum pension is 80% of average monthly earnings.

The insured can receive the old-age pension and one or more survivor pensions at the same time. If the insured is entitled to the old-age pension and the work injury permanent disability benefit, the full amount of the higher pension and half the amount of the other pension is paid. The combined receipt of the old-age pension before age 60 if prematurely aged and the disability pension is not allowed.

Benefit adjustment: Pensions are adjusted for changes in the cost of living, depending on the financial resources of the system. (Benefits were last adjusted in 2003).

**Old-age settlement:** A lump sum equal to average monthly earnings during the last 3 or 5 years (whichever is higher) times the number of 12-month periods of contributions.

### Permanent Disability Benefits

**Disability pension:** The pension is equal to 30% of the insured's average monthly earnings during the last 3 or 5 years (whichever is higher), plus 2% for every 12-month period of insurance coverage beyond 180 months. A 6-month contribution period is credited for each year that the insured is younger than the pensionable age at the time of the claim. The disability pension is normally awarded temporarily.

The minimum pension is 60% of the highest legal minimum wage. The highest legal monthly minimum wage is equal to 4,000 francs (2004).

The legal minimum wage is adjusted by ministerial ordinance. (The last adjustment was made in 1988.)

The maximum pension is 80% of average monthly earnings.

The insured can receive the disability pension and one or more survivor pensions at the same time. If the insured is entitled to the disability pension and the work injury permanent disability pension, only the highest pension is paid. The combined receipt of the disability pension and the old-age pension before age 60 if prematurely aged is not allowed.

Benefit adjustment: Pensions are adjusted for changes in the cost of living if the award is permanent or the insured is aged 60 or older, depending on the financial resources of the system.

### Survivor Benefits

**Survivor pension:** 50% of the deceased's pension is paid to the widow(er).

The pension ceases on remarriage.

**Orphan's pension:** 25% of the deceased's pension is paid for each eligible orphan; 40% for each full orphan.

**Dependent parent's and grandparent's pension (in the absence of other eligible survivors):** 25% of the deceased's pension each.

The total survivor pension must not exceed 100% of the deceased's pension.

The survivor can receive a survivor pension and an old-age pension or disability pension at the same time.

Benefit adjustment: Pensions are adjusted for changes in the cost of living, depending on the financial resources of the system. (The last adjustment was made in 2003.)

**Survivor settlement:** A lump sum calculated as a percentage of the old-age pension the deceased would have received at the pensionable age.

### Administrative Organization

Ministry of Labor and Social Security provides general supervision.

Managed by a tripartite board and director, the National Social Security Institute administers the program.

## Sickness and Maternity

### Regulatory Framework

The labor code (1993) requires employers to pay 2/3 of wages for sick leave for up to 3 months each calendar year and to provide medical care for workers and their dependents.

The labor code (1993) requires employers to pay 50% of wages for maternity leave of up to 12 weeks (14 weeks in case of complications), including at least 6 weeks after childbirth, if the woman has 6 months of service during the year before the expected date of childbirth.

The 1984 provision established a medical assistance program to provide medical, surgical, maternity, hospitalization, dental, and pharmaceutical services to the low-income population.

The 1980 law (health insurance) provides for medical benefits for civil servants and members of the armed forces.

## Work Injury

### Regulatory Framework

**First law:** 1949.

**Current law:** 2002 (pensions and work injury).

**Type of program:** Social insurance system.

### Coverage

Salaried workers covered by the labor code, including agricultural workers, military personnel, police personnel, apprentices, and trainees.

Exclusions: The self-employed.

### Source of Funds

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** 3% of gross monthly payroll.

The maximum monthly earnings for contribution and benefit purposes are 80,000 francs.

**Government:** None; contributes as an employer.

### Qualifying Conditions

**Work injury benefits:** There is no minimum qualifying period. Accidents that occur while commuting to and from work are covered.

### Temporary Disability Benefits

The benefit is 2/3 of the insured's average daily earnings up to a ceiling. The benefit is payable from the 31st day after the onset of disability (from the second day for a commuting accident or if the costs of the accident are met by the employer) for the total period of incapacity for work, up to a maximum of 6 months from the date of the accident. The insured's salary is suspended while receiving benefits.

The average daily earnings are based on earnings during the last 3 calendar months before the month in which the accident occurred.

The minimum benefit is the regional minimum wage (between 105 francs and 160 francs a day in 2004).

The minimum wage is adjusted by ministerial ordinance. (The last adjustment was made in 1988.)

### Permanent Disability Benefits

**Permanent disability pension:** If totally disabled, 100% of the insured's average monthly earnings up to a ceiling. After the pension has been received for 5 years, it can be converted into a lump sum under certain conditions.

The average earnings are based on earnings during the 3 calendar months before the month in which the accident occurred.

Partial disability: If the assessed degree of disability is 15% or more, the benefit equals a percentage of the full pension according to the assessed degree of disability. If the assessed degree of disability is less than 15%, a lump sum equal to 3 years' pension according to the assessed degree of disability.

Constant-attendance supplement: Equal to 50% of the pension.

If the insured is entitled to receive the old-age pension and the work injury permanent disability benefit, the full amount of the higher pension and half the amount of the other pension is paid. If the insured is entitled to both the nonwork injury disability pension and the work injury permanent disability pension, only the highest pension is paid.

Benefit adjustment: Pensions are adjusted for changes in the cost of living, depending on the financial resources of the system. (The last adjustment was made in 2003.)

### Workers' Medical Benefits

Benefits include medical and surgical care, hospitalization, laboratory services, medicines, dental care, transportation, physiotherapy, eyeglasses, and rehabilitation.

### Survivor Benefits

**Survivor pension:** 50% of the insured's earnings is payable to a widow(er).

The pension ceases on remarriage.

Remarriage settlement: A lump sum of 6 months' pension is paid to the widow(er).

**Orphan's pension:** 20% of the deceased's earnings for each orphan younger than age 16 (age 21 if a student, no limit if disabled); 40% for each full orphan.

**Dependent parent's and grandparent's pension (in the absence of other eligible survivors):** 20% of the deceased's earnings each.

The total survivor pension must not exceed 100% of the pension the deceased would have received if totally disabled.

**Funeral grant:** A lump sum equal to 30 times the deceased's average daily earnings up to a ceiling. The average earnings are based on the earnings the deceased received during the last 3 calendar months before the month in which the accident occurred.

The minimum grant is 30,000 francs.

Benefit adjustment: Pensions are adjusted for changes in the cost of living, depending on the financial resources of the system. (The last adjustment was made in 2003.)

### Administrative Organization

Ministry of Labor and Social Security provides general supervision.

National Social Security Institute administers contributions and benefits.

Medical services are provided by the National Social Security Institute and public or approved private medical institutions.

## Family Allowances

### Regulatory Framework

**First law:** 1971.

**Current law:** 1977 (family benefits).

**Type of program:** Employment-related system.

### Coverage

Salaried workers and apprentices.

Exclusions: The self-employed.

Special system for civil servants.

### Source of Funds

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** Total cost.

**Government:** None.

### Qualifying Conditions

**Family allowances:** The child must be unmarried and younger than age 16 (age 21 if a student or an apprentice, no limit if disabled). The wife must not be in paid employment. For the full benefit, the insured must work at least 4 hours a day.

### Family Allowance Benefits

**Family allowances:** Specified monthly payments for the wife and for each child. The benefit is reduced by 50% if the insured works less than 4 hours a day.

### Administrative Organization

Ministry of Labor and Social Security provides general supervision.

Employers pay the benefits directly to employees.

# Cameroon

Exchange rate: US$1.00 equals 493.54 CFA francs.

## Old Age, Disability, and Survivors

### Regulatory Framework

**First and current law:** 1969 (pensions), implemented in 1974, with 1984 and 1990 amendments.

**Type of program:** Social insurance system.

### Coverage

Employed persons.

Exclusions: The self-employed.

Voluntary coverage for previously covered workers (not yet implemented).

Special system for civil servants.

### Source of Funds

**Insured person:** 2.8% of gross earnings.

The maximum monthly earnings for contribution and benefit purposes are 300,000 CFA francs.

**Self-employed person:** Not applicable.

**Employer:** 4.2% of gross payroll.

The maximum monthly earnings for contribution purposes are 300,000 CFA francs.

**Government:** None.

### Qualifying Conditions

**Old-age pension:** Age 60 with 20 years of insurance coverage and 180 months of contributions, including 60 months in the last 10 years. Retirement from employment is necessary.

The pension is payable abroad only if there is a reciprocal agreement.

Early pension: Age 50 with 20 years of insurance coverage and 180 months of contributions, including 60 months in the last 10 years.

**Old-age grant:** Age 60 (age 50 for early retirement) and ineligible for the old-age pension, with at least 12 months of contributions.

**Disability pension:** A loss of 2/3 of earning capacity with 5 years of insurance coverage, including at least 6 months of contributions in the last year. No contributions are required if the disability is the result of a nonwork-related accident.

**Survivor pension:** The deceased was a pensioner or met the pension requirements at the time of death or had at least 180 months of insurance coverage.

Eligible survivors are a widow(er) of any age, children younger than age 14 (age 18 if an apprentice, age 21 if a student or disabled), and dependent parents.

**Survivor grant:** The deceased met the requirements for the old-age grant.

### Old-Age Benefits

**Old-age pension:** The pension is equal to 30% of average monthly earnings in the last 3 or 5 years (whichever is higher), plus 1% for each 12-month period of contributions beyond 180 months.

The minimum pension is 50% of the legal minimum wage.

The maximum pension is 80% of the insured's average monthly earnings.

Constant-attendance supplement: Equal to 40% of the old-age pension.

**Old-age grant:** A lump sum equal to the insured's average monthly earnings times the number of 12-month periods of coverage.

### Permanent Disability Benefits

**Disability pension:** The pension is equal to 30% of average monthly earnings in the last 3 or 5 years (whichever is higher), plus 1% for each 12-month period of contributions beyond 180 months. For each year that a claim is made before the insured reaches age 60, the insured is credited with a 6-month insurance period.

Constant-attendance supplement: Equal to 40% of the insured's disability pension.

### Survivor Benefits

**Survivor pension:** 50% of the deceased's old-age pension is payable to the widow(er). If there is more than one widow, the pension is split equally among them.

The pension ceases on remarriage.

**Orphan's pension:** 15% of the deceased's old-age pension is payable to each orphan; 25% for each full orphan.

**Dependent parent's pension:** 10% of the deceased's old-age pension each.

**Other eligible survivors (in the absence of the above):** The pension is split equally among other relatives.

The total survivor pension must not exceed 100% of the deceased's old-age pension.

**Survivor grant:** A lump sum equal to 1 month's pension (based on 180 months of contributions) for each 6-month period of contributions.

### Administrative Organization

Ministry of Employment, Labor, and Social Security provides general supervision.

Managed by a tripartite council and director general, the National Social Insurance Fund (http://www.cnps.com) administers the program.

## Sickness and Maternity

### Regulatory Framework

**First law:** 1956.

**Current law:** 1967, with 1995 amendment.

**Type of program:** Social insurance system. Maternity benefits only.

### Coverage

Employed women.

Exclusions: Self-employed women.

### Source of Funds

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** See source of funds under Family Allowances, below.

**Government:** None.

### Qualifying Conditions

**Cash sickness benefits:** No statutory benefits are provided. (The labor code requires employers to provide some paid sick leave.)

**Cash maternity benefits:** Six months of consecutive employment and insured at the date of childbirth.

### Sickness and Maternity Benefits

**Sickness benefit:** No statutory benefits are provided. (The labor code requires employers to provide some paid sick leave.)

**Maternity benefit:** 100% of the last monthly earnings. The benefit is payable 4 weeks before and 10 weeks after the expected date of childbirth; up to 16 weeks after childbirth in case of complications).

### Workers' Medical Benefits

Insured women and the spouses of insured men receive 1,400 CFA francs toward expenses in connection with childbirth and 200 CFA francs for each prenatal examination and for pediatric care examinations for up to 6 months.

Some free medical care is provided by government health facilities.

The labor code requires employers to provide certain medical services.

### Dependents' Medical Benefits

No statutory benefits are provided.

Some child health care and welfare services are provided to mothers and children under Family Allowances, below.

### Administrative Organization

Ministry of Employment, Labor, and Social Security provides general supervision.

National Social Insurance Fund (http://www.cnps.com) administers the program.

## Work Injury

### Regulatory Framework

**First law:** 1944.

**Current law:** 1977 (work injury).

**Type of program:** Social insurance system.

### Coverage

Employed persons, apprentices, seamen, technical students, and persons in training.

Exclusions: Civil servants.

Voluntary coverage for the self-employed (not yet implemented).

### Source of Funds

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** 1.75%, 2.5%, or 5% of gross payroll, according to the assessed degree of risk.

**Government:** None.

### Qualifying Conditions

**Work injury benefits:** There is no minimum qualifying period.

### Temporary Disability Benefits

The benefit is equal to 2/3 of monthly earnings during the 3 months before the onset of disability. The benefit is payable from the day after the onset of disability until full recovery or certification of permanent disability.

The maximum daily earnings for benefit purposes are 17,933 CFA francs.

### Permanent Disability Benefits

**Permanent disability pension:** If totally disabled, the pension is equal to 85% of average earnings during the 3 months before the onset of disability.

The minimum monthly earnings for benefit purposes are equal to the legal minimum wage (23,514 CFA francs).

The maximum monthly earnings for benefit purposes are 537,994 CFA francs.

Constant-attendance supplement: The annual benefit varies according to the value of the insured's salary and the sector of activity in which the inured is employed.

Partial disability: If the degree of disability is at least 20%, the pension is a percentage of the full pension according to the assessed degree of disability; if the assessed degree of disability is less than 20%, a lump sum equal to 10 years' partial disability pension is paid.

### Workers' Medical Benefits

Benefits include medical and surgical care, hospitalization, medicines, appliances, X-rays, laboratory services, and rehabilitation.

### Survivor Benefits

**Survivor pension:** The pension is equal to 85% of the deceased's average earnings in the last 3 months.

The pension is split among the eligible survivors according to the schedule in law. Eligible survivors are a surviving spouse, children younger than age 14 (age 18 if an apprentice, age 21 if a full-time student or disabled), and dependent parents.

**Funeral grant:** The cost of the burial.

### Administrative Organization

Ministry of Employment, Labor, and Social Security provides general supervision.

National Social Insurance Fund (http://www.cnps.com) administers the program.

## Family Allowances

### Regulatory Framework

**First law:** 1956.

**Current law:** 1967, with 1995 amendment.

**Type of program:** Employment-related system.

### Coverage

Employed persons.

Exclusions: The self-employed.

Special system for apprentices with families.

### Source of Funds

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** 7% of gross payroll; 5.65% (agriculture) and 3.7% (private schools).

The maximum monthly earnings for contribution purposes are 300,000 CFA francs.

The above contributions also finance maternity benefits under Sickness and Maternity, above.

**Government:** None.

### Qualifying Conditions

**Family allowances:** The child must be younger than age 14 (age 18 if an apprentice, age 21 if a full-time student or disabled). The parent must be working 18 days or 120 hours a month.

Benefits continue to be paid during periods of work-related disability, for a 6-month period of sick leave, for a 14-week period of maternity leave, for a 3-month period if involuntarily unemployed, and during statutory vacation periods.

Allowances are also payable to old-age pensioners who retire with dependent children and to eligible survivors with dependent children.

**Prenatal allowance:** Must undergo prescribed medical examinations.

**Birth grant:** Must undergo prescribed medical examinations.

### Family Allowance Benefits

**Family allowances:** 1,800 CFA francs a month for each child. The allowance is paid every 3 months.

**Prenatal allowance:** 1,800 CFA francs a month for 9 months. The allowance is paid in two installments.

**Birth grant:** 21,600 CFA francs for each birth.

Some child health care and welfare services are also provided to mothers and children.

### Administrative Organization

Ministry of Employment, Labor, and Social Security provides general supervision.

National Social Insurance Fund (http://www.cnps.com) administers the program.

# Cape Verde

Exchange rate: US$1.00 equals 83.94 escudos.

## Old Age, Disability, and Survivors

### Regulatory Framework

**First law:** 1957.

**Current laws:** 2003 (self-employed persons) and 2004 (employed persons).

**Type of program:** Social insurance system.

### Coverage

Employed persons in the private and public sectors.

Special systems for government employees, central bank employees, and the self-employed.

### Source of Funds

**Insured person:** 3% of gross monthly earnings.

**Self-employed person:** Not applicable (covered by a special system).

**Employer:** 7% of gross monthly payroll.

**Government:** None; contributes as an employer.

### Qualifying Conditions

**Old-age pension:** Age 65 (men) or age 60 (women) with 15 years of contributions.

The pension is payable abroad.

**Disability pension:** Assessed as 2/3 disabled or disabled with a loss of 1/3 of earning capacity, with 5 years of contributions.

The pension is payable abroad.

**Survivor pension:** The insured was a pensioner or had 36 months of contributions.

The pension is payable abroad.

Eligible survivors include a widow older than age 50 or disabled, a widower older than age 55 or disabled, and physically or mentally disabled children.

A temporary survivor pension is payable for up to 5 years to a widow younger than age 50, to a widower younger than age 55, and to children aged 15 to 25 who are students.

### Old-Age Benefits

**Old-age pension:** The monthly pension is equal to 2% of annual average earnings, plus an annual coefficient adjusted for changes in the cost of living for each 12-month period of insurance coverage.

The annual average earnings for benefit calculation purposes are based on the 120 best-paid months in the 15 years of contributions.

The minimum monthly pension is 4,620 escudos. (The minimum monthly pension was last adjusted in 2005.)

The maximum monthly pension is 80% of the insured's average earnings.

Benefit adjustment: Pensions are adjusted by decree periodically. (The pensions were last adjusted in 2005.)

### Permanent Disability Benefits

**Disability pension:** The monthly pension is equal to 2% of annual average earnings, plus an annual coefficient adjusted for changes in the cost of living for each 12-month period of insurance coverage.

The annual average earnings for benefit calculation purposes are based on the 120 best-paid months in the 15 years of contributions.

The minimum monthly pension is 4,620 escudos. (The minimum monthly pension was last adjusted in 2005.)

The maximum monthly pension is 80% of the insured's average earnings.

Benefit adjustment: Pensions are adjusted by decree periodically. (The pensions were last adjusted in 2005.)

### Survivor Benefits

**Survivor pension:** The monthly pension is equal to 50% of the deceased's pension.

The pension ceases on remarriage.

**Orphan's pension:** The monthly pension is equal to 25% of the deceased's pension for each orphan; 50% for each full orphan.

The maximum monthly survivor pension is equal to 100% of the deceased's pension.

Benefit adjustment: Pensions are adjusted by decree periodically. (The pensions were last adjusted in 2005.)

### Administrative Organization

Ministry of Labor and Solidarity provides general supervision.

National Social Insurance Institute administers the program.

## Sickness and Maternity

### Regulatory Framework

**First law:** 1976.

**Current laws:** 2003 (self-employed persons) and 2004 (employed persons).

**Type of program:** Social insurance system. Cash and medical benefits.

## Coverage

Employed persons in the private and public sectors.

The self-employed, pensioners, and recipients of social insurance benefits are covered for medical benefits.

Special systems provide cash benefits for government employees and the self-employed.

## Source of Funds

**Insured person:** 4% of gross monthly earnings.

**Self-employed person:** Not applicable (covered by a special system).

**Employer:** 4% of gross monthly payroll.

**Government:** None; contributes as an employer.

## Qualifying Conditions

**Cash sickness and maternity benefits:** Six months of contributions.

## Sickness and Maternity Benefits

**Sickness benefit:** The benefit is equal to 60% of the insured's last monthly earnings or average earnings during the last 6 months, whichever is higher. The benefit is payable for up to 1,095 days. The employer pays 100% of earnings for the first 3 days; thereafter, 40% up to the 90th day.

**Maternity benefit:** The benefit is equal to 90% of the insured's last monthly earnings or average earnings in the last 6 months, whichever is higher. The benefit is payable for 45 days. (A nursing allowance is payable under Family Allowances, below.)

## Workers' Medical Benefits

Benefits include general and specialist care, surgery, hospitalization, laboratory services, doctor's consultations at home, medicines, prostheses, and dental care.

Cost sharing: The insured pays 15%, 25%, 45%, or 50% of the cost of medicines, according to the schedule in law; pensioners pay 5%, 15%, 40%, or 45%. Medicines are free for low-income pensioners. The insured pays 30% to 50% of the cost of dental care; 15% for low-income pensioners. The insured pays 20%, 25%, 30%, or 40% of the cost of prostheses and appliances; 15% for low-income pensioners.

A daily benefit of 1,000 escudos (1,500 escudos for low-income pensioners) is paid for transportation costs and living expenses; 1,500 escudos (3,000 escudos for low-income pensioners) when receiving care abroad. A daily benefit is also payable for an authorized accompanying person.

Low-income pensioners are pensioners with earnings less than 2.5 times the legal minimum wage. The monthly legal minimum wage is 12,269 escudos.

## Dependents' Medical Benefits

Benefits include general and specialist care, surgery, hospitalization, laboratory services, doctor's consultations at home, medicines, prostheses, and dental care.

Eligible dependents are children up to age 18 or receiving family benefits, dependent parents, and dependent grandparents.

Cost sharing: The insured's dependents pay 15%, 25%, 45%, or 50% of the cost of medicines, according to the schedule in law; the dependents of a pensioner pay 5%, 15%, 40%, or 45%. Medicines are free for low-income pensioners' dependents. The insured's dependents pay 30% to 50% of the cost of dental care; 15% for low-income pensioners' dependents. The insured's dependents pay 20%, 25%, 30%, or 40% of the cost of prostheses and appliances; 15% for low-income pensioners' dependents.

A daily lump sum of 1,000 escudos (1,500 escudos for low-income pensioners' dependents) is paid for transportation costs and living expenses; 1,500 escudos (3,000 escudos for low-income pensioners' dependents) when receiving care abroad. A daily lump sum is also payable for an authorized accompanying person.

Low-income pensioners are pensioners with earnings less than 2.5 times the legal minimum wage. The monthly legal minimum wage is 12,269 escudos.

## Administrative Organization

Ministry of Health provides general supervision.

National Health Service administers the program.

# Work Injury

## Regulatory Framework

**First law:** 1960.

**Current laws:** 1978 (compulsory insurance) and 1991 (private administration).

**Type of program:** Social insurance system.

## Coverage

Employed persons; tenant farmers and sharecroppers; members of cooperative enterprises; apprentices and trainees; certain categories of volunteer workers; and certain categories of self-employed persons, including family members employed by them.

Exclusions: Company managers, owners, and shareholders.

Special system for government employees.

## Source of Funds

**Insured person:** None.

**Self-employed person:** 6% of gross monthly earnings.

The maximum daily earnings for contribution purposes are 300 escudos.

**Employer:** 2% of gross monthly payroll for employees or 6% of gross monthly payroll for all other workers; for domestic servants, 50 escudos a month (full time) or 30 escudos a month (part time).

The maximum daily earnings for contribution purposes are 300 escudos.

**Government:** None.

## Qualifying Conditions

**Work injury benefits:** There is no qualifying period. Accidents that occur while commuting to and from work are covered.

## Temporary Disability Benefits

If totally disabled, the benefit is equal to 40% of the insured's earnings on the day the injury occurred (if those earnings differ from the insured's normal earnings, 40% of average earnings in the last 6 months) for the first 14 days; thereafter, 70%. For hospitalization, the benefit is 40% of the insured's earnings; 70% with dependents.

The maximum daily earnings for benefit purposes are 300 escudos.

Partial disability: The benefit is equal to 25% of the insured's earnings on the day the injury occurred (if those earnings differ from the insured's normal earnings, 40% of the average earnings in the last 6 months).

## Permanent Disability Benefits

**Permanent disability pension:** If totally disabled, the monthly pension is equal to 70% of the insured's earnings on the day the injury occurred (if those earnings differ from the insured's normal earnings, 70% of average earnings in the last 6 months).

The maximum daily earnings for benefit calculation purposes are 300 escudos.

Constant-attendance supplement: Up to 30% of the insured's earnings.

Partial disability: If the assessed degree of disability is between 10% and 99%, the monthly pension equals a percentage of the full disability pension according to the assessed degree of disability.

The degree of disability is assessed according to the schedule in law.

The insured may be required to undergo medical examinations every 6 months during the first 2 years; thereafter, every year.

The pension is payable from the day following the onset of disability (the employer pays the insured's earnings for the day of the work injury).

Benefit adjustment: Pensions are adjusted for changes in the cost of living, depending on the financial resources of the system.

## Workers' Medical Benefits

Benefits include medical treatment, surgery, hospitalization, prostheses, appliances, and transportation.

## Survivor Benefits

**Survivor pension:** The monthly pension is equal to 30% of the deceased's earnings on the day the injury occurred (if those earnings differ from normal earnings, 30% of the deceased's average earnings in the last 6 months).

Eligible survivors include a dependent widow, a dependent widower older than age 64 or disabled, and a divorced spouse receiving alimony. (The pension is split equally if there is more than one eligible divorced spouse.)

The maximum daily earnings for benefit calculation purposes are 300 escudos.

The pension ceases on remarriage or if the widow(er) cohabits with a partner.

Remarriage allowance: A lump sum equal to a year's pension.

**Orphan's pension:** The monthly pension is equal to 15% of the deceased's earnings for each child (including unborn, adopted, natural, and any other dependent children) up to age 18 (age 24 if a student, no limit if disabled); 45% of the deceased's earnings for each full orphan.

**Other eligible survivors:** A monthly pension equal to 10% of the deceased's earnings is payable to dependent parents and grandparents and to dependent brothers and sisters up to age 16.

The total monthly survivor pension for other dependent relatives is 30% of the deceased's earnings.

The total monthly survivor pension must not exceed 70% of the deceased's earnings.

**Funeral grant:** The cost of the funeral, up to a maximum of 7,500 escudos.

Benefit adjustment: Pensions are adjusted for changes in the cost of living, depending on the financial resources of the system.

## Administrative Organization

Ministry of Labor and Solidarity provides general supervision.

Private insurance companies administer the program.

# Family Allowances

## Regulatory Framework

**First law:** 1957.

**Current law:** 2004 (employed persons).

**Type of program:** Social insurance system.

## Coverage

Persons in insured employment or receiving social insurance benefits.

Special system for government employees.

## Source of Funds

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** 3% of gross monthly payroll.

**Government:** None.

## Qualifying Conditions

**Family allowances:** Children must be younger than age 14 (age 24 if a student, no limit if disabled). The allowance is also paid for the insured's parents if each parent's income is less than 2,000 escudos.

## Family Allowance Benefits

**Family allowances:** A monthly allowance of 400 escudos is payable for each eligible dependent; 1,200 escudos a month for each disabled child younger than age 8; 1,600 escudos a month for each disabled child aged 8 to 13; and 2,050 escudos a month for each disabled child older than age 13. The allowance is payable for a maximum of four children; the limit on the number of children is waived if the parent is a pensioner or the insured is deceased and the mother is an unemployed widow.

**Nursing allowance:** 1,200 escudos a month for 6 months.

**Funeral grant:** The cost of the funeral, up to a maximum of 20,000 escudos for the insured or his or her spouse or children older than age 14; 15,000 escudos for children aged 6 to 14; and 7,500 escudos for children younger than age 6.

Benefit adjustment: Benefits are adjusted periodically. (The benefits were last adjusted in 2005.)

## Administrative Organization

Ministry of Labor and Solidarity provides general supervision.

National Social Insurance Institute administers the program.

# Central African Republic

Exchange rate: US$1.00 equals 493.54 CFA francs.

## Old Age, Disability, and Survivors

### Regulatory Framework

**First law:** 1963.

**Current law:** 1981.

**Type of program:** Social insurance system.

### Coverage

Employed persons, including civil servants and other government contract workers, members of public or local authorities, students in professional schools, trainees, and apprentices.

Exclusions: Agricultural workers and temporary or occasional workers.

Voluntary coverage for the self-employed.

### Source of Funds

**Insured person:** 2% of gross earnings.

**Self-employed person:** Voluntary coverage only.

**Employer:** 3% of gross payroll.

Contributions are paid monthly by employers with 20 or more employees and quarterly by employers with less than 20 employees.

**Government:** None.

### Qualifying Conditions

**Old-age pension:** Age 55 (men) or age 50 (women) and registered with the fund for at least 20 years with 60 months of contributions in the last 10 years. The pension is payable 5 years before the normal retirement age if the insured is prematurely aged. Retirement from gainful employment is necessary.

The pension is payable abroad only if there is a reciprocal agreement.

**Old-age allowance:** Age 55 (age 50 if prematurely aged) with at least 12 months of coverage but ineligible for the old-age pension.

**Disability pension:** A loss of 2/3 of earning capacity and registered with the fund for at least 5 years with 6 months of contributions in the year before the onset of disability (conditions are waived for currently employed persons if the disability is a result of a nonoccupational accident). The pension is payable after 6 consecutive months of disability provided that the disability is expected to last for at least another 6 months.

**Survivor pension:** The deceased met the requirements for a pension or was a pensioner at the time of death.

**Survivor settlement:** Paid to the survivor if the deceased did not meet the requirements for a pension.

Eligible survivors are a widow aged 50 or older (aged 45 if prematurely aged) or aged 30 or older if caring for a child or disabled, a dependent widower aged 55 (aged 50 if prematurely aged), and dependent children.

The spouse must have been married to the insured for at least 2 years before the insured's death.

### Old-Age Benefits

**Old-age pension:** The pension is equal to 30% of the insured's average monthly earnings in the last 3 or 5 years (whichever is higher) plus 1% for each 12-month period of contributions beyond 240 months.

The minimum pension is 60% of the highest regional minimum wage.

The maximum pension is equal to 80% of the insured's average monthly earnings.

Pensions are paid quarterly.

**Old-age allowance:** A lump sum equal to 1 month's average earnings for each 12-month period of insurance coverage.

### Permanent Disability Benefits

**Disability pension:** The pension is equal to 30% of average monthly earnings in the last 3 or 5 years (whichever is higher) plus 1% for each 12-month period of contributions beyond 240 months. The insured is credited with 6 months of coverage for each year that a claim is made before age 55.

The disability pension is replaced by an old-age pension of the same amount at the normal retirement age.

Constant-attendance supplement: Equal to 50% of the pension.

Benefits are paid quarterly.

### Survivor Benefits

**Survivor pension:** 50% of the deceased's pension is paid to the spouse. If there is more than one widow, the amount is split equally.

The pension ceases on remarriage.

**Orphan's pension:** A total amount equal to 50% of the deceased's pension is payable for all eligible orphans; 100% in the case of full orphans.

The total survivor pension must not exceed 100% of the deceased's pension.

Pensions are paid quarterly.

**Survivor settlement:** A lump sum equal to 1 month's old-age pension is paid for each 6 months of coverage.

### Administrative Organization

Ministry of Public Administration, Labor, Social Security, and Professional Training provides general supervision.

Central African Social Security Office administers the program.

## Sickness and Maternity

### Regulatory Framework

**First law:** 1952.

**Current law:** 1965.

**Type of program:** Social insurance system. Maternity benefits only.

### Coverage

Employed women.

### Source of Funds

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** See source of funds under Family Allowances, below.

**Government:** None.

### Qualifying Conditions

**Cash sickness benefits:** No statutory benefits are provided.

**Cash maternity benefits:** Six months of insured employment.

### Sickness and Maternity Benefits

**Sickness benefit:** No statutory benefits are provided. (The labor code requires employers to provide paid sick leave.)

**Maternity benefit:** 50% of the insured's daily earnings is payable for up to 8 weeks before and 6 weeks after (9 weeks in case of complications) the expected date of childbirth.

### Workers' Medical Benefits

No statutory benefits are provided. (The labor code requires employers to provide certain medical services.)

Some health services are provided free during the maternity leave.

### Dependents' Medical Benefits

No statutory benefits are provided. (Some maternity and child health care is provided under Family Allowances, below.)

### Administrative Organization

Ministry of Public Administration, Labor, Social Security, and Professional Training provides general supervision.

Central African Social Security Office administers the program.

## Work Injury

### Regulatory Framework

**First laws:** 1935 and 1959.

**Current law:** 1965.

**Type of program:** Social insurance system.

### Coverage

Employed persons and members of producers' cooperatives.

Exclusions: Agricultural workers, temporary or occasional workers, and the self-employed.

### Source of Funds

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** 3% of gross payroll.

The maximum monthly earnings for contribution and benefit purposes are 200,000 CFA francs.

**Government:** None.

### Qualifying Conditions

**Work injury benefits:** There is no minimum qualifying period.

### Temporary Disability Benefits

The monthly benefit is equal to 50% of the insured's average daily earnings in the 30 days before the onset of disability for the first 28 days of disability; thereafter, 66.6% of average daily earnings. The benefit is payable from the day after the onset of disability until full recovery or certification of permanent disability.

### Permanent Disability Benefits

**Permanent disability pension:** For a total disability, the pension is 100% of the insured's average monthly earnings, up to a ceiling.

Partial disability: The insured's average monthly earnings, up to a ceiling, multiplied by 0.5 times the assessed degree of disability for the portion of disability between 10% and 50% and by 1.5 times the assessed degree of disability for the portion above 50%.

Constant-attendance supplement: Equal to 40% of the pension.

Benefits are paid monthly or quarterly.

### Workers' Medical Benefits

Benefits include medical and surgical care, hospitalization, medicines, appliances, rehabilitation, and transportation.

### Survivor Benefits

**Survivor pension:** The pension is equal to 30% of the deceased's average monthly earnings, up to a ceiling.

**Orphan's pension:** 15% of the insured's average monthly earnings, up to a ceiling, is payable for each of the first two orphans and 10% for each additional orphan; 20% for each full orphan.

**Dependent parent's and grandparent's pension:** Each receives a pension equal to 10% of the insured's average monthly earnings.

The total survivor pension must not exceed 85% of the deceased's average monthly earnings.

**Funeral grant:** The grant is equal to 1/50 of the deceased's annual income. The maximum monthly earnings for calculating the grant are 200,000 CFA francs.

### Administrative Organization

Ministry of Public Administration, Labor, Social Security, and Professional Training provides general supervision.

Central African Social Security Office administers the program.

## Family Allowances

### Regulatory Framework

**First law:** 1956.

**Current law:** 1965.

**Type of program:** Employment-related system.

### Coverage

Employees and social insurance beneficiaries.

### Source of Funds

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** 12% of gross payroll.

The maximum monthly earnings for contribution purposes are 200,000 CFA francs.

The employer contributions also finance maternity benefits.

**Government:** None.

### Qualifying Conditions

**Family allowances:** The child must be younger than age 15 (age 18 if an apprentice, age 20 if a student or disabled). School attendance is required for children of school age. The parent must have 6 months of employment and be currently working 20 days or 133 hours a month or be a social insurance beneficiary.

**Prenatal allowance:** Must undergo regular medical examinations, as specified in law.

**Birth grant:** Awarded for each of the first three births.

### Family Allowance Benefits

**Family allowances:** 1,200 CFA francs a month for each child.

**Prenatal allowance:** 1,200 CFA francs a month for 9 months.

**Birth grant:** A lump sum of 10,000 CFA francs for each of the first three births.

Some maternity and child health and welfare services are also provided.

### Administrative Organization

Ministry of Public Administration, Labor, Social Security, and Professional Training provides general supervision.

Central African Social Security Office administers the program.

# Chad

Exchange rate: US$1.00 equals 493.54 CFA francs.

## Old Age, Disability, and Survivors

### Regulatory Framework

**First and current laws:** 1977 (pensions) and 1978 (old age, disability, and survivors).

**Type of program:** Social insurance system.

### Coverage

Salaried workers regulated by the labor code.

Special system for civil servants.

### Source of Funds

**Insured person:** 2% of gross earnings.

**Self-employed person:** Not applicable.

**Employer:** 4% of gross payroll.

**Government:** None.

### Qualifying Conditions

**Old-age pension:** Age 55 (age 50 if prematurely aged), registered with the National Social Insurance Fund for at least 15 years, and with 180 months of insurance coverage or with 60 months of contributions in the last 10 years. Retirement from gainful employment is necessary.

**Old-age settlement:** Age 55 (age 50 if prematurely aged) and ineligible for the old-age pension.

**Disability pension:** A loss of 2/3 of earning capacity with 5 years of insurance, including 6 months of contributions in the year before the onset of disability. There is no qualifying period if the disability is the result of a nonoccupational accident.

**Survivor pension:** The deceased met the qualifying conditions for a pension, was a pensioner, or had 180 months of insurance coverage at the time of death.

**Survivor settlement:** Paid to a survivor if the deceased was ineligible for a pension.

Eligible survivors are a widow aged 40 or older or pregnant, disabled, or caring for a child, and who was married to the deceased for at least 1 year; a dependent disabled widower who was married to the deceased for at least 1 year; and children younger than age 15 (age 18 if an apprentice, age 21 if a student or disabled).

### Old-Age Benefits

**Old-age pension:** The pension is equal to 30% of the insured's average monthly earnings in the last 3 or 5 years (whichever is higher), plus 1.2% of average monthly earnings for each 12-month period of insurance coverage beyond 180 months.

The minimum pension is 60% of the highest regional minimum wage.

The maximum pension is 80% of the average monthly earnings used for calculating the pension.

Benefits are paid quarterly.

Benefit adjustment: Benefits are adjusted by ministerial decree in consultation with the National Social Insurance Fund.

**Old-age settlement:** A lump sum is paid equal to 1 month's wages for each year of insurance coverage.

### Permanent Disability Benefits

**Disability pension:** The pension is equal to 30% of the insured's average monthly earnings in the last 3 or 5 years (whichever is higher), plus 1.2% of average monthly earnings for each 12-month period of insurance coverage beyond 180 months. For each year that a claim is made before the insured reaches age 55, the insured is credited with a 1-year coverage period.

At the normal retirement age, the disability pension ceases and is replaced by an old-age pension of the same amount.

The minimum pension is 60% of the highest regional minimum wage.

The maximum pension is 80% of the average monthly earnings used for calculating the pension.

Constant-attendance allowance: Equal to 50% of the pension.

Benefits are paid quarterly.

Benefit adjustment: Benefits are adjusted by ministerial decree in consultation with the National Social Insurance Fund.

### Survivor Benefits

**Survivor pension:** The pension is equal to 50% of the deceased's pension.

If there is more than one eligible widow, the pension is split equally among them.

The pension ceases on remarriage, and a lump sum is paid.

Remarriage settlement: A lump sum equal to 6 month's survivor pension.

**Orphan's pension:** The pension is equal to 25% of the deceased's pension for each orphan; 40% for each full orphan.

The orphan's pension must be at least equal to the family allowance.

The total survivor pension must not exceed 100% of the deceased's old-age pension.

Benefits are paid quarterly.

Benefit adjustment: Benefits are adjusted by ministerial decree in consultation with the National Social Insurance Fund.

**Survivor settlement:** A lump sum is paid if the deceased was ineligible for a pension.

### Administrative Organization

Ministry of Labor and Public Affairs provides general supervision.

National Social Insurance Fund administers the program.

## Sickness and Maternity

### Regulatory Framework

**First law:** 1952.

**Current law:** 1966.

**Type of program:** Social insurance system. Maternity benefits only.

### Coverage

Employed women.

### Source of Funds

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** See source of funds under Family Allowances, below.

**Government:** See source of funds under Family Allowances, below.

### Qualifying Conditions

**Cash sickness benefits:** No statutory benefits are provided.

**Cash maternity benefits:** Six consecutive months of employment immediately before work ceases.

### Sickness and Maternity Benefits

**Sickness benefit:** No statutory benefits are provided. (The labor code requires employers to provide paid sick leave.)

**Maternity benefit:** The benefit is equal to 50% of the insured's last daily earnings. The benefit is payable for 6 weeks before and 8 weeks (11 weeks in case of complications) after the expected date of childbirth.

### Workers' Medical Benefits

No statutory benefits are provided. (The labor code requires employers to provide certain medical services.)

### Dependents' Medical Benefits

No statutory benefits are provided. (Some maternity and child health and welfare services are provided under Family Allowances, below.)

### Administrative Organization

Ministry of Labor and Public Affairs provides general supervision.

National Social Insurance Fund administers the program.

## Work Injury

### Regulatory Framework

**First law:** 1935.

**Current law:** 1966.

**Type of program:** Social insurance system.

### Coverage

Employed persons.

Special system for civil servants.

### Source of Funds

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** 2.5% of gross payroll.

**Government:** None.

### Qualifying Conditions

**Work injury benefits:** There is no minimum qualifying period. The work accident must be reported within 48 hours.

### Temporary Disability Benefits

The benefit is equal to 2/3 of the insured's average daily wage in the 30 days before the onset of disability. The benefit is payable from the day after the onset of disability until full recovery or until certification of permanent disability (after 2 years).

### Permanent Disability Benefits

**Permanent disability pension:** For a total disability, the pension is equal to 100% of the insured's average monthly earnings in the 12 months before the onset of disability.

Partial disability: For an assessed degree of disability of at least 10%, the pension is equal to the insured's average monthly earnings in the 12 months before the onset of disability multiplied by 0.5 times the assessed degree of disability for the portion of disability up to 50% and by 1.5 times the assessed degree of disability for the portion above 50%.

The earnings used for benefit calculation purposes are six times the highest legal minimum wage, plus 1/3 of earnings between six times the highest legal minimum wage and 25 times the highest legal minimum wage. Earnings above 25 times the highest legal minimum wage are not taken into account for benefit calculation purposes.

With an assessed degree of disability of at least 10%, the minimum pension is calculated on the basis of 1.35 times the highest legal minimum wage.

Constant-attendance allowance: Equal to 40% of the pension.

Pensions are normally paid quarterly. If the insured is assessed as 100% disabled, the pension is paid monthly; if assessed as at least 75% disabled, the insured can request a monthly payment.

Benefit adjustment: Benefits are adjusted according to changes in the legal minimum wage.

## Workers' Medical Benefits

Benefits include medical and surgical care, hospitalization, medicines, appliances, and transportation.

## Survivor Benefits

**Survivor pension:** The pension is equal to 30% of the deceased's average earnings in the last 12 months.

**Orphan's pension:** 15% of the deceased's average earnings in the last 12 months is paid for each orphan younger than age 15 (age 18 if an apprentice, age 21 if a student or disabled); 20% for each full orphan.

**Dependent parent's and grandparent's pension:** Each receives 10% of the deceased's average earnings in the last 12 months, up to a maximum of 30%.

The total survivor pension must not exceed 85% of the deceased's average earnings used for calculating the pension.

The earnings used for benefit calculation purposes are six times the highest legal minimum wage, plus 1/3 of earnings between six times the highest legal minimum wage and 25 times the highest legal minimum wage. Earnings above 25 times the highest legal minimum wage are not taken into account for benefit calculation purposes.

Benefits are paid quarterly.

Benefit adjustment: Benefits are adjusted according to changes in the legal minimum wage.

**Funeral grant:** The cost of the funeral is reimbursed, up to a maximum of 1/24 of insured earnings.

## Administrative Organization

Ministry of Labor and Public Affairs provides general supervision.

National Social Insurance Fund administers the program.

# Family Allowances

## Regulatory Framework

**First law:** 1956.

**Current law:** 1966.

**Type of program:** Employment-related system.

## Coverage

Employed persons.

Special system for civil servants.

## Source of Funds

**Insured person:** None.

**Self-employed person:** Not applicable.

**Employer:** 6% of gross payroll.

The maximum monthly earnings for contribution purposes are 130,000 CFA francs.

**Government:** A subsidy from earmarked taxes.

All of the above contributions also finance maternity benefits under Sickness and Maternity, above.

## Qualifying Conditions

**Family allowances:** The child must be younger than age 15 (age 18 if an apprentice, age 21 if a student or disabled) and reside in Chad. The parent must have 6 months of employment and be currently working 20 days a month; the widow of a beneficiary.

**Prenatal allowance:** Must undergo regular prescribed medical examinations.

**Birth grant:** Awarded for the first three births of the first marriage.

## Family Allowance Benefits

**Family allowances:** 600 CFA francs a month for each child.

**Prenatal allowance:** 5,400 CFA francs for each month of pregnancy. The allowance is paid in two installments.

**Birth grant:** A lump sum of 6,000 CFA francs for each of the first three births.

Some maternity and child health and welfare services are also provided.

## Administrative Organization

Ministry of Labor and Public Affairs provides general supervision.

National Social Insurance Fund administers the program.

# Congo (Brazzaville)

Exchange rate: US$1.00 equals 493.54 CFA francs.

## Old Age, Disability, and Survivors

### Regulatory Framework

**First law:** 1962.

**Current law:** 1986 (social security).

**Type of program:** Social insurance system.

### Coverage

Employed persons.

Special system for civil servants.

### Source of Funds

**Insured person:** 4% of gross earnings.

The minimum monthly earnings for contribution and benefit purposes are equal to the legal minimum wage. The legal minimum monthly wage is 43,000 CFA francs.

The maximum monthly earnings for contribution and benefit purposes are 1,200,000 CFA francs.

**Self-employed person:** Not applicable.

**Employer:** 8% of gross payroll.

The minimum monthly earnings for contribution purposes are equal to the legal minimum wage. The legal minimum monthly wage is 43,000 CFA francs.

The maximum monthly earnings for contribution purposes are 1,200,000 CFA francs.

**Government:** None.

### Qualifying Conditions

**Old-age pension:** Age 55 (age 50 if prematurely aged), registered with the National Social Security Fund during the last 20 years, and has a total of 240 months of insurance coverage, including 60 months of contributions in the last 10 years. Retirement from paid employment is necessary.

Partial pension: The insured is of pensionable age, retired from paid employment, and has at least 60 months of contributions but does not meet the other qualifying conditions for the old-age pension.

The pension is payable abroad only if there is a reciprocal agreement.

**Old-age settlement:** The insured does not meet the qualifying conditions for a full or partial pension.

**Disability pension:** A loss of 2/3 of capacity for any work, registered with the National Social Security Fund for at least 5 years, and 6 months of contributions in the year before the onset of disability. There is no minimum qualifying period if the disability is the result of a nonoccupational accident.

**Survivor pension:** The deceased met the qualifying conditions for a pension or was a pensioner at the time of death.

**Survivor settlement:** The deceased did not qualify for a pension.

Eligible survivors are a widow(er) who was married to the deceased for at least 1 year, children younger than age 16 (age 17 if an apprentice, age 20 if a student or disabled), and dependent parents.

### Old-Age Benefits

**Old-age pension:** The pension is equal to 40% of the insured's average monthly earnings in the best 3 or 5 years out of the last 10 years, plus 2% of the insured's average monthly earnings for each 12-month period of insurance coverage beyond 240 months.

The minimum pension is 60% of the highest legal minimum wage.

The maximum pension is equal to 80% of the insured's average monthly earnings.

Partial pension: The pension is equal to 2% of the insured's average monthly earnings in the best 3 or 5 years out of the last 10 years for each year of insurance coverage.

Benefits are paid quarterly.

Benefit adjustment: Pensions are adjusted for changes in the cost of living.

**Old-age settlement:** A lump sum equal to 1 month of the insured's average monthly earnings in the best 3 or 5 years out of the last 10 years is payable for each 12-month period of insurance coverage.

### Permanent Disability Benefits

**Disability pension:** The pension is equal to 40% of the insured's average monthly earnings in the best 3 or 5 years out of the last 10 years, plus 2% for each 12-month period of insurance coverage beyond 240 months. For each year that a claim is made before the insured reaches age 55, the insured is credited with a 6-month coverage period.

When the insured reaches age 55, the disability pension ceases and is replaced by an old-age pension of the same amount.

The minimum pension is 60% of the highest legal minimum wage.

The maximum pension is equal to 80% of the insured's average monthly earnings.

Constant-attendance allowance: Equal to 50% of the pension.

Child supplement: 1,200 CFA francs a month for each child.

Benefits are paid quarterly.