

Equatorial Guinea

Exchange rate: US\$1.00 = 603.87 CFA francs.

Old Age, Disability, and Survivors

Regulatory Framework

First law: 1947 (social insurance).

Current law: 1984 (social security), implemented in 1990.

Type of program: Social insurance system.

Coverage

Employed persons, including public-sector employees, civil servants, and military personnel.

Voluntary coverage for self-employed persons.

Exclusions: Foreign nationals employed by international organizations.

Source of Funds

Insured person: 4.5% of gross monthly covered earnings.

The minimum monthly earnings used to calculate contributions are the legal monthly minimum wage.

The legal monthly minimum wage ranges from 129,035 CFA francs (construction) to 258,068 CFA francs (oil sector), depending on the economic sector.

There are no maximum earnings used to calculate contributions.

The insured person's contributions also finance cash sickness and maternity benefits, medical benefits, work injury benefits, and family allowances.

Self-employed person: 26% of monthly covered declared earnings.

The minimum monthly earnings used to calculate contributions are 300,000 CFA francs.

There are no maximum earnings used to calculate contributions.

The self-employed person's contributions also finance cash sickness and maternity benefits, medical benefits, work injury benefits, and family allowances.

Employer: 21.5% of gross monthly covered payroll.

The minimum monthly earnings used to calculate contributions are the legal monthly minimum wage.

The legal monthly minimum wage ranges from 129,035 CFA francs (construction) to 258,068 CFA francs (oil sector), depending on the economic sector.

There are no maximum earnings used to calculate contributions.

The employer's contributions also finance cash sickness and maternity benefits, medical benefits, work injury benefits, and family allowances.

Government: At least 25% of annual social security receipts; contributes as an employer.

The government's contributions also finance cash sickness and maternity benefits, medical benefits, work injury benefits, and family allowances.

Qualifying Conditions

Old-age pension (Pensión por Vejez): Age 60 with at least 120 months of contributions, including at least 60 months in the 10 years before retirement.

The required contribution period is reduced for public officials and military personnel who were aged 50 to 60 when the law was implemented.

Disability pension (Pensión por Invalidez): Must be assessed with a total (100%) loss of capacity for any work or a total (100%) loss of capacity for usual work and have at least 60 consecutive months of contributions immediately before the disability began.

Constant-attendance allowance: Paid if the insured requires the constant attendance of others to perform daily functions.

Partial disability: Paid for an assessed loss of capacity for usual work of at least 66% but less than 100%.

Survivor pension: The deceased received or was entitled to receive an old-age or disability pension, or had at least 60 months of contributions.

Eligible survivors include a widow aged 30 or older (no age limit if assessed with a disability or raising children), a dependent widower with a disability, and orphans younger than age 14 (age 18 if a student; no limit if disabled). If there is no eligible widow(er) or orphan, the pension is paid to the deceased's or spouse's dependent parent aged 60 or older (no limit if disabled), or to another dependent relative. The widow(er)'s pension ceases upon remarriage.

Funeral grant (Gastos de Sepelio): Paid when an insured person or an old-age or disability pensioner dies.

Eligible survivors include the deceased's spouse, children, and other family members who were living with the deceased at the time of death, or the person who paid for the funeral.

Old-Age Benefits

Old-age pension (Pensión por Vejez): 40% of the insured's average monthly earnings in the last two years plus 2% of average monthly earnings for each year of contributions exceeding 10 years is paid.

The minimum monthly old-age pension is 117,304 CFA francs.

The maximum monthly old-age pension is 80% of the insured's average monthly earnings in the last two years.

Benefit adjustment: Benefits are adjusted every five years.

Permanent Disability Benefits

Disability pension (*Pensión por Invalidez*): 40% of the insured's average monthly earnings is paid if the insured is assessed with a total loss of capacity for any work; the benefit is paid for six months if the insured is assessed with a total loss of capacity for usual work.

Average monthly earnings are normally based on the insured's earnings in the last three months before the disability began (an alternative period may be used under certain conditions).

The minimum monthly disability pension is 117,304 CFA francs.

Constant-attendance allowance: 100% of the disability pension is paid.

Partial disability: 40% of the insured's average monthly earnings is paid for up to three months.

Benefits may be suspended if the insured fails to undergo required medical examinations.

Benefit adjustment: Benefits are adjusted every five years.

Survivor Benefits

Survivor pension

Spouse's pension (*Prestación por Viudedad*): 40% of the deceased's average monthly earnings is paid; if the deceased was receiving an old-age or disability pension, 80% of the deceased's pension is paid.

Average monthly earnings are normally based on the deceased's earnings in the last two years before death (an alternative period may be used under certain conditions).

If the widow is younger than age 30 and has no children, the pension is paid for up to 24 months.

Orphan's pension (*Prestación de Orfandad*): A pension is paid to each eligible orphan.

The maximum combined orphan's pension is 20% of the deceased's average monthly earnings; 40% for full orphans or for half orphans if the spouse's pension ceases.

Other dependent's pension (*Prestación a favor de Parientes Consanguíneos o Afines*): 40% of the deceased's average monthly earnings is paid to a dependent parent (80% if the deceased was a pensioner); if there is no dependent parent, 40% of the deceased's average monthly earnings is paid to a dependent relative for up to 24 months.

Benefit adjustment: Benefits are adjusted every five years.

Funeral grant (*Gastos de Sepelio*): A lump sum of two times the deceased's monthly earnings is paid if the deceased was employed at the time of death; otherwise, two times the old-age or disability pension the deceased received or was entitled to receive.

Administrative Organization

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

Social Security Institute administers the program and collects contributions.

Sickness and Maternity

Regulatory Framework

First law: 1947 (social insurance).

Current law: 1984 (social security), implemented in 1990.

Type of program: Social insurance system.

Coverage

Employed persons, including public-sector employees, civil servants, and military personnel; and old-age, disability, and survivor pensioners (medical benefits only).

Voluntary coverage for self-employed persons.

Source of Funds

Insured person: See source of funds under Old Age, Disability, and Survivors.

Self-employed person: See source of funds under Old Age, Disability, and Survivors.

Employer: See source of funds under Old Age, Disability, and Survivors.

Government: See source of funds under Old Age, Disability, and Survivors.

Qualifying Conditions

Cash sickness benefit (*Subsidio por Incapacidad Temporal*): Must have paid contributions in each of the last 12 months and be undergoing medical treatment.

Cash maternity benefit (*Subsidio por Maternidad*): Must have at least 12 months of contributions immediately before childbirth and provide a medical certificate.

Partial benefit: Paid if the insured has less than 12 months of contributions immediately before childbirth.

Medical benefits (*Asistencia Sanitaria*): There is no minimum qualifying period.

Eligible dependents include a wife, a dependent husband with a disability, dependent children younger than age 14 (age 18 if a student, no limit if disabled); and dependent parents, brothers and siblings under certain conditions.

Sickness and Maternity Benefits

Sickness benefit (*Subsidio por Incapacidad Temporal*):

50% of the insured's average daily earnings in the three months before the incapacity began is paid after a three-day waiting period for up to 26 weeks; may be extended under certain conditions.

Maternity benefit (*Subsidio por Maternidad*): 75% of the insured's average daily earnings in the three months before the maternity leave began is paid for 12 weeks, including six weeks before and six weeks after the expected date of childbirth.

Partial benefit: A lump sum of two times the insured's monthly earnings is paid.

Workers' Medical Benefits

Medical benefits (*Asistencia Sanitaria*): Benefits include medical care for up to 26 weeks, according to a schedule in law.

Cost sharing: The insured pays 25% of the cost of medical care and 50% of the cost of medicine; medicine during hospitalization, pregnancy, and the postnatal period are free.

Dependents' Medical Benefits

Benefits for dependents are the same as those for the insured.

Administrative Organization

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

Social Security Institute administers the program.

Work Injury

Regulatory Framework

First law: 1947 (social insurance).

Current law: 1984 (social security), implemented in 1990.

Type of program: Social insurance system.

Coverage

Employed persons, including public-sector employees, civil servants, and military personnel.

Voluntary coverage for self-employed persons.

Source of Funds

Insured person: See source of funds under Old Age, Disability, and Survivors.

Self-employed person: See source of funds under Old Age, Disability, and Survivors.

Employer: See source of funds under Old Age, Disability, and Survivors.

Government: See source of funds under Old Age, Disability, and Survivors.

Qualifying Conditions

Must be assessed with a work injury or occupational disease. There is no minimum qualifying period.

Temporary Disability Benefits

50% of the insured's average daily earnings in the three months before the incapacity began is paid after a three-day waiting period for up to 26 weeks; may be extended under certain conditions.

Permanent Disability Benefits

Permanent disability pension: For a total (100%) loss of capacity for any work, 50% of the insured's average monthly earnings is paid; the pension is paid for up to 48 months if the insured is assessed with a total (100%) loss of capacity for usual work.

Average monthly earnings are normally based on the insured's earnings in the last three months before the disability began (an alternative period may be used under certain conditions).

The minimum monthly permanent disability pension is 117.304 CFA francs.

Constant-attendance allowance: 50% of the insured's average monthly earnings is paid if the insured requires the constant attendance of others to perform daily functions.

Partial disability: For an assessed loss of capacity for usual work of at least 66% but less than 100%, 50% of the insured's average monthly earnings is paid for up to 24 months.

Benefits can be suspended if the insured fails to undergo required medical examinations.

The work injury permanent disability pension cannot be paid at the same time as the old-age pension.

Benefit adjustment: Benefits are adjusted every five years.

Workers' Medical Benefits

Benefits include free medical care, hospitalization, and medicine.

Survivor Benefits

Survivor pension

Spouse's pension: 50% of the deceased's monthly earnings is paid to a widow(er); if the deceased was a disability pensioner, 80% of the deceased's pension is paid.

Eligible survivors include a widow aged 30 or older (no age limit if assessed with a disability or raising children) and a dependent widower with a disability.

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If the widow is younger than age 30 and has no children, the benefit is paid for up to 24 months.

The spouse's pension ceases upon remarriage.

Orphan's pension: See Old Age, Disability, and Survivors.

Other dependent's pension: See Old Age, Disability, and Survivors.

Benefit adjustment: Benefits are adjusted every five years.

Funeral grant: A lump sum of two times the deceased's monthly earnings is paid.

Administrative Organization

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

Social Security Institute administers the program.

Unemployment

Regulatory Framework

The 2012 labor law requires employers to provide severance pay of 45 days of the employee's salary for each year of service for unfair dismissal, or at least three months of the employee's salary for dismissal due to economic, technological, or structural reasons if the employee had at least three years of continuous service.

Family Allowances

Regulatory Framework

First law: 1950 (family allowances).

Current law: 1984 (social security), implemented in 1990.

Type of program: Social insurance system.

Coverage

Employed persons, including public-sector employees, civil servants and military personnel.

Voluntary coverage for self-employed persons.

Source of Funds

Insured person: See source of funds under Old Age, Disability, and Survivors.

Self-employed person: See source of funds under Old Age, Disability, and Survivors.

Employer: See source of funds under Old Age, Disability, and Survivors.

Government: See source of funds under Old Age, Disability, and Survivors.

Qualifying Conditions

Family allowance (Subsidio Familiar): Paid for eligible dependents.

Eligible dependents include a wife, children younger than age 14 (age 18 if a student, no limit if disabled), a dependent parent or spouse's parent aged 60 or older (no limit if disabled), and dependent orphan siblings younger than age 14 (age 18 if a student, no limit if disabled) or with a disabled siblings (any age).

Family Allowance Benefits

Family allowance (Subsidio Familiar): Benefits are determined based on a family point system set by law.

Administrative Organization

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

Social Security Institute administers the program through the Family Fund.